EEO Public Inspection File Report
South Carolina Educational Television Commission
1041 George Rogers Blvd., Columbia, SC 29201

Stations WRLK and WLTR (FM)
# RECRUITMENT SUMMARY FOR THOSE INTERVIEWED FOR POSITIONS FILLED AUGUST 1, 2021 THROUGH JULY 31, 2022

**AGENCY TITLE:** SCETV  
**AGENCY CODE:** H67

Note: Counts of applicants interviewed includes the candidate hired. Also see Recruitment Key below.

<table>
<thead>
<tr>
<th>Title</th>
<th>Date Posted</th>
<th>Date Hired</th>
<th>Recruitment Source for Interviewees* Source for Hire</th>
<th>Total Interviewed</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROGRAM COORDINATOR I</td>
<td>6/11/2021</td>
<td>8/17/2021</td>
<td>DEW (1); ETVWS (2); SCSWS (1); [Hire = ETVWS]</td>
<td>4</td>
</tr>
<tr>
<td>DEPUTY DIRECTOR</td>
<td>9/1/2021</td>
<td>9/22/2021</td>
<td>SCSWS (2); [Hire = SCSWS]</td>
<td>1</td>
</tr>
<tr>
<td>HUMAN RESOURCES DIRECTOR I</td>
<td>7/6/2021</td>
<td>8/25/2021</td>
<td>SCSWS (4); [Hire = SCSWS]</td>
<td>4</td>
</tr>
<tr>
<td>FTS MANAGER I</td>
<td>6/17/2021</td>
<td>9/17/2021</td>
<td>Other (1); [Hire = 1]</td>
<td>1</td>
</tr>
<tr>
<td>HUMAN RESOURCES COORDINATOR</td>
<td>10/8/2021</td>
<td>12/17/2021</td>
<td>ETVWS (2); SCSWS (1); [Hire = ETVWS]</td>
<td>3</td>
</tr>
<tr>
<td>HUMAN RESOURCES MANAGER I</td>
<td>11/19/2021</td>
<td>12/17/2021</td>
<td>Other (1); [Hire = Other]</td>
<td>1</td>
</tr>
<tr>
<td>COMMUNICATIONS TECHNICIAN</td>
<td>8/19/2021</td>
<td>12/17/2021</td>
<td>Other (4); IP (1); [Hire = Other]</td>
<td>5</td>
</tr>
<tr>
<td>ADMINISTRATIVE MANAGER I</td>
<td>11/12/2021</td>
<td>2/17/2022</td>
<td>Other (6); [Hire = Other]</td>
<td>6</td>
</tr>
<tr>
<td>HUMAN RESOURCES COORDINATOR</td>
<td>2/11/2022</td>
<td>3/17/2022</td>
<td>SCSWS (7); [Hire = SCSWS]</td>
<td>7</td>
</tr>
<tr>
<td>PROGRAM MANAGER II</td>
<td>12/29/2021</td>
<td>3/17/2022</td>
<td>Other (1); [Hire = 1]</td>
<td>1</td>
</tr>
<tr>
<td>ENDPOINT TECHNICIAN I</td>
<td>11/4/2021</td>
<td>4/2/2022</td>
<td>Other (4); ETVWS (1); IP (1); [Hire = Other]</td>
<td>6</td>
</tr>
<tr>
<td>PROGRAM MANAGER II</td>
<td>11/4/2021</td>
<td>12/17/2021</td>
<td>SCSWS (10); [Hire = SCSWS]</td>
<td>10</td>
</tr>
<tr>
<td>PUBLIC INFORMATION DIRECTOR II</td>
<td>1/10/2022</td>
<td>4/4/2022</td>
<td>SCSWS (66); Other (1); [Other = 1]</td>
<td>4</td>
</tr>
<tr>
<td>COMMUNICATIONS TECHNICIAN</td>
<td>2/25/2022</td>
<td>5/2/2022</td>
<td>SCSWS (3); [Hire = SCSWS]</td>
<td>3</td>
</tr>
<tr>
<td>COMMUNICATIONS TECHNICIAN</td>
<td>2/25/2022</td>
<td>5/2/2022</td>
<td>SCSWS (2); ETVWS (1); [Hire = ETVWS]</td>
<td>3</td>
</tr>
<tr>
<td>PRODUCTION MANAGER III</td>
<td>11/03/21</td>
<td>5/23/2022</td>
<td>DEW (1); SCSWS (2); [Hire = SCSWS]</td>
<td>3</td>
</tr>
<tr>
<td>PRODUCTION MANAGER II</td>
<td>12/11/21</td>
<td>6/2/2022</td>
<td>DEW (1); ETVWS (2); [Hire = Other]</td>
<td>3</td>
</tr>
<tr>
<td>ACCOUNTANT/FISCAL ANALYST</td>
<td>5/12/2022</td>
<td>6/2/2022</td>
<td>Other (2); ETVWS (1); [Hire = ETVWS]</td>
<td>3</td>
</tr>
<tr>
<td>HUMAN RESOURCES ASSISTANT</td>
<td>6/20/2022</td>
<td>7/26/2022</td>
<td>SCSWS (93); [Hire = SCWS]</td>
<td>11</td>
</tr>
<tr>
<td>PROGRAM COORDINATOR I</td>
<td>4/18/2022</td>
<td>6/17/2022</td>
<td>Other (2); ETVWS (1); OWS (1); [Hire = Other]</td>
<td>4</td>
</tr>
</tbody>
</table>

