

**POWDERHORN EAST BUSINESS SURVEY**

**By**

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**for CHART**

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## EXECUTIVE SUMMARY

### Background

This study was initiated by several organizations interested in employment issues in the Powderhorn East area of South Minneapolis. The primary purpose of this research is the systematic collection of information about the business/employment environment which might facilitate future efforts in community economic development in this neighborhood. Representatives of sixty-eight of the larger employers were interviewed. The analysis of data is based on sixty-seven cases, as one had moved out of the area prior to the interview.

### Results

Almost 42 percent, or twenty-eight of the businesses were retail or wholesale establishments. Twenty-four percent (sixteen) were professional services, many of which were nursing homes or non-profit agencies. Business or repair services comprised 7.5 percent of the interviews (five), construction 6 percent (four), and entertainment, transportation, finance, and personal services 4.5 percent each (three). Three percent of the businesses interviewed were manufacturing firms.

The number of full-time employees at each business ranged from 0 to 160. The average number of full-time employees was 20. The number of people employed part-time at the businesses interviewed ranged from 0 to 80. The average number of part-time employees was 13.6. The businesses had been at their present location from 6 weeks to 105 years. The average length of time at present location was 18.5 years. The mean number of years in the Powderhorn area was just over 22.

The hiring resource used most often was word of mouth. Over 83 percent of the employers reported that they used this to attract employees. Newspapers were used by 67 percent of the respondents, technical schools by 36 percent, and the Minnesota Job Service by 30 percent. Eighteen percent said that they used neighborhood organizations, 16 percent used business or trade associations, and 13 percent said they used government programs. Just over 10 percent used CHART.

Word of mouth and newspapers were rated as "very effective" by the greatest number of those who used these resources, 62 percent and 64 percent respectively.

Almost 45 percent reported that retaining employees was not a problem. Just under 42 percent said that was a minor problem, and 11.9 percent said that employee retention was a major problem. The most common type of factor that employers felt decreased the amount of turnover were actions or attitudes of management (22.4 percent), which includes the way employees are treated, as well as hiring practices of the employers. Positive aspects of the working environment were also mentioned frequently (20.9 percent), as was good pay (19.4 percent). Good benefits, loyalty, or job satisfaction and relations with co-workers were also mentioned by some respondents.

Low salaries were mentioned most frequently as the reason that turnover was a problem (14.9 percent). Over 13 percent of the respondents thought that the non-career nature of a job increased turnover. Stress or the difficulty of the job and the type of worker were mentioned as affecting the amount of turnover also.

The general category of finding qualified employees was mentioned by 40 percent of the respondents as their greatest problem in hiring. Included in this was finding employees with the skills, and the personal characteristics of honesty and dependability.

Slightly over 6 percent of the employers had no employees from the neighborhood. Twenty-seven percent reported that 1-25 percent of their employees were from the area, almost 29 percent said that 26-50 percent of their employees were local, and 12 percent reported that 51-75 percent lived in the study area. Twenty-six percent of the respondents said that 76-100 percent of their employees lived in the Powderhorn East neighborhood.

Over 71 percent of the employers felt that hiring from the neighborhood was an advantage. The reasons given most often for neighborhood hiring being an advantage were related to convenience to the employer (30 percent). Almost 15 percent spoke of the employees convenience, and helping the neighborhood or building rapport with the neighborhood were mentioned by another 15 percent. Increasing business or good customer relations was mentioned by 13.5 percent of the employers. Five employers felt that hiring neighborhood residents was a disadvantage to their business. A lack of qualifications among neighborhood residents was the most common reason, with 10.5 percent of the respondents giving this answer.

### Conclusion

Overall, the employers interviewed appeared to have a positive attitude towards neighborhood job applicants. The majority of the businesses expressed a preference for hiring locally, and appear to do so, if their estimates of neighborhood employees are accurate. The employers also exhibited a high degree of cooperation with this study. Only five of the businesses contacted refused to participate in the study. These factors, combined with the longevity of tenure in the Powderhorn East area, suggest a great deal of interest in and a commitment to the neighborhood among many of the larger businesses in the area.

## INTRODUCTION

### Background

This study was initiated by several organizations interested in employment issues in the Powderhorn East area of South Minneapolis. In order to facilitate their efforts to improve the local employment atmosphere, CHART/Sabathani, the Neighborhood Employment Network (NET), and the Office of Urban Development at First Bank Minneapolis each had a need for information regarding employment in this neighborhood.

Each of eight neighborhoods in Minneapolis has one or more community organizations that serve as NET facilitators. These groups work to improve employment opportunities in the neighborhood. CHART at Sabathani is the NET facilitator in the Powderhorn East neighborhood.

CHART provides employment services to women in the Powderhorn neighborhood through an outreach program located at Sabathani Community Center. Staff at CHART are interested in information about local employment, which will help them target their efforts towards those businesses and industries with the greatest employment potential. Of interest are the types of businesses and jobs located in the area, jobs presently available, types of education and experience necessary to obtain jobs, and attitudes of employers towards hiring neighborhood residents. A separate report has been prepared for CHART which contains details about individual businesses. Permission to release information individually was obtained from all businesses included in that report.

The information gathering--consisting of personal interviews--also serves to increase awareness of the CHART and NET programs and promotes good relations with community businesspeople.

First Bank Minneapolis is also tied to the Powderhorn East neighborhood through the NET program. One or more of the larger businesses in each neighborhood voluntarily assist the NET program's employment efforts. Because there are no large corporations in this particular neighborhood, the First Bank System has been linked with the Powderhorn East neighborhood to assist with economic development. The Urban Development Office of First Bank is interested in information which might serve as a basis for future efforts in economic development. First Bank provided the funds to hire a graduate student to conduct the research.

The Center for Urban and Regional Affairs (CURA) at the University of Minnesota was asked to coordinate the project. CURA is an outreach department of the University of Minnesota which does a great deal of research in social policy areas. Employment, particularly in neighborhoods with substantial minority populations, is one area of interest for several members of the CURA staff.

#### Purpose

Several broad purposes of the study emerge from the interests of the organizations involved in this project. The primary purpose of the study is the systematic collection of background information about the business/employment environment of the Powderhorn East neighborhood which might facilitate future efforts in community economic development. This effort involves gathering data about employers and jobs in the Powderhorn East neighborhood and disseminating information about NET and CHART to encourage employers to use these hiring resources.



## METHODOLOGY

### Subjects

The initial project plan was to interview all of the businesses in the Powderhorn East neighborhood. Preliminary research indicated the presence of many more than the ninety-six businesses thought to be in the study area. A comprehensive list of businesses was developed through the use of the R.E. Polk Directory, which lists each block individually by address, and Contacts Influential, a reference book listing all businesses in Minneapolis/St. Paul. Seven-hundred and twenty-six businesses were identified in the study area, which is bordered by Lake Street on the north and Minnehaha Parkway on the south. The western boundary is Nicollet Avenue and Hiawatha is the eastern boundary. (See Appendix A on preparing the business listing).

### Sampling Methodology

The sample was drawn from a population of 645 businesses in the Powderhorn East neighborhood which had been stratified by number of employees. This is less than the 726 businesses originally identified in the study area. Twenty-three businesses had moved out of the study area, had their phone disconnected, or were consolidated with another business located at the same address. An additional 60 businesses were excluded because no information on size was available. (See Appendix B on identifying the number of employees.)

Sampling was non-proportionate to the number of businesses within each category. Larger employers were heavily emphasized in an attempt to maximize the impact of a limited number of interviews. The distribution of the population and the sample is shown in Table 1.

TABLE 1

Distribution of Interviews

<u>Number of Employees</u>	<u>Number of Cases</u>	<u>Number of Interviews</u>
1-5	448	0
6-10	110	13
11-25	53	53
26-50	20	20
51-100	11	11
101-250	<u>1</u>	<u>1</u>
	643	98

An attempt was made to interview all businesses with more than ten employees. Approximately 12 percent of the businesses with six to ten employees were selected for interviews through a systematic sampling method using a random number start. No businesses with less than six employees were interviewed.

Interview Methodology

An introductory letter was sent in waves to the manger/owner of each of the ninety-eight businesses in the sample (see Appendix C). The researcher phoned each contact several days after the letters were mailed. At this time the contact was asked if he or she did most of the hiring at that particular business, or was the person most familiar with the overall hiring process.

In cases where several people hired for different departments, an attempt was made to interview the administrator or general manager who would oversee hiring for all departments. When the correct person had been identified, a 20-30 minute interview was scheduled at their place of business.

All interviews were conducted during March and April of 1986 by the same researcher using a structured questionnaire (see Appendix D). After the interview respondents were encouraged to ask questions about the study, CHART,

or the NET Job Bank. A supplement to the interview schedule, filled out by each respondent, asked them to indicate their interest in learning more about the Job Bank or meeting with others interested in neighborhood economic development. The supplement also asked permission to release individual information to CHART. A NET flier with the phone number of CHART/Sabathani was given to each respondent at the close of the interview.

All businesses in the Powderhorn East neighborhood that were not interviewed personally were sent information about NET and CHART through the mail. The list of businesses in the area was updated using the letters that were returned. (See Appendix E for business listing.)

Other products of the study were a listing of vacancies on the main thoroughfares in the neighborhood, a list of businesses interested in meeting to discuss economic development in the neighborhood, and a list of businesses interested in receiving more information about the Job Bank.

## RESULTS

Sixty-eight interviews were conducted in a four week period during March and April of 1986. (See Appendix F for details on non-participants.) One of the employers interviewed had moved out of the study area prior to the interview. The information from this interview was not included in the analysis of data, which is based on sixty-seven cases.

### General Questions

United States Census Bureau Industry Codes were used to categorize businesses for purposes of analysis. Table 2 breaks down the categories of businesses participating in the study. The number of each type of business interviewed is in parentheses.

TABLE 2

Types of Businesses Interviewed  
Percent of Total Interviews

<u>Retail and Wholesale Establishments</u>	41.8%
restaurants (7), equipment rental (1), industrial sales (2), furniture (1), convenience stores (3), auto parts (2), florist (1), grocery stores (4), floor coverings (1), electrical wholesale (1), drug stores (2), off-sale liquor (1), cleaners (1), on-sale liquor (1)	
<u>Professional Services</u>	23.9%
non-profit and social services (7), dentist (1), private schools (2), nursing homes & health care (6)	
<u>Business or Repair Services</u>	7.5%
auto body repair (1), collection agency (1), electrical contractor (2), security systems (1)	
<u>Construction</u>	6.0%
landscaping (1), construction (3)	
<u>Entertainment &amp; Recreation</u>	4.5%
veterans club (1), golf course (1), video store (1)	
<u>Transportation/Utilities/Communications</u>	4.5%
private bus company (1), taxi company (1), newspaper (1)	
<u>Finance/Real Estate</u>	4.5%
banks (2), real estate (1)	
<u>Personal Services</u>	4.5%
beauty shop (1), housecleaning (1), appliance repair (1)	
<u>Manufacturing</u>	3.0%
printer (1), metal stamping (1)	
	<u>100.0%</u>

Table 3 shows the job titles of the people interviewed. The greatest number of interviews took place with owners or presidents of companies.

TABLE 3

Job Titles of Respondents

	<u>Frequency</u>	<u>Percent</u>
Owner/President/VP	29	43.3%
Director/Gen Mgr/Admin.	16	23.9
Manager	15	22.4
Other	<u>7</u>	<u>10.4</u>
	67	100.0%

The category titled "Other" includes such positions as personnel workers and assistant managers.

Sixty-seven percent of the businesses were located on a block with other businesses. Retail establishments were most likely to be located near other businesses.

The number of full-time employees at each business ranged from 0 to 160. The average number of full-time employees was 20. The number of people employed part-time at the businesses interviewed ranged from 0 to 80. The average number of part-time employees was 13.55.

Full-time employees received benefits at 76 percent of the businesses. Forty-three of the employers reported that part-time employees receive benefits. However, some of the benefits given to part-time employees included meals or uniforms, but did not include health insurance, vacation or sick pay.

The number of years that the businesses had been at their present location ranged from 6 weeks to 105 years. The average length of time at present location was 18.5 years. Respondents were also asked how long their businesses had been located in the Powderhorn East neighborhood. This range

was also 6 weeks to 105 years. The mean number of years in the Powderhorn area was 22.3 years.

### Resources for Hiring

A number of questions asked employers about their use of hiring resources. Respondents were asked whether they used specific resources, and were asked to rate those that they used in terms of the resource's effectiveness in attracting qualified job applicants. Table 4 summarizes the number of businesses reporting that they use particular resources for hiring.

TABLE 4

#### Employers Usage of Selected Hiring Resources

<u>Hiring Resource</u>	<u>Percent of Employers Reporting Use</u>
Word of mouth	83.6%
Newspapers	67.2%
Technical schools	35.8%
MN Job Service	30.0%
Neighborhood organizations	17.9%
Business or trade association	16.4%
Government programs	13.4%
CHART	10.4%

For each of the above hiring resources, employers who reported that they used a resource were asked to indicate how effective they felt the resource was in attracting qualified job applicants. Table 5 summarizes the ratings of satisfaction for those who use each resource. The number of employers giving each response is included in parentheses next to each percentage.

TABLE 5

Ratings of Effectiveness by Those  
Using Each Hiring Resource

<u>Hiring Resource</u>	<u>Very Effective</u>	<u>Somewhat Effective</u>	<u>Not Effective</u>
Word of mouth	62.5% (35)	33.9% (19)	3.6% (2)
Newspapers	64.4% (29)	33.3% (15)	2.2% (1)
Technical schools	40.0% (10)	40.0% (10)	20.0% (5)
Mn Job Service	5.0% (1)	55.0% (11)	40.0% (8)
Neighborhood org.	0.0%	90.9% (10)	10.0% (1)
Business/trade assn.	30.0% (3)	70.0% (7)	0.0%
Government programs	44.4% (4)	44.4% (4)	11.1% (1)
CHART	57.4% (4)	28.6% (2)	14.2% (1)

Throughout this paper it is important to note that the number of respondents reporting a particular answer is very small in some of the categories. In attempting to draw any conclusions, care must be taken to look at the number of respondents as well as the percentages in order to put these figures in perspective.

Of the resources listed above, word of mouth is used by the greatest number of businesses interviewed (83.6 percent). Informal comments made by respondents indicate that in many cases present employees refer candidates for the job. All businesses in the entertainment, manufacturing, transportation/utilities, and finance/real estate industries reported using word of mouth as a hiring resource. Eighty percent of the business/repair employers, 81.3 percent of the professional services, 78.6 percent of the retail, and 75 percent of the construction businesses use word of mouth to attract applicants. Table 6 summarizes the ratings of effectiveness by those who use word of mouth in hiring.



TABLE 6

Effectiveness of Word of Mouth in  
Attracting Qualified Employees

<u>Type of Business</u>	<u>Very Effective</u>	<u>Somewhat Effective</u>	<u>Not Effective</u>
Entertainment/rec.	100.0% (3)		
Retail/wholesale	54.5% (12)	45.5% (10)	
Professional	76.9% (10)	7.7% (1)	15.4% (2)
Manufacturing	100.0% (2)		
Construction	33.3% (1)	66.6% (2)	
Transport/util	33.3% (1)	66.6% (2)	
Finance/real estate	100.0% (3)		
Business/repair	33.3% (1)	66.6% (2)	

Employers that use word of mouth appear to feel that it is an effective means of attracting employees. Only two businesses--less than 4 percent of the businesses using this hiring resource--felt that it was not effective in attracting qualified employees.

Newspapers were used by over 67 percent of the employers interviewed. The newspaper used most often was the Minneapolis Star and Tribune, with almost 98 percent of the respondents who used newspapers reporting that they advertise in that paper. Thirteen percent who used newspapers used the St. Paul Dispatch/Pioneer Press. Nine percent used the Spokesman/Courier, 6.7 percent used the Minnesota Daily and an equal number used The Circle. Newspapers each mentioned by one respondent include: Skyway News, Rochester Newspaper, The Horn, The Alley, The Post, the Twin Cities Christian Newspaper, Southside Newspaper, La Raza Unida, AICDPP (the Urban League publication), and the Suburban Post.

