

EEO Public File Report  
Midcontinent Communications -- Sioux Falls, SD  
October 1, 2019-September 30,2020  
Full-Time Positions Filled

		Positions		Recruitment Sources	Interviewed	Hired
Req	Posting Title	Filled				
FIELD04773	Field Technician I	10	Current Employee		3	3
			Bridges Employment Resource Center		-	-
			eBenefits - Dept of Veteran Affairs		-	-
			Facebook		3	-
			Glassdoor		1	-
			Handshake College Consortium		-	-
			Helpwanted.com		-	-
			Indeed		9	3
			Keloland/VNL/KXNET Employment		2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)		-	-
			Midco Email		3	-
			Midco Web Banner		1	1
			Midco Website		7	1
			Midco TV Commercial		1	-
			Minnesota West Community & Technical College		-	-
			Mitchell Technical Institute		-	-
			Referred by Current Employee		6	1
			Referred by Friend or Family		5	1
			SDACCC (SD Association College Career Center)		-	-
			SDWORKS (Job Service of South Dakota)		-	-
CUSTO04820	Customer Care Support Expert-Sioux Falls, SD	7	Bridges Employment Resource Center		-	-
			CareerBuilder		1	-
			Current Employee		-	-
			Dakota State University Career Fair		1	-
			Helpwanted.com		1	-
			Indeed		8	2
			Keloland/VNL/KXNET Employment		3	1
			LocalJobNetwork(KS,MN,ND,SD, WI)		1	1
			Midco TV Commercial		3	2
			Midco Web Banner		1	-
			Midco Website		9	1
			Referred by Current Employee		2	-
			Referred by Friend or Family		-	-
			SDWORKS (Job Service of South Dakota)		1	-
			Twitter		1	-
WORKF04397	Workforce Analytics Manager	1	Bridges Employment Resource Center		-	-

			CareerBuilder	-	-			
			Current Employee	2	-			
			eBenefits - Dept of Veteran Affairs	-	-			
			Facebook	-	-			
			Helpwanted.com	-	-			
			Indeed	1	-			
			Keloland/VNL/KXNET Employment	-	-			
			LinkedIn	-	-			
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-			
			Midco Website	-	-			
			Referred by Current Employee	1	1			
			Referred by Friend or Family	-	-			
			SDWORKS (Job Service of South Dakota)	-	-			
LOGIS04823	Logistics Manager	1	Bridges Employment Resource Center	-	-			
			Current Employee	1	-			
			Helpwanted.com	-	-			
			Indeed	3	-			
			Keloland/VNL/KXNET Employment	-	-			
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-			
			Midco Website	1	-			
			MinnesotaWorks (Job Service of Minnesota)	-	-			
			ND Workforce Connection (Job Service of North Dakota)	-	-			
			Referred by Current Employee	1	1			
			Referred by Friend or Family	-	-			
			SDWORKS (Job Service of South Dakota)	1	-			
SERVI04818	IT Support Specialist	1	Bridges Employment Resource Center	-	-			
			Current Employee	-	-			
			Handshake College Consortium	1	-			
			Helpwanted.com	-	-			
			Indeed	1	-			
			Keloland/VNL/KXNET Employment	1	-			
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-			
			Midco Website	-	-			
			Referred by Current Employee	1	1			
			Referred by Friend or Family	-	-			
			SDWORKS (Job Service of South Dakota)	-	-			
			SERVE04808 SERVE04388	Server Administrator	2	Bridges Employment Resource Center	-	-
Current Employee	1	-						
eBenefits - Dept of Veteran Affairs	-	-						
Handshake College Consortium	-	-						
Helpwanted.com	-	-						

		Indeed	6	2	
		Keloland/VNL/KXNET Employment	1	-	
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-	
		LinkedIn	1	-	
		Midco Website	3	-	
		Referred by Current Employee	4	-	
		Referred by Friend or Family	-	-	
		SDACCC (SD Association College Career Center)	-	-	
		SDWORKS (Job Service of South Dakota)	-	-	
		Southeast Technical Institute	-	-	
TRAFF03773	Traffic Coordinator	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Southeast Technical Institute	-	-
CUSTO04801	Customer Care Support Expert	15	Bridges Employment Resource Center	-	-
			CareerBuilder	1	1
			Current Employee	1	1
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	4	1
			Glassdoor	2	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	21	5
			Keloland/VNL/KXNET Employment	4	1
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	-	-
			Midco Web Banner	2	-
			Midco Website	9	1
			Referred by Current Employee	12	4
			Referred by Friend or Family	1	1
			SDACCC (SD Association College Career Center)	-	-

