

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

Requisition Number	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Current Employee	4	1
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	eBenenefits Dept of Veteran Affairs	-	-
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Facebook / Instagram	1-	2
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Glassdoor	-	-
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Handshake	1	-
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Indeed	12	5
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Keloland Employment	3	1
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	LinkedIn	2	1
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Local Job Network - Circa	-	-
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Midco Email	-	-
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Midco TV Commercial	1	-
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Midco Website	6	1
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Referred by current employee	2	-
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	Referred by Friend or Family	3	-
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	SDACCC (SD Associate of College Career Center)	-	-
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	SDWORKS (Job Service of SD)	5	3
CUSTO006759	Customer Experience Specialist - Rapid City, SD	15	ZipRecruiter	2	1
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Billboard	-	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Current Employee	-	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	eBenenefits Dept of Veteran Affairs	-	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Facebook/Instagram	2	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Glassdoor	-	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Handshake	-	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Indeed	16	6
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Keloland Employment	-	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	LinkedIn	1	1
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Local Job Network - Circa	1	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Midco Email	-	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Midco TV Commercial	2	1
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Midco Website	5	3
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Referred by current employee	6	3
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	Referred by Friend or Family	4	1
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	SDACCC (SD Associate of College Career Center)	-	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	SDWORKS (Job Service of SD)	-	-
CUSTO006865	Customer Experience Specialist - Rapid City, SD	16	ZipRecruiter	3	1
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	eBenenefits Dept of Veteran Affairs	-	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Facebook/Instagram	-	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Glassdoor	-	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Handshake	-	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Indeed	41	6
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Keloland Employment	1	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	LinkedIn	-	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Local Job Network - Circa	1	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Midco Email	-	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Midco TV Commercial	-	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Midco Website	4	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Referred by current employee	2	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	Referred by Friend or Family	-	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	SDACCC (SD Associate of College Career Center)	-	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	SDWORKS (Job Service of SD)	1	-
CUSTO006960	Customer Experience Specialist - Rapid City, SD	6	ZipRecruiter	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Current Employee	-	-
FIELD006757	Field Technician - Rapid City, SD	3	eBenenefits Dept of Veteran Affairs	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Facebook/Instagram	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Glassdoor	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Handshake	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Indeed	7	2
FIELD006757	Field Technician - Rapid City, SD	3	Keloland Employment	1	-
FIELD006757	Field Technician - Rapid City, SD	3	LinkedIn	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Local Job Network - Circa	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Midco Email	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Midco TV Commercial	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Midco Website	2	1
FIELD006757	Field Technician - Rapid City, SD	3	Referred by current employee	-	-
FIELD006757	Field Technician - Rapid City, SD	3	Referred by Friend or Family	-	-
FIELD006757	Field Technician - Rapid City, SD	3	SDWORKS (Job Service of SD)	-	-
FIELD006757	Field Technician - Rapid City, SD	3	ZipRecruiter	1	-

