

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, 2022, THROUGH JULY 31, 2023
AGENCY TITLE: SCETV AGENCY CODE: H67**

Title	Date Posted	Date Hired	Interviewees Recruitment Source	Total Interviewed
ENDPOINT TECHNICIAN I	8/3/2022	10/3/2022	Other (10); ETVWS (3); SCSWS (5); [Hire = Other]	19
ACCOUNTANT/FISCAL ANALYST	7/1/2022	11/2/2022	Other (2); SCSWS (1) [Hire = SCSWS]	4
BROADCAST/ENG MAINT TECHN III	2/25/2021	11/2/2022	ETVWS (4); Other (4); SCSWS (2); [Hire = IP]	11
HUMAN RESOURCES COORDINATOR	9/27/2022	11/17/2022	ETVWS (3); SCSWS (5); [Hire = Other]	9
PUBLIC INFORMATION DIRECTOR I	8/4/2022	12/19/2022	Other (1); [Hire = Other]	2
PROGRAM COORDINATOR I	8/4/2022	12/19/2022	Other (1); [Hire = Other]	2
COMMUNICATIONS TECHNICIAN	9/1/2022	1/3/2023	SCSWS (2); [Hire = Emp]	3
PROGRAM COORDINATOR II	8/4/2022	1/17/2023	Other (8); [Hire = Other]	9
CURRICULUM COORDINATOR II	8/3/2022	2/17/2023	OWS (5); [Hire = Other]	6
SYSTEMS ADMINISTRATOR	12/22/2022	3/2/2023	ETVWS (1); [Hire = Other]	2
PROGRAM COORDINATOR II	6/7/2022	3/22/2023	SCSWS (4); [Hire = OWS]	5
ACCOUNTING/FISCAL MANAGER I	11/28/2022	3/27/2023	Other (1) SCSWS (5) {Hire-other-1}	7
PROGRAM ASSISTANT	12/2/2022	4/3/2023	Other (2); SCSWS (2); [Hire = ETVWS]	5
ADMINISTRATIVE ASSISTANT	3/14/2023	4/17/2023	Other (1); ETVWS (1); [Hire = Other]	3
SENIOR ACCOUNTANT/FISCAL ANALYST	3/30/2023	4/24/2023	OWS (2); [Hire = OWS]	3
ENDPOINT TECHNICIAN I	1/3/2023	5/17/2023	SCSWS (1); [Hire = SCSWS]	2
PROCUREMENT MANAGER I	3/28/2023	6/2/2023	Other (4); [Hire = SCSWS]	5
HUMAN RESOURCES COORDINATOR	4/20/2023	6/19/2023	Other (1); SCSWS (8); [Hire = Other]	10
PRODUCTION MANAGER II	12/1/2022	6/19/2023	Other (1); SCSWS (2); [Hire = Other]	4
PRODUCTION MANAGER IV	12/19/2022	6/19/2023	Other (6); OWS (3); ETVWS (2) [Hire = Other]	13
PRODUCTION MANAGER II	12/12/2022	7/17/2023	Other (1); SCSWS (8) [Hire = SCSWS]	10
PROGRAM COORDINATOR I	10/6/2022	7/17/2023	Other (3); SCSWS (1); [Hire = SCSWS]	5

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

Recruitment

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, 2022, to July 31, 2023

Please note that this report includes descriptions of the long-term initiatives completed for the period ending July 31, 2023, to demonstrate compliance with the requirements of the FCC's rules. Educational Television Network/ Educational Radio Network (hereafter referred to as SCETV/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" at our Sumter, SC station, Amanda Hamilton in Fundraising, and Whitney Code and Raven Favor in Communications.
- Chief Human Resources Officer Thom Mayer approved an agreement with the Columbia South Carolina Urban League (CUL) to partner with the agency in the employment of secondary school students in the CUL's Science Technology Enrichment Program which offered student the opportunity to work with and shadow SCETV employees engaged in career fields of interest to the students. The agency participated with two two-week cohorts from July 10-21 and one beginning July 24 and scheduled through August 4, 2023. SCETV employees who volunteered as Jobsite Supervisors for the students included Raven Favours (Communications), Grant Kauffman (Content), Ricky Taylor (Content), Thom Mayer (Human Resources), David Beverly (Information Technology), Brian Jamison (Engineering), and Daniel Hendrix (Information Technology).

