

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

Req #	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
ADVAN006131	Advanced Advertising Account Executive	1	Current Employee	-	-
ADVAN006131	Advanced Advertising Account Executive	1	eBenefits - Dept of Veteran Affairs	-	-
ADVAN006131	Advanced Advertising Account Executive	1	Glassdoor	-	-
ADVAN006131	Advanced Advertising Account Executive	1	Handshake	-	-
ADVAN006131	Advanced Advertising Account Executive	1	Helpwanted.com	-	-
ADVAN006131	Advanced Advertising Account Executive	1	Indeed	-	-
ADVAN006131	Advanced Advertising Account Executive	1	Keloland/VNL/KXNET Employment	-	-
ADVAN006131	Advanced Advertising Account Executive	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
ADVAN006131	Advanced Advertising Account Executive	1	Midco Website	-	-
ADVAN006131	Advanced Advertising Account Executive	1	Referred by Current Employee	1	1
ADVAN006131	Advanced Advertising Account Executive	1	Referred by Friend or Family	-	-
ADVAN006131	Advanced Advertising Account Executive	1	SDWORKS (Job Service of SD)	-	-
ADVAN006131	Advanced Advertising Account Executive	1	ZipRecruiter	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	Current Employee	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	Glassdoor	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	Handshake	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	Helpwanted.com	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	Indeed	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	Keloland/VNL/KXNET Employment	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	LinkedIn	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	Midco Email	1	-
FIELD005989	Field Technician I - Rapid City, SD	1	Midco Website	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	Referred By Current Employee	1	1
FIELD005989	Field Technician I - Rapid City, SD	1	Referred by Friend or Family	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD005989	Field Technician I - Rapid City, SD	1	ZipRecruiter	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	Current Employee	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	Glassdoor	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	Handshake	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	Helpwanted.com	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	Indeed	2	1
FIELD006062	Field Technician I - Spearfish, SD	1	Keloland/VNL/KXNET Employment	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	LinkedIn	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	Midco Website	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	Referred By Current Employee	1	-
FIELD006062	Field Technician I - Spearfish, SD	1	Referred by Friend or Family	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD006062	Field Technician I - Spearfish, SD	1	ZipRecruiter	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	Current Employee	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	Glassdoor	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	Handshake	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	Helpwanted.com	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	Indeed	4	1
FIELD006136	Field Technician I - Rapid City, SD	2	Keloland/VNL/KXNET Employment	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	LinkedIn	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	Midco TV Commercial	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	Midco Website	1	-
FIELD006136	Field Technician I - Rapid City, SD	2	Referred By Current Employee	2	-
FIELD006136	Field Technician I - Rapid City, SD	2	Referred by Friend or Family	1	1
FIELD006136	Field Technician I - Rapid City, SD	2	SDWORKS (Job Service of SD)	-	-
FIELD006136	Field Technician I - Rapid City, SD	2	ZipRecruiter	-	-
FIELD006276	Field Technician I - Pierre, SD	1	Current Employee	-	-
FIELD006276	Field Technician I - Pierre, SD	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006276	Field Technician I - Pierre, SD	1	Facebook / Instagram	1	1
FIELD006276	Field Technician I - Pierre, SD	1	Glassdoor	-	-
FIELD006276	Field Technician I - Pierre, SD	1	Handshake	-	-
FIELD006276	Field Technician I - Pierre, SD	1	Helpwanted.com	-	-
FIELD006276	Field Technician I - Pierre, SD	1	Indeed	2	-
FIELD006276	Field Technician I - Pierre, SD	1	Keloland/VNL/KXNET Employment	-	-

