

**Twin Cities Public Television  
Annual Public File - FCC Report  
Reporting Period: December 1, 2008 - November 30, 2009**

1. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title.

Box Number	Position	Employment Status
634-9	Post Production Coordinator	Full-time
635-9	Project Coordinator	Full-time
636-9	Managing Producer	Full-time
637-9	Marketing Administrator	Full-time
639-9	Associate Producer	Full-time
640-9	Financial Grant Analyst	Full-time
641-9	Traffic Administrator	Full-time
642-9	Field Producer	Full-time
643-9	Associate Producer	Full-time
644-9	Co-Producer	Full-time
645-9	Offline Editor	Full-time
647-9	Vice President of Finance & Business Administration	Full-time
652-9	Database Application Developer	Full-time

2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, recruitment organizations that specifically requested notification of job vacancies, which should be separately identified), identified by name, address, contact person and telephone number.

634-9 Post Production Coordinator							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					

CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370
National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	
National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
Native American Journalists	605-677-5282	Career Services	414 East Clark Street	Vermillion	SD	57069	866-694-4264
OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
Star Tribune	612-673-4796	<a href="http://www.startribune.com">http://www.startribune.com</a>					612-673-7866
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
TPT Web Site	651-229-1438	<a href="http://www.tpt.org/about/jobs.html">http://www.tpt.org/about/jobs.html</a>	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1282
TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

635-9		Project Coordinator					
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Association of Independent Commercial Producers	612-617-0000						612-617-9999
Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					
CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Council on Foundations	612-338-1989	Barb Laun	15 South 5th Street	Minneapolis	MN	55402	612-337-5089
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370
National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	

National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
Native American Journalists	605-677-5282	Career Services	414 East Clark Street	Vermillion	SD	57069	866-694-4264
OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
Star Tribune	612-673-4796	<a href="http://www.startribune.com">http://www.startribune.com</a>					612-673-7866
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
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TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

636-9 Managing Producer							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Bench & Bar		<a href="http://mnbar.org/benchandbar/index.htm">http://mnbar.org/benchandbar/index.htm</a>					
Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					
CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408

Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Law Jobs		<a href="http://www.lawjobs.com">http://www.lawjobs.com</a>					
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Council on Foundations	612-338-1989	Barb Laun	15 South 5th Street	Minneapolis	MN	55402	612-337-5089
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370
National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	
National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
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OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
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TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

637-9 Marketing Administrator							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766

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Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					
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Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Minnesota Council on Foundations		<a href="http://www.mcf.org/">http://www.mcf.org/</a>					
Minnesota Council of Nonprofits		<a href="http://www.mncn.org/">http://www.mncn.org/</a>					
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
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TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
TPT Web Site	651-229-1438	<a href="http://www.tpt.org/about/jobs.html">http://www.tpt.org/about/jobs.html</a>	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1282
TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

639-9 Associate Producer							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
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Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					
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Minnesota Council on Foundations		<a href="http://www.mcf.org/">http://www.mcf.org/</a>					
Minnesota Council of Nonprofits		<a href="http://www.mncn.org/">http://www.mncn.org/</a>					
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					

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640-9 Financial Grant Analyst							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
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American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
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Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
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OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
Star Tribune	612-673-4796	<a href="http://www.startribune.com">http://www.startribune.com</a>					612-673-7866
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
TPT Web Site	651-229-1438	<a href="http://www.tpt.org/about/jobs.html">http://www.tpt.org/about/jobs.html</a>	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1282
TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115

Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352
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641-9 Traffic Administrator							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					
CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370
National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	

National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
Native American Journalists	605-677-5282	Career Services	414 East Clark Street	Vermillion	SD	57069	866-694-4264
OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
Star Tribune	612-673-4796	<a href="http://www.startribune.com">http://www.startribune.com</a>					612-673-7866
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
TPT Web Site	651-229-1438	<a href="http://www.tpt.org/about/jobs.html">http://www.tpt.org/about/jobs.html</a>	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1282
TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

642-9 Field Producer							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					
CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785

