



Twin Cities Public Television Annual EEO Public File Report Stations KTCA-TV & KTCI-TV December 1, 2024 - November 30, 2025

Statement of EEO Policy

Twin Cities Public Television, Inc. (“TPT”) is an equal opportunity employer, and makes employment decisions without regard to race, color, age, religion, sex, marital status, sexual preference, gender identity, gender identity expression, national origin, citizenship, veteran status, the presence of any sensory, mental, or physical disability, pregnancy and childbirth, genetic information, familial status, or any other protected basis in accordance with local, state, and federal laws.

TPT publicizes the availability of job information via an EEO PSA that airs in general rotation on Stations KTCA and KTCI; however, no organization has made a specific request to TPT to receive notification of job vacancies.

Commitment to Inclusion, Diversity, Equity, Accessibility

TPT is committed to advancing inclusion, diversity, equity, and accessibility across all levels of our organization. TPT is actively working to increase its representational diversity, create welcoming and inclusive environments for our staff and community members, ensure our content and programming is accessible, and include the voices and experiences of Black communities, Indigenous communities, communities of color, LGBTQIA+ communities, disabled communities, and other historically marginalized groups.

TPT’s Vacancy-Specific Recruitment & Recruitment Sources

TPT publicizes job vacancies in a variety of ways. TPT announces job postings to current employees via a contemporaneous “all staff post,” on an internal communication platform and includes a link to all openings on the careers page of the TPT website ([TPT.org](https://www.tpt.org)). In addition, TPT utilizes its HR software service provider (UKG) to post TPT’s job vacancies to the following aggregator websites which utilize AI to push listings out to other online job search engines: Appcast Job Sites (appcast.io), Indeed Job Sites ([indeed.com](https://www.indeed.com)), Radancy Job Sites ([radancy.com](https://www.radancy.com)), SmashFly Job Sites ([smashfly.com](https://www.smashfly.com)), Symphony Talent ([symphonytalent.com](https://www.symphonytalent.com)), TeamWork Online Job Sites ([teamworkonline.com](https://www.teamworkonline.com)) and WayUp Job Sites ([wayup.com](https://www.wayup.com)). TPT also utilizes [DiversityCatalyst.com \(CIRCA\)](https://www.diversitycatalyst.com), which posts jobs to a catalog of over 600 diverse and inclusive community sites, based on algorithms that indicate the best match for potential applicants (see attached for a listing of the DiversityCatalyst sub-postings). Finally, TPT posts and promotes many of its job postings on TPT-branded social media channels (e.g., LinkedIn). TPT has also engaged the support of search firm agencies (Ballinger Leafblad and Korn Ferry) to assist in the sourcing and referral of highly qualified candidates for key positions.

TPT used the aforementioned referral sources for all openings during the reporting period, and occasionally supplemented those with additional sources for particular openings, as indicated in the table below.

Vacancies Filled During Reporting Period

Job Posting Title	Number of Candidates Interviewed	Hire Source	Postings Used in Addition to those listed in "Job Postings" Section of FCC Report	Date Filled	Number of Candidates Interviewed per source
Creative Director	17	LinkedIn		12/9/2024	Employee Referral – 1 LinkedIn – 9 Indeed – 5 Twin Cities PBS Job Board - 2
Broadcast Engineer	7	Indeed		1/13/2025	Indeed – 5 Twin Cities PBS Job Board – 2
Chief Advancement Officer	6	Search Firm		1/21/2025	Search Firm – Ballinger Leafblad – 6
Director of Membership	9	Twin Cities PBS Job Board	Current.org	1/27/2025	Twin Cities PBS Job Board – 3 LinkedIn – 4 Indeed – 1 Curent.org - 1
Director of Production Services	14	Employee Referral	Current.org ihireBroadcasting	1/27/2025	Employee Referral – 2 Indeed – 3 Twin Cities PBS Job Board – 2 LinkedIn – 4 Internal Applicant - 3
Fundraising Specialist	8	LinkedIn – 1 Employee Referral – 1 Twin Cities PBS Job Board – 1 ZipRecruiter - 1	Current.org	2/10/2025 4/7/2025 - 3	LinkedIn – 2 Indeed – 2 Employee Referral – 2 Twin Cities PBS Job Board – 1 ZipRecruiter - 1
Advancement Data Analyst	9	LinkedIn		2/24/2025	LinkedIn – 4 Indeed – 3 Twin Cities PBS Job Board - 2
Events Specialist	13	LinkedIn		3/11/2025	Indeed – 5 LinkedIn – 6 Twin Cities PBS Job Board - 2

