

EEO Public File Report
Midcontinent Communications-Douglas
September 1, 2024-August 31, 2025
Full-Time Positions Filled

Requisition Number	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
BUSIN007035	Business Client Implementation Coordinator	1	Current Employee	3	-
BUSIN007035	Business Client Implementation Coordinator	1	eBenefits Dept of Veteran Affairs	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Facebook/Instagram	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Glassdoor	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Handshake	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Indeed	1	-
BUSIN007035	Business Client Implementation Coordinator	1	Keloland Employment	-	-
BUSIN007035	Business Client Implementation Coordinator	1	KSWORKS (Job Service of KS)	-	-
BUSIN007035	Business Client Implementation Coordinator	1	LinkedIn	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Local Job Network - Circa	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Midco Email	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Midco TV Commercial	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Midco Website	1	1
BUSIN007035	Business Client Implementation Coordinator	1	MNWORKS (Job Service of MN)	-	-
BUSIN007035	Business Client Implementation Coordinator	1	NDWORKS (Job Service of ND)	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Referred by current employee	-	-
BUSIN007035	Business Client Implementation Coordinator	1	Referred by Friend or Family	-	-
BUSIN007035	Business Client Implementation Coordinator	1	SDWORKS (Job Service of SD)	-	-
BUSIN007035	Business Client Implementation Coordinator	1	ZipRecruiter	-	-
FIELD006753	Field Technician - Lawrence, KS	3	Current Employee	-	-
FIELD006753	Field Technician - Lawrence, KS	3	eBenefits Dept of Veteran Affairs	-	-
FIELD006753	Field Technician - Lawrence, KS	3	Facebook/Instagram	-	-
FIELD006753	Field Technician - Lawrence, KS	3	Glassdoor	-	-
FIELD006753	Field Technician - Lawrence, KS	3	Handshake	-	-
FIELD006753	Field Technician - Lawrence, KS	3	Indeed	4	1
FIELD006753	Field Technician - Lawrence, KS	3	KSWORKS (Job Service of KS)	-	-
FIELD006753	Field Technician - Lawrence, KS	3	LinkedIn	1	-
FIELD006753	Field Technician - Lawrence, KS	3	Local Job Network - Circa	-	-
FIELD006753	Field Technician - Lawrence, KS	3	Midco Email	-	-
FIELD006753	Field Technician - Lawrence, KS	3	Midco TV Commercial	-	-
FIELD006753	Field Technician - Lawrence, KS	3	Midco Website	4	-
FIELD006753	Field Technician - Lawrence, KS	3	Referred by current employee	2	1
FIELD006753	Field Technician - Lawrence, KS	3	Referred by Friend or Family	1	1
FIELD006753	Field Technician - Lawrence, KS	3	ZipRecruiter	-	-
FIELD006850	Field Technician - Lawrence, KS	3	Current Employee	-	-
FIELD006850	Field Technician - Lawrence, KS	3	eBenefits Dept of Veteran Affairs	-	-
FIELD006850	Field Technician - Lawrence, KS	3	Facebook/Instagram	-	-
FIELD006850	Field Technician - Lawrence, KS	3	Glassdoor	-	-
FIELD006850	Field Technician - Lawrence, KS	3	Handshake	-	-
FIELD006850	Field Technician - Lawrence, KS	3	Indeed	4	1
FIELD006850	Field Technician - Lawrence, KS	3	KSWORKS (Job Service of KS)	-	-
FIELD006850	Field Technician - Lawrence, KS	3	LinkedIn	2	-
FIELD006850	Field Technician - Lawrence, KS	3	Local Job Network - Circa	-	-
FIELD006850	Field Technician - Lawrence, KS	3	Midco Email	-	-
FIELD006850	Field Technician - Lawrence, KS	3	Midco TV Commercial	-	-
FIELD006850	Field Technician - Lawrence, KS	3	Midco Website	2	1
FIELD006850	Field Technician - Lawrence, KS	3	Referred by current employee	2	1
FIELD006850	Field Technician - Lawrence, KS	3	Referred by Friend or Family	-	-
FIELD006850	Field Technician - Lawrence, KS	3	ZipRecruiter	-	-
FIELD006938	Field Technician - Lawrence, KS	1	Current Employee	-	-
FIELD006938	Field Technician - Lawrence, KS	1	eBenefits Dept of Veteran Affairs	-	-
FIELD006938	Field Technician - Lawrence, KS	1	Facebook/Instagram	-	-
FIELD006938	Field Technician - Lawrence, KS	1	Glassdoor	-	-
FIELD006938	Field Technician - Lawrence, KS	1	Handshake	-	-
FIELD006938	Field Technician - Lawrence, KS	1	Indeed	4	1
FIELD006938	Field Technician - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
FIELD006938	Field Technician - Lawrence, KS	1	LinkedIn	-	-
FIELD006938	Field Technician - Lawrence, KS	1	Local Job Network - Circa	-	-
FIELD006938	Field Technician - Lawrence, KS	1	Midco Email	-	-
FIELD006938	Field Technician - Lawrence, KS	1	Midco TV Commercial	-	-

