

EEO Public File Report
Midcontinent Communications -- Burleigh
October 1, 2020--September 30,2021
Full-Time Positions Filled

Req	Posting Title	Positions		Recruitment Sources	Interviewed	Hired
		Filled				
ADVAN05186	Advanced Advertising Account Executive	1	Bismarck - Mandan Chamber of Commerce	-	-	
			Bismarck State College	-	-	
			Current Employee	1	-	
			eBenefits - Dept of Veteran Affairs	-	-	
			Glassdoor	-	-	
			Handshake College Consortium	-	-	
			Helpwanted.com	-	-	
			Indeed	1	-	
			Keloland/VNL/KXNET Employment	-	-	
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-	
			Midco Website	1	1	
			ND Workforce Connection (Job Service of North Dakota)	-	-	
			Referred by Current Employee	-	-	
			Referred by Friend or Family	-	-	
CUSTO05244	Customer Experience Center Rep	1	Current Employee	-	-	
			eBenefits - Dept of Veteran Affairs	-	-	
			ExperienceND	-	-	
			Glassdoor	-	-	
			Helpwanted.com	-	-	
			Indeed	3	-	
			Keloland/VNL/KXNET Employment	-	-	
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-	
			Midco Website	-	-	
			ND Workforce Connection (Job Service of North Dakota)	-	-	
			Referred by Current Employee	1	1	
Referred by Friend or Family	-	-				
FIELD05146	Field Technician I	3	Current Employee	-	-	
			eBenefits - Dept of Veteran Affairs	-	-	
			Glassdoor	-	-	

			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	1	-
			Midco Website	2	1
			ND Workforce Connection (Job Service of North Dakota)	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05209	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	9	-
			Keloland/VNL/KXNET Employment	1	1
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Billing Statement	1	-
			Midco Website	-	-
			ND Workforce Connection (Job Service of North Dakota)	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05210	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	4	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05243	Field Technician I	1	Bismarck State College	-	-

		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	3	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	-	-
		Keloland/VNL/KXNET Employment	-	-
		LinkedIn	-	-
		LocalJobNetwork(KS,MN,ND,SD, WI)	1	-
		Midco TV Commercial	-	-
		Midco Web Banners	-	-
		Midco Website	2	1
		ND Workforce Connection (Job Service of North Dakota)	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		ZipRecruiter	-	-
FIELD05245	Field Technician I	1 Bismarck State College	-	-
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	3	1
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
		Midco Website	1	-
		ND Workforce Connection (Job Service of North Dakota)	1	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		ZipRecruiter	-	-
MARKE05258	Market Account Executive	1 BismanOnline	-	-
		Current Employee	1	-
		eBenefits - Dept of Veteran Affairs	-	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	1	1

			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05078	Field Technician I	1	BismanOnline	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			ExperienceND	-	-
			Facebook	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			JobsHQ	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Billing Statement	-	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Midco Website	-	-
			ND Workforce Connection (Job Service of North Dakota)	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	-
			TeamND	-	-
FIELD05095	Field Technician I	3	BismanOnline	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			ExperienceND	-	-
			Helpwanted.com	-	-
			Indeed	4	2
			JobsHQ	-	-
			Keloland/VNL/KXNET Employment	-	-

			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	3	1
			ND Workforce Connection (Job Service of North Dakota)	2	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			TeamND	-	-
FIELD05130	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	1
			ND Workforce Connection (Job Service of North Dakota)	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05146	Field Technician I	3	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	1	-
			Midco Website	2	1
			ND Workforce Connection (Job Service of North Dakota)	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05055	Field Technician I	1	BismanOnline	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			ExperienceND	-	-

			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	1
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			TeamND	-	-
FIELD05336	Field Technician I	2	Bismarck State College	-	-
			CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	5	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	-	-
			Midco Website	1	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	1	1
			ZipRecruiter	1	-
FIELD05343	Field Technician I	2	BismanOnline	-	-
			Bismarck State College	-	-
			Current Employee	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	8	-
			Keloland/VNL/KXNET Employment	-	-

			LocalJobNetwork(KS,MN,ND,SD, WI)	1	-
			Midco TV Commercial	-	-
			Midco Website	2	2
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	2	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
INVEN05370	Inventory Specialist I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05342	Field Technician I	1	Bismarck State College	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	-	-
			Midco Website	-	-
			ND Workforce Connection (Job Service of North Dakota)	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
CUSTO005436	Customer Experience Center Rep	1	Current Employee	-	-

	eBenefits - Dept of Veteran Affairs	-	-
	Glassdoor	-	-
	Helpwanted.com	-	-
	Indeed	3	-
	Keloland/VNL/KXNET Employment	-	-
	LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
	Midco Website	1	-
	ND Workforce Connection (Job Service of North Dakota)	-	-
	Referred by Current Employee	1	1
	Referred by Friend or Family	-	-
	ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application	www.midcocareers.com	N
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
Indeed https://www.indeed.com/	Internet Posting		N
LocalJobNetwork(KS,MN,ND,SD, WI) 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	N
Midco Website	Contact: Patti Hawkey Phone: 605-271-7604	www.midcocareers.com	N
ND Workforce Connection (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
Recruitment Sources for Specific Vacancies			
Bismarck State College 1500 Edwards Avenue, Bismarck, ND 58506	Contact: Dustin Anderson Phone: 701-224-5400	dustin.e.anderson@bismarckstate.edu	N
Bismarck - Mandan Chamber of Commerce 1640 Burnt Boat Rd, Bismarck, ND 58503	Contact: Christine Nelson Phone: 701-223-5660	cnelson@bmcedc.com	N
BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	N
eBenefits-Dept of Veteran Affairs 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
ExperienceND 1600 E Century Ave Suite 2, Bismarck, ND 58503	Contact: Amanda Remyne Phone: 701-328-7246	www.ExperienceND.com	N

JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N
Keloland/VNL/KXNET Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Sam Johnson Phone: 605-334-4327	sam@classifiedverticals.com	N
TeamND 1200 S. Jay St Aberdeen, SD 57401	Contact: Jay Meier Phone: 701-224-5666	www.teamnd.org	N
Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Midco Billing Statement	Advertising open positions in billing statement		N
Midco TV Commercial	TV Commerical Midco airs		N
Midco Web Banners	Digital banner Midco marketing creates		N
Internet Sources			
Facebook https://www.facebook.com/	Internet Posting		N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2020 - on going	Advertising to target a wide range of candidates	We advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Recruiting
10/1/2020 - on going	Career Progression Program for Technicians	This program provides career progression opportunities for Technicians to strengthen and expand their abilities in their field, and enables them to control their own career progression and wages. We partner with the National Cable Television Institute along with implementing our own in house curriculum.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels), Business Techs (all levels),
10/1/2020 - on going	FastStart Leader Training	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, hiring practices ADA, leaves , Termination Process/Exit Interview.	Compliance Training Professional Development Opportunities for Midco Leaders	HR staff & Midco leaders
10/1/2020 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa, formerly LocalJobNetwork. All positions are posted to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment site. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level	Broad Outreach Females Minorities Veterans IWD	Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaworks.net/ www.ndworkforceconnection.com/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (LVER/DVOPS)
10/1/2019 - on going	Workplace Harassment Prevention Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination	Compliance Training	Midco leadership & entire staff
10/28-10/29/2020	KXNET Virtual Career Fair	Shared information with general public about open positions, company benefits & culture, how to apply and career progression opportunities.	General Recruiting	Jeanne Hassel