Note: Counts of applicants interviewed includes the candidate hired. Also see Recruitment Key below.
**Recruitment Key**

College Recruitment --Coll  
SC Department of Employment and Workforce --DEW  
Field Recruitment --Field  
High School Recruitment --HS  
Internal Posting --IP  
Newspaper Advertisement News--NAN  
Other --Other  
Other State Agency --OSA  
Other Web Site OWS --(List of Referral Organizations on Site)  
Radio Advertisement-- Radio  
Recommended by State Employee-- Emp  
SC Broadcasters Association --SCBA  
SC ETV Web Site --ETVWS  
State Web Site --SCSWS  
SC ETV Endowment-End  
Tech School Recruitment --Tech  
Television Advertisement --TV  
Trade Journal Advertisement --Journ  
Univ. of South Carolina --USC  
Unsolicited Application --Unsol

---

**Long Term Recruitment Initiatives for the**  
**Period August 1, 2021, to July 31, 2022**

Please note that this report includes descriptions of the long-term initiatives completed for the period ending July 31, 2022, to demonstrate compliance with the requirements of the FCC’s rules.

Educational Television Network/ Educational Radio Network (hereafter referred to as ETV/ERN) is served by a Human Resources office and recruiting unit located in the central headquarters in Columbia, South Carolina. Managers in the regional radio and television stations, all of which have less than five employees, are involved in recruitment/employment activities for their individual stations and where appropriate, general recruitment efforts for the agency. The agency has undertaken the following initiatives to ensure outreach to the community and its diverse constituents:
Internship/Federal Work Study Programs

- ETV has an ongoing non-paid internship program, managed by English Britton, Human Resources Manager, for students at a diverse group of universities and colleges in the state and provides community service opportunities to local high school students.

- ETV annually hosts and mentors paid ETV Endowment of South Carolina interns. Seven (7) interns were hosted during the reporting period and were mentored in their roles by ETV employees Sean Birch in SC Public Radio, Ty Moody in Digital, Craig Ness with the program “Making it Grow, Ricky Taylor with Palmetto Scene, Don Godish in National Productions, and Raven Favor in Communications.

- ETV President Anthony Padgett approved an agreement with the University of South Carolina to engage college students under their Federal Work-Study Program to assist the stations Chief Public Information Officer, Landon Masters and Chief Learning Officer, Salandra Bowman in the areas of Marketing and Communications and Education respectively.

Agency Training to Management Level Personnel on Methods of Ensuring EEO and Preventing Discrimination

- Harassment and Bias Prevention Training was provided online via the Corporation for Public Broadcasting’s EVERFI platform. Agency personnel have until September 30, 2022, to complete the required training. As of the date of this report, nearly eighty-percent (80%) of employees have completed the training.

- Two agency officers (Thom Mayer, Chief Human Resources Officer and Mark Jahnke, Vice President of Engineering and Technology) successfully completed the Public Media Diversity Leadership Initiative at Furman University during the reporting period.

- All supervisor/manager level personnel are required, by agency policy, to be rated on “Promoting EEO” as part of their annual performance evaluation.