			SDWORKS (Job Service of South Dakota)	-	-
			Southeast Technical Institute	-	-
			Twitter	-	-
NOCTE03791	NOC Technician I	2	Bridges Employment Resource Center	-	-
			CareerBuilder	-	-
			Current Employee	2	1
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	8	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Email	1	1
			Midco Website	-	-
			POC Career Fair	1	-
			Referred by Current Employee	1	-
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Southeast Technical Institute	-	-
SOFTW04812	Software Developer I	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
FIELD04329	Field Technician I	3	eBenefits - Dept of Veteran Affairs	-	-
			Facebook	3	1
			Glassdoor	1	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	6	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Billing Statement	-	-

			Midco TV Commercial	-	-
			Midco Website	6	1
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Southeast Technical Institute	-	-
COLLE03785	Collection Specialist	1	eBenefits - Dept of Veteran Affairs	-	-
			Current Employee	2	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Referred by Current Employee	1	1
			Midco Website	-	-
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Southeast Technical Institute	-	-
FIELD04903	Field Technician I - Mitchell, SD	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	1	1
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Web Banner	-	-
			MTI Job Fair	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
FIELD04835	Field Technician I - Huron, SD	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-

		SDWORKS (Job Service of South Dakota)	1	-
CENTR04848	Central Construction Fiber Optic Technician	1	Bridges Employment Resource Center Current Employee eBenefits - Dept of Veteran Affairs Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork(KS,MN,ND,SD, WI) Midco Email Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of South Dakota)	- 2 - - - - - 1 1 - - -
CENTR04847	Central Construction Project Coordinator	1	Bridges Employment Resource Center Current Employee eBenefits - Dept of Veteran Affairs Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork(KS,MN,ND,SD, WI) Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of South Dakota)	- - - - 1 1 - - - - -
CENTR04843	Central Construction Coordinator - Sioux Falls, SD	2	Bridges Employment Resource Center Current Employee eBenefits - Dept of Veteran Affairs Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork(KS,MN,ND,SD, WI) Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of South Dakota)	- 1 - - 4 - - 2 1 - -
WAREH04850	Warehouse Associate I	1	Bridges Employment Resource Center Current Employee	- 1

		eBenefits - Dept of Veteran Affairs	-	-	
		Helpwanted.com	-	-	
		Indeed	2	-	
		Keloland/VNL/KXNET Employment	2	-	
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-	
		Midco Website	1	-	
		Referred by Current Employee	-	-	
		Referred by Friend or Family	1	1	
		SDWORKS (Job Service of South Dakota)	-	-	
GRAPH04856	Graphic Designer	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	1	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Web Banner	-	-
			Midco Website	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Twitter	-	-
RESID04853	Inbound Sales Rep	5	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Helpwanted.com	1	-
			Indeed	6	2
			Keloland/VNL/KXNET Employment	2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Web Banner	-	-
			Midco Website	3	1
			Referred by Current Employee	3	2
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Twitter	-	-

BUSIN04393	Business Relationship Coordinator	5	Bridges Employment Resource Center	-	-
			Current Employee	2	1
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	7	1
			Keloland/VNL/KXNET Employment	2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Email	1	-
			Midco Website	5	-
			Referred by Current Employee	4	3
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
TECHN04871	Technical Facilities Engineer	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	1	-
			SDACCC (SD Association College Career Center)	-	-
SDWORKS (Job Service of South Dakota)	-	-			
FIELD03408	Field Technician I - Sioux Falls, SD	4	Bridges Employment Resource Center	-	-
			CareerBuilder	1	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	5	-
			Keloland/VNL/KXNET Employment	2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Email	1	-
			Midco TV Commercial	1	1
			Midco Website	4	2
			Referred by Current Employee	4	1
Referred by Friend or Family	-	-			
SDWORKS (Job Service of South Dakota)	-	-			

