EEO Public File Report Midcontinent Communications-Burleigh September 1, 2024-August 31, 2025 Full-Time Positions Filled

	Full-Time Pos	sitions Filled			
Requisition Number	Posting Title Pos	itions Filled	Referral Sources	Interviewed	Hired
CONST006880	Construction Technician - Bismarck, ND	1	Billboard	-	-
CONST006880	Construction Technician - Bismarck, ND	1	BisManOnline	-	-
CONST006880	Construction Technician - Bismarck, ND	1	Current Employee	-	-
CONST006880	Construction Technician - Bismarck, ND	1	eBenefits Dept of Veterans Affair	-	-
CONST006880	Construction Technician - Bismarck, ND	1	Facebook/Instagram	-	_
CONST006880	Construction Technician - Bismarck, ND	1	Glassdoor	-	-
CONST006880	Construction Technician - Bismarck, ND	1	Handshake	-	_
CONST006880	Construction Technician - Bismarck, ND	1	Indeed	1	1
CONST006880	Construction Technician - Bismarck, ND	1	LinkedIn	-	1
CONST006880		1	Local Job Network - Circa	_	-
	Construction Technician - Bismarck, ND				-
CONST006880	Construction Technician - Bismarck, ND	1	Midco Email	-	-
CONST006880	Construction Technician - Bismarck, ND	1	Midco TV Commercial	-	-
CONST006880	Construction Technician - Bismarck, ND	1	Midco Website	-	-
CONST006880	Construction Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
CONST006880	Construction Technician - Bismarck, ND	1	Referred by current employee	-	-
CONST006880	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
CONST006880	Construction Technician - Bismarck, ND	1	ZipRecruiter	-	-
CONST007053	Construction Technician - Bismarck, ND	1	Billboard	-	-
CONST007053	Construction Technician - Bismarck, ND	1	BisManOnline	-	-
CONST007053	Construction Technician - Bismarck, ND	1	Current Employee	-	-
CONST007053	Construction Technician - Bismarck, ND	1	eBenefits Dept of Veterans Affair	-	-
CONST007053	Construction Technician - Bismarck, ND	1	Facebook/Instagram	_	_
CONST007053	Construction Technician - Bismarck, ND	1	Glassdoor	-	_
CONST007053	Construction Technician - Bismarck, ND	1	Handshake	_	_
CONST007053		1	Indeed	1	_
CONST007053	Construction Technician - Bismarck, ND		LinkedIn	_	-
	Construction Technician - Bismarck, ND	1			-
CONST007053	Construction Technician - Bismarck, ND	1	Local Job Network - Circa	-	-
CONST007053	Construction Technician - Bismarck, ND	1	Midco Email	-	-
CONST007053	Construction Technician - Bismarck, ND	1	Midco TV Commercial	-	-
CONST007053	Construction Technician - Bismarck, ND	1	Midco Website	3	1
CONST007053	Construction Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
CONST007053	Construction Technician - Bismarck, ND	1	Referred by current employee	-	-
CONST007053	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	1	-
CONST007053	Construction Technician - Bismarck, ND	1	ZipRecruiter	-	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Billboard	-	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Chamber of Commerce	-	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Current Employee	-	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	eBenefits Dept of Veterans Affair	-	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Facebook/Instagram	5	1
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Glassdoor	-	_
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Handshake	_	_
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Indeed	6	1
CUSTO006886		2		-	-
	Customer Experience Specialist - Dickinson, ND		LinkedIn	-	_
