

EEO Public File Report
Midcontinent Communications-Douglas
September 1, 2022-August 31, 2023
Full-Time Positions Filled

Req #	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	Current Employee	2	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	eBenefits - Dept of Veteran Affairs	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	Glassdoor	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	Handshake	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	Helpwanted.com	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	HireClick	1	1
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	Indeed	1	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	Keloland/VNL/KXNET Employment	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	LinkedIn	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	Midco Website	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	Referred By Current Employee	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	Referred by Friend or Family	-	-
CENTR006027	Central Construction Coordinator - Lawrence, KS	1	ZipRecruiter	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	Current Employee	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	eBenefits - Dept of Veteran Affairs	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	Glassdoor	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	Handshake	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	Helpwanted.com	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	Indeed	3	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	Keloland/VNL/KXNET Employment	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	LinkedIn	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	Midco Website	1	1
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	Referred By Current Employee	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	Referred by Friend or Family	-	-
CENTR006126	Fiber Splicer / Fiber Optic Technician - Central Construction - Lawrence, KS	1	ZipRecruiter	-	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Billboard	1	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Current Employee	-	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	eBenefits - Dept of Veteran Affairs	-	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Facebook/Instagram	1	1
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Glassdoor	-	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Handshake	-	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Helpwanted.com	-	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Indeed	20	7
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Keloland/VNL/KXNET Employment	-	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	KSWORKS (Job Service of KS)	2	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	LinkedIn	2	1

CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Midco TV Commercial	1	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Midco Website	2	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Referred By Current Employee	1	1
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	Referred by Friend or Family	-	-
CUSTO005982	Work-From-Home Customer Care Support Expert - Lawrence, KS	10	ZipRecruiter	1	-
FIELD006104	Field Technician I - Lawrence, KS	1	Current Employee	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	Glassdoor	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	Handshake	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	Helpwanted.com	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	Indeed	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	Keloland/VNL/KXNET Employment	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	LinkedIn	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	Midco Website	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	Referred By Current Employee	2	1
FIELD006104	Field Technician I - Lawrence, KS	1	Referred by Friend or Family	-	-
FIELD006104	Field Technician I - Lawrence, KS	1	ZipRecruiter	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	Current Employee	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	Glassdoor	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	Handshake	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	Helpwanted.com	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	Indeed	4	-
FIELD006146	Field Technician I - Lawrence, KS	1	Keloland/VNL/KXNET Employment	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	LinkedIn	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	Midco TV Commercial	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	Midco Website	-	-
FIELD006146	Field Technician I - Lawrence, KS	1	Referred By Current Employee	2	-
FIELD006146	Field Technician I - Lawrence, KS	1	Referred by Friend or Family	2	-
FIELD006146	Field Technician I - Lawrence, KS	1	ZipRecruiter	2	1
SALES006105	Sales & Service Associate - Lawrence	1	Current Employee	-	-
SALES006105	Sales & Service Associate - Lawrence	1	eBenefits - Dept of Veteran Affairs	-	-
SALES006105	Sales & Service Associate - Lawrence	1	Glassdoor	-	-
SALES006105	Sales & Service Associate - Lawrence	1	Handshake	-	-
SALES006105	Sales & Service Associate - Lawrence	1	Helpwanted.com	-	-
SALES006105	Sales & Service Associate - Lawrence	1	Indeed	3	1
SALES006105	Sales & Service Associate - Lawrence	1	Keloland/VNL/KXNET Employment	-	-
SALES006105	Sales & Service Associate - Lawrence	1	KSWORKS (Job Service of KS)	-	-
SALES006105	Sales & Service Associate - Lawrence	1	LinkedIn	-	-
SALES006105	Sales & Service Associate - Lawrence	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
SALES006105	Sales & Service Associate - Lawrence	1	Midco Website	2	-

