

**EEO Public File Report**  
**Midcontinent Communications-Hennepin**  
**September 1, 2022-August 31, 2023**  
**Full-Time Positions Filled**

Req #	Posting Title	Postions		Referral Sources	Interviewed	Hired
		Filed				
EMPLO006149	Employee Relations Specialist	1		Current Employee	2	-
EMPLO006149	Employee Relations Specialist	1		eBenefits - Dept of Veteran Affairs	-	-
EMPLO006149	Employee Relations Specialist	1		Glassdoor	-	-
EMPLO006149	Employee Relations Specialist	1		Handshake	-	-
EMPLO006149	Employee Relations Specialist	1		Helpwanted.com	-	-
EMPLO006149	Employee Relations Specialist	1		Indeed	2	1
EMPLO006149	Employee Relations Specialist	1		Keloland/VNL/KXNET Employment	-	-
EMPLO006149	Employee Relations Specialist	1		LinkedIn	-	-
EMPLO006149	Employee Relations Specialist	1		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
EMPLO006149	Employee Relations Specialist	1		Midco Website	-	-
EMPLO006149	Employee Relations Specialist	1		MNWORKS (Job Service of MN)	-	-
EMPLO006149	Employee Relations Specialist	1		Referred By Current Employee	-	-
EMPLO006149	Employee Relations Specialist	1		Referred by Friend or Family	1	-
EMPLO006149	Employee Relations Specialist	1		ZipRecruiter	1	-
INSUR006250	Insurance and Claims Manager	1		Current Employee	-	-
INSUR006250	Insurance and Claims Manager	1		eBenefits - Dept of Veteran Affairs	-	-
INSUR006250	Insurance and Claims Manager	1		Glassdoor	-	-
INSUR006250	Insurance and Claims Manager	1		Handshake	-	-
INSUR006250	Insurance and Claims Manager	1		Helpwanted.com	-	-
INSUR006250	Insurance and Claims Manager	1		Indeed	-	-
INSUR006250	Insurance and Claims Manager	1		Keloland/VNL/KXNET Employment	-	-
INSUR006250	Insurance and Claims Manager	1		LinkedIn	3	1
INSUR006250	Insurance and Claims Manager	1		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
INSUR006250	Insurance and Claims Manager	1		Midco Website	-	-
INSUR006250	Insurance and Claims Manager	1		MNWORKS (Job Service of MN)	-	-
INSUR006250	Insurance and Claims Manager	1		Referred By Current Employee	1	-
INSUR006250	Insurance and Claims Manager	1		Referred by Friend or Family	-	-
INSUR006250	Insurance and Claims Manager	1		ZipRecruiter	-	-
MARKE006203	Marketing Analyst	1		Current Employee	-	-
MARKE006203	Marketing Analyst	1		eBenefits - Dept of Veteran Affairs	-	-
MARKE006203	Marketing Analyst	1		Glassdoor	-	-
MARKE006203	Marketing Analyst	1		Handshake	1	-
MARKE006203	Marketing Analyst	1		Helpwanted.com	-	-
MARKE006203	Marketing Analyst	1		Indeed	3	1
MARKE006203	Marketing Analyst	1		Keloland/VNL/KXNET Employment	-	-
MARKE006203	Marketing Analyst	1		KSWORKS (Job Service of KS)	-	-
MARKE006203	Marketing Analyst	1		Lawrence Journal World	-	-
MARKE006203	Marketing Analyst	1		LinkedIn	-	-
MARKE006203	Marketing Analyst	1		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
MARKE006203	Marketing Analyst	1		Midco Email	-	-
MARKE006203	Marketing Analyst	1		Midco Website	-	-
MARKE006203	Marketing Analyst	1		Mitchell Technical College	-	-
MARKE006203	Marketing Analyst	1		MN State Career Hub College Consortium	-	-
MARKE006203	Marketing Analyst	1		NDWORKS (Job Service of ND)	-	-
MARKE006203	Marketing Analyst	1		Referred By Current Employee	-	-
MARKE006203	Marketing Analyst	1		Referred by Friend or Family	-	-
MARKE006203	Marketing Analyst	1		SDACCC (SD Association College Career Center)	-	-
MARKE006203	Marketing Analyst	1		SDWORKS (Job Service of SD)	-	-
MARKE006203	Marketing Analyst	1		South Dakota Advertising Federation	-	-
MARKE006203	Marketing Analyst	1		University of Kansas	-	-
MARKE006203	Marketing Analyst	1		ZipRecruiter	-	-
SAFEA005938	Safe and Secure Operations Manager	1		Current Employee	-	-
SAFEA005938	Safe and Secure Operations Manager	1		eBenefits - Dept of Veteran Affairs	-	-
SAFEA005938	Safe and Secure Operations Manager	1		Glassdoor	-	-
SAFEA005938	Safe and Secure Operations Manager	1		Handshake	-	-
SAFEA005938	Safe and Secure Operations Manager	1		Helpwanted.com	-	-
SAFEA005938	Safe and Secure Operations Manager	1		Indeed	-	-
SAFEA005938	Safe and Secure Operations Manager	1		Keloland/VNL/KXNET Employment	-	-
SAFEA005938	Safe and Secure Operations Manager	1		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
SAFEA005938	Safe and Secure Operations Manager	1		Midco Website	-	-
SAFEA005938	Safe and Secure Operations Manager	1		Referred by Current Employee	2	1
SAFEA005938	Safe and Secure Operations Manager	1		Referred by Friend or Family	-	-
SAFEA005938	Safe and Secure Operations Manager	1		SDWORKS (Job Service of SD)	-	-
SAFEA005938	Safe and Secure Operations Manager	1		ZipRecruiter	-	-
SENIO006198	Senior Executive Assistant to Chair & CEO	1		Current Employee	-	-
SENIO006198	Senior Executive Assistant to Chair & CEO	1		Indeed	-	-
SENIO006198	Senior Executive Assistant to Chair & CEO	1		Steele Recruiting	3	1
SENIO006259	Senior Financial Analyst	1		Current Employee	-	-

