

EEO Public File Report
Midcontinent Communications -- Minneapolis, MN
October 1, 2017-September 30, 2018
Full-Time Positions Filled

Req	Posting Title	Filled Date	Start Date	Positions Filled	Recruitment Sources	Interviewed	Hired
17-0272	VP of Customer Experience	10/3/2017	10/9/2017	1	Bridges Employment Resource Center Current Employee eBenefits - Dept of Veteran Affairs GoldPass Handshake College Consortium HireMnGrads Indeed Job Service of South Dakota Keloland Employment LinkedIn LocalJobNetwork Midco Website Minnesota West Community & Technical College RegHelpwanted SDACCC Southeast Technical Institute Team ND University of Minnesota Carlson School of Management US Military Pipeline	- 1 - - - - 3 - - - - 1 - - - - - - -	- - - - - - - - - - 1 - - - - - - -
17-0292	Chief Human Resources Officer	11/27/2017	12/12/2017	1	CareerBuilder eBenefits - Dept of Veteran Affairs GoldPass HireMnGrads HR Professionals of MN Indeed Job Service of Minnesota JobsHQ LinkedIn LocalJobNetwork Midco Website Minnesota West Community & Technical College Referred by Current Employee Referred by Family or Friend RegHelpwanted Robert Half Twin Cities Human Resource Assoc - TCHRA University of Minnesota University of Minnesota Carlson School of Management University of Minnesota Law School US Military Pipeline	1 - - - - 3 - - - 2 - - - 1 1 - 1 - - - -	- - - - - - - - - - - - - - - 1 - - - -
17-0294	Human Resources Generalist-Employee Relations	11/28/2017	1/2/2018	1	eBenefits - Dept of Veteran Affairs Bridges Employment Resource Center Current Employee	- - 1	- - -

				Indeed	7	1
				Job Service of Minnesota	-	-
				Job Service of South Dakota	-	-
				LinkedIn	-	-
				LocalJobNetwork	1	-
				Midco Website	-	-
				People of Color Career Fair	2	-
				RegHelpwanted	-	-
				US Military Pipeline	-	-
17-0330 Director of Financial Analytics	3/13/2018	4/9/2018	1	Glassdoor	2	-
				CareerBuilder	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				GoldPass	-	-
				Handshake College Consortium	-	-
				HireMnGrads	-	-
				HR Professionals of MN	2	-
				Indeed	5	-
				Job Service of Minnesota	3	-
				JobsHQ	-	-
				LinkedIn	4	1
				LocalJobNetwork	1	-
				Midco Website	-	-
				Minnesota West Community & Technical College	-	-
				Referred by Family or Friend	2	-
				University of Minnesota Carlson School of Management	-	-
17-0332 Director of Risk Advisory & Assurance Services	2/22/2018	3/26/2018	1	Bridges Employment Resource Center	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				GoldPass	-	-
				Handshake College Consortium	-	-
				HireMnGrads	-	-
				HR Professionals of MN	1	-
				Indeed	4	-
				Job Service of Minnesota	-	-
				Job Service of South Dakota	-	-
				JobsHQ	-	-
				Keloland Employment	-	-
				LocalJobNetwork	1	-
				Midco Website	-	-
				Minnesota West Community & Technical College	-	-
				Mitchell Technical Institute	-	-
				Referred by Current Employee	1	1
				Referred by Family or Friend	2	-
				RegHelpwanted	-	-
				SDACCC	-	-
				Southeast Technical Institute	-	-
				The Institute of Internal Auditors	-	-
				University of Minnesota Carlson School of Management	-	-

