Georgia Public Broadcasting

Annual EEO File Reports

2007
WMUM

2007

EQUAL EMPLOYMENT OPPORTUNITY PUBLIC INSPECTION FILE REPORT

GEORGIA PUBLIC TELECOMMUNICATIONS COMMISSION

(WMUM-FM and WMUM-TV)

INTRODUCTION
2007
Equal Employment Opportunity
Public Inspection File Report

Georgia Public Telecommunications Commission
(WMUM-FM and WMUM-TV)

This report covers noncommercial educational radio station WMUM-FM, Cochran, Georgia, and noncommercial educational television station WMUM-TV, Cochran, Georgia, licensed to the Georgia Public Telecommunications Commission ("GPTC"). These stations have five or more full-time employees.

The GPTC is also the licensee of an additional eight noncommercial educational television and fourteen noncommercial educational radio stations. GPTC's EEO Public Inspection File Report for those stations is available in the local Public Inspection File for each station, in the local Public Inspection File maintained at GPTC's headquarters, 260 14th Street, N.W., Atlanta, GA, and on its web site: www.gpb.org.

Georgia Public Telecommunications Commission
Vacancies Filled - WMUM-FM and WMUM-TV
December 1, 2006 to December 1, 2007

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
Newscaster/Reporter Macon C-30-06	10/20/2006	INTERNAL & EXTERNAL	9	2	GPB Website	1	GPB Website	GPB Website GPB Jobline GPB Email Ledger Inquirer Macon Telegraph Latin American Association

Created 11-26-07 by V. Daniels

2007 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 grow and expand. The organization is working to establish guidelines and criteria for new types of internship programs and partnerships that will assist members of the community in acquiring skills needed for working in the broadcast industry. The program has been expanded to include a three-year Studentship Intern Grant Program sponsored by Corporation for Public Broadcasting (the Emma Bowen Foundation Student Internship Program.) GPB also continues to target communities outside the metropolitan Atlanta area such as Savannah, Augusta, Macon and Rome in order to provide additional opportunities to students in these communities. Organization needs are continually reviewed and procedures updated in an effort to allow expansion of the program into additional operational areas.

GPB's internship programs benefit undergraduate and graduate students, as well as high school students seeking experience and hoping to explore career opportunities or acquire college credit. Internship opportunities include Radio, Multi-Media Web Development, Public Relations, Member and Audience Services and Television Production. The program also includes internship opportunities specifically designed to assist in the production of the **LAWMAKERS** series, GPB's nightly series covering the daily activities of the Georgia General Assembly. Other internship opportunities include the Apprentice, Volunteer and International Student programs. Georgia Public Broadcasting also continues to participate in the Governor's Internship Program, which focuses on providing opportunities to students in the Public Relations and Member and Audience Services areas.

Radio Internships: GPB recruits two to three 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. The radio internship is divided into three areas: music production, news production, and news reporting. 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 Radio Internship Program has recently been expanded to create an intern position to support Georgia Public Broadcasting's coverage of the Georgia General Assembly.

Multi-Media Web Development Internships: GPB recruits up to six students per semester for this program. After analyzing the 2005 program which emphasized Media, Flash, Dream Weaver and other multi-media technology, an apprentice/intern program was developed. This type of technology provides students with a wide range of experience. The Multi-Media Apprentice/Intern program has provided students with more flexibility and time to work and learn the skills needed for employment. Standard internships are time-limited agreements that last 12-15 weeks, depending on school or university requirements. The flexibility of the Apprentice/Intern program allows apprentices to complete projects from beginning to end and provides support to the GPB web team in all operational areas. Also, the work performed continues to support initiatives in the television production and education areas of the organization.

Television Production Internships: GPB recruits two to three 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 television 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 usually qualify for class credit or student evaluation if coordinated with the interns' colleges or universities.

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. Recruitment is currently under way for the upcoming 2008 session.

Emma Bowen Foundation Student Internship Program: GPB has recruited two interns to participate in a three-year work study studentship grant program sponsored by the Corporation of Public Broadcasting. The Emma Bowen Foundation program is a year-round internship where students develop extensive and diverse knowledge while working in a variety of production areas within the organization. This program began in 2007 and runs through 2009.

Apprentice, Volunteer and International Student Programs: This program continues to create meaningful experiences 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 GPB Television, the GPB Education television network, the GPB website and for GPB partner organizations. Students are selected from journalism, film, communications and broadcast programs in colleges, universities and technical colleges around the state.
- The Volunteer Program gives students an opportunity to shadow and work with producers, scheduling managers, and studio production/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 is currently examining opportunities to sponsor students for this program.

