

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

Req	Posting Title	Positions		Recruitment Sources	Interviewed	Hired
		Filled				
ADVER05123 ADVER05242	Advertising Account Executive	2		Black Hills Advertising Federation CareerBuilder Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork(KS,MN,ND,SD, WI) Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of South Dakota) ZipRecruiter	- - - - - - - - - - - 1 1 -	- - - - - - - - - - - 1 1 -
CUSTO05180	Customer Experience Center Rep	1		CareerBuilder Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork(KS,MN,ND,SD, WI) Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of South Dakota) ZipRecruiter	1 - - - - 4 1 - 1 - 1 -	- - - - - - - - - - - 1 -
FIELD05138	Field Technician I	1		Current Employee eBenefits - Dept of Veteran Affairs Facebook Glassdoor Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork(KS,MN,ND,SD, WI) Midco Web Banners Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of South Dakota) ZipRecruiter	- - - - - 2 - - - - - - - -	- - - - - 1 - - - - - - - -
RESID05310	Residential Sales Associate	1		Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Helpwanted.com Indeed Keloland/VNL/KXNET Employment LinkedIn LocalJobNetwork(KS,MN,ND,SD, WI) Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of South Dakota) ZipRecruiter	- - - - - - 1 - - - - - -	- - - - - - 1 - - - - - -
ADVER05123	Advertising Account Executive	1		Black Hills Advertising Federation CareerBuilder Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork(KS,MN,ND,SD, WI) Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of South Dakota) ZipRecruiter	- - - - - - - - - - - - - -	- - - - - - - - - - 1 - - -
FIELD05109	Field Technician I	1		Current Employee eBenefits - Dept of Veteran Affairs Facebook Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork(KS,MN,ND,SD, WI) Midco Email	- - 1 - 4 - - -	- - - - - - - 1

			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Midco Website	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
FIELD05124	Field Technician I	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
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
REGIO05029	Regional Sales Manager-Business & Advertising	1	Black Hills Advertising Federation	-	-
			CTAM: Cable & Telecommunications Association for Market	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	4	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			South Dakota Advertising Federation	-	-
			TVJobs.com	-	-
			Women in Cable Telecommunications	-	-
			ZipRecruiter	1	-
RESID05052	Residential Sales Associate	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	-	-
			Midco Billing Statement	-	-
			Midco Web Banners	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
SALES005431	Sales & Service Associate	1	Current Employee	-	-
			Facebook	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	4	1
			Keloland/VNL/KXNET Employment	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Web Banners	1	-
			Midco Website	-	-
			Referred by Current Employee	2	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
FIELD05328	Field Technician I	6	Billboard	1	-
FIELD05204			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	8	4
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	-	-
			Midco Web Banners	1	-
			Midco Website	3	1
			Referred by Current Employee	1	-

	Referred by Friend or Family	1	-
	SDWORKS (Job Service of South Dakota)	1	-
	ZipRecruiter	1	-

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
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		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
Recruitment Sources for Specific Vacancies			
Black Hills Advertising Federation PO Box 2975, Rapid City, SD 57709	Contact: Josh Rundell Phone: N/A	info@aafblackhills.org	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	N
CTAM: Cable & Telecommunications Association for Market 120 Waterfront Street, Suite 200, National Harbor, MD 20745	Contact: Ryan Powers Phone: 301.485.8900	info@ctam.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
Keloland/VNL/KXNET Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Sam Johnson Phone: 605-334-4327	sam@classifiedverticals.com	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
TVJobs.com P.O. Box 4116 Oceanside, CA 92052	Contact: admin@tvjobs-com Phone: 800-374-0119	admin@tvjobs.com	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
Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Billboard Newman Outdoor Advertising, 2211 S. Washington St., Suite D, G Phone: 701-746-5436	Contact: Bill Kvasager	billk@newmanoutdoor.com	N
Midco Billing Statement	Advertising open positions in billing statement		N
Midco Email	Email Blasts to customers who have opted in		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
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. All positions are posted through the LocalJobNetwork 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	OnlineTraining 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