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Local Job Network - Circa	-	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Midco Email	-	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Midco TV Commercial	-	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Midco Website	2	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	NDWORKS (Job Service of ND)	3	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Referred by current employee	-	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	Referred by Friend or Family	2	-
CUSTO006886	Customer Experience Specialist - Dickinson, ND	2	ZipRecruiter	2	-
FIELD006828	Field Technician - Bismarck, ND	3	Billboard	-	-
FIELD006828	Field Technician - Bismarck, ND	3	BisManOnline	-	-
FIELD006828	Field Technician - Bismarck, ND	3	Current Employee	-	-
FIELD006828	Field Technician - Bismarck, ND	3	eBenefits Dept of Veterans Affair	-	-
FIELD006828	Field Technician - Bismarck, ND	3	Facebook/Instagram	-	-
FIELD006828	Field Technician - Bismarck, ND	3	Glassdoor	-	-
FIELD006828	Field Technician - Bismarck, ND	3	Handshake	-	-
FIELD006828	Field Technician - Bismarck, ND	3	Indeed	5	-
FIELD006828	Field Technician - Bismarck, ND	3	LinkedIn	-	_
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FIELD006828	Field Technician - Bismarck, ND	3	Local Job Network - Circa	-	-
FIELD006828	Field Technician - Bismarck, ND	3	Midco Email	-	-
FIELD006828	Field Technician - Bismarck, ND	3	Midco TV Commercial	-	-
FIELD006828	Field Technician - Bismarck, ND	3	Midco Website	2	-
FIELD006828	Field Technician - Bismarck, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006828	Field Technician - Bismarck, ND	3	Referred by current employee	3	3
FIELD006828	Field Technician - Bismarck, ND	3	Referred by Friend or Family	-	-
FIELD006828	Field Technician - Bismarck, ND	3	ZipRecruiter	1	-
				1	-
FIELD006895	Field Technician - Harvey, ND	1	BisManOnline	-	-
FIELD006895	Field Technician - Harvey, ND	1	eBenefits Dept of Veterans Affair	-	-
FIELD006895	Field Technician - Harvey, ND	1	Current Employee	-	-
FIELD006895	Field Technician - Harvey, ND	1	Facebook/Instagram	-	-
FIELD006895	Field Technician - Harvey, ND	1	Glassdoor	-	-
FIELD006895	Field Technician - Harvey, ND	1	Handshake	-	-
FIELD006895	Field Technician - Harvey, ND	1	Indeed	-	-
FIELD006895	Field Technician - Harvey, ND	1	LinkedIn	-	_
FIELD006895		1	Local Job Network - Circa		
	Field Technician - Harvey, ND			-	-
FIELD006895	Field Technician - Harvey, ND	1	Midco Email	-	-
FIELD006895	Field Technician - Harvey, ND	1	Midco TV Commercial	-	-
FIELD006895	Field Technician - Harvey, ND	1	Midco Website	-	-
FIELD006895	Field Technician - Harvey, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006895	Field Technician - Harvey, ND	1	Referred by current employee	1	1
FIELD006895	Field Technician - Harvey, ND	1	Referred by Friend or Family	-	-
FIELD006895	Field Technician - Harvey, ND	1	ZipRecruiter	_	_
FIELD006937	Field Technician - Beulah, ND	1	BisManOnline	1	-
	Field Technician - Beulah, ND			-	_
FIELD006917		1	eBenefits Dept of Veterans Affair		
FIELD006895	Field Technician - Harvey, ND	1	Current Employee	-	-
FIELD006917	Field Technician - Beulah, ND	1	Facebook/Instagram	-	-
FIELD006917	Field Technician - Beulah, ND	1	Glassdoor	-	-
FIELD006917	Field Technician - Beulah, ND	1	Handshake	-	-
FIELD006917	Field Technician - Beulah, ND	1	Indeed	2	-
FIELD006917	Field Technician - Beulah, ND	1	LinkedIn	-	-
FIELD006917	Field Technician - Beulah, ND	1	Local Job Network - Circa	-	_
FIELD006917	Field Technician - Beulah, ND	1	Midco Email	_	_
FIELD006917	Field Technician - Beulah, ND	1	Midco TV Commercial	-	_
FIELD006917	Field Technician - Beulah, ND	1	Midco Website	1	1
					1
