

EEO Public File Report  
Midcontinent Communications -- Lawrence, KS  
October 1, 2017-September 30, 2018

Full-Time Positions Filled

| Req     | Posting Title      | Filled Date | Start Date | Positions Filled | Recruitment Sources                    | Interviewed | Hired |
|---------|--------------------|-------------|------------|------------------|--|-------------|-------|
| 17-0276 | Field Technician   | 11/28/2017  | 12/31/2017 | 3                | Current Employee                       | 1           | 1     |
|         |                    |             |            |                  | eBenefits - Dept of Veteran Affairs    | 1           | 1     |
|         |                    |             |            |                  | Glassdoor                              | 1           | -     |
|         |                    |             |            |                  | Handshake College Consortium           | -           | -     |
|         |                    |             |            |                  | Indeed                                 | 2           | -     |
|         |                    |             |            |                  | Job Service of Kansas                  | -           | -     |
|         |                    |             |            |                  | Lawrence Job Fair                      | 3           | -     |
|         |                    |             |            |                  | LocalJobNetwork                        | -           | -     |
|         |                    |             |            |                  | Midco Website                          | 4           | -     |
|         |                    |             |            |                  | North Central Kansas Technical College | -           | -     |
|         |                    |             |            |                  | Peaslee Technical                      | -           | -     |
|         |                    |             |            |                  | Referred by Current Employee           | 1           | 1     |
|         |                    |             |            |                  | Referred by Family or Friend           | 2           | -     |
|         |                    |             |            |                  | RegHelpwanted.com                      | -           | -     |
|         |                    |             |            |                  | University of Kansas                   | -           | -     |
| 17-0355 | Field Technician I | 3/13/2018   | 4/10/2018  | 4                | CareerBuilder                          | 1           | -     |
|         |                    |             |            |                  | eBenefits - Dept of Veteran Affairs    | -           | -     |
|         |                    |             |            |                  | Glassdoor                              | 1           | -     |
|         |                    |             |            |                  | Handshake College Consortium           | -           | -     |
|         |                    |             |            |                  | Indeed                                 | 8           | 1     |
|         |                    |             |            |                  | Job Service of Kansas                  | 1           | -     |
|         |                    |             |            |                  | LocalJobNetwork                        | 1           | -     |
|         |                    |             |            |                  | Midco Website                          | 4           | 2     |
|         |                    |             |            |                  | Mitchell Technical Institute           | 1           | -     |
|         |                    |             |            |                  | North Central Kansas Technical College | -           | -     |
|         |                    |             |            |                  | Northwest Kansas Technical College     | -           | -     |
|         |                    |             |            |                  | Peaslee Technical                      | -           | -     |
|         |                    |             |            |                  | Referred by Current Employee           | 2           | 1     |
|         |                    |             |            |                  | Referred by Family or Friend           | 1           | -     |
|         |                    |             |            |                  | RegHelpwanted.com                      | 1           | -     |
|         |                    |             |            |                  | University of Kansas                   | -           | -     |

