



**GEORGIA PUBLIC BROADCASTING**

**ANNUAL EEO FILE REPORTS**

**2005**

# **2005**

**Equal Employment Opportunity  
Public Inspection File Report  
(Combined Report)**

**For the period  
December 1, 2004 - December 1, 2005**

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**INTRODUCTION**  
**2005**  
**Equal Employment Opportunity**  
**Public Inspection File Report**

**Georgia Public Telecommunications Commission**  
**(Combined Report)**

This report covers the following thirteen noncommercial educational radio and eight noncommercial educational television stations licensed to Georgia Public Telecommunications Commission ("GPTC")<sup>1</sup> as well as the headquarters of the GPTC in Atlanta: Stations WABR (FM), Tifton; WACG (FM), Augusta; WJSP (FM), Warm Springs; WSVH (FM), Savannah; WUGA (FM), Athens; WUNV (FM), Albany; WUWG (FM), Carrollton; WWET (FM), Valdosta; WXVS (FM), Waycross; WJWV (FM), Ft. Gaines; WPPR (FM), Demorest; WNGU (FM), Dahlonega; WWIO (FM), Brunswick; WABW-TV, Pelham; WACS-TV, Dawson; WCES-TV, Wrens; WCLP-TV, Chatsworth; WGTV, Athens; WJSP-TV, Columbus; WVAN-TV, Savannah; and WXGA-TV, Waycross. None of these stations has five or more employees, and therefore, GPTC has prepared a combined report for all these stations.

GPTC operates its radio and television stations as state public broadcast networks, with all of the television programs originating in Atlanta and simulcast by all of the stations in the network. Most of the radio stations are operated in a similar manner, although some originate some programming locally. Given this structure, the bulk of GPTC's employees are located at its Atlanta headquarters. The employees at the individual stations are technical personnel assigned to assure the proper operation of the stations.

While GPTC has employees throughout the state, it operates as a single agency for recruitment purposes and employs the same recruitment sources and employment initiatives for all of its job openings. GPTC is also an agency of the state of Georgia and its recruitment and employment practices are subject to the requirements of the Georgia Merit System, Georgia's equivalent of the federal civil service system.

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<sup>1</sup> GPTC also holds the license to one other noncommercial educational television station, WDCO-TV, Cochran, and one other noncommercial educational radio station, WDCO-FM, Cochran, which combined have five or more full-time employees. Therefore, GPTC has prepared a separate EEO Public Inspection File Report for WDCO-FM and WDCO-TV.

**Georgia Public Telecommunications Commission  
Vacancies Filled**

**December 1, 2004 to December 1, 2005**

Position Name	Date Posted	Posting Method	No. of App	No. of Interviews	Recruitment Source for Each Interviewee	No. Hired	Recruitment Source for Hired Applicant(s)	Recruitment Resources*
Web Developer C-13-04	11/30/2004	INTERNAL & EXTERNAL	71	1	GPB Website	1	Internal Email	GPTC Recruitment Resource Bank
Program Services Coordinator C-14-04	11/30/2004	INTERNAL	1	1	Internal Email	1	Internal Email	GPTC Recruitment Resource Bank
Production Assistant C-15-04	12/22/2004	INTERNAL	2	2	Internal Email	1	Internal Email	GPTC Recruitment Resource Bank
General Services Worker C-16-04	1/4/2005	INTERNAL & EXTERNAL	14	1	Internal Email	1	Internal Email	GPTC Recruitment Resource Bank
Elementary Education Project Manager C-1-05	3/11/02/5	INTERNAL & EXTERNAL	17	4	Internal Email GPB Website	1	GPB Website	GPTC Recruitment Resource Bank
Media Asset Manager C-2-05	3/23/2005	INTERNAL & EXTERNAL	30	4	GPB Website ALA Website	1	GPB Website	GPTC Recruitment Resource Bank
Producer Announcer Savannah Part Time C-3-05	4/12/2005	INTERNAL & EXTERNAL	2	0	N/A	0	Position Readvertised To Continue Recruitment Search.	GPTC Recruitment Resource Bank
News caster/Reporter C-4-05	4/20/2005	INTERNAL & EXTERNAL	64	2	GPB Website	0	Position Readvertised To Continue Recruitment Search.	GPTC Recruitment Resource Bank
Distance Education Specialist (Japanese Program Coordinator) C-5-05	6/13/2005	INTERNAL & EXTERNAL	2	2	Internal Email	2	Internal Email	GPTC Recruitment Resource Bank
Administrative Assistant (Irasshai) C-6-05	6/14/2005	INTERNAL	1	1	Internal Email	1	Internal Email	GPTC Recruitment Resource Bank
Education Project Manager (Irasshai) C-7-05	6/14/2005	INTERNAL	1	1	Internal Email	1	Internal Email	GPTC Recruitment Resource Bank
Education Project Manager "World Languages Program" C-8-05	8/23/2005	INTERNAL & EXTERNAL	21	0	N/A	0	Position Still Vacant. No Interview. Evaluating Candidates.	GPTC Recruitment Resource Bank

