

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

Req #	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
RETAI006412	Retail Manager	1	Current Employee	2	-
RETAI006412	Retail Manager	1	eBenefits - Dept of Veteran Affairs	-	-
RETAI006412	Retail Manager	1	Glassdoor	-	-
RETAI006412	Retail Manager	1	Handshake	-	-
RETAI006412	Retail Manager	1	Helpwanted.com	-	-
RETAI006412	Retail Manager	1	Indeed	4	1
RETAI006412	Retail Manager	1	Keloland Employment	-	-
RETAI006412	Retail Manager	1	LinkedIn	-	-
RETAI006412	Retail Manager	1	LocalJobNetworks (SD)	-	-
RETAI006412	Retail Manager	1	Midco Email	-	-
RETAI006412	Retail Manager	1	Midco Website	-	-
RETAI006412	Retail Manager	1	Referred by Current Employee	1	-
RETAI006412	Retail Manager	1	Referred by Friend or Family	-	-
RETAI006412	Retail Manager	1	SDWORKS (Job Service of SD)	-	-
RETAI006412	Retail Manager	1	ZipRecruiter	1	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Current Employee	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	eBenefits - Dept of Veteran Affairs	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Glassdoor	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Handshake	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Helpwanted.com	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Indeed	2	2
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Keloland Employment	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	LinkedIn	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	LocalJobNetworks (SD)	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Midco Email	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Midco Website	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Referred by Current Employee	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	Referred by Friend or Family	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	SDWORKS (Job Service of SD)	-	-
RETAI006365	Retail Sales & Service Associate - Rapid City, SD	2	ZipRecruiter	-	-
FIELD006521	Field Technician I - Rapid City, SD	6	Current Employee	-	-
FIELD006521	Field Technician I - Rapid City, SD	6	eBenefits - Dept of Veteran Affairs	-	-
FIELD006521	Field Technician I - Rapid City, SD	6	Glassdoor	-	-
FIELD006521	Field Technician I - Rapid City, SD	6	Handshake	-	-
FIELD006521	Field Technician I - Rapid City, SD	6	Indeed	3	-
FIELD006521	Field Technician I - Rapid City, SD	6	Keloland Employment	2	1
FIELD006521	Field Technician I - Rapid City, SD	6	LinkedIn	1	-
FIELD006521	Field Technician I - Rapid City, SD	6	LocalJobNetworks (SD)	-	-
FIELD006521	Field Technician I - Rapid City, SD	6	Midco Email	-	-
FIELD006521	Field Technician I - Rapid City, SD	6	Midco Website	4	2
FIELD006521	Field Technician I - Rapid City, SD	6	Referred By Current Employee	2	-
FIELD006521	Field Technician I - Rapid City, SD	6	Referred by Friend or Family	2	1
FIELD006521	Field Technician I - Rapid City, SD	6	SDWORKS (Job Service of SD)	1	-
FIELD006521	Field Technician I - Rapid City, SD	6	ZipRecruiter	2	2
FIELD006709	Field Technician - Rapid City, SD	1	Current Employee	-	-
FIELD006709	Field Technician - Rapid City, SD	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006709	Field Technician - Rapid City, SD	1	Glassdoor	-	-
FIELD006709	Field Technician - Rapid City, SD	1	Handshake	-	-
FIELD006709	Field Technician - Rapid City, SD	1	Indeed	1	1
FIELD006709	Field Technician - Rapid City, SD	1	Keloland Employment	-	-
FIELD006709	Field Technician - Rapid City, SD	1	LinkedIn	-	-
FIELD006709	Field Technician - Rapid City, SD	1	LocalJobNetworks (SD)	-	-
FIELD006709	Field Technician - Rapid City, SD	1	Midco Email	-	-
FIELD006709	Field Technician - Rapid City, SD	1	Midco Website	2	-
FIELD006709	Field Technician - Rapid City, SD	1	Referred By Current Employee	-	-
FIELD006709	Field Technician - Rapid City, SD	1	Referred by Friend or Family	1	-
FIELD006709	Field Technician - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD006709	Field Technician - Rapid City, SD	1	ZipRecruiter	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	Current Employee	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	Glassdoor	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	Handshake	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	Helpwanted.com	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	Indeed	3	1
FIELD006358	Field Technician I - Rapid City, SD	3	Keloland Employment	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	LinkedIn	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	LocalJobNetworks (SD)	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	Midco Email	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	Midco Website	1	1

