

**EEO Public File Report**  
**Midcontinent Communications**  
**Rapid City, SD**  
**October 1, 2008-September 30, 2009**  
**Long Term Initiatives**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2/11/2009	Attended local college Job Fair	Western Dakota Career Fair held at Western Dakota Tech, Rapid City, SD	Supervisor attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications.	Greg Paulson, Technical Trainer Jerry Steever, General Manager
2	3/11/2009	Attended local area Job Fair	Black Hills Regional Job Fair held in Rapid City, SD with over 2,000 attendees	Supervisors attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications.	Greg Paulson, Technical Trainer Jerry Steever, General Manager
3	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
4	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.	<a href="http://dol.sd.gov/">http://dol.sd.gov/</a>
5	5/19/2009	Hired Summer Intern	Field Operations Team hired an Intern for a summer internship.	Intern worked closely with all of the field operations team and learned about various functions of our business.	Kevin Giggee, Intern Eddie Blewett, Installation Supervisor
6	3/24/2009 2/19/2009 3/31/2009 1/27/2009	National Cable Television Institute Education	Service Technician Course	Furthering education and training of current employees in region.	Chad Uhrig, Local Service Rep. Brennen Parsons, Business Solutions Tech. Robert Canaday, Local Service Rep. George Bosak, Technical Training Manager
7	12/22/2008 1/20/2009 2/5/2009	National Cable Television Institute Education	Installer Course	Furthering education and training of current employees in region.	Chris Bessette, Installer Levi Zilverberg, Local Service Rep. Shon Lewis, Local Service Rep. George Bosak, Technical Training Manager

8	11/5/2008 1/28/2009 11/19/2008 12/23/2008 2/20/2009 12/18/2008 2/19/2009	National Cable Television Institute Education	Installer Technician Course	Furthering education and training of current employees in region.	Eddie Blewett, Installation Manager Robert Wojciechowski, Installer Benjamin Vaughn, Installer Josh Torpey, Installer Brennen Parsons, Business Solutions Tech. Derek Meier, Installer Doug McIntosh, Construction Tech. Don Erwin, Local Service Rep. Jeremy Kirchner, Installer Alan Hartmann, Installer George Bosak, Technical Training Manager
9	5/27/2009	National Cable Television Institute Education	Fiber Testing and Maintenance Course	Furthering education and training of current employees in region.	Michael Cooper, Preventative Maintenance Tech. George Bosak, Technical Training Manager
10	5/27/2009 2/19/2009	National Cable Television Institute Education	Return Path Operations Course	Furthering education and training of current employees in region.	Larry Dodd, Regional Engineer Jeremiah Witcher, Service Technician Aaron Kietzmann, Local Service Rep. George Bosak, Technical Training Manager
11	2/24/2009 11/5/2008 3/5/2009	National Cable Television Institute Education	Advanced Technician Course	Furthering education and training of current employees in region.	Craig Fuhrmann, Service Manager Richard Holzen, Inventory Supervisor Aaron Kietzmann, Local Service Rep. George Bosak, Technical Training Manager
12	2/20/2009	National Cable Television Institute Education	Intro to Networking: Wireless Course	Furthering education and training of current employees in region.	Terry Hermsen, Service Technician George Bosak, Technical Training Manager
13	2/20/2009 3/17/2009	National Cable Television Institute Education	Fiber Install and Activate Course	Furthering education and training of current employees in region.	Darin McIntosh, Business Solutions Tech. Gary Reimer, Tech Ops Manager George Bosak, Technical Training Manager