

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

Req	Posting Title	Positions Filled	Recruitment Sources	Interviewed	Hired
ADVER05188	Advertising Client Coordinator	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	3	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
BUSIN05160	Business Relationship Coordinator	2	Current Employee	2	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	2	2
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
CENTR05234	Central Construction Coordinator	2	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-

			Midco Email	2	-
			Midco Website	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
CENTR05261	Centralized Business Sales Account Executive	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
COMMU05170	Communications Strategist	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	2	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
CONST05255	Construction Fiber Optic Tech I	1	Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	2	-
			Midco Website	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-

CORPO05145	Corporate Counsel	1	SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	1	-
			Midco Website	1	1
			Minnesota Bar Association - Bench and Bar of MN	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			State Bar Association of ND	-	-
CUSTO05093	Customer Care Support Expert	26	ZipRecruiter	-	-
			CareerBuilder	4	-
			Current Employee	1	1
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	5	1
			Helpwanted.com	-	-
			Indeed	45	13
			Keloland Career Expo	1	-
			Keloland/VNL/KXNET Employment	19	2
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	2	-
			Midco Billing Statement	2	1
			Midco TV Commercial	3	-
			Midco Website	14	3
			Referred by Current Employee	10	4
			Referred by Friend or Family	2	1
			SDWORKS (Job Service of South Dakota)	-	-
CUSTO05119	Customer Care Support Expert	11	ZipRecruiter	5	-
			CareerBuilder	1	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-

		Facebook	4	-	
		Glassdoor	1	1	
		Helpwanted.com	-	-	
		Indeed	21	4	
		Keloland/VNL/KXNET Employment	-	-	
		LinkedIn	-	-	
		LocalJobNetwork(KS,MN,ND,SD,WI)	1	1	
		Midco Billing Statement	-	-	
		Midco Email	-	-	
		Midco TV Commercial	-	-	
		Midco Web Banners	-	-	
		Midco Website	7	2	
		Midwest Radio of Fargo-Moorhead	1	-	
		Referred by Current Employee	2	1	
		Referred by Friend or Family	2	-	
		SDWORKS (Job Service of South Dakota)	2	1	
		TeamND	1	1	
		ZipRecruiter	-	-	
CUSTO05198	Customer Care Support Expert	21	Current Employee	1	1
CUSTO05298			CareerBuilder	3	-
			Craigslist	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	7	-
			Glassdoor	1	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	46	7
			Keloland/VNL/KXNET Employment	10	1
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	3	-
			Midco Billing Statement	1	-
			Midco Email	1	1
			Midco TV Commercial	4	1
			Midco Web Banners	-	-
			Midco Website	19	4
			Referred by Current Employee	18	4
			Referred by Friend or Family	5	1
			SDWORKS (Job Service of South Dakota)	2	1

CUSTO05199	Customer Care Support Expert	3	Southeast Technical Institute	1	-
			TVJobs.com	1	-
			ZipRecruiter	3	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	3	1
			Glassdoor	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	18	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	-
			Midco Billing Statement	-	-
			Midco Email	-	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Midco Website	1	1
			Referred by Current Employee	1	-
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	1	-
ZipRecruiter	1	-			
DATAC05176	Data Center Operations Specialist	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	3	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
DATAE05183	Data Engineer I	1	Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	-	-

			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	2	1
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
FIELD05066	Field Technician I	12	Bridges Employment Resource Center	-	-
			CareerBuilder	1	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	3	1
			Helpwanted.com	-	-
			Indeed	16	4
			Keloland/VNL/KXNET Employment	7	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Hiring Flier	1	-
			Midco Website	18	3
			Midco TV Commercial	1	-
			Mitchell Technical Institute	-	-
			Referred by Current Employee	3	-
			Referred by Friend or Family	2	1
			SDWORKS (Job Service of South Dakota)	3	2
			Southeast Technical Institute	2	-
			ZipRecruiter	2	-
FIELD05115	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	2	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Huron Plainsmen	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			Mitchell Technical Institute	-	-
			Referred by Current Employee	-	-

