

EEO Public File Report
Midcontinent Communications
Grand Forks, 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	11/30/2010	National Cable Television Institute Education	Installer	Furthering education and training of current employees in region.	Al Benjamin, Broadband Technician I
4	11/30/2010	National Cable Television Institute Education	Systems Technician	Furthering education and training of current employees in region.	Luke Bastil, Broadband Technician I
5	12/30/2010	National Cable Television Institute Education	Service Technician	Presented information about telecommunications industry and positions available to high school seniors.	Cory Sys, Broadband Technician I
6	1/6/2011	National Cable Television Institute Education	Installer	Furthering education and training of current employees in region.	Hugh Mous, Broadband Technician I
7	1/27/2011	National Cable Television Institute Education	Advanced Technician	Furthering education and training of current employees in region.	Joe Anderson, Technical Trainer
8	2/17/2011	National Cable Television Institute Education	Advanced Technician	Furthering education and training of current employees in region.	Matthew Neumiller, Broadband Technician II
9	2/23/2011	National Cable Television Institute Education	Systems Technician	Furthering education and training of current employees in region.	Travis Scott, Broadband Technician II
10	3/4/2011	National Cable Television Institute Education	Return Path Operations	Furthering education and training of current employees in region.	Joe Anderson, Technical Trainer
11	3/21/2011	National Cable Television Institute Education	Fiber Testing & Maintenance	Furthering education and training of current employees in region.	Kevin Kollman, Preventative Maintenance Technician
12	3/28/2011	National Seminars Group - Rockhurst University Cont. Education Center	Administrative Assistant's Conference	Furthering education and training of current employees in region.	Marisa Perhus, Administrative Assistant
13	5/27/2011	National Cable Television Institute Education	Fiber Testing & Maintenance	Furthering education and training of current employees in region.	Steven Mattern, Installation Manager
14	7/5/2011	National Cable Television Institute Education	Installer	Furthering education and training of current employees in region.	Jesse Beck, Broadband Technician I
15	8/8/2011	National Cable Television Institute Education	Advanced Technician	Furthering education and training of current employees in region.	Jeremy Billings, Field Engineer
16	8/8/2011	National Cable Television Institute Education	Stress Management	Furthering education and training of current employees in region.	Joe Anderson, Technical Trainer
17	8/8/2011	National Cable Television Institute Education	Business Writing	Furthering education and training of current employees in region.	Joe Anderson, Technical Trainer
18	8/10/2011	National Cable Television Institute Education	Digital Technician	Furthering education and training of current employees in region.	Joe Anderson, Technical Trainer
19	8/12/2011	National Cable Television Institute Education	Fiber Install and Activate	Furthering education and training of current employees in region.	Matthew Benjamin, Broadband Technician II
20	8/26/2011	National Cable Television Institute Education	Service Technician	Furthering education and training of current employees in region.	Derek McClure, Broadband Technician I

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21	8/29/2011	National Cable Television Institute Education	Installer Technician	Furthering education and training of current employees in region.	Al Benjamin, Broadband Technician I
22	8/30/2011	SkillPath Seminars	The Administrative Assistant's Conference	Furthering education and training of current employees in region.	Marisa Perhus, Administrative Assistant
23	9/1/2011	National Cable Television Institute Education	Fiber Install and Activate	Furthering education and training of current employees in region.	Luke Bastil, Broadband Technician I
24	10/18/10	National Cable Television Institute Education	Return Path Operations	Furthering education and training of current employees in region.	Jeremy Billings, Field Engineer
	7/12/2011	National Cable Television Institute Education	Troubleshooting Advanced Services	Furthering education and training of current employees in region.	Aaron Kietzmann, Fulfillment Center Supervisor
	11/9/2010	National Cable Television Institute Education	Computers & Broadband	Furthering education and training of current employees in region.	Aaron Kietzmann, Fulfillment Center Supervisor
	1/24/2011	National Cable Television Institute Education	Installer	Furthering education and training of current employees in region.	Jesse Pierce, Broadband Technician I
	12/23/2010	National Cable Television Institute Education	System Technician	Furthering education and training of current employees in region.	Jon Kowitz, Broadband Technician II