

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 |