

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

		Positions					
Req	Posting Title	Accept Date	Start Date	Filled	Recruitment Sources	Interviewed	Hired
18-0253	Senior Accountant	8/13/2018	10/22/2018	1	eBenefits - Dept of Veteran Affairs	-	-
					Facebook	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMnGrads	-	-
					Indeed	1	-
					LinkedIn	-	-
					Midco Website	-	-
					MinnesotaJobNetwork	1	-
					MinnesotaWorks (Job Service of Minnesota)	-	-
					POC Careers	-	-
					Referred by Friend or Family	3	1
					Salo, LLC.	-	-
					U of M Carlson MBA	-	-
18-0287	Director of Corporate Development	8/17/2018	10/3/2018	1	Bayside Search Group	2	1
					eBenefits - Dept of Veteran Affairs	-	-
					Midco Website	-	-
					MinnesotaJobNetwork	-	-
					MinnesotaWorks (Job Service of Minnesota)	-	-
					Robert Half	1	-
18-0327	Sr. Payroll Specialist	9/25/2018	10/15/2018	1	Accounting Principals	-	-
					Bayside Search Group	-	-
					Creative Financial Staffing, LLC.	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					Glassdoor	1	1
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMnGrads	-	-
					Indeed	2	-
					Midco Website	-	-
					Minnesota West Community & Technical College	-	-
					MinnesotaJobNetwork	-	-

				MinnesotaWorks (Job Service of Minnesota)	3	-
				Oggi Professional Services	-	-
				POC Careers	-	-
				Referred by Friend or Family	1	-
				U of M Carlson MBA	-	-
				U of M Carlson The Edge	-	-
18-0304 Executive & Office Support Manager	10/11/2018	11/19/2018	1	eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMnGrads		
				Indeed	4	1
				Midco Website	-	-
				Minnesota West Community & Technical College	-	-
				MinnesotaJobNetwork	-	-
				MinnesotaWorks (Job Service of Minnesota)	-	-
				POC Careers	1	-
				Referred by Current Employee	1	-
				Referred by Friend or Family	-	-
				U of M Carlson MBA	-	-
				U of M Carlson The Edge	-	-
18-0343 Sports Advertising Sales Strategist	1/8/2019	1/14/2019	1	American Advertising Federation of North Dakota	-	-
				Better Fargo Jobs	-	-
				Black Hills Advertising Federation	-	-
				Career Builder	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				ExperienceND	-	-
				Facebook	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMNGrads	-	-
				Indeed	1	-
				Keloland Employment	-	-
				LinkedIn	1	1
				Midco Website	-	-
				ND Workforce Connection (Job Service of North Dakota)	-	-
				NDSCS-North Dakota State College of Science	-	-
				NDSU	-	-

				NorthDakotaJobNetwork	-	-
				Referred by Current Employee	1	-
				South Dakota Advertising Federation	-	-
				TeamND	-	-
				ValleyNewsEmployment	-	-
18-0378 Senior Financial Analyst-Financial Analytics	1/16/2019	2/5/2019	1	eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMnGrads	-	-
				Indeed	-	-
				LinkedIn	1	-
				Midco Website	-	-
				MinnesotaJobNetwork	1	-
				MinnesotaWorks (Job Service of Minnesota)	-	-
				Referred by Current Employee	1	1
				U of M Carlson MBA	-	-
				U of M Carlson The Edge	-	-
18-0365 Sr. Marketing Automation Analyst	3/27/2019	4/16/2019	1	Bayside Search Group	2	1
				Bridges Employment Resource Center	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Facebook	-	-
				Helpwanted.com	-	-
				Human Resource Professional of MN	1	-
				Indeed	2	-
				Keloland Employment	-	-
				LinkedIn	2	-
				Midco Website	-	-
				MinnesotaJobNetwork	-	-
				MinnesotaWorks (Job Service of Minnesota)	-	-
				Referred by Current Employee	1	-
				Referred by Friend of Family	2	-
				SDWORKS (Job Service of South Dakota)	1	-
				SouthDakotaJobNetwork	-	-
				U of M Carlson MBA	-	-
19-0071 Wireless Product Manager	4/28/2019	6/3/2019	1	Better Fargo Jobs	-	-

