



GEORGIA PUBLIC BROADCASTING

ANNUAL EEO FILE REPORTS

2009

2009
Georgia Public
Telecommunications Commission

EEO Public Inspection File Report
(Combined)

INTRODUCTION

2009

Equal Employment Opportunity Public Inspection File Report

Georgia Public Telecommunications Commission (Combined Report)

This report covers the following fourteen noncommercial educational radio and eight noncommercial educational television stations licensed to Georgia Public Telecommunications Commission ("GPTC")¹ 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), Dahlonaga; WWIO (FM), Brunswick; WGPB (FM), Rome; WABW-TV, Pelham; WACS-TV, Dawson; WCES-TV, Wrens; WNGH-TV, Chatsworth; WGTW, Athens; WJSP-TV, Columbus; WVAN-TV, Savannah; and WXGA-TV, Waycross. This report also covers two noncommercial educational radio stations that GPTC operates pursuant to management agreements: Stations WNGH (FM), Chatsworth and WATY (FM), Folkston.² 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 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 primarily 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 State Personnel Administration, Georgia's equivalent of the federal civil service system.

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

² These two stations are licensed to the Foundation for Public Broadcasting in Georgia, Inc., the nonprofit corporation that supports the GPTC.

Georgia Public Telecommunications Commission
Vacancies Filled - Combined Report
December 1, 2008 to December 1, 2009

Job Title	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
Creative Services Producer C-1-09	1/7/2009	INTERNAL & EXTERNAL	106	3	GPB Website Current/Former Employee	1	GPB Website	GPB Email GPB Website MediaBistro.com MassMediaJobs.com
Media Encoding Technician C-2-09	1/13/2009	INTERNAL & EXTERNAL	38	9	GPB Website Current/Former Employee	2	GPB Email GPB Website	GPB Email GPB Website
TOC Technician C-3-09	1/13/2009	INTERNAL & EXTERNAL	12	9	GPB Website Current/Former Employee	2	GPB Website Current/Former Employee	GPB Email GPB Website
Broadcast Technician (Audio) C-4-09	1/30/2009	INTERNAL	5	1	GPB Email	1	GPB Email	GPB Email
Media Asset Coordinator C-5-09	3/16/2009	INTERNAL	6	3	GPB Email	1	GPB Email	GPB Email
TOC Technician C-6-09	5/11/2009	INTERNAL & EXTERNAL	76	16	GPB Email GPB Website The Jobsite Ga. Dept. of Labor	2	The Jobsite Current/Former Employee	GPB Website GPB Email Ga. Dept of Labor Atlanta Tech DeKalb Technical College Chattahoochee Technical College Georgia Tech The Jobsite
Administrative Assistant C-7-09	5/15/2009	INTERNAL & EXTERNAL	231	10	GPB Website GPB Email The Jobsite Other Colleague	2	The Jobsite GPB Website	GPB Email GPB Website The Jobsite Georgia Tech
Vice President, Development C-8-09	5/21/2009	INTERNAL & EXTERNAL	91	8	GPB Email Opportunity Knocks Current/Former Employee Other Colleague	2	GPB Website Current/Former Employee	GPB Website GPB Email Georgia Tech Opportunity Knocks Corporation for Public Broadcasting Current Newspaper Online Philanthropy Careers Ga Dept. of Labor MassMediaJobs.com

Georgia Public Telecommunications Commission
Vacancies Filled - Combined Report
December 1, 2008 to December 1, 2009

