

**EEO Public File Report**  
**Midcontinent Communications-Hennepin**  
**September 1, 2023-August 31, 2024**  
**Full-Time Positions Filled**

Req #	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
PRODU006558	Product Analyst	1	Current Employee	-	-
PRODU006558	Product Analyst	1	eBenefits - Dept of Veteran Affairs	-	-
PRODU006558	Product Analyst	1	Glassdoor	-	-
PRODU006558	Product Analyst	1	Handshake	1	-
PRODU006558	Product Analyst	1	Indeed	2	-
PRODU006558	Product Analyst	1	LinkedIn	-	-
PRODU006558	Product Analyst	1	LocalJobNetworks (MN)	-	-
PRODU006558	Product Analyst	1	Midco Email	-	-
PRODU006558	Product Analyst	1	Midco Website	1	1
PRODU006558	Product Analyst	1	MN State Career Hub College Consortium	-	-
PRODU006558	Product Analyst	1	MNWORKS (Job Service of MN)	-	-
PRODU006558	Product Analyst	1	Referred By Current Employee	-	-
PRODU006558	Product Analyst	1	Referred by Friend or Family	-	-
PRODU006558	Product Analyst	1	ZipRecruiter	-	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Current Employee	-	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	eBenefits - Dept of Veteran Affairs	-	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Glassdoor	-	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Handshake	1	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Helpwanted.com	-	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Indeed	1	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Job Fair	2	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	LinkedIn	1	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	LocalJobNetworks (MN)	-	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Midco Email	-	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Midco Website	1	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	MNWORKS (Job Service of MN)	-	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Referred By Current Employee	1	-
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	Referred by Friend or Family	4	1
CORPO006177	Corporate Development Associate - Minneapolis, MN	1	ZipRecruiter	-	-
GOVER006447	Government Relations Manager	1	Current Employee	-	-
GOVER006447	Government Relations Manager	1	eBenefits - Dept of Veteran Affairs	-	-
GOVER006447	Government Relations Manager	1	Glassdoor	-	-
GOVER006447	Government Relations Manager	1	Handshake	-	-
GOVER006447	Government Relations Manager	1	Helpwanted.com	-	-
GOVER006447	Government Relations Manager	1	Indeed	-	-
GOVER006447	Government Relations Manager	1	LinkedIn	5	-
GOVER006447	Government Relations Manager	1	LocalJobNetworks (MN)	-	-
GOVER006447	Government Relations Manager	1	Midco Email	-	-
GOVER006447	Government Relations Manager	1	Midco Website	-	-
GOVER006447	Government Relations Manager	1	MNWORKS (Job Service of MN)	-	-
GOVER006447	Government Relations Manager	1	Referred by Current Employee	2	1
GOVER006447	Government Relations Manager	1	Referred by Friend or Family	-	-
GOVER006447	Government Relations Manager	1	ZipRecruiter	-	-
CORPO006257	Corporate Counsel	1	Current Employee	-	-
CORPO006257	Corporate Counsel	1	eBenefits - Dept of Veteran Affairs	-	-
CORPO006257	Corporate Counsel	1	Glassdoor	-	-
CORPO006257	Corporate Counsel	1	Handshake	-	-
CORPO006257	Corporate Counsel	1	Helpwanted.com	-	-
CORPO006257	Corporate Counsel	1	Indeed	-	-
CORPO006257	Corporate Counsel	1	Keloland Employment	-	-
CORPO006257	Corporate Counsel	1	LinkedIn	7	-
CORPO006257	Corporate Counsel	1	LocalJobNetworks (MN)	-	-
CORPO006257	Corporate Counsel	1	LocalJobNetworks (SD)	-	-
CORPO006257	Corporate Counsel	1	Midco Email	-	-
CORPO006257	Corporate Counsel	1	Midco Website	1	-
CORPO006257	Corporate Counsel	1	MNWORKS (MN)	-	-
CORPO006257	Corporate Counsel	1	Referred by Current Employee	-	-
CORPO006257	Corporate Counsel	1	Referred by Friend or Family	2	1
CORPO006257	Corporate Counsel	1	SD Bar Association	-	-
CORPO006257	Corporate Counsel	1	SDWORKS (Job Service of SD)	-	-
CORPO006257	Corporate Counsel	1	ZipRecruiter	-	-
CORPO006523	Corporate Accounting Senior Manager	1	Current Employee	-	-
CORPO006523	Corporate Accounting Senior Manager	1	eBenefits - Dept of Veteran Affairs	-	-
CORPO006523	Corporate Accounting Senior Manager	1	Glassdoor	-	-
CORPO006523	Corporate Accounting Senior Manager	1	Handshake	-	-
CORPO006523	Corporate Accounting Senior Manager	1	Indeed	-	-
CORPO006523	Corporate Accounting Senior Manager	1	LinkedIn	3	1
CORPO006523	Corporate Accounting Senior Manager	1	LocalJobNetworks (MN)	-	-
CORPO006523	Corporate Accounting Senior Manager	1	Midco Email	-	-

