

EEO Public File Report
 Midcontinent Communications -- Cass
 October 1, 2020--September 30,2021
 Full-Time Positions Filled

| Req | Posting Title | Positions | | Recruitment Sources | Interviewed | Hired |
|------------|-------------------------------|-----------|---|---------------------|-------------|-------|
| | | Filled | | | | |
| SALES05023 | Sales Engineer | 1 | Better Fargo Jobs | - | - | |
| | | | BismanOnline | 1 | - | |
| | | | CareerBuilder | - | - | |
| | | | Current Employee | - | - | |
| | | | eBenefits - Dept of Veteran Affairs | - | - | |
| | | | Ebridge - Chamber of Commerce | - | - | |
| | | | ExperienceND | - | - | |
| | | | Handshake College Consortium | - | - | |
| | | | Helpwanted.com | - | - | |
| | | | Indeed | 1 | - | |
| | | | JobsHQ | - | - | |
| | | | Keloland/VNL/KXNET Employment | - | - | |
| | | | LinkedIn | 2 | - | |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - | |
| | | | Midco Email | 1 | - | |
| | | | Midco Website | 2 | - | |
| | | | ND Workforce Connection (Job Service of North Dakota) | - | - | |
| | | | Referred by Current Employee | - | - | |
| | | | Referred by Friend or Family | 1 | 1 | |
| | | | TeamND | - | - | |
| ADVER05085 | Advertising Account Executive | 2 | Better Fargo Jobs | - | - | |
| | | | BismanOnline | - | - | |
| | | | Black Hills Advertising Federation | - | - | |
| | | | CareerBuilder | - | - | |
| | | | Current Employee | - | - | |
| | | | eBenefits - Dept of Veteran Affairs | - | - | |
| | | | Ebridge - Chamber of Commerce | - | - | |
| | | | ExperienceND | - | - | |
| | | | Facebook | 2 | - | |
| | | | Handshake College Consortium | - | - | |
| | | | Helpwanted.com | - | - | |
| | | | Indeed | 5 | 1 | |

| | | | | |
|------------|--------------------------|---|---|---|
| | | JobsHQ | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LinkedIn | 2 | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | 1 | - |
| | | Midco Billing Statement | 1 | - |
| | | Midco Email | 1 | 1 |
| | | Midco Website | - | - |
| | | Midco TV Commercial | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Referred by Current Employee | 1 | - |
| | | Referred by Friend or Family | - | - |
| | | South Dakota Advertising Federation | - | - |
| | | TeamND | - | - |
| CONST05189 | Construction Technician | 2 | | |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Glassdoor | 1 | - |
| | | Helpwanted.com | - | - |
| | | Indeed | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Website | 2 | 2 |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Referred by Current Employee | - | - |
| | | Referred by Friend or Family | - | - |
| | | ZipRecruiter | - | - |
| CONST05222 | Construction Coordinator | 2 | | |
| | | Cabl.com | - | - |
| | | Current Employee | 2 | 1 |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Ebridge - Chamber of Commerce | - | - |
| | | Facebook | - | - |
| | | Glassdoor | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | - | - |
| | | JobsHQ | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LinkedIn | 3 | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Billing Statement | - | - |