**Georgia Public Telecommunications Commission  
Vacancies Filled**

**December 1, 2004 to December 1, 2005**

Position Title	7/7/2005	INTERNAL & EXTERNAL	5	1	Internal Email	1	Internal Email	1	Internal Email	GPTC Recruitment Resource Bank
Education Project Manager "Digital Communications" C-9-05	7/7/2005	INTERNAL & EXTERNAL	5	1	Internal Email	1	Internal Email	1	Internal Email	GPTC Recruitment Resource Bank
Media Encoding Technician PT C-10-05	7/7/2005	INTERNAL & EXTERNAL	26	0	N/A	0	Position Still Vacant. No Interview. Evaluating Candidates.	0	Position Still Vacant. No Interview. Evaluating Candidates.	GPTC Recruitment Resource Bank
Radio Board Operator Savannah PT 11-05	7/27/2005	INTERNAL & EXTERNAL	16	0	N/A	0	Position Still Vacant. No Interview. Evaluating Candidates.	0	Position Still Vacant. No Interview. Evaluating Candidates.	GPTC Recruitment Resource Bank
Media Asset Manager C-12-05	7/13/2005	INTERNAL & EXTERNAL	18	2	GPB Website	2	GPB Website	1	GPB Website	GPTC Recruitment Resource Bank
Communications Coordinator C-13-05	7/13/2005	INTERNAL & EXTERNAL	286	3	Ga. DOL (State) GPB Website	3	Ga. DOL (State) GPB Website	1	Ga. DOL (State)	GPTC Recruitment Resource Bank
On-Air Fundraising Manager C-14-05	7/13/2005	INTERNAL & EXTERNAL	57	0	N/A	0	Position Readvertised To Continue Recruitment Search.	0	Position Readvertised To Continue Recruitment Search.	GPTC Recruitment Resource Bank
Accounting Technician (Payable) C-15-05	8/23/2005	INTERNAL	1	1	Internal Email	1	Internal Email	0	Position Still Vacant. Recruitment began 8/31/05.	GPTC Recruitment Resource Bank
Producer Announcer (Savannah) Mid-Day Host PT C-16-05	8/31/2005	INTERNAL & EXTERNAL	12	0	N/A	0	Position Still Vacant. No Interview. Evaluating Candidates.	0	Position Still Vacant. No Interview. Evaluating Candidates.	GPTC Recruitment Resource Bank
Senior Web Developer C-17-05	9/2/2005	INTERNAL & EXTERNAL	11	2	MonsterTrak Internal Email	2	MonsterTrak Internal Email	1	Internal Email	GPTC Recruitment Resource Bank
New Media Development Manager C-18-05	9/2/2005	INTERNAL	2	1	Internal Email	1	Internal Email	1	Internal Email	GPTC Recruitment Resource Bank
On-Air Fundraising Manager C-19-05	9/15/2005	INTERNAL & EXTERNAL	14	3	Internal Email GPB Website	3	Internal Email GPB Website	0	Readvertised Position. Position Still Vacant. Evaluating Candidates.	GPTC Recruitment Resource Bank
Videographer Editor Supervisor C-20-05	9/20/2005	INTERNAL	2	0	N/A	0	Position Still Vacant. Evaluating Candidates.	0	Position Still Vacant. Evaluating Candidates.	GPTC Recruitment Resource Bank
Education Project Manager (Sales & Training Coord) C-21-05	9/20/2005	INTERNAL & EXTERNAL	28	0	N/A	0	Position Still Vacant. Recruitment Open Until Filled.	0	Position Still Vacant. Recruitment Open Until Filled.	GPTC Recruitment Resource Bank

**Georgia Public Telecommunications Commission  
Vacancies Filled**

**December 1, 2004 to December 1, 2005**

Web Multimedia Apprentice PT C-22-05	10/6/2005	INTERNAL & EXTERNAL	29	0	N/A	0	Readvertised Position. Position Still Vacant. Evaluating Candidates.	GPTC Recruitment Resource Bank		
Newscafter/Reporter C-23-05	10/14/2005	INTERNAL & EXTERNAL	21	0	N/A	0	Position Still Vacant. No Interview. Evaluating Candidates.	GPTC Recruitment Resource Bank		
Manager Member & Audience Services C-24-05	10/14/2005	INTERNAL	2	2	Internal Email	1	Internal Email	GPTC Recruitment Resource Bank		
Member & Audience Services Associate C-25-05	10/14/2005	INTERNAL & EXTERNAL	66	0	N/A	0	Position Still Vacant. No Interview. Evaluating Candidates.	GPTC Recruitment Resource Bank		
Web Developer C-26-05	11/4/2005	INTERNAL & EXTERNAL	127	0	N/A	0	Position Still Vacant. No Interview. Evaluating Candidates.	GPTC Recruitment Resource Bank		

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**2005 Equal Employment Opportunity  
Public Inspection File Report  
List of Initiatives**