FIELD05152	Field Operations Support Specialist I	1	Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	1	1
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
SDWORKS (Job Service of South Dakota)	-	-			
ZipRecruiter	-	-			
FIELD05175	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	1
			Helpwanted.com	-	-
			Indeed	4	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
			FIELD05193	Field Technician I	1
eBenefits - Dept of Veteran Affairs	-	-			
Facebook	-	-			
Glassdoor	-	-			
Helpwanted.com	-	-			
Indeed	2	1			
Keloland/VNL/KXNET Employment	-	-			
LocalJobNetwork(KS,MN,ND,SD,WI)	-	-			
Midco Email	-	-			

			Midco Website	4	-
			Mitchell Technical Institute	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
FIELD05219	Field Technician I	9	CareerBuilder	1	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	4	-
			Keloland/VNL/KXNET Employment	2	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	2	1
			Midco Hiring Flier	1	-
			Midco Email	2	1
			Midco TV Commercial	2	-
			Midco Web Banners	1	-
			Midco Website	6	3
			Mitchell Technical Institute	1	-
			Referred by Current Employee	5	2
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	1	1
FIELD05235	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-

FIELD05316	Field Technician I	7	CareerBuilder	1	-
			Current Employee	-	-
			Facebook	2	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	4	1
			Keloland Career Expo	2	1
			Keloland/VNL/KXNET Employment	5	2
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	-
			Midco Billing Statement	1	-
			Midco Email	5	1
			Midco Hiring Flier	1	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Midco Website	6	1
			Referred by Current Employee	4	1
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
			GISTE05206	GIS Technologist II	1
eBenefits - Dept of Veteran Affairs	-	-			
Glassdoor	1	1			
Helpwanted.com	-	-			
Indeed	-	-			
Keloland/VNL/KXNET Employment	-	-			
LocalJobNetwork(KS,MN,ND,SD,WI)	-	-			
Midco Website	-	-			
Referred by Current Employee	-	-			
Referred by Friend or Family	-	-			
SDWORKS (Job Service of South Dakota)	-	-			
NETWO05158	Network Engineer Professional	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
LocalJobNetwork(KS,MN,ND,SD,WI)	-	-			

			Midco Website	1	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
NETWO05300	Network Technician Associate	2	Current Employee	1	1
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	1	-
			Midco Website	2	1
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
NOCTE05257	NOC Technician I	2	Current Employee	1	1
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
RESID05207	Residential Inside Sales	2	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-

			Keloland/VNL/KXNET Employment	1	-
			LinkedIn	1	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
RESID05317	Residential Inside Sales	2	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland Career Expo	1	-
			Keloland/VNL/KXNET Employment	1	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	1	-
			Midco Website	6	1
			Midco Web Banners	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
RETEN05259	Retention-Residential Inside Sales	2	CareerBuilder	1	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	4	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	1	-

RETEN05314	Retention-Residential Inside Sales	2	CareerBuilder	1	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	3	1
			Midco Web Banners	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	1
			SDWORKS (Job Service of South Dakota)	-	-
ZipRecruiter	-	-			
SAFES05239	Safe & Secure Business Partner	1	CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
SDWORKS (Job Service of South Dakota)	-	-			
ZipRecruiter	-	-			
SALES05203	Sales Engineer Professional	1	BismanOnline	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	2	1
			LinkedIn	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-

			Midco Website	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
SENIO05157	Senior Manager-Network Implementation & Support	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	2	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
SOFTW05154	Software Developer I	1	CareerBuilder	1	-
			Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	7	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	1	-
			Midco Website	-	-
			Referred by Current Employee	4	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
WORKF05267	Workforce Analytics Manager	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-

			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
FIELD05286	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
SUPL05182	Supply Chain Analyst	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	3	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	1	1
SITEA05179	Site Acquisition Coordinator	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-

