

Withers Industries Inc
P.O. Box 249
Summerville, SC 29484
December 10, 2015

The Honorable Nikki R. Haley, Governor
Office of the Governor, SC
1205 Pendleton Street
Columbia, SC 29201

Dear Honorable Governor Haley,

Please at your earliest convenience review the enclosed documents of recent correspondence. If you are able to assist small business in SC with rules governing behavior of employees for the fairer execution of the rules of unemployment, it would likely be a great assistance to businesses like ours, in business in this state since 1978.\

Today, hiring competence within a new worker is extremely difficult. Where giving the benefit of the doubt used to work, it is no longer tool to call upon.

Thank you for your time in reading this information.

Kind regards,



Ardra M. Withers (ms.)

Owner, Withers Industries Inc

Buzz@withersind.com

843 376-0013

Withers Industries Inc
P.O. Box 249
Summerville, SC 29484

Mr. Derrick McFarland, Dir. of Appeals
P.O. Box 995
Columbia SC 29202

Re: Letter received for Appeal No: 1506752-150876 (Michelle Gurbal)

Dear Mr. McFarland;

I am writing again because at the final appeal when the party in question gave an answer that I knew to be untrue, I asked to give rebuttal to the claim that she was a licensed architect. The appeals officers present (2) would not let me speak. One replied when I wanted to speak, that I had indeed "had my turn."

Since Ms. Gurbals claim was the last statement considered, I had no way to proceed in what I believe would be fair to both the employer and the past employee. That was to point out that she indeed was not a licensed architect which we had proven in the process of her hiring interview. When we agreed to give her a chance to work with us and we could teach or coach what she did not know about the drawing program we maintained, she agreed to a probationary time to show her ability and learn. This person never turned in a successful drawing even with a tutor sitting by her side.

I request an intervention in this matter as it is far from fair the way it was handled.

Please advise me of your intentions to correct this wrong to Withers Industries Inc so that we can have a system that is truly fair to companies providing jobs in South Carolina.

Sincerely,

A handwritten signature in cursive script that reads "Ardra M. Withers".

Ardra M. Withers

12-09-15

Cc Honorable Nikki R. Haley, Governor

P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
dew.sc.gov



Nikki R. Haley
Governor

Cheryl M. Stanton
Executive Director

Phone: (803) 737-0239

Fax: (803) 737-3166

December 4, 2015

Ardra M. Withers
Withers Industries, Inc.
PO Box 249
Summerville, SC 29484

Re: Appeal No.: 1506752-150876

Dear Mrs. Withers:

This is in response to your letter to Cheryl Stanton dated November 6, 2015. I reviewed the concerns in your letter in the case referenced above. It is the policy of the Appeals Division of the South Carolina Department of Employment and Workforce that all parties in an administrative hearing are sworn in prior to testifying. I am unaware of any instance in which an Administrative Hearing Officer failed to give an oath or affirmation to one of the parties in a hearing. All parties are expected to abide by the oath or affirmation and to answer all questions truthfully to the best of their ability. Any known discrepancies potentially affecting the result of a hearing should be questioned by the opposing party at the time of the hearing. The appeals process provides the parties a full, fair, and meaningful opportunity to present their case.

Please let me know if I may be of any further assistance.

Sincerely,

Derrick McFarland
Director of Appeals

DM/aw

cc: File
Imaging