FIELD006917	Field Technician - Beulah, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006917	Field Technician - Beulah, ND	1	Referred by current employee	-	-
FIELD006917	Field Technician - Beulah, ND	1	Referred by Friend or Family	-	-
FIELD006917	Field Technician - Beulah, ND	1	ZipRecruiter	-	-
FIELD006931	Field Technician - Bismarck, ND	1	Billboard	-	-
FIELD006931	Field Technician - Bismarck, ND	1	BisManOnline	1	1
FIELD006931	Field Technician - Bismarck, ND	1	Current Employee	-	-
FIELD006931	Field Technician - Bismarck, ND	1	eBenefits Dept of Veterans Affair	-	-
FIELD006931	Field Technician - Bismarck, ND	1	Facebook/Instagram	_	_
FIELD006931					-
	Field Technician - Bismarck, ND	1	Glassdoor	-	-
FIELD006931	Field Technician - Bismarck, ND	1	Handshake	-	-
FIELD006931	Field Technician - Bismarck, ND	1	Indeed	-	-
FIELD006931	Field Technician - Bismarck, ND	1	LinkedIn	-	-
FIELD006931	Field Technician - Bismarck, ND	1	Local Job Network - Circa	-	-
FIELD006931	Field Technician - Bismarck, ND	1	Midco Email	-	-
FIELD006931	Field Technician - Bismarck, ND	1	Midco TV Commercial	-	-
FIELD006931	Field Technician - Bismarck, ND	1	Midco Website	-	-
FIELD006931	Field Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006931	Field Technician - Bismarck, ND	1	Referred by current employee	-	_
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FIELD006931	Field Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
FIELD006931	Field Technician - Bismarck, ND	1	ZipRecruiter	-	-
FIELD006936	Field Technician - Williston, ND	1	BisManOnline	-	-
FIELD006936	Field Technician - Williston, ND	1	Current Employee	-	-
FIELD006936	Field Technician - Williston, ND	1	eBenefits Dept of Veterans Affair	-	-
ETEL DOOCOOC		1	Facebook/Instagram	-	-
FIELD006936	Field Technician - Williston, ND		,,		
	Field Technician - Williston, ND Field Technician - Williston, ND	1	Glassdoor	-	-
FIELD006936	Field Technician - Williston, ND	1 1	Glassdoor Handshake	_	
FIELD006936 FIELD006936	Field Technician - Williston, ND Field Technician - Williston, ND	1	Handshake	1	-
FIELD006936	Field Technician - Williston, ND			_	

FIELD006936	Field Technician - Williston, ND	1	Local Job Network - Circa	-	-
FIELD006936	Field Technician - Williston, ND	1	Midco Email	-	-
FIELD006936	Field Technician - Williston, ND	1	Midco TV Commercial	-	-
FIELD006936	Field Technician - Williston, ND	1	Midco Website	-	-
FIELD006936	Field Technician - Williston, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006936	Field Technician - Williston, ND	1	Referred by current employee	-	-
FIELD006936	Field Technician - Williston, ND	1	Referred by Friend or Family	-	_
FIELD006936	Field Technician - Williston, ND	1	ZipRecruiter	_	_
		2	BisManOnline		_
FIELD007017	Field Technician - Beulah, ND			-	-
FIELD007017	Field Technician - Beulah, ND	2	Current Employee	1	1
FIELD007017	Field Technician - Beulah, ND	2	eBenefits Dept of Veterans Affair	-	-
FIELD007017	Field Technician - Beulah, ND	2	Facebook/Instagram	-	-
FIELD007017	Field Technician - Beulah, ND	2	Glassdoor	-	-
FIELD007017	Field Technician - Beulah, ND	2	Handshake	-	-
FIELD007017	Field Technician - Beulah, ND	2	Indeed	-	-
FIELD007017	Field Technician - Beulah, ND	2	LinkedIn	-	_
FIELD007017	Field Technician - Beulah, ND	2	Local Job Network - Circa	-	_
FIELD007017	Field Technician - Beulah, ND	2	Midco Email	-	_
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FIELD007017	Field Technician - Beulah, ND	2	Midco TV Commercial	-	-
FIELD007017	Field Technician - Beulah, ND	2	Midco Website	-	-