Vice President, Field & Studio Operations C-9-09	5/21/2009	INTERNAL & EXTERNAL	89	2	GPB Website	1	GPB Website	GPB Website GPB Email Georgia Tech Opportunity Knocks Corporation for Public Broadcasting Current Newspaper Online Philanthropy Careers Ga Dept. of Labor Mass.MediaJobs.com
Video Editor C-10-09	5/26/2009	INTERNAL & EXTERNAL	189	10	GPB Website DevBistro.com MediaBistro.com Media Match	1	GPB Website	GPB Website GPB Email Georgia Tech Ga Dept. of Labor Mass.MediaJobs.com TV & Radio Job.com DevBistro.com MediaBistro.com SCAD Media Match
Interactive Designer (Children) C-11-09	6/9/2009	INTERNAL & EXTERNAL	36	5	Current/Former Employee GPB Website Internet Job Sites	1	Current/Former Employee	GPB Website Georgia Tech GPB Email Mass Media Jobs TV & Radio Jobs Media Bistro, Jornalism Jobs DevBistro The Biz Variety SCAD
On-Air Graphic Artist C-12-09	6/9/2009	INTERNAL & EXTERNAL	22	7	Current/Former Employee GPB Website Internet Job Sites	2	GPB Website	GPB Website Georgia Tech GPB Email
Vice President, Radio C-14-09	6/10/2009	INTERNAL & EXTERNAL	47	13	GPB Email Corporation for Public Broadcasting Current Newspaper (Online) Current/Former Employee	1	Current/Former Employee	GPB Email GPB Website Georgia Tech Corporation for Public Broadcasting Current Newspaper Online

Georgia Public Telecommunications Commission
Vacancies Filled - Combined Report
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New Media Education Project Manager C-15-09	6/12/2009	INTERNAL	1	1	GPB Email	1	GPB Email	GPB Email
Production Assistant C-16-09	6/17/2009	INTERNAL & EXTERNAL	62	5	GPB Email Current/Former Employee	5	GPB Email	GPB Email GPB Website Georgia Tech Latin American Association Corporation for Public Broadcasting Women in Film & Television Atlanta Atlanta Association of Black Journalists
Unit Financial Specialist C-17-09	7/21/2009	INTERNAL & EXTERNAL	76	5	GPB Email GPB Website The Jobsite	2	The Jobsite	GPB Email GPB Website Georgia Tech Latin American Association Women in Film & Television Atlanta Atlanta Association of Black Journalists The Jobsite
Associate Producer C-18-09	8/6/2009	INTERNAL	5	3	GPB Email	1	GPB Email	GPB Email
Media Encoding Technician C-20-09	8/27/2009	INTERNAL & EXTERNAL	53	17	GPB Email GPB Website Current/Former Employee Internet Job Site	4	GPB Website Current/Former Employee	GPB Website GPB Email Atlanta Technical College Mass Media Jobs Dav Bistro Atlanta Tech Augusta Technical College DeKalb Technical College Clark Atlanta University Georgia Perimeter College Chattahoochee Technical College Omni Tech AIU Connecticut School of Broadcasting

Georgia Public Telecommunications Commission
Vacancies Filled - Combined Report
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Production Assistant C-21-09	9/3/2009	INTERNAL & EXTERNAL	63	2	Current/Former Employee GPB Website	2	Current/Former Employee	GPB Email GPB Website
Fundraising Coordinator C-22-09	8/27/2009	INTERNAL	1	1	GPB Email	1	GPB Email	GPB Email

Created 11-2-09 by V. Daniels

2009 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's internship program continues to expand with new opportunities and established guidelines and criteria to promote a more diverse internship program. Currently GPB has expanded its program to include the following operational areas; Finance, Procurement, Education, Marketing and Creative Services. The organization continues to look for ways to partner with members of the local and national community to attract students that are acquiring skills needed for administrative and broadcast level employment. GPB's internship program benefits undergraduate and graduate students, as well as high school students seeking experience and hoping to explore career opportunities or acquire college credit. Internship opportunities have also included the following areas: Radio, Multi-Media Web Development, Public Relations, Member and Audience Services and Television Production. Georgia Public Broadcasting also actively extends ongoing opportunities for Volunteers through the efforts of the organization's Volunteer Coordinator for events and fund-raising campaigns. A more detailed description is outlined below.

Radio Internships: This program gives selected students the opportunity to be trained in broadcast journalism and as music show hosts. It also provides an opportunity for broadcast, journalism and music students to participate in radio production functions. The radio internship can encompass three areas: music production, news production, and news reporting. The Radio Internship program has created many opportunities for students not only in Atlanta but also the Savannah, Macon, and Rome, Georgia operational areas.

