

Charles McWhite, II, graduate William M. Raines High School



My career aspiration is to become a manager of a Human Resources (HR) department; maybe I'll start a company of my own offering HR services nationwide. As an award recipient, I was placed at two different companies that provide HR services. The first was Comfort Keepers, an in-home health care company that handles its human resources services in-house. My mentor, Neeta Pubbi, was awesome! She was instrumental in my understanding of the hiring process. My

second experience was with Dynamic Corporate Solutions, Inc. (DCSI), a local company that provides human resources services, consulting, and support. My mentor, Tim Simmons, was also amazing. He ensured that I was able to connect the dots between the recruiting process and other departments within HR (e.g., employee relations, benefits, compensation, HRIS, etc.).

Both of my internship experiences were directly related to my career aspiration. At Comfort Keepers, I learned how to run a Human Resources business from a medical perspective, including screening candidates and conducting interviews. I learned how to conduct phone interviews and quickly understood what employers look for in candidates. One of my duties included conducting research; using the internet, making phone calls and asking questions in an effort to enhance internal processes and procedures. I also learned how to accurately determine whether candidates were 'a good match' for the job at hand. While working at DCSI, I was able to use my skills that I learned at Comfort Keepers to screen and recruit candidates for specific job placements. Tim entrusted me with screening and matching the most qualified candidates with job positions at different companies across the country. I was issued a personal work email address and learned how to manage work emails and facilitate weekly (employee) meetings. I was also tasked with screening candidates and sending email blasts listing positions that they may be interested in (based on their background, skills, and abilities).

Being selected as an AnnieRuth Foundation Award Recipient has afforded me the opportunity to complete an internship experience where I was able to get a glimpse of the Human Resources field and all that it has to offer. I am genuinely grateful for this experience.