FIELD006276	Field Technician I - Pierre, SD	1	LinkedIn	-	-
FIELD006276	Field Technician I - Pierre, SD	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006276	Field Technician I - Pierre, SD	1	Midco Website	-	-
FIELD006276	Field Technician I - Pierre, SD	1	Referred By Current Employee	-	-
FIELD006276	Field Technician I - Pierre, SD	1	Referred by Friend or Family	1	-
FIELD006276	Field Technician I - Pierre, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD006276	Field Technician I - Pierre, SD	1	ZipRecruiter	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	Current Employee	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	Facebook / Instagram	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	Glassdoor	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	Handshake	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	Helpwanted.com	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	Indeed	1	1
FIELD006289	Field Technician I - Rapid City, SD	1	Keloland/VNL/KXNET Employment	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	LinkedIn	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	Midco Digital Advertisement	1	-
FIELD006289	Field Technician I - Rapid City, SD	1	Midco Website	1	-
FIELD006289	Field Technician I - Rapid City, SD	1	Referred By Current Employee	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	Referred by Friend or Family	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
FIELD006289	Field Technician I - Rapid City, SD	1	ZipRecruiter	-	-
MARKE006084	Market Account Executive	1	Current Employee	1	-
MARKE006084	Market Account Executive	1	eBenefits - Dept of Veteran Affairs	-	-
MARKE006084	Market Account Executive	1	Glassdoor	-	-
MARKE006084	Market Account Executive	1	Handshake	-	-
MARKE006084	Market Account Executive	1	Helpwanted.com	-	-
MARKE006084	Market Account Executive	1	Indeed	1	-
MARKE006084	Market Account Executive	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
MARKE006084	Market Account Executive	1	Midco Website	-	-
MARKE006084	Market Account Executive	1	Referred by Current Employee	2	1
MARKE006084	Market Account Executive	1	Referred by Friend or Family	-	-
MARKE006084	Market Account Executive	1	SDWORKS (Job Service of SD)	-	-
MARKE006084	Market Account Executive	1	ZipRecruiter	-	-
MARKE006085	Market Account Executive	1	Keloland/VNL/KXNET Employment	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Current Employee	4	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	eBenefits - Dept of Veteran Affairs	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Glassdoor	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Handshake	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Helpwanted.com	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Indeed	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Keloland/VNL/KXNET Employment	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	LinkedIn	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Midco Website	1	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Referred By Current Employee	1	1
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	Referred by Friend or Family	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
REGIO005828	Regional Engineering Manager - Rapid City, SD	1	ZipRecruiter	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Current Employee	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	eBenefits - Dept of Veteran Affairs	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Facebook / Instagram	1	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Glassdoor	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Handshake	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Helpwanted.com	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Indeed	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Keloland/VNL/KXNET Employment	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Midco Website	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Referred by Current Employee	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	Referred by Friend or Family	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	SDWORKS (Job Service of SD)	-	-
RETAI006316	Retail Sales & Service Associate - Rapid City, SD	1	ZipRecruiter	2	1

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>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>Glassdoor</b> https://www.glassdoor.com/index.htm	Internet Posting		<b>N</b>
<b>Handshake College Consortium</b> https://www.joinhandshake.com/	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>Indeed</b> https://www.indeed.com/	Internet Posting		<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: Patti Hawkey Phone: 605-271-7604	www.midcocareers.com	<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>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>ZipRecruiter</b> https://ziprecruiter.com/	Internet Posting		<b>N</b>
Recruitment Sources for Specific Vacancies			
<b>Keloland/VNL/KXNET Employment (Hire Click)</b> 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	<b>N</b>
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			

<b>Midco Digital Advertisement</b>	Digital banner Midco marketing creates	<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>Midco TV Commercial</b>	TV Commerical Midco airs	<b>N</b>
Internet Sources		
<b>Facebook / Instagram</b> <a href="https://www.facebook.com/">https://www.facebook.com/</a>	Internet Posting	<b>N</b>
<b>LinkedIn</b> <a href="https://www.linkedin.com/feed/">https://www.linkedin.com/feed/</a>	Internet Posting	<b>N</b>

Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2022 - 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	Recruiting
9/1/2022- 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, 25 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
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 through the LocalJobNetwork 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
4/18/2023	Rapid City High School/Midco Facilities Tour	Rapid City High School Computer Students Tour Midco's Rapid City Facilities. Students were introduced to fiber network operations, the workings of the headend, video production and telephone installations	General Ourreach	Jim Bertocchi Marcus Christensen Tim Reilly