

April 25, 2016

Ms. Cheryl Stanton
Executive Director
SC Department of Employment and Workforce

Dear Cheryl,

Please accept this as my letter of resignation from SCDEW. I've enjoyed the opportunity to serve the citizens of South Carolina in my position with this Agency. I've directed a Division comprised of hard-working and dedicated public employees. The past two and one-half years have been rewarding for me personally and I hope that I have, in some small way, made positive changes possible.

You've directed me to work with Neil Adcox to institute some type of personnel action against Ryan Sneed. I respect your authority, but can't in good conscience comply with an order I consider to be morally and ethically wrong. In all my years as a manager, I've never been spoken to by a supervisor in such a confrontational and abrasive manner as you have done in our last two meetings. It's apparent that my concerns mean nothing and any issues I've raised have been summarily dismissed.

There are two serious problems which hinder my compliance with your directive:

First, I have no idea what Ryan has done to anger you. You've pointed out your dissatisfaction with his work on SCUBI, but none of the evidence I have been able to gather from emails or interviews supports this. You tell me that I don't have the inside perspective on this that you have and I have to agree. Precisely for that reason, I can't determine what is serious enough to warrant any type of personnel action against Ryan.

Secondly, Ryan has no reporting relationship with Neil. Ryan works in Organizational Integrity and any action taken toward him should be done by his supervisor in this Division and not "overseen" by someone who has no business involving himself in the matters of another Division.

I've found Ryan to be knowledgeable, coachable, and hard-working, in spite of how you feel about him. He is one of the key resources necessary to ensure the success of SCUBI. In every instance where I have noted and discussed any issues with Ryan, he's been more than willing to correct his behavior. Nothing I've seen warrants any type of personnel action against him.

Sincerely,

Bill Beckham
Director – Division of Organizational Integrity

Cc: Susan Boone – Chief Legal Officer