17-0338 Consumer Products Manager	12/6/2017	4/9/2018	1	Job Service of Minnesota	-	-
				LocalJobNetwork	-	-
				Midco Website	-	-
				Referred by Current Employee	1	1
				RegHelpwanted	-	-
				US Military Pipeline	-	-
18-0080 Director of Market Analytics & Strategy	6/26/2018	8/6/2018	1	Bayside Search Group	3	1
				Bridges Employment Resource Center	-	-
				Current Employee	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				Glassdoor	1	-
				Handshake College Consortium	-	-
				Indeed	-	-
				Job Service of South Dakota	-	-
				Keloland Employment	-	-
				LocalJobNetwork	1	-
				Midco Website	1	-
				RegHelpwanted	-	-
				Referred by Current Employee	2	-
				RegHelpwanted	-	-
18-0192 Sr. Director fo HR & EO	6/29/2018	07/30/218	2	eBenefits - Dept of Veteran Affairs	-	-
				Job Service of Minnesota	-	-
				Indeed	1	-
				Job Service of South Dakota	-	-
				LinkedIn	-	-
				LocalJobNetwork	1	-
				Midco Website	1	1
				Referred by Current Employee	1	1
				Southeast Technical Institute	-	-
18-0115 Consumer Products Manager	5/8/2018	6/11/2018	1	Bayside Search Group	3	1
				eBenefits - Dept of Veteran Affairs	-	-
				GoldPass	-	-
				Handshake College Consortium	-	-
				HireMnGrads	-	-
				Job Service of Minnesota	-	-
				JobsHQ	-	-
				LinkedIn	-	-
				LocalJobNetwork	-	-
				Midco Website	-	-
				RegHelpwanted	-	-
				University of Minnesota Carlson School of Management	-	-
18-0121 Manager of Risk Management	5/21/2018	6/19/2018	1	CareerBuilder	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				GoldPass	-	-
				Handshake College Consortium	-	-
				HireMnGrads	-	-

				Indeed	6	1
				Job Service of Minnesota	-	-
				JobsHQ	-	-
				LinkedIn	1	-
				LocalJobNetwork	1	-
				Midco Website	1	-
				Minnesota West Community & Technical College	-	-
				RegHelpwanted	-	-
				University of Minnesota Carlson School of Management	-	-
18-0254 Senior Accountant	6/29/2018	8/13/2018	2	eBenefits - Dept of Veteran Affairs	-	-
				Facebook	-	-
				Handshake College Consortium	-	-
				HireMnGrads	-	-
				Indeed	-	-
				Job Service of Minnesota	-	-
				LinkedIn	-	-
				LocalJobNetwork	1	-
				Midco Website	-	-
				POC Careers	-	-
				Referred by Family or Friend	2	2
				RegHelpwanted	-	-
				U of M Carlson MBA	-	-
18-0255 Senior Manager-Corporate Accounting	7/24/2018	8/6/2018	1	eBenefits - Dept of Veteran Affairs	-	-
				Facebook	-	-
				Glassdoor	1	-
				Handshake College Consortium	-	-
				HireMnGrads	-	-
				Indeed	2	-
				Job Service of Minnesota	-	-
				LinkedIn	-	-
				LocalJobNetwork	-	-
				Midco Website	1	1
				POC Careers	-	-
				RegHelpwanted	-	-
				U of M Carlson MBA	-	-
18-0265 Senior Financial Analyst-Financial Analytics	9/7/2018	9/25/2018	1	Bridges Employment Resource Center	-	-
				Current Employee	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				Glassdoor	1	-
				Handshake College Consortium	-	-
				HireMnGrads	-	-
				Indeed	2	-
				Job Service of Minnesota	1	-
				Job Service of South Dakota	-	-
				LinkedIn	4	1
				Midco Website	-	-
				Minnesota West Community & Technical College	-	-

			LocalJobNetwork	-	-
			POC Careers	-	-
			Referred by Current Employee	2	-
			RegHelpwanted	-	-
			U of M Carlson MBA	-	-