Table 7 gives the percentages of each type of business that reported using newspapers to attract employees.

TABLE 7

Employers Using Newspapers  
to Attract Employees

<u>Type of Business</u>	<u>Percent Using Newspapers</u>
Entertainment	33.3%
Retail	53.6%
Professional	87.5%
Manufacturing	50.0%
Construction	25.0%
Transport/util/comm	33.3%
Finance/real estate	100.0%
Business/repair	100.0%

Table 8 reports the use of business or technical schools by each category of business and the ratings of effectiveness by those who use them.

TABLE 8

Business or Technical Schools as Hiring Resource

<u>Type of Business</u>	<u>Percent Using</u>
Construction	100.0%
Business/repair	80.0%
Professional	56.3%
Manufacturing	50.0%
Finance/real estate	33.3%
Retail	18.5%

Retail businesses are the least likely to use business or technical schools for hiring, while businesses which might be likely to hire craftsmen or technicians use this resource more frequently. Table 9 shows the ratings of effectiveness by those who use this resource.

TABLE 9

Effectiveness of Business and Technical Schools

<u>Type of Business</u>	<u>Very Effective</u>	<u>Somewhat Effective</u>	<u>Not Effective</u>
Construction	50.0% (2)	25.0% (1)	25.0% (1)
Business/repair	100.0% (4)		
Professional	11.1% (1)	56.0% (5)	33.3% (3)
Manufacturing			100.0% (1)
Finance/real estate		100.0% (1)	
Retail	40.0% (2)	60.0% (3)	

Two out of the three businesses in the finance/real estate category had used the Minnesota Job Service. Forty percent of the business/repair services had used the service, and almost 36 percent of the retail/wholesale businesses reported that they had used the Job Service. One of four businesses in the professional and construction categories said they used this resource. None of the entertainment, manufacturing, or transportation/utility businesses had ever used the service.

Retail/wholesale businesses gave the Job Service the lowest ratings in terms of attracting qualified job candidates. Sixty percent of those who had used the service rated it as not effective in drawing qualified people. Thirty percent of this group rated it as somewhat effective and 10 percent said it was very effective. The majority of businesses in the professional service category rated the service as somewhat effective (75 percent). Twenty-five percent felt that it was not effective in attracting qualified applicants. All other businesses that used the Job Service rated it as somewhat effective.

None of the entertainment, manufacturing or business/repair services used neighborhood organizations for hiring. Eleven of the employers reported using this resource. Half of the construction companies, one-third of the finance/real estate, one-fifth of the professional, and just under 18 percent of the

retail businesses used neighborhood organizations for hiring. All rated this resource as somewhat effective, except one construction firm which felt that they were not effective in attracting qualified job applicants.

Employers in three categories reported using business or trade associations as a resource for hiring. Fifty percent of the construction businesses (two), 18.8 percent of the professional (three), and 17.9 percent of the retail/ wholesale (five) businesses used associations for hiring. (The construction businesses use trade unions to hire employees.)

One of the construction businesses rated this resource as very effective, and one rated it as somewhat effective. Of the three professional service businesses that used this hiring resource, one thought that this was a very effective resource and two felt it was somewhat effective in attracting qualified employees. Of the retail businesses 20 percent (one) thought associations were very effective and 40 percent (four) felt that they were somewhat effective.

Seven respondents had used CHART for hiring. Two of these businesses were professional/technical types, four were retail, and one was in the finance/real estate category. Respondents that do not use CHART as a hiring resource were asked whether they had heard of CHART before this study. Slightly over 43 percent reported that they had heard of the organization prior to participating in this project. However, CHART was mentioned in the cover letter sent to each participant prior to the interview, and it is possible that some respondents had first heard of CHART at that time.

#### Government Programs

Respondents were asked whether they had ever used any government programs for hiring. Over 56 percent of the professional/technical businesses, half of the construction businesses, one-third of the transportation/utilities, 28.6

percent of the retail, and 20 percent of the business/repair companies had used a government program for hiring at some time. None of the entertainment or manufacturing businesses had ever used such a program.

Those who said they had used hiring programs in the past were asked whether they had used four specific programs, and how satisfied they were with the results of those programs that they had used. Tables 10 and 11 summarize the results of these questions.

TABLE 10

Respondents Use of  
Government Programs for Hiring

<u>Program</u>	<u>Percent of Respondents</u>
JPTA	6.0%
MEED	14.9%
Summer Youth	3.0%
TJTC	9.0%

Few of the employers had used the programs mentioned. MEED was used by the most, with almost 15 percent, or ten of the respondents having used the program. Separating use of government programs by type of business, 33.3 percent of the transportation businesses used a government programs, 25 percent of the construction businesses, 20 percent of the business/repair category, 18.8 percent of the professional/technical, and 10.7 percent of the retail businesses used government programs for hiring.

Ratings of satisfaction by those who had used the programs are given in Table 11. The small number of employers represented in these percentages must be considered in looking at this table. Four employers had used the Jobs Training Partnership Act (JTPA), ten employers had used MEED, two had used the Mayor's Summer Youth Program, and six had used the Targeted Jobs Tax Credit Program.

TABLE 11

Satisfaction with Government Programs

<u>Program</u>	<u>Very Satisfied</u>	<u>Somewhat Satisfied</u>	<u>Somewhat Dissatisfied</u>	<u>Very Dissatisfied</u>
JTPA		75.0% (3)	25.0% (1)	
MEED	30.0% (3)	30.0% (3)	30.0% (3)	10.0% (1)
Summer Youth	100.0% (2)			
TJTC	50.0% (3)	33.3% (2)	16.7%	

Respondents were asked whether they had heard of programs that they had not used. About half of those who had not used MEED (49.1 percent), Summer Youth (50.8 percent), or TJTC (54.1 percent) had heard of them. Just under 26 percent of those who had not used JTPA had heard of the program.

Types of Jobs

Employers were asked to list all job titles or positions at their business. For purposes of analysis these diverse titles were collapsed into eight categories using the major headings of the United States Census Bureau Job Classification. It should be noted that no attempt was made to account for the number of people in each job category. Table 12 shows the percentage of employers reporting that they had employees in a particular category.

TABLE 12

Types of Employees

<u>Job Category</u>	<u>Percent</u>
Clerical	76.0%
Service worker	49.3%
Professional	31.3%
Manager	29.9%
Sales	28.4%
Craftsman	17.9%
Operative	7.5%
Transport operator	7.5%
Laborer	6.0%

Clerical positions were mentioned most often, with 76 percent of the employers reporting jobs which are clerical in nature. Included in this category are office clerical workers as well as cashiers in many retail stores. Almost half of the employers reported service oriented job titles. Included in this category are such positions as nurses aides, beauticians, janitors, and restaurant workers. Professional, technical, and kindred workers were reported by almost one-third of the businesses. This group includes occupations such as nurses, accountants, technicians, teachers and social workers. Approximately 30 percent of the businesses reported managerial positions. Because the person who was interviewed was not included in the listing of job titles, the number of businesses with managerial employees is undoubtedly under-represented. The managerial figure above more accurately represents the number of people interviewed who had managers working under them.

Employee Turnover

Respondents were asked whether retaining employees was a problem for them. Almost 45 percent reported that retaining employees was not a problem.

Just under 42 percent said it was a minor problem, and 11.9 percent reported classified employee retention as a major problem. Table 13 shows the responses to this question by industry category.

TABLE 13

Problems Retaining Employees by Type of Business

<u>Type of Business</u>	<u>Major Problem</u>	<u>Minor Problem</u>	<u>Not a Problem</u>
Entertainment	33.3% (1)		66.6% (2)
Retail	7.1% (1)	46.4% (13)	42.9% (12)
Professional	12.5% (2)	50.0% (8)	37.5% (6)
Manufacturing		50.0% (1)	50.0% (1)
Construction	25.0% (1)	50.0% (2)	25.0% (1)
Transportation	33.3% (1)		66.6% (2)
Finance/real estate		100.0% (3)	
Business/repair		20.0% (1)	80.0% (4)

An open-ended question asked employers why they thought turnover was or was not a problem for them. The answers were later grouped into categories with similar content. Respondents were allowed to give more than one reason. Several gave answers addressing factors which they thought increased turnover as well as things they thought tended to lessen employee turnover. Table 14 lists some of the answers that were most common.



TABLE 14

Factors Which Influence Employee Turnover

<u>Factors Thought to Lessen Turnover</u>	<u>Percentage of Employers</u>
Actions or philosophy of management	22.4%
Good working conditions/atmosphere	20.9%
Good wages	19.4%
Good benefits	9.0%
Loyalty or job satisfaction	9.0%
Relations with co-workers	6.0%
 <u>Factors Thought To Increase Turnover</u>	
Low salaries	14.9%
Non-career or entry level job	13.5%
Difficult or stressful job	9.0%
Characteristics of employees	9.0%
Other	22.4%

The most common type of factor that employers saw as decreasing the amount of turnover were actions or attitudes of management (22.4 percent), which includes the way employees are treated as well as hiring practices of the employer. Positive aspects of the working environment were also mentioned frequently, as was good pay.

Low salaries were mentioned most frequently as the reason why turnover was a problem (14.9 percent). Over 13 percent of the respondents thought that the non-career nature of a job increased turnover. Mentioned here were the lack of opportunity for advancement or the fact that people tend to leave entry level jobs when they find a better job. Nine percent thought turnover was related to the stress or difficulty involved in jobs, and 9 percent felt that the type of worker affected the amount of turnover. Students were mentioned several times in this capacity.

## Hiring Problems

Employers were asked to name their greatest problem in hiring employees. For purposes of analysis the answers were grouped with similar answers. Table 15 lists the percent of respondents citing each category.

TABLE 15

### Employers' Problems in Hiring

<u>Problem Category</u>	<u>Percent of Employers</u>
Finding qualified employees	49.9%
Selecting employees	9.0%
No problems	9.0%
Time used in screening/hiring/training	7.5%
Pay low wages	6.0%
Too few applicants	6.0%
Other	20.9%
Missing	<u>1.5%</u>
	100.0%

The general category of finding qualified employees was mentioned by 40.3% of the respondents. Included in this is finding employees with the skills to do the job, as well as finding people who are honest, dependable, or have other desirable characteristics. Nine percent of the respondents mentioned selecting employees as their greatest problem. Most of these answers centered around their perceived inability to determine before hiring which job candidates would prove to be good employees.

## Neighborhood Hiring

Table 16 shows the percentage of employees living in the Powderhorn East neighborhood.

TABLE 16

Percent of Employees in Powderhorn East

	<u>Percent</u>	<u>Cumulative Percent</u>
No employees	6.1%	6.1%
1 to 10 percent	13.7%	19.8%
11 to 25 percent	13.6%	33.4%
26 to 50 percent	28.6%	62.1%
51 to 75 percent	12.0%	74.2%
76 to 100 percent	25.7%	99.9%

Respondents were asked whether they felt that hiring employees from the Powderhorn East neighborhood was an advantage or disadvantage to their business. Over 71 percent of the employers felt that hiring from the neighborhood was an advantage. It was seen as a disadvantage by 7.5 percent, neither an advantage nor disadvantage by 16 percent, and both an advantage and disadvantage by 3 percent. The employers were asked why they felt it was an advantage or disadvantage. Table 17 breaks down the reasons given.

Table 17

Reasons Neighborhood Hiring is Advantage/Disadvantage

<u>Reason</u>	<u>Percent of employers</u>
Convenient for the manager	29.9%
Convenient for the employee	14.9%
Helps neighborhood/rapport	14.9%
Good for customer relations	13.5%
Advantage to understand community and clients	10.5%
Advantage to be familiar with area	9.0%
Other advantages	7.5%
Job is not worth a long drive	4.5%
People in neighborhood are unqualified	10.5%
Other disadvantages	4.5%

The most frequent responses to this question were reasons that were convenient to the employer. Examples are ability to get to work in

snowstorms, able to call an employee in on short notice, and that employees are not late so often. Almost 15 percent spoke of the employees' convenience; being closer to home or not needing to depend on transportation. Helping the neighborhood or building rapport with the neighborhood were mentioned by 14.9 percent of the respondents, and increasing business or good customer relations was mentioned by 13.5 percent of the respondents.

Those who felt that hiring neighborhood residents was a disadvantage to their business (five employers) most often gave the lack of qualifications among neighborhood people as a reason.

Employers were asked what percentage of their employees lived in the Powderhorn East neighborhood. An average was computed for each industry category. Table 18 shows the average percentage of employees living in the neighborhood for each type of business.

TABLE 18

Average Percent of Employees from Neighborhood

<u>Type of Business</u>	<u>Mean Percent Employees</u>
Entertainment	78.3%
Retail	51.9%
Professional	37.4%
Manufacturing	29.0%
Construction	22.0%
Transportation	47.0%
Business/rep	15.0%
Finance/real estate	50.0%

The businesses with the least employees living in the neighborhood were the business and repair services, with construction businesses reporting only slightly more neighborhood employees. Casual comments indicated that several of these employers feel that there are not many skilled craftsmen living in this neighborhood for them to hire.

Respondents were asked whether they felt that hiring from the Powderhorn East neighborhood was an advantage or disadvantage to their business. Table 19 breaks down the answer to this question by industry category.

TABLE 19

Attitude Towards Neighborhood Hiring by  
Type of Business

<u>Type of Business</u>	<u>Advantage</u>	<u>Disadvantage</u>	<u>Neither</u>	<u>Both</u>
Entertainment	100.0%			
Retail	63.0%	11.1%	22.2%	13.7%
Professional	87.5%		12.5%	
Manufacturing	100.0%			
Construction	50.0%		25.0%	25.0%
Transport/util.	66.6%	33.3%		
Business/repair	60.0%	20.0%	20.8%	

## CONCLUSION

Overall, the employers interviewed appeared to have a positive attitude towards neighborhood job applicants. Almost three-quarters of the employers felt that hiring from within the neighborhood was an advantage to their business. If their estimates of neighborhood employees are accurate, employers appear to hire from within the neighborhood to a great extent. Almost 38 percent of the employers reported that more than half of their employees live in the Powderhorn East neighborhood.

Retaining employees is not a problem for many of the businesses, with more than 85 percent of the businesses reporting that turnover is either not a problem or is a minor problem for them. Six businesses felt that this was a major problem for them. There did not appear to be a particular type of business which felt that retaining employees was a major problem.

The employers also exhibited a high degree of cooperation with this study. Only five of the businesses contacted refused to participate in the study, and only five of the businesses that did participate did not want their answers released individually to CHART. Their attitude towards the interviewer was, with few exceptions, cordial and receptive.

A supplemental question asked respondents to indicate their interest in receiving more information about the job bank located at CHART/Sabathani. Fifty-four out of sixty-eight businesses replied affirmatively. Another question in the supplement stated that a representative of the First Bank System is interested in meeting with a group of local entrepreneurs to discuss community economic development and asked employers if they were interested in participating in such a meeting if it takes place. Forty-three of the businesses said that they would be interested. These answers, combined with

the longevity of tenure in the Powderhorn East area, suggest a great deal of interest in, and a commitment to, the neighborhood.

APPENDIX A

BUSINESS LISTING OF THE POWDERHORN EAST AREA

A list of businesses in the Powderhorn East area has been compiled using two sources: the 1985 R.E. Polk Directory and Contacts Influential Minneapolis Metro 1985-86.

In compiling this list several assumptions have been made.

1. Related businesses at the same address and phone number are counted as one business. Businesses that share an address and/or phone number but appear to offer dissimilar types of services--thus possibly utilizing different employees--are listed separately.
2. Government offices, public schools and libraries are not included in this listing, as their hiring is usually done centrally.
3. Most churches were not identified as businesses, so were not included in the listing.
4. Sex-oriented businesses were excluded from the tally of businesses.
5. When a group of businesspeople at the same address were listed together and separately (doctors and dentists, for example), only the main listing is counted.