			Facebook	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			jobs.lawrence.com	-	-
			JobsHQ	-	-
			KANSASWORKS (Job Service of Kansas)	-	-
			Kansas University	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	1	1
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Midco Website	-	-
			Northwest Kansas Technical College	-	-
			Referred by Current Employee	2	-
			Referred by Friend or Family	-	-
			ZipRecruiter	1	-
APPLI05104	Application Developer II	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland Career Expo	1	-
			Keloland/VNL/KXNET Employment	2	1
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	2	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
BILLI05116	Billing Manager	1	Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-

			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Ziprecruiter	-	-
BUSIN05128	Business Analyst-Field Operations	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	2	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
DATA05017	Data Center Operations Specialist	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	2	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
FIELD05113	Field Operations Analyst	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland Career Expo	1	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	2	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-

ITSER05099	IT Server Administrator	1	Midco Website	2	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Current Employee	2	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
SDWORKS (Job Service of South Dakota)	1	1			
MARKE05087	Market Account Executive	1	LinkedIn	-	-
			Bridges Employment Resource Center	-	-
			Current Employee	2	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
MDUAC05134	MDU Account Executive - Senior	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-

PROCU05089	Procurement Planning and Process Lead	1	SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
			Bridges Employment Resource Center	-	-
			CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	2	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
RESID05077	Residential Sales Associate	1	SDWORKS (Job Service of South Dakota)	-	-
			Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Midco Website	2	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	-
RESID05136	Residential Inside Sales	8	SDWORKS (Job Service of South Dakota)	-	-
			CareerBuilder	1	-
			Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	4	3
			Keloland/VNL/KXNET Employment	3	2
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	2	-

RETEN05135	Retention-Residential Inside Sales	1	Referred by Current Employee	4	2
			Referred by Friend or Family	1	1
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	3	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
SDWORKS (Job Service of South Dakota)	-	-			
WAREH05129	Warehouse Associate I	1	ZipRecruiter	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	1	-
			ZipRecruiter	-	-
			CUSTO05139 CUSTO05379	Customer Experience Center Rep	2
eBenefits - Dept of Veteran Affairs	-	-			
Facebook	1	-			
Glassdoor	-	-			
Helpwanted.com	-	-			
Indeed	4	2			
Keloland/VNL/KXNET Employment	-	-			
LocalJobNetwork(KS,MN,ND,SD,WI)	1	-			
Midco Website	2	-			
Referred by Current Employee	-	-			

FIELD05051	Field Technician I	1	Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	1	-
			ZipRecruiter	-	-
			Bridges Employment Resource Center	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland Career Expo	1	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	-
			Midco Website	5	-
			Mitchell Technical Institute	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
FIELD05115	Field Technician I	1	SDWORKS (Job Service of South Dakota)	2	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	2	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Huron Plainsmen	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			Mitchell Technical Institute	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	-	-
DIREC05075	Director of Enterprise Sales	1	ZipRecruiter	-	-
			Bridges Employment Resource Center	-	-
			CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-

			LinkedIn	2	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Womenforhire.com	-	-
DIREC05076	Director of Sales Engineering	1	Bridges Employment Resource Center	-	-
			Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
CENTR05153	Centralized Bus Sales Associate-Inbound	1	CareerBuilder	-	-
			Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			KANSASWORKS (Job Service of Kansas)	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	-
			Midco Website	1	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
COMMU04956	Communications Specialist	1	Bridges Employment Resource Center	-	-
			Current Employee	-	-

			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Helpwanted.com	-	-
			Indeed	6	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			SDAF - South Dakota Advertising Federation	-	-
			Twitter	-	-
ACCES05375	Access Network Designer II	1	Cable.com	1	1
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
BROAD05335	Broadcast Maintenance Engineer	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
CONST05392	Construction Project Coordinator, I, or II	1	Current Employee	1	-