FIELD006358	Field Technician I - Rapid City, SD	3	Referred By Current Employee	4	1
FIELD006358	Field Technician I - Rapid City, SD	3	Referred by Friend or Family	-	-
FIELD006358	Field Technician I - Rapid City, SD	3	SDWORKS (Job Service of SD)	3	-
FIELD006358	Field Technician I - Rapid City, SD	3	ZipRecruiter	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	Current Employee	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	Glassdoor	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	Handshake	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	Indeed	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	Keloland Employment	1	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	LinkedIn	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	LocalJobNetworks (SD)	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	Midco Email	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	Midco Website	1	1
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	Referred By Current Employee	1	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	Referred by Friend or Family	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	SDACCC (SD Association College Career Center)	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	South Dakota Advertising Federation	-	-
CUSTO006729	Customer Experience Specialist - Rapid City, SD	1	ZipRecruiter	-	-
ADVER006670	Advertising Account Executive	1	Current Employee	-	-
ADVER006670	Advertising Account Executive	1	eBenefits - Dept of Veteran Affairs	-	-
ADVER006670	Advertising Account Executive	1	Glassdoor	-	-
ADVER006670	Advertising Account Executive	1	Handshake	-	-
ADVER006670	Advertising Account Executive	1	Indeed	-	-
ADVER006670	Advertising Account Executive	1	Keloland Employment	-	-
ADVER006670	Advertising Account Executive	1	LinkedIn	-	-
ADVER006670	Advertising Account Executive	1	LocalJobNetworks (SD)	-	-
ADVER006670	Advertising Account Executive	1	Midco Email	-	-
ADVER006670	Advertising Account Executive	1	Midco Website	-	-
ADVER006670	Advertising Account Executive	1	Referred by Current Employee	-	-
ADVER006670	Advertising Account Executive	1	Referred by Friend or Family	1	1
ADVER006670	Advertising Account Executive	1	SDWORKS (Job Service of SD)	-	-
ADVER006670	Advertising Account Executive	1	ZipRecruiter	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	Current Employee	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	Glassdoor	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	Handshake	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	Helpwanted.com	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	Indeed	4	2
FIELD006436	Field Technician I - Spearfish, SD	2	Keloland Employment	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	LinkedIn	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	LocalJobNetworks (SD)	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	Midco Email	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	Midco TV Commercial	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	Midco Website	1	-
FIELD006436	Field Technician I - Spearfish, SD	2	Referred By Current Employee	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	Referred by Friend or Family	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	SDWORKS (Job Service of SD)	-	-
FIELD006436	Field Technician I - Spearfish, SD	2	ZipRecruiter	-	-
FIELD006616	Field Technician - Spearfish, SD	1	Current Employee	-	-
FIELD006616	Field Technician - Spearfish, SD	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006616	Field Technician - Spearfish, SD	1	Glassdoor	-	-
FIELD006616	Field Technician - Spearfish, SD	1	Handshake	-	-
FIELD006616	Field Technician - Spearfish, SD	1	Indeed	4	1
FIELD006616	Field Technician - Spearfish, SD	1	Keloland Employment	-	-
FIELD006616	Field Technician - Spearfish, SD	1	LinkedIn	-	-
FIELD006616	Field Technician - Spearfish, SD	1	LocalJobNetworks (SD)	-	-
FIELD006616	Field Technician - Spearfish, SD	1	Midco Email	-	-
FIELD006616	Field Technician - Spearfish, SD	1	Midco Website	1	-
FIELD006616	Field Technician - Spearfish, SD	1	Referred By Current Employee	-	-
FIELD006616	Field Technician - Spearfish, SD	1	Referred by Friend or Family	-	-
FIELD006616	Field Technician - Spearfish, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD006616	Field Technician - Spearfish, SD	1	ZipRecruiter	1	-
FIELD006331	Field Technician I - Pierre, SD	1	Current Employee	-	-
FIELD006331	Field Technician I - Pierre, SD	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006331	Field Technician I - Pierre, SD	1	Glassdoor	-	-
FIELD006331	Field Technician I - Pierre, SD	1	Handshake	-	-
FIELD006331	Field Technician I - Pierre, SD	1	Helpwanted.com	-	-
FIELD006331	Field Technician I - Pierre, SD	1	Indeed	2	-
FIELD006331	Field Technician I - Pierre, SD	1	Keloland Employment	-	-
FIELD006331	Field Technician I - Pierre, SD	1	LinkedIn	-	-
FIELD006331	Field Technician I - Pierre, SD	1	LocalJobNetworks (SD)	-	-
FIELD006331	Field Technician I - Pierre, SD	1	Midco Email	5	1
FIELD006331	Field Technician I - Pierre, SD	1	Midco TV Commercial	-	-