(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 as well as training that is outsourced to public and private vendors, to assist employees in attaining additional skills to perform job responsibilities and attain higher-level responsibilities or positions. Some areas of training include:

- 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;
- 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 that consists 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;
- 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;
- 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 and Illustrator, digital training classes for staff involved in education, web team, maintenance and satellite engineering, 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;
- Employees' Retirement and Teachers' Retirement System training for personnel to help staff keep abreast of retirement application procedures and leave certification requirements;
- HCM Upgrade Delta Training for personnel staff to learn new databases and software;
- Georgia Leadership Institute of the State Personnel Administration, Training Division for training in pre-supervisory, supervisory, and middle manager levels;
- Georgia Leadership Institute of the State Personnel Administration, Training Division for self-development training courses to enhance the development of supervisors and teach and motivate staff to be more productive both at work and in their family lives;
- 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 navigation of the performance evaluation software;
- Human Resources Training course provided to personnel staff to review policies, procedures and develop strategies to provide better service and provide information to employees;

- Secure Perfect, Wave Reader Security Systems software training on a system that designs, manages and implements the use of a security database which issues badges and tracks and monitors of access rights and privileges within the organization;
- Executive Level Leadership Training Program (Georgia Leadership Institute) for executive level directors;
- Team Building Training proved by Cameron & Associates, GPB's Employee Assistance provider for staff development;
- Manufacturers' Electronic Equipment Training for engineering staff provided by Motorola; and
- RAF Safety Training for the transmitter engineering 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 2007 calendar year included:

- UGA Spring Career Fair, January 31
- Clark Atlanta University Career Fair, February 21
- UGA Journalism and Mass Communications Fair, February 28
- Latin American Association - Spring Entry Level Job Fair, March 3
- Oglethorpe University Career, March 6
- Clayton State University Career Expo, March 15
- Savannah College of Art and Design Career Fair, March 29
- Georgia State University Career Fair, April 2
- GACE College to Career Fair, April 10
- West Georgia College Job Fair, April 5
- Kennesaw University Career and Internship Fair, April 24
- Augusta State University Job Fair, June 28
- Clark Atlanta University Career Day, September 25
- Job Fox Recruitment Luncheon, November 6

These events motivate and inform students and the surrounding community about GPB and the career opportunities available 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.

GA PUBLIC TELECOMMUNICATIONS COMMISSION
Recruitment Resource Bank[1]
December 1, 2006 – December 1, 2007

Address	Phone Number	Contact (if Applicable)
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
Public Broadcasting Service 2100 Crystal Drive Arlington, VA 22202-3785	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

[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 (if Applicable)
Global Workforce & Community Service Morris Brown College 643 Martin Luther King Jr. Dr. Atlanta, GA 30314	404-739-1320	
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	

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

Address	Phone Number	Contact (if Applicable)
Connecticut Public Radio 240 New Britain Avenue Hartford, CT 06106	860-278-5310	ctpubradio@aol.com
WTTW 5400 5. 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 5. 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

Address	Phone Number	Contact (if Applicable)
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@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
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

Address	Phone Number	Contact (if Applicable)
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 (if Applicable)
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 mory Career Center
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	
Thomas Technical Institute 15689 US Hwy 19 North Thomasville, GA 31792	912-225-4096	

Address	Phone Number	Contact (if Applicable)
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	
Atlanta Technical Institute 1560 Metropolitan Pkwy, SW Atlanta, GA 30310	404-756-0932	

Address	Phone Number	Contact (if Applicable)
Griffin Technical Institute 501 Varsity Road Griffin, GA 30223	770-229-3227	
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	
GA Department of Technical & Adult Education 1800 Century Place Atlanta, GA 30345-4504	404-679-1700	Ron Jackson 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	

Address	Phone Number	Contact (if Applicable)
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	

Address	Phone Number	Contact (if Applicable)
Northwestern Tech Institute (Walker) 265 Bicentennial Trial Rock Springs, GA 30739	706-764-3510	
Florida Times Union 1 Riverside Avenue Jacksonville, FL 32202	(904) 359-4321	
Albany Herald (Express & Enblem Paper) 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	
Waycross Journal- Herald 400 Isabella St Waycross, GA 31501	912-283-2244	
Augusta Chronicle P.O. Box 1928 Augusta, GA 30903-1 928	706-724-0851 706-828-4373	
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	
Georgia Association of Broadcasters 8010 Roswell Road, Suite 260 Atlanta, GA 30350	770-395-7200	

Address	Phone Number	Contact (if Applicable)
National Association of Broadcasters 1771 North Street, NW Washington, D.C.	202-429-5300	nab@nab.org
State Personnel Administration Floyd Veterans Memorial Bldg. Twin Towers (West) 2 Martin Luther King Jr. Drive, SE Atlanta, GA 30334-5100	404-656-2705	
Albany-Macon Times 813 Forsyth Street, Albany, GA 31202	912-432-7070	
Jacksonville Naval Air Station Commanding Officer Box 2 Naval Air Station Jacksonville, Florida 32212-5000	904-542-2345/4011	
Moody Airforce Base Family Support Center Sharon.thompson@moody.af.mil	229-257-3333 Fax: 229-257-3114	Sharon Thompson
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	