- On January 10, 2022, SCETV President Padgett and his Executive Council participated in a virtual training. Topic of discussion: Leading with Inclusive Excellence.

- On January 24, 2022, virtual training sessions, coordinated by Chief Human Resources Officer, Thom Mayer, were held for all employees on the topic: Leading with Inclusive Excellence.

- On July 27-28, 2022, the agency held All Staff Training and Professional Development which included topics focused on diversity, equity, and inclusion in a keynote address entitled
“Trends that Every Public Media Professional Should Know” presented by Kathy Merritt with the Corporation for Public Broadcasting and a breakout session entitled “Valuing Diversity in the Workplace” presented by Buffy Smith of Midlands Technical College in Columbia, SC.

Participation in Events/Job Fairs

- ETV participated in two job fairs. The Veterans Virtual Career Fair held on November 9, 2021, and hosted by South Carolina State Government Division of Human Resources and the 20th Annual South Carolina Broadcasters Association Job Fair on April 13, 2022.

Events with Educational Institutions Relating to Broadcasting Career Opportunities

- ETV routinely provides shadowing opportunities for interested grade school students. The agency’s tour activities were suspended to adhere to the state’s COVID-19 response policies and to ensure the health and safety of all SCETV employees and potential visitors.

- During the 2021-2022 fiscal/academic year, SCETV re-opened for on-site visits free of charge to schools and educational organizations. On-site visits consist of a station tour, an audio or video recording souvenir activity, and customized media arts activities that align with SC College and Career Ready Standards. A total of 9 schools/organizations and 134 students were engaged.

- SCETV Education employees, led by Salandra Bowman, Chief Learning Officer, participated in five (5) career day events throughout the state.

- SCETV staff conducted a total of eleven (11) student engagement workshops focused on literacy, STEM, and social and emotional learning with over 310 students.

- All career education resources are being completed collaboratively in partnership with the SC Department of Education, the SC Commission on Higher Education, and SC Commerce. Additional information about the agency’s workforce development plan efforts is available at https://www.scetv.org/education/services-agency-partners/workforce-development.
Community Events and Workshops

**Celebration of Fathers Event – June 2022**

SCETV participated in a community event celebrating fathers. The purpose of the event was to support parental engagement in education and promote the importance of literacy. At the event, books, literacy materials, educational resources, and giveaway items were distributed. A total of 200 men attended the event. Other partners and vendors represented, physical and mental health organizations, financial empowerment organizations, faith-based organizations, and family wellness organizations.

**Summer of Possibilities Countdown to Kindergarten**

The Summer of Possibilities initiative supports accelerated learning during the summer months. During the summer of 2022, SCETV partnered with the SC Department of Education’s Summer Break Café and summer camps to reduce summer learning loss and promote the joy of learning. Activities included in Summer of Possibilities engagement include STEAM experiments, design thinking activities, health and nutrition activities, and social and emotional learning activities. A total of 270 students were engaged from May – July 2022. Site locations reflected the geographic diversity of the state.

**Great American Recipe: Q&A with Chef Elle Simone**

In promotion of the upcoming season of the Great American Recipe, SCETV collaborated with Heyward Career and Technical Center to host a Q&A session between culinary and production students and program executive, Elle Simone. Participants had the opportunity to ask questions about culinary trends and training programs, food media, and food and culture.

**Columbia International Festival**

The SCETV team participated in the Columbia International Festival May 25-26, 2022. This festival showcases the music, culture, food, and performing arts of the various cultures, nationalities, races, and language groups represented in South Carolina. There were nearly 14,000 people in attendance. SCETV hosted a booth and distributed free resources to support bilingual and ESL learners.
Other activities that further the goal of increasing ETV Job Awareness

- ETV distributes job listings to approximately 52 diverse local and national organizations/websites via traditional mail and email.
- SCETV provided tours to various groups which includes students from area schools, state and county agencies, churches, and community groups.
- ETV annually reports minority-hiring statistics to the South Carolina State Human Affairs Commission, and as such, has an Affirmative Action Plan and goals for minority recruitment.
- ETV, in accordance with FCC and State Human Affairs Commission requirements, maintains reportable data on employment activities.
- All ETV job opening notices are posted on the State of South Carolina Job Opportunities website (www.governmentjobs.com/careers/sc) to which ETV’s home page is linked.
- ETV advertised a request for community groups to become members of its job opening distribution list and identified the agency as an Equal Opportunity Employer on its television stations during the period of August 1, 2021, through July 31, 2022. ETV also runs Radio spots daily which define the organization as an equal opportunity employer and request community groups to become members of its job opening distribution list.

