

TDS Careers Site

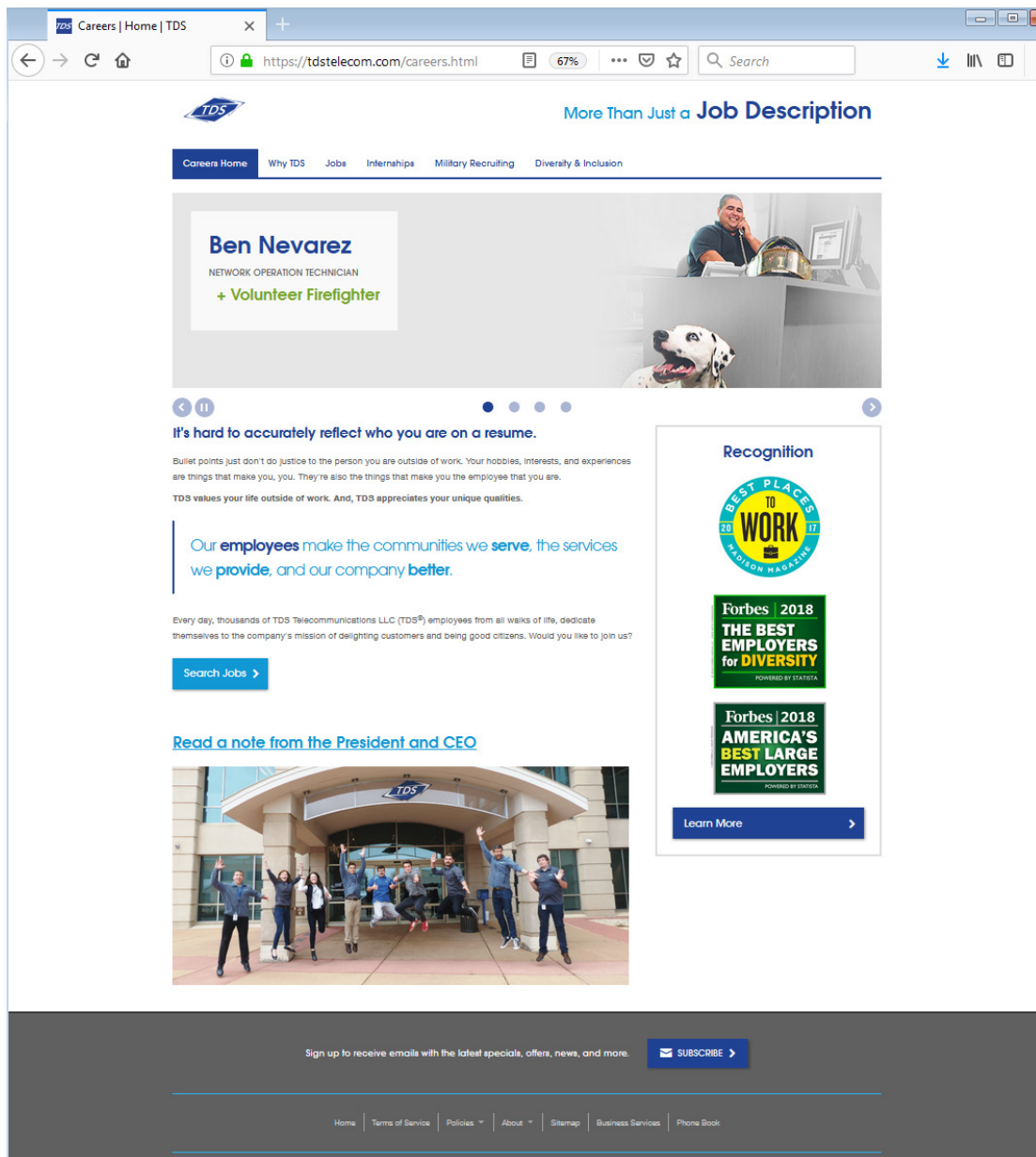
User Testing, Re-Design, and Re-Build

Mary Cummins
January 2019

The Problem

The HR team at my company approached my team to re-design and re-build our Careers site. The HR team had a lot of open positions to fill, and they were concerned that our site was not friendly for job seekers. Their concerns included:

1. Not obvious how to get to the Careers site from our main site.
2. Once on the Careers site, not obvious where users could look at job postings.
3. Outdated and look and feel. Not engaging.
4. Disorganized content-- hard to digest and hard to find meaningful information.



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Internships

An internship at TDS Telecom® (TDS) gives you the opportunity to use your education and gain professional experience at one of the largest national telecommunication companies in the U.S. At the same time, you'll enjoy a "small-town" feel. TDS is dedicated to hiring only the best candidates because our success is built on the talent and excitement of our outstanding employees. Gain hands-on experience in your field while creating a foundation for a successful future.

Priceless Experience

At TDS, interns earn competitive wages while gaining priceless experience to prepare for full-time positions. No matter what department you intern with, there are endless opportunities to collaborate with employees in other departments. There are also many opportunities to be part of projects that may fall outside of your field of interest—providing ample chance to learn about careers you may not otherwise encounter.

