

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

Req	Posting Title	Positions		Recruitment Sources	Interviewed	Hired
		Filled				
FIELD04829	Field Technician I - Lawrence, KS	1	Current Employee		-	-
			eBenefits - Dept of Veteran Affairs		-	-
			Handshake College Consortium		-	-
			Helpwanted.com		-	-
			Indeed		2	1
			KANSASWORKS (Job Service of Kansas)		-	-
			Keloland/VNL/KXNET Employment		-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)		-	-
			Midco Email		1	-
			Midco Website		-	-
			Northwest Kansas Technical College		-	-
			Referred by Current Employee		-	-
			Referred by Friend or Family		-	-
			ZipRecruiter		1	-
VIDEO03777	Videographer/Producer II	1	Current Employee		-	-
			eBenefits - Dept of Veteran Affairs		-	-
			Glassdoor		1	1
			Handshake College Consortium		1	-
			Helpwanted.com		-	-
			Indeed		5	-
			jobs.lawrence.com		-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)		-	-
			Kansas University		-	-
			KANSASWORKS (Job Service of Kansas)		-	-
			Keloland/VNL/KXNET Employment		-	-
			Midco Website		-	-
			Referred by Current Employee		-	-
			Referred by Friend or Family		-	-
TVJobs		-	-			
FIELD04809	Field Technician I	4	Current Employee		1	1
			eBenefits - Dept of Veteran Affairs		-	-
			Handshake College Consortium		-	-
			Helpwanted.com		-	-
			Indeed		9	1
			LinkedIn		2	-
			LocalJobNetwork(KS,MN,ND,SD, WI)		-	-
			Kansas University		-	-
			KANSASWORKS (Job Service of Kansas)		-	-
			Keloland/VNL/KXNET Employment		-	-

		Midco Email	1	-	
		Midco Hiring Flier	1	-	
		Midco Website	3	1	
		Northwest Kansas Technical College	-	-	
		Referred by Current Employee	2	2	
		Referred by Friend or Family	-	-	
BUSIN04953	Business Account Executive - Lawrence, KS	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			KANSASWORKS (Job Service of Kansas)	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
INVEN05005	Inventory Specialist I	1	Current Employee	3	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	3	1
			KANSASWORKS (Job Service of Kansas)	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	2	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
FIELD04999	Field Technician I	11	CareerBuilder	1	1
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	2	-
			Glassdoor	1	1
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			jobs.lawrence.com	1	1
			JobsHQ	1	1
			Indeed	10	3
			LinkedIn	-	-
			Kansas University	-	-
			KANSASWORKS (Job Service of Kansas)	1	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD, WI)	1	-
			Midco Email	-	-
			Midco Hiring Flier	-	-
			Midco TV Commerical	-	-

	Midco Web Banner	-	-
	Midco Website	7	4
	Northwest Kansas Technical College	-	-
	Referred by Current Employee	1	-
	Referred by Friend or Family	-	-

Recruitment Source	Contact	Email	Entitled to
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
KANSASWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.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
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			
Career Builder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.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
Jobs.lawrence.com 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N
Kansas University 1450 Jayhawk Blvd., Lawrence, KS 66045	Contact: Natalia Plotnikov Phone: (785) 864-2019	nplotnikov@ku.edu	N

Keloland/VNL/KXNET Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Sam Johnson Phone: 605-334-4327	sam@classifiedverticals.com	N
Northwest Kansas Technical College 1209 Harrison Goodland, KS 67735	Contact: Kelly James Phone: 785.890.1529	Kelly.James@nwktc.edu	N
TVJobs P.O. Box 4116 Oceanside, CA 92052	Contact: admin@tvjobs-com Phone: 800-374-0119	admin@tvjobs.com	N
Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Midco Email	Email Blasts to customers who have opted in		N
Midco Hiring Flier	Handouts at Customer Experience Centers/Events		N
Midco TV Commercial	TV Commerical Midco airs		N
Midco Web Banner	Digital banner Midco marketing creates		N
Internet Sources			
Facebook https://www.facebook.com/	Internet Posting		N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2019 - on going	Advertising to target a wide range of candidates throughout the area	Advertises available positions with the state Job Service (through the Department of Labor).	Broad Outreach	Recruiting
10/1/2019 - 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)
10/1/2019 - 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	Jacob Kroon HR Staff
10/1/2019 - on going	Internship Programs	Offered 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: Midco Sport Network.	Broad Outreach	Taylor Larsen Taryn Temple Kyle Haas
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 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: 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
10/9/2019	UCM Career Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting Broad Outreach	Kyle Haas
10/24/2019	KU School Of Journalism & Mass Comm Sprint Career Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting Broad Outreach	Kyle Haas