

EEO Public File Report
Midcontinent Communications -- Sioux Falls, SD
October 1, 2018-September 30, 2019
Full-Time Positions Filled

Req	Posting Title	Accept Date	Start Date	Positions Filled	Recruitment Sources	Interviewed	Hired
18-0281	IT Systems Applications Manager	8/31/2018	10/1/2018	1	Bridges Employment Resource Center	-	-
					Current Employee	2	-
					eBenefits - Dept of Veteran Affairs	-	-
					Facebook	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	3	-
					Keloland Employment	-	-
					LinkedIn	1	-
					Midco Website	-	-
					Referred by Friend or Family	2	1
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
18-0285	Field Technician I	8/6/2018	10/30/2018	5	Bridges Employment Resource Center	-	-
					Career Builder	1	1
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	3	1
					Keloland Employment	3	-
					Midco TV Commercial	1	-
					Midco Website	4	3
					Minnesota West Community & Technical College	-	-
					Mitchell Technical Institute	-	-
					Referred by Current Employee	3	-
					Referred by Friend of Family	4	-
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	1	-
					Southeast Technical Institute	-	-
18-0306	Business Relationship Coordinator-Senior	10/11/2018	10/20/2018	2	Bridges Employment Resource Center	-	-
					Current Employee	1	1
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	1	-
					Keloland Employment	1	-

				LinkedIn	1	-
				Midco Website	-	-
				Minnesota West Community & Technical College	-	-
				Referred by Current Employee	2	1
				Referred by Friend of Family	1	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
18-0326 Project Manager-Operations	10/4/2018	10/30/2018	2	Bridges Employment Resource Center	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Glassdoor	2	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	2	-
				Keloland Employment	-	-
				Midco Website	1	-
				Minnesota West Community & Technical College	-	-
				Mitchell Technical Institute	-	-
				Referred by Current Employee	4	2
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
18-0347 Business Relationship Coordinator-Advanced	11/16/2018	12/4/2018	1	Bridges Employment Resource Center	-	-
				Current Employee	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				Glassdoor	1	1
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	-	-
				Keloland Employment	-	-
				Midco Website	-	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
18-0348 Collection Specialist	11/13/2018	12/18/2018	4	Bridges Employment Resource Center	-	-
				Current Employee	5	2
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	2	-

				Keloland Employment	1	-
				Midco Website	-	-
				Referred by Current Employee	3	2
				Referred by Friend or Family	1	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
18-0244 Carrier Relations Analyst	12/31/2018 1/22/2019	1	eBenefits - Dept of Veteran Affairs	-	-	
			Handshake College Consortium	-	-	
			Helpwanted.com	-	-	
			Indeed	-	-	
			LinkedIn	2	-	
			Keloland Employment	-	-	
			Midco Website	-	-	
			Referred by Current Employee	3	1	
			Referred by Friend or Family	2	-	
			SDACCC (SD Association College Career Center)	-	-	
			SouthDakotaJobNetwork	-	-	
			Southeast Technical Institute	-	-	
			SDWORKS (Job Service of South Dakota)	-	-	
18-0338 Network Voice Engineer-Associate	12/27/2018 1/14/2019	1	Bridges Employment Resource Center	-	-	
			Career Builder	1	-	
			Current Employee	2	-	
			eBenefits - Dept of Veteran Affairs	-	-	
			Handshake College Consortium	-	-	
			Helpwanted.com	-	-	
			Indeed	1	1	
			Keloland Employment	-	-	
			LinkedIn	1	-	
			Midco Website	-	-	
			Referred by Current Employee	1	-	
			SCTE - Society of Cable Telecommunications Engineers	-	-	
			SDACCC (SD Association College Career Center)	-	-	
			SDWORKS (Job Service of South Dakota)	-	-	
			SouthDakotaJobNetwork	-	-	
			Southeast Technical Institute	-	-	
18-0350 Customer Care Manager	12/20/2019 2/5/2019	2	Bridges Employment Resource Center	-	-	
			Current Employee	8	1	
			eBenefits - Dept of Veteran Affairs	-	-	
			Glassdoor	1	-	