GISTE04887	GIS Technologist II	2	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	1	1
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	1
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
SENIO04882	Senior Business Analyst-Technology	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	4	1
			Keloland/VNL/KXNET Employment	3	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Women in Cable Telecommunications	-	-
FIELD04884	Field Technician I - Milbank, SD	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Web Banner	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-

ENTER04778	Enterprise Technical Support Engineer	2	Bridges Employment Resource Center	-	-
			CareerBuilder	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			LinkedIn	-	-
			Midco Website	2	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SCTE - Society of Cable Telecommunications Engineers	-	-
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Southeast Technical Institute	-	-
			Twitter	-	-
DATAE04775	Data Engineer III	1	Bridges Employment Resource Center	-	-
			CareerBuilder	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			LinkedIn	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Southeast Technical Institute	-	-
RETEN03367	Retention Representative	5	Bridges Employment Resource Center	-	-
			Current Employee	2	2
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Helpwanted.com	-	-
			Indeed	1	-

			Keloland/VNL/KXNET Employment	2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	1	-
			Midco Hiring Flier	1	1
			Midco TV Commercial	1	-
			Midco Website	1	1
			Referred by Current Employee	2	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Twitter	-	-
VIDEO04759	Video Systems Engineer-Associate	1	Bridges Employment Resource Center	-	-
			CareerBuilder	1	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	1	1
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Southeast Technical Institute	-	-
FIELD04529	Field Technician I	2	Bridges Employment Resource Center	-	-
			Facebook	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	1	-
			Indeed	7	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	6	2
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	1	-
HRSPE04817	HR Specialist	1	Bridges Employment Resource Center	-	-
			Current Employee	2	-
			Helpwanted.com	-	-

			Indeed	4	-
			Keloland/VNL/KXNET Employment	2	1
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
DATAC05017	Data Center Operations Specialist	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	2	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
SOFTW04944	Software Developer I	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Handshake College Consortium	3	-
			Helpwanted.com	-	-
			Indeed	5	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	2	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDACCC Job Fair	1	-
			SDWORKS (Job Service of South Dakota)	-	-
			Sioux Falls Developers(sfdevs.com)	-	-
SUPPL04968	Supply Chain Analyst- Work from Home	1	Bridges Employment Resource Center	-	-
			Current Employee	1	-

			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	8	-
			KANSASWORKS (Job Service of Kansas)	-	-
			Keloland/VNL/KXNET Employment	1	-
			LinkedIn	6	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	5	1
			MinnesotaWorks (Job Service of Minnesota)	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	2	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			UofM Carlson MBA	1	-
			ZipRecruiter	1	-
CUSTO05021	Customer Care Support Expert-Sioux Falls, SD	5	Bridges Employment Resource Center	-	-
			CareerBuilder	1	-
			Current Employee	1	1
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	5	1
			Keloland/VNL/KXNET Employment	3	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	1	-
			Midco Website	3	2
			Referred by Current Employee	2	-
			Referred by Friend or Family	1	1
			SDWORKS (Job Service of South Dakota)	-	-
FIELD05022	Field Technician I - Sioux Falls, SD	6	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	9	3
			Keloland/VNL/KXNET Employment	-	-
			Keloland Employment Virtual Career Fair	2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-

			Midco Website	3	1
			Mitchell Technical Institute	-	-
			MN Career Hub - College & Tech Consortium	-	-
			Referred by Current Employee	2	2
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	-	-
FIELD05036	Field Technician I - Mitchell, SD	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			Mitchell Technical Institute	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
				SDWORKS (Job Service of South Dakota)	-
NETWO04938	Network Engineer Professional (Security)	1	Bridges Employment Resource Center	-	-
			CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	1	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	1
			SCTE - Society of Cable Telecommunications Engineers	-	-
				SDWORKS (Job Service of South Dakota)	-
DATAE04935	Data Engineer I	1	Bridges Employment Resource Center	-	-
			CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	2	-
			Helpwanted.com	-	-

			Indeed	1	-
			SDACCC Job Fair	1	-
			Keloland/VNL/KXNET Employment	1	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	2	1
			Referred by Friend or Family	-	-
			SCTE - Society of Cable Telecommunications Engineers	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Southeast Technical Institute	1	-
NOCTE04958	NOC Technician I	5	Bridges Employment Resource Center	-	-
NOCTE05019			Current Employee	2	1
NOCTE05031			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	3	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	1	1
			Midco Website	7	1
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
ACCES04950	Access Network Engineer (Fixed Wireless)	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	3	1
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			SCTE - Society of Cable Telecommunications Engineers	-	-
MARKE04984	Marketing Data Analyst - Sioux Falls	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-