Gift Processing & Data Entry Specialist	5	Twin Cities PBS Job Board		3/17/2025	Indeed – 3 Employee Referral -1 Twin Cities PBS Job Board - 1
Building Services Specialist	3	Employee Referral		4/1/2025	Indeed – 2 Employee Referral - 1
Accounts Payable Coordinator	7	LinkedIn	MN Council of Non-Profits	4/7/2025	LinkedIn – 2 Twin Cities PBS Job Board – 1 Indeed - 4
VFX Artist & Graphic Designer	8	LinkedIn	CareerForce	4/7/2025	Indeed – 2 LinkedIn – 5 Twin Cities PBS Job Board - 1
Lifelong Learning Specialist	3	Internal Promotion	Handshake	4/8/2025	Internal Applicant - 3
Fundraising Specialist	3	Indeed Employee Referral		5/19/2025 6/2/2025	Indeed – 1 Employee Referral – 1 LinkedIn - 1
Director of Major & Planned Giving	8	LinkedIn	MN Council of Non-Profits, AFP, MN Gift Giving Association	5/19/2025	MN Council for Non-Profits – 3 LinkedIn – 3 Twin Cities PBS Job Board – 1 Indeed – 1
Director of Institutional Advancement	6	LinkedIn	AFP, MNCNP	6/23/2025	LinkedIn – 5 Employee Referral – 1
Director of Finance and Accounting	3	Search firm		6/2/2025	Search Firm Kory Ferry – 3
Associate General Counsel	1	Employee Referral		7/28/2025	Employee Referral - 1
Gift Officer & Prospect Developer	6	Employee Referral	AFP, MNCNP	8/18/2025	Twin Cities PBS Job Board – 2 LinkedIn – 2 Employee Referral – 1 Internal Employee – 1
Manager of Technology Operations	14	LinkedIn	MN Council for Non-Profits	9/8/2025	LinkedIn – 6 Employee Referral – 1 Indeed – 6 MN Council for Non-Profits - 1

Fundraising Specialist	7	MN Council for Non-Profits, Indeed	Handshake, MN Council for Non-Profits	9/29/2025 10/6/2025	Twin Cities PBS Job Board – 2 Employee Referral – 1 Indeed – 2 MN Council for Non-Profits – 2
Systems Engineer	7	LinkedIn		10/20/2025	LinkedIn – 3 Indeed – 4

Total Number of Interviewees (all sources): 164

Ongoing Staff Training.		
Date	Initiative and Description	Station Participants/Personnel Involved
Ongoing	LinkedIn Learning – TPT pays an annual subscription to access the full catalog of training courses offered via LinkedIn Learning. These courses cover a myriad of offers that employees can select or be required to view depending upon the circumstances.	Station Employees
4/16/2025	Addictive Leadership workshop	TPT Department Leaders
7/17/2025	Leading at TPT: The Role of the Manager - Understanding your responsibilities as a leader is foundational	All Supervisors/Managers
8/5/2025	Leading at TPT: Building a Culture of Trust	All Supervisors/Managers

Supplemental Recruitment and Outreach Initiatives

Internships. TPT offers internship opportunities for students and recent graduates in various departments, including in its Education, Ready-to-Learn and Marketing-Events. In addition, after a long hiatus, in 2022 TPT relaunched “HYPE 2.0” an in-person after-school-program geared towards high school students interested in learning about media and broadcast/digital production.		
Date	Initiative and Description	Station Participants/Personnel Involved
January 2025	Social Media Intern: Hired 1 summer intern. Student at Gustavus Adolphus College	Social Media Manager
December 2024 – June 2025 September 2025 - ongoing	Public History & Digital Content Internship: Hired 1 intern for spring semester and rehired 1 intern for fall semester. Student at University of Minnesota.	Executive Producer & Managing Director
December 2021 – August 2025	HYPE 2.0 is a hands-on participatory project for Indigenous, Black, Latinx and Asian high school students, in which they learn the craft of media storytelling using digital and video production techniques. Meeting weekly during the school year, the HYPE curriculum is a mix of media production, history of public television in communities of color, and media literacy. Serving over 15 students from local high schools and the University of Minnesota.	Director of TPT Education, along with TPT’s Educational Project Specialist and TPT’s Exec. Producer & Managing Director

Participation in Educational Programs.