Multi-Media Web Development Internships: This program has grown and created opportunities for students to learn Media, Flash, Dream Weaver and other multi-media technology. With the continued work in this area, since 2005 an apprentice/intern program was developed. Student were provided with a wide range of experience and provided continued support as needed to the GPB web team in all operational areas. The work performed impacted the television production and education areas of the organization.

Television Production Internships: This program was driven by students pursuing degrees or interest in television production. The program provides experience in the many tasks required to produce studio and documentary programs for public television audiences. This type of opportunity can include research, field and studio production and editing.

Lawmakers Internships: GPB recruits seven interns to 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 on technical equipment used in production of the series (i.e., Panasonic News Byte editing system, robotic cameras, Chyron character generator and teleprompter). There are approximately 50 work days for Lawmakers

interns.

Emma Bowen Foundation Program: GPB recruited two interns to participate in a 3 year Program sponsored by the Corporation of Public Broadcastings called the “Emma Bowen Foundation”. This program consists of a year round internship during the Winter, Spring, Summer and Fall Semesters where students develop diverse knowledge while working in a variety of areas within Georgia Public Broadcasting. This program began in 2007 and will end in 2009. The foundation allows GPB to participate in a scholarship funding program that is designed to assist students interested in pursuing a career in broadcasting.

Apprentice and Volunteer Programs: This program continues to create meaningful experiences and training opportunities for students and citizens within the community.

- The Apprentice Program ended in 2008 and used public and private sector students throughout the state to capture video footage for use on the GPB Education television network and website and for GPB partner organizations. Students were selected from journalism, film, communications and broadcast programs in colleges, universities and technical colleges around the state.
- The Volunteer Program gives opportunities to students and citizens within the community. The areas for volunteering range from shadowing with producers, scheduling managers, studio production/technical teams to a variety of events and activities at GPB to include fundraising (pledge) and television production.
- The International Student Program gave opportunities for partnerships with organizations that sponsor students that travel abroad with an interest in the broadcast industry. GPB will examine opportunities as they arise to sponsor other students for this program.

(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Emma Bowen Foundation Program: GPB has participated in a 3 year scholarship program that offers students opportunities to learn many aspects of corporate operations and develop company-specific skills. Students participate in an annual student conference, a community service program and a mentoring program to further enhance the student's knowledge and experience. While this program has been included in our internship program, it is the only program that provides funds/scholarship monies to the participating students. This Program is sponsored by the Corporation of Public Broadcastings. The students placed with Georgia Public Broadcasting have developed diverse knowledge while working in a variety of areas that are designed to assist them in their pursuit of careers in broadcasting.

(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 continues to develop, coordinate, and provide ongoing in-house training as well as training that is outsourced to public and private vendors, to provide employees with additional skills to perform job responsibilities and to obtain higher-level responsibilities or positions. Some areas of training include:

- **Mediation Training** for key management leaders. This training aides in handling internal conflicts and resolving issue that may arise.

- **Career Track Training** for employees on any level, Management training is provided to assist in the areas of Communications and Managing pressure in the workplace.
- **E-Performance Training** for Human Resources staff to plan the implementation of a new performance appraisal systems for all employees in 2010.
- **Microsoft Suite** (Word, Excel, Power Point and Access);
- **Visio Professional 2003** software training administered to division administrative assistants to train staff to create organizational charts;
- **Microsoft Project 2000** for administrative and professional employees;
- **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;
- **Leadership and Management Training Courses** for executive, upper level management, supervisory and new supervisors to provide training that demonstrates the necessary communication skills required to build rapport, provide feedback and work well with coworkers, supervisors, customers and vendors. These courses have been provided through the State Personnel Administration, Georgia Leadership Institute and the Carl Vinson Institute.
- **Stephen Covey Leadership training** and other self development training courses are also provided for management and employees to enhance and motivate the overall development of leaders, supervisors and staff that promote and encourage better productivity in work and family life. **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;
- **CPR and Automated External Defibrillators (AED) Training** sponsored by the American Heart Association and American Red Cross to train and certify staff that work off-site and outdoors such as production crews;
- **Telework and 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; employees are also training in policy and procedures when participating in a telework agreement;
- **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 and Illustrator, digital training classes for staff involved in education, web team, maintenance and satellite engineering, Avid Editing, trouble shooting, and Avid Media Composer;
- **Human Resources Conference and Training** for personnel staff to keep abreast of changes within the human resources area including law and succession planning.
- **Employees Retirement and Teachers Retirement System training** for personnel staff to keep abreast of retirement application and leave certifications required.
- **HCM Upgrade Delta/People Soft Training** for personnel staff to learn new databases and software;
- **Risk Management Workshop** for HR and Procurement staff that focus on worker's compensation, liability and property matter;
- **Grammar Basics Training** for staff required to do considerable writing for reports and/or presentations;
- **PM Tool's software training** for new supervisors and managers to learn the navigation of the performance evaluation software to evaluate staff;
- **Human Resources Training course** provided to personnel staff to review policies, procedures and develop strategies to provide better service and information to employees;