CORPO006523	Corporate Accounting Senior Manager	1	Midco Website	-	-
CORPO006523	Corporate Accounting Senior Manager	1	MNWORKS (Job Service of MN)	-	-
CORPO006523	Corporate Accounting Senior Manager	1	Referred by Current Employee	-	-
CORPO006523	Corporate Accounting Senior Manager	1	Referred by Friend or Family	-	-
CORPO006523	Corporate Accounting Senior Manager	1	ZipRecruiter	-	-
PRODU006656	Product Analyst - Advertising Products	1	Current Employee	-	-
PRODU006656	Product Analyst - Advertising Products	1	eBenefits - Dept of Veteran Affairs	-	-
PRODU006656	Product Analyst - Advertising Products	1	Glassdoor	-	-
PRODU006656	Product Analyst - Advertising Products	1	Handshake	1	-
PRODU006656	Product Analyst - Advertising Products	1	Indeed	2	-
PRODU006656	Product Analyst - Advertising Products	1	LinkedIn	2	-
PRODU006656	Product Analyst - Advertising Products	1	LocalJobNetworks (MN)	-	-
PRODU006656	Product Analyst - Advertising Products	1	Midco Email	-	-
PRODU006656	Product Analyst - Advertising Products	1	Midco Website	1	-
PRODU006656	Product Analyst - Advertising Products	1	MNWORKS (Job Service of MN)	-	-
PRODU006656	Product Analyst - Advertising Products	1	Referred by Current Employee	1	1
PRODU006656	Product Analyst - Advertising Products	1	Referred by Friend or Family	-	-
PRODU006656	Product Analyst - Advertising Products	1	ZipRecruiter	-	-
SOFTW006488	Software Developer - D365 F&O	2	Current Employee	-	-
SOFTW006488	Software Developer - D365 F&O	2	eBenefits - Dept of Veteran Affairs	-	-
SOFTW006488	Software Developer - D365 F&O	2	Glassdoor	1	-
SOFTW006488	Software Developer - D365 F&O	2	Handshake	1	-
SOFTW006488	Software Developer - D365 F&O	2	Indeed	3	-
SOFTW006488	Software Developer - D365 F&O	2	Keloland Employment	1	-
SOFTW006488	Software Developer - D365 F&O	2	LinkedIn	3	-
SOFTW006488	Software Developer - D365 F&O	2	LocalJobNetworks (MN)	-	-
SOFTW006488	Software Developer - D365 F&O	2	Midco Email	-	-
SOFTW006488	Software Developer - D365 F&O	2	Midco Website	1	-
SOFTW006488	Software Developer - D365 F&O	2	MNWORKS (Job Service of MN)	-	-
SOFTW006488	Software Developer - D365 F&O	2	NDWORKS (Job Service of ND)	-	-
SOFTW006488	Software Developer - D365 F&O	2	Referred by Current Employee	2	1
SOFTW006488	Software Developer - D365 F&O	2	Referred by Friend or Family	1	-
SOFTW006488	Software Developer - D365 F&O	2	SDWORKS (Job Service of SD)	-	-
SOFTW006488	Software Developer - D365 F&O	2	ZipRecruiter	1	1
CUSTO006674	Customer Lifecycle Marketing Strategist	1	Current Employee	-	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	Glassdoor	-	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	Handshake	-	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	Indeed	1	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	LinkedIn	-	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	LocalJobNetworks (MN)	-	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	Midco Email	1	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	Midco Website	2	1
CUSTO006674	Customer Lifecycle Marketing Strategist	1	MNWORKS (Job Service of MN)	-	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	Referred By Current Employee	-	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	Referred by Friend or Family	-	-
CUSTO006674	Customer Lifecycle Marketing Strategist	1	ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
<b>Current Employee</b>	Current Employee application	www.midcocareers.com	N
<b>eBenefits - Dept of Veteran Affairs</b> 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
<b>Glassdoor</b> https://www.glassdoor.com/index.htm	Internet Posting		N
<b>Handshake</b> https://www.joinhandshake.com/	Internet Posting		N
<b>Indeed</b> https://www.indeed.com/	Internet Posting		N
<b>LinkedIn</b> https://www.linkedin.com/feed/	Internet Posting		N
<b>LocalJobNetworks (MN)</b>	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	N
<b>Midco Email</b>	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
<b>Midco Website</b>	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
<b>MNWORKS (Job Service of Minnesota)</b> 318 9th Street, Worthington, MN 56187	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	N
<b>Referred by Current Employee</b>	Referral from Current Employee		N
<b>Referred by Friend or Family</b>	Referral from Friend or Family		N
<b>ZipRecruiter</b> https://ziprecruiter.com/	Internet Posting		N
Recruitment Sources for Specific Vacancies			
<b>SD State Bar</b>	Contact: Laura Snow	http://www.statebarofsouthdakota.com/	N