The area included in this list is bounded on the north by the south side of Lake Street, and continues south to Minnehaha Parkway. The eastern boundary is Hiawatha Avenue and the western edge includes the east side of Nicollet. This corresponds closely to the boundaries of the Powderhorn East NET neighborhood.

The listing has been sorted by number of employees. A code corresponding to the number of employees is located in the fifth column under the # symbol. The employee code is as follows:



- m - 1 to 5 employees
- n - 6 to 10 employees
- o - 11 to 25 employees
- p - 26 to 50 employees
- q - 51 to 100 employees
- r - 101 to 250 employees
- u - number of employees unknown

The total number of businesses listed in this area is 726. Twenty-eight percent or 207 of these businesses were not listed in Contacts Influential, which was the source of the information on number of employees.

Of the 519 businesses for which an employee code was available, 159 businesses had more than five employees, 66 had more than ten employees, and 28 businesses employ more than 25 people. The table below shows the number and percent of businesses in each category.

TABLE 1

<u>Number of Employees</u>	<u>Number of Cases</u>	<u>Percentage</u>
1 to 5	360	69.36%
6 to 10	93	17.92%
11 to 25	38	7.32%
26 to 50	17	3.28%
51 to 100	10	1.93%
101 to 250	1	<u>.19%</u>
		100.00%

## APPENDIX B

### IDENTIFYING NUMBER OF EMPLOYEES

#### Introduction

Initial information on the number of employees was not available for 207 of the 726 businesses identified in the study area. The large percentage of the population which fell into this category (28 percent) made it unacceptable to simply drop these businesses from the sample. In order to discover the number of employees at these 207 businesses, attempts were made to contact each one by telephone. Two or more attempts were made to reach each business.

#### Results

One-hundred and twenty-four of the businesses were successfully contacted and the number of employees recorded. The number of employees was not found for eighty-three of the businesses. Twenty-three of these businesses had moved out of the study area, had their phones disconnected, or were consolidated with another business located at the same address. Four were unwilling to answer, and in eleven businesses the person reached indicated that they would call back with the information and did not do so, or the person who had that information was not available. Most of the other unsuccessful attempts involved encountering only answering machines (twenty-eight) and no answer (seventeen). One phone number was busy each time it was tried.

The revised categorization of businesses in the study area is as follows.

<u>Code</u>	<u>Number of Employees</u>	<u>Number of Cases</u>	<u>Percentage</u>
M	1 to 5	449	61.9%
N	6 to 10	109	15.0%
O	11 to 25	53	7.3%
P	26 to 50	20	2.8%
Q	51 to 100	11	1.5%
R	101 to 250	1	0.1%
U	Unknown	<u>81</u>	<u>11.4%</u>
		726	100.0%

APPENDIX C

March 5, 1986

Ms. Jane Doe  
Business Name  
44-- Nicollet Avenue South  
Minneapolis, MN 55409

Dear Ms. Doe:

Employment is of vital importance in Minneapolis, and not only to those seeking jobs. Many people are affected by employment issues--taxpayers, local residents, businesspeople who need customers, and employers who require trained employees.

CHART/Sabathani, First Bank Minneapolis, and the mayor's Neighborhood Employment Network have initiated a study which addresses local employment issues. Two goals of the study are to gather job information and to learn about the needs and problems that you have in hiring and retaining employees.

One-hundred employers will be interviewed during the month of March. Your business has been chosen to participate in the study through a random sampling procedure.

We will be phoning you shortly. With your permission, a researcher from the University will conduct a short, confidential interview at your place of business.

These interviews can help community groups promote a healthy business and employment atmosphere in the neighborhood. You can learn about a job service available to you and ensure that the needs of your business are considered in efforts to deal with local economic and business development issues.

If you have any questions about this study, please call Debra Burns at 373-7833. Thank you for your cooperation.

Sincerely,

Edward Duren  
Project Coordinator

Debra Burns  
Project Researcher

DB/ld

APPENDIX D

Interview Schedule

CHART SURVEY PROJECT

1. What is the name of your business? \_\_\_\_\_
2. What is the address of your business? \_\_\_\_\_
3. What is the phone number at your business? \_\_\_\_\_

INTERVIEWER CODES 4,5,6

4. Code Number of Business \_\_\_\_\_
5. Contact Name/title \_\_\_\_\_
6. Business Alone or in Group?
  1. Alone \_\_\_\_\_
  2. Group \_\_\_\_\_
  3. NA \_\_\_\_\_

7. What is the major type of product, service or program that you provide?  
\_\_\_\_\_

8. How long has your business been at this location?

\_\_\_\_\_ Months \_\_\_\_\_ Years

9. How long has your business been in this area? SHOW MAP OF P.E. IF NECESSARY

\_\_\_\_\_ Months \_\_\_\_\_ Years

10. How many people do you employ full-time? \_\_\_\_\_

a. Do your f.t. employees receive benefits?

1. Yes \_\_\_\_\_
2. No \_\_\_\_\_
8. DK \_\_\_\_\_
9. RA \_\_\_\_\_
0. NA \_\_\_\_\_

b. IF YES, ASK; "What types of benefits?"

1. Health Insurance \_\_\_\_\_
2. Paid Vacation \_\_\_\_\_
3. Sick Pay \_\_\_\_\_

4. Other (Specify) \_\_\_\_\_  
\_\_\_\_\_

11. How many people do you employ on a part-time basis? For this question we consider part-time as less than 35 hours per week. \_\_\_\_\_

a. On the average, how many hours per week do your part-time employees work? \_\_\_\_\_

b. Do your p.t. employees receive any benefits?

c. IF YES ASK;" What types of benefits?"

1. Health Insurance \_\_\_\_\_

2. Paid Vacation \_\_\_\_\_

3. Sick Pay \_\_\_\_\_

4. Other (Specify) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

12. Do you have seasonal employment needs?

1. Yes \_\_\_\_\_

2. No \_\_\_\_\_

8. DK \_\_\_\_\_

9. RA \_\_\_\_\_

0. NA \_\_\_\_\_

IF NO, SKIP TO 13.

IF YES, ASK:

a. Are any seasonal workers included in the number of full- and part-time employees that you have listed above?

1. Yes \_\_\_\_\_

2. No \_\_\_\_\_

8. DK \_\_\_\_\_

9. RA \_\_\_\_\_

0. NA \_\_\_\_\_

IF YES, ASK:

b. "How many full-time?" \_\_\_\_\_

"How many part-time?" \_\_\_\_\_

c. During what months do you hire seasonal employees?

1. JA \_\_\_\_\_ 4. AP \_\_\_\_\_ 7. JL \_\_\_\_\_ 10. OC \_\_\_\_\_

2. FE \_\_\_\_\_ 5. MY \_\_\_\_\_ 8. AG \_\_\_\_\_ 11. NO \_\_\_\_\_

3. MR \_\_\_\_\_ 6. JN \_\_\_\_\_ 9. SE \_\_\_\_\_ 12. DE \_\_\_\_\_

d. How many of the seasonal employees that you hire in

\_\_\_\_\_ are f.t.? \_\_\_\_\_ p.t.? \_\_\_\_\_

\_\_\_\_\_ are f.t.? \_\_\_\_\_ p.t.? \_\_\_\_\_

\_\_\_\_\_ are f.t.? \_\_\_\_\_ p.t.? \_\_\_\_\_

REPEAT P.R.N. FOR EACH MONTH RESP. HIRES SEASONAL EMPLOYEES

13. How many people do you employ on an on-call basis? \_\_\_\_\_

14. I'll read you a list of resources for hiring employees. As I read each one, I'll ask you whether you normally use this resource. For those that you normally use, I will ask you to rate the effectiveness of the resource in attracting qualified job applicants.

a. Do you normally use (the/a) \_\_\_\_\_ as a resource to hire employees?

IF NO, SKIP TO NEXT RESOURCE ON LIST

IF YES, ASK:

b. "How would you rate the effectiveness of the \_\_\_\_\_ in attracting qualified employees? Very effective, somewhat effective or not effective?

	Don't use	V.E.	S.E.	N.E.
1. Minnesota Job Service	_____	_____	_____	_____
2. Business or Trade Assn	_____	_____	_____	_____
3. Friends/Family/Word of Mouth	_____	_____	_____	_____
4. Technical School or Trng. Prog.	_____	_____	_____	_____
5. Neighborhood. or Cmty. Org.	_____	_____	_____	_____
6. Newspapers	_____	_____	_____	_____
7. Government Programs	_____	_____	_____	_____
8. CHART	_____	_____	_____	_____

IF RESP. DOES NOT USE CHART, ASK:

1 yes \_\_\_\_\_

2 no \_\_\_\_\_

3 na \_\_\_\_\_

c. Have you heard of CHART?

15. What other resources do you normally use when hiring employees?

\_\_\_\_\_  
\_\_\_\_\_

IF RESP. NORMALLY USES NEWSPAPERS (Q14-a6) ASK "You said that you use newspapers to attract employees. Which ones do you use?"

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

IF RESP. DOES NOT NORMALLY USE GOV'T PROGRAMS, (Q14-a7) ASK "Have you ever used a government program to hire an employee?"

- 1. Yes \_\_\_\_\_
- 2. No \_\_\_\_\_
- 8. DK \_\_\_\_\_
- 9. RA \_\_\_\_\_
- 0. NA \_\_\_\_\_

IF RESP. HAS NEVER USED A GOV'T PROGRAM FOR HIRING, SKIP TO Q.17C.

17. I'll list the names of some programs that employers can use to hire employees, and then ask you if you have used these programs. I will then ask you to rate your satisfaction with the programs that you have used.

a. Have you used the \_\_\_\_\_?

IF YES, ASK:

b. "Please rate your satisfaction with the program. Were you very satisfied, somewhat satisfied, somewhat dissatisfied or very dissatisfied?"

IF NO, ASK:

c. "Have you ever heard of the program?"

	<u>Used</u>		VS	SS	SD	VD	<u>Heard of</u>	
	Y	N					Y	N
1. Jobs Trng. Prtnershp Act	—	—	—	—	—	—	—	—
2. MN Emerg. Econ. Dev.Prog	—	—	—	—	—	—	—	—
3. Mayors Summer Youth	—	—	—	—	—	—	—	—
4. Targ. Jobs Tax Cr.	—	—	—	—	—	—	—	—



18. The next questions deal with the types of jobs that your company employs people to do.

a. I'd like to start by asking you to list all the different positions at this business. The order that you list them in doesn't matter.

b. Would you say that in the past two years there has been a great deal of turnover, a moderate amount of turnover, very little turnover or no turnover in the \_\_\_\_\_ that you employ?

<u>Job Title</u>	<u>Great Deal</u>	<u>Moderate</u>	<u>Very Little</u>	<u>No T.O.</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

CONTINUE ON BACK IF NECESSARY

19. STARTING WITH THE JOBS THAT RESP. HAS CLASSIFIED AS HAVING A GREAT DEAL OF TURNOVER, ASK a - f FOR THE FOUR JOB TITLES WITH THE MOST TURNOVER. IF TWO OR MORE JOB TITLES ARE TIED FOR ONE OF THE LAST SPACES AVAILABLE, ASK: "You said that \_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_ all have a moderate amount of turnover. Which one(two) of these three jobs has (have) the most turnover?"

- a. How many full-time \_\_\_\_\_ do you normally employ? (Hint: I'm looking for the number of positions in this question, not the number of people you now have doing these jobs. For example, you may have four secretary positions but since one secretary quit last week you may only have three secretaries right now. )
- b. How many \_\_\_\_\_ positions are filled at this time?
- c. How many part-time \_\_\_\_\_ do you normally employ?
- d. How many part-time \_\_\_\_\_ positions are filled at this time?
- e. One year from now, do you expect to have more, the same number or less \_\_\_\_\_ in your employ?

Job Title          #f.t.      #filled      #p.t.      # filled      #1 yr (+ = -)

- f. What skills, educational background or experience do you require of the people you hire as \_\_\_\_\_?

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_

Job Title          #f.t.      #filled      #p.t.      # filled      #1 yr (+ = -)

- f. What skills, educational background or experience do you require of the people you hire as \_\_\_\_\_?

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_

Job Title      #f.t.      #filled      #p.t.      # filled      #1 yr (+ = -)

f. What skills, educational background or experience do you require of the people you hire as \_\_\_\_\_?

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

Job Title      #f.t.      #filled      #p.t.      # filled      #1 yr (+ = -)

f. What skills, educational background or experience do you require of the people you hire as \_\_\_\_\_?

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

The last few questions ask your opinion about issues related to employment.

20. Is retaining employees a: \_\_\_\_\_ major problem, (1)  
\_\_\_\_\_ minor problem, (2)  
\_\_\_\_\_ not a problem (3) for you?

21. Why or why not?

22. What would you say is your greatest problem in hiring employees?

23. Approximately what percentage of your employees come from this area?  
(SHOW MAP OF POWDERHORN EAST)  
(ASK TO ESTIMATE IF THEY DON'T KNOW) \_\_\_\_\_%

24. In your opinion, is hiring employees from this area an advantage or disadvantage to your business?

- 1. Advantage \_\_\_\_\_
- 2. Disadvantage \_\_\_\_\_
- 3. Neither ad. or dis. \_\_\_\_\_
- 8. DK \_\_\_\_\_
- 9. RA \_\_\_\_\_
- 0. NA \_\_\_\_\_

a. Will you elaborate on this? Why do you think this is so?

SUPPLEMENT TO INTERVIEW SCHEDULE

CHART Survey Project

Name of Business \_\_\_\_\_

Address \_\_\_\_\_

1. Would you like to receive a summary of the results of this study?

\_\_\_\_\_yes                      \_\_\_\_\_no

2. CHART is a non-profit organization that provides career development and employment services to women. Businesses like yours have the opportunity to participate in CHART'S Job Bank, which offers qualified job applicants for you to interview when you have employment openings. Are you interested in receiving more information about this free service?

\_\_\_\_\_yes                      \_\_\_\_\_no

3. In order to target their job training efforts, CHART would like to learn more about employment patterns, needs and problems that individual Southside businesses have in hiring employees. May we share the information from this survey with CHART?

\_\_\_\_\_yes                      \_\_\_\_\_no

OR

May we share the information from questions 10, 11, 18, 19 with CHART?  
(These questions ask the number of employees at your business, whether they receive benefits, job titles, turnover and skill requirements.)

\_\_\_\_\_yes                      \_\_\_\_\_no

4. A representative of the First Bank System is interested in meeting with a group of local entrepreneurs to discuss community economic development. Are you interested in participating in such a meeting if it takes place?

\_\_\_\_\_yes                      \_\_\_\_\_no

\_\_\_\_\_  
signature

THANK YOU FOR PARTICIPATING IN THIS STUDY. WE GREATLY APPRECIATE THE TIME THAT YOU HAVE TAKEN TO HELP US WITH THIS PROJECT.

