

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

Req	Posting Title	Positions		Recruitment Sources	Interviewed	Hired
		Filled				
FIELD05143	Field Technician I	3	CareerBuilder	-	-	
			Current Employee	-	-	
			eBenefits - Dept of Veteran Affairs	1	-	
			Facebook	1	-	
			Glassdoor	-	-	
			Helpwanted.com	-	-	
			Indeed	5	2	
			Jobs.Lawrence.com	-	-	
			KANSASWORKS (Job Service of Kansas)	-	-	
			Keloland/VNL/KXNET Employment	-	-	
			LinkedIn	1	-	
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-	
			Midco Billing Statement	-	-	
			Midco TV Commercial	1	1	
			Midco Web Banners	-	-	
			Midco Website	4	-	
			FIELD05282	Field Technician I	3	Referred by Current Employee
Referred by Friend or Family	-	-				
ZipRecruiter	1	-				
Current Employee	-	-				
eBenefits - Dept of Veteran Affairs	-	-				
Facebook	-	-				
Glassdoor	-	-				
Helpwanted.com	-	-				
Indeed	6	2				
KANSASWORKS (Job Service of Kansas)	1	-				
Keloland/VNL/KXNET Employment	-	-				
LinkedIn	1	-				
LocalJobNetwork(KS,MN,ND,SD, WI)	1	-				
Midco Email	4	1				
Midco TV Commercial	-	-				

		Midco Web Banners	-	-
		Midco Website	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		Twitter	-	-
		ZipRecruiter	1	-
WHOLE05053	Wholesale Account Executive	1	1	-
		Bridges Employment Resource Center	-	-
		Current Employee	4	-
		eBenefits - Dept of Veteran Affairs	-	-
		Handshake College Consortium	-	-
		Helpwanted.com	-	-
		Indeed	1	-
		KANSASWORKS (Job Service of Kansas)	-	-
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		ND Workforce Connection (Job Service of North Dakota)	-	-
		Referred by Current Employee	1	1
		Referred by Friend or Family	2	-
		SDWORKS (Job Service of South Dakota)	-	-
		UofM Carlson MBA	-	-
FIELD04999	Field Technician I	11	11	-
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	2	1
		Glassdoor	1	-
		Handshake College Consortium	-	-
		Helpwanted.com	-	-
		Indeed	9	5
		Jobs.Lawrence.com	3	2
		JobsHQ	1	-
		Kansas University	1	-
		KANSASWORKS (Job Service of Kansas)	-	-
		Keloland/VNL/KXNET Employment	-	-
		LinkedIn	-	-
		LocalJobNetwork(KS,MN,ND,SD, WI)	1	-

Midco Email	-	-
Midco TV Commercial	-	-
Midco Web Banners	-	-
Midco Website	7	3
Northwest Kansas Technical College	-	-
Referred by Current Employee	-	-
Referred by Friend or Family	1	-
ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for All Openings			
<b>Current Employee</b>	Current Employee application	www.midcocareers.com	N
<b>Helpwanted.com</b> 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
<b>Indeed</b> https://www.indeed.com/	Internet Posting		N
<b>KANSASWORKS (Job Service of Kansas)</b> 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	N
<b>LocalJobNetwork(KS,MN,ND,SD, WI)</b> 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	N
<b>Midco Website</b>	Contact: Patti Hawkey Phone: 605-271-7604	www.midcocareers.com	N
<b>Referred by Current Employee</b>	Referral from Current Employee		N
<b>Referred by Friend or Family</b>	Referral from Friend or Family		N
Recruitment Sources for Specific Vacancies			
<b>Bridges Employment Resource Center</b> 2300 W 46th Street, Sioux Falls, SD 57105	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	N
<b>CareerBuilder</b> 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	N
<b>eBenefits - Dept of Veteran Affairs</b> 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
<b>Jobs.lawrence.com</b> 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
<b>JobsHQ</b> PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N

