

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

Req	Posting Title	Positions		Recruitment Sources	Interviewed	Hired
		Filled				
SENIO05112	Senior Associate Product Manager-Business	1	Bayside Search Group	3	1	
			Current Employee	-	-	
			eBenefits - Dept of Veteran Affairs	-	-	
			Glassdoor	-	-	
			Helpwanted.com	-	-	
			Indeed	-	-	
			KANSASWORKS (Job Service of Kansas)	-	-	
			Keloland/VNL/KXNET Employment	-	-	
			LinkedIn	1	-	
			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	-	-	
			Referred by Friend or Family	-	-	
SDWORKS (Job Service of South Dakota)	-	-				
ZipRecruiter	-	-				
VPOFH04994	VP of Human Resources	1	Current Employee	-	-	
			eBenefits - Dept of Veteran Affairs	-	-	
			Helpwanted.com	-	-	
			Indeed	1	-	
			Keloland/VNL/KXNET Employment	-	-	
			LinkedIn	1	-	
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-	
			Midco Website	-	-	
			MinnesotaWorks (Job Service of Minnesota)	-	-	
			Referred by Current Employee	-	-	
Referred by Friend or Family	1	-				
DIREC04857	Director of Total Rewards	1	Robert Half	7	1	
			Current Employee	-	-	
			eBenefits - Dept of Veteran Affairs	-	-	
			Helpwanted.com	-	-	
			Indeed	-	-	
			Keloland/VNL/KXNET Employment	-	-	
LocalJobNetwork(KS,MN,ND,SD, WI)	-	-				

		Midco Website	-	-	
		MinnesotaWorks (Job Service of Minnesota)	-	-	
		Robert Half	7	1	
		Referred by Current Employee	-	-	
		Referred by Friend or Family	-	-	
BUSIN05098	Experience Manager-Business & Residential	2	Current Employee	3	1
			eBenefits - Dept of Veteran Affairs	-	-
			ExperienceND	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	3	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			MN State Career Hub College Consortium	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDACCC (SD Association College Career Center)	-	-
			TeamND	-	-
			UofM Carlson MBA	4	1
			Women in Cable Telecommunications	-	-
ADVER05344	Advertising Sales Media Analyst	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			MN State Career Hub College Consortium	-	-
			Midco Website	1	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	1
			SDWORKS (Job Service of South Dakota)	-	-
			South Dakota Advertising Federation	-	-
			ZipRecruiter	-	-

ASSOC05377 Assoc-Leadership Develop Rotation Prg	1	Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	-	-
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
		Midco Website	1	1
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		ZipRecruiter	-	-
FINAN05284 Financial Analyst-Finance Analytics	1	Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Ebridge - Chamber of Commerce	-	-
		Facebook	-	-
		Glassdoor	-	-
		Handshake College Consortium	4	-
		Helpwanted.com	-	-
		Indeed	4	-
		Keloland/VNL/KXNET Employment	-	-
		LinkedIn	8	-
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
		Midco Email	3	-
		Midco Website	4	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Referred by Current Employee	5	1
		Referred by Friend or Family	1	-
		SDWORKS (Job Service of South Dakota)	-	-
	UofM Carlson MBA	-	-	
	ZipRecruiter	-	-	
SRMAN05404 Sr. Manager-Corporate Risk Manager	1	Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Glassdoor	1	-
		Helpwanted.com	-	-
		Indeed	2	-
		Keloland/VNL/KXNET Employment	-	-

LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
Midco Website	1	-
MinnesotaWorks (Job Service of Minnesota)	1	-
ND Workforce Connection (Job Service of North Dakota)	-	-
POC Careers	-	-
Referred by Current Employee	1	1
Referred by Friend or Family	-	-
SDWORKS (Job Service of South Dakota)	-	-
ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to Notification
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 Email	Email Blasts to customers who have opted in		N
Midco Website	Contact: Patti Hawkey Phone: 605-271-7604	www-midcocareers-com	N
MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	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			
Bayside Search Group 511 West Bay Street, Tampa, FL 33606	Contact: Louann Gordan Phone: 952-937-6969	louann@baysidesearchgroup.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
eBridge-Fargo Chamber of Commerce 202 First Ave N, Moorhead, MN 56560	Contact: Tracey Powell Phone: 218-233-1100	info@fmwfchamber.com	N
ExperienceND 1600 E Century Ave Suite 2, Bismarck, ND 58503	Contact: Amanda Remyse Phone: 701-328-7246	www.ExperienceND.com	N
KANSASWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	N
Keloland/VNL/KXNET Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@classifiedverticals-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
POC Careers http://www.poccareers.com/	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673	sharon@rmgaccess-com	N
Robert Half 800 Nicollet Mal, Suite 2700, Minneapolis, MNS 55402	Contact: Scott Foley Phone: 612-656-0200	scott.foley@roberthalfes.com	N
SDWORKS (Job Service of South Dakota) 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	N
South Dakota Advertising Federation 7405 S Bitterroot Pl. #101 Sioux Falls, SD 57108	Contact: Mari Klotzbach Phone: 605-274-3548	http://sdaf.org/	N
TeamND 1200 S. Jay St Aberdeen, SD 57401	Contact: Jay Meier Phone: 701-224-5666	www.teamnd.org	N
UofM Carlson MBA 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	davi2225@umn.edu	N
Women in Cable Telecommunications 2000 K St. NW Suite 350 Washington, DC 20006	Contact: Katherine Martin Phone: 866-964-2765 Ext- 2717	katherin.martin@boxwoodtech.com	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
MN State Career Hub College Consortium https://www.collegecentral.com/msch/	Internet Posting		N
SDACCC (SD Association College Career Center) College Consortium	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	Advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Recruiting
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. 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)
10/1/2020 - 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
10/20/2020	People of Color Careers Sponsorship	One of four main sponsors. Share information about open positions, career site, how to apply, company paid benefits, etc.	General Recruiting, Minorities	Recruiting