CUSTO05092 Customer Care Support Expert

| | | | |
|----|---|----|---|
| | Midco TV Commercial | - | - |
| | Midco Web Banners | - | - |
| | Midco Website | 2 | 1 |
| | MN State Community and Technical College | - | - |
| | ND Workforce Connection (Job Service of North Dakota) | 2 | - |
| | Northland Community & Tech College | - | - |
| | Referred by Current Employee | - | - |
| | Referred by Friend or Family | 1 | - |
| | SCTE - Society of Cable Telecommunications Engineers | - | - |
| | ZipRecruiter | - | - |
| 27 | Billboard | - | - |
| | CareerBuilder | - | - |
| | Current Employee | - | - |
| | Dakota State University Career Fair | 1 | - |
| | eBenefits - Dept of Veteran Affairs | - | - |
| | ExperienceND | - | - |
| | Facebook | 9 | 2 |
| | fargojobs.com | - | - |
| | Glassdoor | 1 | - |
| | Handshake College Consortium | - | - |
| | Helpwanted.com | - | - |
| | Indeed | 52 | 8 |
| | JobsHQ | 1 | - |
| | Keloland/VNL/KXNET Employment | 1 | - |
| | LinkedIn | - | - |
| | LocalJobNetwork(KS,MN,ND,SD, WI) | 3 | 1 |
| | Midco Billing Statement | 2 | - |
| | Midco Email | 1 | 1 |
| | Midco TV Commercial | 1 | 1 |
| | Midco Web Banners | - | - |
| | Midco Website | 19 | 6 |
| | Midwest Radio of Fargo-Moorhead | - | - |
| | ND Workforce Connection (Job Service of North Dakota) | 3 | 1 |
| | Midwest Radio of Fargo-Moorhead | 8 | 2 |
| | Referred by Current Employee | 13 | 5 |
| | Referred by Friend or Family | 2 | - |
| | TeamND | 1 | - |

| | | | | |
|---|----|---|----|---|
| CUSTO05196 Customer Care Support Expert | | ZipRecruiter | 2 | - |
| | 14 | American Advertising Federation of North Dakota | 2 | - |
| | | Better Fargo Jobs | 2 | - |
| | | Billboard | 1 | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Ebridge - Chamber of Commerce | - | - |
| | | Facebook | 6 | 2 |
| | | Glassdoor | - | - |
| | | Handshake College Consortium | 1 | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 49 | 7 |
| | | JobsHQ | 1 | - |
| | | NDSU Virtual Career Fair | 1 | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LinkedIn | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | 1 | - |
| | | Midco Billing Statement | 5 | - |
| | | Midco TV Commercial | 1 | - |
| | | Midco Web Banners | 1 | - |
| | | Midco Website | 9 | 2 |
| | | MN State Career Hub College Consortium | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | 4 | - |
| | | Midwest Radio of Fargo-Moorhead | 2 | - |
| Referred by Current Employee | 4 | 1 | | |
| Referred by Friend or Family | 5 | 2 | | |
| ZipRecruiter | 3 | - | | |
| CUSTO05202 Customer Care Support Expert | 9 | Billboard | 2 | - |
| | | BismanOnline | - | - |
| | | CareerBuilder | 2 | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Facebook | 3 | - |
| | | Glassdoor | 1 | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 37 | 5 |

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|---|---|---|---|---|
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LinkedIn | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Billing Statement | 1 | - |
| | | Midco Email | - | - |
| | | Midco TV Commercial | - | - |
| | | Midco Web Banners | - | - |
| | | Midco Website | 7 | - |
| | | MN State Community and Technical College | 1 | - |
| | | ND Workforce Connection (Job Service of North Dakota) | 4 | 2 |
| | | Northland Community & Tech College | - | - |
| | | Midwest Radio of Fargo-Moorhead | 1 | - |
| | | Referred by Current Employee | 4 | - |
| | | Referred by Friend or Family | 1 | - |
| | | ZipRecruiter | 2 | 2 |
| CUSTO05287 Customer Experience Center Rep | 3 | Cabl.com | 1 | - |
| CUSTO05364 | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Glassdoor | 1 | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 6 | 2 |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | 1 | - |
| | | Midco Website | 3 | 1 |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Referred by Current Employee | - | - |
| | | Referred by Friend or Family | - | - |
| | | ZipRecruiter | - | - |
| DIREC05220 Direct Sales Manager | 1 | Current Employee | 2 | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Facebook | 1 | - |
| | | Glassdoor | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 1 | - |
| | | Keloland/VNL/KXNET Employment | - | - |