5. Provide a list and brief description of initiatives undertaken to satisfy the requirement to complete four "menu options" within a two-year period.
- (v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Georgia Public Broadcasting is working in collaboration with its internal divisions to establish guidelines and criteria for several new intern programs. This team has laid the framework for seasonal internships, as well as reviewed procedures and internship needs within the organization. The team meets regularly to discuss progress and receive feedback. GPB's internship programs have been a benefit to both undergraduate and graduate students, as well as high school students seeking experience, hoping to acquire college credit and exploring career goals. Georgia Public Broadcasting has internship opportunities in the areas of Radio, Multi-Media Web Development, and Television Production. GPB also has an intern program specifically designed to assist in the production of the Lawmakers series. New internship opportunities also include the Apprentice, Volunteer and International Student programs. The organization also actively participates in the Governor's Internship Program.

Radio Internships: GPB recruits two students per semester for this program. Students are selected and trained in broadcast journalism and as music show hosts. The program provides an opportunity for broadcast, journalism and music students to participate in radio production. Interns must be available to work approximately 20 hours per week. These internship opportunities are usually eligible for class credit or student evaluation when coordinated with the interns' colleges or universities.

Multi-Media Web Development Internships: GPB recruits up to six students per semester for this program. The program is designed for students who excel in the areas of web design and maintenance. The program also provides support to the GPB web team in all operational areas. The program offers a compensated internship for undergraduate and graduate students pursuing degrees with emphasis or interest in web development software such as MacroMedia Flash, Shockwave, and Dreamweaver. Interns must be available to work approximately 20 hours per week. These internship opportunities are usually eligible for class credit or student evaluation when coordinated with the interns' colleges or universities. The work performed during this internship is designed to support initiatives within the GPB Television and Education and Technology Services Divisions.

Television Production Internships: GPB recruits up to two interns per semester for this program. This program offers a compensated internship for junior and senior level college students pursuing degrees with an emphasis or interest in production. The internships provide experience in the many tasks required to produce studio and documentary programs for public television audiences. This includes research, field and studio production and editing. Interns must be available to work approximately 20 hours per week. These internship opportunities are usually eligible for class credit or student evaluation if coordinated with the interns' colleges or universities.

The Lawmakers Program: GPB recruits six to seven interns who cover the activities of the Georgia General Assembly legislative session. This program offers compensated internships for college or graduate students interested in broadcasting, journalism, political science or video production. These internships provide opportunities to research, write, produce and edit stories, as well as gain experience

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on technical equipment used in the production of a program (i.e., Panasonic News Byte editing system, robotic cameras, Chyron character generator and teleprompter). There are approximately 50 work days depending on the schedule of the legislature. Recruitment is currently under way for the upcoming 2006 session.

Apprentice, Volunteer and International Student Programs: This program creates meaningful experience and training opportunities for college, university and technical college students.

- The **Apprentice Program** uses public and private sector students throughout the state to capture video footage for use on the GPB Education Television network and GPB website. Students are selected from journalism, film, communications and broadcast programs.
- The **Volunteer Program** gives students an opportunity to shadow and work with producers, scheduling managers, and studio production and technical teams. These students also participate in the planning and preparation of all facets of a GPB fundraising (pledge) television production. For each pledge cycle, six to eight students are used. Student participation is tied to a classroom curriculum and participants receive class credit.
- The **International Student Program** creates partnerships with other public broadcasting and non-profit organizations and offers shadowing or work study experience for students traveling abroad interested in the broadcast industry. GPB recently had one Japanese student interning in the programming and traffic areas for a period of five weeks. This individual was part of an exchange program managed by the Worldwide Academic Corporation studying international business. GPB also has one student from China working one day a week in the Radio News Department, and two students shadowing the radio news team on coverage of the Rural Health Project. GPB will sponsor a student for this program in the upcoming year.

(viii) **Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for a higher-level position.**

Through the Human Resources Office, Georgia Public Broadcasting develops, coordinates and provides ongoing in-house training, and training that is outsourced to public and private vendors, to assist employees in attaining additional skills to perform overall job responsibilities, attaining higher-level responsibilities or positions. Some areas of training include:

- **Microsoft Suite**, (Word, Excel, Power Point and Access);
- **Project 2000** for administrative and clerical level workers and data entry clerks;
- **File Management Training** for clerical personnel responsible for archiving and maintaining confidential documents;
- **Annual Briefing for Administrative Professionals** for clerical assistants and supervisors that provides professional development opportunities for networking, enhancing teamwork and sharing information among colleagues;
- **Management Training Courses** for upper level management and new supervisors which consist of a two-day class that demonstrates then assesses necessary communication skills required to build rapport, provide feedback and work well with coworkers, supervisors, customers and vendors;
- **Fundamentals of the Georgia Performance Management Process for Supervisors and Upper Level Management** to train supervisory staff to evaluate employees fairly and to document the process;
- **Digital Training** for specialized staff responsible for the Business Continuity Planning of the organization in conjunction with the state's required Emergency Disaster Plan;