		Helpwanted.com	-	-	
		Indeed	1	1	
		Keloland/VNL/KXNET Employment	-	-	
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-	
		Midco Website	-	-	
		Referred by Current Employee	-	-	
		Referred by Friend or Family	-	-	
		SDWORKS (Job Service of South Dakota)	-	-	
CUSTO04922	Customer Care Support Expert-Sioux Falls, SD	32	BetterFargoJobs	1	-
			Bridges Employment Resource Center	-	-
			Current Employee	-	-
			Dakota State University Career Fair	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	3	-
			Glassdoor	3	2
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	16	6
			Keloland/VNL/KXNET Employment	23	6
			Keloland Employment Virtual Career Fair	7	3
			LinkedIn	2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Hiring Flier	2	-
			Midco TV Commercial	3	-
			Midco Web Banner	1	1
			Midco Website	18	6
			Mitchell Technical Institute	3	-
			Referred by Current Employee	13	7
			Referred by Friend or Family	4	1
			SDACCC (SD Association College Career Center)	1	-
			SDWORKS (Job Service of South Dakota)	2	-
			Southeast Technical Institute	1	-
			Twitter	1	-
CREAT04952	Creative Coordinator	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-

			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	2	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
VPOFT04374	VP of Technology	1	Bridges Employment Resource Center	-	-
			Current Employee	4	-
			Helpwanted.com	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
	TD Madison and Associates	1	1		
FIELD04998	Field Technician I - Huron, SD	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	-
			Helpwanted.com	-	-
			Huron Plainsman	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	-	-
			Keloland Emloyment Virtual Career Fair	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	-	-
			Midco Website	-	-
			Midco Web Banner	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
	SDWORKS (Job Service of South Dakota)	-	-		
CUSTO04870	Customer Care Support Expert-Sioux Falls, SD	8	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			Facebook	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	7	3
			Keloland/VNL/KXNET Employment	2	1

			LocalJobNetwork(KS,MN,ND,SD, WI)	1	-
			Midco Email	2	-
			Midco Website	10	2
			Referred by Current Employee	3	2
			Referred by Friend or Family	1	-
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	1	-
FIELD04836	Field Technician I - Sioux Falls, SD	14	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	2	-
			Glassdoor	1	1
			Helpwanted.com	-	-
			Indeed	12	5
			Keloland/VNL/KXNET Employment	8	1
			LinkedIn	1	1
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Billing Statement	-	-
			Midco Email	3	1
			Midco Hiring Flier	2	1
			Midco TV Commercial	-	-
			Midco Web Banner	-	-
			Midco Website	6	3
			Referred by Current Employee	2	1
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	-	-
			Twitter	-	-
GISAN04889	GIS Analyst III	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	1	1

		Referred by Friend or Family	-	-	
		SDACCC (SD Association College Career Center)	-	-	
		SDWORKS (Job Service of South Dakota)	-	-	
NETWO04981	Network Technician Associate (Security)	1	Bridges Employment Resource Center	-	-
			Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	1	1
			SDWORKS (Job Service of South Dakota)	-	-
SENIO04936	Senior Marketing Campaign Manager	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Helpwanted.com	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Web Banner	-	-
			Midco Website	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
TRAIN04972	Training Coordinator	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	3	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-

		Referred by Current Employee	1	1	
		Referred by Friend or Family	-	-	
		SDWORKS (Job Service of South Dakota)	-	-	
NETWO04988	Network Technician Professional (DOCSIS)	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
VPOFN04387	VP of Network Engineering	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			TD Madison and Associates	1	1