| | | | | |
|------------|--------------------|---|----|---|
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Website | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Referred by Current Employee | 2 | 1 |
| | | Referred by Friend or Family | - | - |
| | | SDWORKS (Job Service of South Dakota) | - | - |
| | | ZipRecruiter | - | - |
| FIELD05028 | Field Technician I | 11 | 11 | |
| | | Billboard | 1 | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | ExperienceND | - | - |
| | | Facebook | - | - |
| | | Glassdoor | 3 | 1 |
| | | Handshake College Consortium | 1 | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 29 | 5 |
| | | JobsHQ | 2 | 1 |
| | | Keloland/VNL/KXNET Employment | 1 | 1 |
| | | LinkedIn | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Billing Statement | - | - |
| | | Midco TV Commercial | - | - |
| | | Midco Web Banners | - | - |
| | | Midco Website | 14 | 1 |
| | | Midwest Radio of Fargo-Moorhead | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | 2 | - |
| | | Midwest Radio of Fargo-Moorhead | - | - |
| | | Referred by Current Employee | 5 | 1 |
| | | Referred by Friend or Family | 2 | 1 |
| | | TeamND | - | - |
| | | ZipRecruiter | 1 | - |
| FIELD05102 | Field Technician I | 1 | 1 | |
| | | Black Hills Advertising Federation | 1 | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | ExperienceND | - | - |

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|------------|--------------------|---|---|---|
| | | Facebook | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 5 | 1 |
| | | JobsHQ | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LinkedIn | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Billing Statement | - | - |
| | | Midco TV Commercial | - | - |
| | | Midco Web Banners | - | - |
| | | Midco Email | 1 | - |
| | | Midco Website | 1 | - |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Referred by Current Employee | - | - |
| | | Referred by Friend or Family | - | - |
| | | TeamND | - | - |
| | | ZipRecruiter | 2 | - |
| FIELD05132 | Field Technician I | 3 | Current Employee | - |
| | | | eBenefits - Dept of Veteran Affairs | - |
| | | | Facebook | - |
| | | | Glassdoor | - |
| | | | Helpwanted.com | - |
| | | | Indeed | 1 |
| | | | Keloland/VNL/KXNET Employment | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | - |
| | | | Midco Billing Statement | - |
| | | | Midco TV Commercial | - |
| | | | Midco Website | 2 |
| | | | ND Workforce Connection (Job Service of North Dakota) | - |
| | | | Referred by Current Employee | 1 |
| | | | Referred by Friend or Family | - |
| | | | ZipRecruiter | - |
| FIELD05166 | Field Technician I | 1 | Current Employee | - |
| | | | eBenefits - Dept of Veteran Affairs | - |
| | | | Facebook | 1 |

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|------------------------------|--------------------|---|---|---|---|
| FIELD05230 | Field Technician I | 3 | Glassdoor | - | - |
| | | | Helpwanted.com | - | - |
| | | | Indeed | - | - |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LinkedIn | - | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | | Midco Billing Statement | - | - |
| | | | Midco Email | 1 | - |
| | | | Midco TV Commercial | 1 | - |
| | | | Midco Web Banners | - | - |
| | | | Midco Website | 1 | - |
| | | | ND Workforce Connection (Job Service of North Dakota) | 1 | - |
| | | | Referred by Current Employee | - | - |
| | | | Referred by Friend or Family | - | - |
| | | | ZipRecruiter | 1 | - |
| | | | Billboard | - | - |
| | | | Current Employee | - | - |
| | | | eBenefits - Dept of Veteran Affairs | 1 | 1 |
| | | | Facebook | - | - |
| | | | Glassdoor | - | - |
| | | | Helpwanted.com | - | - |
| | | | Indeed | 7 | 2 |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LinkedIn | - | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | 1 | - |
| | | | Midco Billing Statement | - | - |
| | | | Midco TV Commercial | - | - |
| | | | Midco Web Banners | - | - |
| | | | Midco Website | 3 | - |
| | | | NDSU Virtual Career Fair | 1 | - |
| | | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | | Northland Community & Tech College | - | - |
| Referred by Current Employee | 1 | - | | | |
| Referred by Friend or Family | - | - | | | |
| ZipRecruiter | - | - | | | |