<b>Kansas University</b> 1450 Jayhawk Blvd., Lawrence, KS 66045	Contact: Natalia Plotnikov Phone: 785-864-2019	nplotnikov@ku.edu	<b>N</b>
<b>Keloland/VNL/KXNET Employment</b> 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Sam Johnson Phone: 605-334-4327	sam@classifiedverticals.com	<b>N</b>
<b>MinnesotaWorks (Job Service of Minnesota)</b> 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	<b>N</b>
<b>ND Workforce Connection (Job Service of North Dakota)</b> PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	<b>N</b>
<b>Northwest Kansas Technical College</b> 1209 Harrison Goodland, KS 67735	Contact: Kelly James Phone: 785-890-1529	Kelly.James@nwktc.edu	<b>N</b>
<b>SDWORKS (Job Service of South Dakota)</b> 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	<b>N</b>
<b>UofM Carlson MBA</b> 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	davi2225@umn.edu	<b>N</b>
<b>Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)</b>			
<b>Midco Billing Statement</b>	Statement messages to customers		<b>N</b>
<b>Midco Email</b>	Email Blasts to customers who have opted in		<b>N</b>
<b>Midco TV Commercial</b>	TV Commerical Midco airs		<b>N</b>
<b>Midco Web Banners</b>	Digital banner Midco marketing creates		<b>N</b>
<b>Internet Sources</b>			
<b>Facebook</b> <a href="https://www.facebook.com/">https://www.facebook.com/</a>	Internet Posting		<b>N</b>
<b>Glassdoor</b> <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	Internet Posting		<b>N</b>
<b>Handshake College Consortium</b> <a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>	Internet Posting		<b>N</b>

<b>LinkedIn</b> <a href="https://www.linkedin.com/feed/">https://www.linkedin.com/feed/</a>	Internet Posting	<b>N</b>
<b>Twitter</b> <a href="https://twitter.com/">https://twitter.com/</a>	Internet Posting	<b>N</b>
<b>ZipRecruiter</b> <a href="https://ziprecruiter.com/">https://ziprecruiter.com/</a>	Internet Posting	<b>N</b>

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2020 - on going	Advertising to target a wide range of candidates	Advertises 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: <a href="http://www.NorthDakotaDiversity.com">www.NorthDakotaDiversity.com</a> <a href="http://www.SouthDakotaDiversity.com">www.SouthDakotaDiversity.com</a> <a href="http://www.WisconsinDiversity.com">www.WisconsinDiversity.com</a> <a href="http://www.NorthDakotaJobNetwork.com">www.NorthDakotaJobNetwork.com</a> <a href="http://www.SouthDakotaJobNetwork.com">www.SouthDakotaJobNetwork.com</a> <a href="http://www.MinnesotaJobNetwork.com">www.MinnesotaJobNetwork.com</a> <a href="http://www.WisconsinJobNetwork.com">www.WisconsinJobNetwork.com</a> <a href="http://www.MinnesotaDiversity.com">www.MinnesotaDiversity.com</a> <a href="http://www.minnesotaworks.net/">www.minnesotaworks.net/</a> <a href="http://www.ndworkforceconnection.com/">www.ndworkforceconnection.com/</a> <a href="https://sd.gov/">https://sd.gov/</a> <a href="https://jobcenterofwisconsin.com/">https://jobcenterofwisconsin.com/</a> <a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a> <a href="https://www.ebenefits.va.gov/">https://www.ebenefits.va.gov/</a> VetConnect (LVER/DVOPS)
10/1/2020 - 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
10/15/2020	KU Life Sciences and Technology	Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities.	College Recruiting Broad Outreach	Jess Costello
2/17/2021	KU Virtual and Intern Exp	Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities.	General Recruiting Broad Outreach	Jess Costello
2/11/2021	KU Company Info Session	Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities.	General Recruiting Broad Outreach	Jess Costello