

EEO Public File Report
Midcontinent Communications-Pennington
October 1, 2021-September 30, 2022
Full-Time Positions Filled

Req#	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
CONST005544	Construction Technician - Rapid City, SD	1	Current Employee	0	0
CONST005544	Construction Technician - Rapid City, SD	1	eBenefits - Department of Veteran Affairs	0	0
CONST005544	Construction Technician - Rapid City, SD	1	Glassdoor	0	0
CONST005544	Construction Technician - Rapid City, SD	1	Helpwanted.com	0	0
CONST005544	Construction Technician - Rapid City, SD	1	Indeed	0	0
CONST005544	Construction Technician - Rapid City, SD	1	Keloland/VNL/KXNET Employment	0	0
CONST005544	Construction Technician - Rapid City, SD	1	LinkedIn	1	0
CONST005544	Construction Technician - Rapid City, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005544	Construction Technician - Rapid City, SD	1	Midco Email	1	0
CONST005544	Construction Technician - Rapid City, SD	1	Midco Website	1	1
CONST005544	Construction Technician - Rapid City, SD	1	Referred by Current Employee	0	0
CONST005544	Construction Technician - Rapid City, SD	1	Referred by Friend or Family	0	0
CONST005544	Construction Technician - Rapid City, SD	1	SDWORKS (Job Service of South Dakota)	0	0
CONST005544	Construction Technician - Rapid City, SD	1	Midco TV Commercial	0	0
CONST005544	Construction Technician - Rapid City, SD	1	ZipRecruiter	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	Current Employee	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	eBenefits - Department of Veteran Affairs	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	Glassdoor	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	Helpwanted.com	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	Indeed	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	Keloland/VNL/KXNET Employment	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	Midco Email	1	1
CUSTO005582	Sales & Service Associate - Rapid City	1	Midco Website	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	Referred by Current Employee	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	Referred by Friend or Family	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	SDWORKS (Job Service of South Dakota)	0	0
CUSTO005582	Sales & Service Associate - Rapid City	1	ZipRecruiter	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	Current Employee	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	Facebook/Instagram	1	0
FIELD005552	Field Technician I - Rapid City, SD	1	Glassdoor	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	Helpwanted.com	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	Indeed	5	1
FIELD005552	Field Technician I - Rapid City, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	Midco Website	1	0
FIELD005552	Field Technician I - Rapid City, SD	1	Referred by Current Employee	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	Referred by Friend or Family	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	SDWORKS (Job Service of South Dakota)	0	0
FIELD005552	Field Technician I - Rapid City, SD	1	ZipRecruiter	0	0
FIELD005597	Field Technician I - Pierre, SD	1	Current Employee	0	0
FIELD005597	Field Technician I - Pierre, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005597	Field Technician I - Pierre, SD	1	Facebook/Instagram	1	0
FIELD005597	Field Technician I - Pierre, SD	1	Glassdoor	0	0
FIELD005597	Field Technician I - Pierre, SD	1	Helpwanted.com	0	0
FIELD005597	Field Technician I - Pierre, SD	1	Indeed	0	0
FIELD005597	Field Technician I - Pierre, SD	1	Job Service	1	1
FIELD005597	Field Technician I - Pierre, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005597	Field Technician I - Pierre, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005597	Field Technician I - Pierre, SD	1	Midco Website	0	0
FIELD005597	Field Technician I - Pierre, SD	1	Referred by Current Employee	0	0
FIELD005597	Field Technician I - Pierre, SD	1	Referred by Friend or Family	0	0
FIELD005597	Field Technician I - Pierre, SD	1	SDWORKS (Job Service of South Dakota)	0	0
FIELD005597	Field Technician I - Pierre, SD	1	ZipRecruiter	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	Current Employee	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	eBenefits - Department of Veteran Affairs	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	Glassdoor	1	0
FIELD005658	Field Technician I - Rapid City, SD	2	Helpwanted.com	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	Indeed	4	0
FIELD005658	Field Technician I - Rapid City, SD	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	Keloland/VNL/KXNET Employment	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	LinkedIn	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	Midco Email	2	0
FIELD005658	Field Technician I - Rapid City, SD	2	Midco Website	2	2
FIELD005658	Field Technician I - Rapid City, SD	2	Referred by current employee	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	Referred by Friend or Family	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	SDWORKS (Job Service of South Dakota)	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	SnapChat	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	Midco TV Commercial	0	0
FIELD005658	Field Technician I - Rapid City, SD	2	ZipRecruiter	0	0
FIELD005710	Field Technician I - Pierre, SD	1	Current Employee	0	0
FIELD005710	Field Technician I - Pierre, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005710	Field Technician I - Pierre, SD	1	Glassdoor	0	0
FIELD005710	Field Technician I - Pierre, SD	1	Helpwanted.com	0	0
FIELD005710	Field Technician I - Pierre, SD	1	Indeed	1	0
FIELD005710	Field Technician I - Pierre, SD	1	Job Service	0	0
FIELD005710	Field Technician I - Pierre, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005710	Field Technician I - Pierre, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0