					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	-	-
					Keloland Employment	-	-
					Midco Website	2	1
					SCTE - Society of Cable Telecommunications Engineers	-	-
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
					Southeast Technical Institute	-	-
18-0352 Business Support Tech	2/8/2019	2/24/2019	1	Bridges Employment Resource Center	-	-	
				Current Employee	3	-	
				eBenefits - Dept of Veteran Affairs	-	-	
				Helpwanted.com	-	-	
				Indeed	2	-	
				Keloland Employment	-	-	
				Midco Website	4	1	
				SDWORKS (Job Service of South Dakota)	1	-	
				SouthDakotaJobNetwork	-	-	
18-0360 Customer Care Support Expert	12/18/2019	2/19/2019	32	Bridges Employment Resource Center	-	-	
				eBenefits - Dept of Veteran Affairs	-	-	
				Facebook	1	-	
				Handshake College Consortium	-	-	
				Helpwanted.com	1	-	
				Indeed	20	7	
				Jobs.com	2	-	
				Keloland Employment	21	5	
				Midco TV Commercial	1	1	
				Midco Website	15	6	
				Referred by Current Employee	21	8	
				Referred by Friend or Family	3	2	
				SDACCC (SD Association College Career Center)	-	-	
				SDWORKS (Job Service of South Dakota)	-	-	
				SiouxFallsHasJobs.com	1	-	
				SouthDakotaJobNetwork	3	3	
				Southeast Technical Institute	-	-	
18-0362 Business Relationship Coordinator	12/31/2019	1/22/2019	1	Bridges Employment Resource Center	-	-	
				Current Employee	2	-	
				eBenefits - Dept of Veteran Affairs	-	-	
				Facebook	-	-	

				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	3	1
				Keloland Employment	-	-
				Midco Website	-	-
				Referred by Current Employee	2	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
18-0364 Video Systems Engineer-Associate	1/23/2019	2/19/2019	1	Bridges Employment Resource Center	-	-
				Current Employee	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	1	-
				Keloland Employment	-	-
				LinkedIn	-	-
				Midco Website	2	1
				Minnesota West Community & Technical College	-	-
				Mitchell Technical Institute	-	-
				Referred by Current Employee	1	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
18-0386 Strategic Sourcing Manager	1/28/2019	2/11/2019	1	Bridges Employment Resource Center	-	-
				Current Employee	2	-
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	6	-
				Keloland Employment	-	-
				LinkedIn	-	-
				Midco Website	1	-
				Referred by Current Employee	3	1
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
18-0391 Business Inside Sales Consultant	2/12/2019	3/5/2019	1	Bridges Employment Resource Center	-	-
				Current Employee	2	-

				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	4	-
				Keloland Employment	3	-
				Midco Website	3	1
				Referred by Current Employee	1	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
19-0001 Data Engineer II	2/13/2019	3/5/2019	1	Bridges Employment Resource Center	-	-
				Career Builder	-	-
				Current Employee	1	-
				Dice.com	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Facebook	-	-
				Glassdoor	1	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	-	-
				Keloland Employment	4	1
				LinkedIn	-	-
				Midco Website	-	-
				Referred by Friend or Family	1	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
19-0027 Data Engineer I	2/22/2019	3/5/2019	1	Bridges Employment Resource Center	-	-
				CareerBuilder	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Glassdoor	1	-
				Helpwanted.com	-	-
				Indeed	1	1
				Keloland Employment	-	-
				Midco Website	-	-
				Referred by Current Employee	-	-
				SDWORKS (Job Service of South Dakota)	-	-
18-0351 Director of Government Relations	4/22/2019	5/7/2019	1	SouthDakotaJobNetwork	1	-
				Bridges Employment Resource Center	-	-
				eBenefits - Dept of Veteran Affairs	-	-

				Helpwanted.com	-	-
				Indeed	-	-
				Keloland Employment	-	-
				Midco Website	2	-
				Referred by Current Employee	1	1
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
18-0371 Field Technician I	1/23/2019	4/23/2019	3	eBenefits - Dept of Veteran Affairs	-	-
				Facebook	2	-
				Glassdoor	1	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	6	1
				Keloland Employment	-	-
				Midco Website	4	1
				Mitchell Technical Institute	-	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	1	1
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
				ValleyNewsEmployment	1	-
18-0372 Field Technician I	12/12/2018	4/2/2019	7	Bridges Employment Resource Center	-	-
				Career Builder	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				Facebook	-	-
				Glassdoor	1	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	12	1
				Jobs.com	1	-
				Keloland Employment	10	1
				Midco Website	6	-
				Minnesota West Community & Technical College	-	-
				Mitchell Technical Institute	-	-
				Referred by Current Employee	13	5
				Referred by Friend or Family	1	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	1	-
				Southeast Technical Institute	1	-

