

EEO Public File Report
Midcontinent Communications
West Fargo, ND
October 1, 2008-September 30, 2009
Long Term Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Summer 2009	Internship Opportunities	Internship opportunities were made available in all regions including West Fargo	We did not have any applicants express interest in our internship program in this region.	Local Hiring Managers were all aware of internship opportunities and shared them with various technical schools, both verbally and in writing. Contact: Sarah Koustrup, Staffing Manager
2	4/8/2009	College Visit - Minnesota State Community & Technical College in Wadena, MN	Conducted presentation on campus to share information about careers in telecommunications as well as promote our summer internship program.	Presented information about telecommunications industry and positions available to a large audience of telecommunications majors.	Clay Stephens, General Manager, West Fargo Region
3	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.	Sarah Koustrup (Staffing manager) maintain memberships in: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.MinnesotaDiversity.com
4	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.	http://www.jobsnd.com/
	10/30/2008	Hosted local area job fair	Hosted a job fair at the Ramanda Inn in Aberdeen, SD.	Shared information about a career in telecommunications, the benefits of working for Midcontinent Communications and conducted walk in interviews for open positions.	Sarah Koustrup, Staffing Manager
5	6/11/2009	Attended local area Job Fair	Rasmussen College Career Fair 4012 19th Ave SW Fargo, ND 58103	Attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications.	Sarah Koustrup, Staffing Manager
6	3/24/2009 3/31/2009	National Cable Television Institute Education	Service Technician Course	Furthering education and training of current employees in region.	Russ Fergen, Installer Jason Heintzman, Local Service Rep. George Bosak, Technical Training Manager
7	2/4/2009 3/2/2009 2/20/2009	National Cable Television Institute Education	Fiber Install and Activate Course	Furthering education and training of current employees in region.	Bill, Cihak, Technical Trainer Scott Perry, Local Service Rep. Michael Broadband, Service Technician George Bosak, Technical Training Manager
8	3/5/2009 3/24/2009 2/20/2009	National Cable Television Institute Education	Systems Technician Course	Furthering education and training of current employees in region.	Kyle Asleson, Advanced Installer Chris Holmlund, Installer Casey Johnson, Local Service Rep. Nicholas Sears, Preventative Maintenance Tech. George Bosak, Technical Training Manager

9	1/8/2009 11/7/2008 5/26/2009 11/19/2008 6/1/2009 2/20/2009	National Cable Television Institute Education	Installer Technician Course	Furthering education and training of current employees in region.	Randy Kadlec, Installer Bryant Stangeland, Installer Jared Larson, Installer Todd Klingenberg, Installer Corey Wixo, Local Service Rep. Jason Sem, Installer George Bosak, Technical Training Manager
10	11/7/2008	National Cable Television Institute Education	Installer Course	Furthering education and training of current employees in region.	Jared Larson, Installer George Bosak, Technical Training Manager