222 E Capitol Ave #3, Pierre, SD 57501

Phone: 605-224-7554

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

Internet Sources

**Helpwanted.com**

1085 Route 55, Unit 14, Lagrangeville, NY 12540

Contact: Maureen Daley

Phone: 605-956-4158 Ext- 9002

Maureen@RegionalHelpWanted.com

**N**

**Keloland Employment**

501 S Phillips Ave, Sioux Falls, SD 57104

Contact: Manda Kokales

Phone: 605-334-4327

manda@hireclick.com

**N**

**MN State Career Hub College Consortium**

<https://www.collegecentral.com/msch/>

Internet Posting

**N**

**NDWORKS (Job Service of North Dakota)**

PO Box 5507, Bismarck, ND 58506

Contact: General Contact

Phone: 701-352-4450

infojsgr@nd.gov

**N**

Cited by Job Applicant

**Job Fair**

**N**

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2023 - on going	Advertising to target a wide range of candidates	Advertise available positions with the state Job Service (through the Department of Labor).	Broad Outreach	Recruiting
9/1/2023 - on going	Workplace Discrimination and Harassment 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
9/1/2023 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota Wisconsin	An annual membership is maintained with Circa Works. All positions are posted through Circa to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment sites. 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 www.jobcenterofwisconsin.com www.ebenefits.va.gov
10/17/2023	People of Color Career Fair-Sponsorship	One of the main sponsors. Share information about open positions, career site, how to apply, company paid benefits, etc.	General Recruiting, Minorities	Patti Hawkey Noelle Tieszen Sam Lyle Garrett Wilson Husam Kakish Tom McAdaragh Oliver Chacon Ben Dold Kaylan Boinapalli Pao Lo Malissa Lamah
11/9/2023	Augustana University - AU Top Talent	Exclusive event to connect Augustana University students with internship and employment opportunities in the Twin Cities market.	General Recruiting	Susan Thomas Sarah Reedstrom
4/24/2024	People of Color Career Fair-Sponsorship	Premiere sponsor. Share information about open positions, career site, how to apply, company paid benefits, etc.	General Recruiting, Minorities	Patti Hawkey Noelle Tieszen Moses Hodgson Sam Lyle Ben Dold Susan Thomas Ann McGlennen Tom McAdaragh Pao Lo Kalyan Boinapalli Oliver Charcon Jessica Costello Malissa Lamah