				Career Builder	-	-	
				eBenefits - Dept of Veteran Affairs	-	-	
				ExperienceND	-	-	
				Handshake College Consortium	-	-	
				Helpwanted.com	-	-	
				HireMnGrads	-	-	
				Indeed	-	-	
				JobsHQ	-	-	
				Keloland Employment	-	-	
				LinkedIn	-	-	
				Midco Website	-	-	
				MinnesotaJobNetwork	-	-	
				MinnesotaWorks (Job Service of Minnesota)	-	-	
				MN State Career Hub College Consortium	-	-	
				ND Workforce Connection (Job Service of North Dakota)	-	-	
				NDSCS-North Dakota State College of Science	-	-	
				NDSU	-	-	
				NorthDakotaJobNetwork	-	-	
				Referred by Current Employee	1	1	
				SDACCC (SD Association College Career Center)	-	-	
				SouthDakotaJobNetwork	-	-	
				TeamND	-	-	
				ValleyNewsEmployment	-	-	
19-0142	Director of Facilities Mgmt & EHS	6/7/2019	7/8/2019	1	Current Employee	5	-
				eBenefits - Dept of Veteran Affairs	-	-	
				Facebook	-	-	
				Handshake College Consortium	-	-	
				Helpwanted.com	-	-	
				HireMnGrads	-	-	
				Indeed	2	-	
				LinkedIn	1	-	
				Midco Website	-	-	
				Minnesota West Community & Technical College	-	-	
				MinnesotaJobNetwork	-	-	
				MinnesotaWorks (Job Service of Minnesota)	-	-	
				Referred by Current Employee	1	1	
				South Dakota Safety Council	-	-	
				Twitter	-	-	

				U of M Carlson MBA	-	-
				U of M Carlson The Edge	-	-
19-0165 Sr. Manager-Financial Planning & Analysis	7/1/2019	7/9/2019	1	eBenefits - Dept of Veteran Affairs	-	-
				Helpwanted.com	-	-
				Midco Website	-	-
				MinnesotaJobNetwork	-	-
				MinnesotaWorks (Job Service of Minnesota)	-	-
				Referred by Current Employee	1	1
19-0029 Senior Financial Analyst - Sales & Commission	6/17/2019	7/9/2019	1	Career Builder	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Facebook	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMnGrads	-	-
				Indeed	2	-
				LinkedIn	1	-
				Midco Website	-	-
				MinnesotaJobNetwork	2	-
				MinnesotaWorks (Job Service of Minnesota)	-	-
				POC Careers	-	-
				Referred by Current Employee	1	1
				Salo, LLC.	1	-
				Skywater Search Partners	1	-
				U of M Carlson MBA	1	-
				U of M Carlson The Edge	-	-
19-0118 MDU Sales Manager	7/3/2019	7/23/2019	1	Current Employee	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMnGrads	-	-
				Indeed	-	-
				LinkedIn	-	-
				Midco Website	-	-
				Minnesota West Community & Technical College	-	-
				MinnesotaJobNetwork	-	-

		MinnesotaWorks (Job Service of Minnesota)	-	-
		Referred by Current Employee	1	1
		U of M Carlson MBA	-	-
		U of M Carlson The Edge	-	-