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for All Openings			
<b>Current Employee</b>	Current Employee application	www.midcocareers.com	<b>N</b>
<b>Helpwanted.com</b> 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	<b>N</b>
<b>Indeed</b> https://www.indeed.com/	Internet Posting		<b>N</b>
<b>LocalJobNetwork(KS,MN,ND,SD, WI)</b> 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	<b>N</b>
<b>Midco Website</b>	Contact: Patti Hawkey Phone: 605-271-7604	www.midcocareers.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>
<b>SDWORKS (Job Service of South Dakota)</b> 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	<b>N</b>
Recruitment Sources for Specific Vacancies			
<b>Bridges Employment Resource Center</b> 2300 W 46th Street, Sioux Falls, SD 57105	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	<b>N</b>
<b>BetterFargoJobs</b> 2255 Green Vista Drive Suite 402, Sparks NV 89431	Contact: Carly Mensesses Phone: 800-225-1372	carly@betterfargojobs.com	<b>N</b>
<b>CareerBuilder</b> 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	<b>N</b>
<b>eBenefits - Dept of Veteran Affairs</b> 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	<b>N</b>
<b>KANSASWORKS (Job Service of Kansas)</b> 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	<b>N</b>
<b>Keloland/VNL/KXNET Employment</b> 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Sam Johnson Phone: 605-334-4327	sam@classifiedverticals.com	<b>N</b>
<b>Minnesota West Community &amp; Technical College</b> 1450 College Way, Worthington, MN 56187	Contact: Kip Thorson Phone: 507-372-3460	Kip-Thorson@mnwest-edu	<b>N</b>
<b>MinnesotaWorks (Job Service of Minnesota)</b> 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng.lee@state.mn.us	<b>N</b>
<b>Mitchell Technical Institute</b> 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	<b>N</b>
<b>ND Workforce Connection (Job Service of North Dakota)</b> PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	<b>N</b>

<b>SCTE - Society of Cable Telecommunications Engineers</b> 140 Philips Road Exton, PA 19341	Contact: Tony Werner Phone: 610-884-7237	<a href="http://www.scte.org/">http://www.scte.org/</a>	<b>N</b>
<b>Southeast Technical Institute</b> 2320 N Career Ave, Sioux Falls, SD 57107	Contact: Manda Frey Phone: 605-367-4236	<a href="mailto:mandy.frey@southeasttech.edu">mandy.frey@southeasttech.edu</a>	<b>N</b>
<b>UofM Carlson MBA</b> 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	<a href="mailto:davi2225@umn.edu">davi2225@umn.edu</a>	<b>N</b>
<b>TD Madison and Associates</b> 4108 Holly Road, Virginia Beach, VA 2345	Contact: Dean Madison Phone: 757-425-9950	<a href="mailto:dmadison@tdmadison.com">dmadison@tdmadison.com</a>	<b>N</b>
<b>Women in Cable Telecommunications</b> 2000 K St. NW Suite 350 Washington, DC 20006	Contact: Katherine Martin Phone: 866-964-2765 Ext- 2717	<a href="mailto:katherin.martin@boxwoodtech.com">katherin.martin@boxwoodtech.com</a>	<b>N</b>
Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
<b>Dakota State University Career Fair</b> Address: 820 N Washington Ave, Madison, SD 57042	Contact: Janelle Nielsen Phone: 605-256-5122	Email address: <a href="mailto:Janelle.Nielsen@dsu.edu">Janelle.Nielsen@dsu.edu</a>	<b>N</b>
<b>Midco Billing Statement</b>	Advertising open positions in billing statement		<b>N</b>
<b>Midco Email</b>	Email Blasts to customers who have opted in		<b>N</b>
<b>Midco Hiring Flier</b>	Handouts at Customer Experience Centers/Events		<b>N</b>
<b>Midco TV Commercial</b>	TV Commerical Midco airs		<b>N</b>
<b>Midco Web Banner</b>	Digital banner Midco marketing creates		<b>N</b>
<b>MTI-Mitchell Technical Institute Job Fair</b> 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	<a href="mailto:janet.greenway@mitchelltech.edu">janet.greenway@mitchelltech.edu</a>	<b>N</b>
<b>Huron Plainsman</b> 49 3rd St SE, PO Box 1278, Huron SD 57350	Contact: Mark Davis Phone: 605-353-7414	<a href="mailto:mdavis@plainsman.com">mdavis@plainsman.com</a>	<b>N</b>
<b>People of Color Career Fair</b> 1301 2nd Ave S, Minneapolis, MN 55403	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673	<a href="mailto:sharon@rmgaccess-com">sharon@rmgaccess-com</a>	<b>N</b>
<b>Keloland Employment Virtual Career Fair</b> 1201 Northwest Ave, Sioux Falls, SD 57104	Contact: Samantha Johnson Phone: 701-532-0976	<a href="mailto:sam@classifiedverticals.com">sam@classifiedverticals.com</a>	<b>N</b>
<b>SDACCC (SD Association College Career Center) Job Fair</b> College Consortium	Contact: Heather Johnson Phone: 605-677-5381		<b>N</b>
Internet Sources			
<b>Facebook</b> <a href="https://www.facebook.com/">https://www.facebook.com/</a>	Social Media - Internet Posting		<b>N</b>
<b>Glassdoor</b> <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	Internet Posting		<b>N</b>
<b>Handshake College Consortium</b>	Internet Posting		<b>N</b>