December 2, 2024	St. Paul Music Academy, Learn Academies programming. 15 youth participants.	Lifelong Learning Coordinator
December 2, 2024	Nellie Stone Elementary, Learn Academies programming. 93 youth participants.	Lifelong Learning Specialist
December 3, 2024	Dayton's Bluff Elementary, Learn Academies programming. 87 youth participants.	Lifelong Learning Specialist
December 4, 2024	St. Paul Music Academy, Learn Academies programming. 120 youth participants.	Lifelong Learning Specialist
December 5, 2024	Dayton's Bluff Elementary, Learn Academies programming. 92 youth participants.	Lifelong Learning Specialist
December 9, 2024	Bruce Vento Elementary, Learn Academies programming. 65 youth participants.	Lifelong Learning Specialist
December 10, 2024	Bruce Vento Elementary, Learn Academies programming. 78 youth participants.	Lifelong Learning Specialist
December 11, 2024	Bruce Vento Elementary, Learn Academies programming. 72 youth participants.	Lifelong Learning Specialist
December 12, 2024	Bruce Vento Elementary, Learn Academies programming. 68 youth participants.	Lifelong Learning Specialist
December 13, 2024	Minneapolis Federation of Teachers	Director of Child Development and Research & Community Engagement Manager

December 16, 2024	Groveland Parks & Rec, Learn Academies programming. 32 youth participants.	Lifelong Learning Specialist
December 17, 2024	Groveland Parks & Rec, Learn Academies programming. 36 youth participants.	Lifelong Learning Specialist
December 18, 2024	Pratt Elementary, Learn Academies programming. 25 youth participants.	Lifelong Learning Specialist
January 8, 2025	Minneapolis Public Schools Skillsville Children's Program Synchronous Training	Community Engagement
February 2025	Skillsville Webinar	Community Engagement Manager & Community Engagement Specialist
February 1, 2025	St. Paul Winter Carnival Family Day. Lifelong Learning shared Book Drop activity with giveaways.	Vice President of Lifelong Learning; Director of Lifelong Learning
February 4, 2025	InspireMSP Field Trip and Tour at TPT with 25 youth participants. Shared TPT's Legacy content.	Director of Lifelong Learning; General Audience Engagement Specialist
February 19, 2025	Viewers Like Us Club at Harmony Learning Center (ISD 622) in Maplewood, MN with ELL students and Teacher Chriss. 13 adult participants. Shared and discussed NOVA content.	Director of Lifelong Learning; General Audience Engagement Specialist
February 19, 2025	Viewers Like Us Club at Harmony Learning Center (ISD 622) in Maplewood, MN with ELL students and Teacher Rita. 18 adult participants. Shared and discussed NOVA content.	Director of Lifelong Learning; General Audience Engagement Specialist
February 20, 2025	Viewers Like Us Club at Harmony Learning Center (ISD 622) in Maplewood, MN with ELL students and Teacher Eileen. 20 adult participants. Shared and discussed NOVA content.	General Audience Engagement Specialist; Lead Administrative Specialist
February 20, 2025	Viewers Like Us Club at Mill City Commons in Minneapolis, MN. 25 adult participants (18 in person and 7 online).	Director of Lifelong Learning; General Audience Engagement Specialist