|                                     |          |           |   |  |   |   |
|-------------------------------------|----------|-----------|---|--|---|---|
| 18-0061 Residential Sales Associate | 6/1/2018 | 6/12/2018 | 1 | CareerBuilder                          | 1 | - |
|                                     |          |           |   | eBenefits - Dept of Veteran Affairs    | - | - |
|                                     |          |           |   | Facebook                               | 1 | - |
|                                     |          |           |   | Handshake College Consortium           | - | - |
|                                     |          |           |   | Indeed                                 | 1 | 1 |
|                                     |          |           |   | Job Service of Kansas                  | - | - |
|                                     |          |           |   | Kelolandemployment                     | - | - |
|                                     |          |           |   | LocalJobNetwork                        | - | - |
|                                     |          |           |   | Midco Website                          | 2 | - |
|                                     |          |           |   | North Central Kansas Technical College | - | - |
|                                     |          |           |   | Northwest Kansas Technical College     | - | - |
|                                     |          |           |   | Peaslee Technical                      | - | - |
|                                     |          |           |   | RegHelpwanted.com                      | - | - |
|                                     |          |           |   | TVJobs.com                             | - | - |
|                                     |          |           |   | University of Kansas                   | - | - |
|                                     |          |           |   | US Military Pipeline                   | - | - |
| 18-0134 Field Technician            | 6/4/2018 | 6/19/2018 | 2 | eBenefits - Dept of Veteran Affairs    | - | - |
|                                     |          |           |   | Facebook                               | 1 | - |
|                                     |          |           |   | Glassdoor                              | 1 | 1 |
|                                     |          |           |   | Handshake College Consortium           | - | - |
|                                     |          |           |   | Indeed                                 | 1 | 1 |
|                                     |          |           |   | Job Service of Kansas                  | - | - |
|                                     |          |           |   | LocalJobNetwork                        | - | - |
|                                     |          |           |   | Midco Website                          | 1 | - |
|                                     |          |           |   | North Central Kansas Technical College | - | - |
|                                     |          |           |   | Northwest Kansas Technical College     | - | - |
|                                     |          |           |   | Peaslee Technical                      | - | - |
|                                     |          |           |   | Referred by Family or Friend           | 4 | - |
|                                     |          |           |   | RegHelpwanted.com                      | - | - |
|                                     |          |           |   | University of Kansas                   | - | - |

| Recruitment Source   | Contact   | Email                            | Entitled to Notification |
|--|---|----------------------------------|--------------------------|
| Recruitment Sources Used for Openings  |   |                                  |                          |
| <b>Current Employee</b>  | Current Employee application                            |                                  |                          |
| <b>eBenefits-Dept of Veteran Affairs</b><br>810 Vermont Ave NW Washington, D.C. 20420  | Contact: Lori Adams<br>Phone: 800-342-9647              | www.careeronestop.org            | <b>N</b>                 |
| <b>Job Service of Kansas</b><br>2920 Haskell Ave, Suite 2 Lawrence, KS 66046           | Contact: Eric Flowers<br>Phone: 785-840-9675            | eflowers@kansasworks.com         | <b>N</b>                 |
| <b>Job Service of Minnesota</b><br>318 9th Street, Worthington, MN 56187               | Contact: Neng Lee<br>Phone: 763-536-6000                | neng-lee@state-mn-us             | <b>N</b>                 |
| <b>Keloland Employment</b><br>501 S. Phillips Ave Sioux Falls, SD 57104                | Contact: Manda Kokales<br>Phone: 605-334-4327           | manda@classifiedverticals.com    | <b>N</b>                 |
| <b>LocalJobNetwork</b><br>1000 N. Water St Suite 1100 Milwaukee, WI 53202              | Contact: Heather Homa<br>Phone: 800-984-3775            | heather.homa@localjobnetwork.com | <b>N</b>                 |
| <b>Midco Website</b><br>3901 N. Louise Ave Sioux Falls, SD 57107                       | Contact: Patti Hawkey<br>Phone: 605-271-7604            | www.midcocareers.com             | <b>N</b>                 |
| <b>RegionalHelpwanted</b><br>1085 Route 55 Unit 14 Lagrangeville, NY 12540             | Contact: Maureen Daley<br>Phone: 605-956-4158 Ext- 9002 | Maureen@RegionalHelpWanted.com   | <b>N</b>                 |
| Recruitment Sources for Specific Vacanies  |   |                                  |                          |
| <b>BetterFargoJobs</b><br>2255 Green Vista Drive Suite 402, Sparks NV 89431            | Contact: Carly Mensesses<br>Phone: 800-225-1372         | carly@betterfargojobs.com        | <b>N</b>                 |
| <b>CareerBuilder</b><br>2501, 200 N LaSalle Blvd, Chicago, IL 606001                   | Contact: Sarah Jaworski<br>Phone: 773-527-1115          | sarah.jaworski@careerbuilder.com | <b>N</b>                 |
| <b>ExperienceND</b><br>1600 E Century Ave Suite 2, Bismarck, ND 58503                  | Contact: Amanda Remyne<br>Phone: 701-328-7246           | www.ExperienceND.com             | <b>N</b>                 |
| <b>JobsHQ</b><br>PO Box 6024, Fargo, ND 58107-6024                                     | Contact: Anne Malvin<br>Phone: 701-451-5643             | www.jobshq.com                   | <b>N</b>                 |
| <b>Mitchell Technical Institute</b><br>1800 E Spruce St, Mitchell, SD 57301            | Contact: Janet Greenway<br>Phone: 605-995-7194          | janet.greenway@mitchelltech.edu  | <b>N</b>                 |
| <b>MN State Community and Technical College</b><br>1900 28th Ave S, Moorhead, MN 56560 | Contact: Sue Zurn<br>Phone: 218-299-6512                | sue.zurn@minnesota.edu           | <b>N</b>                 |
| <b>NDSU</b><br>1340 Administration Ave, Fargo, ND 58105                                | Contact: Karen Jevning<br>Phone: 701-231-8464           | karen.jevning@ndsu.edu           | <b>N</b>                 |
| <b>North Central Kansas Technical College</b><br>1000 W. Campus Dr Wausau, WI 54401    | Contact: Tom Magnett<br>Phone: 785-738-9008             | https://www.ntc.edu/foundation   | <b>N</b>                 |
| <b>Northwest Kansas Technical College</b><br>1209 Harrison Goodland, KS 67735          | Contact: Kelly James<br>Phone: 785.890.1529             | Kelly.James@nwktc.edu            | <b>N</b>                 |

