

**EEO Public File Report
Midcontinent Communications-Douglas
September 1, 2023-August 31, 2024
Full-Time Positions Filled**

Req #	Posting Title	Positions	Referral Sources	Interviewed	Hired
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	Current Employee	-	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	Glassdoor	1	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	Handshake	-	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	Helpwanted.com	-	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	Indeed	11	2
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	KSWORKS (Job Service of KS)	1	1
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	LinkedIn	1	1
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	LocalJobNetworks (KS)	-	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	Midco Email	-	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	Midco Website	3	2
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	Referred By Current Employee	-	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	Referred by Friend or Family	1	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	KSWORKS (Job Service of KS)	1	-
CUSTO006434	Customer Experience Specialist - Lawrence, KS	6	ZipRecruiter	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	Current Employee	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	eBenefits - Dept of Veteran Affairs	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	Glassdoor	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	Handshake	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	Helpwanted.com	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	Indeed	2	1
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	LinkedIn	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	LocalJobNetworks (KS)	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	Midco Email	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	Midco Website	1	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	Referred By Current Employee	1	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	Referred by Friend or Family	-	-
SALES006315	Retail Sales & Service Associate - Lawrence, KS	1	ZipRecruiter	-	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	Current Employee	-	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	Glassdoor	-	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	Handshake	-	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	Helpwanted.com	-	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	Indeed	9	3
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	KSWORKS (Job Service of KS)	-	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	LinkedIn	1	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	LocalJobNetworks (KS)	-	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	Midco Email	1	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	Midco Website	4	2
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	Referred By Current Employee	2	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	Referred by Friend or Family	1	1
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	SDWORKS (Job Service of SD)	1	-
CUSTO006371	Customer Experience Specialist - Lawrence, KS	7	ZipRecruiter	1	1
CENTR006420	Centralized Business Sales Account Executive	1	Current Employee	-	-
CENTR006420	Centralized Business Sales Account Executive	1	eBenefits - Dept of Veteran Affairs	-	-
CENTR006420	Centralized Business Sales Account Executive	1	Glassdoor	-	-
CENTR006420	Centralized Business Sales Account Executive	1	Handshake	-	-
CENTR006420	Centralized Business Sales Account Executive	1	Helpwanted.com	-	-
CENTR006420	Centralized Business Sales Account Executive	1	Indeed	3	1
CENTR006420	Centralized Business Sales Account Executive	1	KSWORKS (Job Service of KS)	-	-
CENTR006420	Centralized Business Sales Account Executive	1	LinkedIn	-	-
CENTR006420	Centralized Business Sales Account Executive	1	LocalJobNetworks (KS)	-	-
CENTR006420	Centralized Business Sales Account Executive	1	Midco Email	-	-
CENTR006420	Centralized Business Sales Account Executive	1	Midco Website	1	-
CENTR006420	Centralized Business Sales Account Executive	1	Referred by Current Employee	-	-
CENTR006420	Centralized Business Sales Account Executive	1	Referred by Friend or Family	-	-
CENTR006420	Centralized Business Sales Account Executive	1	ZipRecruiter	-	-
RESID006356	Residential Sales Associate - MDU	1	Current Employee	-	-
RESID006356	Residential Sales Associate - MDU	1	eBenefits - Dept of Veteran Affairs	-	-
RESID006356	Residential Sales Associate - MDU	1	Glassdoor	-	-
RESID006356	Residential Sales Associate - MDU	1	Handshake	-	-
RESID006356	Residential Sales Associate - MDU	1	Helpwanted.com	-	-
RESID006356	Residential Sales Associate - MDU	1	Indeed	1	1