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- CPR and Automated External Defibrillators (AED) Training sponsored by the American Heart Association and American Red Cross to train and certify staff and train employees that work off-site and outdoors such as production crews;
  - Work Away Training where employees are selected as coordinators to track and coordinate telework and alternate work site agreements for employees that work condensed work weeks;
  - FLSA Training for personnel workers to keep abreast of laws and standards for employees and work schedule requirements;
  - Graphic Design and Editing training in the areas of broadcast engineering and production. This includes training in Adobe PhotoShop, digital training classes for maintenance and satellite engineers, Avid Editing, trouble shooting, and Avid Media Composer;
  - Personnel Human Resources Conference and Training for personnel staff to keep abreast of changes within the human resources area;
  - Essential Skills of Communication Training for Supervisors to enhance management skills;
  - HCM Upgrade Delta Training for personnel staff to learn new databases and software.
- (x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Each year Georgia Public Broadcasting participates in at least four job fair/career day events sponsored by educational institutions designed to promote and encourage career opportunities in broadcasting. Some of these events include:

- University of Georgia's Grady College Job Fair, February 9, 2005, the School of Journalism and Mass Communication in Athens, Georgia;
- The Latin American Association 23<sup>rd</sup> Annual Career Expo at the Cobb Galleria, May 13, 2005;
- Clark Atlanta University Career Day, September 27, 2005;
- Office of Workforce Development's 8th Annual Job Fair, October 20, 2005, at the Georgia World Congress Center where more than 4,000 job seekers attended.

These events motivate and inform students and the surrounding community about the organization and career opportunities available at GPB in the areas of media, journalism, and communications.

- (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Georgia Public Broadcasting participates in EEO Compliance Training where management level personnel learn new EEO rules and regulations and record keeping procedures to ensure equal employment opportunity and the prevention of discrimination. The Human Resources Office also provides and sponsors annual training sessions for supervisory and management level staff to build supervisory skills to ensure equal treatment of employees. During the Performance Management Evaluation period, supervisors are trained to fairly evaluate employees. The Human Resources Office also provides one-on-one training during the employment evaluation period to ensure supervisors have the tools needed to evaluate employees.

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**GA PUBLIC TELECOMMUNICATIONS COMMISSION**  
**Recruitment Resource Bank<sup>1</sup>**  
**December 1, 2004 - December 1, 2005**

<b>Address</b>	<b>Phone Number</b>	<b>Contact</b>
South Georgia Technical College 1583 Southridge Road Americus, GA 31709	912-931-2057	malissa@southga.tec.ga.us
Rocky Mountain PBS 2200 Bonforte Blvd. Pueblo, CO 81001	719-549-2196	t_samora@ktsc.pbs.org
Champlain College 163 South Willard Street Burlington, VT 05401	802-860-2720	Patricia Boera Career Planning Office
North Carolina A&T State University Office of Career Services Murphy Hall Room 101 Greensboro, NC 27411	336-334-7755	ocs@ncat.edu
University Of Georgia Clark Howell Hall Athens, GA 30602	706-542-8431	Charles Perry
Albany State University 504 College Drive Albany, GA 31705	912-430-4654	gewms@asurams.edu kimber@asurams.edu jdent@asurams.edu
PBS 1320 Braddock Place Alexandria, VA 22314	703-739-8444	Lorie Odum
Michigan Radio 500 South State 5000 LSA Bldg. Ann Arbor, MI 48191	734-764-9210	michigan.radio@mich.edu
Shaw University 118 East South Street Raleigh, NC 27601	919-546-8298 912-931-2057	Phyllis E. Doster

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<sup>1</sup> All recruitment resources listed were contacted by GPIC for the advertising and posting of positions. No resource listed specifically requested recruitment information from GPIC.

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Address	Phone Number	Contact
Global Workforce & Community Service Morris Brown College 643 Martin Luther King Jr. Dr. Atlanta, GA 30314	404-739-1320	N/A
Massachusetts Communication College 142 Berhrelgy Street Boston, MA 02116	617-267-7910x314	k.hughue@masscomm.edu
WFRC-FM P.O. Box 33630 Amherst, MA 01003-3630	413-545-2546	Brualia V. Caban
Elizabeth City State University Campus Box 804 1704 Weeksville Road Elizabeth City, NC 27909	252-335-3692	Brutus N. Jackson
Citrus Hearing Impaired Program 105 S.E. Highway 19 Crystal River, FL 34423	352-795-5000	
WAUS-FM Berrien Springs, MI 49104	616-471-3400	waus@adrews.edu Sharon Dudgeon
Fisk University Career Services 1000 17th Avenue North Nashville, TN 37208	615-329-8631	crogan@dubois.fisk.edu
University Of Vermont L/L E Building Burlington, VT 05405	802-656-3450	career@200.uvm.edu
WCLK-FM 111 James P. Brawley Dr. SW Atlanta, GA 30314	404-880-8274	wwilliam@cau.edu
Maryland Public Television 11767 Owing Mills Blvd. Owing Mill, MD 21117	410-581-4122	hr@mpt.org
American Forces Korea Network mcguireca@afkn.dorea.army.mil Unit #15324/Box 112 APO AP 96205	011-822-7914-6393	