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
MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	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
Keloland Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@classifiedverticals-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
Helpwanted.com 1085 Route 55 Unit 14 Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted-com	N
Recruitment Sources for Specific Vacancies			
Accounting Principals 222 South 9th Street Suite 3100 Minneapolis, MN 55402	Contact: Ty Clintsman Phone: 612-486-4048	ty.clintsman@accountingprincipals.com	N
American Advertising Federation of North Dakota Address: P.O. Box 1051, Fargo, ND 58107	Contact: president@aaf-nd.org Phone: N/A	https://www.aaf-nd.org/	N
Bayside Search Group 511 West Bay Street, Tampa, FL 33606	Contact: Louann Gordan Phone: 952-937-6969	louann@baysidesearchgroup.com	N
Better Fargo Jobs 2255 Green Vista Drive Suite 402, Sparks NV 89431	Contact: Carly Mensesses Phone: 800-225-1372	carly@betterfargojobs.com	N
Black Hills Advertising Federation PO Box 2975, Rapid City, SD 57709	Contact: Josh Rundell Phone: N/A	info@aafblackhills.org	N
Bridges Employment Resource Center 2300 W 46th Street, Siuox Falls, SD 57105	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	N
Career Builder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	N
Creative Financial Staffing, LLC. 7900 Xerxes Ave South Suite 1150 Bloomington, MN 55431	Contact: Patrick Sean Phone: 612-888-9809	psenn@cfstaffing.com	N
ExperienceND 1600 E Century Ave Suite 2, Bismarck, ND 58503	Contact: Amanda RemyNSE Phone: 701-328-7246	www.ExperienceND.com	N
Human Resource Professional of MN 20952 Lander St NW, Elk River, MN 55330	Contact: Sales Phone: 651-288-3434	www-hrpmn-org	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www-jobshq-com	N
Minnesota West Community & Technical College	Contact: Kip Thorson	Kip-Thorson@mnwest-edu	N

1450 College Way, Worthington, MN 56187	Phone: 507-372-3460		
ND Workforce Connection (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N
NDSCS-North Dakota State College of Science 800 6th St N, Wahpeton, ND 58076	Contact: Lisa Wixo Phone: 701-671-2272	Lisa.Wixo@ndscs.edu	N
NDSU - North Dakota State University 1340 Administration Ave, Fargo, ND 58105	Contact: Karen Jevning Phone: 701-231-8464	karen.jevning@ndsu.edu	N
Oggi Professional Services 110 Cheshire Lane Suite 100 Minnetonka, MN 55305	Contact: Daren Miller Phone: 612-333-6444	dmiller@oggipro.com	N
POC Careers http://www.poccareers.com/	Contact: Sina Pleggenkuhle Phone: 612-402-9225	sina@rmgaccess-com	N
Robert Half 800 Nicollet Mal, Suite 2700, Minneapolis, MNS 55402	Contact: Scott Foley Phone: 612-656-0200	scott.foley@roberthalfes.com	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
Salo, LLC. 20 S. 13th Street #200 Minneapolis, MN 55403	Contact: Tom Dunlap Phone: 612-230-7256	tomdunlap@salolllc.com	N
Skywater Search Partners 601 Carlson Pkwy #150, Minnetoka, MN 55305	Contact: Ryan Tiffany Phone: 952-767-9000	rtiffany@skywatersearch.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
South Dakota Safety Council 1108 N West Ave. Sioux Falls, SD 57104	Contact: Janie Ritter Phone: 605-361-7785	sdsc@southdakotasafetycouncil.org	N
SDACCC College Consortium	Contact: Heather Johnson Phone: 605-677-5381	http://www.myinterfase.com/SDACCC/employer/	N
TeamND 1200 S- Jay St Aberdeen, SD 57401	Contact: Jay Meier Phone: 701-224-5666	www-teamnd-org	N
UofM Carlson MBA 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	davi2225@umn.edu	N
UofM Carlson The Edge 321 19th Ave S. Minneapolis, MN 55455	Contact: Kathleen Fink Phone: 612-625-0027	kfink@umn-edu https://carlsonschool.umn.edu/the-edge	N
ValleyNewsEmployment 1350 21st Ave S, Fargo, ND 58103	Contact: Samantha Johnson Phone: 701-532-0976	sam@classifiedverticals.com	N
Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
People of Color Career Fair 1301 2nd Ave S, Minneapolis, MN 55403	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673	sharon@rmgaccess-com	N
Internet Sources			
Facebook https://www.facebook.com/	Internet Posting		N
Glassdoor	Internet Posting		N

