

**EEO Public File Report**  
**Midcontinent Communications**  
**Minneapolis, MN**  
**October 1, 2010-September 30, 2011**  
**Long Term Initiatives**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Online advertising to target diversity-focused candidates in North, South Dakota and Minnesota.	We maintain an annual membership on several websites that will "mirror" the Midcontinent Career Website and post all available jobs.	Ensuring we are able to widely disseminate all our jobs to a variety of audiences online.	Barb VanderHam (Staffing manager) maintains memberships in: <a href="http://www.NorthDakotaDiversity.com">www.NorthDakotaDiversity.com</a> <a href="http://www.SouthDakotaDiversity.com">www.SouthDakotaDiversity.com</a> <a href="http://www.NorthDakotaJobNetwork.com">www.NorthDakotaJobNetwork.com</a> <a href="http://www.SouthDakotaJobNetwork.com">www.SouthDakotaJobNetwork.com</a> <a href="http://www.MinnesotaJobNetwork.com">www.MinnesotaJobNetwork.com</a> <a href="http://www.MinnesotaDiversity.com">www.MinnesotaDiversity.com</a>
2	Ongoing	Job Fair Participation	Careers at Midcontinent Media (in Minneapolis) are promoted at all job fairs attended throughout our regions.	Due to the very limited number of openings at Midcontinent Media, careers with Midcontinent are promoted throughout job fairs in our service area (ND and SD).	Barb VanderHam, Staffing Manager, as well as local hiring managers
3	Ongoing	Advertising to target a wide range of candidates throughout our regions.	We advertise all available positions with the state Job Service (through the Department of Labor).	Ensuring we are able to widely disseminate all our jobs to a variety of audiences online.	<a href="http://www.jobsnd.com/">http://www.jobsnd.com/</a> <a href="http://dol.sd.gov/">http://dol.sd.gov/</a> <a href="https://www.minnesotaworks.net/Default.aspx">https://www.minnesotaworks.net/Default.aspx</a>
4	10/25/2010	Attended Educational Conference	Great Plains User Group Summit	Learn the latest Great Plain trends and network with others to learn how they are using the system.	Michele Kennedy, Assistant Controller
5	2/24/2011	Attended Educational Conference	CoBank Minnesota Customer Meeting	Provide directors valuable insight and information they can use in their business professions.	Pat McAdaragh, President & CEO
6	3/27/2011	Attended Educational Conference	ADP "Meeting of the Minds" Conference	Opportunity to network with user peers and learn how to make the most out of existing products and services.	Tara Klatt, Project/HR Systems Manager
7	5/19/2011	Attended Educational Conference	The Women's Conference	Received tools and support in how to help to develop your career.	Michele Kennedy, Assistant Controller Jeni Chamberlain, SR Accountant Susan Silverman, Staff Accountant
8	6/13/2011	Attended Educational Conference	"The Cable Show" Conference	Furthering education and training of current employees in region.	Pat McAdaragh, President & CEO Steve Grosser, CFO Wynne Haakenstad, Director of Programming Kent Johnson, Vice President of Finance Debbie Stang, Vice President of Human Resources Steve Schuster, Director of Treasury and Risk
9	6/20/2011	Attended Educational Conference	Wells Fargo Workplace Harassment Seminar	Learned new strategies to prevent workplace harassment.	Allison Austing, Human Resources Generalist
10	6/26/2011	Attended Educational Conference	Society for Human Resource Management Conference	Kept up to date on the recent Employment Law issues as well as learned new strategies in Talent Management.	Corrie Aberle, Human Resources Generalist Allison Austing, Human Resources Generalist
11	6/28/2011	Attended Educational Conference	Dynamic's GP User Group MN Regional Chapter Meeting	Networked with other Dynamic users and learned new software techniques.	Michelle Kennedy, Assistant Controller Mike Muckenhirn, SR Accountant
12	6/28/2011	Attended Educational Conference	SD/ND Cable Show	Furthering education and training of current employees in region.	Wynne Haakenstad, Director of Programming Steve Grosser, CFO
13	7/19/2011	Attended Educational Conference	Minnesota Cable Communications Association Annual Meeting	Furthering education and training of current employees in region.	Wynne Haakenstad, Director of Programming Rachel Meyer, Programming Manager
14	7/24/2011	Attended Educational Conference	Independent Show - American Cable Association	Furthering education and training of current employees in region.	Wynne Haakenstad, Director of Programming
15	8/16/2011	Attended Educational Conference	CoBank Communications Industry Executive Forum	Furthering education and training of current employees in region.	Steve Grosser, CFO Steve Schuster, Director of Treasury and Risk
16	9/11/2011	Attended Educational Conference	Women in Cable Rising Leaders Program		Corrie Aberle, Human Resources Generalist

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17	9/20/2011	Job Shadow Opportunity	Our VP of Human Resources spent time with Heather Stemper, a recent graduate from University of Minnesota, Duluth. Heather graduated with a Bachelor's Degree in Human Resources and a Minor in Psychology in May 2011.	Shared information regarding the Human Resource profession with college student pursuing a degree in the field.	Debbie Stang, Vice President of Human Resources