*Job Referral Sources Who Receive Email and/or Mail Job Postings, or Have Jobs Entered on Their Sites from ETV*

Aiken Technical College
One Stop Career Center
P.O. Drawer 696
Aiken, SC 29802-0696
Bus: (803) 593-9231 ext. 1293 E-mail: placement@atc.edu

Anderson University
316 Boulevard
Anderson, SC 29621
Bus: (864) 231-2075 Handshake: careerdevelopment@anderson.edu
Army Community Service  
Bus: (803) 751-5452  
E-mail: Barbara.Martin@us.army.mil

Benedict College  
1600 Harden Street  
Columbia, SC 29204  
Bus: (803) 806-3212  
E-mail: johnsons@benedict.edu

Charleston Southern University  
Career Planning & Student Employment  
P.O. Box 118087  
Charleston, SC 29423-8087  
Bus: (843) 863-8020  
Handshake: thecareercenter@csuniv.edu

Claflin University  
Carolyn R. Snell, Director of Career Development  
700 College Avenue  
Orangeburg, SC 29115  
Bus: (803) 535-5338  
E-mail: csnell@claflin.edu  
Howard Jackson, Coordinator of Special Programs  
Bus: (803) 535-5631  
E-mail: howard.jackson@claflin.edu

Coker College  
Director of Campus Life  
College Avenue  
Hartsville, SC 29550  
Bus: (843) 383-8035  
E-mail: jnere@coker.edu

College of Charleston  
Office of Career Services  
66 George Street  
Charleston, SC 29424  
Bus: (843) 953-5674  
E-mail: careercenter@cofc.edu
College of Charleston
Graduate School
66 George Street
Randolph Hall 310
Charleston, SC 29424
Bus: (843) 953-5614
E-mail: gradstud@cofc.edu

Columbia International University
P.O. Box 3122
Columbia, SC 29230
Bus: (803) 735-8343 ext. 3076 E-mail:
sbryant@ciu.edu

Columbia College
Nigel Smith
Director of Career Services
nsmith@columbiasc.edu
(803) 786-3604

Columbia Urban League
P.O. Box 50125
Columbia, SC 29250
Bus: (803) 799-8150
E-mail: cmcdonald@columbiaurbanleague.org

Converse College
580 East Main Street
Spartanburg, SC 29302
Bus: (864) 596-9027
E-mail: careerservices@converse.edu

CPB Corporation for Public Broadcasting
401 9th Street, NW
Washington, DC
20004-2129
Bus: (202) 879-9600
www.cpb.org/jobline

Erskine College
1 Depot Street
Due West, SC 29639
Bus: (864) 379-8793/ (864)379-8725 E-mail: payne@erskine.edu

Newberry College
2100 College Street
Newberry, SC 29108
Bus: (803) 321-5149
E-mail: Mariah.gaughan@newberry.edu

Francis Marion University
P.O. Box 100547
Florence, SC 29501
Bus: (843) 661-1676
E-mail: jsmith@fmarion.edu

Furman University 3300
Poinsett Hwy.
Greenville, SC 29613
Bus: (864) 294-2106
Handshake: career.services@furman.edu

Greater Columbia Community Relations Council
P.O. Box 1360
Columbia, SC 29202
Bus: (803) 733-1130
E-mail: crcsupport1@comrelations.org

Greater Public Organization
aleitch@greaterpublic.org

Horry-Georgetown Technical College 2050
Hwy. 501 E.
Conway, SC 29526
Bus: (843) 349-7813
E-mail: careerresourcescenter@hgtc.edu

KPLC TV
Veronica Bilbo
E-mail: vbilbo@kplctv.com

Landar University
320 Stanley Avenue  
Greenwood, SC 29649  
Bus: (864) 388-8243  
E-mail: asmorgan@lander.edu

Midlands Technical College  
PO Box 2408  
Columbia, SC 29202  
E-mail: walker@midlandstech.edu

