

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

		Positions		Recruitment Sources	Interviewed	Hired
Req	Posting Title	Filled				
FIELD04352	Field Technician I	2	Current Employee		-	-
			eBenefits - Dept of Veteran Affairs		-	-
			Handshake College Consortium		-	-
			Helpwanted.com		-	-
			Indeed		6	1
			LocalJobNetwork(KS,MN,ND,SD, WI)		1	-
			Midco Billing Statement		-	-
			Midco TV Commercial		-	-
			Midco Website		2	-
			MinnesotaWorks (Job Service of Minnesota)		1	-
			MN State Career Hub College Consortium		-	-
			Referred by Current Employee		2	1
			Referred by Friend or Family		-	-
FIELD04839	Field Technician I - Cold Spring, MN	1	Current Employee		-	-
			eBenefits - Dept of Veteran Affairs		-	-
			Facebook		-	-
			Helpwanted.com		-	-
			Indeed		2	-
			LinkedIn		-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)		-	-
			Midco Billing Statement		-	-
			Midco Web Banner		-	-
			Midco Website		2	1
			MinnesotaWorks (Job Service of Minnesota)		-	-
			Referred by Current Employee		-	-
			Referred by Friend or Family		-	-
CENTR04274	Central Construction Coordinator	2	Current Employee		-	-
			Cold Spring Record		-	-
			eBenefits - Dept of Veteran Affairs		-	-
			Facebook		-	-
			Handshake College Consortium		-	-
			Helpwanted.com		-	-
			HireMNGrads		-	-
			Indeed		-	-
			Keloland/VNL/KXNET Employment		-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)		-	-
					-	-

			LinkedIn	-	-
			Midco Website	3	2
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			Twitter	-	-
FIELD04798	Field Technician I - Forest Lake, MN	2	Current Employee	1	1
			Facebook	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	2	1
			MinnesotaWorks (Job Service of Minnesota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	1	-
FIELD04086	Field Technician I	3	Current Employee	1	-
			Craigslist	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Forest Lake Times	-	-
			Glassdoor	1	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	13	3
			Isanti Country News	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	1	-
			Midco Billing Statement	-	-
			Midco Web Banner	1	-
			Midco Website	4	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	2	-
			Referred by Friend or Family	-	-
			Twitter	1	-
MDUAC04386	MDU Account Executive - Senior	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	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
FIELD04910	Field Technician I - Princeton, MN	4	CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	-
			Handshake College Consortium	1	-
			Helpwanted.com	-	-
			Indeed	9	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Billing Statement	-	-
			Midco Email	1	-
			Midco TV Commercial	-	-
			Midco Web Banner	-	-
			Midco Website	5	1
			MinnesotaWorks (Job Service of Minnesota)	-	-
			Mitchell Technical Institute	-	-
			MN State Career Hub College Consortium	1	1
			Radio KCLD-FM St Cloud	-	-
			Radio WWJO-FM St Cloud	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			Twitter	-	-
FIELD04992	Field Technician I - Becker, MN	2	CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	3	-
			Helpwanted.com	-	-
			Indeed	8	1
			Keloland/VNL/KXNET Employment	-	-

			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Billing Statement	-	-
			Midco Email	1	-
			Midco TV Commercial	-	-
			Midco Web Banner	-	-
			Midco Website	5	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Radio KCLD/WWJO FM St Cloud	-	-
			Radio WWJO FM St Cloud	1	1
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
FIELD04842	Field Technician I - East Bethel, MN	4	CareerBuilder	2	1
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	3	-
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	9	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	1	-
			Midco Billing Statement	-	-
			Midco Email	3	1
			Midco TV Commercial	-	-
			Midco Web Banner	-	-
			Midco Website	1	1
			MinnesotaWorks (Job Service of Minnesota)	2	-
			MN State Career Hub College Consortium	-	-
			Mitchell Technical Institute	-	-
			Radio KCLD FM St Cloud	-	-
			Radio WWJO FM St Cloud	-	-
			Referred by Current Employee	2	-
			Referred by Friend or Family	1	-
FIELD04928	Field Technician I - Forest Lake, MN	2	CareerBuilder	-	-
			Craigslist	1	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Glassdoor	1	-