FIELD006859	Field Technician - Rapid City, SD	4	Current Employee	-	-
FIELD006859	Field Technician - Rapid City, SD	4	eBenenefits Dept of Veteran Affairs	-	-
FIELD006859	Field Technician - Rapid City, SD	4	Facebook/Instagram	-	-
FIELD006859	Field Technician - Rapid City, SD	4	Glassdoor	-	-
FIELD006859	Field Technician - Rapid City, SD	4	Handshake	-	-
FIELD006859	Field Technician - Rapid City, SD	4	Indeed	6	2
FIELD006859	Field Technician - Rapid City, SD	4	Keloland Employment	1	1
FIELD006859	Field Technician - Rapid City, SD	4	LinkedIn	-	-
FIELD006859	Field Technician - Rapid City, SD	4	Local Job Network - Circa	-	-
FIELD006859	Field Technician - Rapid City, SD	4	Midco Email	-	-
FIELD006859	Field Technician - Rapid City, SD	4	Midco TV Commercial	-	-
FIELD006859	Field Technician - Rapid City, SD	4	Midco Website	1	1
FIELD006859	Field Technician - Rapid City, SD	4	Referred by current employee	-	-
FIELD006859	Field Technician - Rapid City, SD	4	Referred by Friend or Family	-	-
FIELD006859	Field Technician - Rapid City, SD	4	SDWORKS (Job Service of SD)	-	-
FIELD006859	Field Technician - Rapid City, SD	4	ZipRecruiter	-	-
FIELD006939	Field Technician - Pierre, SD	1	Current Employee	-	-
FIELD006939	Field Technician - Pierre, SD	1	eBenenefits Dept of Veteran Affairs	-	-
FIELD006939	Field Technician - Pierre, SD	1	Facebook/Instagram	-	-
FIELD006939	Field Technician - Pierre, SD	1	Glassdoor	-	-
FIELD006939	Field Technician - Pierre, SD	1	Handshake	-	-
FIELD006939	Field Technician - Pierre, SD	1	Indeed	4	-
FIELD006939	Field Technician - Pierre, SD	1	Keloland Employment	1	-
FIELD006939	Field Technician - Pierre, SD	1	LinkedIn	1	1
FIELD006939	Field Technician - Pierre, SD	1	Local Job Network - Circa	-	-
FIELD006939	Field Technician - Pierre, SD	1	Midco Email	-	-
FIELD006939	Field Technician - Pierre, SD	1	Midco TV Commercial	-	-
FIELD006939	Field Technician - Pierre, SD	1	Midco Website	1	-
FIELD006939	Field Technician - Pierre, SD	1	Referred by current employee	1	-
FIELD006939	Field Technician - Pierre, SD	1	Referred by Friend or Family	-	-
FIELD006939	Field Technician - Pierre, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD006939	Field Technician - Pierre, SD	1	ZipRecruiter	1	-
FIELD006958	Field Technician - Rapid City, SD	1	Current Employee	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Billboard	-	-
FIELD006958	Field Technician - Rapid City, SD	1	eBenenefits Dept of Veteran Affairs	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Facebook/Instagram	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Glassdoor	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Handshake	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Indeed	4	-
FIELD006958	Field Technician - Rapid City, SD	1	Keloland Employment	-	-
FIELD006958	Field Technician - Rapid City, SD	1	LinkedIn	1	1
FIELD006958	Field Technician - Rapid City, SD	1	Local Job Network - Circa	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Midco Email	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Midco TV Commercial	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Midco Website	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Referred by current employee	-	-
FIELD006958	Field Technician - Rapid City, SD	1	Referred by Friend or Family	-	-
FIELD006958	Field Technician - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD006958	Field Technician - Rapid City, SD	1	ZipRecruiter	-	-
FIELD007043	Field Technician - Spearfish, SD	1	Current Employee	-	-
FIELD007043	Field Technician - Spearfish, SD	1	eBenenefits Dept of Veteran Affairs	-	-
FIELD007043	Field Technician - Spearfish, SD	1	Facebook/Instagram	-	-
FIELD007043	Field Technician - Spearfish, SD	1	Glassdoor	-	-
FIELD007043	Field Technician - Spearfish, SD	1	Handshake	-	-
FIELD007043	Field Technician - Spearfish, SD	1	Indeed	2	1
FIELD007043	Field Technician - Spearfish, SD	1	Keloland Employment	-	-
FIELD007043	Field Technician - Spearfish, SD	1	LinkedIn	-	-
FIELD007043	Field Technician - Spearfish, SD	1	Local Job Network - Circa	-	-
FIELD007043	Field Technician - Spearfish, SD	1	Midco Email	-	-
FIELD007043	Field Technician - Spearfish, SD	1	Midco TV Commercial	-	-
FIELD007043	Field Technician - Spearfish, SD	1	Midco Website	1	-
FIELD007043	Field Technician - Spearfish, SD	1	Referred by current employee	1	-
FIELD007043	Field Technician - Spearfish, SD	1	Referred by Friend or Family	-	-
FIELD007043	Field Technician - Spearfish, SD	1	SDWORKS (Job Service of SD)	2	-
FIELD007043	Field Technician - Spearfish, SD	1	ZipRecruiter	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Current Employee	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Billboard	-	-
FIELD007078	Field Technician - Rapid City, SD	1	eBenenefits Dept of Veteran Affairs	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Facebook/Instagram	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Glassdoor	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Handshake	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Indeed	7	-