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| FIELD05266 | Field Technician I | 8 | Current Employee | - | - |
| | | | eBenefits - Dept of Veteran Affairs | - | - |
| | | | Ebridge - Chamber of Commerce | - | - |
| | | | Facebook | 4 | 1 |
| | | | Glassdoor | 1 | - |
| | | | Handshake College Consortium | - | - |
| | | | Helpwanted.com | - | - |
| | | | Indeed | 12 | 3 |
| | | | JobsHQ | - | - |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LinkedIn | 1 | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | | Midco Billing Statement | - | - |
| | | | Midco Email | 3 | 1 |
| | | | Midco TV Commercial | - | - |
| | | | Midco Web Banners | - | - |
| | | | Midco Website | 2 | 2 |
| | | | Mitchell Technical Institute | - | - |
| | | | MN State Career Hub College Consortium | - | - |
| | | | ND Workforce Connection (Job Service of North Dakota) | 1 | - |
| | | | NDSU - North Dakota State University | - | - |
| | | | Northland Community & Tech College | - | - |
| | | | Midwest Radio of Fargo-Moorhead | 11 | 1 |
| | | | Referred by Current Employee | 1 | - |
| | | | Referred by Friend or Family | - | - |
| | | | Twitter | - | - |
| ZipRecruiter | 1 | - | | | |
| FIELD05299 | Field Technician I | 1 | Current Employee | - | - |
| | | | eBenefits - Dept of Veteran Affairs | - | - |
| | | | Glassdoor | - | - |
| | | | Helpwanted.com | - | - |
| | | | Indeed | - | - |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | | Midco Website | - | - |
| ND Workforce Connection (Job Service of North Dakota) | 1 | - | | | |

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| FIELD05322 Field Technician I | | Northland Community & Tech College | - | - |
| | | Referred by Current Employee | 1 | 1 |
| | | Referred by Friend or Family | - | - |
| | | ZipRecruiter | - | - |
| | 1 | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Facebook | 1 | - |
| | | Glassdoor | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Website | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Northland Community & Tech College | - | - |
| | Referred by Current Employee | 1 | 1 | |
| | Referred by Friend or Family | - | - | |
| | ZipRecruiter | - | - | |
| PROPE05305 Property Solutions Implementation Coordinator | 2 | Current Employee | 1 | 1 |
| | | eBenefits - Dept of Veteran Affairs | - | - |