			Facebook	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
CREAT05365	Creative Coordinator	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	1	-
			LinkedIn	3	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			SDAF - South Dakota Advertising Federation	-	-
			ZipRecruiter	-	-
CUSTO05319	Customer Experience Center Rep	2	Current Employee	-	-
CUSTO05368			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	4	2
			Referred by Current Employee	-	-
			Referred by Friend or Family	2	-
			SDWORKS (Job Service of South Dakota)	-	-

MARKE05385	Market Account Executive	1	ZipRecruiter	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
DATAE05405	Data Engineer III	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Women in Cable Telecommunications	-	-
			WIT Women in Technology	-	-
ZipRecruiter	-	-			
DIREC05155	Director of Network Architecture	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	3	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	5	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			SDWORKS (Job Service of South Dakota)	-	-
			TD Madison and Associates	1	1

			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05316	Field Technician I	10	CareerBuilder	1	-
FIELD05394			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	2	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	7	1
			Keloland Career Expo	2	1
			Keloland/VNL/KXNET Employment	7	2
			LocalJobNetwork(KS,MN,ND,SD,WI)	2	-
			Midco Billing Statement	1	-
			Midco Hiring Flier	1	-
			Midco Email	5	1
			Midco TV Commercial	1	1
			Midco Web Banners	-	-
			Midco Website	8	1
			Referred by Current Employee	6	3
			Referred by Friend or Family	1	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
FIELD05380	Field Operations Analyst	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	2	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	3	-
			Referred by Current Employee	3	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	1	-
FIELD05395	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-

			Facebook	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	1
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
FIELD05417	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 Hiring Flier	1	1
			Midco Website	1	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
GISAN05325	GIS Analyst I	1	Current Employee	2	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	4	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	-	-
			Midco Website	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-

INFOR05372	Information Security Analyst I	2	Current Employee	1	-			
			eBenefits - Dept of Veteran Affairs	-	-			
			Glassdoor	-	-			
			Helpwanted.com	-	-			
			Indeed	-	-			
			Keloland/VNL/KXNET Employment	1	1			
			LinkedIn	1	-			
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-			
			Midco Website	-	-			
			Referred by Current Employee	2	1			
			Referred by Friend or Family	-	-			
			SDWORKS (Job Service of South Dakota)	-	-			
			WIT Women in Technology	-	-			
			Women in Cable Telecommunications	-	-			
ZipRecruiter	-	-						
INVEN05345	Inventory Specialist I	1	Current Employee	-	-			
			eBenefits - Dept of Veteran Affairs	-	-			
			Glassdoor	-	-			
			Helpwanted.com	-	-			
			Indeed	1	1			
			Keloland/VNL/KXNET Employment	-	-			
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-			
			Midco Website	1	-			
			Referred by Current Employee	-	-			
			Referred by Friend or Family	-	-			
			SDWORKS (Job Service of South Dakota)	-	-			
			ZipRecruiter	-	-			
			CENTRO5383	Centralized Business Sales Account Executive	2	Current Employee	2	1
						eBenefits - Dept of Veteran Affairs	-	-
Glassdoor	-	-						
Helpwanted.com	-	-						
Indeed	1	-						
Keloland/VNL/KXNET Employment	1	1						
LocalJobNetwork(KS,MN,ND,SD,WI)	-	-						
Midco Website	-	-						
Referred by Current Employee	-	-						
Referred by Friend or Family	-	-						
SDWORKS (Job Service of South Dakota)	-	-						

APPLI05367	Application Developer II	1	ZipRecruiter	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
WIT Women in Technology	-	-			
ZipRecruiter	-	-			
NETWO05419	Network Engineer Expert	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			WIT Women in Technology	-	-
			Women in Cable Telecommunications	-	-
ZipRecruiter	-	-			
RESID05340	Residential Experience Manager	1	Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-