19-0005	Field Ops Support Specialist I	2/20/2019	6/30/2019	1	Bridges Employment Resource Center	-	-
					Current Employee	4	-
					eBenefits - Dept of Veteran Affairs	-	-
					Helpwanted.com	-	-
					Indeed	2	-
					Keloland Employment	1	-
					Midco Website	5	1
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	1	-
19-0012	Business Relationship Coordinator	3/18/2019	4/2/2019	2	Bridges Employment Resource Center	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					Midco Website	-	-
					Referred by Current Employee	2	2
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
19-0018	Traffic Coordinator	4/4/2019	4/16/2019	1	Bridges Employment Resource Center	-	-
					Current Employee	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					Helpwanted.com	-	-
					Indeed	1	1
					Keloland Employment	-	-
					Midco Website	1	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
19-0019	Collection Specialist	3/13/2019	6/30/2019	3	Bridges Employment Resource Center	-	-
					Current Employee	2	-
					eBenefits - Dept of Veteran Affairs	-	-
					Facebook	4	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	5	1
					TCF Job Fair-Onsite	2	-
					Keloland Employment	5	-
					Midco Website	5	-
					Referred by Current Employee	4	2
					Referrred by Friend or Family	1	-
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
					Southeast Technical Institute	-	-

				Twitter	-	-
19-0021 Application Developer II	4/5/2019	5/28/2019	1	Bridges Employment Resource Center	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	2	-
				Keloland Employment	-	-
				Midco Website	-	-
				Referred by Current Employee	2	1
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
19-0028 Server Administrator	3/12/2019	4/2/2019	1	Bridges Employment Resource Center	-	-
				CareerBuilder	-	-
				Current Employee	4	-
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	1	1
				Keloland Employment	-	-
				LinkedIn	-	-
				Midco Website	1	-
				Referred by Current Employee	2	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
19-0039 Residential Inside Sales	3/8/2019	4/21/2019	8	Bridges Employment Resource Center	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Facebook	1	-
				Handshake College Consortium	-	-
				Helpwanted.com	1	-
				Indeed	5	1
				Keloland Career Expo	1	-
				Keloland Employment	2	-
				Midco TV Commercial	1	-
				Midco Website	9	3
				Referred by Current Employee	8	3
				Referred by Friend or Family	4	1

				SDACCC (SD Association College Career Center)	-	-	
				SDWORKS (Job Service of South Dakota)	-	-	
				SouthDakotaJobNetwork	-	-	
				Southeast Technical Institute	-	-	
19-0060	Network Voice Engineer-Associate	6/12/2019	7/9/2019	1	Bridges Employment Resource Center	-	-
					Current Employee	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					Facebook	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	-	-
					Instagram	-	-
					Keloland Employment	-	-
					LinkedIn	-	-
					Midco Website	1	-
					Referred by Current Employee	1	1
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
					Southeast Technical Institute	-	-
19-0063	Customer Care Support Expert	5/23/2019	6/11/2019	14	Bridges Employment Resource Center	-	-
					CareerBuilder	1	-
					Current Employee	1	1
					Facebook	2	-
					Glassdoor	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	13	2
					Jobs.com	1	-
					Keloland Career Expo	1	-
					Keloland Employment	12	4
					Midco Billing Statement	1	1
					Midco Website	7	1
					SDACCC (SD Association College Career Center)	-	-
					Referred by Current Employee	11	4
					Referred by Friend or Family	4	1
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	1	-
					Southeast Technical Institute	-	-