		Helpwanted.com	-	-	
		Indeed	4	1	
		Keloland/VNL/KXNET Employment	-	-	
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-	
		Midco Billing Statement	-	-	
		Midco Email	1	-	
		Midco TV Commercial	2	-	
		Midco Web Banner	-	-	
		Midco Website	7	1	
		MinnesotaWorks (Job Service of Minnesota)	-	-	
		Mitchell Technical Institute	-	-	
		MN State Career Hub College Consortium	-	-	
		Radio KCLD/WWJO FM St Cloud	-	-	
		Radio WWJO FM St Cloud	-	-	
		Referred by Current Employee	-	-	
		Referred by Friend or Family	-	-	
		Twitter	2	-	
CONST04880	Construction Technician - Cambridge, MN	2	Cable Fax	1	-
			Current Employee	3	1
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	1
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
FIELD04930	Field Technician I - Fairmont, MN	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Fairmont Sentinel	1	-
			Helpwanted.com	-	-
			Indeed	3	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
	Midco Billing Statement	-	-		

			Midco Web Banner	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			Twitter	-	-
FIELD05073	Field Technician I - East Bethel, MN	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Glassdoor	1	1
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco TV Commercial	-	-
			Midco Web Banner	-	-
			Midco Website	1	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			WomenforHire	-	-

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for 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
MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend of Family		N
Recruitment Sources for Specific Vacancies			
Bridges Employment Resource Center 2300 W 46th Street, Sioux Falls, SD 57105	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	N
Cable Fax Address9211 Corporate Blvd. 50 th Floor, Rockville, MD 20850	Contact: Olivia Murray Phone: (301) 354-2010	Email address: omurray@accessintel.com	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.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 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Sam Johnson Phone: 701-532-0976	sam@classifiedverticals-com	N
Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	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
SCTE - Society of Cable Telecommunications Engineers 140 Philips Road Exton, PA 19341	Contact: Tony Werner Phone: 610-884-7237	http://www.scte.org/	N
WomenforHire Address: 155 West 72 nd Street, Suite 403, New York, NY 10023	Contact: Alexa Adair Phone: 212.290.2600	Email: alexa@toryjohnson.com	N

Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Cold Spring Record PO Box 456, Cold Spring, MN 56320	Contact: Ryan Austreng Phone: 320-685-8621	csrecord@midconetwork-com http://www-csrecord-net/	N
Fairmont Sentinel 64 Downtown Plaza, P.O. Box 681,Fairmont, MN 56031	Contact: Cathy McCarthy Phone: 507 235-3303	cmccarthy@fairmontsentinel.com	N
Forest Lake Times 146 N Lake St Suite 125, Forest Lake, MN 55025	Contact: Terri Darsow Phone: 763-712-2462	terri.darsow@ecm-inc.com	N
Isanti County News 234 South Main St, Cambridge, MN 55008	Contact: Terri Darsow Phone: 763-712-2462	terri.darsow@ecm-inc.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 Banner	Digital banner Midco marketing creates		N

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 Professional Development Opportunities	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	Benjamin Sanftner HR Staff
05/2020-08/2020	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: Marketing	Broad Outreach	Berlynn Bentigo Amanda Potter Erin Johanning 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 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)
10/1/2019 - on going	Workplace Harassment Prevention Training	OnlineTraining 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
10/1/2019	Augsburg Univ Annual Career & Internship Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc.	College Recruiting	Barclay Bates
10/8/2019	Bemidji Area Job Fair	Shared information with students about company and career options in telecommunications industry	General Recruiting Broad Outreach	Jess Costello
10/8/2019	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 Alicia Hartke Dan Geiger Steve Bruch