| Recruitment Source | Contact | Email | Entitled to |
|---|---|--|-------------|
| Recruitment Sources Used for All Openings | | | |
| Current Employee | Current Employee application | www.midcocareers.com | N |
| Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540 | Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002 | Maureen@RegionalHelpWanted.com | N |
| Indeed https://www.indeed.com/ | Internet Posting | | N |
| LocalJobNetwork(KS,MN,ND,SD, WI) 1000 N. Water St Suite 1100 Milwaukee, WI 53202 | Contact: Heather Homa Phone: 800-984-3775 | heather.homa@localjobnetwork.com | N |
| Midco Website | Contact: Patti Hawkey Phone: 605-271-7604 | www.midcocareers.com | N |
| ND Workforce Connection (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506 | Contact: General Contact Phone: 701-352-4450 | infojsgr@nd.gov | N |
| Referred by Current Employee | Referral from Current Employee | | N |
| Referred by Friend or Family | Referral from Friend or Family | | N |
| Recruitment Sources for Specific Vacancies | | | |
| American Advertising Federation of North Dakota Address: P.O. Box 1051, Fargo, ND 58107 | Contact: president@aaf-nd.org Phone: N/A | https://www.aaf-nd.org/ | N |
| BetterFargoJobs 2255 Green Vista Drive Suite 402, Sparks NV 89431 | Contact: Carly Mensesses Phone: 800-225-1372 | carly@betterfargojobs.com | N |
| Black Hills Advertising Federation PO Box 2975, Rapid City, SD 57709 | Contact: Josh Rundell Phone: N/A | info@aafblackhills.org | N |
| BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501 | Contact: Jamie Thrasher Phone: 701-222-0370 | jthrasher@bismanonline.com | N |
| Cabl.com 3501 Route 42 Suite 130 #117 Turnersville, NJ 08012 | Contact: Sales Phone: 856-782-8900 | www.Cabl.com | N |
| CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001 | Contact: Sarah Jaworski Phone: 773-527-1115 | sarah.jaworski@careerbuilder.com | N |
| eBenefits-Dept of Veteran Affairs 810 Vermont Ave NW Washington, D.C. 20420 | Contact: Lori Adams Phone: 800-342-9647 | www.careeronestop.org | N |
| eBridge-Fargo Chamber of Commerce 202 First Ave N, Moorhead, MN 56560 | Contact: Tracey Powell Phone: 218-233-1100 | info@fmwfchamber.com | N |
| ExperienceND 1600 E Century Ave Suite 2, Bismarck, ND 58503 | Contact: Amanda RemyNSE Phone: 701-328-7246 | www.ExperienceND.com | N |
| Fargojobs.com 503 7th Street North, Fargo, ND 58102 | Contact: Rick Berg Phone: 701-491-8119 | www.gofargojobs.com | N |
| JobsHQ PO Box 6024, Fargo, ND 58107-6024 | Contact: Anne Malvin Phone: 701-451-5643 | www.jobshq.com | N |

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| Keloland/VNL/KXNET Employment 501 S Phillips Ave, Sioux Falls, SD 57104 | Contact: Sam Johnson Phone: 605-334-4327 | sam@classifiedverticals.com | N |
| MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187 | Contact: Neng Lee Phone: 763-536-6000 | neng-lee@state-mn-us | N |
| MN State Community & Technical College 1900 28th Ave S, Moorhead, MN 56560 | Contact: Sue Zurn Phone: 218-299-6512 | sue.zurn@minnesota.edu | N |
| Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301 | Contact: Janet Greenway Phone: 605-995-7194 | janet.greenway@mitchelltech.edu | N |
| NDSU - North Dakota State University 1340 Administration Ave, Fargo, ND 58105 | Contact: Karen Jevning Phone: 701-231-8464 | karen.jevning@ndsu.edu | N |
| Northland Community & Technical College 1101 MN-1, Thief River Falls, MN 56701 | Contact: Lynn Phone: 218-683-8555 | career.center@northlandcollege.edu | N |
| SCTE - Society of Cable Telecommunications Engineers 140 Philips Road Exton, PA 19341 | Contact: Tony Werner Phone: 610-884-7237 | http://www.scte.org/ | N |
| SDWORKS (Job Service of South Dakota) 123 W. Missouri Av, Pierre, SD 57501-0405 | Contact: Carla Troutd Phone: 605-394-2296 | carla.troutd@state.sd.us | N |
| South Dakota Advertising Federation 7405 S Bitterroot Pl. #101 Sioux Falls, SD 57108 | Contact: Mari Klotzbach Phone: 605.274.3548 | http://sdaf.org/ | N |
| TeamND 1200 S. Jay St Aberdeen, SD 57401 | Contact: Jay Meier Phone: 701-224-5666 | www.teamnd.org | N |
| Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs) | | | |
| Billboard Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 58201 | Contact: Bill Kvasager Phone: 701-746-5436 | billk@newmanoutdoor.com | N |
| Dakota State University Job Fair 820 Washington Ave N, Madison, SD 57042 | Contact: Janelle Nielsen Phone: 605-256-5122 | Janelle.Nielsen@dsu.edu | N |
| Midco Billing Statement | Advertising open positions in billing statement | | N |
| Midco Email | Email Blasts to customers who have opted in | | N |
| Midco TV Commercial | TV Commerical Midco airs | | N |
| Midco Web Banners | Digital banner Midco marketing creates | | N |
| Midwest Radio of Fargo-Moorhead 1020 S 25th St, Fargo, ND 58103 | Contact: Roberto Quintero Phone: 701-297-5864 | https://www.radiofmmedia.com/stations | N |
| NDSU Virtual Career Fair 1340 Administration Ave, Fargo, ND 58105 | Contact: Karen Jevning Phone: 701-231-8464 | karen.jevning@ndsu.edu | N |
| TheForksOnline 516 4th St NE, Devils Lake, ND 58301 | Contact: Ethan Eevenson Phone: 701-662-2255 | eevenson@devilslakejournal.com | N |