RESID006356	Residential Sales Associate - MDU	1	KSWORKS (Job Service of KS)	-	-
RESID006356	Residential Sales Associate - MDU	1	LinkedIn	-	-
RESID006356	Residential Sales Associate - MDU	1	LocalJobNetworks (KS)	-	-
RESID006356	Residential Sales Associate - MDU	1	Midco Email	-	-
RESID006356	Residential Sales Associate - MDU	1	Midco Website	1	-
RESID006356	Residential Sales Associate - MDU	1	Referred by Current Employee	1	-
RESID006356	Residential Sales Associate - MDU	1	Referred by Friend or Family	-	-
RESID006356	Residential Sales Associate - MDU	1	ZipRecruiter	-	-
FIELD006349	Field Technician - Lawrence, KS	1	Current Employee	-	-
FIELD006349	Field Technician - Lawrence, KS	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006349	Field Technician - Lawrence, KS	1	Facebook	1	-
FIELD006349	Field Technician - Lawrence, KS	1	Glassdoor	-	-
FIELD006349	Field Technician - Lawrence, KS	1	Handshake	-	-
FIELD006349	Field Technician - Lawrence, KS	1	Helpwanted.com	-	-
FIELD006349	Field Technician - Lawrence, KS	1	Indeed	2	-
FIELD006349	Field Technician - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
FIELD006349	Field Technician - Lawrence, KS	1	LinkedIn	-	-
FIELD006349	Field Technician - Lawrence, KS	1	LocalJobNetworks (KS)	-	-
FIELD006349	Field Technician - Lawrence, KS	1	Midco Email	1	-
FIELD006349	Field Technician - Lawrence, KS	1	Midco Website	-	-
FIELD006349	Field Technician - Lawrence, KS	1	Referred By Current Employee	1	1
FIELD006349	Field Technician - Lawrence, KS	1	Referred by Friend or Family	1	-
FIELD006349	Field Technician - Lawrence, KS	1	ZipRecruiter	-	-
FIELD006654	Field Technician - Lawrence, KS	2	Current Employee	-	-
FIELD006654	Field Technician - Lawrence, KS	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006654	Field Technician - Lawrence, KS	2	Glassdoor	-	-
FIELD006654	Field Technician - Lawrence, KS	2	Handshake	-	-
FIELD006654	Field Technician - Lawrence, KS	2	Indeed	3	1
FIELD006654	Field Technician - Lawrence, KS	2	KSWORKS (Job Service of KS)	-	-
FIELD006654	Field Technician - Lawrence, KS	2	LinkedIn	1	-
FIELD006654	Field Technician - Lawrence, KS	2	LocalJobNetworks (KS)	-	-
FIELD006654	Field Technician - Lawrence, KS	2	Midco Email	-	-
FIELD006654	Field Technician - Lawrence, KS	2	Midco Website	1	1
FIELD006654	Field Technician - Lawrence, KS	2	Referred By Current Employee	1	-
FIELD006654	Field Technician - Lawrence, KS	2	Referred by Friend or Family	1	-
FIELD006654	Field Technician - Lawrence, KS	2	ZipRecruiter	1	-

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
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
LocalJobNetworks (KS) 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.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
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N

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

Job Fair - (Olathe Job Fair)

Contact: Peter Steimle
Phone: (785) 832-7119

psteimle@stepupjobfairs.com

N

Internet Sources

Facebook / Instagram

<https://www.facebook.com/>

Social Media - Internet Posting

N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2023 - 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
9/1/2023 - 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)
9/1/2023 - 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
9/1/2023 - 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
9/1/2023 - on going	Employee Relations & Compliance Leader Training	The purpose of this training is to teach new leaders how to prepare and respond appropriately when they encounter specific situations at Midco. This includes: an overview of employee relations, including the responsibilities of the ER team; important laws, regulations, and standards surrounding wages and hours; Midco's performance management philosophy and approach to coaching and corrective action; leave options and policies; affirmative action requirements; and guidelines to maintain an engaged workforce.	Compliance Training	Midco Leadership
7/23/2024	Olathe Job Fair	Job fair open to the general public. Opportunity to share information about open positions, career site, how to apply, company paid benefits, etc.	Broad Outreach	Dave Wood, Charlie Osborn