FIELD007078	Field Technician - Rapid City, SD	1	Keloland Employment	-	-
FIELD007078	Field Technician - Rapid City, SD	1	LinkedIn	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Local Job Network - Circa	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Midco Email	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Midco TV Commercial	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Midco Website	1	1
FIELD007078	Field Technician - Rapid City, SD	1	Referred by current employee	-	-
FIELD007078	Field Technician - Rapid City, SD	1	Referred by Friend or Family	1	-
FIELD007078	Field Technician - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD007078	Field Technician - Rapid City, SD	1	ZipRecruiter	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Billboard	1	-
FIELD007117	Field Technician - Rapid City, SD	2	Current Employee	-	-
FIELD007117	Field Technician - Rapid City, SD	2	eBenenefits Dept of Veteran Affairs	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Facebook/Instagram	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Glassdoor	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Handshake	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Indeed	12	2
FIELD007117	Field Technician - Rapid City, SD	2	Keloland Employment	1	-
FIELD007117	Field Technician - Rapid City, SD	2	LinkedIn	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Local Job Network - Circa	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Midco Email	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Midco TV Commercial	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Midco Website	1	-
FIELD007117	Field Technician - Rapid City, SD	2	Referred by current employee	-	-
FIELD007117	Field Technician - Rapid City, SD	2	Referred by Friend or Family	1	-
FIELD007117	Field Technician - Rapid City, SD	2	SDWORKS (Job Service of SD)	-	-
FIELD007117	Field Technician - Rapid City, SD	2	ZipRecruiter	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Current Employee	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	eBenenefits Dept of Veteran Affairs	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Facebook/Instagram	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Glassdoor	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Handshake	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Indeed	2	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Keloland Employment	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	LinkedIn	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Local Job Network - Circa	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Midco Email	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Midco TV Commercial	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Midco Website	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Referred by current employee	1	1
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	Referred by Friend or Family	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
RETAI006918	Retail Sales & Service Associate - Rapid City, SD	1	ZipRecruiter	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Current Employee	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	eBenenefits Dept of Veteran Affairs	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Facebook/Instagram	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Glassdoor	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Handshake	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Indeed	2	1
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Keloland Employment	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	LinkedIn	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Local Job Network - Circa	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Midco Email	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Midco TV Commercial	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Midco Website	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Referred by current employee	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	Referred by Friend or Family	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
RETAI007150	Retail Sales & Service Associate - Rapid City, SD	1	ZipRecruiter	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Current Employee	-	-
FIELD007160	Field Technician - Spearfish, SD	1	eBenenefits Dept of Veteran Affairs	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Facebook/Instagram	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Glassdoor	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Handshake	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Indeed	3	1
FIELD007160	Field Technician - Spearfish, SD	1	Keloland Employment	-	-
FIELD007160	Field Technician - Spearfish, SD	1	LinkedIn	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Local Job Network - Circa	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Midco Email	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Midco TV Commercial	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Midco Website	-	-
FIELD007160	Field Technician - Spearfish, SD	1	Referred by current employee	-	-

FIELD007160	Field Technician - Spearfish, SD	1	Referred by Friend or Family	1	-
FIELD007160	Field Technician - Spearfish, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD007160	Field Technician - Spearfish, SD	1	ZipRecruiter	1	-
FIELD007174	Field Technician - Rapid City, SD	3	Billboard	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Current Employee	-	-
FIELD007174	Field Technician - Rapid City, SD	3	eBenefits Dept of Veteran Affairs	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Facebook/Instagram	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Glassdoor	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Handshake	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Indeed	3	2
FIELD007174	Field Technician - Rapid City, SD	3	Keloland Employment	-	-
FIELD007174	Field Technician - Rapid City, SD	3	LinkedIn	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Local Job Network - Circa	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Midco Email	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Midco TV Commercial	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Midco Website	1	1
FIELD007174	Field Technician - Rapid City, SD	3	Referred by current employee	-	-
FIELD007174	Field Technician - Rapid City, SD	3	Referred by Friend or Family	1	-
FIELD007174	Field Technician - Rapid City, SD	3	SDWORKS (Job Service of SD)	-	-
FIELD007174	Field Technician - Rapid City, SD	3	ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application	www.midcocareers.com	N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake https://www.joinhandshake.com/	Contact: Mhars Tennel Phone: 510-859-4231	mhars@joinhandshake.com	N
Indeed https://www.indeed.com/	Internet Posting		N
Keloland Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-275-6380	manda@hireclick.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
SDWORKS (Job Service of SD)	Contact: Paul Robson Phone: 605-910-4833	Paul.Robson@state.sd.us	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

Western Dakota Technical College Career Fair	Chandra Calvert 605-718-2419	chandra.calvert@wdt.edu	N
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Internet Sources			
eBenefits - Dept of Veteran Affairs 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N

Facebook / Instagram https://www.facebook.com/	Internet Posting		N
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SDACCC (SD Association College Career Center) College Consortium	Internet Posting		N
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ZipRecruiter https://ziprecruiter.com/	Internet Posting		N
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Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2024 - 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	Talent Acquisition Team
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.usmilitarypipeline.com www.ebenefits.va.gov
2/5/2025	Western Dakota Technical College Career Fair	The Western Dakota Technical College Career Fair is one-day event open to students looking for full time career opportunities and internships for all majors.	General Outreach	Jim Bertocchi and Matt Huber