

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

Req#	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
ADVER005625	Advertising Account Executive	1	College Recruiting	0	0
ADVER005625	Advertising Account Executive	1	Current Employee	0	0
ADVER005625	Advertising Account Executive	1	eBenefits - Department of Veteran Affairs	0	0
ADVER005625	Advertising Account Executive	1	Glassdoor	0	0
ADVER005625	Advertising Account Executive	1	Helpwanted.com	0	0
ADVER005625	Advertising Account Executive	1	Indeed	1	1
ADVER005625	Advertising Account Executive	1	KANSASWORKS (Job Service of Kansas)	0	0
ADVER005625	Advertising Account Executive	1	Keloland/VNL/KXNET Employment	0	0
ADVER005625	Advertising Account Executive	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
ADVER005625	Advertising Account Executive	1	Midco Website	1	0
ADVER005625	Advertising Account Executive	1	Referred by Current Employee	0	0
ADVER005625	Advertising Account Executive	1	Referred by Friend or Family	0	0
ADVER005625	Advertising Account Executive	1	University of Kansas - HireJayhawks	0	0
ADVER005625	Advertising Account Executive	1	ZipRecruiter	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Billing Statement	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	CTAM (Cable and Telecommunications Assoc for Marke	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Current Employee	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	eBenefits - Department of Veteran Affairs	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Glassdoor	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Helpwanted.com	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Indeed	1	1
CUSTO005583	Sales & Service Associate - Lawrence	1	Jobs.Lawrence.com	1	0
CUSTO005583	Sales & Service Associate - Lawrence	1	KANSASWORKS (Job Service of Kansas)	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Keloland/VNL/KXNET Employment	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Midco Email	1	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Midco Website	1	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Referred by Current Employee	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	Referred by Friend or Family	0	0
CUSTO005583	Sales & Service Associate - Lawrence	1	ZipRecruiter	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	CareerBuilder	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	Current Employee	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	eBenefits - Department of Veteran Affairs	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	Facebook/Instagram	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	Glassdoor	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	Helpwanted.com	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	Indeed	4	0
FIELD005540	Field Technician I - Lawrence, KS	4	KansasJobNetwork	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	KANSASWORKS (Job Service of Kansas)	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	Keloland/VNL/KXNET Employment	0	0
FIELD005540	Field Technician I - Lawrence, KS	4	LinkedIn	1	1
FIELD005540	Field Technician I - Lawrence, KS	4	LocalJobNetwork (KS, MN, ND, SD, WI)	1	0
FIELD005540	Field Technician I - Lawrence, KS	4	Midco Email	1	1
FIELD005540	Field Technician I - Lawrence, KS	4	Midco TV Commercial	2	2
FIELD005540	Field Technician I - Lawrence, KS	4	Midco Website	4	0
FIELD005540	Field Technician I - Lawrence, KS	4	Referred by current employee	1	0
FIELD005540	Field Technician I - Lawrence, KS	4	Referred by Friend or Family	1	0
FIELD005540	Field Technician I - Lawrence, KS	4	ZipRecruiter	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	Current Employee	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	eBenefits - Department of Veteran Affairs	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	Facebook/Instagram	1	1
FIELD005679	Field Technician I - Lawrence, KS	4	Glassdoor	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	Helpwanted.com	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	Indeed	4	0
FIELD005679	Field Technician I - Lawrence, KS	4	Job Fair	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	KANSASWORKS (Job Service of Kansas)	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	Keloland/VNL/KXNET Employment	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	Midco Email	2	2
FIELD005679	Field Technician I - Lawrence, KS	4	Midco TV Commercial	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	Midco Website	3	1
FIELD005679	Field Technician I - Lawrence, KS	4	Referred by current employee	2	0
FIELD005679	Field Technician I - Lawrence, KS	4	Referred by Friend or Family	0	0
FIELD005679	Field Technician I - Lawrence, KS	4	ZipRecruiter	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	Billboard	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	Current Employee	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	eBenefits - Department of Veteran Affairs	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	Facebook/Instagram	1	0
FIELD005826	Field Technician I - Lawrence, KS	3	Glassdoor	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	Handshake College Consortium	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	Helpwanted.com	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	Hiring Flier	1	0
FIELD005826	Field Technician I - Lawrence, KS	3	Indeed	6	2
FIELD005826	Field Technician I - Lawrence, KS	3	Job Fair	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	KANSASWORKS (Job Service of Kansas)	0	0