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Address	Phone Number	Contact
New Jersey Public Broadcasting Authority P.O. Box 777 Trenton, NJ 08625-0777	609-777-5013	smcphil@njn.org
Florida West Coast Public Broadcasting 1300 North Blvd. Tampa, FL 33607	813-254-9338	
Valdosta State University Powell Hall-West Valdosta, GA 31698	912-333-5942	dhargett@valdosta.edu
WBGU-TV 245 Troup Street Bowling Green, OH 43403	419-372-7003	dlowry@wbgu.bgsu.edu
KION/ 88.1-FM P.P.I 1288 N. Bellflower Blvd. Long Beach, CA 90815	562-985-5566	kionradio@earthlink.net
Eastern Michigan University/WEMU-FM 426 King Hall Ypsilanti, MI 48197	734-487-2229	wemu@emich.edu
WMPG 96 Falmouth Street Box 9300 Portland, ME 04104-9300	207-780-4943	
KPCC Southern California Public Radio 1570 E. Colorado Blvd. Pasadena, CA 91106	626-585-7000	mail@scpr.org
KMUW-FM 3317 E. 17th Street Wichita, KS 67208	316-978-6709	kmuw@twsa.edu
Wisconsin Public Radio/Television 821 University Avenue Madison, WI 53706	608-263-9763	Betsy Bendrick bendrick@wpt.org
KVCR-TV/FM 701 S. Mt. Vernon Avenue San Bernardino, CA 92410	909-888-6511x1602	kvcr.pbs.org

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Address	Phone Number	Contact
Connecticut Public Radio 240 New Britain Avenue Hartford, CT 06106	860-278-5310	ctpubradio@aol.com
WTTW 5400 S. St. Louis Avenue Chicago, IL 60625	773-509-5423	
KPBS News 5200 Campanile Drive San Diego, CA 92182	619-265-6438	marcotte@mail.sdsu.edu
KCOZ College of the Ozarks Point Lookout, MO 65726	417-335-2618	Jae Jones
West Virginia Public Radio 600 Capitol Street Charleston, SC 25301	304-556-4900	
KCSM 1200 West Hillsdale Blvd. San Mateo, CA 94402	650-574-6586	info@kcms.pbs.org
KSUI 710 S. Clinton St. Bldg. Iowa City, IA 52242-1030	319-335-5730	John Fishcher
Malcolm X College 1900W. Van Buren Chicago, IL 60612	312-850-7078	Career Development Office
Central State University Career Services Center Wilberforce, OH 45384	937-376-6383	ccrawford@ces.edu
Norfolk State University 700 Park Avenue Norfolk, VA 23504	757-823-2075	Ben Ellis
KMOS-TV Wood 11 Central Missouri State University Warrensburg, MO 64093	660-543-4155	Fred Hunt

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Address	Phone Number	Contact
WITF, Inc. P.O. Box 2954 1982 Locust Lane Harrisburg, PA 17105	717-236-6000	humanresources@witf.org
WGVU-TV, WGVU-AM, WGVS-AM&FM 301 W. Fulton Grand Rapids, MI 49504	616-771-6737	wgvu@gvsu.edu
Owens Community College P.O. Box 10000 Toledo, OH 43699	419-661-7617	
Florida A&M University Tallahassee, FL 32307	850-599-3353	Delores Dean ddean@famuedu
Vermont Public Television 88 Ethan Allen Avenue Colchester, VT 05446	802-655-4800	view@vpt.org
Paine College 1235 15th Street Augusta, GA 30901	706-821-8307	Dr. Radiah Umoh
KNPB Channel 5 1670 N. Virginia Street Reno, NV 89503	775-784-4555	cheryl@knpb.org
KOCV 201 West University Odessa, TX 79764	915-335-6336	kocv@odessa.edu
University of Georgia College of Journalism & Mass Communications Athens, GA 30602	706-542-2006	Terri Baker Emily Smith
Georgia Southern University P.O. Box 8091 Statesboro, GA 30460	912-681-0531	Reed Smith, Ph.D.
WQPT-TV 6600 34th Ave. Moline, IL 61265	309-796-2424	Rick Best

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Address	Phone Number	Contact
KTWU/Channel 11 1700 SW College Topeka, KS 66621	785-231-1111	Lauri Nichols
Atlanta VA Regional Hospital 1700 Clairmont Road Decatur, GA 30033	404-929-5844	
Corporacion De Puerto Rico Para La Difusion Publica P.O. Box 190909 San Juan, PR 00919-0909	787-766-0505	
Butler Street YMCA 22 Butler Street, N.E. Atlanta, GA 30303	404-659-0915	Viola Waddell Brown
Wider Opportunities for Women 815 15th Street, N.W. Suite 916 Washington, DC 20005	202-638-3143	
Board of Regents of the University System of Georgia 270 Washington Street Atlanta, GA 30334	404-657-1332	Human Resources Office
Careers @ Work 4549 Chamblee Dunwoody Rd. Atlanta, GA 30338	770-677-9441	Todd Green
NAACP P.O. Box 115087 Atlanta, GA 30310	404-756-9091	Saundra Douglas
MAHJ 1193 National Press Building Washington, DC 20009	202-662-7145	mahj@mahj.org
Georgia Assoc. for Community Education GSU P.O. Box 8133 Statesboro, GA 30460	912-681-5247	shesmith@saix2.cc.gasou.edu
Catholic Social Services 680 West Peachtree Street, N.W. Atlanta, GA 30303	404-885-7487	gpalmer@archdioces.com