March 8, 2025	Skillsville Premiere Event at American Indian Magnet School	Director of Child Development and Research, Coordinating Producer, Education Manager, Education Specialist, Research Specialist, Senior Digital Manager, Educational Game Designer, Media Specialist, Community Engagement Manager, Community Engagement Specialist
March 9-10, 2025	Presenting on Skillsville at National Afterschool Alliance Conference	Community Engagement Manager & Community Engagement Specialist
March 19, 2025	Sprockets – STEM in Afterschool Programs at Frogtown Community Center, St. Paul, MN. Shared SciGirls Strategies & Book Drop. Participants included people from St. Paul Parks & Rec, St. Paul Public Library, KAYSC, Neighborhood House, ACES, MIGIZI. 9 participants.	Manager of Children’s Media & Education; Lifelong Learning Project Manager
March 20, 2025	Viewers Like Us Club with Mill City Commons in Minneapolis, MN. Hybrid sessions with 11 participants. Shared and discussed Electric Indian (Legacy). Included visit with Producer, Leya Hale.	Director of Lifelong Learning; TPT Producer 2
March 26, 2025	Viewers Like Us Club at Harmony Learning Center (ISD 622) in Maplewood, MN with ELL students and Teacher Eileen. 21 adult participants. Shared and discussed Relish: Forage to Fork (Legacy).	Director of Lifelong Learning; General Audience Engagement Specialist
April 11, 2025	Skillsville Community Pop-Up at Boys and Girls Club of Central MN	Community Engagement Specialist, Community Engagement Manager
April 23, 2025	Presenting on Skillsville at the American Educational Research Association Conference	Research Specialist
April 30-May 1, 2025	Presenting on Skillsville at the Society for Research on Child Development International Conference	Education Specialist, Director of Child Development and Research

Job Postings

TPT (Twin Cities Public Television) posts all jobs on the following sites:

- TPT.org/careers
- Appcast Job Sites
 - contact@appcast.io 10 Water Street Lebanon, NH 03766;
- Indeed Job Sites
 - support@indeed.com 6433 Champion Grandview Way, Building 1, Austin, TX 78750; 800-475-4361
- Radancy Job Sites
 - amy.baliga@radancy.com; 1 Battery Park Plaza, # 2710, New York, New York 10004; 312-321-5814
- SmashFly Job Sites (A Symphony Talent Company)
 - info@symphonytalent.com; 19 W 34th St Ste 1000 New York City, 10001; 800-603-0680
- TeamWork Online Job Sites
 - info@teamworkonline.com; 22550 Mccauley Road, Shaker Heights, OH 44122; 216-360-1790
- WayUp Job Sites
 - 114 W 26th St Fl 4, New York City, New York, 10001; 212-239-1911

Diversitycatalyst.com (CIRCA) posts jobs to a catalog of inclusive community sites, based on algorithms that indicate the best match for potential applicants: from 12/1/2024 through 11/30/2025, TPT jobs were posted to the following sites:

Sites posted to from CIRCA:

[Minnesota Department of Employment and Economic Development \(DEED\)](#)

[RISE - Twin Cities](#)

[American Indian Family Center](#)

[EMERGE](#)

[Goodwill Easter Seals](#)

[Hubert H Humphrey Job Corps Center](#)

[Minneapolis Urban League](#)

[Minnesota Council of Churches](#)

[MNIC Sabathani Community Center Life Skills Center - Adult Education](#)

[Minnesota Department of Employment and Economic Development](#)

[Autism Society of Minnesota \(ausm\)](#)

[BLIND, Inc.](#)

[Customized Options Nonprofit](#)

[Down Syndrome Association of Minnesota](#)

[HIRED - Minneapolis](#)

[Merrick Inc](#)

[Metropolitan Rehabilitation Services](#)

[MN Independent Living Services, Inc.](#)

[Reach for Resources](#)

[Vocational Rehabilitation-West Saint Paul](#)

[Vocational Rehabilitation-Woodbury](#)

[Minnesota Association of Public Accountants](#)

[CareerForce in Blaine](#)