Morris College Career Services Center  
Box 1072, 100 West College Street Brawley-Starks Building,  
Rooms 209-210  
Sumter, SC 29150  
Bus: (803) 934-3191 or (803) 934-3192  
E-mail: jclayton@morris.edu

National Educational Television Association (NETA)  
P.O. Box 500008  
Columbia, SC 29250  
Bus: (803) 799-5517  
E-mail: jfisher@netonline.org

National Association of Black Colleges  
P.O. Box 3191  
Atlanta, GA 30302  
Bus: (404) 532-6136  
E-mail: lojelks@aol.com

National Association of Hispanic Journalists  
E-mail: kolivas@nahj.org

North Greenville University  
2100 College Street  
Tigerville, SC 29688  
Bus: (864) 977-7137  
E-mail: shur@ngu.edu

Northeastern Technical College  
Career Center  
P.O. Drawer 1007
Ingram Hall, Building 300
Cheraw, SC 29520
E-mail: lpeterkin@netc.edu

Orangeburg Calhoun Technical College
3250 St. Matthews Road
Orangeburg, SC 29118-8299
Bus: (803) 536-1373
E-mail: wrc@octech.edu

Piedmont Technical College
P.O. Box 1467
Greenwood, SC 29648
E-mail: rosenbaum.d@ptc.edu  Bus: (864) 941-8377

Presbyterian College
503 South Broad Street
Clinton, SC 29325
Bus: (864) 833-8380
E-mail: aalong@mail.presby.edu

Public Media Business
Association E-mail:
swood@pmbaonline.org

SC Dept of Employment & Workforce
P.O. Box 567
700 Taylor Street Columbia, SC 29202
jguyton@dew.sc.gov

SC Broadcasters Association
One Harbison Way Suite 112
Columbia, SC 29210
Bus: (803) 732-1186
E-mail: scba@scba.net

SC Human Affairs Commission
2611 Forest Drive, Suite 200
Columbia, SC 29204
Bus: (803) 737-7809
E-mail: lgschaefer@schac.sc.us

SC Legislative Black Caucus
207 Solomon Blatt Building Columbia, SC 29211
E-mail: director@sclbc.com

South Asian Journalists Association
E-mail: saja@columbia.edu

South Carolina ETV (website and internal postings)
1041 George Rogers Boulevard
Columbia, SC 29201-4761 Bus:
(803) 737-3200 www.scetv.org

South Carolina State University
Career Services
601 MLK Jr. Avenue
Post Office Box 7068 Orangeburg, SC 29117
Bus: (803) 536-7033
E-mail: careercenter@scsu.edu

Southern Wesleyan University
Central, SC 29630
Bus: (864) 644-5133
E-mail: epate@swu.edu

Spartanburg Community College
P.O. Box 4386 Spartanburg, SC 29305 Bus: (864)592-4800

State of South Carolina Job Web Site (Job listing from all SC state agencies)
www.state.sc.us/jobs

WLOX
Wilma Peters
E-mail: wpeters@wlox.com

Tri-County Technical College
P.O. Box 587
Highway 76
Pendleton, SC 29670
Bus: (864) 646-1577
E-mail: bwiley@tctc.edu

USC Career Center
6th Floor, Close Building
Columbia, SC 29208
Bus: (803) 777-7994
Handshake: june@sc.edu
USC – Salkahatchie
P.O. Box 617
Allendale, SC 29810
Bus: (803) 584-3446 ext. 116 E-mail: pattyw@gwm.sc.edu

WNSC-TV
P.O. Box 11766
Rock Hill, SC 29731
Bus: (803) 324-3184

WRET-TV
P.O. Box 4069
Spartanburg, SC 29305-4069
Bus: (864) 503-9371

WRJA-TV
18 N. Harvin Street
Sumter, SC 29150
Bus: (803) 773-5546

York Technical College
452 South Anderson Road
Rock Hill, SC 29730
Bus: (803) 327-8052
E-mail: cimino@yorktech.edu

Williamsburg Technical College
Kingstree, SC 29556
Bus: (843) 355-4162
E-mail: lynchn@wiltech.edu
****This list was reviewed in spring 2022 to review individuals and groups who had requested receipt of postings and their continued interest and contact methodology.