Minnesota Council on Foundations		<a href="http://www.mcf.org/">http://www.mcf.org/</a>					
Minnesota Council of Nonprofits		<a href="http://www.mncn.org/">http://www.mncn.org/</a>					
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Council on Foundations	612-338-1989	Barb Laun	15 South 5th Street	Minneapolis	MN	55402	612-337-5089
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370
National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	
National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
Native American Journalists	605-677-5282	Career Services	414 East Clark Street	Vermillion	SD	57069	866-694-4264
OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
Star Tribune	612-673-4796	<a href="http://www.startribune.com">http://www.startribune.com</a>					612-673-7866
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
TPT Web Site	651-229-1438	<a href="http://www.tpt.org/about/jobs.html">http://www.tpt.org/about/jobs.html</a>	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1282
TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

643-9 Associate Producer							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766

American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Association of Independent Commercial Producers	612-617-0000						612-617-9999
Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					
CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Council on Foundations	612-338-1989	Barb Laun	15 South 5th Street	Minneapolis	MN	55402	612-337-5089
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370
National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	
National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
Native American Journalists	605-677-5282	Career Services	414 East Clark Street	Vermillion	SD	57069	866-694-4264
OutFront Minnesota	612-822-0127	Web Master ( <a href="mailto:webmaster@outfront.org">webmaster@outfront.org</a> )	310 E 38 Street	Minneapolis	MN	55409	612-822-8786

Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
Star Tribune	612-673-4796	<a href="http://www.startribune.com">http://www.startribune.com</a>					612-673-7866
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
TPT Web Site	651-229-1438	<a href="http://www.tpt.org/about/jobs.html">http://www.tpt.org/about/jobs.html</a>	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1282
TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

644-9 Co-Producer							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Association of Independent Commercial Producers	612-617-0000						612-617-9999
Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					
CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444

Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Council on Foundations	612-338-1989	Barb Laun	15 South 5th Street	Minneapolis	MN	55402	612-337-5089
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370
National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	
National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
Native American Journalists	605-677-5282	Career Services	414 East Clark Street	Vermillion	SD	57069	866-694-4264
OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
Star Tribune	612-673-4796	<a href="http://www.startribune.com">http://www.startribune.com</a>					612-673-7866
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
TPT Web Site	651-229-1438	<a href="http://www.tpt.org/about/jobs.html">http://www.tpt.org/about/jobs.html</a>	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1282
TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

645-9 Offline Editor							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Association of Independent Commercial Producers	612-617-0000						612-617-9999
Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					

CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Council on Foundations	612-338-1989	Barb Laun	15 South 5th Street	Minneapolis	MN	55402	612-337-5089
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370
National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	
National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
Native American Journalists	605-677-5282	Career Services	414 East Clark Street	Vermillion	SD	57069	866-694-4264
OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
Star Tribune	612-673-4796	<a href="http://www.startribune.com">http://www.startribune.com</a>					612-673-7866
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
TPT Web Site	651-229-1438	<a href="http://www.tpt.org/about/jobs.html">http://www.tpt.org/about/jobs.html</a>	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1282
TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115

Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352
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647-9 Vice President of Finance & BA							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Career Builder		<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>					
CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Minnesota Diversity		<a href="http://www.minnesotadiversity.com">http://www.minnesotadiversity.com</a>					
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Council on Foundations	612-338-1989	Barb Laun	15 South 5th Street	Minneapolis	MN	55402	612-337-5089
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370

National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	
National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
Native American Journalists	605-677-5282	Career Services	414 East Clark Street	Vermillion	SD	57069	866-694-4264
OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
Star Tribune	612-673-4796	<a href="http://www.startribune.com">http://www.startribune.com</a>					612-673-7866
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
TPT Job Line	651-229-1127	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408
TPT Web Site	651-229-1438	<a href="http://www.tpt.org/about/jobs.html">http://www.tpt.org/about/jobs.html</a>	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1282
TV Jobs		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>					760-754-2115
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