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, ninety percent (90%) of employees have completed the training.
- Two agency officers (Landon Masters, Chief Communications Officer, and Tyler Brock, Assistant Director of Engineering) successfully completed the Public Media Diversity Leadership Initiative at Furman University during the reporting period and Dr. Salandra Bowman (Chief Learning Officer) completed the Diversity Leaders Initiative at the Riley Institute at Furman University and is a designated Riley Fellow. Both programs focus on the development and implementation of Diversity, Equity, and Inclusion (DEI) initiatives in organizations.
- All supervisor/manager level personnel are required, by agency policy, to be rated on "Promoting EEO" as part of their annual performance evaluation.
- Following extensive discussions between the President of SCETV and consultants with Brevity and Wit, beginning in the fall of 2022, the SCETV Executive Leadership team began a series of meetings with Brevity and Wit focused on combining human-centered design with the psychology of behavior change and the principles of diversity, equity, and inclusion. Sessions were held on June 1, June 9, June 19, and June 26 and are scheduled to continue. Additionally, all staff (excluding members of Executive Leadership) were invited to participate in two different 90-minute listening sessions with the consultant group on June 5 and June 14.
- On July 26-27, 2023, the agency held All Staff Training and Professional Development which included topics focused on diversity, equity, and inclusion in the workplace and a presentation by Fred A. Williams, Esq., with Gignilliat, Savitz & Bettis, LLP, on the topic of Creating and Preserving a Harassment-Free Environment.

Participation in Events/Job Fairs

- SCETV participated in seven (7) job fair events during the reporting period.
- Historical Black College and Universities (HBCUs) Career Fair hosted by the National Association of College Deans, Registrars and Admissions Officers aimed at helping juniors and seniors in high school and college discover careers with various companies and degrees required.
- Morris College Annual Career Job and Graduate School Fair on March 29, 2023. The primary objective of the career fair is to expose students to the many advantages of graduate, professional colleges/universities, and employment opportunities.
- University of South Carolina (USC) College of Information and Communication (CIC) Communications Major Career Fair held on February 23, 2023, focused on bringing awareness to careers in Advertising, Public Relations, Mass Communications, and Visual Communications fields.
- South Carolina Broadcasters Association (SCBA) Collegiate Job Fair, April 12, 2023. This Job Fair assists public broadcasting stations with outreach efforts and provides them with the unique opportunity to meet and interview students enrolled in broadcast-related programs at South Carolina colleges and universities. The Job Fair typically attracts 100-200 students, many of whom were scheduled to graduate in 2023.
- South Carolina Department of Juvenile Justice (SCDJJ) Career Fair focused on providing incarcerated youth with educational services related to various career fields and other services.
- South Carolina Department of Administration Statewide Virtual Career Fair, March 1, 2023, and the Statewide Career Fair held at the Columbia Metropolitan Convention Center for state agencies held on May 15, 2023.

Events with Educational Institutions Relating to Broadcasting Career Opportunities

- During the 2022-2023 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 sixteen schools/organizations and 545 students were engaged.
- SCETV Education Division employees, led by Dr. Salandra Bowman, Chief Learning Officer, participated in eight (8) career day events throughout the state.
- SCETV Education Division staff conducted a total of seven (7) student engagement workshops and focused on literacy, STEM, and social and emotional learning with over 1,350 students.
- On April 14, 2023, SCETV staff hosted “Discovery Day” at the Columbia station. One hundred thirty-six (136) participants between the ages of 5-18 had the opportunity to learn about careers in the media industry while touring our production facility and exploring a variety of our departments. Participants auditioned in front of professional actors at an actual casting call.
- SCETV supported stops from several members of the documentary series, *Roadtrip Nation*. *Roadtrip Nation* follows young people as they explore career paths based on their interests. Former *Roadtrip Nation* participants spoke to schools and explained their life journey while engaging the students in thinking about what career they might choose.

Community Events and Workshops

Read for No Reason Book Drive

Read for No Reason is a fundamental literacy campaign whose purpose is to find creative ways to help children foster a love of reading outside the classroom. In April 2023, SCETV participated in a book drive at Lemira Elementary, a Title I school, in Sumter, South Carolina by providing free books to 394 students.

Educational Resources Distribution and Engagement Events

Throughout the 2022-23 fiscal/academic year, SCETV has provided educational resources to a variety of schools, organizations, and libraries to promote teaching and learning at community events. The purpose of these events is to enhance early learning, literacy, STEM, and cultural education for their respective communities. These events and organizations include the Boys and Girls Club, Countdown to Kindergarten, Robert E. Cashion Elementary Literacy Night, South Conway Elementary STEM Night, Black Excellence Tour at Westwood High School, Week of the Young Child at Edventure, Gilbert-Summit Library Summer Reading Kickoff and Edventure Membership Event.