FIELD006331	Field Technician I - Pierre, SD	1	Midco Website	-	-
FIELD006331	Field Technician I - Pierre, SD	1	Referred By Current Employee	-	-
FIELD006331	Field Technician I - Pierre, SD	1	Referred by Friend or Family	-	-
FIELD006331	Field Technician I - Pierre, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD006331	Field Technician I - Pierre, SD	1	ZipRecruiter	-	-
FIELD006754	Field Technician - Pierre, SD	1	Current Employee	-	-
FIELD006754	Field Technician - Pierre, SD	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006754	Field Technician - Pierre, SD	1	Glassdoor	-	-
FIELD006754	Field Technician - Pierre, SD	1	Handshake	-	-
FIELD006754	Field Technician - Pierre, SD	1	Indeed	-	-
FIELD006754	Field Technician - Pierre, SD	1	Keloland Employment	1	1
FIELD006754	Field Technician - Pierre, SD	1	LinkedIn	-	-
FIELD006754	Field Technician - Pierre, SD	1	LocalJobNetworks (SD)	-	-
FIELD006754	Field Technician - Pierre, SD	1	Midco Email	-	-
FIELD006754	Field Technician - Pierre, SD	1	Midco Website	-	-
FIELD006754	Field Technician - Pierre, SD	1	Referred By Current Employee	-	-
FIELD006754	Field Technician - Pierre, SD	1	Referred by Friend or Family	-	-
FIELD006754	Field Technician - Pierre, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD006754	Field Technician - Pierre, SD	1	ZipRecruiter	-	-
RETAI006762	Retail Sales & Service Associate	2	Current Employee	-	-
RETAI006762	Retail Sales & Service Associate	2	eBenefits - Dept of Veteran Affairs	-	-
RETAI006762	Retail Sales & Service Associate	2	Glassdoor	-	-
RETAI006762	Retail Sales & Service Associate	2	Handshake	-	-
RETAI006762	Retail Sales & Service Associate	2	Indeed	11	2
RETAI006762	Retail Sales & Service Associate	2	Keloland Employment	-	-
RETAI006762	Retail Sales & Service Associate	2	LinkedIn	-	-
RETAI006762	Retail Sales & Service Associate	2	LocalJobNetworks (SD)	-	-
RETAI006762	Retail Sales & Service Associate	2	Midco Email	-	-
RETAI006762	Retail Sales & Service Associate	2	Midco Website	-	-
RETAI006762	Retail Sales & Service Associate	2	Referred By Current Employee	-	-
RETAI006762	Retail Sales & Service Associate	2	Referred by Friend or Family	-	-
RETAI006762	Retail Sales & Service Associate	2	SDWORKS (Job Service of SD)	-	-
RETAI006762	Retail Sales & Service Associate	2	ZipRecruiter	-	-

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
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake https://www.joinhandshake.com/	Contact: Mhars Tennel Phone: 510-859-4231	mhars@joinhandshake.com	N
Indeed https://www.indeed.com/	Internet Posting		N
Keloland Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-275-6380	manda@hireclick.com	N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
LocalJobNetworks (SD)	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	N
Midco Email	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
Midco Website	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
SDWORKS (Job Service of SD) 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Alicyn Evens Phone: 605-789-4408	Alicyn.Even@state.sd.us	N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N

Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Midco TV Commercial	Contact: Christian Begeman Phone: (605) 357-5505	Christian.begeman@midco.com	N
Internet Sources			
Facebook / Instagram https://www.facebook.com/	Internet Posting		N
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	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	We advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Talent Acquisition Team
9/1/2023 - 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 Techs (all Levels) Business Techs (all levels) Maintenance Techs (all levels)
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.usmilitarypipeline.com www.ebenefits.va.gov
9/1/2023 - on going	Employee Relations & Compliance Leader Training	The purpose of this training is to teach new leaders how to prepare and respond appropriately when they encounter specific situations at Midco. This includes: an overview of employee relations, including the responsibilities of the ER team; important laws, regulations, and standards surrounding wages and hours; Midco's performance management philosophy and approach to coaching and corrective action; leave options and policies; affirmative action requirements; and guidelines to maintain an engaged workforce.	Compliance Training	Midco Leadership