As an intern at TDS, some of the many benefits include:

- Competitive pay
- 401(k)
- Flexible scheduling—full-time during the summer, or part-time if you prefer, with reduced work hours during the academic year
- Two paid hours per month to participate in the [Intern Employee Resource Group](#) activities

- Casual dress
- Free covered parking if you drive; no car, no worries, TDS is directly on bus lines
- Fifteen minutes from downtown Madison and the UW-Madison campus
- Opportunity to join the TDS team

Intern Opportunities

Search Openings

Jim Butman - President & CEO, TDS Telecom

"TDS is dedicated to providing a valuable intern experience that prepares students for a full-time career. We appreciate all the fresh ideas they bring to the table while learning how to develop and apply their skills. Their role is critical to driving innovation and making TDS a great place to work. I think we often learn as much from them as they learn from us."

Core Company Values

TDS has a set of core company values, including:

- Maintaining integrity
- Placing team above self
- Investing in people

- Inspiring a sense of urgency
- Being a good citizen

These values are proudly displayed throughout the company. They are a critical part of our corporate culture and central to achieving our missions of delighting customers, championing economic development, growing rapidly, being the market leader, and innovating and improving.

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Benefits

At TDS, our goal is to foster a work environment that facilitates the optimal work/life balance for you – by providing you professional challenges and rewards which will allow you to focus on our mission of connecting communities and customers to the world. We also recognize you as an individual and strive to offer benefits that meet your needs so you can enjoy your time away from work.

As a part of your total compensation, TDS® provides a comprehensive benefits package. Many of the benefits offered begin day one of your employment and extend to both same- and opposite-sex spouses/domestic partners, as well as eligible children of domestic partners and your dependents. Here is a sample of what we have to offer our full-time employees.

Health and Well-Being

Medical

We offer medical plans that are designed to be attractive, affordable, and provide protection to you and your family. The Company pays the majority of the premium for medical coverage and employees contribute the remainder through pre-tax payroll deductions. Additional premium discounts are available to employees who participate in certain wellness initiatives.

Dental

Dental coverage is available through Delta Dental. Coverage includes preventive, restorative, and diagnostic care as well as orthodontic services for children.

Vision

Participants may choose VSP for coverage of periodic eye exams, eyeglasses, contact lenses, and discounted laser vision correction.

Life Insurance

TDS provides Basic Life and Accidental Death & Dismemberment (AD&D) Insurance coverage in an amount equal to the employee's annual salary at no cost to you. Employees may also purchase additional coverage for self, spouse/domestic partner and/or other eligible dependant children.

Disability Insurance

In addition to sick days, TDS provides Short and Long-Term Disability to ensure income protection for employees that can't work due to an injury, illness or personal condition. This coverage is at no cost to the employee.

Flexible Spending Accounts

Tax-free accounts are available for qualified dependent care and/or healthcare expenses.

Wellness

At TDS we strive to create an environment that promotes wellness and are committed to offering wellness

Brenda Cody

MANAGER - FIELD AND CABLE MARKETING

Sprint Trifliete

The Solution



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TDS CAREERS

Our **employees** make the communities we serve, the services we provide, and our company **better**.

Would you like to join us?

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WHY WORK AT TDS?

Great Benefits

When you work for us, you'll enjoy a comprehensive benefits package including health insurance, paid time off, retirement options, and educational assistance. Our goal is to foster a work environment that facilitates the optimal work-life balance for you.

Read more about work-life balance and benefits at TDS.

Forbes | 2018
AMERICA'S
BEST LARGE
EMPLOYERS

Read more

Commitment to Diversity

TDS named to *Forbes* America's Best Employers for Diversity recognizing the 200 leading U.S. based employers for their diversity efforts. TDS considers its diversity efforts one of its company's core values — leading to Progress. It's truly about understanding and embracing a workforce that is diverse and inclusive.

Read more on how diversity and inclusion are part of the TDS culture.

Forbes | 2018
THE BEST
EMPLOYERS
for DIVERSITY

Read more

A Leading-Edge Technology Company

Galapagos, Phoenix, Palmdale, CA, or Raleigh, NC: we're looking for people who are curious, creative, and collaborative. We're looking for people who are passionate about technology, who are committed to excellence, and who are looking for a place where they can grow. We're looking for people who are looking for a place where they can grow.

Read a message from our CEO.

FEATURED JOBS

Field Technician



Field Service Technicians install, service, and maintain TDS equipment. They travel to customer sites to provide on-site support and ensure the highest quality of service.

Search Field Technician Openings

Information Technology



Our Information Technology team is a dynamic, fast-paced team that uses cutting-edge technology to solve our customers' problems. We're looking for people who are passionate about technology and want to make a difference.

Search Information Technology Openings

Network Operations



Our Network Operations team has positions all over the United States. We're looking for people who are passionate about technology and want to make a difference. We're looking for people who are looking for a place where they can grow.

Search Network Operations Openings

OTHER OPPORTUNITIES

Are You Still in College?



Learn about our Internship Program

Were you in the military?



Learn about our commitment to Military Recruiting

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