

EEO Public File Report
Midcontinent Communications
Minneapolis, MN
October 1, 2008-September 30, 2009
Long Term Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Job Fair participation	Careers at Midcontinent Media (in Minneapolis) are promoted at all jobs fairs attended throughout our regions.	Due to the very limited number of openings at Midcontinent Media, careers with Midcontinent are promoted throughout job fairs in our service area (ND and SD).	Staffing Manager, Sarah Koustrup, as well as all local hiring managers
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) started 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/ http://dol.sd.gov/ https://www.minnesotaworks.net/Default.aspx
4	April of 2009	National Cable and Telecommunications Association	Attended Conference and Training	Furthering education and training of current employees in region.	Matt Nelson, Director of Treasury & Risk Wynne Haakenstad, Director of Programming/Legal Pat McAdaragh, President & CEO Dick Busch, Chief Operating Officer
5	March of 2009	World at Work Seminar - Elements of Sales Compensation	Attended Training	Furthering education and training of current employees in region.	Nicole Anderson, HR Representative
6	January of 2009	ADP Conference	Attended Conference and Training	Furthering education and training of current employees in region.	Tara Klatt, Project Manager
7	April of 2009	Minnesota Treasury Management Association Conference	Attended Conference and Training	Furthering education and training of current employees in region.	Matt Nelson, Director of Treasury & Risk Michele Kennedy, Assistant Controller