

EEO Public File Report
Midcontinent Communications
Rapid City, SD
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://dol.sd.gov/
3	10/6/2010	National Cable Television Institute Education	Installer Technician	Furthering education and training of current employees in region.	Chris Bessette, Broadband Technician I
4	10/26/2010	National Cable Television Institute Education	Broadband Digital Installer	Furthering education and training of current employees in region.	Larry Dogg, Regional Engineer
5	11/4/2010	National Cable Television Institute Education	Broadband Digital Installer	Furthering education and training of current employees in region.	Levi Zilverberg, Broadband Technician II
6	11/10/2010	Attended local area job fair	Black Hills State University Job Fair, Spearfish, SD	Attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications.	Barb VanderHam, Recruiter
7	11/12/2010	National Cable Television Institute Education	Fiber Install and Activate	Furthering education and training of current employees in region.	Brennen Parsons, Broadband Business Technician
8	11/29/2010	National Cable Television Institute Education	Installer Technician	Furthering education and training of current employees in region.	Tim Lechner, Broadband Technician III
9	12/20/2010	National Cable Television Institute Education	Effective Supervision	Furthering education and training of current employees in region.	Bryon Murray, Plant Performance & Maintenance Manager
10	12/21/2010	National Cable Television Institute Education	Broadband Digital Installer	Furthering education and training of current employees in region.	Dustin Bogenhagen, Broadband Technician II
11	1/7/2011	National Cable Television Institute Education	Service Technician	Furthering education and training of current employees in region.	Alan Hartmann, Broadband Technician I
12	1/24/2011	National Cable Television Institute Education	Fiber Testing & Maintenance	Furthering education and training of current employees in region.	Brennen Parsons, Broadband Business Technician
13	2/17/2011	National Cable Television Institute Education	Troubleshooting Advanced Services	Furthering education and training of current employees in region.	Greg Paulson, Technical Trainer
14	2/25/2011	National Cable Television Institute Education	Return Path Operations	Furthering education and training of current employees in region.	Richard Holzer, Inventory Supervisor
15	3/2/2011	National Cable Television Institute Education	System Technician	Furthering education and training of current employees in region.	Shawn Flynn, Broadband Technician I
16	3/3/2011	National Cable Television Institute Education	Advanced Technician	Furthering education and training of current employees in region.	Darin McIntosh, Broadband Business Technician
17	3/4/2011	National Cable Television Institute Education	Fiber Testing & Maintenance	Furthering education and training of current employees in region.	Mark Pilker, Construction Coordinator
18	3/7/2011	National Cable Television Institute Education	System Technician	Furthering education and training of current employees in region.	Don Erwin, Broadband Technician II
19	4/5/2011	National Cable Television Institute Education	Broadband Digital Installer	Furthering education and training of current employees in region.	Terry Hermesen, Broadband Technician III
20	5/17/2011	Hired Summer Intern	Production team hired an Intern for a summer internship.	Intern worked closely with Production team and learned about telecommunications industry and position.	Cassie Sigman, Intern Craig DeWit, Production Supervisor
21	6/15/2011	National Cable Television Institute Education	Broadband Digital Installer	Furthering education and training of current employees in region.	David Anderson, Broadband Technician II
22	8/17/2011	National Cable Television Institute Education	Advanced Technician	Furthering education and training of current employees in region.	Brennen Parsons, Broadband Business Technician

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23	9/2/2011	National Cable Television Institute Education	Digital Technician	Furthering education and training of current employees in region.	Greg Paulson, Technical Trainer
24	9/27/2011	Attended local area job fair	SD School of Mines & Technology Job Fair, Rapid City, SD	Attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications.	Erin Kohles, Recruiter