

**EEO Public File Report**  
**Midcontinent Communications -- Grand Forks, ND Region**  
**October 1, 2008 - December 31, 2008**  
**Recruitment Sources**

| No. | Recruitment Source                                                         | Contact                                                          | Total Interviewed | Entitled to Notificaiton |
|-----|----------------------------------------------------------------------------|------------------------------------------------------------------|-------------------|--------------------------|
| 1   | Current Employee                                                           | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 5                 | No                       |
| 2   | Employee Referral                                                          | Sarah Koustrup<br>Staffing Manager<br>605-274-8417               | 7                 | No                       |
| 3   | Grand Forks Herald<br>375 2nd Ave<br>Grand Forks, ND 58203                 | Tammy Haase<br>Marketing Specialist<br>605-357-5784              | 0                 | No                       |
| 4   | Job Service of North Dakota<br>1501 28th Ave Sout<br>Grand Forks, ND 58201 | Mary Hjelle<br>701-328-5002<br>mhjelle@nd.gov                    | 2                 | No                       |
| 5   | Keloland Employment<br>501 S. Phillips Ave<br>Sioux Falls, SD 57104        | Jason Noyes<br>jason@moderninternetcorp.com                      | 0                 | Yes                      |
| 6   | Midcontinent Cable TV Ad                                                   | Tammy Haase<br>Marketing Specialist<br>605-357-5784              | 3                 | No                       |
| 7   | Midcontinent Communications Website<br>www.midcocomm.com                   | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 15                | No                       |
| 8   | North Dakota Diversity.com<br>www.northdakotadiversity.com                 | Emily Snell<br>612-331-1533<br>emily.snell@jobsinminneapolis.com | 0                 | Yes                      |
| 9   | NorthDakotaJobNetwork.com<br>www.northdakotajobnetwork.com                 | Emily Snell<br>612-331-1533<br>emily.snell@jobsinminneapolis.com | 0                 | Yes                      |
| 10  | Other - Not Listed                                                         | Unknown Source                                                   | 6                 | No                       |
| 11  | Walk In                                                                    | Walk in candidate to one of our locations.                       | 1                 | No                       |

**EEO Public File Report**  
**Midcontinent Communications -- Grand Forks, ND Region**  
**January 1, 2009 - March 31, 2009**  
**Recruitment Sources**

| No. | Recruitment Source                                                         | Contact                                                          | Total Interviewed | Entitled to Notificaiton |
|-----|----------------------------------------------------------------------------|------------------------------------------------------------------|-------------------|--------------------------|
| 1   | Current Employee                                                           | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 0                 | No                       |
| 2   | Employee Referral                                                          | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 4                 | No                       |
| 3   | Grand Forks Herald<br>375 2nd Ave North<br>Grand Forks, ND 58201           | Tammy Haase<br>Marketing Specialist<br>605-357-5783              | 2                 | No                       |
| 4   | Job Service of North Dakota<br>1501 28th Ave Sout<br>Grand Forks, ND 58201 | Tom Fetsch<br>701-795-3700<br>tfetsch@nd.gov                     | 0                 | No                       |
| 5   | Keloland Employment<br>501 S. Phillips Ave<br>Sioux Falls, SD 57104        | Jason Noyes<br>jason@moderninternetcorp.com                      | 0                 | Yes                      |
| 6   | Job Service of Minnesota<br>1730 University Ave<br>Crookston, MN 56706     | Kari Howe<br>218-755-4478<br>Kari.Howe@state.mn.us               | 0                 | No                       |
| 7   | Midcontinent Cable TV Ad                                                   | Tammy Haase<br>Marketing Specialist<br>605-357-5783              | 1                 | No                       |
| 8   | Midcontinent Website<br>www.midcocomm.com                                  | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 12                | No                       |
| 9   | NorthDakotaDiversity.com<br>www.northdakotadiversity.com                   | Emily Snell<br>612-331-1533<br>emily.snell@jobsinminneapolis.com | 0                 | Yes                      |
| 10  | NorthDakotaJobNetwork.com<br>www.northdakotajobnetwork.com                 | Emily Snell<br>612-331-1533<br>emily.snell@jobsinminneapolis.com | 1                 | Yes                      |
| 11  | Other - Not Listed                                                         | Unknown Source                                                   | 7                 | No                       |
| 12  | Walk In                                                                    | Walk in candidate to one of our locations.                       | 1                 | No                       |

