

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

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	3/19/2009	Bismarck State College Job Fair	Hiring managers attended a job fair at the BSC campus.	Local hiring managers attended college job fair to recruit and share with students information about a career in telecommunications.	Dean Dienstmann: Installation Manager; Lance Schmidt: Technical Operations 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	4/8/2009	College Visit - Minnesota State Community & Technical College in Wadena, MN	Conducted presentation on campus to share information about careers in telecommunications as well as promote our summer internship program.	Presented information about telecommunications industry and positions available to a large audience of telecommunications majors.	Dean Dienstmann: Installation Manager
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.	http://www.jobsnd.com/
5	12/19/2008 12/30/2000	National Cable Television Institute Education	Installer Technician Course	Furthering education and training of current employees in region.	Scott Aichele, Installer Jason Conn, Installer Casey McLaughling, Local Service Rep George Bosak, Technical Training Manager
6	2/19/2009	National Cable Television Institute Education	Service Technician Course	Furthering education and training of current employees in region.	Scott Fischer, Business Solutions Tech George Bosak, Technical Training Manager
7	2/19/2009	National Cable Television Institute Education	Broadband Digital Installer Course	Furthering education and training of current employees in region.	Jamison Reineke, Installer George Bosak, Technical Training Manager
8	4/10/2009	National Cable Television Institute Education	Fiber Install and Activation Course	Furthering education and training of current employees in region.	Keith Schwindt, Local Service Rep George Bosak, Technical Training Manager
9	2/19/2009	National Cable Television Institute Education	Understanding Voice and Data Course	Furthering education and training of current employees in region.	Eric Steele, Regional Engineer George Bosak, Technical Training Manager