|  |  |  |          |
|--|--|--|----------|
| <b>Peaslee Technical</b><br>2920 Haskell Ave, Suite 100 Lawrence, KS 66046                       | Contact: Carolyn Chin Lewis<br>Phone: 785-856-1807                     | info@peasleetechnology.org                           | <b>N</b> |
| <b>Referred by Family or Friend</b>  | Referral from Family or Friend   |  | <b>N</b> |
| <b>Referred by Current Employee</b>  | Referral from Current Employee   |  | <b>N</b> |
| <b>SDACCC</b><br>College Consortium  | Contact: Heather Johnson<br>Phone: 605-677-5381                        | http://www.myinterfase.com/SDACCC/employer           | <b>N</b> |
| <b>Southeast Technical Institute</b><br>2320 N Career Ave, Sioux Falls, SD 57107                 | Contact: Manda Frey<br>Phone: 605-367-4236                             | mandy.frey@southeasttech.edu                         | <b>N</b> |
| <b>TeamND</b><br>1200 S. Jay St Aberdeen, SD 57401   | Contact: Jay Meier<br>Phone: 701-224-5666                              | www.teamnd.org                                       | <b>N</b> |
| <b>TVJobs.com</b><br>P.O. Box 4116 Oceanside, CA 92052   | Contact: admin@tvjobs-com<br>Phone: 800-374-0119                       | admin@tvjobs.com                                     | <b>N</b> |
| <b>University of Kansas</b><br>1300 Sunnyside Ave, Summerfield Hall, Room 206 Lawrence, KS 66045 | Contact: Natalia Plotnikov<br>Phone: 785-864-2019                      | https://career.ku.edu/employers<br>nplotnikov@ku.edu | <b>N</b> |
| <b>University of Missouri</b><br>105 Jesse Hall Columbia, MO 65211                               | Contact: Rob McDaniels<br>Phone: 573-884-6317                          | career@missouri.edu                                  | <b>N</b> |
| <b>US Military Pipeline</b><br>4819 Emperor Blvd Durham, North Carolina 27703                    | Contact: Erica Garrick<br>Phone: 508-523-3415                          | Erica.Garrick@futuresinc.com                         | <b>N</b> |
| <b>ValleyNewsEmployment</b><br>1350 21st Ave S, Fargo, ND 58103                                  | Contact: Samantha Johnson<br>Phone: 701-532-0976                       | Sam@classifiedverticals.com                          | <b>N</b> |
|  | Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs) |  |          |
| <b>Hiring Flier</b>  | Handouts at Customer Experience Centers/Events                         |  | <b>N</b> |
| <b>Lawrence Job Fair</b><br>1245 15th St, Lawrence, KS 66044                                     | Contact: Peter Steimle<br>Phone: 785-832-7119                          | jobs.lawrence.com                                    | <b>N</b> |
| Internet Sources   |  |  |          |
| <b>Facebook</b><br>https://www.facebook.com/   | Social Media - Internet Posting  |  | <b>N</b> |
| <b>Glassdoor</b><br>https://www.glassdoor.com/index.htm  | Internet Posting   |  | <b>N</b> |
| <b>Handshake College Consortium</b><br>https://www.joinhandshake.com/                            | Internet Posting   |  | <b>N</b> |
| <b>HireMNGrads</b><br>https://hiregrads.com/   | Internet Posting   |  | <b>N</b> |
| <b>Indeed</b><br>https://www.indeed.com/   | Internet Posting   |  | <b>N</b> |



