

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

Requisition Number	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
25-0216	Locator - Rapid City, SD	2	Current Employee	1	-
25-0216	Locator - Rapid City, SD	2	eBenefits Department of Veterans Affairs	-	-
25-0216	Locator - Rapid City, SD	2	Facebook/Instagram/Meta	-	-
25-0216	Locator - Rapid City, SD	2	Friend/Family Referral	1	1
25-0216	Locator - Rapid City, SD	2	Glassdoor	-	-
25-0216	Locator - Rapid City, SD	2	Handshake	-	-
25-0216	Locator - Rapid City, SD	2	Indeed	2	1
25-0216	Locator - Rapid City, SD	2	Keloland Employment	-	-
25-0216	Locator - Rapid City, SD	2	LinkedIn	-	-
25-0216	Locator - Rapid City, SD	2	Local Job Network-Circa	-	-
25-0216	Locator - Rapid City, SD	2	Midco Email	-	-
25-0216	Locator - Rapid City, SD	2	Midco TV Commercial	-	-
25-0216	Locator - Rapid City, SD	2	Midco Website	2	-
25-0216	Locator - Rapid City, SD	2	Referred by Current Employee	-	-
25-0216	Locator - Rapid City, SD	2	SDWORKS (Job Service of SD)	-	-
25-0277	Field Technician	1	Current Employee	-	-
25-0277	Field Technician	1	eBenefits Department of Veterans Affairs	-	-
25-0277	Field Technician	1	Facebook/Instagram/Meta	-	-
25-0277	Field Technician	1	Friend/Family Referral	-	-
25-0277	Field Technician	1	Glassdoor	-	-
25-0277	Field Technician	1	Handshake	-	-
25-0277	Field Technician	1	Indeed	-	-
25-0277	Field Technician	1	Keloland Employment	1	1
25-0277	Field Technician	1	LinkedIn	-	-
25-0277	Field Technician	1	Local Job Network-Circa	-	-
25-0277	Field Technician	1	Midco Email	-	-
25-0277	Field Technician	1	Midco TV Commercial	-	-
25-0277	Field Technician	1	Midco Website	1	-
25-0277	Field Technician	1	Referred by Current Employee	-	-
25-0277	Field Technician	1	SDWORKS (Job Service of SD)	-	-
26-0149	Construction Technician - Rapid City, SD	1	Current Employee	-	-
26-0149	Construction Technician - Rapid City, SD	1	eBenefits Department of Veterans Affairs	-	-
26-0149	Construction Technician - Rapid City, SD	1	Facebook/Instagram/Meta	-	-
26-0149	Construction Technician - Rapid City, SD	1	Friend/Family Referral	-	-
26-0149	Construction Technician - Rapid City, SD	1	Glassdoor	-	-
26-0149	Construction Technician - Rapid City, SD	1	Handshake	-	-
26-0149	Construction Technician - Rapid City, SD	1	Indeed	2	1
26-0149	Construction Technician - Rapid City, SD	1	Keloland Employment	-	-
26-0149	Construction Technician - Rapid City, SD	1	LinkedIn	-	-
26-0149	Construction Technician - Rapid City, SD	1	Local Job Network-Circa	-	-
26-0149	Construction Technician - Rapid City, SD	1	Midco Billboard	-	-
26-0149	Construction Technician - Rapid City, SD	1	Midco Email	-	-
26-0149	Construction Technician - Rapid City, SD	1	Midco TV Commercial	-	-
26-0149	Construction Technician - Rapid City, SD	1	Midco Website	-	-
26-0149	Construction Technician - Rapid City, SD	1	Referred by Current Employee	-	-
26-0149	Construction Technician - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
26-0285	Retail Sales & Service Associate	1	Current Employee	-	-
26-0285	Retail Sales & Service Associate	1	eBenefits Department of Veterans Affairs	-	-
26-0285	Retail Sales & Service Associate	1	Facebook/Instagram/Meta	-	-
26-0285	Retail Sales & Service Associate	1	Friend/Family Referral	-	-
26-0285	Retail Sales & Service Associate	1	Glassdoor	-	-
26-0285	Retail Sales & Service Associate	1	Handshake	-	-
26-0285	Retail Sales & Service Associate	1	Indeed	1	-
26-0285	Retail Sales & Service Associate	1	Keloland Employment	-	-
26-0285	Retail Sales & Service Associate	1	LinkedIn	-	-
26-0285	Retail Sales & Service Associate	1	Local Job Network-Circa	-	-
26-0285	Retail Sales & Service Associate	1	Midco Email	-	-
26-0285	Retail Sales & Service Associate	1	Midco TV Commercial	-	-
26-0285	Retail Sales & Service Associate	1	Midco Website	1	1
26-0285	Retail Sales & Service Associate	1	Referred by Current Employee	-	-
26-0285	Retail Sales & Service Associate	1	SDWORKS (Job Service of SD)	-	-

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 Tennele 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: 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
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
Internet Sources			
eBenefits - Dept of Veteran Affairs	Contact: Lori Adams	www.careeronestop.org	N

810 Vermont Ave NW Washington, D.C. 20420		Phone: 800-342-9647	
Facebook / Instagram / Meta https://www.facebook.com/		Internet Posting	
		N	

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2025 - 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
9/1/2025 - 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.usmilitarypipeline.com www.ebenefits.va.gov