Address	Phone Number	Contact (if Applicable)
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	
Brunswick News 3011 Altama Ave Brunswick, GA 31520	912-265-8320	
Charlton County Herald Newspaper 204 South First Street Folkston, Georgia 31537	912-496-3585	
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 recruit@philanthropy.com

Address	Phone Number	Contact (if Applicable)
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	http://www.dol.state.ga.us/js/
The Job Site (State of GA Recruitment Website)	404-657-2843	thejobsiteinfo@gms.state.ga.us
TV Jobs.Com	1-877-988-9808	Mark C. Holloway
MonsterTrak.com	1-800-999-8725	William Raiford
Hot Jobs .Com	786-437-3575	Areil Mordetsky
RESA (Regional Education Services Agencies)		barp@ellijay.com hchambers@cpresa.org hcooper@hom.net jhuntley@roman.net mcallawa@doe.k12.ga.us Meridith_Walker@does.k12.ga.us mresa@mresa.org rbellamy@okresa.org tnelson@csra.c-savannah.resa.k12.ga.us
Georgia Public Broadcasting Website	404-685-2262	William Overall
Georgia Public Broadcasting Job Line	404-685-2634	Nakiesha Payton
Atlanta Press Club	404-577-7377	Susan Asher
University of West Georgia	770-836-6500	bbrewer@westga.edu
Southern Polytechnic University	770-528-7391	bmcdonald@spsu.edu
Morehouse College	404-215-2644	bmclaurin@morehouse.edu
Georgia State University		cbbutts@gsu.edu
Clark Atlanta University	404-880-8000	cppc@cau.edu
Spelman College	404-270-5273	dlindsay@spelman.edu

Address	Phone Number	Contact (if Applicable)
Oglethorpe University	404-261-1441	eolaughlin@oglethorpe.edu sdominick@oglethorpe.edu
University of Georgia		fpurcell@uga.edu
Atlanta Art Institute	770-394-8300	kelekcui@aii.edu
Devry Institute	404-292-7900	Kim Molee kmolee@admin.atl.devry.edu
Kennesaw State University	770-423-6000	pjones@kennesaw.edu
Atlanta College of Art 1280 Peachtree St. NE Atlanta, Georgia 30309	404-733-5001	reliang.tsang@woodruffcenter.org
Savannah College of Art and Design -Atlanta Admission Department 1600 Peachtree St. N.W. Atlanta, GA 30309	404-253-2700	scadatl@scad.edu
Interactive College of Technology		sjarrad@ict-ils.edu
Atlanta Intercontinental University	1-888-999-4248	sjenkins@buckhead.aiuniv.edu buckhead.aiuniv.edu
Georgia Institute of Technology	404-894-2550	sonia.mcallister@success.gatech.edu
NCTE (National Council Teachers & Educators) 1111 W. Kenyon Road Urbana, IL 61801-1096	217-328-3870	http://www.ncte.org/forms/classified/cfad.asp
DACCS Radio Service Computer Network	404-685-2682 404-685-2677	Susanna Capelouto
National Association of Hispanic Journalists 1000 National Press Building 529 14th Street NW Washington, DC 20045	202-662-7483 202-662-7144 (Fax)	Leticia Salazar www.nahj.org
American Libraries Association 50 East Huron Chicago, II 60611	1-800-545-2433	

Address	Phone Number	Contact (if Applicable)
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 P.O. Box 58530 Seattle, WA 98138	770-414-8777 206-575-3444	Fax: 206-575-9255
Georgia's Job Bank		http://www.jobsearch.org/GA/employer/jobbuilder
Broadcasting & Cable Variety Careers The Media & Entertainment Job Site		http://www.secure.careercast.com
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		http://www.opportunitynocs.org/jobseekerx/
Idealist.org Action Without Borders 360 West 31st Street, Suite 1510 New York, New York 10001		http://www.idealist.org Lea Policoff
PBS Connect Forums		http://connect.pbs.org
Dice Incorporated 4101 NW Urbandale Drive Urbandale, IA 50322	877-386-3323 515-280-1144	Fax: 515-280-1452
Piedmont College 165 Central Avenue Demorest, Ga 30535	706-778-3000	www.piedmont.edu

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PND Foundation Center Philanthropy News Digest The Job Corner		http://foundationcenter.org/pnd/jobs/submit.jhtml
Public Radio Programmer's Association, Inc. (PRPD) P.O. Box 357 Hamilton, NY 13346	315-824-0258	
Public Radio News Director's Incorporated (PRNDI)		www.prndi.org
Douglas County Sentinel 8501 Bowden Street Douglasville, Georgia 30134	770-942-6571	
Rome Chamber of Commerce		www.romega.com
Atlanta Craig's List		http://atlanta.craigslist.org/jjj/
Atlanta Job Zone		http://www.atlantajobzone.com/employer/mypage