

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

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	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.	Christopher Venem, Intern Steve Mattern, Installation Supervisor
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	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://www.jobsnd.com/">http://www.jobsnd.com/</a>
4	4/21/2009	Attended local Job Fair	Grand Forks Spring Job Fair (held by the Department of Labor)	Staffing Manager attended and shared information about a career in telecommunications as well as the benefits of working for Midcontinent Communications.	Sarah Koustrup, Staffing Manager
5	6/3/2009 6/9/2009 6/5/2009 1/28/2008	National Cable Television Institute Education	Service Technician Course	Furthering education and training of current employees in region.	Nathan Ackerland, Installer Luke Bastil, Installer Jason Venem, Preventative Maintenance Tech. Travis Scott, Installer Brian Mack, Preventative Maintenance Tech. George Bosak, Technical Training Manager
6	12/5/2008 12/12/2008 12/3/2008 1/9/2009 12/10/2008 12/9/2008 3/3/2009 2/27/2009	National Cable Television Institute Education	Installer Technician Course	Furthering education and training of current employees in region.	Nathan Ackerland, Installer Luke Bastil, Installer Brady Reich, Installer Travis Scott, Installer Derek Ringstad, Local Service Rep. Trevor Mell, Local Service Rep. Chad LaFave, Installer Stan Lattergrass, Installer Shane Girodat, Installer Kevin Kollman, Preventative Maintenance Tech George Bosak, Technical Training Manager

7	6/9/2009 2/27/2009	National Cable Television Institute Education	Fiber Install and Activation Course	Furthering education and training of current employees in region.	Joe Anderson, Service Technician Matthew Neumiller, Local Service Rep. George Bosak, Technical Training Manager
8	1/12/2009 12/15/2008 12/9/2008 12/5/2008	National Cable Television Institute Education	Installer Course	Furthering education and training of current employees in region.	Luke Bastil, Installer Randy Flaten, Local Service Rep. Travis Scott, Installer Luke Schindler, Preventative Maintenance Tech. George Bosak, Technical Training Manager
9	2/27/2009 2/20/2009	National Cable Television Institute Education	Return Path Operations Course	Furthering education and training of current employees in region.	Ben Beardemphl, Service Technician James Johanneson, Fulfillment Supervisor George Bosak, Technical Training Manager
10	12/3/2008	National Cable Television Institute Education	Advanced Technician Course	Furthering education and training of current employees in region.	Matthew Benjamin, Service Technician George Bosak, Technical Training Manager
11	5/18/2009	National Cable Television Institute Education	Fiber Testing & Maintenance Course	Furthering education and training of current employees in region.	Dale Schuster, Local Service Rep. George Bosak, Technical Training Manager