

EEO Public File Report
Midcontinent Communications -- Lawrence, KS
October 1, 2018-September 30,2019
Full-Time Positions Filled

Req	Posting Title	Accept Date	Start Date	Positions Filled	Recruitment Sources	Interviewed	Hired
18-0245	Residential Sales Associate	12/3/2018	12/18/2018	1	eBenefits - Dept of Veteran Affairs	-	-
					Facebook	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	4	-
					KansasJobNetwork	-	-
					KANSASWORKS (Job Service of Kansas)	-	-
					LinkedIn	-	-
					Midco Website	2	1
					NCK Tch-North Central Kansas Technical College	-	-
					Northwest Kansas Technical College	-	-
					University of Kansas	-	-
18-0280	Production Supervisor	10/11/2018	10/29/2018	1	eBenefits - Dept of Veteran Affairs	-	-
					Facebook	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	2	1
					KansasJobNetwork	-	-
					KANSASWORKS (Job Service of Kansas)	-	-
					LinkedIn	2	-
					Midco Website	-	-
					Referred by Current Employee	1	-
					TVJobs	-	-
					University of Kansas	-	-
18-0294	Field Technician I	9/24/2018	10/16/2018	2	eBenefits - Dept of Veteran Affairs	-	-
					Facebook	1	-

				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	3	-
				KansasJobNetwork	-	-
				KANSASWORKS (Job Service of Kansas)	1	-
				Midco Website	2	2
				NCK Tech-North Central Kansas Technical College	-	-
				Northwest Kansas Technical College	-	-
				Referred by Family or Friend	1	-
				University of Kansas	-	-
18-0357 Broadcast Maintenance Engineer	1/10/2019	1/22/2019	1	eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	1	-
				Helpwanted.com	-	-
				Indeed	3	1
				Kansas University	-	-
				KansasJobNetwork	1	-
				KANSASWORKS (Job Service of Kansas)	-	-
				Midco Website	-	-
				Mitchell Technical Institite	-	-
				Northwest Kansas Technical College	-	-
				Referred by Current Employee	1	-
				Sports Video Group	-	-
				TVJobs	-	-
18-0374 Field Technician I	12/13/2018	2/19/2019	3	eBenefits - Dept of Veteran Affairs	-	-
				Glassdoor	1	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	1	1
				KansasJobNetwork	-	-
				KANSASWORKS (Job Service of Kansas)	-	-
				Midco Website	3	1

				Northwest Kansas Technical College	-	-
				Referred by Current Employee	2	1
				University of Kansas	-	-
19-0068 Field Technician I	0417/2019	6/25/2019	3	eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	5	3
				Jobs.lawrence.com	1	-
				KansasJobNetwork	-	-
				KANSASWORKS (Job Service of Kansas)	-	-
				Midco Website	3	-
				Northwest Kansas Technical College	-	-
				Referred by Current Employee	1	-
				University of Kansas	-	-

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application		
eBenefits-Dept of Veteran Affairs 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
Helpwanted.com 1085 Route 55 Unit 14 Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
KANSASWORKS (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: Patti Hawkey Phone: 605-271-7604	www.midcocareers.com	N
Recruitment Sources for Specific Vacancies			
Jobs.lawrence.com 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
Kansas University 1450 Jayhawk Blvd., Lawrence, KS 66045	Contact: Natalia Plotnikov Phone: (785) 864-2019	nplotnikov@ku.edu	N
Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	N
NCK-Tch-North Central Kansas Technical College 1000 W. Campus Dr Wausau, WI 54401	Contact: Tom Magnett Phone: 785-738-9008	https://www.ntc.edu/foundation	N
Northwest Kansas Technical College 1209 Harrison Goodland, KS 67735	Contact: Kelly James Phone: 785.890.1529	Kelly.James@nwktc.edu	N
Referred by Current Employee	Referral from Current Employee		
Referred by Friend or Family	Referral from Friend or Family		
Sports Video Group	Contact: Andrew Lippe	https://www.sportsvideo.org/resources/jo	N

19 W. 21st Street Suite #301	Phone: 212.481.8140		
TVJobs P.O. Box 4116 Oceanside, CA 92052	Contact: admin@tvjobs-com Phone: 800-374-0119	admin@tvjobs.com	N
University of Kansas 1300 Sunnyside Ave, Summerfield Hall, Room 206 Lawrence, KS 66045	Contact: Natalia Plotnikov Phone: 785-864-2019	https://career.ku.edu/employers nplotnikov@ku.edu	N
Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Lawrence Job Fair 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
Lawrence Journal World 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
Internet Sources			
Facebook https://www.facebook.com/	Internet Posting		N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
Indeed https://www.indeed.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2018 - on going	Advertising to target a wide range of candidates throughout the area	Advertises available positions with the state Job Service (through the Department of Labor).	Broad Outreach	Recruiting
10/1/2018-on going	Career Progression Program for Technicians	Provided 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. Midco partners with the National Cable Television Institute along with implementing our own in house curriculum Offered 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: Midco Sport Network.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
10/1/2018 - on going	Internship Programs		Broad Outreach	Cassie Nichols Taryn Temple Kyle Haas
10/1/2018 - 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	Sam Lyle Scott May Garrett Reser Debra Schmidt HR Staff
10/1/2018 - on going	Leadership Success Drivers Training	Leadership Success Drivers is a company-wide initiative to empower team members with a set of new and enhanced leadership skills. The Leadership Success Driver strategy is a set of competencies Midco launched for team members at all levels. All team members attended Leading Self-training in 2019.	Professional Development Opportunities for Midco Leaders & Staff	HR Professionals & Hiring Managers
10/1/2018 - on going	Online advertising to target diverse candidates in North Dakota, South Dakota, Kansas, Minnesota and Wisconsin	An annual membership is maintained with 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 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 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	LocalJobNetwork 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)
10/1/2018 - on going	Sponsorship & Support of local events	Sponsored and attended local events in the community, influencing a wide range of candidates throughout our regions. Share information with other professionals to attract, retain, and grow personnel within the perspective area	Broad Outreach Professional Development Opportunities for Midco Leaders	Midco Leadership & Staff
10/1/2018- 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
11/7/2018	Lawrence Job Fair-jobs.lawrence.com	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting Broad Outreach	Vivian Sanders David Wood
3/7/2019	Kansasworks Job Fair	Shared information with students about internships, company, how to apply, etc	General Recruiting Broad Outreach	Vivian Sanders David Wood
3/7/2019	KU School Of Journalism & Mass Comm Sprint Career Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting Broad Outreach	Kyle Haas
5/13/2019	Lawrence College & Career Job Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting Broad Outreach	Travis Mick David Wood
9/25/2019	Mission Media Virtual Job Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc.	General Recruiting Broad Outreach	Patti Hawkey Alicia Hartke Jeanne Hassel Sam Lyle