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for Openings			
Bridges Employment Resource Center 2300 W 46th Street, Sioux Falls, SD 57105	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	N
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
Job Service of Minnesota 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	N
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: Manda Kokales Phone: 605-334-4327	manda@classifiedverticals-com	N
LocalJobNetwork 1000 N- Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather-homa@localjobnetwork-com	N
Midco Website 3901 N- Louise Ave Sioux Falls, SD 57107	Contact: Patti Hawkey Phone: 605-271-7604	www.midcocareers-com	N
RegionalHelpwanted 1085 Route 55 Unit 14 Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted-com	N
Recruitment Sources for Specific Vacancies			
Bayside Search Group 511 West Bay Street, Tampa, FL 33606	Contact: Louann Gordan Phone: 952-937-6969	louann@baysidesearchgroup.com	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	N
GoldPass 100 Church St- S-E-Minneapolis, MN 55455	Contact: Beth Lory Phone: 612-624-2710	https://www-myinterfase-com/goldpass	N
Human Resource Professional of MN 20952 Lander St NW, Elk River, MN 55330	Contact: Sales Phone: 651-288-3434	www-hrpmn-org	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www-jobshq-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
POC Careers http://www.poccareers.com/	Contact: Sina Pleggenkuhle Phone: 612-402-9225	sina@rmgaccess-com	N
Robert Half 800 Nicollet Mal, Suite 2700, Minneapolis, MNS 55402	Contact: Scott Foley Phone: 612-65600200	scott.foley@roberthalfes.com	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
SDACCC College Consortium	Contact: Heather Johnson Phone: 605-677-5381	http://www.myinterfase.com/SDACCC/employer/	N
Southeast Technical Institute 2320 N Career Ave, Sioux Falls, SD 57107	Contact: Manda Frey Phone: 605-367-4236	mandy.frey@southeasttech.edu	N
TeamND 1200 S- Jay St Aberdeen, SD 57401	Contact: Jay Meier Phone: 701-224-5666	www-teamnd-org	N
The Institute of Internal Auditors 10825 Alberton Way, Inver Grove Heights, MN 55077	Contact: Tanya Bertrand Phone: 612-210-1736	iia.twincities@tciaa.org	N
Twin Cities Human Resource Assoc - TCHRA 1400 Van Buren St. NE, Suite 200 - 224, Minneapolis, MN 55413	Contact: Becca Rogers Phone: 612-470-7476	www.tcshrm.org/	N
UofM Carlson MBA 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	davi2225@umn.edu	N
University of Minnesota 3 Morrill Hall 100 Church St. SE Minneapolis, MN 55455	Contact: Career Service Center Phone: 612-624-5910	https://www.myinterfase.com/goldpass	N
University of Minnesota Carlson School of Management 321 19th Ave S. Minneapolis, MN 55455	Contact: Kathleen Fink Email: kfink@umn.edu	www.carlsonschool.umn.edu/theedge	N
University of Minnesota Law School Walter F. Mondale Hall 229 19th Ave S. Minneapolis, MN 55455	Contact: Michelle Rockne-Semkow Email: 612-624-4090	ccse@umn.edu	N

US Military Pipeline 4819 Emperor Blvd Durham, North Carolina 27703	Contact: Erica Garrick Phone: 508-523-3415	Erica-Garrick@futuresinc-com	N
Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
People of Color Career Fair 1301 2nd Ave S, Minneapolis, MN 55403	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673	sharon@rmgaccess-com	N
Internet Sources			
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
HireMNGrads https://hiregrads.com/	Internet Posting		N
Indeed https://www.indeed.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N

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	We advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Recruiting
10/1/2017 - on going	Fast Start Supervisor Training	Onboarding and training program for new managers at Medco via web-ex including an overview of employment laws, ADA, leaves and D&I statement	Compliance Training/ Professional Development Opportunities for Medco Leaders	Managers, Supervisors & HR Staff
10/1/2017 - 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. Three interns worked in the following areas: Finance, Minneapolis Corp Office(2) and Product Management	Broad Outreach	Managers and Supervisors; HR Recruiting , Interns & Executive Leadership
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.com. All positions are posted through the LocalJobNetwork.com 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: 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)
10/1/2017 - 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	Medco 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
10/10/2017	People of Color Career Fair-Sponsorship & Attendance	One of four main sponsors. Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting, Minorities	Recruiting
5/21/2018 & 5/22/2018	Participation from HR professionals in Employment Law Summit	Upper Midwest Employment Law Institute-comprehensive, up to date education spanning all aspects of employment law and furthering education on a broad variety of employment law topics including wage and hour, ADA, FMLA, etc	Professional Development opportunities for Midco HR team. IWD	HR Professionals
12/2/2018	UofM Carlson School of Management Information Session	Presented MBA students with information about Midco careers, company history, internship opportunities, etc	General Recruiting	Recruiting & Hiring Managers
2/6/2018	UofM Carlson School of Management Information Session	Presented MSBA students with information about Midco careers, company history, internship opportunities, etc	General Recruiting	Recruiting & Hiring Managers
2/6/2018	UofM Carlson School of Management MSBA Corporate Reception	Shared information with students about internships, company, how to apply, etc.	General Recruiting	Recruiting, Hiring Managers, Midco Staff
2/13/2018	Augsburg's Scholarship Partnership	Partnered with Augsburg University to offer under represented students scholarship & internship opportunities	General Recruiting	Recruiting & Executive Leadership
4/19/2018	People of Color Networking Breakfast	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Recruiting & Executive Leadership
9/12/2018	UofM Carlson School of Management MBA Corporate Reception	Shared information with students about internships, company, how to apply, etc	General Recruiting	Recruiting & Hiring Managers
9/27/2018	Augsburg's Career & Internship Fair	Shared information with students about internships, company, how to apply, etc	General Recruiting	Recruiting