| Long Term Initiatives |  |  |   |   |
|-----------------------|--|--|---|---|
| Date                  | Initiative   | Description  | Scope of Involvement  | Personnel Involved  |
| 10/1/2017 - on going  | Advertising to target a wide range of candidates throughout the area   | Midco has created a regional recruitment video featuring current employees and the community. (Field Tech & RSA Video)   | Broad Outreach  | Midco Production, Marketing and Recruiting  |
| 10/1/2017 - on going  | Advertising to target a wide range of candidates throughout the area   | We advertise available positions with the state Job Service (through the Department of Labor).   | Broad Outreach  | Recruiting  |
| 10/1/2017-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 Technicians(all Levels), Business Techs (all levels),   |
| 10/1/2017 - on going  | Leadership Development Programs/Training   | Midco currently provides leadership development training for all managers covering a wide range of topics such as: ADA, FMLA, Termination Process/Exit Interview, Respect in the workplace(non-discrimination & anti-harassment) and Reasonable Suspicion Testing  | Compliance Training/ Professional Development Opportunities for Midco Leaders | HR Professionals & Hiring Managers  |
| 10/1/2017 - on going  | Online advertising to target diverse candidates in North Dakota, South Dakota, Kansas, Minnesota and Wisconsin | An annual membership is maintained with LocalJobNetwork. 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                            | LocalJobNetwork agreement maintains membership:<br>www.NorthDakotaDiversity.com<br>www.SouthDakotaDiversity.com<br>www.WisconsinDiversity.com<br>www.NorthDakotaJobNetwork.com<br>www.SouthDakotaJobNetwork.com<br>www.MinnesotaJobNetwork.com<br>www.WisconsinJobNetwork.com<br>www.MinnesotaDiversity.com<br>www.minnesotaworks.net/<br>www.ndworkforceconnection.com/<br>https://sd.gov/<br>https://jobcenterofwisconsin.com/<br>https://usmilitarypipeline.com/<br>https://www.ebenefits.va.gov/<br>VetConnect (LVER/DVOPS) |
| 10/1/2017 - on going  | Sponsorship & Support of local events  | Sponsor and attend local events in the community, influencing a wide range of candidates throughout our regions. Share information with other professionals to attract, retain, and grow personnel within the perspective area   | Broad Outreach and Professional Development Opportunities for Midco Leaders   | Midco Leadership & Staff  |
| 10/1/2017- on going   | Workplace Harassment Prevention Training   | 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 & All of Staff   |
| 11/1/2017             | Lawrence Job Fair-jobs.lawrence.com  | Shared information about open positions, career site, how to apply, company paid benefits, etc   | General Recruiting  | Hiring Managers   |
| 2/28/2018             | Lawrence Job Fair-jobs.lawrence.com  | Shared information about open positions, career site, how to apply, company paid benefits, etc   | General Recruiting  | Hiring Managers   |
| 3/7/2018              | KU Journalism Career Fair-Kansas University  | Shared information with students about internships, company, how to apply, etc   | General Recruiting  | Hiring Managers   |
| 3/8/2018              | K-State Media & Communication Career Meet-up   | Shared information with students about internships, company, how to apply, etc   | General Recruiting  | Hiring Managers   |
| 5/1/2018              | Lawrence Job Fair-jobs.lawrence.com  | Shared information about open positions, career site, how to apply, company paid benefits, etc   | General Recruiting  | Hiring Managers   |