APPENDIX E

BUSINESS IN THE POWDERHORN EAST NEIGHBORHOOD

<u>Name</u>	<u>Address</u>		<u>Phone</u>	<u>Employee Code</u>	<u>Manager/Owner</u>
10,000 Auto Parts	3015 Cedar Ave S	Minneapolis, MN 55407	722-6693	o	Mr. Chuck Seeman
38th Street IGA	3717 23rd Ave S	Minneapolis, MN 55407	729-7331	o	Mr. Scott Schaeppi
44th St. Nursery & Flower	4355 Nicollet Ave S	Minneapolis, MN 55409	823-6888	m	Mr. Ken Trombley
7-Eleven Stores	3501 Bloomington Ave S	Minneapolis, MN 55407	729-1153	m	Mr. Joel Anderson
A & B Specialty Co. Inc.	1715 E. Lake Street	Minneapolis, MN 55407	724-4476	m	Mr. James Ashton
A & C Auto Clean-up South	420 E. Lake Street	Minneapolis, MN 55408	823-8277	m	
A A Economy Generator	3515 Chicago Ave S	Minneapolis, MN 55407	824-3115	m	Mr. Robert Wilson
A to Z Rental Center	3550 Cedar Ave S	Minneapolis, MN 55407	729-2328	p	Mr. Dale Cook
A-1 Chimney/Furnace Cng.	1315 E. Lake Street	Minneapolis, MN 55407	729-2423	m	
A-1 Level Repair	4112 Elliot Ave S	Minneapolis, MN 55407	824-5028	m	
A-1 Painting	3539 14th Ave S	Minneapolis, MN 55407	722-8917	m	Mr. Thomas Hanlon
A-1 Quality Remodeling	3225 19th Ave S	Minneapolis, MN 55407	721-2785	m	Mr. Dennis Dolney
A. G. Pasillas Co.	3422 Elliot Ave S	Minneapolis, MN 55407	824-9428	m	Mr. A. G. Pasillas
ABC Mfg Co Bar Stool Cov.	4549 5th Ave S	Minneapolis, MN 55409	824-9793	m	Ms. Frances Coffin
ABC Window Cleaning	3148 16th Ave S	Minneapolis, MN 55407	721-3979	m	Mr. Clifford Gouge
ABNR Painting	3141 Portland Ave	Minneapolis, MN 55407	823-8680	u	
APA Medical Equipment Co.	4200 28th Ave S	Minneapolis, MN 55406	721-6357	m	Mr. Donald Ocel
APA Medical Equipment Inc.	4200 28th Ave S	Minneapolis, MN 55406	721-6357	n	Mr. Donald Ocel
Aagard Sanitation	3308 10th Ave S	Minneapolis, MN 55407	825-3090	m	Mr. Tim Aagard
Abdallah Candies & Gifts	3805 Cedar Ave S	Minneapolis, MN 55407	722-1312	m	Ms. Vicky Hegedus
Accelerated Electronics	4217 Bloomington Ave S	Minneapolis, MN 55407	721-2446	m	
Accessible Space Inc.	3710 Chicago Ave S	Minneapolis, MN 55407	827-3663	n	Mr. Steven VanDerSchanf
Accusound Audio	1521 Lake Street E	Minneapolis, MN 55407	721-3929	m	
Acme Concrete Co.	3612 10th Ave S	Minneapolis, MN 55407	825-1881	m	Mr. Clinton Engstrom

Ajax Sewer Service	3825 Elliot Ave S	Minneapolis, MN	55407	822-1202	m	Mr. Frank Willie
Alevizo's Dental Office	3023 Chicago Ave S	Minneapolis, MN	55407	825-1470	m	Dr. James Alevizo
Alexander Daycare	310 E. 38th Street	Minneapolis, MN	55409	822-8026	m	Ms. Aurita Hogan
All Brands Vacuum Service	4308 Chicago Ave S	Minneapolis, MN	55407	825-0966	m	Mr. Richard Kopfleisch
Allied Insurance Agency	4503 34th Ave S	Minneapolis, MN	55406	724-4136	m	W. E. Dam
Amand's Exotic Food Mkt.	3759 Bloomington Ave S	Minneapolis, MN	55407	724-8696	u	
Amer. Janitorial Supplies	3203 Cedar Ave S	Minneapolis, MN	55407	721-7958	m	Mr. Dennis Lash
American Home Carpets	2127 E. Lake Street	Minneapolis, MN	55407	721-5823	m	Linn Pearson
American Legion Post 504	4301 Nicollet Ave S	Minneapolis, MN	55409	824-7131	u	
Anderson Air Purification	3317 14th Ave S	Minneapolis, MN	55407	724-4625	m	Mr. Randy Anderson
Anderson Cleaners	4453 Nicollet Ave S	Minneapolis, MN	55409	823-4698	m	Ms. Mary Huber
Anderson Insulation	4603 Bloomington Ave S	Minneapolis, MN	55407	724-1272	n	Mr. Tim Anderson
Angelus Convalescent Home	4544 4th Ave S	Minneapolis, MN	55408	827-3526	q	Mr. Todd Carsen
Antiques	1822 38th St E	Minneapolis, MN	55407	721-8958	m	Mr. Paul Artchism
Appliance & TV Service Co	3149 Nicollet Ave S	Minneapolis, MN	55408	827-2925	n	Mr. Mel Norlander
Appraisals Unlimited	4308 Park Ave S	Minneapolis, MN	55407	825-2945	u	
Aqua Top Co.	3453 Bloomington Ave S	Minneapolis, MN	55407	724-1681	m	Ms. Doris Sherer
Arrow Lock & Key Shop	1835 E. Lake Street	Minneapolis, MN	55407	721-3755	m	Mr. Donald Larson
Art Song's Wings	3753 Nicollet Ave S	Minneapolis, MN	55409	822-0619	n	Mr. Harold Prebish
Artcraft Engraving	4520 Cedar Ave S	Minneapolis, MN	55407	721-6166	m	Mr. Arthur Bauman
Artcraft Engraving Serv.	3659 Cedar Ave S	Minneapolis, MN	55407	721-6166		
Arthur John Erickson, Attorney	4205 28th Ave S	Minneapolis, MN	55406	721-3361	m	Mr. Arthur John Erickson
Associated Heating	4120 Cedar Ave S	Minneapolis, MN	55407	721-6617	m	Mr. J. Harper
Atlantic Press	3457 Chicago Ave S	Minneapolis, MN	55407	824-7322	m	Mr. Ralph Anderson
Attack Sports Clothing	3657 Cedar Ave S	Minneapolis, MN	55407	729-8889	m	Ms. Susan Kirkwood
Aunt Nora's Restaurant	2107 E. Lake Street	Minneapolis, MN	55407	729-9353	n	Mr. Phillip Salisbury
Aurora Signworks	3856 1st Ave S	Minneapolis, MN	55408	827-2267	u	
Avalon Cafe	1605 E. Lake Street	Minneapolis, MN	55407	721-4247	n	Mr. Byron Breault
Avanyu Gallery	4317 3rd Ave S	Minneapolis, MN	55408	825-0089	m	Mr. John Boler

Axis Interiors	4534 17th Ave S	Minneapolis, MN	55407	724-4369	m	Mr. T.P. McGraw
B & E Pest Control	3 E. 38th Street	Minneapolis, MN	55409	825-8087	m	Mr. Dennis Elliot
B&D Transmission Co.	3744 15th Ave S	Minneapolis, MN	55407	822-5756	m	Mr. James Brown
B. Keene Realty	3313 2nd Ave S	Minneapolis, MN	55408	823-3226	m	
BB Signworks	517 E. Lake Street	Minneapolis, MN	55408	824-8590	u	
BJ Buttons	1619 E. Lake Street	Minneapolis, MN	55407	722-2242	m	Mr. BJ Battaglia
BMS Messenger Service	3841 25th Ave S	Minneapolis, MN	55406	724-6363	m	Mr. Steven Bergner
Backdahl & Olson Plumbing	3157 Chicago Ave S	Minneapolis, MN	55407	827-3779	m	Mr. Rich Olson
Backstroms Autobody/Paint	3009 5th Ave S	Minneapolis, MN	55408	822-9618	m	
Baker Law Firm	3244 1st Ave S	Minneapolis, MN	55408	822-8920	m	Mr. Richard Baker
Bannochie Nursing Home	3515 2nd Ave S	Minneapolis, MN	55408	822-3600	p	Mr. Doug Bannochie
Bardwell Plumbing Company	4059 Chicago Ave S	Minneapolis, MN	55407	824-5529	m	Mr. Braxton Bardwell
Bea's Salon of Beauty	1515 Park Ave #1210	Minneapolis, MN	55404	824-2004	m	Ms. Bea Hall
Beason Motor Works	4301 30th Ave S	Minneapolis, MN	55406	721-6161	u	Mr. Michael Beason
Beauty Spot Hairstylists	3747 Cedar Ave S	Minneapolis, MN	55407	721-5079	n	Mr. Steve Hark
Beauty Spot II	3744 23rd Ave S	Minneapolis, MN	55407	724-5592	o	R.W. Bleckinger
Becklund Jewelers	1511 E. Lake Street	Minneapolis, MN	55407	729-4034	o	Mr. Wayne Becklund
Beek's King of Pizza	4132 Bloomington Ave S	Minneapolis, MN	55407	827-3701	o	Mr. Chris Zimmerman
Bell Optometry	3005 Cedar Ave S	Minneapolis, MN	55407	722-3272	m	Dr. Charles Bell
Belleson's TV/Stereo Rep.	348 E. 38th Street	Minneapolis, MN	55409	822-5850	m	Mr. Francis Belleson
Ben's Standard Service	3601 Nicollet Ave S	Minneapolis, MN	55409	823-9762	n	Mr. Benjamin Vincent
Benson Tax Service	3109 Bloomington Ave S	Minneapolis, MN	55407	729-3001	m	Mr. Peter Benson
Bergen's Red Owl	4715 Cedar Ave S	Minneapolis, MN	55407	724-1133	p	Mr. Steve Bergen
Berry Porcelain Studio	4015 10th Ave S	Minneapolis, MN	55407	822-6247	m	
Best-Way Building Maint.	4629 17th Ave S	Minneapolis, MN	55407	724-1817	m	Mr. Wallace Seck
Big G Imports Co.	3021 5th Ave S	Minneapolis, MN	55408	822-7285	m	Mr. John Galarneault
Bill's Barber Shop	715 E. Lake Street	Minneapolis, MN	55407	823-4554	m	Mr. William Abel
Black & Snowden Dental	409 E. 38th Street	Minneapolis, MN	55409	827-1777	m	Dr. Joy Snowden
Bloomington Ave. Superette	3457 Bloomington Ave S	Minneapolis, MN	55407	729-5583	m	Mr. Michael Meda



Bloomington Lake Chiropractic	3105 Blmtn Ave S	Minneapolis, MN	55407	729-5449	m	Dr. D.L. Satterberg
Bloomington Lake Dental Clinic	3042 Bloomington Ave S	Minneapolis, MN	55407	729-2393	m	Dr. Gary Rohrer
Bloomington Radio & TV	4217 Bloomington Ave	Minneapolis, MN	55407	721-2445	m	Mr. Dave Miskowiec
Bloomington Lake Clinic	3017 Bloomington Ave S	Minneapolis, MN	55407	721-6511	p	Mr. Robert Vogel
Bolduc Construction Co.	3812 43th Ave S	Minneapolis, MN	55406	729-3963	m	
Bong Dental Office	2213 38th St E	Minneapolis, MN	55407	724-5771	m	Dr. Douglas Bong
Bottoms Up	3404 Cedar Ave S	Minneapolis, MN	55407		m	Mr. W. Wickstrom
Bowler Co. Plmbg/Htg.	511 E. Lake Street	Minneapolis, MN	55408	823-5253	p	Mr. Thomas Bowler
Boy's Club of Mpls.	3644 Chicago Ave S	Minneapolis, MN	55407	822-3191	n	Mr. James Crotte
Boyum Builders	4443 Hiawatha Ave S	Minneapolis, MN	55406	722-9730	m	Mr. Jim Boyum
Brink Ins./ State Farm	4555 34th Ave S	Minneapolis, MN	55406	721-5555	m	Mr. Clyde Brink
Briscoes Silv S. Catering	1852 38 St E	Minneapolis, MN	55407	729-7848	p	Mr. Charles Briscoe
Broadway Sewing Center	4251 Nicollet Ave S	Minneapolis, MN	55409	827-7270	m	Mr. Harold Dockendorf
Brooks Superette	3500 Chicago Ave S	Minneapolis, MN	55407	822-2858	m	Mr. Quentin Pratt
Broom Service	2845 16th Ave S	Minneapolis, MN	55407	722-2404	o	Ms. Joyce Wisdom
Budget Projector Repair	4309 5th Ave S	Minneapolis, MN	55409	827-3897	u	
Burman & Burman Auction	3509 3rd ave S	Minneapolis, MN	55408	824-8495	o	Ms. Dawn Burman
Burns Tax Service	3046 Bloomington Ave S	Minneapolis, MN	55407	724-3088	m	Mr. Jim Burns
Bush Terrace Apartments	4040 15th Ave S	Minneapolis, MN	55407	823-4559	m	
By-West Mach. & Engineer.	3751 Bloomington Ave S	Minneapolis, MN	55407	729-4753	m	Mr. David Westby
Byrd's Maintenance Co.	364 E. 44th Street	Minneapolis, MN	55409	825-9969	m	Mr. W.C. Byrd
C&L Landscape & Garden	4000 4th Sve S	Minneapolis, MN	55409	824-3133	o	Mr. Matthew Little
Calin Company	4448 18th Ave S	Minneapolis, MN	55407	724-8032	m	Mr. Douglas Calin
Care & Share Connection	1523 E. Lake Street	Minneapolis, MN	55407	722-5805	u	
Carlson Clock Service	1516 E. Lake Street	Minneapolis, MN	55407	824-7790	m	Mr. Daryl Carlson
Carlson, Bloemendaal, Rolli	2241 38th St E	Minneapolis, MN	55407	721-4988	m	Mr. Arthur Bloemendaal
Carol's Family Hair Center	1311 E. Lake Street	Minneapolis, MN	55407	721-6362	m	Ms. Carol Haugen
Cat's Eye Promotional Art	3510 23rd Ave S	Minneapolis, MN	55407	721-4760	u	
Cedar Ave Auto Upholstery	3403 Cedar Ave S	Minneapolis, MN	55407	729-3223	m	Mr. Ralph Beelow

Cedar Avenue Mobile	4301 Cedar Ave S	Minneapolis, MN	55407	729-8246	m	Mr. Gary Gorte
Cedar Dental Clinic	3604 Cedar Ave S	Minneapolis, MN	55407	729-7329	o	Dr. M.R. Bjerken
Cedar Inn	4155 Cedar Ave S	Minneapolis, MN	55407	729-9785	m	
Cedar Lake Floral Co.	1822 E. Lake Street	Minneapolis, MN	55407	729-7337	n	Mr. Arnold Rehmann
Cedar Marketplace	4164 Cedar Ave S	Minneapolis, MN	55407	724-0561	m	Mr. Harold Posoff
Cedar Orthodontic Assoc.	3604 Cedar Ave S	Minneapolis, MN	66507	724-3333	m	Dr. William Liljemark
Cedar Pet Clinic	3447 Cedar Ave S	Minneapolis, MN	55407	721-7431	n	Dr. John Baillie
Cedar Radio & TV	4134 Cedar Ave S	Minneapolis, MN	55407	722-7979	m	Mr. Albert Duschik
Cenotaph	4228 Park Ave S	Minneapolis, MN	55407	827-2689	m	Mr. Michael Dercks
Century 21 Parkway	4600 Bloomington Ave S	Minneapolis, MN	55407	827-3781	p	Mr. Jeff Byrd
Century 21/Norm's Realty	4145 28th Ave S	Minneapolis, MN	55406	722-6641	m	Mr. Norm Stafsholt
Century Sign & Advertising	1705 E. Lake Street	Minneapolis, MN	55407	721-4486	m	Mr. Michael Felming
Chatterbox Tavern	2229 35th St E	Minneapolis, MN	55407	722-4116	n	Attention: Geri
Chem Dry By Viking	3640 20th Ave S	Minneapolis, MN	55407	729-2027	m	Mr. Gary Eikum
Chicago Avenue Lawyers	4749 Chicago Ave S	Minneapolis, MN	55407	822-4277	m	Mr. John DeMoss
Chicago Floral Co.	4351 Chicago Ave S	Minneapolis, MN	55407	822-3173	o	Ms.. Janet Vasatka
Chicago Lake Liquor Store	825 E. Lake Street	Minneapolis, MN	55407	825-4401	p	Mr. Darrell Ansel
Chicago Tailors & Cleaners	3807 Chicago Ave S	Minneapolis, MN	55407	824-2370	m	Mr. Sam Meiersdorf
ChildCare Resource Center	3602 4th ave S	Minneapolis, MN	55409	823-5261	n	Mr. James Nicholle
ChildCare Workers Alliance	3602 4th Ave S	Minneapolis, MN	55409	823-5922	n	Ms. Margaret Boyer
China Palace Enterprise	3801 Bloomington Ave S	Minneapolis, MN	55407	722-5512	m	Mr. Wei Wang
Christian Educ. Dev. Inc.	3749 Cedar Ave S	Minneapolis, MN	55407	721-5396	m	Mr. Marvin Bentfield
Chuck's Used Cars	1801 E. Lake Street	Minneapolis, MN	55407	721-8840	m	Mr. Charles Wentworth
Church's Fried Chicken	121 E. Lake Street	Minneapolis, MN	55408	825-3655	n	Mr. Alex Stavely
Cicero's BBQ	513 E. Lake Street	Minneapolis, MN	55408	823-9421	u	
Cirkl Roofing Inc.	4150 30th Ave S	Minneapolis, MN	55406	722-9810	n	Mr. Thomas Cirkl
Citrowski Welding Co.	3750 Cedar Ave S	Minneapolis, MN	55407	721-7370	m	Mr. Edward Citrowski
City Dodge Center Inc.	1201 E. Lake Street	Minneapolis, MN	55407	729-6006	p	Mr. Ruben Przybilla
City Group Home Inc.	3220 16th Ave S	Minneapolis, MN	55407	729-0556	n	Ms. Deb Riba

