

EEO Public File Report
Midcontinent Communications
Minot, 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 Minot.	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	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
3	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/
4	9/23/2008	Hosted local area job fair	Hosted a job fair at the local Williston office	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	2/17/2009 11/17/2008	National Cable Television Institute Education	Installer Technician Course	Furthering education and training of current employees in region.	Bryce Fleharty, Local Service Rep. Nathan Honeycutt, Installer Michael Rogers, Installer Obed Rodriguez, Service Technician George Bosak, Technical Training Manager
6	2/17/2009 5/26/2009	National Cable Television Institute Education	System Technician Course	Furthering education and training of current employees in region.	Sean Benzmilller, Service Technician Casey Morris, Service Technician George Bosak, Technical Training Manager
7	2/17/2009	National Cable Television Institute Education	Service Technician Course	Furthering education and training of current employees in region.	Jon Kowitz, Installer Aaron Stenvold, Service Technician George Bosak, Technical Training Manager
8	5/26/2009	National Cable Television Institute Education	Fiber Testing and Maintenance Course	Furthering education and training of current employees in region.	Hugh Mayer, Service Technician George Bosak, Technical Training Manager
9	2/17/2009 5/26/2009 1/13/2009	National Cable Television Institute Education	Installer Course	Furthering education and training of current employees in region.	Blake Meinhardt, Installer Bill Prevost, Installer Aaron Severson, Installer George Bosak, Technical Training Manager