

EEO Public File Report
Midcontinent Communications
Sioux Falls, SD
October 1, 2008-September 30, 2009
Long Term Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2/24/2009	Attended local area Job Fair	SD BIG Job Fair held in Sioux Falls, SD with over 2,000 attendees	Attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications.	Sarah Koustrup, Staffing Manager Mary Oliver, Recruiter
2	4/22/2009	Attended local area Job Fair	University Center Career Fair	Attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications.	Mary Oliver, Recruiter
	8/10/2009	Distributed flyers to new students at local college.	Southeast Technical University	Created, printed and distributed 2,500 flyers with information about careers at Midcontinent Communication to new students at Southeast Technical University.	Rhonda Erickson, Promotions & Events Manager Sarah Koustrup, Staffing Manager
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	We advertise all available positions with the state Job Service (through the Department of Labor).	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://dol.sd.gov/
5	5/19/2009	Hired Summer Intern	Field Operations Team hired an Intern for a summer internship.	Intern worked closely with all of the field operations team and learned about various functions of our business.	Kevin Peterson, Intern Greg Buthe, Installation Supervisor
6	3/4/2009	College Visit -Mitchell Technical Institute, Mitchell, SD	Attended college job fair on campus to share information about careers in telecommunications.	Recruiter and Hiring Manager attended and set up booth and spoke with numerous students.	Mary Oliver, Recruiter John Adams, Installation Supervisor.

7	12/11/2008	Job fair was held at the Sioux Falls Customer Service Center. We recruited for all customer service positions, as well as accepted applications from anyone interested in working for Midcontinent Communications in any capacity.	Hosted Customer Service Job Fair with walk-in interviews	Recruiter and hiring managers were present to provide on-the-spot interviews to all candidates who attended.	Sarah Koustrup, Staffing Manager Mary Oliver, Recruiter Sunny Nester-Holtz, Customer Service Operations Manager Robert Palmer, Customer Service Team Manager George Vansco, Customer Service Team Manager Cory Lindeman, Customer Service Team Manager Fred Gullikson, Customer Service Team Manager Randy Miester, Sales Operations Manager Jessica Lillebo, Inside Sales Team Manager Veronica Culp, Inside Sales Team Manager Nate Kinzer, Retention & Acquisition Team Manager Kathy Green, Training Manager Brian Oyen, Trainer Lance Kaske, Trainer
8	12/15/2008	Attended local area Job Fair	South Dakota Department of Labor for job fair with 300+ attendees	Partnered with the SD Department of Labor as well as several other local companies to meet with recently laid off and displaced employees from around the Sioux Falls area to promote opportunities with Midcontinent Communications	Sarah Koustrup, Staffing Manager Mary Oliver, Recruiter
9	3/2/2009 2/20/2009 3/19/2009	National Cable Television Institute Education	Return Path Operations Course	Furthering education and training of current employees in region.	Raymond Dean, Local Service Rep. Harlan "Jay" Hertel, Service Manager Matt Brown, Local Service Rep. George Bosak, Technical Training Manager
10	2/4/2009 3/10/2009 2/27/2009	National Cable Television Institute Education	Fiber Testing & Maintenance Course	Furthering education and training of current employees in region.	Julie Bent, Fulfillment Supervisor Ron Minnick, Advanced Installer Justin Longcrow, Advanced Installer Dragomir Boanca, Service Technician George Bosak, Technical Training Manager
11	10/29/2008 12/10/2008 12/23/2008 2/13/2009 1/5/2009 12/2/2008 2/20/2009	National Cable Television Institute Education	Installer Technician Course	Furthering education and training of current employees in region.	Dan Meylor, Local Service Rep. Larry Lewis, Local Service Rep. John Leonard, Installer Matt Huber, Local Service Rep. Bob Holdahl, Local Service Rep. Kevin Eide, Installer Alan Doppenberg, Installer Jason Avery, Installer Justin Taylor, Installer Jason Schmit, Installer Tyler Wuebben, Local Service Rep. Jeremy Wittrock, Installer Kyle Wengler, Installer George Bosak, Technical Training Manager

12	5/12/2009 2/20/2009 5/20/2009 12/2/2008	National Cable Television Institute Education	Systems Technician Course	Furthering education and training of current employees in region.	Jason, Walz, Local Service Rep. Hal Lam, Advanced Installer Matt Huber, Local Service Rep. Tim Schreier, Advanced Installer George Bosak, Technical Training Manager
13	3/2/2009 12/8/2008 12/16/2008 12/2/2008 12/3/2008	National Cable Television Institute Education	Installer Course	Furthering education and training of current employees in region.	Wade Saunders, Local Service Rep. Butch Konechne, Advanced Installer Kevin Hanning, Local Service Rep. Patrick Ercink, Installer Michael Ellwood, Local Service Rep. Kevin Eide, Installer Alan Doppenberg, Installer Kirk Callies, Local Service Rep. Jason Schmit, Installer Tim Zuiderhof, Installer George Bosak, Technical Training Manager
14	2/20/2009	National Cable Television Institute Education	Business Law Course	Furthering education and training of current employees in region.	Doug Turgeon, Installation Manager George Bosak, Technical Training Manager
15	10/16/2008	National Cable Television Institute Education	Effective Supervision Course	Furthering education and training of current employees in region.	Bill Underwood, Tech Ops Manager George Bosak, Technical Training Manager
16	2/20/2009 1/5/2009	National Cable Television Institute Education	Service Technician Course	Furthering education and training of current employees in region.	Jennifer Van Bommel, Advanced Installer Brian McFadden, Advanced Installer Andrew Manecke, Local Service Rep. Dave Leonard, Installer George Bosak, Technical Training Manager
17	2/23/2009	National Cable Television Institute Education	Advanced Technician Course	Furthering education and training of current employees in region.	Octavian Viziteu, Business Solutions Tech. George Bosak, Technical Training Manager
18	2/20/2009	National Cable Television Institute Education	Understanding Voice and Data Course	Furthering education and training of current employees in region.	Scott Ward, Installation Manager George Bosak, Technical Training Manager
19	4/10/2009	National Cable Television Institute Education	Excellence in Customer Service Course	Furthering education and training of current employees in region.	Doug Inskip, Operations Support Team Manager George Bosak, Technical Training Manager
20	3/9/2009 2/20/2009 2/24/2009	National Cable Television Institute Education	Operations Center Technical Support 2 Course	Furthering education and training of current employees in region.	Steve Beach, NOC Technician Michael Miss, NOC Technician Travis Haase, NOC Technician George Bosak, Technical Training Manager
21	12/15/2008 2/23/2009	National Cable Television Institute Education	Computers and Broadband Modems Course	Furthering education and training of current employees in region.	Brian Aker, Technical Trainer Greg Buthe, Tech Ops Manager George Bosak, Technical Training Manager
22	2/20/2009	National Cable Television Institute Education	Principles of Management Course	Furthering education and training of current employees in region.	Amy Lingbeck, NOC Manager George Bosak, Technical Training Manager
23	3/6/2009 2/20/2009	National Cable Television Institute Education	Fiber Install and Activate Course	Furthering education and training of current employees in region.	Shawn Doherty, Service Technician Brian Knobe, Business Solutions Tech. George Bosak, Technical Training Manager