FIELD005710	Field Technician I - Pierre, SD	1	Midco Website	0	0
FIELD005710	Field Technician I - Pierre, SD	1	Referred by Current Employee	0	0
FIELD005710	Field Technician I - Pierre, SD	1	Referred by Friend or Family	0	0
FIELD005710	Field Technician I - Pierre, SD	1	SDWORKS (Job Service of South Dakota)	1	1
FIELD005710	Field Technician I - Pierre, SD	1	SouthDakotaJobNetwork	1	0
FIELD005710	Field Technician I - Pierre, SD	1	ZipRecruiter	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	Billing Statement	1	1
FIELD005825	Field Technician I - Rapid City, SD	5	Current Employee	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	eBenefits - Department of Veteran Affairs	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	Glassdoor	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	Handshake College Consortium	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	Helpwanted.com	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	Indeed	7	3
FIELD005825	Field Technician I - Rapid City, SD	5	Job Service	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	Keloland/VNL/KXNET Employment	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	LinkedIn	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	Midco TV Commercial	1	0
FIELD005825	Field Technician I - Rapid City, SD	5	Midco Website	3	0
FIELD005825	Field Technician I - Rapid City, SD	5	Referred by current employee	1	1
FIELD005825	Field Technician I - Rapid City, SD	5	Referred by Friend or Family	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	SDWORKS (Job Service of South Dakota)	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	Midco TV Commercial	0	0
FIELD005825	Field Technician I - Rapid City, SD	5	ZipRecruiter	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	Craigslist	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	Current Employee	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	Facebook/Instagram	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	Glassdoor	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	Handshake College Consortium	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	Helpwanted.com	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	Indeed	5	1
FIELD005890	Field Technician I - Sturgis, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	LinkedIn	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	Midco Website	1	0
FIELD005890	Field Technician I - Sturgis, SD	1	Referred by Current Employee	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	Referred by Friend or Family	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	SDACCC (SD Association College Career Center)	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	SDWORKS (Job Service of South Dakota)	0	0
FIELD005890	Field Technician I - Sturgis, SD	1	ZipRecruiter	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	Current Employee	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	Glassdoor	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	Handshake College Consortium	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	Helpwanted.com	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	Indeed	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	LinkedIn	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	Midco Email	1	0
FIELD005989	Field Technician I - Rapid City, SD	1	Midco Website	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	Referred by current employee	1	1
FIELD005989	Field Technician I - Rapid City, SD	1	Referred by Friend or Family	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	SDWORKS (Job Service of South Dakota)	0	0
FIELD005989	Field Technician I - Rapid City, SD	1	ZipRecruiter	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	Current Employee	1	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	eBenefits - Department of Veteran Affairs	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	Express Employment Professionals	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	Glassdoor	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	Helpwanted.com	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	Indeed	2	1
INVEN005808	Inventory Specialist - Rapid City, SD	1	Keloland/VNL/KXNET Employment	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	Midco Website	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	Referred by Current Employee	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	Referred by Friend or Family	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	SDWORKS (Job Service of South Dakota)	0	0
INVEN005808	Inventory Specialist - Rapid City, SD	1	ZipRecruiter	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	Current Employee	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	eBenefits - Department of Veteran Affairs	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	Glassdoor	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	Handshake College Consortium	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	Helpwanted.com	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	Indeed	1	1
MAINT005903	Maintenance Technician - Rapid City, SD	1	Keloland/VNL/KXNET Employment	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	LinkedIn	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	Midco Website	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	Referred by Current Employee	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	Referred by Friend or Family	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	SDWORKS (Job Service of South Dakota)	0	0
MAINT005903	Maintenance Technician - Rapid City, SD	1	ZipRecruiter	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Current Employee	2	0