City Inc.	1545 E. Lake Street	Minneapolis, MN	55407	724-3689	o	Ms. Diane Cola
Clark Oil Service Station	1901 E. Lake Street	Minneapolis, MN	55407	724-4604	m	Ms. Theresa Borah
Clark's TV & Radio	3547 Cedar Ave S	Minneapolis, MN	55407	724-2551	m	Mr. Lyman Clark
Cliff's APCO Station	1717 38th St E	Minneapolis, MN	55407	721-1-61	m	Mr. Robert Hoffman
Clippin' Along	4156 Cedar Ave S	Minneapolis, MN	55407	724-2402	m	Mr. M. Benolkin
Clyde's Service Station	1400 38th St E	Minneapolis, MN	55407	822-6144	m	Mr. Clyde Varner
Council of Churches/Ind. Wk	3045 Park Ave S	Minneapolis, MN	55407	827-1795	o	Ms. Mary Ellen Dumas
Coag Systems Inc.	3243 Cedar Ave S	Minneapolis, MN	55407	724-8962	m	Mr. Ronald Stovern
Coat of Many Colors	3112 Park Ave S	Minneapolis, MN	55407	825-1801	u	
Coleman Industries	3600 Cedar Ave S	Minneapolis, MN	55407	724-8554	m	
Commercial Interiors Corp.	4551 Bloomington Ave S	Minneapolis, MN	55407	721-2457	m	Mr. Steve Orfield
Computer Stuff	4606 Chicago Ave S	Minneapolis, MN	55407	825-2674	m	
Consignment Systems	4118 Cedar Ave S	Minneapolis, MN	55407	721-2883	m	Mr. David Nygren
Cooper Meat Market	4458 34th Ave S	Minneapolis, MN	55406	729-5848	m	Mr. Clement Cooper
Copper Skillet Cafe	1839 42nd St E	Minneapolis, MN	55407	729-9952	m	Mr Carl Pearson
Council Thrift Shop	3010 Bloomington Ave S	Minneapolis, MN	55407	729-6131	m	Ms. Judy Traub
Country Club Market	4137 Bloomington Ave S	Minneapolis, MN	55407	729-8371	p	Manager
Cremation Society of MN	4343 Nicollet Ave S	Minneapolis, MN	55409	825-2435	n	Mr. Kevin Waterston
Crosstown Machine	4204 13th Ave S	Minneapolis, MN	55407	824-5646	m	Mr. Kelvin Olson
Curran's Family Restaurant	4201 Nicollet Ave S	Minneapolis, MN	55409	822-5327	p	Mr. Dennis Curran
Custom Catering	3505 23rd Ave S	Minneapolis, MN	55407	729-8478	n	Mr. Carl Carter
Custom Framers/Decorators	4148 28th Ave S	Minneapolis, MN	55406	722-6500	m	Ms. Kathleen Lakedon
D & M Bus Company	3215 22nd Ave S	Minneapolis, MN	55407	724-7565	u	
Daga Design	4504 34th Ave S	Minneapolis, MN	55406	724-6487	n	Daga Maignon
Dairy Queen Braziers	3747 13th Ave S	Minneapolis, MN	55407	822-2393	n	Mr. Ted Lekas
Dana Nelson Inc.	3641 Chicago Ave S	Minneapolis, MN	55407	823-4146	n	Mr. Ken Bottger
Danish American Center	4200 Cedar Ave S	Minneapolis, MN	55407	729-3800	m	
Darlene's Flowers	337 E. 48th Street	Minneapolis, MN	55409	824-7077	m	Ms. Darlene Baysinger
Darling Drapery/Carpet Cleaning	4805 Nicollet Ave S	Minneapolis, MN	55409	827-5461	m	Mr. E. E. Loeffker

Dave's Popcorn	1848 38th St E	Minneapolis, MN	55407	724-3115	m	Ms. Beverly Gustafson
Day Activities Center, Mpls	2730 E. 31st Street	Minneapolis, MN	55407	729-7381	o	Ms. Diane Crogstad
DeNio Design	323 E. Lake Street	Minneapolis, MN	55408	822-5858	m	Mr. Q.R. DeNio
Dealers	4700 Chicago Ave S	Minneapolis, MN	55407	822-6360	m	Mr. Thomas Wang
Dean The Barber	407 E. Lake Street	Minneapolis, MN	55408	823-7557	m	Mr. Dean Flynn
Debbie's Doll House	4505 Nicollet Ave S	Minneapolis, MN	55409	824-4900	m	Mr. James Humphreys
Deck's Appliance Store	3616 Cedar Ave S	Minneapolis, MN	55407	721-2476	n	Mr. Charles Deck
Dee's Custom Upholstering	3343 Nicollet Ave S	Minneapolis, MN	55408	823-1095	m	Mr. Charles Magnuson
Deko Factory Service Inc.	3048 Bloomington Ave S	Minneapolis, MN	55407	721-6651	m	Mr. John Schnabel
Design & Graphics	4936 Elliot Ave S	Minneapolis, MN	55407	823-4444	m	
Dick's Hairstyling	3800 28th Ave S	Minneapolis, MN	55406	724-3773	n	Mr. Richard Barnd
Dick's Metro. Carpet Inc.	4737 Chicago Ave S	Minneapolis, MN	55407	827-5646	n	Mr. Dick Pitheon
Doctors Business Bureau	3100 Chicago Ave S	Minneapolis, MN	55407	827-5651	n	Ms. Sandy Ray
Domino's Pizza	717 E. Lake Street	Minneapolis, MN	55407	827-5521	o	Mr. Steve Grebner
Domino's Pizza	4054 Chicago Ave S	Minneapolis, MN	55407	823-1472	u	
Don's Hairstyling	4557 Bloomington Ave S	Minneapolis, MN	55407	724-7773	m	Mr. Don Sandberg
Double Wear Shoe Co.	315 E. Lake Street	Minneapolis, MN	55408	827-3529	m	Mr. Harry Kuechle
Dr. Robert Danberg	3958 Bloomington Ave S	Minneapolis, MN	55407	824-6195	m	Dr. Robert Danberg
Dunn's Garage	3446 Bloomington Ave S	Minneapolis, MN	55407	721-3647	m	Mr James Lowthian
Duo-Sonic	1525 E. Lake Street	Minneapolis, MN	55407	721-6668	o	Mr. Gary Dagget
E & K Carpets	3100 Cedar Ave S	Minneapolis, MN	55407	724-1969	m	Mr. Dwayne Church
Early Learning	3401 Chicago Ave S	Minneapolis, MN	55407	822-6141	m	Ms. Patty Park
East Asian Coop	1517 E. Lake Street	Minneapolis, MN	55407	722-3663	u	
Ebony Interiors	3921 Portland Ave S	Minneapolis, MN	55407	822-2608	m	Mr. Daniel Davis
Eckel Sign & Advertising	3500 Bloomington Ave S	Minneapolis, MN	55407	721-3456	m	Mr. David Eckel
Econ Control Inc.	3100 Chicago Ave S	Minneapolis, MN	55407	827-7617	m	Mr. William Porter
Eddie's Auto Sales	3308 46th Ave S	Minneapolis, MN	55406	721-5187	m	Mr. Eddie Jones
Edward Swanson Co.	1715 E. Lake Street	Minneapolis, MN	55407	724-5442	m	Mr. Glenn Erickson
Ej's True Value Hardware	4325 Nicollet Ave S	Minneapolis, MN	55409	823-6244	m	Mr. Wayne Glanton

Elias Sales & Service	2716 E. 31st Street	Minneapolis, MN	55407	721-1825	n	Mr. T. J. Elias
Energy Efficient Exterior	4612 Columbus Ave S	Minneapolis, MN	55407	827-7728	m	
Etosha's Specialty & Gift	3125 Nicollet Ave S	Minneapolis, MN	55408	823-4687	u	Dr. Hendricks
Everett's Food	3809 Cedar Ave S	Minneapolis, MN	55407	721-2439	o	Ms. Nancy Colon
Everett's Foods Inc.	1833 38th St E	Minneapolis, MN	55407	729-6626	n	Mr. Gary Debriyn
Excel Carpet Installation	3647 Cedar Ave S	Minneapolis, MN	55407	729-8373	m	Mr. Bill Williams
Excell Radiator Service	1400 38th St E	Minneapolis, MN	55407	823-4634	m	Mr. Brian Barner
Executive Services	3520 Park Ave S	Minneapolis, MN	55407	823-2055	p	Ms. Donna Risdall
Expert Auto Body	4556 34th Ave S	Minneapolis, MN	55406	722-9070	m	Mr. Ronald Weiss
F & G Consignment Shop	347 E. 38th Street	Minneapolis, MN	55409	825-6044	m	Mr. Francis Bellesen
F & R Inc.	410 E. Lake Street	Minneapolis, MN	55408	823-5557	m	Mr. Dewey Schrade
FBH Executive Protection	3341 Portland Ave S	Minneapolis, MN	554-7	823-5188	u	
Falconer's Clnrs. & Lndr.	1229 E. Lake Street	Minneapolis, MN	55407	721-4801	q	Mr. Roger Vartdal
Falk Landscaping Service	4712 Cedar Ave S	Minneapolis, MN	55407	722-9331	m	Mr. Arnold Falk
Family & Children's Service	310 E. 38th Street	Minneapolis, MN	55409	822-2317	m	Mr. Willy Garrett
Family Dental Associates	3801 Nicollet Ave S	Minneapolis, MN	55409	825-7835	n	Dr. Fred Sharpe
Fan-Fan-Man Appliance	3900 Cedar Ave S	Minneapolis, MN	55407	724-3441	m	
Fantastitch Designs	2716 E. 31st Street	Minneapolis, MN	55407	721-8816	m	Ms. Sue Elias
Fastop Superette	4401 Nicollet Ave S	Minneapolis, MN	55409	822-9134	o	Mr. Jim Keating
Fatracks on Chicago	3510 Chicago Ave S	Minneapolis, MN	55407	824-1200	n	Mr. Doug Trego
Fetcher Radiator & Mflr.	1111 E. Lake Street	Minneapolis, MN	55407	729-9555	m	Mr. Eugene Fechter
Fine Woodworking Company	3010 22nd Ave S	Minneapolis, MN	55407	721-3480	m	Mr. Dennis Dagan
Finer Meat Company	3747 Nicollet Ave S	Minneapolis, MN	55409	823-4494	m	Mr. Tim Knopic
Finger Paints	4123 26th Ave S	Minneapolis, MN	55406	729-1184	m	
First Bank Bloomington Lake	1527 E. Lake Street	Minneapolis, MN	55407	721-8600	q	Ms. Dawn Morin
First Federal S & L Assn.	809 E. Lake Street	Minneapolis, MN	55407	823-6228	n	Ms. Sharon Menamy
Fishing Hole	3801 Cedar Ave S	Minneapolis, MN	55407	721-3157	m	Mr. B. Odenthal
Fjelde Furniture Workshop	8 E. 32nd Street	Minneapolis, MN	55408	824-4141	m	Mr. Ralph Popehn
Frank's Foreign Car Service	3701 Cedar Ave S	Minneapolis, MN	55407	724-4300	m	Mr. L. Musgrave

Franklin Electric Inc.	4600 Chicago Ave S	Minneapolis, MN	55407	827-2903	o	Mr. George Bruestle
Free Store	3123 Nicollet Ave S	Minneapolis, MN	55408	824-5477	m	
Frenz Woodcraft	3254 16th Ave S	Minneapolis, MN	66507	724-3108	m	Mr. Mark Frenz
Fresh Air Radio/KFAI	3104 16th Ave S	Minneapolis, MN	55407	721-5011	m	Mr. Everette Forte
Fridlund Hardware	3107 Nicollet Ave S	Minneapolis, MN	55408	823-7198	m	
Furniture Barn Inc.	2019 E. Lake Street	Minneapolis, MN	55407	724-5407	n	Mr. James Graham
Furniture Liquidators	3725 Chicago Ave S	Minneapolis, MN	55407	823-5256	q	Mr. David Johnson
G & S Roofing Inc.	3115 Nicollet Ave S	Minneapolis, MN	55408	822-0260	m	Mr. Charlie Gumingo
GTC Auto Parts Pro	3541 Cedar Ave S	Minneapolis, MN	55407	721-2441	m	Mr. Bruce Larson
Gallagher Investigations	4215 11th Ave S	Minneapolis, MN	55407	827-1129	m	
Gallick Electronics	3209 Nicollet Ave S	Minneapolis, MN	55408	823-1332	m	Mr. Bob Gallick
Genesis II	310 E. 38th Street	Minneapolis, MN	55409	348-2762	n	Ms. Kate Speltz
Gestalt Institute	4700 1st Ave S	Minneapolis, MN	55408	827-3305	o	Ms. Kate Johnson
Gilberg Piano Tuning	4752 Park Ave S	Minneapolis, MN	55407	824-5277	m	Mr. Donald Gilberg
Gilbert Mechanical Contr.	3012 Clinton Ave S	Minneapolis, MN	55408	823-9156	n	Mr. Dan Gilbert
Glad Creations Quilt Bl.	3400 Bloomington Ave S	Minneapolis, MN	55407	724-1079	m	Ms. Gladys Raschka
Glanton Construction Co.	4001 15th Ave S	Minneapolis, MN	55407	825-6822	p	Mr. Wayne Glanton
Gold Star Restaurant Service	3433 17th Ave S	Minneapolis, MN	55407	722-5342	m	Mr. Sylvester Schmoll
Golden Flair Beauty Salon	715 E. Lake Street	Minneapolis, MN	55407	824-4589	m	Ms. Joy Anderson
Golden Frame Beauty Salon	812 38th St E	Minneapolis, MN	55407	824-9676	m	Mr. Mark Gay
Goodwill Industries Inc.	4020 Bloomington Ave S	Minneapolis, MN	55407	823-4855	o	Ms. Joni Kutson
Gopher State Venetian Blinds	3653 Chicago Ave S	Minneapolis, MN	55407	823-3201	m	
Gopher Washer Parts Co.	3149 Nicollet Ave S	Minneapolis, MN	55408	827-1400	m	Mr. Melville Norlander
Grande View Marketing	4732 17th Ave S	Minneapolis, MN	55407	721-4651	m	
Greenware Gallery	3441 Cedar Ave S	Minneapolis, MN	55407	729-5349	m	Mr. John Schreiver
Griswold Typewriter	3111 Nicollet Ave S	Minneapolis, MN	55408	827-4741	m	Mr. Joseph Helik
Gruett Towing	4319 Cedar Ave S	Minneapolis, MN	55407	729-2065	m	Mr. Jeff Gruett
Guild Art Corp.	3718 Chicago Ave S	Minneapolis, MN	55407	823-7206	m	Mr. Wallace Rice
H P International	4741 Chicago Ave S	Minneapolis, MN	55407	823-5942	m	Mr. Gerald Provost