<a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>		
<b>LinkedIn</b> <a href="https://www.linkedin.com/feed/">https://www.linkedin.com/feed/</a>	Internet Posting	<b>N</b>
<b>MN State Career Hub College Consortium</b> <a href="https://www.collegecentral.com/msch/">https://www.collegecentral.com/msch/</a>	Internet Posting	<b>N</b>
<b>SDACCC (SD Association College Career Center)</b> College Consortium	Internet Posting	<b>N</b>
<b>Sioux Falls Developers(sfdevs.com)</b> <a href="https://www.sfdevs.com/">https://www.sfdevs.com/</a>	Internet Posting	<b>N</b>
<b>Twitter</b> <a href="https://twitter.com/">https://twitter.com/</a>	Internet Posting	<b>N</b>
<b>ZipRecruiter</b> <a href="https://ziprecruiter.com/">https://ziprecruiter.com/</a>	Internet Posting	<b>N</b>

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2019 - on going	Advertising to target a wide range of candidates throughout the area	We advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Recruiting
10/1/2019 - 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	Field Technicians(all Levels), Business Techs (all levels),
10/1/2019 - on going	FastStart Supervisor Training	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, hiring practices ADA, leaves , Termination Process/Exit Interview.	Compliance Training Professional Development Opportunities for Midco Leaders	Paige Pearson Meyer Kyle Mack Dan Freeman Tami Johnson Tim Larsen Holly Hall Shane Haskell Colton Mathieu Brenda Lehman Christian Clark Amanda Olson Sue Punke HR Staff
10/1/2019 - on going	Internship Programs	Offer hands-on experience and give students the skills to prepare for future employment. The program serves as an important resource in fostering long-term partnerships with educational institutions to help develop our future workforce. The interns worked in the following areas: Network Systems, Midco Sports Network and Legal.	Broad Outreach	Josey Blare Dilyn Tramp Taylor Larsen Sofiya Zybaylova Tyler Block Dan Hendrickson Nicole Tupman Corey Wilson Jess Costello Alicia Hartke
10/1/2019 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa, formerly LocalJobNetwork. All positions are posted through the LocalJobNetwork 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/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (LVER/DVOPS)
10/1/2019 - on going	Workplace Harassment Prevention 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 & All of Staff
09/26/2019-12/06/2020	Augie Access Program	Augustana invites young adults with intellectual and developmental disabilities to participate in Comprehensive Transition and Post-Secondary Program designed to increase employment outcomes.	College Recruiting IWD	Conner Ulmen Jacci Carey Jeanne Hassel
10/9/2019	DSU Career Fair	Shared information with students about internships, company, how to apply, etc	College Recruiting	Sam Lyle
10/24/2019	University of Sioux Falls Fall Career & Intern Fair	Shared information with students about internships, company, how to apply, etc	College Recruiting	Sam Lyle
1/31/2020	SDSU Communications and Journalism Career and Internship Fair	Shared information with students about internships, company, how to apply, etc	College Recruiting	Alicia Hartke Cory Wilson
2/26/2020	AU Experience Expo	Shared information with students about internships, company, how to apply, etc	College Recruiting	Sue Punke Alicia Hartke
2/27/2020	Southeast Tech Career Fair	Shared information with students about internships, company, how to apply, etc	College Recruiting	Sam Lyle Justin Taylor
3/3/2020	SDACCC BIG Job Fair	Shared information with students about internships, company, how to apply, etc	College Recruiting	Jeanne Hassel Sue Punke Sam Lyle Alicia Hartke
05/13-05/14/2020	Keloland Virtual Career Expo	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting Broad Outreach	Jeanne Hassel Sam Lyle Alicia Hartke