**EEO Public File Report**  
**Midcontinent Communications -- Grand Forks, ND Region**  
**April 1, 2009 - June 30, 2009**  
**Recruitment Sources**

| No. | Recruitment Source                                                     | Contact                                                          | Total Interviewed | Entitled to Notificaiton |
|-----|------------------------------------------------------------------------|------------------------------------------------------------------|-------------------|--------------------------|
| 1   | Current Employee                                                       | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 0                 | No                       |
| 2   | Employee Referral                                                      | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 0                 | No                       |
| 6   | Job Service of Minnesota<br>1730 University Ave<br>Crookston, MN 56706 | Kari Howe<br>218-755-4478<br>Kari.Howe@state.mn.us               | 1                 | No                       |
| 5   | Keloland Employment<br>501 S. Phillips Ave<br>Sioux Falls, SD 57104    | Jason Noyes<br>jason@moderninternetcorp.com                      | 1                 | Yes                      |
| 8   | Midcontinent Website<br>www.midcocomm.com                              | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 0                 | No                       |
| 9   | NorthDakotaDiversity.com<br>www.northdakotadiversity.com               | Emily Snell<br>612-331-1533<br>emily.snell@jobsinminneapolis.com | 0                 | Yes                      |
| 10  | NorthDakotaJobNetwork.com<br>www.northdakotajobnetwork.com             | Emily Snell<br>612-331-1533<br>emily.snell@jobsinminneapolis.com | 0                 | Yes                      |
| 11  | Other - Not Listed                                                     | Unknown Source                                                   | 2                 | No                       |
| 12  | Walk In                                                                | Walk in candidate to one of our locations.                       | 0                 | No                       |

**EEO Public File Report**  
**Midcontinent Communications -- Grand Forks, ND Region**  
**July 1, 2009 - September 30, 2009**

**Recruitment Sources**

| No. | Recruitment Source                                                         | Contact                                                          | Total Interviewed | Entitled to Notificaiton |
|-----|----------------------------------------------------------------------------|------------------------------------------------------------------|-------------------|--------------------------|
| 1   | Current Employee                                                           | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 0                 | No                       |
| 2   | Employee Referral                                                          | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 0                 | No                       |
| 9   | Facebook.com<br>www.facebook.com                                           | Sarah Koustrup<br>Staffing Manager<br>605-274-8417               | 0                 | No                       |
| 10  | Grand Forks Herald<br>375 2nd Ave North<br>Grand Forks, ND 58201           | Tammy Haase<br>Marketing Specialist<br>605-357-5783              | 1                 | No                       |
| 11  | Job Service of North Dakota<br>1501 28th Ave Sout<br>Grand Forks, ND 58201 | Marlene Rorman<br>701-239-7300<br>mrrorman@nd.gov                | 1                 | No                       |
| 3   | Keloland Employment<br>501 S. Phillips Ave<br>Sioux Falls, SD 57104        | Jason Noyes<br>jason@moderninternetcorp.com                      | 0                 | Yes                      |
| 4   | Midcontinent Website<br>www.midcocomm.com                                  | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 4                 | No                       |
| 5   | NorthDakotaDiversity.com<br>www.northdakotadiversity.com                   | Emily Snell<br>612-331-1533<br>emily.snell@jobsinminneapolis.com | 0                 | Yes                      |
| 6   | NorthDakotaJobNetwork.com<br>www.northdakotajobnetwork.com                 | Emily Snell<br>612-331-1533<br>emily.snell@jobsinminneapolis.com | 0                 | Yes                      |
| 7   | Other - Not Listed                                                         | Unknown Source                                                   | 2                 | No                       |
| 12  | Team ND<br>www.teamnd.org                                                  | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 0                 | No                       |
| 13  | TheForksOnline.com<br>www.theforks.com                                     | Sarah Koustrup<br>Staffing Manager<br>605-274-8416               | 0                 | No                       |
| 8   | Walk In                                                                    | Walk in candidate to one of our locations.                       | 0                 | No                       |