

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

| Requisition Number | Posting Title                  | Positions Filled | Referral Sources                         | Interviewed | Hired |
|--------------------|--------------------------------|------------------|------------------------------------------|-------------|-------|
| 26-0305            | MDU Account Executive          | 1                | Current Employee                         | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | eBenefits Department of Veterans Affairs | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | Facebook/Instagram/Meta                  | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | Friend/Family Referral                   | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | Glassdoor                                | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | Handshake                                | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | Indeed                                   | 3           | 1     |
| 26-0305            | MDU Account Executive          | 1                | LinkedIn                                 | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | Local Job Network-Circa                  | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | Midco Billboard                          | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | Midco Email                              | 1           | -     |
| 26-0305            | MDU Account Executive          | 1                | Midco Website                            | -           | -     |
| 26-0305            | MDU Account Executive          | 1                | Referred by Current Employee             | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Current Employee                         | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | eBenefits Department of Veterans Affairs | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Facebook/Instagram/Meta                  | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Friend/Family Referral                   | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Glassdoor                                | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Handshake                                | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Indeed                                   | 1           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | LinkedIn                                 | 3           | 1     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Local Job Network-Circa                  | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Midco Email                              | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Midco Website                            | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | MNWORKS (Job Service of MN)              | -           | -     |
| 26-0384            | HRIS Analyst - Minneapolis, MN | 1                | Referred by Current Employee             | -           | -     |

| Recruitment Source                                                                                        | Contact                                          | Email                           | Entitled to Notification |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------|---------------------------------|--------------------------|
| Recruitment Sources Used for All Openings                                                                 |                                                  |                                 |                          |
| <b>Current Employee</b>                                                                                   | Current Employee application                     | www.midcocareers.com            | <b>N</b>                 |
| <b>eBenefits - Dept of Veteran Affairs</b><br>810 Vermont Ave NW Washington, D.C. 20420                   | Contact: Lori Adams<br>Phone: 800-342-9647       | www.careeronestop.org           | <b>N</b>                 |
| <b>Glassdoor</b><br><a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a> | Internet Posting                                 |                                 | <b>N</b>                 |
| <b>Handshake</b><br><a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>           | Internet Posting                                 |                                 | <b>N</b>                 |
| <b>Indeed</b><br><a href="https://www.indeed.com/">https://www.indeed.com/</a>                            | Internet Posting                                 |                                 | <b>N</b>                 |
| <b>LinkedIn</b><br><a href="https://www.linkedin.com/feed/">https://www.linkedin.com/feed/</a>            | Internet Posting                                 |                                 | <b>N</b>                 |
| <b>Local Job Network - Circa</b>                                                                          | Contact: Tyler Kaplan<br>Phone: 414-293-8521     | tyler.kaplan@mitratech.com      | <b>N</b>                 |
| <b>Midco Email</b>                                                                                        | Contact: Susan Thomas<br>Phone: 952-358-3547     | www.midcocareers.com            | <b>N</b>                 |
| <b>Midco Website</b>                                                                                      | Contact: Susan Thomas<br>Phone: 952-358-3547     | www.midcocareers.com            | <b>N</b>                 |
| <b>MNWORKS (Job Service of Minnesota)</b><br>318 9th Street, Worthington, MN 56187                        | Contact: Ronnie Bernhardt<br>Phone: 800-984-3775 | Ronnie.Bernhardt@CircaWorks.com | <b>N</b>                 |
| <b>Referred by Current Employee</b>                                                                       | Referral from Current Employee                   |                                 | <b>N</b>                 |
| <b>Referred by Friend or Family</b>                                                                       | Referral from Friend or Family                   |                                 | <b>N</b>                 |
| Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)                                   |                                                  |                                 |                          |
| <b>Midco Billboard</b><br>Contracted through Flynn-Wright                                                 | Contact: Paige Baskerville                       | paige.baskerville@midco.com     | <b>N</b>                 |

|                                                                             |                                                        |                             |          |
|-----------------------------------------------------------------------------|--------------------------------------------------------|-----------------------------|----------|
| <b>Midco TV Commercial</b>                                                  | Contact: Christian Begeman<br>Phone: 605-357-5505      | christian.begeman@midco.com | <b>N</b> |
| <b>People of Color Career Fair</b><br>1301 2nd Ave S, Minneapolis, MN 55403 | Contact: Sharon Smith-Akinsanya<br>Phone: 612-916-2673 | sharon@rmgaccess-com        | <b>N</b> |

| 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   | 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:<br>North Dakota<br>South Dakota<br>Kansas<br>Minnesota<br>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,<br>Females<br>Minorities<br>Veterans<br>IWD | Circa agreement maintains membership:<br>www.NorthDakotaDiversity.com<br>www.SouthDakotaDiversity.com<br>www.WisconsinDiversity.com<br>www.NorthDakotaJobNetwork.com<br>www.SouthDakotaJobNetwork.com<br>www.MinnesotaJobNetwork.com<br>www.WisconsinJobNetwork.com<br>www.MinnesotaDiversity.com<br>www.minnesotaworks.net<br>www.ndworkforceconnection.com<br>www.jobcenterofwisconsin.com<br>www.ebenefits.va.gov |
| 10/28/2025            | 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<br>General Recruiting                    | Sam Lyle, Jess Costello, Susan Thomas, Jordan Maetche, Sue Punke, Patti Hawkey, Kalyan Boinapalli, Eric Tijerina, Oliver Chacon Corona, Joseph Rysavy, Noelle Tieszen, Ann McGlennen                                                                                                                                                                                                                                 |
| 4/28/2026             | 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<br>General Recruiting                    | Sam Lyle, Jess Costello, Sue Punke, Sandeep Bowenapally, Eric Tijerina, Oliver Chacon Corona, Teresa Lai, Patti Hawkey, Sharon Koenig, Husam Kakish, Ann McGlennen, Reza Mohammadi                                                                                                                                                                                                                                   |