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Address	Phone Number	Contact
National Black Arts Festival 659 Auburn Avenue Atlanta, GA 30312	404-730-7315	
EPA-Hispanic Employment 61 Forsyth Street, S.W. 15th Floor-GW/UIC Section Atlanta, GA 30303		Magda S. Castillo
Governor's Children & Youth Coordinating Council 10 Park Place South, Suite 410 Atlanta, GA 30303	404-656-9345	Judy Reynolds
Greater Columbus Urban League 802 1st Avenue Columbus, GA 31901	706-323-3687	Rochelle Perkins
Metropolitan OIC, Inc. 818 Pollard Blvd. Atlanta, GA 30315	404-522-6422	
The Atlanta Urban League, Inc. 100 Edgewood Avenue, N.E., Suite 600 Atlanta, GA 30303	404-659-1150	
Savannah State University P.O. Box 20524 Savannah, GA 31404	912-356-2285	brownt@savstate.edu
Emory University 1784 N. Decatur Road, Suite 200 Atlanta, GA 30322	404-727-0510	Michael Brock Emory Career Center
Clayton State University 5900 North Lee Street Morrow, GA 30260	770-961-3518	Joan McElroy Angelyn Cheyne <a href="mailto:angelyncheyne@mail.clayton.edu">angelyncheyne@mail.clayton.edu</a>
DeKalb Technical College 495 N. Indian Creek Drive Clarkston, GA 30021	404-297-9522	
Thomas Technical Institute 15689 US Hwy 19 North Thomasville, GA 31792	912-225-4096	

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Address	Phone Number	Contact
Albany Technical Institute 1021 Lowe Road Albany, GA 31701	912-430-3500	
Ogeechee Technical Institute 1 Joe Kennedy Blvd. Statesboro, GA 30458	1-800-646-1316	
Swainsboro Technical Institute 346 Kite Road Swainsboro, GA 30401	912-289-2200/2215	
Savannah Technical Institute 5717 White Bluff Road Savannah, GA 31406	912-351-6423	
Okefenokee Technical Institute 1701 Carswell Avenue Waycross, GA 31501	912-287-6584	
Alatmaha Technical Institute 1777 West Cherry Street Jesup, GA 31545	912-427-5800	
Valdosta Technical Institute P.O. Box 92 Val Tech Road Valdosta, GA 31603-0928	229-333-2100	
West Georgia Technical Institute 303 Fort Drive LaGrange, GA 30240	706-845-4339	
Flint River Technical Institute P.O. Box 1089 Thomaston, GA 30286	706-646-6163	
Columbus Technical Institute 928 45th Street/Manchester Expressway Columbus, GA 31904-6572	770-229-3227	
Carroll Technical Institute 997 South Highway 16 Carrollton, GA 30116	770-836-6807	
Atlanta Technical Institute 1560 Metropolitan Pkwy, SW Atlanta, GA 30310	404-756-0932	
Griffin Technical Institute 501 Varsity Road Griffin, GA 30223	770-229-3227	

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Address	Phone Number	Contact
Augusta Technical Institute 3116 Deans Bridge Road Augusta, GA 30906	706-771-4000	
Gwinnett Technical Institute 5150 Sugarloaf Parkway Lawrenceville, GA 30046-1505	770-962-7580	
Devry Institute of Technology 250 N. Arcadia Avenue SW Decatur, GA 30030	404-292-7900	
Connecticut School of Broadcasting 1355 Terrell Mill Rd SE Bldg 1472 Suite 100 Marietta, GA 30067	404-607-8880	
Bainbridge College Dir of Voc. Technical Education US Hwy 84 East Bainbridge, GA 31717	229-248-2500	
Coastal Georgia Community College 3700 Altama Avenue Brunswick, GA 31520-3644	1-800-675-7235	Division Chairman
Dalton College 213 N. College Drive Dalton, GA 30720	706-272-2557	Director
GA Department of Technical & Adult Education 1800 Century Place Atlanta, GA 30345-4504	404-679-1700	Michael F. Vollmer Commissioner
Athens Tech Office 800 US Hwy 29 N Athens, GA 30601-1500	706-355-5000	Career & Plan/Placement Dale Gibson
East Central Tech PO Box 1069 Fitzgerald, GA 31750	229-468-2000	
Chattahoochee Tech 980 S. Cobb Drive Marietta, GA 30060	770-528-4545	