SENIO006259	Senior Financial Analyst	1	Echo Search Group	1	-
SENIO006259	Senior Financial Analyst	1	eBenefits - Dept of Veteran Affairs	-	-
SENIO006259	Senior Financial Analyst	1	Glassdoor	-	-
SENIO006259	Senior Financial Analyst	1	Handshake	-	-
SENIO006259	Senior Financial Analyst	1	Helpwanted.com	-	-
SENIO006259	Senior Financial Analyst	1	Indeed	2	1
SENIO006259	Senior Financial Analyst	1	Keloland/VNL/KXNET Employment	-	-
SENIO006259	Senior Financial Analyst	1	LinkedIn	-	-
SENIO006259	Senior Financial Analyst	1	LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
SENIO006259	Senior Financial Analyst	1	Midco Website	-	-
SENIO006259	Senior Financial Analyst	1	MNWORKS (Job Service of MN)	-	-
SENIO006259	Senior Financial Analyst	1	Referred By Current Employee	-	-
SENIO006259	Senior Financial Analyst	1	Referred by Friend or Family	-	-
SENIO006259	Senior Financial Analyst	1	Skywater Search Partners	1	-
SENIO006259	Senior Financial Analyst	1	ZipRecruiter	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Current Employee	-	-
SRMAN006146	Senior Manager-Corporate Accounting	1	ClearPoint Search Group	2	1
SRMAN006145	Senior Manager-Corporate Accounting	1	eBenefits - Dept of Veteran Affairs	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Glassdoor	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Handshake	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Helpwanted.com	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Indeed	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Keloland/VNL/KXNET Employment	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	LinkedIn	1	-
SRMAN006145	Senior Manager-Corporate Accounting	1	LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Midco Website	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	MNWORKS (Job Service of MN)	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Referred by Current Employee	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Referred by Friend or Family	-	-
SRMAN006145	Senior Manager-Corporate Accounting	1	Skywater Search Partners	1	-
SRMAN006145	Senior Manager-Corporate Accounting	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	<b>N</b>
<b>Indeed</b> <a href="https://www.indeed.com/">https://www.indeed.com/</a>	Internet Posting		<b>N</b>
Recruitment Sources for Specific Vacancies			
<b>ClearPoint</b> 3169 Fernbrook Ln N, Plymouth, MN 55447	Contact: Kevin Johnson Phone: 763.231.7161	kjohnson@clearpointfinance.com	
<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	<b>N</b>
<b>Echo Search Group</b> 1660 Highway 100 South, Suite 510, St. Louis Park, MN 55416	Contact: Nate Exsted Phone: 612-452-6000	www.echosearchgroup.com	<b>N</b>
<b>Glassdoor</b> <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	Internet Posting		<b>N</b>
<b>Handshake College Consortium</b> <a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>	Internet Posting		<b>N</b>
<b>Helpwanted.com</b> 1085 Route 55 Unit 14 Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted-com	<b>N</b>
<b>KSWORKS (Job Service of Kansas)</b> 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	<b>N</b>
<b>LocalJobNetwork(KS,MN,ND,SD, WI)</b> 1000 N- Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather-homa@localjobnetwork-com	<b>N</b>
<b>Midco Website</b>	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers-com	<b>N</b>
<b>MNWORKS (Job Service of Minnesota)</b> 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	<b>N</b>
<b>Referred by Current Employee</b>	Referral from Current Employee		<b>N</b>
<b>Referred by Friend or Family</b>	Referral from Friend or Family		<b>N</b>
<b>Mitchell Technical College</b>	Contact: Janet Greenway	janet.greenway@mitchelltech.edu	<b>N</b>

