

EEO Public File Report
Midcontinent Communications
Bismarck, ND
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.	Sarah Koustrup (Staffing manager) maintains memberships in: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.MinnesotaDiversity.com
2	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://www.jobsnd.com/
3	12/3/2010	National Cable Television Institute Education	Digital Technician	Furthering education and training of current employees in region.	Eric Steele, Regional Engineer
4	12/30/2010	National Cable Television Institute Education	Installer	Furthering education and training of current employees in region.	Kaleb Thorp, Broadband Technician I
5	12/30/2010	National Cable Television Institute Education	Fiber Install and Activate	Furthering education and training of current employees in region.	Randy Heaton, Broadband Technician II
6	1/28/2011	National Cable Television Institute Education	Digital Technician	Furthering education and training of current employees in region.	Lance Quam, Technical Trainer
7	2/17/2011	Attended local area job fair	Bismarck State College Career Services Career Fair	Attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications.	Barb VanderHam, Staffing Manager
8	4/13/2011	National Cable Television Institute Education	Telephone Home Wiring	Furthering education and training of current employees in region.	Wade Howard, Broadband Technician II
9	5/3/2011	Attended local area job fair	WOTC Job Fair/Employer Dinner	Attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications. Also attended a presentation by the ND Department of Labor about the WOTC program.	Sarah Koustrup, Staffing Manager
10	8/18/2011	National Cable Television Institute Education	Fiber Install and Activate	Furthering education and training of current employees in region.	Travis Smith, Broadband Technician II