19-0086	Network Technician Assoc	4/24/2019	5/14/2019	1	Bridges Employment Resource Center	-	-
					Current Employee	2	-
					eBenefits - Dept of Veteran Affairs	-	-
					Midco Website	2	1
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
19-0091	Paralegal	5/28/2109	6/24/2019	1	Bridges Employment Resource Center	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	2	1
					Keloland Employment	1	-
					Midco Website	-	-
					Referred by Current Employee	1	-
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
					Southeast Technical Institute	-	-
19-0106	Enterprise Consultant	6/25/2019	7/23/2019	1	Bridges Employment Resource Center	-	-
					Current Employee	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	2	-
					Keloland Employment	-	-
					LinkedIn	1	1
					Midco Website	-	-
					Referred by Current Employee	1	-
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
					Southeast Technical Institute	-	-
19-0107	Enterprise Technical Support Associate	6/24/2019	7/11/2019	2	Bridges Employment Resource Center	-	-
					Current Employee	1	1
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	4	-
					Keloland Employment	-	-
					Midco Website	1	1

				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
19-0120 Buyer	5/14/2019	6/4/2019	1	Bridges Employment Resource Center	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMnGrads	-	-
				Indeed	4	-
				Keloland Employment	-	-
				Midco Website	-	-
				Minnesota West Community & Technical College	-	-
				MinnesotaJobNetwork	-	-
				MinnesotaWorks (Job Service of Minnesota)	-	-
				Referred by Current Employee	2	1
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
				U of M Carlson MBA	-	-
				U of M Carlson The Edge	-	-
19-0133 Videographer/Producer	7/10/2019	7/29/2019	1	Bridges Employment Resource Center	-	-
				Cable Fax	1	-
				Current Employee	2	-
				Facebook	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	4	1
				Keloland Employment	2	-
				Midco Website	1	-
				Referred by Friend or Family	1	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				South Dakota Advertising Federation	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
				Sports Video Group	-	-
				TVJobs.com	-	-
				Work in Sports	-	-

19-0139 Senior Buyer - Planner	6/24/2019	7/23/2019	1	Bridges Employment Resource Center	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	7	-
				Keloland Employment	1	-
				Midco Website	-	-
				Referred by Current Employee	1	1
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-
19-0151 Sr. Manager-Central Business Sales	7/23/2019	8/6/2019	1	Bridges Employment Resource Center	-	-
				Current Employee	2	-
				eBenefits - Dept of Veteran Affairs	-	-
				Facebook	-	-
				Helpwanted.com	-	-
				Indeed	3	-
				Keloland Employment	1	-
				LinkedIn	-	-
				Midco Website	1	-
				Referred by Current Employee	1	1
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
19-0157 Business Strategist-Field Operations	7/17/2019	8/12/2019	1	Bridges Employment Resource Center	-	-
				Careerbuilder	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Facebook	-	-
				Glassdoor	1	1
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	1	-
				Keloland Employment	-	-
				LinkedIn	-	-
				Midco Website	-	-
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				Southeast Technical Institute	-	-

19-0164	Training Coordinator	7/25/2019	8/6/2019	1	Bridges Employment Resource Center	-	-	
					Current Employee	3	-	
					eBenefits - Dept of Veteran Affairs	-	-	
					Glassdoor	1	-	
					Helpwanted.com	-	-	
					Indeed	2	1	
					Keloland Employment	-	-	
					LinkedIn	-	-	
					Midco Website	-	-	
					SDWORKS (Job Service of South Dakota)	-	-	
					SouthDakotaJobNetwork	-	-	
19-0167	Customer Care Support Expert	6/20/2019	8/6/2019	23	Bridges Employment Resource Center	-	-	
					Career Builder	1	1	
					Facebook	1	1	
					eBenefits - Dept of Veteran Affairs	-	-	
					Facebook	14	1	
					Glassdoor	1	1	
					Handshake College Consortium	-	-	
					Helpwanted.com	-	-	
					Indeed	19	2	
					Keloland Employment	24	4	
					Midco Website	6	1	
					Midco Web Banner	-	-	-
					Midco TV Commercial	-	-	
					Results Radio Townsquare Station Media	1	1	
					Referred by Current Employee	32	10	
					Referred by Friend or Family	5	1	
					SDACCC (SD Association College Career Center)	-	-	
					SDWORKS (Job Service of South Dakota)	1	-	
					SouthDakotaJobNetwork	2	-	
					Southeast Technical Institute	-	-	
19-0148	Sales Engineer-Associate	8/7/2019	8/26/2019	1	Bridges Employment Resource Center	-	-	
					Career Builder	-	-	
					Current Employee	1	-	
					eBenefits - Dept of Veteran Affairs	-	-	
					Facebook	-	-	
					Handshake College Consortium	-	-	
					Helpwanted.com	-	-	
					Indeed	-	-	
					Keloland Employment	-	-	
					LinkedIn	1	1	