College and Career Decision Day

The SCETV staff participated in the second annual South Carolina College and Career Decision Day rally on May 2, 2023. This event organized by the South Carolina Commission on Higher Education is an “opportunity for the state to recognize and applaud students who are committing to college or university enrollment, beginning a vocational or training program, joining the military, or entering the workforce.” Approximately 1,700 high school seniors from forty high schools from South Carolina met at the South Carolina State House. SCETV hosted a booth and distributed free resources to support high school seniors.

Jubilee: Festival of Black History and Culture

The SCETV staff participated in Historic Columbia's Jubilee on September 17th. This festival highlighted musicians, artisans, dancers, and storytellers together to celebrate South Carolina's Black history and culture. SCETV hosted a booth to provide culturally relevant educational resources to attendees.

Columbia International Festival

The SCETV team participated in the Columbia International Festival April 1-2, 2023. This festival highlights the music, culture, food, and performing arts of the various cultures, nationalities, races, and language groups represented in South Carolina. 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 fifty-two diverse local and national organizations/websites via traditional mail and email.
- SCETV provided tours to various groups which included students from area schools, state and county agencies, churches, and community groups.
- SCETV annually reports minority-hiring statistics to the South Carolina State Human Affairs Commission and, as such, has an Affirmative Action Plan for minority recruitment.
- SCETV, in accordance with FCC and State Human Affairs Commission requirements, maintains reportable data on employment activities.
- All SCETV job opening notices are posted on the State of South Carolina Job Opportunities website (www.governmentjobs.com/careers/sc) to which SCETV's home page is linked.
- SCETV 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, 2022, through July 31, 2023. SCETV 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](mailto:placement@atc.edu)

Anderson University

316 Boulevard

Anderson, SC 29621

Bus: (864) 231-2075

[Handshake: careerdevelopment@anderson.edu](mailto:careerdevelopment@anderson.edu)

Army Community Service

Bus: (803) 751-5452

[E-mail: Barbara.Martin@us.army.mil](mailto:Barbara.Martin@us.army.mil)

Benedict College

1600 Harden Street

Columbia, SC 29204

Bus: (803) 806-3212

[E-mail: johnsons@benedict.edu](mailto: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](mailto: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](mailto:csnell@claflin.edu)

Howard Jackson, Coordinator of Special Programs

Bus: (803) 535-5631

[E-mail: howard.jackson@claflin.edu](mailto:howard.jackson@claflin.edu)

Coker College

Director of Campus Life

College Avenue

Hartsville, SC 29550

Bus: (843) 383-8035

[E-mail: jnere@coker.edu](mailto: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](mailto: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](mailto:career.services@furman.edu)

Greater Columbia Community Relations Council

P.O. Box 1360

Columbia, SC 29202

Bus: (803) 733-1130

E-mail: crsupport1@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](mailto:vbilbo@kplctv.com)

Lander University

320 Stanley Avenue

Greenwood, SC 29649 Bus: (864)

388-8243

[E-mail: asmorgan@lander.edu](mailto:asmorgan@lander.edu)

Midlands Technical College
PO Box 2408
Columbia, SC 29202
E-mail: walkerd@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@netaonline.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, SC29688
Bus: (864) 977-7137
E-mail: shur.gopal@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
Bus: (864) 941-8377
E-mail: rosenbaum.d@ptc.edu

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](mailto:scba@scba.net)

SC Human Affairs Commission

2611 Forest Drive, Suite 200

Columbia, SC 29204

Bus: (803) 737-7809

[E-mail: lgdean@schac.sc.us](mailto:lgdean@schac.sc.us)

SC Legislative Black Caucus

207 Soloman Blatt Building Columbia, SC 29211

[E-mail: director@sclbc.com](mailto:director@sclbc.com)

South Asian Journalists Association

[E-mail: saja@columbia.edu](mailto: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](mailto:careercenter@scsu.edu)

Southern Wesleyan University

Central, SC 29630

Bus: (864) 644-5133

[E-mail: epate@swu.edu](mailto: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](mailto: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

Wofford College

429 North Church Street

Spartanburg, SC 29303-3663 E-mail:

parkerrm@wofford.edu

WALB

Don Norman

E-mail: don.norman@walb.com

****This list was reviewed in spring 2023 to review individuals and groups who had requested receipt of postings and their continued interest and contact methodology.