- Secure Perfect, Wave Reader Security Systems software training provided to specific staff that designs, manages and implements the use of a security database including badges and the tracking and monitoring of access rights and privileges within the organization;
- Team Building Training provided by Cameron & Associates, GPB's Employee Assistance provider for staff development.
- Manufacturer's electronic equipment training for engineering staff provided by Motorola.
- RAF Safety training for transmitter engineering staff .
- Digital Conversion equipment upgrade and manufacturer's new equipment workflow training for field engineering, maintenance engineering, and master control staff.

(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 for the 2008-2009 calendar year include:

- Clark Atlanta University Internship Fair/Career Day, September 16, 2008
- State Personnel Administration Job Fair, January 28, 2009
- Kennesaw State University Career Fair, March 26, 2009
- Congressman David Scott Job Fair, International Convention Center, May 29, 2009

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.

GA PUBLIC TELECOMMUNICATIONS COMMISSION
Recruitment Resource Bank¹
December 1, 2008 - December 1, 2009

Address	Phone Number	Contact
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
University of Georgia College of Journalism & Mass Communications Athens, GA 30602	706-542-2006	Terri Baker Emily Smith
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

¹ All recruitment resources listed were contacted by GPTC for the advertising and posting of positions. No resource listed specifically requested recruitment information from GPTC.

Address	Phone Number	Contact
Shaw University 118 East South Street Raleigh, NC 27601	919-546-8298 912-931-2057	Phyllis E. Doster
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

Address	Phone Number	Contact
American Forces Korea Network mcguireca@afkn.dorea.army.mil Unit #15324/Box 112 APO AP 96205	011-822-7914-6393	
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	klonradio@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

Address	Phone Number	Contact
KVCR-TV/FM 701 S. Mt. Vernon Avenue San Bernardino, CA 92410	909-888-6511x1602	kvcr.pbs.org
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

Address	Phone Number	Contact
KMOS-TV Wood 11 Central Missouri State University Warrensburg, MO 64093	660-543-4155	Fred Hunt
WITF, Inc. P.O. Box 2954 1982 Locust Lane Harrisburg, PA 17105	717-236-6000	humanresources@witf.org
WGVU-TV, WGVU-AM, WGVU-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@famu.edu
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
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

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

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
Emory University Journalism Program	404.727.6133	Sheila Tefft Intern. Coord. Fall 2008 stefft@emory.edu
Clayton State University 5900 North Lee Street Morrow, GA 30260	770-961-3518	Joan McElroy Angelyn Cheyne angelyncheyne@mail.clayton.edu
DeKalb Technical College 495 N. Indian Creek Drive Clarkston, GA 30021	404.297.9522 ext: 1232 or ext: 1109	Cynthia Dorsey Edwards Director - Office of Career & Job Search Services edwardsc@dekalbtech.edu

Address	Phone Number	Contact
Thomas Technical Institute 15689 US Hwy 19 North Thomasville, GA 31792	912-225-4096	
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	
Altmaha 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	
Southwest Georgia Technical College 15689 U.S. Highway 19 North Thomasville, Georgia 31792	229-225-4096	
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	