				Midco Website	-	-	
				SDACCC (SD Association College Career Center)	-	-	
				SDWORKS (Job Service of South Dakota)	-	-	
				SouthDakotaJobNetwork	-	-	
				Southeast Technical Institute	-	-	
19-0155	Advertising Sales Consultant	8/6/2019	9/3/2019	1	Bridges Employment Resource Center	-	-
					Current Employee	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	1	-
					Keloland Employment	-	-
					LinkedIn	-	-
					Midco Website	-	-
					Referred by Current Employee	1	1
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
19-0158	MidcoSN & Ad Sales Associate Product Manager	8/1/2019	9/3/2019	1	Bridges Employment Resource Center	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	2	-
					Keloland Employment	-	-
					LinkedIn	-	-
					Midco Website	-	-
					Referred by Current Employee	1	1
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
					Southeast Technical Institute	-	-
19-0175	Data Engineer III	7/26/2019	9/3/2019	1	Bridges Employment Resource Center	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	-	-
					Keloland Employment	-	-
					LinkedIn	1	-
					Midco Website	-	-
					Referred by Current Employee	1	1
					SDACCC (SD Association College Career Center)	-	-

				SDWORKS (Job Service of South Dakota)	-	-	
				SouthDakotaJobNetwork	-	-	
				Southeast Technical Institute	-	-	
19-0186	Production Technology Manager	8/26/2019	9/3/2019	1	Bridges Employment Resource Center	-	-
					Current Employee	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	-	-
					Keloland Employment	-	-
					Midco Website	2	1
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
					Southeast Technical Institute	-	-
					Sports Video Group	-	-
19-0192	Software Developer II	8/8/2019	9/3/2019	1	Bridges Employment Resource Center	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					Helpwanted.com	-	-
					Indeed	-	-
					Keloland Employment	-	-
					Midco Website	-	-
					Referred by Current Employee	1	1
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
19-0178	Project Manager-Operations	8/19/2019	9/9/2019	2	Bridges Employment Resource Center	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					Glassdoor	1	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					Indeed	5	-
					Keloland Employment	2	-
					Midco Website	1	-
					Referred by Current Employee	1	1
					Referred by Friend or Family	1	1
					SDACCC (SD Association College Career Center)	-	-
					SDWORKS (Job Service of South Dakota)	-	-
					SouthDakotaJobNetwork	-	-
					Southeast Technical Institute	-	-

Recruitment Source	Contact	Email	Entitled to
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
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.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
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
Keloland Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Sam Johnson Phone: 605-334-4327	sam@classifiedverticals.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
Recruitment Sources for Specific Vacancies			
Bridges Employment Resource Center 2300 W 46th Street, Sioux Falls, SD 5710	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	N
Cable Fax Address9211 Corporate Blvd. 50 th Floor, Rockville, MD 20850	Contact: Olivia Murray Phone: (301) 354-2010	omurray@accessintel.com	N
Career Builder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	N
Minnesota West Community & Technical College 1450 College Way, Worthington, MN 56187	Contact: Kip Thorson Phone: 507-372-3460	Kip-Thorson@mnwest-edu	N
Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
SCTE - Society of Cable Telecommunications Engineers 140 Phillips Road Exton, PA 19341	Contact: Tony Werner Phone: 610-884-7237	http://www.scte.org/	N
SDACCC (SD Association College Career Center) College Consortium	Contact: Heather Johnson Phone: 605-677-5381	http://www.myinterfase.com/SDACCC/employ	N
South Dakota Advertising Federation 7405 S Bitterroot Pl. #101 Sioux Falls, SD 57108	Contact: Mari Klotzbach Phone: 605.274.3548	http://sdaf.org/	N
Southeast Technical Institute 2320 N Career Ave, Sioux Falls, SD 57107	Contact: Manda Frey Phone: 605-367-4236	mandy.frey@southeasttech.edu	N
Sports Video Group 19 W. 21st Street Suite #301	Contact: Andrew Lippe Phone: 212.481.8140	https://www.sportsvideo.org/resources/job-boa	N
TeamND 1200 S. Jay St Aberdeen, SD 57401	Contact: Jay Meier Phone: 701-224-5666	www.teamnd.org	N
TVJobs.com P.O. Box 4116 Oceanside, CA 92052	Contact: admin@tvjobs-com Phone: 800-374-0119	admin@tvjobs.com	N
UofM Carlson MBA 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	davi2225@umn.edu	N
UofM Carlson The Edge 321 19th Ave S. Minneapolis, MN 55455	Contact: Kathleen Fink Phone: 612-625-0027	kfink@umn-edu https://carlsonschool.umn.edu/the-edge	N
ValleyNewsEmployment 1350 21st Ave S, Fargo, ND 58103	Contact: Samantha Johnson Phone: 701-532-0976	sam@classifiedverticals.com	N
Sports Video Group 19 W. 21st Street Suite #301	Contact: Andrew Lippe Phone: 212.481.8140	https://www.sportsvideo.org/resources/job-boa	N
Workinsports.com 7010 E. Chauncey Lane, Ste. 115, Phoenix, AZ 85054	Contact: Sales Phone: 480-905-7221	https://www.workinsports.com/	N

Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Midco Billing Statement	Advertising open positions in billing statement	N	
Midco TV Commercial	TV Commerical Midco airs	N	
Keloland Career Expo 1201 Northwest Ave, Sioux Falls, SD 57104	Contact: Samantha Johnson Phone: 701-532-0976	sam@classifiedverticals.com	N
TCF Job Fair-Onsite 2508 S Louise Ave S, Sioux Falls, SD 57106	Contact: Sam Lyle Phone: 605-275+3014	sam.lyle@midco.com	N
Results Radio Townsquare Station Media 5100 S Tennis Ln, Sioux Falls, SD 57108 (MMXC, KYBB, KKLS, KSOO, KIKN, KSOO-FM,KXRB)	Contact: Terry Christensen Phone: 605-373-6332	terry.christensen@results-radio.com	N
Internet Sources			
Dice.com https://www.dice.com/	Internet Posting		N
Facebook https://www.facebook.com/	Social Media - Internet Posting		N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
Indeed https://www.indeed.com/	Internet Posting		N
Jobs.com https://www.monster.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
SiouxFallsHasJobs https://siouxfallshasjobs.com	Internet Posting		N
Twitter https://twitter.com/	Internet Posting		N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2018 - on going	Advertising to target a wide range of candidates throughout the area	Midco recruiting creates a regional recruitment video. (Keloland Career Expo)	Broad Outreach	Recruiting & Marketing Personnel
10/1/2018 - 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 & Customer Care Support Agent Videos)	Broad Outreach	Midco Production, Marketing and Recruiting Personnel
10/1/2018 - 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
10/1/2018 - on going	Bridges Employment Resource Center Monthly Board Meetings	Share information with other local professionals to attract, retain, and grow personnel and talent within the perspective area.	Broad Outreach and Professional Development Opportunities for Midco Leaders	Jeanne Hassel
10/1/2018-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),
10/1/2018 - on going	FastStart Supervisor 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	Sam Lyle Rich Boer Ryan Pilker Nancy Ventura Michael Buckley Kim Hunter Ken Markie Penne Dean Stacy Druse Michael Nelson Essam Makram Barclay Bates Jordan Bjorklund John Brendle Jason Avery HR Staff
10/1/2018 - on going	Internship Programs	Offer hands-on experience and give students the skills to prepare for future employment. The program serves as an important resource in fostering long-term partnerships with educational institutions to help develop our future workforce. The interns worked in the following areas: GIS, Information Technology & Systems, Network Systems, Operations Analytics, Marketing Content, Graphic Design and Supply Chain.	Broad Outreach	Andrew Moen Brendan Hansen Chandler Hames Jordan Moran Micah Osterloo Obatola Layiwola Rachel Black Zyenoma Kas Managers, Supervisors & HR Staff
10/1/2018 - on going	Leadership Success Drivers Training	Leadership Success Drivers is a company-wide initiative to empower team members with a set of new and enhanced leadership skills. The Leadership Success Driver strategy is a set of competencies Midco launched for team members at all levels. All team members attended Leading Self-training in 2019.	Professional Development Opportunities for Midco Leaders & Staff	HR Professionals & Hiring Managers
10/1/2018 - 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 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	LocalJobNetwork 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)
10/1/2018 - 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 Professional Development Opportunities for Midco Leaders	Midco Leadership & Staff
10/1/2018 - on going	Women in Cable Telecommunications (WICT)	Membership and participation in this organization which offers training, networking opportunities, and job resources for individuals within the Cable Telecommunications industry	Supplemental Recruiting Efforts Professional Development Opportunities for Women Leadership	Midco Leadership & Staff
10/1/2018- 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 & All of Staff
10/3/2018	DSU Career Fair	Shared information with students about internships, company, how to apply, etc	General Recruiting,	Alicia Hartke Shane Haskell
10/14-10/16/2018 09/16-09/18/2019	Women in Cable Telecommunications (WICT) Leadership Conference	WICT's mission is to create women leaders who transform our industry by providing unparalleled professional development programs, commissioning original gender research, and supporting a B2B network that helps advance women. For nearly 40 years, WICT has partnered with cable and technology companies to help build a more robust pipeline of women leaders. Founded in 1979, and now over 10,000 members strong, WICT is the largest and oldest professional association serving women in cable media	Professional Development Opportuntnies for women in Leadership roles within our industry	Amanda Schotzko Paige Pearson-Meyer Jacci Carey Patti Hawkey Amber Schweisow Char Hay Micaela Greenfield Nicole Tupman Sara Combs
10/17/2018 09/18/2019	The Kaitz Dinner-Walter Kaitz Foundation	Bring together leaders from across the media and communications industries to build significant support for inclusion and diversity.	Supplemental Recruiting Efforts D&I	Jon Pederson Patti Hawkey
10/18/2018	Mission Media Quarterly Meeting	Cable and entertainment companies to take a systematic, industry-level approach to the hiring and retention of military veterans, Mission Media's purpose is to provide best practices and resources and to serve as an umbrella brand for unifying the industry's veteran hiring activities.	Supplemental Recruiting Efforts Veterans	Patti Hawkey
10/25/2019	University of Sioux Falls Fall Career & Intern Fair	Shared information with students about internships, company, how to apply, etc	College Recruiting	Sam Lyle
01/24/201	USD Spring Network Event	Shared information with students about internships, company, how to apply, etc	College Recruiting	Alicia Harke
1/25/2019	SDSU Marketing and Journalism Internship/Job Fair	Shared information with students about internships, company, how to apply, etc	General Recruiting	Eric Vassgaard