Internet Sources

| | | |
|--|---------------------------------|----------|
| Facebook https://www.facebook.com/ | Social Media - Internet Posting | N |
| Glassdoor https://www.glassdoor.com/index.htm | Internet Posting | N |
| Handshake College Consortium https://www.joinhandshake.com/ | Internet Posting | N |
| LinkedIn https://www.linkedin.com/feed/ | Internet Posting | N |
| MN State Career Hub College Consortium https://www.collegecentral.com/msch/ | Internet Posting | N |
| Snapchat https://www.snapchat.com/ | Posting | N |
| Twitter https://twitter.com/ | Internet Posting | N |
| ZipRecruiter https://ziprecruiter.com/ | Internet Posting | N |

Long Term Initiatives

| Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|----------------------|--|--|--|--|
| 10/1/2020 - on going | Advertising to target a wide range of candidates | We advertise available positions with the state Job Service (through the Department of Labor). | Broad Outreach | Recruiting |
| 10/1/2020- on going | Career Progression Program for Technicians | This program provides career progression opportunities for Technicians to strengthen and expand their abilities in their field, and enables them to control Onboarding and training program for new managers at Midco via web-ex | Supplemental Recruiting Efforts Professional Development Opportunities | Field Technicians(all Levels) Business Techs (all levels) |
| 10/1/2020 - on going | FastStart Leader Training | Compliance Training/ Professional Development including an overview of employment law, hiring practices ADA, leaves , Termination Process/Exit Interview. | Compliance Training/ Professional Development Opportunities for Midco Leaders | HR staff & Midco leaders |
| 10/1/2020- on going | Internship Program | Offer hands-on experience and give students the skills to prepare for future employment. The program serves as an important resource in fostering long-term partnerships with educational institutions to help develop our future workforce. The interns worked in the following area: Business Development | Broad Outreach | Melissa Zimmerman Chris Carson Sara Peterson Sue Punke |
| 10/1/2020 - on going | Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin | An annual membership is maintained with Circa, formerly LocalJobNetwork. All positions are posted to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment site. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level | Broad Outreach Females Minorities Veterans IWD | Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaworks.net/ www.ndworkforceconnection.com/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (LVER/DVOPS) |
| 10/1/2020- on going | Workplace Harassment Prevention Training | Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination. | Compliance Training | Midco leadership & entire staff |
| 02/12/21 | NDSU Virtual Career Fair | Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities. | General Recruiting Board Outreach | Sue Punke |
| 5/6/2021 | DL Area Job Fair | Shared information with general public about open positions, company benefits & culture, how to apply and career progression opportunities. | General Recruiting Broad Outreach | Adam Butler Ryan Fischer |
| 3/25/2021 | MSUM-Moorhead, NW Tech-Bemidji | Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities. | College Recruiting | Sam Lyle Jess Costello Jeanne Hassel |