			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	3	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	2	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDACCC (SD Association College Career Center)	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			UofM Carlson MBA	-	-
			Women in Cable Telecommunications	-	-
			ZipRecruiter	-	-
SENIO05381	Senior Manager-Technology Integration	1	Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			KANSASWORKS (Job Service of Kansas)	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
USERA05200	Customer Deployment QA Engineer	1	CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	3	1
			KANSASWORKS (Job Service of Kansas)	-	-
			Keloland/VNL/KXNET Employment	-	-

			LinkedIn	5	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Women in Cable Telecommunications	-	-
			ZipRecruiter	-	-
MARKE05434	Marketing Automation Specialist	1	Bayside Search Group	1	1
			CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			KANSASWORKS (Job Service of Kansas)	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
BUSIN05292	Technical Business Implementation Manager	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Express Employment Professionals	2	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	6	-
			Keloland/VNL/KXNET Employment	1	-
			LinkedIn	5	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	-
			Midco Website	2	-

			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	1	-
			ZipRecruiter	-	-
COLLE05420	Collection Specialist - Sioux Falls or Fargo	1	Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	1	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
CREAT05399	Creative Services Marketing Manager	1	Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	4	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	1
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
RESID05361	Residential Inside Sales - Sioux Falls, SD	7	CareerBuilder	1	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Glassdoor	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	4	2
			Keloland Career Expo	1	-

			Keloland/VNL/KXNET Employment	1	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	1	1
			Midco Web Banners	-	-
			Midco Website	4	2
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Snapchat	-	-
			Twitter	-	-
			ZipRecruiter	-	-
SALES005455	Customer Experience Center Rep	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	3	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			ZipRecruiter	-	-
HRTAL05424	Talent Acquisition Coordinator	1	Current Employee	3	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	4	1
			LocalJobNetwork(KS,MN,ND,SD, WI)	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			ND Workforce Connection (Job Service of North Dakota)	-	-
			People of Colors Careers	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-

RETEN05390 RESID005429	Residential Inside Sales – Retention	4	ZipRecruiter	-	-
			CareerBuilder	2	1
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	4	2
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	-	-
			Midco Web Banners	-	-
			Midco Website	4	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			SDWORKS (Job Service of South Dakota)	-	-
			Snapchat	-	-
			Twitter	-	-
			ZipRecruiter	-	-

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
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		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
Recruitment Sources for Specific Vacancies			
Bayside Search Group 511 West Bay Street, Tampa, FL 33606	Contact: Louann Gordan Phone: 952-937-6969	louann@baysidesearchgroup.com	N
BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
Bridges Employment Resource Center 2300 W 46th Street, Sioux Falls, SD 57105	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	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
Craigslist https://craigslist.org/	Social Media - Internet Posting		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
Express Employment Professionals 650 Commerce Drive, Suite 135, Woodbury, Mn 55125	Contact: Kimberly Hemingway Phone: 651-731-9328	www.expresspros.com	N
Jobs.lawrence.com 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N