Hairizon	4211 Bloomington Ave S	Minneapolis, MN	55407	729-5166	m	Ms. Karen Dorre
Hallmark Cleaners	4705 Cedar Ave S	Minneapolis, MN	55407	724-7636	m	Ms. Jerrilyn Remarcik
Hansen Automotive	4500 Chicago Ave S	Minneapolis, MN	55407	822-8005	m	Mr. Ted Hansen
Hansen Radiator Exchange	1837 E. Lake Street	Minneapolis, MN	55407	729-6084	m	Mr. William Pukal
Harambe Community Group Home	3301 3rd Ave S	Minneapolis, MN	55408	824-0113	u	
Harold's Pharmacy	4159 Cedar Ave S	Minneapolis, MN	55407	721-1607	n	Mr. Harold K. Miller
Haugen/Kennedy Advertising	3722 Chicago Ave S	Minneapolis, MN	55407	824-0773	m	Mr. William Kennedy
Heatmakers	1601 38th St E	Minneapolis, MN	55407	722-2919	m	Mr Roger Yackley
Helen's Beauty Nook	4001 Cedar Ave S	Minneapolis, MN	55407	729-5158	m	Ms. Helen Ellis
Henriksen/Haugne Body Shop	3527 Chicago Ave S	Minneapolis, MN	55407	824-9114	m	Mr. John Henriksen
Henry Anderson Mortuary	3640 23rd Ave S	Minneapolis, MN	55407	729-2331	n	Mr. Westin Anderson
Herbalife Distributors	4609 30th Ave S	Minneapolis, MN	55406	722-7320	u	Mr. James Schmidt
Hiawatha Golf Course	4553 Longfellow Ave	Minneapolis, MN	55407	724-7715	o	Mr. Robert Nordstrom
Hiawatha YMCA	4100 28th Ave S	Minneapolis, MN	55406	729-7397	m	Mr. Gary Lewis
Hirshfield's Paints	325 E. Lake Street	Minneapolis, MN	55408	823-7209	m	Mr. Mark Prins
Holly Sales & Service	1815 41st St E	Minneapolis, MN	55407	721-7239	m	Mr. Lloyd Ellringer
Holzemer Photography	3448 Chicago Ave S	Minneapolis, MN	55407	824-3874	m	Mr. Buck Holzemer
Home-Away Infants Shelter	3103 Columbus Ave S	Minneapolis, MN	55407	823-1473	n	Mr. John Raun
Hosmer Library	347 E. 36th Street	Minneapolis, MN	55409	824-4848	m	Ms. Elizabeth Dussol
House of Breakfast	3733 Chicago Ave S	Minneapolis, MN	55407	823-3703	m	Ms. Melissa Fontana
Howell Home Improvement	628 31st Street E	Minneapolis, MN	55407	825-2405	m	Mr. James E Howell
Howell Home Improvement	628 E. 31st Street	Minneapolis, MN	55407	825-4043	m	Mr. James E. Howell
Hughes Heating & Plumbing	331 E. Lake Street	Minneapolis, MN	55408	825-6339	m	Mr. Donald Hughes
IE Associates Inc.	3704 11th Ave S	Minneapolis, MN	55407	823-3154	m	
Independence Crossroads	4240 4th Ave S	Minneapolis, MN	55408	822-5655	n	Ms. Monica Crowley
Ingebretson's Scand. Ctr.	1601 E. Lake Street	Minneapolis, MN	55407	729-9391	m	Mr. Charles Ingebretson
Innovative Systems Design	3031 14th Ave S	Minneapolis, MN	55407	729-9193	m	Mr. Lyle Amundson
Intl. Photographics	1832 38th St E	Minneapolis, MN	55407	729-8803	m	Mr. Patrick Kem
Irish Too Pub	210 E. Lake Street	Minneapolis, MN	55408	823-6016	n	Mr. Robert Wallick

J&D Business Advertising	3837 10th Ave S	Minneapolis, MN	55407	822-6369	u	
JBS Maintenance Inc.	3736 Bloomington Ave S	Minneapolis, MN	55407	823-7447	m	
JD's Towing	3753 28th Ave S	Minneapolis, MN	55406	724-5852	m	
Jack's Vacuum Center	4501 Nicollet Ave S	Minneapolis, MN	55409	823-6680	m	Mr. R. Davis
Jakeeno's Pizza	3555 Chicago Ave S	Minneapolis, MN	55407	825-6827	o	Mr. Jack Keegan
Jarnberg Tile Co.	4400 17th Ave S	Minneapolis, MN	55407	722-0491	m	Mr. John Jarnberg
Jeanett's K-9 Boutique	4213 Bloomington Ave S	Minneapolis, MN	55407	724-4201	m	Ms. Jeanett Kapphahn
Jensen TV Service	4245 Nicollet Ave S	Minneapolis, MN	55409	824-4456	m	Mr. Joe Jensen
Jersey's Sports Bar	111 E. Lake St.	Minneapolis, MN	55408	823-3821	o	Mr. Ted Hunter
Jesse James Painting/Decor.	4821 4th Ave S	Minneapolis, MN	55408	822-8341	m	Mr. Jesse James
Jim's Auto Repair	3701 Nicollet Ave S	Minneapolis, MN	55409	824-0448	m	Mr. James Brown
Jim's Radiator Service	3745 Chicago Ave S	Minneapolis, MN	55407	827-3993	m	Mr. Jim Lodahl
Jim's Roofing Inc..	3220 Bloomington Ave S	Minneapolis, MN	55407	724-3764	m	Mr. Jim Hegge
Johnson's Dairy Home Shop	340 E. 46th Street	Minneapolis, MN	55409	823-8500	m	Mr. Howard Johnson
Josephson Transfer	4117 15th Ave S	Minneapolis, MN	55407	827-3133	n	Mr. Kevin Hagen
Kadel Roofing	3216 30th Ave S	Minneapolis, MN	55406	721-7710	m	Mr. Fred Kadel
Kar Park Signs	719 E. Lake Street	Minneapolis, MN	55407	824-4402	m	Mr. Sam Yates
Karl's Cycle Shop	4141 Cedar Ave S	Minneapolis, MN	55407	729-9391	m	Mr. Paul Newcomb
Kay's Consignment	1403 38th St E	Minneapolis, MN	55407	823-5652	m	Ms. Kay Hanson
Kelley Hauling Services	3930 3rd Ave S	Minneapolis, MN	55408	825-1823	m	Mr. P.T. Jacox
Kelley Kleen Inc.	4307 Nicollet Ave S	Minneapolis, MN	55409	825-7710	n	Ms. Margret Kelley
Kentucky Fried Chicken	4537 Nicollet Ave S	Minneapolis, MN	55409	822-0395	o	Mr. Felix Kerawala
King Oil/Jerry's Service	4000 Bloomington Ave S	Minneapolis, MN	55407	823-2294	m	Mr. Gerald Adams
Kirk's Mobile Service Station	400 E. 46th street	Minneapolis, MN	55409	823-9929	m	Mr. Kirk Anderson
Knutone Recording	4716 4th Ave S	Minneapolis, MN	55409	827-7232	m	Mr. Gordon Knudtson
Knutsen Representing	4124 22nd Ave S	Minneapolis, MN	55407	722-2819	u	Jan Knutson
Koch Filter of MN	3753 Bloomington Ave S	Minneapolis, MN	55407	724-1274	m	Mr. Dick Buelow
Kozak The Groomer	4257 Nicollet Ave S	Minneapolis, MN	55409	823-1733	m	Mr. Bo Kozak
Kwong Tung Foods Inc.	1840 38th St E	Minneapolis, MN	55407	722-9501	n	Ms. Vieta Wang



L.K. Olson Hardware	4208 28th Ave S	Minneapolis, MN	55406	722-8602	m	Mr. Leroy Fish
LMS Diagnostic Products	4916 1st Ave S	Minneapolis, MN	55408	822-7123	u	
LaPigale Vietnamese Restaurant	3027 Chicago Ave S	Minneapolis, MN	55407	822-1552	m	
Lady Travis Hair	3753 4th Ave S	Minneapolis, MN	55409	825-5181	m	Ms. Cornelia Travis
Lai Inn Chow Mein	4215 Bloomington Ave S	Minneapolis, MN	55407	722-6274	m	Mr. King Tong Lueng
Lake Inn	4204 28th Ave S	Minneapolis, MN	55406	729-0911	m	Mr. J. Arcellano
Lakes Realty Inc.	3211 Nicollet Ave S	Minneapolis, MN	55408	724-4948	u	Mr. Russ Kedrowski
Lar's Upholstery	3449 Bloomington Ave S	Minneapolis, MN	55407	721-2351	m	Mr. Lars Tysk
Launderette & Grocery	3803 Chicago Ave S	Minneapolis, MN	55407	827-9081	u	
Lawnmasters Landscaping	4921 2nd Ave S	Minneapolis, MN	55408	822-5210	u	Mr. Randy Johnson
Lee's Chow Mein	4209 28th Ave S	Minneapolis, MN	55406	721-4565	m	Mr. Wing F. Lee
Lee's Cleaners & Launderers	3510 Cedar Ave S	Minneapolis, MN	55407	720-2053	m	Mr. Lee Poppenhagen
Legal Ease	4606 Chicago Ave S	Minneapolis, MN	55407	827-3623	m	Ms. Mary Stone
Lemmer's Glass Specialty	4136 21st Ave S	Minneapolis, MN	55407	722-4742	u	
Len's Barber Shop	3746 Cedar Ave S	Minneapolis, MN	55407	724-9150	m	Mr. Len Deutsch
Libman Piano Tuning	4343 Cedar Ave S	Minneapolis, MN	55407	722-0051	m	Mr. Shel Libman
Lighting Specialties Inc.	3753 Cedar Ave S	Minneapolis, MN	55407	722-2051	n	Mr. Sherman Grossman
Lincoln Superette	3159 Chicago Ave S	Minneapolis, MN	55407	824-3064	u	
Loftis Tailorship	3751 Nicollet Ave S	Minneapolis, MN	55409	824-5705	m	Mr. Matron Loftis
Louis-Lee Company	3215 23rd Ave S	Minneapolis, MN	55407	722-8405	u	Mr. Atchinson
Louise Beauty Salon	408 E. 48th Street	Minneapolis, MN	55409	823-1929	m	Ms. Louise Patek
Lovelette Transfer Co. Inc.	3804 22nd Ave S	Minneapolis, MN	55407	722-3300	m	Mr. John Lovelette
Lufrano's Italian Restaurant	4257 Nicollet Ave S	Minneapolis, MN	55409	823-5788	n	Ms. Mary Kozak
Lynette's Hair Concepts	3757 Cedar Ave S	Minneapolis, MN	55407	721-6390	m	Ms. Lynette Vice
M & M Coach Sales	4516 Chicago Ave S	Minneapolis, MN	55407	822-5745	m	Mr. Paul Holmberg
M & M Kid Co.	4600 Chicago Ave S	Minneapolis, MN	55407	824-0459	m	
ML Enterprises	3544 15th Ave S	Minneapolis, MN	55407	722-9168	m	Mr. S.E. Larson
MN Citizens Concern Life	4249 Nicollet Ave S	Minneapolis, MN	55409	825-6831	m	Mr. Leo LaLonde
MN Council on Health	4817 12th Ave S	Minneapolis, MN	55407	822-2051	u	

MN Craftmaster's Construction	4842 4th Ave S	Minneapolis, MN	55408	827-4400	u	Mr. Gordon Mattson
MN Sunday School Assn.		Minneapolis, MN	55406	729-4384	m	
MN Sword Club	4744 Chicago Ave S	Minneapolis, MN	55407	825-9935	u	
MN T'AI Chi Ch'uan Assn.	1843 E. Lake Street	Minneapolis, MN	55407	729-6220	m	
Maaco Auto Painting	2005 E. Lake Street	Minneapolis, MN	55407	721-6648	m	Mr. Robert Langer
Mack Automotive	3611 Nicollet Ave S	Minneapolis, MN	55409	823-3723	m	
Mad Mad Mexican	2129 E. Lake Street	Minneapolis, MN	55407	729-9630	m	Mr. John Johnson
Madhatter Press	3101 12th Ave S	Minneapolis, MN	55407	722-8951	u	Mr. Bob Payton
Mannstedt Steel	4801 Nicollet Ave S	Minneapolis, MN	55409	822-2144	m	Mr. J. Roddy
Mar Dean Draperies Inc.	4101 Chicago Ave S	Minneapolis, MN	55407	827-2671	n	Mr. Dean Zickert
March House	3159 Park Ave S	Minneapolis, MN	55407	822-2165	n	Ms. Julie Miller
Marchetti Art Co.	3302 Portland Ave S	Minneapolis, MN	55407	827-5437	m	Mr. Daniel Marchetti
Mario's Ristorante	3748 23rd Ave S	Minneapolis, MN	55407	721-3355	o	Ms. Linda Esposito
Market Press Inc.	3451 Cedar Ave S	Minneapolis, MN	55407	721-4401	n	Ms. Linda Keeley
Marlin's Standard Service	3800 Bloomington Ave S	Minneapolis, MN	55407	823-9947	n	Mr. Marlin Gens
Marquette Lake State Bank	919 E. Lake Street	Minneapolis, MN	55407	827-2691	p	Ms. Lois Allen
Marshalltown Instruments	3837 18th Ave S	Minneapolis, MN	55407	724-5440	m	Mr. Peter E. Moe
Master Plan Service Co.	4118 Cedar Ave S	Minneapolis, MN	55407	721-6338	m	Mr. Jack Greening
Masters Church/School Supply	4753 Chicago Ave S	Minneapolis, MN	55407	825-1216	m	Mr. Melvin Ellinger
Matt's Bar	3500 Cedar Ave S	Minneapolis, MN	55407		n	Mr. Matt Bristol
Mattress Furniture Closeout	1701 E. Lake Street	Minneapolis, MN	55407	724-8121	m	Mr. Ed Cottle
Mattress Liquidators	3725 Chicago Ave S	Minneapolis, MN	55407	823-5259	m	Mr. David Johnson
Mayday Bookstore	3200 Chicago Ave S	Minneapolis, MN	55407	822-3670	m	
McKinley House Publishing	3347 Oakland Ave S	Minneapolis, MN	55407	822-8810	m	Mr. Lawrence Owens
McMillian Construction Co.	4601 2nd Ave S	Minneapolis, MN	55408	824-0490	n	Mr. Steve McMillian
Merrill Accounting & Tax	1817 E. Lake Street	Minneapolis, MN	55407	721-5721	m	Mr. John Merrill
Merry Maids	4301 10th Ave S	Minneapolis, MN	55407	870-7960	m	Glen & Dawn Halvorsen
Merry Maids	4756 Chicago Ave S	Minneapolis, MN	55407	822-3294	o	Mr. Glenn Halvorsen
Metal Specialties	3641 Chicago Ave S	Minneapolis, MN	55407	823-8602	m	Mr. Cleon Sundby