652-9 Database Application Developer							
Recruiting Sources	Phone Number	Contact Name	Address	City	State	Zip	Fax Number
American Indian Learning Center	612-624-2555	Melissa Buffalo	125 Frasier Hall	Minneapolis	MN	55455	612-626-7840
American Indian OIC	612-341-3358	Don Clark	1845 E. Franklin Avenue	Minneapolis	MN	55404	612-341-3766
American Women in Radio & Television	703-506-3290	Melissa Lowe	8405 Greensboro Drive, Suite 800	Maclaine	VA	22102	703-506-3266
America's Job Bank		<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>					
Association of Independent Commercial Producers	612-617-0000						612-617-9999
CLUES (Hispanic Employment Service)	612-871-0200	Erica Nicholson	2700 East Lake Street	Minneapolis	MN	55406	612-871-1058
Courage Center	763-520-0520	Catherine Troester	3915 Golden Valley Road	Golden Valley	MN	55422	763-520-0392
Division of Indian Work	612-722-8722 x347	Ed Lohnes	1001 E. Lake Street	Minneapolis	MN	55407	612-722-8669
Entertainment Careers		<a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>					
Hmong American Partnership	651-495-9160	Career Office	1075 Arcade Street	St. Paul	MN	55106	651-495-1699
Hmong Mutual Assistance Association	612-374-2694	Dora Vang	1130 N. 7th Street	Minneapolis	MN	55411	612-374-5205
Internal Posting	651-229-1438	Sean Fetterman	172 East 4 <sup>th</sup> Street	St. Paul	MN	55106	651-229-1408

Ira Hayes Employment & Training Services	651-290-4710	Wanda Weyaus	1030 University Avenue	St. Paul	MN	55104	651-290-4785
Minneapolis Urban League Emerge Project	612-822-3645	Jackie Whitmore	777 East Lake Street	Minneapolis	MN	55407	612-521-1444
Minnesota Broadcasters Association	612-926-8123	Megan Eischen	3033 Excelsior Blvd, #301	Minneapolis	MN	55416	612-926-9761
Minnesota Film and TV Board	651-645-3600	Craig Rice	401 North 3rd Street	Minneapolis	MN	55401	651-645-7373
Minnesota Workforce Center	763-783-4800	CJ Miller	1200 Plymouth Avenue North	Minneapolis	MN	55411	763-783-4814
National Academy of Television Arts & Sciences	952-474-7126	Teresa Vickery	4967 Kingsington Gate	Shorewood	MN	55331	952-474-7370
National Association of Black Journalists	651-228-5562	Maria Reeve	345 Cedar St.	St. Paul	MN	55101	
National Association of Hispanic Journalists	1-888-346-6245	Michael Reyes	1000 National Press Building	Washington	DC	20045	202-662-7144
Native American Journalists	605-677-5282	Career Services	414 East Clark Street	Vermillion	SD	57069	866-694-4264
OutFront Minnesota	612-822-0127	Web Master (webmaster@outfront.org)	310 E 38 Street	Minneapolis	MN	55409	612-822-8786
Phyllis Wheatley Community Center	612-374-3061	Sandra	915 Emerson Avenue	Minneapolis	MN	55411	612-377-9089
St. Paul Urban League	651-224-5771	Randy Parker	401 Selby Avenue	St. Paul	MN	55102	651-224-8009
Women In Communication	763-323-3393	Nora McLellan	1045 Beatrice St.	Eagan	MN	55121	651-686-0352

No organization has made a specific request to **tpt** to receive notification of job vacancies.

3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year.

Box Number	Position	Recruitment Source for Hire
634-9	Post Production Coordinator	TVjobs.com
635-9	Project Coordinator	Star Tribune
636-9	Managing Producer	Star Tribune
637-9	Marketing Administrator	Star Tribune
639-9	Associate Producer	Star Tribune
640-9	Financial Grant Analyst	Career Builder
641-9	Traffic Administrator	Internal Posting
642-9	Field Producer	TVjobs.com
643-9	Associate Producer	Star Tribune
644-9	Co-Producer	Employee Referral

645-9	Offline Editor	TVjobs.com
647-9	Vice President of Finance & Business Administration	Star Tribune
652-9	Database Application Developer	Internal Posting

4. Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

<b>Box Number</b>	<b>Position/Recruitment Source</b>	<b>Interviewed Source</b>
<b>634-9</b>	<b>Post Production Coordinator</b>	
	Career Builder	3
	Star Tribune	6
	TVjobs.com	3
	TPT Web Site	5
	Internal Posting	2
	Total	19
<b>635-9</b>	<b>Project Coordinator</b>	
	Career Builder	8
	Star Tribune	8
	TPT Web Site	4
	Employee Referral	2
	Total	22
<b>636-9</b>	<b>Managing Producer</b>	
	TVjobs.com	5
	Star Tribune	2
	TPT Web Site	6
	Total	13
<b>637-9</b>	<b>Marketing Administrator</b>	
	Star Tribune	9
	Career Builder	6
	Employee Referral	3
	TPT Web Site	5
	Total	23
<b>639-9</b>	<b>Associate Producer</b>	
	Star Tribune	11
	TVjobs.com	7
	Employee Referral	2
	Internal Posting	1
	TPT Web Site	7
	Total	28

<b>640-9</b>	<b>Financial Grant Analyst</b>	
	Career Builder	6
	Star Tribune	4
	TPT Web Site	6
	Total	16
<b>641-9</b>	<b>Traffic Administrator</b>	
	Internal Posting	1
	Employee Referral	2
	TVjobs.com	4
	TPT Web Site	5
	Total	12
<b>642-9</b>	<b>Field Producer</b>	
	Career Builder	7
	Star Tribune	8
	TVjobs.com	1
	TPT Web Site	5
	Total	21
<b>643-9</b>	<b>Associate Producer</b>	
	Career Builder	4
	Star Tribune	6
	Employee Referral	1
	TVjobs.com	4
	TPT Web Site	6
	Total	21
<b>644-9</b>	<b>Co-Producer</b>	
	TVjobs.com	2
	Career Builder	2
	Star Tribune	1
	TPT Web Site	3
	Employee Referral	1
	Internal Posting	1
	Total	10
<b>645-9</b>	<b>Offline Editor</b>	
	Star Tribune	4
	TVjobs.com	4
	Career Builder	1
	Employee Referral	1
	TPT Web Site	3
	Total	13

<b>647-9</b>	<b>Vice President of Finance &amp; Business Administration</b>	
	Star Tribune	11
	Career Builder	7
	TPT Web Site	5
	Total	23
<b>652-9</b>	<b>Database Application Developer</b>	
	Internal Posting	1
	Total	1

5. A list and brief description of initiatives undertaken to satisfy the requirements 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.*

Description: During the preceding year, **tpt** had an Internship Program, which includes real-work experience, shadowing experienced employees, coaching/mentoring, and formalized feedback in the form of performance appraisals. TPT trained managers on the process and procedures of hiring interns for this program. During the preceding year, **tpt** had 21 students participate in the company internship program. This program is advertised at 16 colleges within the Twin Cities metro area and includes non-technical and technical positions that teach and train students to be better prepared for the workforce.

A Minority Internship program brought 2 interns from underrepresented communities to Twin Cities Public Television. The goal of this program is to provide real-work experience, shadowing experienced employees, coaching/mentoring, and formalized feedback in the form of performance appraisals.

*(vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies).*

Description: The job banks and other programs designed to promote outreach that **tpt** is currently involved with are:

- Human Resource Professionals of Minnesota (HRP-MN). A member of Human Resources was elected the Vice President of Diversity for the Human Resource Professionals of Minnesota (HRP-MN). This association is made up of Human Resources professional in the local and state area interested in learning about various areas of the human resources field. Such programs presented during the preceding year were on topics such as diversity, EEO, and recruitment.
- America’s Job Bank. Guided by the U.S. Department of Labor's vision for US Labor Market Information System, America’s Job Bank is a collection of electronic tools managed as a federal-state partnership, and operated through grants to New York and Minnesota, in partnership with the other states and private sector organizations. Each section of the web site offers a unique solution to the increasing demands of today's labor market and is intended to meet the specialized needs of job seekers, and the workforce development community.

