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

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Recruitment Source	Contact	Email	Entitled to Notification
Current Employee	Recruitment Sources Used for Current Employee application	All Openings www.midcocareers.com	N
	Carrolli Employee application	WWW.IIII.	·
eBenefits - Dept of Veteran Affairs	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
810 Vermont Ave NW Washington, D.C. 20420	Phone: 800-342-9647		
Glassdoor	Internet Posting		N
https://www.glassdoor.com/index.htm			
Handshake	Internet Posting		N
https://www.joinhandshake.com/	•		
Indeed	Internet Posting		N
https://www.indeed.com/	moment coung		
L Sealers aller	Indexes of Deadings		N.
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
LocalJobNetworks (MN)	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	N
	Filone: 000-304-3773		
Midco Email	Contact: Susan Thomas	www.midcocareers.com	N
	Phone: 952-358-3547		
Midco Website	Contact: Susan Thomas	www.midcocareers.com	N
	Phone: 952-358-3547		
MNWORKS (Job Service of Minnesota)	Contact: Ronnie Bernhardt	Ronnie.Bernhardt@CircaWorks.com	N
318 9th Street, Worthington, MN 56187	Phone: 800-984-3775		
Referred by Current Employee	Referral from Current Employee		N
Referred by Ourient Employee	Referral from Garrent Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
ZipRecruiter	Internet Posting		N
https://ziprecruiter.com/			
	Recruitment Sources for Speci	fic Vacancies	
	Neorulline it Sources for Speci	illo vacalloics	
SD State Bar	Contact: Laura Snow	http://www.statebarofsouthdakota.com/	N

Job Fair

Phone: 605-224-7554

Media S	Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
	Internet Sources			
Helpwanted.com	Contact: Maureen Daley	Maureen@RegionalHelpWanted.com	N	
1085 Route 55, Unit 14, Lagrangeville, NY 12540	Phone: 605-956-4158 Ext- 9002			
Keloland Employment	Contact: Manda Kokales	manda@hireclick.com	N	
501 S Phillips Ave, Sioux Falls, SD 57104	Phone: 605-334-4327			
MN State Career Hub College Consortium	Internet Posting		N	
https://www.collegecentral.com/msch/	-			
NDWODKO (lab Comissa of North Delecto)	0	:f-:	M	
NDWORKS (Job Service of North Dakota)	Contact: General Contact	infojsgr@nd.gov	N	
PO Box 5507, Bismarck, ND 58506	Phone: 701-352-4450			
	Cited by Job Applica	nt		

	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.	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.MinnesotaJobNetwork.com www.MinnesotaDiversity.com www.minnesotaDiversity.com www.minnesotaDiversity.com www.ndworkforceconnection.com www.jobcenterofivisconsin.com www.jobcenterofivisconsin.com		
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		