

EEO Public File Report
Midcontinent Communications -- Rapid City, SD
October 1, 2017-September 30,2018
Full-Time Positions Filled

Req	Posting Title	Filled Date	Start Date	Positions Filled	Recruitment Sources	Interviewed	Hired
17-0346	Customer Experience Center Representative	1/15/2018	1/23/2018	1	CareerBuilder	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					Indeed	8	-
					Job Service of South Dakota	1	-
					Keloland Employment	-	-
					LocalJobNetwork	5	-
					Midco Website	3	1
					Referred by Family or Friend	2	-
					RegHelpwanted	2	-
					SDACCC	-	-
					Southeast Technical Institute	-	-
					US Military Pipeline	-	-
17-0185	Residential Sales Associate	11/22/2017	1/2/2018	1	eBenefits - Dept of Veteran Affairs	-	-
					Glassdoor	1	-
					Handshake College Consortium	-	-
					Indeed	3	-
					Job Service of South Dakota	-	-
					Keloland Employment	-	-
					LinkedIn.com	-	-
					LocalJobNetwork	2	-
					Midco Website	1	1
					Referred by Current Employee	1	-
					RegHelpwanted	1	-
					SDACCC	-	-
					US Military Pipeline	-	-
17-0284	Inventory Specialist II	10/31/2017	11/5/2017	1	Current Employee	3	-
					eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Indeed	6	-
					Job Service of South Dakota	-	-

					Keloland Employment	-	-
					LocalJobNetwork	1	-
					Midco Website	2	1
					Mitchell Technical Institute	-	-
					RegHelpwanted	-	-
					SDACCC	-	-
					Southeast Technical Institute	-	-
					US Military Pipeline	-	-
18-0120 Field Technician I	4/11/2018	4/30/2018	1		eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					Indeed	2	-
					Job Service of South Dakota	-	-
					Keloland Employment	-	-
					LinkedIn.com	-	-
					LocalJobNetwork	2	-
					Midco Website	1	1
					Mitchell Technical Institute	-	-
					RegHelpwanted	-	-
					SDACCC	-	-
					WestenDakotaTech	-	-
18-0220 Customer Experience Center Representative	6/19/2018	7/2/2018	1		eBenefits - Dept of Veteran Affairs	-	-
					Glassdoor	1	-
					Handshake College Consortium	-	-
					Indeed	6	-
					Keloland Employment	-	-
					Job Service of South Dakota	-	-
					LocalJobNetwork	1	-
					Midco Website	-	-
					Mitchell Technical Institute	-	-
					RegHelpwanted	-	-
					Referred by Family or Friend	1	1
					SDACCC	-	-
Southeast Technical Institute	-	-					
18-0193 Residential Sales Associate	8/28/2018	8/28/2018	1		eBenefits - Dept of Veteran Affairs	-	-

			Handshake College Consortium	-	-
			Indeed	1	-
			Job Service of South Dakota	-	-
			Keloland Employment	-	-
			LocalJobNetwork	1	1
			Midco Website	-	-
			Referred by Family or Friend	1	-
			RegHelpwanted	-	-
			SDACCC	-	-
			WestenDakotaTech	-	-

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for 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
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	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 Vacanies			
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	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 Family or Friend	Referrel from Family or Friend		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
Western Dakota Tech 800 Mickelson Dr, Rapid City, SD 57703	Contact: Chandra Calvert Phone: 605-718-2419	chandra.calvert@wdt.edu	N

US Military Pipeline 4819 Emperor Blvd Durham, North Carolina 27703	Contact: Erica Garrick Phone: 508-523-3415	Erica.Garrick@futuresinc.com 	N
Hiring Flier		Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs) Handouts at Customer Experience Centers/Events	N
Midco TV Commercial	TV Commerical Midco airs		N
Glassdoor https://www.glassdoor.com/index.htm		Internet Sources Internet Posting	N
Handshake College Consortium https://www.joinhandshake.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	Midco has created a regional recruitment video featuring current employees and the community (Field Tech & RSA Video)	Broad Outreach	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	Midco Production, Marketing and 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	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 area: Field Operations, Construction	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. 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	Staffing team maintains membership in: 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	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	Supplemental Recruiting Efforts/Professional Development Opportunities	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
2/7/2018	Western Dakota Tech Job Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Hiring Managers
2/21/2018	Sturgis High School Job Fair	Shared information with students about company and career option	General Recruiting	Hiring Managers
9/25/2018	Rapid City Chamber of Commerce Discussion	Meet with Chamber representatives to discuss opportunities to grow, attract and retain talent in the perceptive area	General Recruiting	Recruiting
9/25/2018	Black Hills Business Development Center	Meet with representatives to discuss opportunities to grow, attract and retain talent in the perceptive area	General Recruiting	Recruiting
9/25/2018	Western Dakota Tech-meeting	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Recruiting
9/25/2018	South Dakota Schools of Mines and Technology Job Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Recruiting