

EEO Public File Report
Midcontinent Communications-Douglas
September 1, 2025-August 31, 2026
Full-Time Positions Filled

Requisition Number	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
25-0112	Field Technician	1	Current Employee	-	-
25-0112	Field Technician	1	eBenefits Department of Veterans Affairs	-	-
25-0112	Field Technician	1	Facebook/Instagram/Meta	-	-
25-0112	Field Technician	1	Friend/Family Referral	1	-
25-0112	Field Technician	1	Glassdoor	-	-
25-0112	Field Technician	1	Handshake	-	-
25-0112	Field Technician	1	Indeed	4	1
25-0112	Field Technician	1	KSWORKS (Job Service of KS)	-	-
25-0112	Field Technician	1	LinkedIn	-	-
25-0112	Field Technician	1	Local Job Network-Circa	-	-
25-0112	Field Technician	1	Midco Email	1	-
25-0112	Field Technician	1	Midco TV Commercial	-	-
25-0112	Field Technician	1	Midco Website	4	-
25-0112	Field Technician	1	Referred by Current Employee	1	-
25-0225	Inventory Control Specialist	1	Current Employee	-	-
25-0225	Inventory Control Specialist	1	eBenefits Department of Veterans Affairs	-	-
25-0225	Inventory Control Specialist	1	Facebook/Instagram/Meta	-	-
25-0225	Inventory Control Specialist	1	Friend/Family Referral	-	-
25-0225	Inventory Control Specialist	1	Glassdoor	-	-
25-0225	Inventory Control Specialist	1	Handshake	-	-
25-0225	Inventory Control Specialist	1	Indeed	2	-
25-0225	Inventory Control Specialist	1	KSWORKS (Job Service of KS)	-	-
25-0225	Inventory Control Specialist	1	LinkedIn	-	-
25-0225	Inventory Control Specialist	1	Local Job Network-Circa	-	-
25-0225	Inventory Control Specialist	1	Midco Billboard	-	-
25-0225	Inventory Control Specialist	1	Midco Email	-	-
25-0225	Inventory Control Specialist	1	Midco TV Commercial	-	-
25-0225	Inventory Control Specialist	1	Midco Website	-	-
25-0225	Inventory Control Specialist	1	Referred by Current Employee	1	1
25-0379	Field Technician - Lawrence, KS	2	Current Employee	-	-
25-0379	Field Technician - Lawrence, KS	2	eBenefits Department of Veterans Affairs	-	-
25-0379	Field Technician - Lawrence, KS	2	Facebook/Instagram/Meta	-	-
25-0379	Field Technician - Lawrence, KS	2	Friend/Family Referral	-	-
25-0379	Field Technician - Lawrence, KS	2	Glassdoor	-	-
25-0379	Field Technician - Lawrence, KS	2	Handshake	-	-
25-0379	Field Technician - Lawrence, KS	2	Indeed	1	-
25-0379	Field Technician - Lawrence, KS	2	KSWORKS (Job Service of KS)	-	-
25-0379	Field Technician - Lawrence, KS	2	LinkedIn	-	-
25-0379	Field Technician - Lawrence, KS	2	Local Job Network-Circa	-	-
25-0379	Field Technician - Lawrence, KS	2	Midco Email	-	-
25-0379	Field Technician - Lawrence, KS	2	Midco TV Commercial	-	-
25-0379	Field Technician - Lawrence, KS	2	Midco Website	1	-
25-0379	Field Technician - Lawrence, KS	2	Referred by Current Employee	2	2
25-0436	Field Technician - Lawrence, KS	1	Current Employee	-	-
25-0436	Field Technician - Lawrence, KS	1	eBenefits Department of Veterans Affairs	-	-
25-0436	Field Technician - Lawrence, KS	1	Facebook/Instagram/Meta	-	-
25-0436	Field Technician - Lawrence, KS	1	Friend/Family Referral	-	-
25-0436	Field Technician - Lawrence, KS	1	Glassdoor	-	-
25-0436	Field Technician - Lawrence, KS	1	Handshake	-	-
25-0436	Field Technician - Lawrence, KS	1	Indeed	-	-
25-0436	Field Technician - Lawrence, KS	1	KSWORKS (Job Service of KS)	1	-
25-0436	Field Technician - Lawrence, KS	1	LinkedIn	-	-
25-0436	Field Technician - Lawrence, KS	1	Local Job Network-Circa	-	-
25-0436	Field Technician - Lawrence, KS	1	Midco Email	-	-
25-0436	Field Technician - Lawrence, KS	1	Midco TV Commercial	-	-
25-0436	Field Technician - Lawrence, KS	1	Midco Website	1	1
25-0436	Field Technician - Lawrence, KS	1	Referred by Current Employee	-	-
26-0114	Construction Technician - Lawrence, KS	1	Current Employee	1	-
26-0114	Construction Technician - Lawrence, KS	1	eBenefits Department of Veterans Affairs	-	-
26-0114	Construction Technician - Lawrence, KS	1	Facebook/Instagram/Meta	1	-
26-0114	Construction Technician - Lawrence, KS	1	Friend/Family Referral	-	-
26-0114	Construction Technician - Lawrence, KS	1	Glassdoor	-	-
26-0114	Construction Technician - Lawrence, KS	1	Handshake	-	-
26-0114	Construction Technician - Lawrence, KS	1	Indeed	1	-
26-0114	Construction Technician - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
26-0114	Construction Technician - Lawrence, KS	1	LinkedIn	-	-
26-0114	Construction Technician - Lawrence, KS	1	Local Job Network-Circa	-	-
26-0114	Construction Technician - Lawrence, KS	1	Midco Email	-	-
26-0114	Construction Technician - Lawrence, KS	1	Midco TV Commercial	-	-
26-0114	Construction Technician - Lawrence, KS	1	Midco Website	1	1
26-0114	Construction Technician - Lawrence, KS	1	Referred by Current Employee	-	-
26-0213	Retail Associate	1	Current Employee	-	-

26-0213	Retail Associate	1	eBenefits Department of Veterans Affairs	-	-
26-0213	Retail Associate	1	Facebook/Instagram/Meta	-	-
26-0213	Retail Associate	1	Friend/Family Referral	-	-
26-0213	Retail Associate	1	Glassdoor	-	-
26-0213	Retail Associate	1	Handshake	-	-
26-0213	Retail Associate	1	Indeed	-	-
26-0213	Retail Associate	1	KSWORKS (Job Service of KS)	-	-
26-0213	Retail Associate	1	LinkedIn	-	-
26-0213	Retail Associate	1	Local Job Network-Circa	-	-
26-0213	Retail Associate	1	Midco Email	-	-
26-0213	Retail Associate	1	Midco TV Commercial	-	-
26-0213	Retail Associate	1	Midco Website	1	-
26-0213	Retail Associate	1	Referred by Current Employee	2	1

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/	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: Tyler Kaplan Phone: 414-293-8521	tyler.kaplan@mitratech.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
Friend/Family Referral	Referral from Friend or Family		N
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 / Meta https://www.facebook.com/	Social Media - Internet Posting		N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Midco Billboard Contracted through Flynn-Wright	Contact: Paige Baskerville	paige.baskerville@midco.com	N

Midco TV Commercial

Contact: Christian Begeman
Phone: (605) 357-5505

christian.begeman@midco.com

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Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2025 - 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
9/1/2025 - 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)
9/1/2025 - on going	Respect in the Workplace	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
9/1/2025 - 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