Metropolitan Concrete	4509 34th Ave S	Minneapolis, MN	55406	721-5747	n	Mr. Richard Nelson
Minnehaha Family Health Care	4730 Chicago Ave S	Minneapolis, MN	55407	822-2488	n	Ms. Jean Lewis
Micro-Fab Inc.	4532 Chicago Ave S	Minneapolis, MN	55407	824-2617	o	Mr. Dennis Peterson
Midas Muffler Shop	601 E. Lake Street	Minneapolis, MN	55407	827-4628	m	Mr. Bob Henry
Midwest Challenge	3049 Columbus Ave S	Minneapolis, MN	55407	825-6871	o	Mr. Bob Guck
Midwest Floor Covering	4206 Cedar Ave S	Minneapolis, MN	55407	721-5755	o	Mr. Thomas Joing
Midwest Tile Company	3726 27th Ave S	Minneapolis, MN	55406	722-3523	m	Mr. Russell Hilgert
Midwest Transmission	3412 Cedar Ave S	Minneapolis, MN	55407	721-6634	m	Mr. Ralph Svec
Midwestern Mastic	3310 25th Ave S	Minneapolis, MN	55406	724-4002	m	Mr. Mark Ragg
Mill City Auto Body	3718 Chicago Ave S	Minneapolis, MN	55407	824-8317	m	Mr. Bill Dolezal
Miller Dental Office	4831 Nicollet Ave S	Minneapolis, MN	55409	822-2324	m	Dr. Jeffrey Miller
Miller Photography	3533 17th Ave S	Minneapolis, MN	55407	724-7590	u	Mr. David S. Miller
Minnesota Co-Act	310 E. 38th Street	Minneapolis, MN	55409	822-0132	m	Mr. Kojo Taylor
Mister Crown Barber Shop	348 E. 38th Street	Minneapolis, MN	55409	823-9818	m	Mr. Warren Watson
Mister Crown Record Inc.	350 E. 38th Street	Minneapolis, MN	55409	823-1111	m	Mr. Warren Watson
Modern Equipment Co.	3718 Cedar Ave S	Minneapolis, MN	55407	721-1634	o	Mr. Glen Gilbertson
Modern Window Shade Co.	3400 Cedar Ave S	Minneapolis, MN	55407		m	Mr. Arthur Quimby
Mor-Art Hair Fashions	4150 28th Ave S	Minneapolis, MN	55406	729-4921	m	Mr. Warner Northrup
Mpls. Brake Supply	3445 Cedar Ave S	Minneapolis, MN	55407	721-6320	m	
Mpls. Drafting School	3407 Chicago Ave S	Minneapolis, MN	55407	824-8321	n	Mr. Robert Casserly
Mpls. Granite & Marble	4400 Chicago Ave S	Minneapolis, MN	55407	822-3135	m	Mr. Jeffery Kivens
Mpls. Lock & Key	3131 Nicollet Ave S	Minneapolis, MN	55408	823-8148	m	Mr. Donald Dobs
Mpls. Refuse Inc.	4649 Bloomington Ave S	Minneapolis, MN	55407	721-7451	m	Mr. Cyril Baker
Mpls. Urban League	411 E. 38th Street	Minneapolis, MN	55409	827-5673	n	Mr. Gary Sudduth
Mr. Robert's Tap	P.O. Box 17135	Minneapolis, MN	55417	729-0975	m	Mr. Danny Clarkson
Ms. Linda's Quality Upholstery	3304 Chicago Ave S	Minneapolis, MN	55407	825-2726	m	Mr. George Hoffman
Murphy's Service	4501 Nicollet Ave S	Minneapolis, MN	55409	822-0201	m	Mr. Wayne Grover
My House Homestyle Childcare	4400 Columbus Ave S	Minneapolis, MN	55407	824-4594	m	
National Accounting Inc.	4553 34th Ave S	Minneapolis, MN	55406	729-8361	m	Mr. Joseph Howard

National Assn. Remodeling	4251 Chicago Ave S	Minneapolis, MN	55407	822-7854	m	Mr. Martin Schirber
Nebels Bakery	1819 E. Lake Street	Minneapolis, MN	55407	729-3383	m	Mr. Gernard Postuma
Nelson Remodeling	3708 Columbus Ave S	Minneapolis, MN	55407	724-2424	m	Mr. Gordon Nelson
Nelson Roofing	4237 Nicollet Ave S	Minneapolis, MN	55409	823-8264	n	Mr. Roger Nelson
Ness Electronics Inc.	3743 Nicollet Ave S	Minneapolis, MN	55409	824-2446	o	Mr. Donald Ness
New Central Auto Body	4737 Nicollet Ave S	Minneapolis, MN	55409	827-2589	n	Mr. Paul Blumer
New Mill Foods Inc.	3300 Chicago Ave S	Minneapolis, MN	55407	823-7980	m	
Nicollet Foods	3915 Nicollet Ave S	Minneapolis, MN	55409	822-6162	p	Mr. Mike Bean
Nicollet Hardware Inc.	3805 Nicollet Ave S	Minneapolis, MN	55409	822-3121	m	Mr. Steve Taylor
Nicollet Health Care Ctr.	4429 Nicollet Ave S	Minneapolis, MN	55409	827-5667	q	Mr. Scott Batulis
Nicollet Home Bakery	3749 Nicollet Ave S	Minneapolis, MN	55409	823-1741	n	Mr. Peter Ulmaniec
Nile Beauty Shop	2237 38th St E	Minneapolis, MN	55407	722-2656	m	Ms. Cynthia Hagen
Nile Health Care Center	3720 23rd Ave S	Minneapolis, MN	55407	724-5495	q	Ms. Julie Ditzler
Nile Pharmacy Inc.	2249 38th St E	Minneapolis, MN	55407	721-1623	o	Mr. Neil Thompson
Nokomis Cleaners & Launderers	3747 Bloomington Ave S	Minneapolis, MN	55407	721-6281	n	Mr. Gene McDonald
Nokomis Lanes	404 Bloomington Ave S	Minneapolis, MN	55407	827-1781	n	Mr. W. Simdorn
Norm's Electric Inc.	3725 Nicollet Ave S	Minneapolis, MN	55409	823-6773	m	Mr. Norman Hutflas
North Country Fine Arts	4158 18th Ave S	Minneapolis, MN	55407	724-5112	u	
North Country Floors	4205 31st Ave S	Minneapolis, MN	55406	724-6286	u	
North Star Shelter	3217 Nicollet Ave S	Minneapolis, MN	55408	827-3711	n	Ms. Debbie Mason-Moore
Northern Claims Assoc.	3054 Bloomington Ave S	Minneapolis, MN	55407	729-5334	n	Mr. Robert Mosedale
Northstar Audiology LTD	4116 Cedar Ave S	Minneapolis, MN	55407	729-4001	m	Dr. Susan Weber
Northstar Manufacturing	3206 Bloomington Ave S	Minneapolis, MN	55407	721-1785	n	Mr. Tom Spears
Northwest Auto Sales	3005 5th Ave S	Minneapolis, MN	55408	827-5738	m	Mr. William Sather
Northwest Clock Service	3401 Nicollet Ave S	Minneapolis, MN	55408	824-7100	m	Mr. Robert Guthier
Northwest Conference Office	4721 E. 31st Street	Minneapolis, MN	55407	721-4898	m	Mr. Jim Haglund
Norwest Bank Inc.	4712 Chicago Ave S	Minneapolis, MN	55407	372-0293	n	Mr. John Behlke
National Foundation-Cnty. Justice	P.O. Box 8779	Minneapolis, MN	55408	827-5606	m	Mr. Merrill Anderson
Nu Look Remodelers	621 38th St E	Minneapolis, MN	55407	823-8355	n	Mr. Robert Norton

Nursing Home Res. Advocate	3231 1st Ave S	Minneapolis, MN	55408	825-6861	n	Ms. Jones Knowlton
Nutone	911 40th St E	Minneapolis, MN	55407	475-3649	m	Mr. Frank Olson
Nye Professional Car Sales	4512 Chicago Ave S	Minneapolis, MN	55407	822-6428	m	Mr. Wilfred Nye
O'Donnell Paint & Body	1532 35th St E	Minneapolis, MN	55407	729-4529	m	Mr. Fran O'Donnell
O'Hern Transfer	3403 Longfellow	Minneapolis, MN	55407	722-9460	m	Mr. M. E. O'Hearn
Oanes Sixty Six	4200 Bloomington Ave S	Minneapolis, MN	55407	823-7182	m	Mr. Gerrald Oanes
Oas Superette	2235 38th St E	Minneapolis, MN	55407	722-5493	m	Ms. June Oas
Obercraft Company	4547 Bloomington Ave S	Minneapolis, MN	55407	729-1246	m	Mr. James Lawler
Ocelco Inc.	4561 34th Ave S	Minneapolis, MN	55406	721-6351	m	Mr. John Ocel
Old Chicago Antique	4052 Chicago Ave S	Minneapolis, MN	55407	822-8081	m	Mr. Mark Hocking
On-Top	310 E. 38th Street	Minneapolis, MN	55409	827-5446	m	Ms. Janet Comer
One More Tyme	1839 38th St E	Minneapolis, MN	55407	724-3222	m	Ms. Joyce Garratt
One of A Kind Childcare Center	3612 Bloomington Ave S	Minneapolis, MN	55407	722-1117	m	Mr. Keith Meyer
Ophoven Saw Service	3759 Bloomington Ave S	Minneapolis, MN	55407	729-4744	m	Mr. John Ophoven
Osberg/Pesola/Scamp Dentists	4730 Chicago Ave S	Minneapolis, MN	55407	824-2904	p	Dr. Warren Scamp
Ostrom Plumbing Inc.	3541 Bloomington Ave S	Minneapolis, MN	55407	721-5503	m	Mr. Arthur Klingbeil
Palmer Service Elec. Co.	4223 26th Ave S	Minneapolis, MN	55406	724-1828	m	Mr. Palmer
Paradise Pastry Shop	4157 Cedar Ave S	Minneapolis, MN	55407	724-9100	n	Mr. Bert Robinson
Park & Lake Car Wash	637 E. Lake Street	Minneapolis, MN	55407	827-3003	n	Mr. Henry Reget
Park Electrics Inc.	3801 Park Ave S	Minneapolis, MN	55407	824-9610	u	
Park Plmbg/Htg Supply Co.	4419 Nicollet Ave S	Minneapolis, MN	55409	822-3189	n	Mr. Gordon Wictherman
Parkway Dental	4730 Chicago Ave S	Minneapolis, MN	55407	824-4221	o	Ms. Cathy Cook
Paul's Garage & Auto Repair	2004 35th St E	Minneapolis, MN	55407	729-5563	m	Mr. Paul Powlowski
Pearle Vision Center	115 E. Lake Street	Minneapolis, MN	55408	827-3857	m	Mr. Michael McDowal
Perron's Phillips 66	3333 Cedar Ave S	Minneapolis, MN	55407		m	Mr. Dan Perron
Perry Piano Tuning	3249 Bloomington Ave S	Minneapolis, MN	55407	729-1302	m	Mr. Mark Perry
Person Education Inc.	4225 3rd Ave S	Minneapolis, MN	55408	827-8203	m	Ms. Carol Thomas
Peterson Bros. Hardware	3746 Bloomington Ave S	Minneapolis, MN	55407	823-8050	m	Mr. Ray Peterson
Peterson-Albinson Funeral	1838 Minnehaha Pkwy. E	Minneapolis, MN	55407	721-1651	m	Mr. Lloyd Shields

Phil's Food Market	3201 Cedar Ave S	Minneapolis, MN	55407	724-7062	m	Mr. Phil Sather
Pilgrim Lutheran Church School	3901 1st Ave S	Minneapolis, MN	55408	825-5375	n	Mr. Darrell Knippel
Pillsbury United Services	3501 Chicago Ave S	Minneapolis, MN	55407	827-5814	q	Ms. Joann Smith
Pizza Shack	1623 E. Lake Street	Minneapolis, MN	55407	729-7325	o	Brenda or Nancy
Polished Brass	4612 16th Ave S	Minneapolis, MN	55407	721-7080	u	
Polland Bros. Construction	215 E. Lake Street	Minneapolis, MN	55408	822-0435	u	
Portland Lake Motors	519 E. Lake Street	Minneapolis, MN	55408	823-6223	m	Mr. Jerry Collins
Powderhorn Beauty Shop	3551 Chicago Ave S	Minneapolis, MN	55407	824-1775	m	Ms. Mary Casey
Powderhorn Christian School	4500 Clinton Ave S	Minneapolis, MN	55408	825-0809	n	Mr. Don Lenzen
Powderhorn Food Community	3440 Bloomington Ave S	Minneapolis, MN	55407	724-5588	m	Mr. Lon Miller
Powderhorn Park Neighborhood Assn.	3060 Bloomington Ave S	Minneapolis, MN	55407	722-4817	m	
Powderhorn Park Community Center	3400 15th Ave S	Minneapolis, MN	55407	348-4512	m	
Power Supply Co.	3455 4th Ave S	Minneapolis, MN	55408	827-5743	m	Mr. Gerry Ebensteiner
Prairie Chicken Inc.	115 E. Lake Street	Minneapolis, MN	55408	827-2911	m	Mr. D. Linstedt
Production Parts	4126 Cedar Ave S	Minneapolis, MN	55407	721-6355	o	Mr. John Ocel
Professional Mktg. Comm.	4829 10th Ave S	Minneapolis, MN	55407	823-6515	u	
Professional Instrument Repair	1711 E. Lake Street	Minneapolis, MN	55407	721-5850	m	Mr. Scott Larsen
Project Solo	3034 Park Ave S	Minneapolis, MN	55407	823-1152	n	Ms. Karen Trondson
Property Repair Service	3742 Bloomington Ave S	Minneapolis, MN	55407	822-6890	m	Mr. O.R. Rinks
Rainbow Clnrs & Laundrs.	4036 Bloomington Ave S	Minneapolis, MN	55407	823-4248	m	Mr. Gary Weber
Ramsey Inc.	3641 Chicago Ave S	Minneapolis, MN	55407	823-8214	n	Mr. Ken Bottiger
Ray & Ferns Restaurant	1505 E. Lake Street	Minneapolis, MN	55407	721-7096	m	
Ray's Rubbish Service	3941 14th Ave S	Minneapolis, MN	55407	827-1451	m	Mr Thomas Wickham
Raylauf & Son	4516 1st Ave S	Minneapolis, MN	55408	825-2906	m	Mr. Don Laufenburger
Realty Designs Inc.	3121 Nicollet Ave S	Minneapolis, MN	55408	823-3876	m	Mr. John Fitzgerald
Red Star Herbs	3009 16th Ave S	Minneapolis, MN	55407	724-3686	u	
Regina High School	4225 3rd Ave S	Minneapolis, MN	66508	827-2667	o	Sr. M. Gavelinger
Reis Targo TV & Appliance	2639 Nicollet Ave S	Minneapolis, MN	55408	823-5218	m	Mr. Paul Reis
Resurrection Books	3015 27th Ave S	Minneapolis, MN	55406	721-7933	m	

Reuben Lindh Learning Center	3616 12th Ave S	Minneapolis, MN	55407	721-5551	p	Ms. Dorothy Mollien
Richfield Automotive	4701 Nicollet Ave S	Minneapolis, MN	55409	824-1723	m	Mr. Edward Mattson
Roger Dodger Music	2707 25th Street E	Minneapolis, MN	55406	721-1565	m	Mr. Roger Dumas
Rosa's Beauty Box	3805 Chicago Ave S	Minneapolis, MN	55407	824-2004	m	
Rose Bowl Tap	1831 E. Lake Street	Minneapolis, MN	55407	729-4667	m	Mr. Jack Hill
Rucker's Janitorial Service	3125 5th Ave S	Minneapolis, MN	55408	827-3192	u	
Rug Bug Systems (Equipment)	4805 Nicollet Ave S	Minneapolis, MN	55409	825-2468	m	
Russell's Bike Repair	3438 Cedar Ave S	Minneapolis, MN	55407	721-8900	m	Mr. Russell Johnson
Rustic Tavern	3745 Cedar Ave S	Minneapolis, MN	55407	721-5649	m	Ms. Lois Frame
Ryan Real Estate	3049 Cedar Ave S	Minneapolis, MN	55407	721-6361	m	Mr. John Ryan
Ryder-PIE Nationwide Inc.	3550 Cedar Ave S	Minneapolis, MN	55407	721-1838	m	Ms. Mary Linaham
Safe Tot Deposit	3808 28th Ave S	Minneapolis, MN	55406	722-0711	n	S. Barnd / C. Templin
Saint Mane's Sporting Goods	4159 28th Ave S	Minneapolis, MN	55406	722-1447	m	Mr. Bill Saint Mane
Salvation Army Stores	2121 E. Lake Street	Minneapolis, MN	55407	729-2955	m	
Sampson-Lindgren Inc.	2228 35th St E	Minneapolis, MN	55407	721-5546	n	Mr. Tim Lindgren
Savage Millwork	621 38th St E	Minneapolis, MN	55407	823-1017	m	Mr. Robin Norton
Scan Air Filter Inc.	3502 Chicago Ave S	Minneapolis, MN	55407	825-2020	m	Mr. Marcus Axiotis
Scandia Barber Shop	1828 35th St E	Minneapolis, MN	55407	721-5236	m	Mr. Helge Lamo
Schaefer & Associates	2216 43rd St E	Minneapolis, MN	55407	722-3843	m	Mr. William Schaefer
Scheib Auto Paint Shop	1855 E. Lake Street	Minneapolis, MN	55407	721-5717	m	Mr. Earl Scheib
Scotty's Flower & Gift	1401 38th St E	Minneapolis, MN	55407	827-4425	m	Ms. Betty Hauser
Scuba Outlet	4741 Chicago Ave S	Minneapolis, MN	55407	823-7219	m	Mr. Timothy Burns
Sealy Dance Center	1815 38th St E	Minneapolis, MN	55407	721-3031	n	Ms. Zoe Sealy
Security Consultants Intl.	3751 Portland Ave S	Minneapolis, MN	55407	824-2661	o	Mr. John J. Jones
Septran Inc.	4653 Chicago Ave S	Minneapolis, MN	55407	827-2626	q	Ms. Carol Sogla
Seven Eleven Store	3744 Chicago Ave S	Minneapolis, MN	55407	827-4241	m	Ms. Nancy Hillerns
Seven Eleven Store	3501 Nicollet Ave S	Minneapolis, MN	55408	823-3737	n	
Shabazz Learning Center	407 E. 38th Street	Minneapolis, MN	55409	822-4756	n	Mrs. U. Shabazz
Shabbas Bird Center	3405 1/2 Nicollet S	Minneapolis, MN	55408	824-0010	m	

