

EEO Public File Report, Amended January 2026
Midcontinent Communications-Hennepin
September 1, 2024-August 31, 2025
Full-Time Positions Filled

Requisition Number	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
FINAN006854	Financial Analyst-Finance Analytics	1	Current Employee	-	-
FINAN006854	Financial Analyst-Finance Analytics	1	eBenefits - Department of Veteran Affairs	-	-
FINAN006854	Financial Analyst-Finance Analytics	1	Facebook/Instagram	-	-
FINAN006854	Financial Analyst-Finance Analytics	1	Glassdoor	-	-
FINAN006854	Financial Analyst-Finance Analytics	1	Handshake	-	-
FINAN006854	Financial Analyst-Finance Analytics	1	Indeed	5	-
FINAN006854	Financial Analyst-Finance Analytics	1	LinkedIn	3	1
FINAN006854	Financial Analyst-Finance Analytics	1	Local Job Service - Circa	-	-
FINAN006854	Financial Analyst-Finance Analytics	1	Midco Email	1	-
FINAN006854	Financial Analyst-Finance Analytics	1	Midco Website	-	-
FINAN006854	Financial Analyst-Finance Analytics	1	MNWORKS (Job Service of Minnesota)	-	-
FINAN006854	Financial Analyst-Finance Analytics	1	People of Color Career Fair	-	-
FINAN006854	Financial Analyst-Finance Analytics	1	Referred by current Employee	3	-
FINAN006854	Financial Analyst-Finance Analytics	1	Referred by Friend or Family	2	-
FINAN006854	Financial Analyst-Finance Analytics	1	ZipRecruiter	-	-
MARKE007095	Marketing Strategist - Growth	1	Current Employee	1	-
MARKE007095	Marketing Strategist - Growth	1	eBenefits - Department of Veteran Affairs	-	-
MARKE007095	Marketing Strategist - Growth	1	Facebook/Instagram	-	-
MARKE007095	Marketing Strategist - Growth	1	Glassdoor	-	-
MARKE007095	Marketing Strategist - Growth	1	Handshake	-	-
MARKE007095	Marketing Strategist - Growth	1	Indeed	2	-
MARKE007095	Marketing Strategist - Growth	1	LinkedIn	2	-
MARKE007095	Marketing Strategist - Growth	1	Local Job Network - Circa	-	-
MARKE007095	Marketing Strategist - Growth	1	Midco Email	-	-
MARKE007095	Marketing Strategist - Growth	1	Midco TV Commercial	2	-
MARKE007095	Marketing Strategist - Growth	1	Midco Website	1	-
MARKE007095	Marketing Strategist - Growth	1	MNWORKS (Job Service of Minnesota)	-	-
MARKE007095	Marketing Strategist - Growth	1	People of Color Career Fair	-	-
MARKE007095	Marketing Strategist - Growth	1	Referred by Current Employee	2	1
MARKE007095	Marketing Strategist - Growth	1	Referred by Friend or Family	1	-
MARKE007095	Marketing Strategist - Growth	1	ZipRecruiter	1	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Current Employee	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	eBenefits - Department of Veteran Affairs	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Facebook/Instagram	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Glassdoor	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Handshake	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Indeed	5	1
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	LinkedIn	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Local Job Network - Circa	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Midco Email	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Midco Website	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	MNWORKS (Job Service of Minnesota)	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Referred by Current Employee	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	Referred by Friend or Family	-	-
PRODU006950	Product Analyst-Mobile - Minneapolis, MN	1	ZipRecruiter	-	-

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	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
10/22/2024	People of Color Career Fair-Sponsorship	One of three main sponsors. Share information about open positions, career site, how to apply, company paid benefits, etc.	In Person Job Fair General Recruiting	Jessica Costello Sam Lyle Jordan Maetche Teresa Lai Kaylan Boinapalli Eric Tijerina Ben Dold Jeannie Thurston Sandeep Bowenapally Moses Hodgson Susan Thomas
11/7/2024	Augustana University - AU Top Talent	Exclusive event to connect Augustana University students with internship and employment opportunities in the Twin Cities market.	General Recruiting	Jessica Costello Jordan Maetche
4/15/2025	People of Color Career Fair-Sponsorship	Premiere sponsor. Share information about open positions, career site, how to apply, company paid benefits, etc.	In Person Job Fair General Recruiting	Ben Dold Ann McGlennen Pao Lo Sandeep Bowenapally Oliver Charcon Garrett Wilson Patti Hawkey Noelle Tieszen Moses Hodgson Sam Lyle Susan Thomas Jessica Costello Jordan Maetche

Recruitment Source	Contact	Email	Entitled to Notification
Current Employee	Recruitment Sources Used for All Openings 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
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
MNWORKS (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N

Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)	
Job Fair - Augustana (AU Top Talent)	N
Contact: Jodi Dehli	jodi.dehli@augie.edu
People of Color Career Fair	N
1301 2nd Ave S, Minneapolis, MN 55403	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673 sharon@rmgaccess-com