

EEO Public File Report
Midcontinent Communications -- Minneapolis, MN
October 1, 2019--September 30,2020
Full-Time Positions Filled

Req	Posting Title	Positions Filled	Recruitment Sources	Interviewed	Hired
GOVER04864	Government Relations Manager	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	7	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	1	-
			SDACCC (SD Association College Career Center)	-	-
			UofM Carlson MBA	-	-
SRPAY04849	Sr. Payroll Specialist	1	CFS Creative Financial Services	1	1
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	3	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
SRSAL03404	Sr. Sales Enablement Strategist	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-

		MinnesotaWorks (Job Service of Minnesota)	-	-
		Midco Website	1	1
		Referred by Current Employee	-	-
		SDWORKS (Job Service of South Dakota)	-	-
		Referred by Friend or Family	-	-
		Referred by Current Employee	-	-
		UofM Carlson MBA	-	-
SRMAN04381 Sr Manager-Environmental Health & Safety	1	Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Helpwanted.com	-	-
		Indeed	2	-
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Referred by Current Employee	2	1
		Referred by Friend or Family	-	-
ASSOC04834 Associate-Leadership Development Rotation Program MBA	1	Current Employee	-	-
		Helpwanted.com	-	-
		Indeed	-	-
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		UofM Carlson MBA	1	1

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application	www.midcocareers.com	N
Helpwanted.com 1085 Route 55 Unit 14 Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted-com	N
Indeed https://www.indeed.com/	Internet Posting		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
MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
Recruitment Sources for Specific Vacancies			
Bridges Employment Resource Center 2300 W 46th Street, Sioux Falls, SD 57105	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	N
CFS Creative Financial Services. 7900 Xerxes Ave S Suite 1150 Bloomington, MN 55431	Contact: Ryan Johnson Phone: 612.888.9807	RJohnson@cfstaffing.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
Keloland/VNL/KXNET Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@classifiedverticals-com	N
Robert Half 800 Nicollet Mal, Suite 2700, Minneapolis, MNS 55402	Contact: Scott Foley Phone: 612-65600200	scott.foley@roberthalfes.com	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
UofM Carlson MBA 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	davi2225@umn.edu	N

Internet Sources		
Facebook https://www.facebook.com/	Internet Posting	N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting	N
LinkedIn https://www.linkedin.com/feed/	Internet Posting	N
MN State Career Hub College Consortium https://www.collegecentral.com/msch/	Internet Posting	N
SDACCC (SD Association College Career Center) College Consortium	Internet Posting	N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2019 - 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
10/1/2019 - on going	Fast Start 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 Medco Leaders	Michael Zapata Emma Fox HR Staff
10/1/2019 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa, formerly 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	Circa 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)
10/1/2019 - 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
10/1/2019	Augsburg Univ Annual Career & Internship Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc.	College Recruiting	Barclay Bates
10/8/2019	People of Color Career Fair	One of four main sponsors. Shared information about open positions, career site, how to apply, company paid benefits, etc. Also participated in networking breakfast with Professionals of color.	General Recruiting, Minorities	Ann McGlennen Patti Hawkey Jeanne Hassel Alicia Hartke Dan Geiger Steve Bruch