[Cambridge - Minnesota WorkForce Center - Veterans CareerForce in Monticello](#)
[Disabled American Veterans - Anoka #39](#)
[Employer Partnership of the Armed Forces - Minneapolis](#)
[Employer Support of the Guard and Reserve \(ESGR\) - Minneapolis](#)
[Hennepin South - Minnesota WorkForce Center](#)
[Le Sueur County Veterans Service Office](#)
[Minneapolis VA Health Care System - VA Homeless Program](#)
[Minnesota Assistance Council for Veterans - Minneapolis](#)
[Minnesota DEED - CareerForce in Blaine](#)
[Minnesota DEED - CareerForce in Mankato](#)
[Minnesota Department of Veterans Affairs](#)
[Minnesota WorkForce Center - Fort Snelling](#)
[Minnesota WorkForce Center - Ramsey County](#)
[Minnesota WorkForce Center - Washington County Cottage Grove](#)
[NAVUBPP - National Association Veterans Upward Bound - Minneapolis](#)
[Veteran Readiness and Employment - Veterans Affairs](#)
[Veterans For Peace - Minnesota](#)
[Veterans Services-Washington County](#)
[Women's Advocates, Inc.](#)
[Omtech](#)
[Rise](#)
[Carleton College](#)
[Summit Academy OIC](#)
[Saint Paul Public Schools](#)
[Disabled Veterans Opportunity Program Representative](#)
[Veterans' Employment and Training Service](#)
[Citizen Soldier for Life at Wisconsin National Guard](#)
[Adult Options In Education - St. Louis Park](#)
[Community Action Partnership of Ramsey & Washington Counties](#)
[EMERGE Community Development Center](#)
[Guild Incorporated](#)
[Opportunity Partners](#)
[Partnership Resources Inc.](#)
[Minneapolis Community & Technical College](#)
[Brooklyn Park Vet Center](#)
[National Organization of Blind Educators, a Divisi..](#)
[Afro American Development Association](#)
[The BrandLab - Minneapolis](#)
[Academy College](#)
[Central Lakes College](#)
[Century College](#)
[Hamline University](#)
[University of Minnesota - Duluth](#)
[University of Minnesota Rochester](#)
[University of Wisconsin - Stout](#)
[Winona State University - Rochester](#)
[Incsys - Power4Vets](#)
[Women's Resource and Action Center](#)

[Tubman - Jobs, Education, and Training \(JET\)](#)

[Lawrence University](#)

[Private Public Partnership -Office Army Reserve 88th Readiness Division](#)

[National Able Network](#)

Additional Referral Sources

TPT (Twin Cities Public Television) posts some jobs on the following sites depending upon the specific position:

- MN Council for Non-Profits
 - [Home | Minnesota Council of Nonprofits Career Center](#)
 - 2314 University Ave W, #20 St. Paul, MN 55114
- The Current, Public Media Jobs
 - [Recent Jobs - Publicmediajobs.org](#)
 - 4400 Massachusetts NW, Washington, Dist. Columbia 20016
- Association of Fundraising Professionals
 - [Job Openings Everywhere | AFP Career Center | Find Fundraising Jobs | Association of Fundraising Pr...](#)
 - 4200 Wilson Boulevard, Suite 480, Arlington, VA 22203-4416
- LinkedIn
 - [TPT - Twin Cities PBS | LinkedIn](#)
 - LinkedIn US Headquarters: 1000 W Maude Ave, Sunnyvale, CA 94085, United States
- MN Gift Planning Association
 - [Career Center - Minnesota Gift Planning Association](#)
 - 10700 W Highway 55, Suite 275, Plymouth, MN 55441
- Bench and Bar of MN
 - [MSBA Classifieds](#)
 - 33 South Sixth Street #4540, Minneapolis, MN 55402
- Minnesota Broadcasters Association
 - [Search for Jobs | Minneapolis, MN | Minnesota Broadcasters Association](#)
 - 2700 Territorial Road, Suite 100, St. Paul, MN 55114
- Handshake
 - [Employers | Handshake](#)
 - 225 Bush St, Suite 1200, San Francisco, California 94104, US
- Journalismjobs.com
 - [JournalismJobs.com: The Job Board for Media Professionals](#)
 - [72 Plaza Drive Berkeley, CA 94704](#)
- Online News Association
 - [Recent Jobs - Online News Association](#)
 - 1111 North Capitol Street NE, Second Floor Washington, DC 20002
- National Association of Black Journalists
 - [NABJ – The National Association of Black Journalists](#)
 - 1100 Knight Hall, Suite 3101 College Park, Maryland 20742
- Ballinger Leafblad
 - [Ballinger | Leafblad](#)
 - 595 Selby Ave, St. Paul, MN 55102
- Korn Ferry
 - [Korn Ferry | Organizational Consulting](#)
 - 33 S. 6th Street, Suite 4900 Minneapolis, MN 55402

List of Referral Sources

TPT publicizes the availability of job information via an evergreen EEO PSA that airs in general/ROS schedule on Stations KTCA and KTCI; however, no organization has made a specific request to TPT to receive notification of job vacancies.