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Address	Phone Number	Contact
Southern Polytechnic State University 1100 South Marietta Pkwy Marietta, GA 30060-2896	770-528-7200	
Coosa Valley Tech 785 Cedar Avenue Rome, GA 30161-6757	706-295-6963	
Heart of Georgia Tech 560 Pinehill Road Dublin, GA 31021	478-274-7765	
Lanier Tech PO Box 58 Oakwood, GA 30566	770-531-6300	
Macon Tech 3300 Macon Tech Drive Macon, GA 31206	478-757-3400	
Middle Georgia Tech 1311 Corder Road Warner Robins, GA 31088	478-988-6800	
Moultrie Tech 361 Industrial Drive Moultrie, GA 31768	229-891-7000	
North Georgia Tech P. O. Box 65 Clarkston, GA 30523	706-754-7700	
North Metro Tech 5198 Ross road Acworth, GA 30102	770-975-4000	
Pickens Tech 100 Pickens Tech Drive Jasper, GA 30143	706-692-3411	
Sandersville Regional Tech P.O. Box 6179 Sandersville, GA 31082	478-553-2050	
South Georgia Tech 1583 Southerfield road Americus, GA 31709-8104	912-931-2252	
Southeastern Tech 3001 East 1st Street Vidalia, GA 30474	912-538-3100	

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Northwestern Tech Institute (Walker) 265 Bicentennial Trail Rock Springs, GA 30739	706-764-3510	
Albany Herald 126 N. Washington Street Albany, GA 31702-0048	912-888-9398	
Atlanta Journal/Constitution P.O. Box 4689 Atlanta, GA 30302	404-526-5179	
Atlanta Daily World 145 Auburn Avenue Atlanta, GA 30335	404-659-1110	
Savannah Morning News P.O. Box 1088 Savannah, GA 31402	912-652-0203	Denise
Augusta Chronicle P.O. Box 1928 Augusta, GA 30903-1 928	706-724-0851 706-828-4373	Kim
Columbus Ledger P.O. Box 711 12th Street Columbus, GA 31902	706-576-6236	
Macon Telegraph 120 Broadway Macon, GA 31201	478-744-4269 478-744-4200	Jessica
Georgia Association of Broadcasters 8010 Roswell Road, Suite 260 Atlanta, GA 30350	770-395-7200	
Georgia Merit System Suit 502, West Tower 200 Piedmont Ave., S.E. Atlanta, GA 30334-5100	404-656-2705	Wayne St. Claire Commissioner
Albany-Macon Times 813 Forsyth Street, Albany, GA 31202	912-432-7070	

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The Atlanta Inquirer 947 Martin Luther King Jr. Drive NW, Post Office Box 92367 Atlanta, GA 30314	404-523-6086	
The Atlanta Tribune L&L Communications, Inc. 875 Old Roswell Road Suite C-100 Roswell, GA 30076	404-587-0501	plottier@mindspring.com
AUC Digest Atlanta University Center Post Office Box 3191 Atlanta, GA 30302	404-523-6136	
The Atlanta Voice 633 Pryor Street Post Office Box 2123 Atlanta, GA 30312	404-524-6426	
The Columbus Times 2230 Buena Vista Road Columbus, GA 31907	404-324-2404	Editor Helmut Gertjegerdes
Fort Valley Herald 315 North Carmellia Boulevard Post Office Box 899 Fort Valley, GA 31030	912-825-7000	
The Herald 1803 Barnard Street Post Office Box 486 Savannah, GA 31402	912-232-4505	
Metro County Courier Post Office Box 2385 Augusta, GA 30903	404-724-6556	
The Savannah Tribune 916 Montgomery Street P. O. Box 2066 Savannah, GA 31402	912-233-6128	
Rockdale Citizen Newspaper P.O. Box 13 Conyers, GA 30012	770-483-3140	Kellie

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Current Magazine Advertising/Production Director 1612 K Street NW, Suite 704 Washington, DC 20006	202-463-7055	Victoria Mulhardt
Chronicle of Philanthropy	202-466-1004	Danette Seagroves <a href="mailto:recruit@philanthropy.com">recruit@philanthropy.com</a>
Corporation for Public Broadcasting Website 401 Ninth Street, NW Washington, DC 20004-2129	202-879-9600	cpb.org
GA Department of Labor Website 148 International Blvd., NE Atlanta, GA 30303-1751	404-656-3182	<a href="http://www.dol.state.ga.us/js/">http://www.dol.state.ga.us/js/</a>
The Job Site (State of GA Recruitment Website)	404-657-2843	<a href="mailto:thejobsiteinfo@gms.state.ga.us">thejobsiteinfo@gms.state.ga.us</a>
TV Jobs.Com	1-877-988-9808	Mark C. Holloway
MonsterTrak.com	1-800-999-8725	William Raiford
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RESA (Regional Education Services Agencies)		<a href="mailto:barp@ellijay.com">barp@ellijay.com</a> <a href="mailto:hchambers@cpresa.org">hchambers@cpresa.org</a> <a href="mailto:hcooper@hom.net">hcooper@hom.net</a> <a href="mailto:jhuntley@roman.net">jhuntley@roman.net</a> <a href="mailto:mcallawa@doe.k12.ga.us">mcallawa@doe.k12.ga.us</a>  <a href="mailto:Meridith_Walker@does.k12.ga.us">Meridith_Walker@does.k12.ga.us</a> <a href="mailto:mresa@mresa.org">mresa@mresa.org</a> <a href="mailto:rbellamy@okresa.org">rbellamy@okresa.org</a> <a href="mailto:tnelson@csra.c-savannah.resa.k12.ga.us">tnelson@csra.c-savannah.resa.k12.ga.us</a>
Georgia Public Broadcasting Website	404-685-2262	William Overall
Atlanta Press Club	404-577-7377	Susan Asher
University of West Georgia	770-836-6500	<a href="mailto:bbrewer@westga.edu">bbrewer@westga.edu</a>
Southern Polytechnic University	770-528-7391	<a href="mailto:bmcdonald@spsu.edu">bmcdonald@spsu.edu</a>