FIELD007017	Field Technician - Beulah, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD007017	Field Technician - Beulah, ND	2	Referred by current employee	-	-
FIELD007017	Field Technician - Beulah, ND	2	Referred by Friend or Family	1	1
FIELD007017	Field Technician - Beulah, ND	2	ZipRecruiter	-	-
FIELD007038	Field Technician - Minot, ND	1	BisManOnline	-	-
FIELD007038	Field Technician - Minot, ND	1	Current Employee	_	_
FIELD007038	Field Technician - Minot, ND	1	eBenefits Dept of Veterans Affair	-	-
FIELD007038	Field Technician - Minot, ND	1	Facebook/Instagram	1	-
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FIELD007038	Field Technician - Minot, ND	1	Glassdoor	-	-
FIELD007038	Field Technician - Minot, ND	1	Handshake	-	-
FIELD007038	Field Technician - Minot, ND	1	Indeed	3	1
FIELD007038	Field Technician - Minot, ND	1	LinkedIn	1	-
FIELD007038	Field Technician - Minot, ND	1	Local Job Network - Circa	-	-
FIELD007038	Field Technician - Minot, ND	1	Midco Email	-	-
FIELD007038	Field Technician - Minot, ND	1	Midco TV Commercial	-	-
FIELD007038	Field Technician - Minot, ND	1	Midco Website	1	_
FIELD007038	Field Technician - Minot, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD007038	Field Technician - Minot, ND	1	Referred by current employee	-	_
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FIELD007038	Field Technician - Minot, ND	1	Referred by Friend or Family	-	-
FIELD007038	Field Technician - Minot, ND	1	ZipRecruiter	2	-
FIELD007052	Field Technician - Bismarck, ND	1	Billboard	-	-
FIELD007052	Field Technician - Bismarck, ND	1	BisManOnline	-	-
FIELD007052	Field Technician - Bismarck, ND	1	Current Employee	-	-
FIELD007052	Field Technician - Bismarck, ND	1	eBenefits Dept of Veterans Affair	-	-
FIELD007052	Field Technician - Bismarck, ND	1	Facebook/Instagram	-	-
FIELD007052	Field Technician - Bismarck, ND	1	Glassdoor	-	-
FIELD007052	Field Technician - Bismarck, ND	1	Handshake	-	-
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FIELD007052	Field Technician - Bismarck, ND	1	Indeed	2	-
FIELD007052	Field Technician - Bismarck, ND	1	LinkedIn	-	-
FIELD007052	Field Technician - Bismarck, ND	1	Local Job Network - Circa	-	-
FIELD007052	Field Technician - Bismarck, ND	1	Midco Email	1	-
FIELD007052	Field Technician - Bismarck, ND	1	Midco TV Commercial	-	-
FIELD007052	Field Technician - Bismarck, ND	1	Midco Website	-	-
FIELD007052	Field Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD007052		1	Referred by current employee	1	1
II ILLUUU/U:i/	rielu recillician - dismarck, ind	<u> -</u>	Referred by Friend or Family	-	-
	Field Technician - Bismarck, ND	1			
FIELD007052	Field Technician - Bismarck, ND	1			
FIELD007052 FIELD007052	Field Technician - Bismarck, ND Field Technician - Bismarck, ND	1	ZipRecruiter	1	-
FIELD007052 FIELD007052 FIELD007097	Field Technician - Bismarck, ND Field Technician - Bismarck, ND Field Technician - Bismarck, ND	1 1	ZipRecruiter Billboard		
FIELD007052 FIELD007052 FIELD007097 FIELD007097	Field Technician - Bismarck, ND	1 1 1	ZipRecruiter Billboard BisManOnline	1	
FIELD007052 FIELD007052 FIELD007097	Field Technician - Bismarck, ND	1 1 1 1	ZipRecruiter Billboard BisManOnline Current Employee	1	
FIELD007052 FIELD007052 FIELD007097 FIELD007097	Field Technician - Bismarck, ND	1 1 1	ZipRecruiter Billboard BisManOnline	1	
FIELD007052 FIELD007052 FIELD007097 FIELD007097 FIELD007097	Field Technician - Bismarck, ND	1 1 1 1	ZipRecruiter Billboard BisManOnline Current Employee	1	
FIELD007052 FIELD007052 FIELD007097 FIELD007097 FIELD007097 FIELD007097	Field Technician - Bismarck, ND	1 1 1 1 1	ZipRecruiter Billboard BisManOnline Current Employee eBenefits Dept of Veterans Affair	1	-