- Minnesota Workforce Center. TPT participated as a training facilitator, mock interviewer and counselor to job applicants seeking jobs in either the public or private sector, providing guidance on interviewing skills and suggestions for improving cover letters and resume materials. This job fair was held in March of 2009.
- Board Member of the Minnesota State Affirmative Action Association (MSAAA). The MSAAA is made up of professionals working in the areas of affirmative action, equal opportunity, and/or diversity. It is designed to help the business community be more successful and productive in promoting and educating on matters regarding affirmative action, equal opportunity and diversity. The association promotes understanding and advocacy of affirmative action to enhance access and equality in employment, economic and educational opportunities. A member of *tpt's* Human Resources Department staff served on the Board of Directors from December, 2008 through November, 2009.
- Certified Diversity Recruiter program (CDR). A member of Human Resources is a Certified Diversity Recruiter (CDR). This designation is a tool for recruiters and is the most highly-regarded industry certification that recruiting professionals earn to demonstrate mastery of tactics and strategies required to source, recruit, and hire a diverse workforce.
- Society for Human Resource Management (SHRM). TPT's Human Resources Department members were active members of the Society for Human Resource Management (SHRM) for the preceding year. The goal is to advance Human Resources to ensure that Human Resources is an essential and effective partner in developing and executing organizational strategy in compensation, benefits, policy, recruitment, diversity and EEO.
- Outreach to other non-profits including the list below. TPT provides a list of employment opportunities to each of the organizations listed below. The goal is to assist the clients of these organizations by providing information regarding employment vacancies in the television broadcasting industry.

American Indian Learning Center
American Indian OIC
American Women in Radio & Television
CLUES (Hispanic Employment Service)
Courage Center
Division of Indian Work
Hmong American Partnership
Hmong Mutual Assistance Association
Ira Hayes Employment & Training Services
Minneapolis Urban League Emerge Project
Minnesota Broadcasters Association
Minnesota Council on Foundations
Minnesota Film Board
Minnesota Workforce Center
National Academy of Television Arts & Sciences

National Association of Black Journalists
National Association of Hispanic Journalists
Native American Journalists
Phyllis Wheatley Community Center
St. Paul Urban League
Women In Communication

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

Description: A training program has been established that encompasses the following training modules (individual workshops or sessions). Some of these modules are available or required of all employees. Others are available to managers or supervisors to help them gain more skills.

- Twin Cities Public Television University. This program is designed to provide professional development all employees. The end result is that the organization has a workforce that is better equipped to deliver results, be more productive and prepared for the newest and greatest technology. Training resources available through internal departments, individual subject matter experts, external vendors, trainers and business coaches and streaming video training.
- A Leadership Skills Development program. This program teaches and trains future leaders for the organization and incorporates the Myers-Briggs Type Indicator (MBTI), a 360 degree feedback tool, and training by a management consultant on the core competencies necessary for leaders to possess in order to be successful. Out of the MBTI and 360 degree feedback tool, each manager was responsible for creating a plan to develop his/her skill based on the results from these tools which includes training outside of *tpt* by experts in that particular field of expertise and an internal performance management program.
- Policy & Benefit Guide, Recruitment and Internship Guide, and Compensation Guide training to teach managers with hiring authority regarding how to appropriately recruit, select, hire, and compensate employees.
- Beginning Supervisor training through the Employers Association of Minnesota and the University of Minnesota's Continuing Adult Education teaches managers skills that are needed in the early stages of supervision.
- Various technical specialized training within workgroups such as Engineering and Production that surround enhancing skills to build the skills in their job.
- IT training provided to enhance desktop and application experience.

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

Description: Two members of the Human Resources department received employment law training during the preceding year. In this training, equal employment opportunity and discrimination were topics. In addition, management level personnel receive recruitment process training annually. This provides training on the recruitment process, how to comply with fair hiring practices, EEO guidelines, *tpt* guidelines and state and local affirmative action laws. All employees are trained on a periodic basis on other legal and company policies regarding discrimination, sexual and other harassment in the workplace, ADA issues in the workplace, and the like.