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Georgia State University		<a href="mailto:cbutts@gsu.edu">cbutts@gsu.edu</a>
Clark Atlanta University	404-880-8000	<a href="mailto:cppc@cau.edu">cppc@cau.edu</a>
Spelman College	404-270-5273	<a href="mailto:dlindsay@spelman.edu">dlindsay@spelman.edu</a>
Oglethorpe University	404-261-1441	<a href="mailto:eolaughlin@oglethorpe.edu">eolaughlin@oglethorpe.edu</a> <a href="mailto:sdominick@oglethorpe.edu">sdominick@oglethorpe.edu</a>
University of Georgia		<a href="mailto:fpurcell@uga.edu">fpurcell@uga.edu</a>
Atlanta Art Institute	770-394-8300	<a href="mailto:kelekui@aia.edu">kelekui@aia.edu</a>
Devry Institute	404-292-7900	Kim Molee <a href="mailto:kmolee@admin.atl.devry.edu">kmolee@admin.atl.devry.edu</a>
Kennesaw State University	770-423-6000	<a href="mailto:pjones@kennesaw.edu">pjones@kennesaw.edu</a>
Atlanta College of Art	404-733-5073	<a href="mailto:reliang.tsang@woodruffcenter.org">reliang.tsang@woodruffcenter.org</a>
Interactive College of Technology		<a href="mailto:sjarrad@ict-ils.edu">sjarrad@ict-ils.edu</a>
Atlanta Intercontinental University	1-888-999-4248	<a href="mailto:sjenkins@buckhead.aiuniv.edu">sjenkins@buckhead.aiuniv.edu</a> buckhead.aiuniv.edu
Georgia Institute of Technology	404-894-2550	<a href="mailto:sonia.mcallister@success.gatech.edu">sonia.mcallister@success.gatech.edu</a>
NCTE (National Council Teachers & Educators) 1111 W. Kenyon Road Urbana, IL 61801-1096	217-328-3870	<a href="http://www.ncte.org/forms/classified/cfad.asp">http://www.ncte.org/forms/classified/cfad.asp</a>
DACCS Radio Service Computer Network	404-685-2682 or 404-685-2677	St. John Flynn Susanna Capelouto
National Association of Hispanic Journalists 1000 National Press Building 529 14 <sup>th</sup> Street NW Washington, DC 20045	202-662-7483 202-662-7144 (Fax)	Leticia Salazar <a href="http://www.nahj.org">www.nahj.org</a>
American Libraries Association 50 East Huron Chicago, IL 60611	1-800-545-2433	

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Society of Professional Journalists Eugene S. Pulliam National Journalism Center, 3909 N. Meridian St. Indianapolis, IN 46208	317-927-8000 Fax: 317-920-4789	
Armstrong Atlantic University 11935 Abercorn Street Savannah, GA 31419	800-633-2349 912-927-5277	
NATAS Northwest Chapter PO Box 58530 Seattle, WA 98138	770-414-8777 206-575-3444 Fax: 206-575-9255	
Georgia's Job Bank		<a href="http://www.jobsearch.org/GA/employer/jobbuilder">http://www.jobsearch.org/GA/employer/jobbuilder</a>
Broadcasting & Cable Variety Careers The Media & Entertainment Job Site		<a href="http://www.secure.careercast.com">http://www.secure.careercast.com</a>
MediaLine P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073 Fax: 831-648-5204	
Opportunity NOCs New England c/o Executive Service Corps 38 Chauncy Street, Suite 802 Boston, MA 02111	617-357-0849 Fax: 617-423-2510	
Opportunity Knocks		<a href="http://www.opportunitynocs.org/jobseekerx/">http://www.opportunitynocs.org/jobseekerx/</a>
Idealist.org Action Without Borders 360 West 31 <sup>st</sup> Street, Suite 1510 New York, New York 10001	<a href="http://www.idealist.org">http://www.idealist.org</a>	Lea Policoff
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