1800 E Spruce St, Mitchell, SD 57301	Phone: 605-995-7194		
<b>NDWORKS (Job Service of North Dakota)</b> PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	<b>N</b>
<b>SDWORKS (Job Service of South Dakota)</b> 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	<b>N</b>
<b>Skywater Search Partners</b> <b>601 Carlson Pkwy #150, Minnetoka, MN 55305</b>	Contact: Lindsay Dubbeldee Phone: 952-767-9000	ldubbeldee@skywatersearch.com	<b>N</b>
<b>South Dakota Advertising Federation</b> 7405 S Bitterroot Pl. #101 Sioux Falls, SD 57108	Contact: Mari Klotzbach Phone: 605-274-3548	http://sdaf.org/	<b>N</b>
<b>Steele Recruiting, LLC</b> 200 Southdale Center, Edina, MN 55435	Contact: Diane Steele Phone: 952-484-4217	diane@steelerecruiting.com	<b>N</b>
<b>University of Kansas</b> 1300 Sunnyside Ave, Summerfield Hall, Room 206 Lawrence, KS	Contact: Natalia Plotnikov Phone: 785-864-2019	https://career.ku.edu/employers nplotnikov@ku.edu	<b>N</b>
<b>Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)</b>			
<b>Lawrence Journal World</b> 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	<b>N</b>
<b>Midco Email</b>	Email Blasts to customers who have opted in and weekly email sent to all employees		<b>N</b>
<b>People of Color Career Fair-Sponsorship</b> 1301 2nd Ave S, Minneapolis, MN 55403	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673	sharon@rmgaccess-com	<b>N</b>
<b>Internet Sources</b>			
<b>LinkedIn</b> https://www.linkedin.com/feed/	Internet Posting		<b>N</b>
<b>MN State Career Hub College Consortium</b> https://www.collegecentral.com/msch/	Internet Posting		<b>N</b>
<b>SDACCC (SD Association College Career Center)</b> College Consortium	Internet Posting		<b>N</b>
<b>ZipRecruiter</b> https://ziprecruiter.com/	Internet Posting		<b>N</b>



Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2022 - 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
1/25/2023 - on going	Employee Relations and Compliance Training for Leaders	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, ADA, leaves, Termination Process/Exit Interview.	Compliance Training	on-demand training
9/1/2022 - 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: <a href="http://www.NorthDakotaDiversity.com">www.NorthDakotaDiversity.com</a> <a href="http://www.SouthDakotaDiversity.com">www.SouthDakotaDiversity.com</a> <a href="http://www.WisconsinDiversity.com">www.WisconsinDiversity.com</a> <a href="http://www.NorthDakotaJobNetwork.com">www.NorthDakotaJobNetwork.com</a> <a href="http://www.SouthDakotaJobNetwork.com">www.SouthDakotaJobNetwork.com</a> <a href="http://www.MinnesotaJobNetwork.com">www.MinnesotaJobNetwork.com</a> <a href="http://www.WisconsinJobNetwork.com">www.WisconsinJobNetwork.com</a> <a href="http://www.MinnesotaDiversity.com">www.MinnesotaDiversity.com</a> <a href="http://www.minnesotaworks.net/">www.minnesotaworks.net/</a> <a href="http://www.ndworkforceconnection.com/">www.ndworkforceconnection.com/</a> <a href="https://sd.gov/">https://sd.gov/</a> <a href="https://jobcenterofwisconsin.com/">https://jobcenterofwisconsin.com/</a> <a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a> <a href="https://www.ebenefits.va.gov/">https://www.ebenefits.va.gov/</a> VetConnect (LVER/DVOPS)
9/1/2022 - 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
10/27/2022	People of Color Career Fair-Sponsorship	One of four main sponsors. Share information about open positions, career site, how to apply, company paid benefits, etc.	General Recruiting, Minorities	Patti Hawkey Noelle Tieszen Alicia Hartke Husam Kakish Ann McGlennen Pat McAdaragh Oliver Chacon Pao Lo Masai Turner
4/27/2023	People of Color Career Fair-Sponsorship	One of three main sponsors. Share information about open positions, career site, how to apply, company paid benefits, etc.	General Recruiting, Minorities	Patti Hawkey Noelle Tieszen Moses Hodgeson Sue Punke Ben Dold Susan Thomas Husam Kakish Tom McAdaragh Pao Lo Otis Priestler Berlynn Bitengo Suzie O'Meara