2/12/2019	SDACCC BIG Job Fair	Shared information with students about internships, company, how to apply, etc	General Recruiting	Jeanne Hassel Alicia Hartke
2/20/2019	Augustana Experience Expo	Shared information with students about internships, company, how to apply, etc	General Recruiting	Jeanne Hassel Hatem Khalfaoui
2/21/2019	MTI 2018 Job Fair	Shared information with students about internships, company, how to apply, etc. MTI has a 2 year telecommunications program.	General Recruiting	Rob Lord Jesse Royston Oye Oloyede
2/26/2019	SDSU Ecom and Management Internship/Job Fair	Shared information with students about internships, company, how to apply, etc	General Recruiting	Sam Lyle George Vansco
2/28/2019	STI- IT, Electronics, Mechatronics, Mechanical Engineering Career Fair	Shared information with students about internships, company, how to apply, etc	General Recruiting	Jeanne Hassel
3/19/2018	Keloland Career Expo	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Amy Olsen Patti Hawkey Davlan Davenport
4/10/2019	Augustana College-Meeting with President	Small group session to discuss and share workforce needs and general information about the company.	General Recruiting	Jeanne Hassel Patti Hawkey
5/2/2019	WICT Luncheon	WICT's mission is to create women leaders who transform our industry by providing unparalleled professional development programs, commissioning original gender research, and supporting a B2B network that helps advance women. For nearly 40 years, WICT has partnered with cable and technology companies to help build a more robust pipeline of women leaders. Founded in 1979, and now over 10,000 members strong, WICT is the largest and oldest professional association serving women in cable media	Professional Development Opportunities to Women in Leadership roles within our industry	Paige Pearson-Meyer Patti Hawkey
8/10/2019	Sequel Saturday - PASS Organization	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Sam Lyle
9/11/2019	Bridges Employment Resource Center Job Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Jeanne Hassel
9/17/2019	Keloland Career Expo	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Sam Lyle Alicia Hartke