SALES006105	Sales & Service Associate - Lawrence	1	Referred By Current Employee	-	-
SALES006105	Sales & Service Associate - Lawrence	1	Referred by Friend or Family	-	-
SALES006105	Sales & Service Associate - Lawrence	1	ZipRecruiter	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	Current Employee	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	eBenefits - Dept of Veteran Affairs	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	Glassdoor	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	Handshake	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	Helpwanted.com	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	Indeed	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	Keloland/VNL/KXNET Employment	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	KSWORKS (Job Service of KS)	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	Midco Website	1	1
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	Referred by Current Employee	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	Referred by Friend or Family	-	-
SALES006134	Sales Associate (Internet, TV, & Phone) - Lawrence, KS	1	ZipRecruiter	-	-
WHOLE006268	Wholesale Account Executive	1	Current Employee	1	-
WHOLE006268	Wholesale Account Executive	1	eBenefits - Dept of Veteran Affairs	-	-
WHOLE006268	Wholesale Account Executive	1	Glassdoor	1	-
WHOLE006268	Wholesale Account Executive	1	Handshake	-	-
WHOLE006268	Wholesale Account Executive	1	Helpwanted.com	-	-
WHOLE006268	Wholesale Account Executive	1	Indeed	-	-
WHOLE006268	Wholesale Account Executive	1	Keloland/VNL/KXNET Employment	-	-
WHOLE006268	Wholesale Account Executive	1	KSWORKS (Job Service of KS)	-	-
WHOLE006268	Wholesale Account Executive	1	LinkedIn	5	1
WHOLE006268	Wholesale Account Executive	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
WHOLE006268	Wholesale Account Executive	1	Midco Website	1	-
WHOLE006268	Wholesale Account Executive	1	MNWORKS (Job Service of Minnesota)	-	-
WHOLE006268	Wholesale Account Executive	1	NDWORKS (Job Service of North Dakota)	-	-
WHOLE006268	Wholesale Account Executive	1	Referred by Current Employee	1	-
WHOLE006268	Wholesale Account Executive	1	Referred by Friend or Family	-	-
WHOLE006268	Wholesale Account Executive	1	SDWORKS (Job Service of South Dakota)	-	-
WHOLE006268	Wholesale Account Executive	1	WiWORKS (Job Service of Wisconsin)	-	-
WHOLE006268	Wholesale Account Executive	1	ZipRecruiter	-	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	Current Employee	-	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	eBenefits - Dept of Veteran Affairs	-	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	Glassdoor	-	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	Handshake	-	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	Helpwanted.com	-	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	Indeed	26	5
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	Keloland/VNL/KXNET Employment	-	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	KSWORKS (Job Service of KS)	1	1
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	LinkedIn	1	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	Midco Website	1	1
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	Referred By Current Employee	3	1

WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	Referred by Friend or Family	-	-
WORKF006034	Work-From-Home Customer Care Support Expert - Lawrence, KS	8	ZipRecruiter	-	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Current Employee	-	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	eBenefits - Dept of Veteran Affairs	-	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Glassdoor	2	2
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Handshake	-	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Helpwanted.com	-	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Indeed	52	13
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Keloland/VNL/KXNET Employment	-	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	KSWORKS (Job Service of KS)	2	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	LinkedIn	3	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Midco TV Commercial	-	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Midco Website	8	3
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Referred By Current Employee	2	1
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	Referred by Friend or Family	2	-
WORKF006068	Work-From-Home Customer Care Support Expert - Lawrence, KS	20	ZipRecruiter	1	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 College Consortium https://www.joinhandshake.com/	Internet Posting		N
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
Indeed https://www.indeed.com/	Internet Posting		N
KSWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	N
LocalJobNetwork(KS,MN,ND,SD, WI) 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.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
Recruitment Sources for Specific Vacancies			
Keloland/VNL/KXNET Employment (Hire Click) 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	N
MNWORKS (Job Service of Minnesota)	Contact: Neng Lee	neng-lee@state-mn-us	N

318 9th Street, Worthington, MN 56187 Phone: 763-536-6000

NDWORKS (Job Service of North Dakota) Contact: General Contact infojsgr@nd.gov **N**
PO Box 5507, Bismarck, ND 58506 Phone: 701-352-4450

SDWORKS (Job Service of South Dakota) Contact: Carla Troudt carla.troudt@state.sd.us **N**
123 W. Missouri Av, .Pierre, SD 57501-0405 Phone: 605-394-2296

WiWORKS (Job Service of Wisconsin) jobcenterofwisconsin@dwd.wiscr https://jobcenterofwisconsin.com/
221 W Madison St # 140B, Eau Claire, WI 54703 Phone: 715-858-9675

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

Billboard Contact: Bill Kvasager billk@newmanoutdoor.com **N**
Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand F Phone: 701-746-5436

Midco TV Commercial TV Commerical Midco airs **N**

Internet Sources

Facebook / Instagram Internet Posting **N**
<https://www.facebook.com/>

LinkedIn Internet Posting **N**
<https://www.linkedin.com/feed/>

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2022 - on going	Advertising to target a wide range of candidates	Advertises available positions with the state Job Service (through the Department of Labor).	Broad Outreach	Recruiting
9/1/2022 - 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. During this reporting period, 15 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
1/25/2023 - on going	Employee Relations and Compliance Training for Leaders	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, ADA, leaves , Termination Process/Exit Interview.	Compliance Training Professional Development Opportunities for Midco Leaders	on-demand training
9/1/2022 - on going	Online advertising to target diverse candidates in North Dakota, South Dakota, Kansas, Minnesota and Wisconsin	An annual membership is maintained with Circa. All positions are posted to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment site. 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	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
9/1/2022- 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 & entire staff