https://www.glassdoor.com/index.htm		
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting	N
HireMNGrads https://hiregrads.com/	Internet Posting	N
Indeed https://www.indeed.com/	Internet Posting	N
LinkedIn https://www.linkedin.com/feed/	Internet Posting	N
MN State Career Hub College Consortium https://www.collegecentral.com/msch/	Internet Posting	N
Twitter https://twitter.com/	Internet Posting	N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2018 - on going 10/1/2018 - on going	Advertising to target a wide range of candidates throughout the area Fast Start Supervisor Training	We advertise available positions with the state Job Service (through the Department of Labor) 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.	Broad Outreach Compliance Training/ Professional Development Opportunities for Medco Leaders	Recruiting Steven Bruch Denise May Daniel Geiger Jennifer Henningsen HR Staff
10/1/2018 - 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. One intern worked in the Product Development department	Broad Outreach	Callahan Krivanek
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.com. All positions are posted through the LocalJobNetwork.com 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	Women in Cable Telecommunications (WICT)	Membership and participation in this organization which offers training, networking opportunities, and job resources for individuals within the Cable Telecommunications industry	Supplemental Recruiting Efforts/Professional Development Opportunities	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
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
10/10/2018	People of Color Career Fair	One of four main sponsors. Shared information about open positions, career site, how to apply, company paid benefits, etc. Also participated in networking breakfast with Professionals of color.	General Recruiting, Minorities	Ann McGlennen Cory Limberg Kent Johnson Patti Hawkey Jessica Costello Alicia Hartke Sam Lyle Jeanne Hassel Oliver Chacon
10/14-10/16/2018 09/16-09/18/2019	Women in Cable Telecommunications (WICT) Leadership Conference	WICT's mission is to create women leaders who transform our industry by providing unparalleled professional development programs, commissioning original gender research, and supporting a B2B network that helps advance women. For nearly 40 years, WICT has partnered with cable and technology companies to help build a more robust pipeline of women leaders. Founded in 1979, and now over 10,000 members strong, WICT is the largest and oldest professional association serving women in cable media	Professional Development Opportunities to Women in Leadership roles within our industry	Ann McGlennen Wynne Haakenstad Debbie Stang Brenda Everson Lisa Gilbertson
10/17/2018 09/18/2019	The Kaitz Dinner-Walter Kaitz Foundation	Bring together leaders from across the media and communications industries to build significant support for inclusion and diversity.	Supplemental Recruiting Efforts/D&I	Ann McGlennen Steve Schuster Steve Grosser Wynne Haakenstad Debbie Stang
10/18/2018	Mission Media Quarterly Meeting	Cable and entertainment companies to take a systematic, industry-level approach to the hiring and retention of military veterans, Mission Media's purpose is to provide best practices and resources and to serve as an umbrella brand for unifying the industry's veteran hiring activities.	Supplemental Recruiting Efforts Veterans	Patti Hawkey Ann McGlennen
11/1/2018	UofM Carlson School of Management Information Session	Presented MBA students with information about Midco careers, company history, internship opportunities, etc	General Recruiting	Shea McAdaragh Joseph Rysavy Brad Kanter Patti Hawkey
12/13/2018	Augsburg's Scholarship Partnership	Partnered with Augsburg University to offer under represented students scholarship & internship opportunities	General Recruiting Minorities	Patti Hawkey
4/30/2019	People of Color Career Fair	One of four main sponsors. Shared information about open positions, career site, how to apply, company paid benefits, etc. Also participated in networking breakfast with Professionals of color.	General Recruiting, Minorities	Ann McGlennen Patti Hawkey Jeanne Hassel Brenda Everson Patti Oestrich Oliver Chacon Barclay Bates Mitch Felber Pat McAdaragh
5/2/2019	WICT Luncheon	WICT's mission is to create women leaders who transform our industry by providing unparalleled professional development programs, commissioning original gender research, and supporting a B2B network that helps advance women. For nearly 40 years, WICT has partnered with cable and technology companies to help build a more robust pipeline of women leaders. Founded in 1979, and now over 10,000 members strong, WICT is the largest and oldest professional association serving women in cable media	Professional Development Opportunities to Women in Leadership roles within our industry	Debbie Stang Steve Grosser Ann McGlennen Erin Ostler
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 Veterans	Patti Hawkey Alicia Hartke Jeanne Hassel Sam Lyle