FIELD006938	Field Technician - Lawrence, KS	1	Midco Website	1	-
FIELD006938	Field Technician - Lawrence, KS	1	Referred by current employee	-	-
FIELD006938	Field Technician - Lawrence, KS	1	Referred by Friend or Family	-	-
FIELD006938	Field Technician - Lawrence, KS	1	ZipRecruiter	1	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Current Employee	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	eBenefits Dept of Veteran Affairs	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Facebook/Instagram	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Glassdoor	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Handshake	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Indeed	1	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	LinkedIn	1	1
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Local Job Network - Circa	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Midco Email	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Midco TV Commercial	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Midco Website	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Referred by current employee	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	Referred by Friend or Family	-	-
RETAI007143	Retail Sales & Service Associate - Lawrence, KS	1	ZipRecruiter	-	-
FIELD007130	Field Technician - Lawrence, KS	2	Current Employee	-	-
FIELD007130	Field Technician - Lawrence, KS	2	eBenefits Dept of Veteran Affairs	-	-
FIELD007130	Field Technician - Lawrence, KS	2	Facebook/Instagram	-	-
FIELD007130	Field Technician - Lawrence, KS	2	Glassdoor	-	-
FIELD007130	Field Technician - Lawrence, KS	2	Handshake	-	-
FIELD007130	Field Technician - Lawrence, KS	2	Indeed	10	-
FIELD007130	Field Technician - Lawrence, KS	2	KSWORKS (Job Service of KS)	-	-
FIELD007130	Field Technician - Lawrence, KS	2	LinkedIn	2	1
FIELD007130	Field Technician - Lawrence, KS	2	Local Job Network - Circa	1	-
FIELD007130	Field Technician - Lawrence, KS	2	Midco Email	-	-
FIELD007130	Field Technician - Lawrence, KS	2	Midco TV Commercial	-	-
FIELD007130	Field Technician - Lawrence, KS	2	Midco Website	2	-
FIELD007130	Field Technician - Lawrence, KS	2	Referred by current employee	1	-
FIELD007130	Field Technician - Lawrence, KS	2	Referred by Friend or Family	1	-
FIELD007130	Field Technician - Lawrence, KS	2	ZipRecruiter	2	1

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application	www.midcocareers.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
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake https://www.joinhandshake.com/	Internet Posting		N
Indeed https://www.indeed.com/	Internet Posting		N
KSWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Ariadna Escamilla Phone: 800-984-3773	Ariadna.escamilla@circaworks.com	N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
Local Job Network - Circa	Contact: Brett Royal Phone: 414-293-8521	brett.royal@miltracech.com	N
Midco Email	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
Midco Website	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Midco TV Commercial	Contact: Christian Begeman Phone: (605) 357-5505	Christian.begeman@midco.com	N
Internet Sources			

Facebook / Instagram https://www.facebook.com/	Social Media - Internet Posting		N
Keloland Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	N
SDWORKS (Job Service of SD)	Contact: Paul Robson Phone: 605-910-4833	Paul.Robson@state.sd.us	N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2024 - 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
9/1/2024 - 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 Techs (all Levels) Business Techs (all levels) Maintenance Techs (all levels)
9/1/2024 - on going	Workplace Discrimination and Harassment 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
9/1/2024 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota Wisconsin	An annual membership is maintained with Circa Works. All positions are posted through Circa to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment sites. 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 www.jobcenterofwisconsin.com www.ebenefits.va.gov