FIELD005826	Field Technician I - Lawrence, KS	3	Keloland/VNL/KXNET Employment	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	LinkedIn	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	Midco TV Commercial	1	0
FIELD005826	Field Technician I - Lawrence, KS	3	Midco Website	2	1
FIELD005826	Field Technician I - Lawrence, KS	3	Referred by current employee	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	Referred by Friend or Family	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	Twitter	0	0
FIELD005826	Field Technician I - Lawrence, KS	3	ZipRecruiter	1	0
FIELD05366	Field Technician I - Lawrence, KS	7	Billing Statement	1	1
FIELD05366	Field Technician I - Lawrence, KS	7	CareerBuilder	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	Current Employee	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	eBenefits - Department of Veteran Affairs	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	Facebook/Instagram	1	0
FIELD05366	Field Technician I - Lawrence, KS	7	Glassdoor	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	Helpwanted.com	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	Indeed	13	4
FIELD05366	Field Technician I - Lawrence, KS	7	Jobs.Lawrence.com	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	KANSASWORKS (Job Service of Kansas)	1	0
FIELD05366	Field Technician I - Lawrence, KS	7	Keloland/VNL/KXNET Employment	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	Lawrence Journal World	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	LinkedIn	1	0
FIELD05366	Field Technician I - Lawrence, KS	7	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	Midco TV Commercial	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	Midco Web Banner	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	Midco Website	3	1
FIELD05366	Field Technician I - Lawrence, KS	7	Radio	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	Referred by current employee	2	1
FIELD05366	Field Technician I - Lawrence, KS	7	Referred by Friend or Family	1	0
FIELD05366	Field Technician I - Lawrence, KS	7	Twitter	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	WIT Women in Technology	0	0
FIELD05366	Field Technician I - Lawrence, KS	7	ZipRecruiter	1	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Billboard	1	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Current Employee	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	eBenefits - Department of Veteran Affairs	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Glassdoor	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Handshake College Consortium	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Helpwanted.com	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Indeed	3	1
INVEN005895	Inventory Specialist - Lawrence, KS	1	Jobs.Lawrence.com	1	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	KANSASWORKS (Job Service of Kansas)	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Keloland/VNL/KXNET Employment	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	LinkedIn	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Midco Website	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Referred by current employee	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	Referred by Friend or Family	0	0
INVEN005895	Inventory Specialist - Lawrence, KS	1	ZipRecruiter	0	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	Current Employee	1	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	eBenefits - Department of Veteran Affairs	0	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	Glassdoor	0	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	Helpwanted.com	0	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	Indeed	1	1
MAINT005510	Maintenance Technician - Lawrence, KS	1	KANSASWORKS (Job Service of Kansas)	0	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	Keloland/VNL/KXNET Employment	0	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	Midco Website	1	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	Referred by Current Employee	0	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	Referred by Friend or Family	0	0
MAINT005510	Maintenance Technician - Lawrence, KS	1	ZipRecruiter	0	0
SALES005749	Sales & Service Associate - Lawrence	1	Current Employee	0	0
SALES005749	Sales & Service Associate - Lawrence	1	eBenefits - Department of Veteran Affairs	0	0
SALES005749	Sales & Service Associate - Lawrence	1	Glassdoor	0	0
SALES005749	Sales & Service Associate - Lawrence	1	Helpwanted.com	0	0
SALES005749	Sales & Service Associate - Lawrence	1	Indeed	1	1
SALES005749	Sales & Service Associate - Lawrence	1	Job Service	0	0
SALES005749	Sales & Service Associate - Lawrence	1	KANSASWORKS (Job Service of Kansas)	0	0
SALES005749	Sales & Service Associate - Lawrence	1	Keloland/VNL/KXNET Employment	0	0
SALES005749	Sales & Service Associate - Lawrence	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SALES005749	Sales & Service Associate - Lawrence	1	Midco Website	0	0
SALES005749	Sales & Service Associate - Lawrence	1	Referred by Current Employee	0	0
SALES005749	Sales & Service Associate - Lawrence	1	Referred by Friend or Family	0	0
SALES005749	Sales & Service Associate - Lawrence	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
KANSASWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.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
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or 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
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
Jobs.lawrence.com 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N
Kansas University 1450 Jayhawk Blvd., Lawrence, KS 66045	Contact: Natalia Plotnikov Phone: 785-864-2019	nplotnikov@ku.edu	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
MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	N
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
Northwest Kansas Technical College 1209 Harrison Goodland, KS 67735	Contact: Kelly James Phone: 785-890-1529	Kelly.James@nwktc.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
UofM Carlson MBA 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	davi2225@umn.edu	N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Billboard-Fargo Lamar Outdoor, 2005 N Westport Ave., Sioux Falls, SD 57107	Contact: Scott Strecker Phone: 785.234.0501	sstrecker@lamar.com	N
Billboard-SF Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Fc	Contact: Bill Kvasager Phone: (701) 746-5436	billk@newmanoutdoor.com	N
Hiring Flier	Handouts at Customer Experience Centers/Events		N
Lawrence Job Fair 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N

Lawrence Journal World 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
Midco Billing Statement	Statement messages to customers		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
Internet Sources			
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
Twitter https://twitter.com/	Internet Posting		N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N
Cited by Job Applicant			
College Recruiting			N
Radio			N
WIT Women in Technology			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	Advertises 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, 15 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
10/1/2020 - on going	FastStart Leader 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	HR Staff
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 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
2/9/2022	2022 Kansas University Career and Internship Expo	Speak to KSU students about job opportunities with Midco.	Job Fair in Person	Steven Carroll Jeff Stromberg