FIELD007052 FIELD007052 FIELD007097 FIELD007097 FIELD007097 FIELD007097 FIELD007097	Field Technician - Bismarck, ND	1 1 1 1 1 1 1	ZipRecruiter Billboard BisManOnline Current Employee eBenefits Dept of Veterans Affair Facebook/Instagram Glassdoor	1	-
FIELD007052 FIELD007052 FIELD007097 FIELD007097 FIELD007097 FIELD007097	Field Technician - Bismarck, ND	1 1 1 1 1 1	ZipRecruiter Billboard BisManOnline Current Employee eBenefits Dept of Veterans Affair Facebook/Instagram	1	-

FIELD007907 Field Technician - Bismarck, ND 1 Linkedfin - FIELD007907 Field Technician - Bismarck, ND 1 Midco Final - FIELD007907 Field Technician - Bismarck, ND 1 Midco Final - FIELD007907 Field Technician - Bismarck, ND 1 Midco Final - FIELD007907 Field Technician - Bismarck, ND 1 Midco Website - FIELD007907 Field Technician - Bismarck, ND 1 Midco Website - FIELD007907 Field Technician - Bismarck, ND 1 Midco Website - FIELD007907 Field Technician - Bismarck, ND 1 Referred by Carrent employee 1 FIELD007907 Field Technician - Bismarck, ND 1 Referred by Friend or Family - FIELD007907 Field Technician - Bismarck, ND 1 Referred by Friend or Family - FIELD007913 Field Technician - Bismarck, ND 1 Billibard - FIELD007913 Field Technician - Bismarck, ND 1 Billibard - FIELD007113 Field Technician - Bismarck, ND 1 Current Employee - FIELD007113 Field Technician - Bismarck, ND 1 Current Employee - FIELD007113 Field Technician - Bismarck, ND 1 Facebook/Instagram - FIELD007113 Field Technician - Bismarck, ND 1 Facebook/Instagram - FIELD007113 Field Technician - Bismarck, ND 1 Facebook/Instagram - FIELD007113 Field Technician - Bismarck, ND 1 Facebook/Instagram - FIELD007113 Field Technician - Bismarck, ND 1 Facebook/Instagram - FIELD007113 Field Technician - Bismarck, ND 1 Handshake - FIELD007113 Field Technician - Bismarck, ND 1 Handshake - FIELD007113 Field Technician - Bismarck, ND 1 Handshake - FIELD007113 Field Technician - Bismarck, ND 1 Handshake - FIELD007113 Field Technician - Bismarck, ND 1 Handshake - FIELD007113 Field Technician - Bismarck, ND 1 Handshake - FIELD007113 Field Technician - Bismarck, ND 1 Handshake - FIELD007113 Field Technician - Bismarck, ND 1 Handshake - FIELD007113 Field Technician - Bismarck, ND 1 Handshake - FIELD0	7097 Field Technician - Bismarck, ND 1 Local Job 7097 Field Technician - Bismarck, ND 1 Midco En 7097 Field Technician - Bismarck, ND 1 Midco En 7097 Field Technician - Bismarck, ND 1 Midco W 7097 Field Technician - Bismarck, ND 1 Referred 7097 Field Technician - Bismarck, ND 1 Referred 7097 Field Technician - Bismarck, ND 1 ZipRecru 7113 Field Technician - Bismarck, ND 1 Billboard 7113 Field Technician - Bismarck, ND 1 BisManO 7113 Field Technician - Bismarck, ND 1 Current F 7113 Field Technician - Bismarck, ND 1 Eeperd 7113 Field Technician - Bismarck, ND 1 Eeperd 7113 Field Technician - Bismarck, ND 1 Feebool 7113 Field Technician - Bismarck, ND 1 Indeed 7113 Field Technician - Bismarck, ND 1 Indeed 7113 </th <th>o Network - Circa nail</th> <th></th> <th></th>	o Network - Circa nail		
FIELD007097	7097 Field Technician - Bismarck, ND 1 Midco En 7097 Field Technician - Bismarck, ND 1 Midco W 7097 Field Technician - Bismarck, ND 1 Midco W 7097 Field Technician - Bismarck, ND 1 NDWORN 7097 Field Technician - Bismarck, ND 1 Referred 7097 Field Technician - Bismarck, ND 1 Referred 7097 Field Technician - Bismarck, ND 1 Referred 7097 Field Technician - Bismarck, ND 1 Billboard 7113 Field Technician - Bismarck, ND 1 DisMano 7113 Field Technician - Bismarck, ND 1 Current I 7113 Field Technician - Bismarck, ND 1 Current I 7113 Field Technician - Bismarck, ND 1 Facebool 7113 Field Technician - Bismarck, ND 1 Facebool 7113 Field Technician - Bismarck, ND 1 Indeed 7113 Field Technician - Bismarck, ND 1 LinkedIn 71	nail - debsite -		