REGIO005828	Regional Engineering Manager - Rapid City, SD	1	eBenefits - Department of Veteran Affairs	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Glassdoor	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Handshake College Consortium	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Helpwanted.com	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Indeed	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Keloland/VNL/KXNET Employment	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	LinkedIn	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Midco Email	2	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Midco Website	1	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Referred by current employee	1	1
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Referred by Friend or Family	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	SDWORKS (Job Service of South Dakota)	0	0
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	ZipRecruiter	0	0
SALES005622	Sales & Service Associate - Rapid City	1	Billing Statement	0	0
SALES005622	Sales & Service Associate - Rapid City	1	Current Employee	0	0
SALES005622	Sales & Service Associate - Rapid City	1	eBenefits - Department of Veteran Affairs	0	0
SALES005622	Sales & Service Associate - Rapid City	1	Glassdoor	0	0
SALES005622	Sales & Service Associate - Rapid City	1	Helpwanted.com	0	0
SALES005622	Sales & Service Associate - Rapid City	1	Indeed	2	1
SALES005622	Sales & Service Associate - Rapid City	1	Keloland/VNL/KXNET Employment	0	0
SALES005622	Sales & Service Associate - Rapid City	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SALES005622	Sales & Service Associate - Rapid City	1	Midco Email	2	0
SALES005622	Sales & Service Associate - Rapid City	1	Midco Website	1	0
SALES005622	Sales & Service Associate - Rapid City	1	Referred by current employee	1	0
SALES005622	Sales & Service Associate - Rapid City	1	Referred by Friend or Family	0	0
SALES005622	Sales & Service Associate - Rapid City	1	SDWORKS (Job Service of South Dakota)	0	0
SALES005622	Sales & Service Associate - Rapid City	1	SouthDakotaJobNetwork	0	0
SALES005622	Sales & Service Associate - Rapid City	1	ZipRecruiter	1	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	Current Employee	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	eBenefits - Department of Veteran Affairs	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	Glassdoor	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	Helpwanted.com	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	Indeed	1	1
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	Keloland/VNL/KXNET Employment	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	LinkedIn	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	Midco Website	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	Referred by current employee	1	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	Referred by Friend or Family	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	SDWORKS (Job Service of South Dakota)	0	0
SALES005915	Sales Associate (Internet, TV & Phone) - Rapid City, SD	1	ZipRecruiter	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	Current Employee	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	eBenefits - Department of Veteran Affairs	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	Glassdoor	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	Handshake College Consortium	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	Helpwanted.com	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	Indeed	1	1
SALES005973	Retail Sales & Service Associate - Rapid City	1	Keloland/VNL/KXNET Employment	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	LinkedIn	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	Midco Website	1	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	Referred by Current Employee	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	Referred by Friend or Family	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	SDWORKS (Job Service of South Dakota)	0	0
SALES005973	Retail Sales & Service Associate - Rapid City	1	ZipRecruiter	0	0

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application	www.midcocareers.com	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
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
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
SDWORKS (Job Service of South Dakota) 123 W. Missouri Av., Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	N
Recruitment Sources for Specific Vacancies			
Black Hills Advertising Federation PO Box 2975, Rapid City, SD 57709	Contact: Josh Rundell Phone: N/A	info@aafblackhills.org	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Mauricio Mino Phone: 773-527-1115	Mauricio.Mino@careerbuilder.com	N
CTAM: Cable & Telecommunications Association for Market 120 Waterfront Street, Suite 200, National Harbor, MD 20745	Contact: Ryan Powers Phone: 301.485.8900	info@ctam.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
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
South Dakota Advertising Federation 7405 S Bitterroot Pl. #101 Sioux Falls, SD 57108	Contact: Mari Klotzbach Phone: 605-274.3548	http://sdaf.org/	N
TVJobs.com P.O. Box 4116 Oceanside, CA 92052	Contact: admin@tvjobs-com Phone: 800-374-0119	admin@tvjobs.com	N
Women in Cable Telecommunications 2000 K St. NW Suite 350 Washington, DC 20006	Contact: Katherine Martin Phone: 866-964-2765 Ext- 2717	katherin.martin@boxwoodtech.com	N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Billboard Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 58201	Contact: Bill Kvasager Phone: 701-746-5436	billk@newmanoutdoor.com	N
Midco Billing Statement	Advertising open positions in billing statement		N
Midco Email	Email Blasts to customers who have opted in		N
Midco TV Commercial	TV Commerical Midco airs		N
Midco Web Banners	Digital banner Midco marketing creates		N
SDACCC (SD Association College Career Center) Job Fair College Consortium	Contact: Heather Johnson Phone: 605-677-5381		N
Internet Sources			
Craigslist https://craigslist.org/	Social Media - Internet Posting		N
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
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
Snapchat https://www.snapchat.com/	Internet Posting		N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2020 - 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	Recruiting
10/1/2020- 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, 25 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
10/1/2020- 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 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	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)
10/1/2020 - 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
1/1/2021 - on going	Field Ops Community of Practice	Build ongoing skill sets for leaders in Employee Relations matters.	Compliance Training Professional Development Opportunities for Midco Leaders	Kim Beck Chelsea Engstrom Field Ops leaders
11/1/2021	Rapid City Career Fair Exploration	Job Fair outreach to speak about current openings and community involvement to High School level students.	Broad Outreach	