

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

| Requisition Number | Posting Title | Positions Filled | Referral Sources | Interviewed | Hired |
|--------------------|--|------------------|---|-------------|-------|
| CORPO006795 | Corporate Development Senior Manager | 1 | Current Employee | - | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | ClearPoint Search Group | 2 | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | eBenefits - Department of Veteran Affairs | - | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | Facebook/Instagram | - | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | Glassdoor | - | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | Job Service | - | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | Indeed | 5 | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | LinkedIn | 7 | 1 |
| CORPO006795 | Corporate Development Senior Manager | 1 | Local Job Service - Circa | - | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | Midco Email | 1 | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | Midco Website | 2 | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | MNWORKS (Job Service of Minnesota) | - | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | Referred by Current Employee | 2 | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | Referred by Friend or Family | 1 | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | Robert Half | 1 | - |
| CORPO006795 | Corporate Development Senior Manager | 1 | ZipRecruiter | - | - |
| 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 | - | - |

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|-------------|--|---|---|---|---|
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Current Employee | - | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | eBenefits - Department of Veteran Affairs | - | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Facebook/Instagram | - | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Glassdoor | - | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Handshake | - | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Indeed | 3 | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | LinkedIn | 6 | 1 |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Local Job Network - Circa | - | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Midco Email | 1 | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Midco Website | - | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | MNWORKS (Job Service of Minnesota) | - | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | People of Color Career Fair | 1 | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Referred by current employee | 1 | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | Referred by Friend or Family | 1 | - |
| SENIO007094 | Senior Financial Analyst-Finance Analytics | 1 | ZipRecruiter | - | - |

| 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 |
| 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 |

Recruitment Sources for Specific Vacancies

| | | | |
|---|------------------------|--------------------------------|----------|
| ClearPoint | Contact: Kevin Johnson | kjohnson@clearpointfinance.com | N |
| 3169 Fernbrook Ln N, Plymouth, MN 55447 | Phone: 763.231.7161 | | |

Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)

| | | | |
|---|---------------------|----------------------|----------|
| Job Fair - Augustana (AU Top Talent) | Contact: Jodi Dehli | jodi.dehli@augie.edu | N |
|---|---------------------|----------------------|----------|

| | | | |
|---------------------------------------|---------------------------------|----------------------|----------|
| People of Color Career Fair | Contact: Sharon Smith-Akinsanya | sharon@rmgaccess-com | N |
| 1301 2nd Ave S, Minneapolis, MN 55403 | Phone: 612-916-2673 | | |

| 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.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 Kalyan Boinapalli, 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 |