Kansas University 1450 Jayhawk Blvd., Lawrence, KS 66045	Contact: Natalia Plotnikov Phone: 785-864-2019	nplotnikov@ku.edu	N
KANSASWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	N
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
Minnesota Bar Association - Bench and Bar of MN 600 Nicollet Mall #380, Minneapolis, MN 55402	Contact: Jackie Duvall-Smith JSmith@mnbars.org. Phone: 612-333-1183	https://www.mnbar.org/	N
Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	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
Northwest Kansas Technical College 1209 Harrison Goodland, KS 67735	Contact: Kelly James Phone: 785-890-1529	Kelly.James@nwktc.edu	N
SDAF - South Dakota Advertising Federation 7405 S Bitterroot Pl. #101 Sioux Falls, SD 57108	Contact: Mari Klotzbach Phone: 605.274.3548	http://sdaf.org/	N
Southeast Technical Institute 2320 N Career Ave, Sioux Falls, SD 57107	Contact: Manda Frey Phone: 605-367-4236	mandy.frey@southeasttech.edu	N
State Bar Association of ND 1661 Capitol Way, Bismarck, ND 58501	Contact: Deodar Eisenbraun Phone: 701-255-1404	https://www.sband.org/	N
TD Madison and Associates 4108 Holly Road, Virginia Beach, VA 2345	Contact: Dean Madison Phone: 757-425-9950	dmadison@tdmadison.com	N
TeamND 1200 S. Jay St Aberdeen, SD 57401	Contact: Jay Meier Phone: 701-224-5666	www.teamnd.org	N
TVJobs.com P.O. Box 4116 Oceanside, CA 92052	Contact: admin@tvjobs-com Phone: 800-374-0119	admin@tvjobs.com	N
UofM Carlson MBA 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	davi2225@umn.edu	N
Women in Cable Telecommunications 2000 K St. NW Suite 350 Washington, DC 20006	Contact: Katherine Martin Phone: 866-964-2765 Ext- 2717	katherin.martin@boxwoodtech.com	N
Women in Technology 200 Little Falls Street, Suite 205, Falls Church, Virginia 22046	Contact: clientserv@yourmembership.com Phone: 703-349-1044	https://www.womenintechnology.org/	N
WomenforHire Address: 155 West 72 nd Street, Suite 403, New York, NY 10023	Contact: Alexa Adair Phone: 212.290.2600	Email: alexa@toryjohnson.com	N

Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)		
Midco Billing Statement	Advertising open positions in billing statement	N
Midco Email	Email Blasts to customers who have opted in	N
Midco Hiring Flier	Handouts at Customer Experience Centers/Events	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
Huron Plainsman 49 3rd St SE, PO Box 1278, Huron SD 57350	Contact: Mark Davis Phone: 605-353-7414	mdavis@plainsman.com N
Keloland Career Expo 1201 Northwest Ave, Sioux Falls, SD 57104	Contact: Samantha Johnson Phone: 701-532-0976	sam@classifiedverticals.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
SDACCC (SD Association College Career Center) College Consortium	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 their own career progression and wages. We partner with the National Cable Television Institute along with implementing our own in house curriculum	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels), Business Techs (all levels),
10/1/2020 - on going	FastStart Leader Training	Onboarding and training program for new managers at Midco via web-ex 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 areas: Supply Chain & Procurement, Finance, Sales Engineering, Marketing and Corp Communications	Broad Outreach	Lauryn Riepma Holly Hall Brianna Long Isaac Anderson Mackenzie VanSickle Amanda Kottenstette Jess Costello Ryan Jackovich Matt Sandvold Alan Riedel Sue Punke Ashley Borchert Amanda Potter Sara Mitchell Rachel Speiser Sam Lyle Camryn Hay Paige Pearson-Meyer Denise DePaolo.
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 through the LocalJobNetwork to diversity sites, disability sites, military network sites, state and federal sites,global sites, college networks and many other employment sites. 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 of 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
10/01/20	Keloland Virtual Career Expo	Shared information with general public about open positions, company benefits & culture, how to apply and career progression opportunities.	General Recruiting Broad Outreach	Jeanne Hassel
10/14/20	DSU Madison Career & Intern Fair	Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities.	College Recruiting	Sue Punke Jeanne Hassel Chad Madsen Dan Hendricks
10/20/20	SDSU Mgmt & Economics	Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities.	College Recruiting	Sam Lyle
02/18/21	MTI Manufacturing & Engineering Technology Fair	Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities.	College Recruiting	Sue Punke Alicia Hartke
02/25/21	SDSU Mgmt & Communication Career & Internship Fair	Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities.	College Recruiting	Sam Lyle
03/15-03/17/2021	Keloland Virtual Career Expo	Shared information with general public about open positions, company benefits & culture, how to apply and career progression opportunities.	General Recruiting Broad Outreach	Jeanne Hassel
03/25/21	SDACCC B.I.G. Career and Internship Fair	Shared information with students about internships, company benefits & culture, how to apply and career progression opportunities.	College Recruiting	Sue Punke Sam Lyle Alicia Hartke