Sheakley-Jensen Adjust.	3100 Chicago Ave S	Minneapolis, MN	55407	827-5651	n	Ms. Sandra Ray
Shirley's Beauty Supply	3803 Nicollet Ave S	Minneapolis, MN	55409	824-3042	n	Mr. Charles Graham
Siam Cafe	331 E. Lake Street	Minneapolis, MN	55408	823-7505	m	Ms. Sue Harrison
Side Pocket Billiards	3010 Bloomington Ave S	Minneapolis, MN	55407	722-4414	m	Mr. Don Breikjern
Skye Grooming	4651 Nicollet Ave S	Minneapolis, MN	55409	822-8582	m	Ms. Linda Socha
Snyder Drug Stores	4010 Bloomington Ave S	Minneapolis, MN	55407	824-0754	o	Mr. Tyrone Midboe
Soderlin Plumbing Heating	3731 Chicago Ave S	Minneapolis, MN	55407	825-6875	n	Mr. Gerald Stange
Soriano Medical Office	17 E. 38th Street	Minneapolis, MN	55409	827-4743	m	Dr. Frederico Soriano
Sound Security Co.	3832 18th Ave S	Minneapolis, MN	55407	721-8977	m	
South Children's Dental	3345 Chicago Ave S	Minneapolis, MN	55407	822-4408	m	Dr. Bruce Kobs
South Mpls. Plumbing/Heating	4148 28th Ave S	Minneapolis, MN	55406	729-3590	u	Mr. Dick Carruthers
South Side Electric	4219 Blmtn Ave S	Minneapolis, MN	55407	722-6695	o	Mr. David Wintheiser
Southeast Asia Grocery	1419 E. Lake Street	Minneapolis, MN	55407	722-3881	m	Mr. Phuong Vinh
Southside Community Clinic	4243 4th Ave S	Minneapolis, MN	55408	822-3186	n	Ms. Anita Baccus
Southside Neighborhood Housing	310 E. 38th Street	Minneapolis, MN	55409	823-5216	n	Ms. Cherie Campbell
Southside Standard Station	4553 Nicollet Ave S	Minneapolis, MN	55409	823-7211	m	
Southwood Manor	3400 1st Ave S	Minneapolis, MN	55408	823-8649	m	Mr. Steve Nelson
Spark's Auto Electric	3701 Chicago Ave S	Minneapolis, MN	55407	825-7240	m	
Spokesman/Recorder Publ.	3744 4th Ave S	Minneapolis, MN	55409	827-4021	o	Ms. Norma Williams
Spruce Lounge	3836 4th Ave S	Minneapolis, MN	55409	823-9897	n	Mr. Alfred Burrell
St Croix River Charters	4209 21st Ave S	Minneapolis, MN	55407	724-1844	u	
St Joseph's Home	1121 46th St E	Minneapolis, MN	55407	827-6241	r	Mr. Douglas Goke
St. John's Luth. School	49th & Nicollet	Minneapolis, MN	55409	827-1237	m	Ms. Mary Junge
St. Peter's AME Day Care	410 E. 41st Street	Minneapolis, MN	55409	823-3009	m	Ms. Evelyn Belmer
Stan Oram Tailor	1709 E. Lake Street	Minneapolis, MN	55407	729-1032	m	Mr. Stan Oram
Standish Green Condo.	3913 22nd Ave S	Minneapolis, MN	55407	722-3374	u	
Stardust Video	4239 Nicollet Ave S	Minneapolis, MN	55409	822-9947	n	Mr. Raymond Conover
Stempf Automotive Ind.	3206 Bloomington Ave S	Minneapolis, MN	55407	721-4483	o	Jim
Stevens Square Home	101 E. 32nd Street	Minneapolis, MN	55407	823-5201	q	Ms. Rachel Rustad



Sticks & Stones Design	4254 Portland Ave S	Minneapolis, MN	55407	825-7475	m	
Stone & Zander Attorneys	4604 Chicago Ave S	Minneapolis, MN	55407	827-3623	m	Ms. Barb Zander
Stucco Specialties	2909 38th Ave S	Minneapolis, MN	55406	721-2443	u	
Stylecraft Beauty Shop	3746 25th Ave S	Minneapolis, MN	55406	729-0980	m	Ms. Iola Windoroski
Sundem Carburetor Service	1849 E. 38 Street	Minneapolis, MN	55407	729-7240	m	Mr. Herman Ballard
Suneson Music Center Inc.	1611 E. Lake Street	Minneapolis, MN	55407	724-0815	m	Mr. Roger Suneson
Sunrise Inn	4563 34th ave S	Minneapolis, MN	55406	721-3137	n	Mr. Frank Jenkovich
SuperAmerica	4740 Cedar Ave S	Minneapolis, MN	55407	724-3388	n	Mr. Paul Anderson
Super Savers	3105 Nicollet Ave S	Minneapolis, MN	55408	825-5627	m	
SuperAmerica	3453 Nicollet Ave S	Minneapolis, MN	55408	822-6828	o	Mr. Steve Burke
Swanson Dental Office	1523 E. Lake Street	Minneapolis, MN	55407	722-2092	m	Dr. Harold Swanson
Swanson Dental Office	4150 1/2 28th Ave S	Minneapolis, MN	55406	729-4448	m	Dr. Howard Swanson
Swanson Hardware	3137 Chicago Ave S	Minneapolis, MN	55407	827-3585	m	Mr. Robert Swanson
Swanson Meat Inc.	1507 E. Lake Street	Minneapolis, MN	55407	721-4411	m	Mr. Axel Swanson
Switchback Industries	3515 14th Ave S	Minneapolis, MN	55407	729-6572	m	Mr. Bryce Ronnander
T & G Hair Design	3749 Bloomington Ave S	Minneapolis, MN	55407	724-5643	m	Ms. Tricia Torro
TCM Construction	3801 Portland Ave S	Minneapolis, MN	55407	822-2121	o	Mr. Dennis Crowther
Task Building Maintenance	251 Portland Ave S	Minneapolis, MN	55415	824-2636	n	Mr. Bob McDonald
Tasks Unlimited	3020 Clinton Ave S	Minneapolis, MN	55408	823-0156	o	Mr. Carl Holsten
Tattooing By Yurkew	3127 Nicollet Ave S	Minneapolis, MN	55408	825-6161	m	Mr. David Yurkew Sr.
Tech Sales Co.	4329 Nicollet Ave S	Minneapolis, MN	55409	823-8238	m	Mr. Jerry McCarty
Television Center	1821 E. Lake Street	Minneapolis, MN	55407	722-9571	n	Mr. Alden Erickson
Television Works	2223 35th St E	Minneapolis, MN	55407	724-4302	m	Mr. Bruce Strandberg
Terry's Garage & Auto Body	4261 Chicago Ave S	Minneapolis, MN	55407	825-3212	m	Mr. Mark Mohaupt
Thai Store	1304 E. Lake Street	Minneapolis, MN	55407	721-8840	m	Mr. Chookiat Chandten
The Alice Factor	3509 23rd Ave S	Minneapolis, MN	55407	722-6570	m	Ms. Alice Southwick
The Greek Tycoon	405 E. Lake Street	Minneapolis, MN	55408	825-4815	m	Mr. Taso Athanasselis
The Harness	3104 Oakland Ave S	Minneapolis, MN	55407	823-5900	u	
The Lion's Den	1617 E. Lake Street	Minneapolis, MN	55407	724-2624	m	Mr. Leonard Matheson

The Popcorn Shop	4708 Cedar Ave S	Minneapolis, MN	55407	721-8066	m	Mr. Tom Goetz
The Unpainted Place	2005 E. Lake Street	Minneapolis, MN	55407	721-3346	n	Mr. Howard Austin
The Wreath Shop	3200 25th Ave S	Minneapolis, MN	55406	721-2653	u	
There's No Place Like Rome	3508 Chicago Ave S	Minneapolis, MN	55407	824-8471	m	Ms. Donna Behn
Thompson's Building Mart	3639 Nicollet Ave S	Minneapolis, MN	55409	824-4423	m	Mr. Roger Thompson
Tibbits & Assoc. Inc.	4633 14th Ave S	Minneapolis, MN	55407	825-4602	u	Mr. Steven Tibbits
Toby's Styling Shop	4728 Cedar Ave S	Minneapolis, MN	55407	721-4058	m	Ms. Audrey Dutton
Tom Thumb	4700 Cedar Ave S	Minneapolis, MN	55407	721-4697	n	Mr. John Landwehr
Tom Thumb Superette	3652 Cedar Ave S	Minneapolis, MN	55407	729-1081	m	Ms. Kathy Testa
Tom Thumb Superette	3733 Nicollet Ave S	Minneapolis, MN	55409	822-0448	n	Mr. Jay Sandvik
Touch of Beauty Hair Style	1607 E. Lake Street	Minneapolis, MN	55407	729-8155	m	Mr. Michael Clough
Transport Security Inc.	3032 Stevens Ave S	Minneapolis, MN	55408	822-6533	m	Mr. David Falk
Tri Tool Company	3205 Cedar Ave S	Minneapolis, MN	55407	724-1377	n	Mr. M. Avenson
Tri-Metro Surgical	4557 34th Ave S	Minneapolis, MN	55406	721-8071	m	Ms. Debra Skarp
Trinity High Rise Apts.	2800 E. 31st Street	Minneapolis, MN	55407	721-2252	m	Ms. Marlene McKenny
Truck & Air Freight Audit	4041 Elliot Ave S	Minneapolis, MN	55407	824-1891	m	Mr. Robert Hill
Trudeau & Johnson Service	1713 E. Lake Street	Minneapolis, MN	55407	722-9508	o	Mr. Edward Vrchota
Truelson & Truelson Law	3017 21st Ave S	Minneapolis, MN	55407	721-3341	m	Mr. Nels Truelson
Tuff-Kote Dinol	2121 E. Lake Street	Minneapolis, MN	55407	721-5353	m	Mr. Scott Moorehead
Twin City Honey Producers	3121 Nicollet Ave S	Minneapolis, MN	55408	825-2846	u	
Twin Cty Outboard Motor Parts	3303 Nicollet Ave S	Minneapolis, MN	55408	827-8281	m	Mr. Charles Hansen
Twin Terrace Apartments	3143 Chicago Ave S	Minneapolis, MN	55407	825-0911	m	
U-Haul Moving Center	3545 Nicollet Ave S	Minneapolis, MN	55408	822-2141	m	Mr. Leon Pette
U.S. Video	701 E. Lake Street	Minneapolis, MN	55407	824-8414	o	Mr. Scott Sarkis
U.S. Video Administration	315 E. Lake Street	Minneapolis, MN	55408	827-2544	m	
United States Video Inc.	701 E. Lake Street	Minneapolis, MN	55407	824-0715	n	Ms.. Lynn Alexander
Urban Coalition Weatherization	3737 3rd Ave S	Minneapolis, MN	55408	827-5465	q	Mr. Earl Rogers
VFW Post 1149	3018 17th Ave S	Minneapolis, MN	55407	724-9842	o	Mr. Tom Silk
VIP Sales Promotions	4105 Chicago Ave S	Minneapolis, MN	55407	822-2189	n	Mr. Richard Davis

Vanwold Stevens Co.	4432 Chicago Ave S	Minneapolis, MN	55407	824-0794	o	Manager
Vend-A-Wash Inc.	3015 Chicago Ave S	Minneapolis, MN	55407	824-2232	n	Mr. Jay Warmington
Vendall Bulk Vending Co.	1820 38th St E	Minneapolis, MN	55407	729-8535	m	Mr. Arnold Nelson
Vice President Tap Room	3101 Nicollet Ave S	Minneapolis, MN	55408	822-0273	m	Mr. William Zelnle
Victoria's Baskets	4417 17th Ave S	Minneapolis, MN	55407	722-9629	m	Thomas & Susan Schreiner
Victory Automotive	4201 Bloomington Ave S	Minneapolis, MN	55407	722-8343	m	Mr. David Thompson
Video Vision	4601 Bloomington Ave S	Minneapolis, MN	55407	729-6491	m	
Waterston Funeral Home	4343 Nicollet Ave S	Minneapolis, MN	55409	825-4567	m	Mr. Kevin Waterston
Wayne's Union Oil Service	4745 Cedar Ave A	Minneapolis, MN	55407	724-8247	m	Mr. Wayne Goblen
Webb's Barber Shop	412 E. 35th Street	Minneapolis, MN	55408	823-9934	m	Mr. John Webb
Welter Heating Co.	4537 Chicago Ave S	Minneapolis, MN	55407	537-8726	p	Mr. Ray Welter
Westrum's Tavern	4415 Nicollet Ave S	Minneapolis, MN	55409	823-9902	n	Mr. Kenneth Westrum
Wetherall Publishing Co.	4421 Portland Ave S	Minneapolis, MN	55407	823-9228	u	Mr. Charles Wetherall
Wilharm Pharmacies Inc.	3759 Chicago Ave S	Minneapolis, MN	55407	827-2516	m	Mr. Charles Wilharm
Wilkie's Auto Body	2111 E. Lake Street	Minneapolis, MN	55407	724-8818	m	Mr. Steve Wilkie
Woody's Mobil Service Station	3700 Chicago Ave S	Minneapolis, MN	55407	823-9851	m	Mr. Woodrow Wilson
World Wide Auto Body	3009 Clinton Ave S	Minneapolis, MN	55408	823-2215	m	
Wreck Bros. Auto Body	3734 Chicago Ave S	Minneapolis, MN	55407	824-6867	n	Mr. Harry Jedlicki
Yellow Taxi Co.	3555 5th Ave S	Minneapolis, MN	55408	824-4000	p	Mr. Dave Ward

APPENDIX F

DETAILS ON NON-PARTICIPANTS

	<u>N</u> <u>6-10</u>	<u>O</u> <u>11-25</u>	<u>P</u> <u>26-50</u>	<u>Q</u> <u>51-100</u>	<u>R</u> <u>101-250</u>
Refused	1	4	2		
Too small/family business	1	1			
Moved/out of business/ misidentified	5	5	1	1	
Duplicate			1		
Unable to reach	1	1	4	1	
<hr/>					
Sub-total	8	12	8	2	
Done	5	41	12	9	1
TOTAL	13	53	20	11	1
					<hr/>
					98