FIELD007999 Field Technician - Bismarck, ND	7097 Field Technician - Bismarck, ND 1 Midco TV. 7097 Field Technician - Bismarck, ND 1 Nidco W. 7097 Field Technician - Bismarck, ND 1 NDWORR 7097 Field Technician - Bismarck, ND 1 Referred 7097 Field Technician - Bismarck, ND 1 ZipRecru 7097 Field Technician - Bismarck, ND 1 ZipRecru 7113 Field Technician - Bismarck, ND 1 Billboard 7113 Field Technician - Bismarck, ND 1 BisManO 7113 Field Technician - Bismarck, ND 1 Current f 7113 Field Technician - Bismarck, ND 1 Current f 7113 Field Technician - Bismarck, ND 1 Gassdoor 7113 Field Technician - Bismarck, ND 1 Gassdoor 7113 Field Technician - Bismarck, ND 1 Lackallandsha 7113 Field Technician - Bismarck, ND 1 Local Jot 7113 Field Technician - Bismarck, ND 1 Local Jot	/ Commercial - ebsite - (S (Job Service of ND) - by current employee 1 by Friend or Family iter - mline 1 Employee - S Dept of Veterans Affair - k/Instagram - O Network - Circa - mail 1 / Commercial - ebsite (S (Job Service of ND) - by current employee 1 by Friend or Family 1 iter - Employee - S Dept of Veterans Affair - k/Instagram - o Network - Circa - mail 1 / Commercial - ebsite - CS (Job Service of ND) - by current employee 1 by Friend or Family 1 iter - Employee - S Dept of Veterans Affair - k/Instagram - or - ke -		
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LABOR007157 Laborer - Bismarck, ND 1 Glassdoor		Employee - s Dept of Veterans Affair - k/Instagram -		
LABOR007157 Laborer - Bismarck, ND 1 Handshake	07157 Laborer - Bismarck, ND 1 Handsha	Employee - s Dept of Veterans Affair - k/Instagram - or -		

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LABOR007157	Laborer - Bismarck, ND	1	Referred by current employee	-	-
LABOR007157	Laborer - Bismarck, ND	1	Referred by Friend or Family	-	-
LABOR007157	Laborer - Bismarck, ND	1	ZipRecruiter	-	-
RETAI006818	Retail Sales & Service Associate	1	Current Employee	-	-
RETAIO06818	Retail Sales & Service Associate	1	eBenefits Dept of Veterans Affair	-	-
RETAI006818	Retail Sales & Service Associate	1	Facebook/Instagram	-	-
RETAI006818	Retail Sales & Service Associate	1	Glassdoor	-	-
RETAI006818	Retail Sales & Service Associate	1	Handshake	-	-
RETAI006818	Retail Sales & Service Associate	1	Indeed	2	-
RETAI006818	Retail Sales & Service Associate	1	LinkedIn	-	-
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RETAI006818	Retail Sales & Service Associate	1	Midco TV Commercial	-	-
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RETAI006818	Retail Sales & Service Associate	1	NDWORKS (Job Service of ND)	-	-
RETAI006818	Retail Sales & Service Associate	1	Referred by current employee	-	-
RETAI006818	Retail Sales & Service Associate	1	Referred by Friend or Family	-	-
RETAI006818	Retail Sales & Service Associate	1	ZipRecruiter	-	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Billboard	1	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	BismanOnline	-	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Current Employee	1	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	eBenefits Dept of Veterans Affair	-	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Facebook/Instagram	2	1
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Glassdoor	-	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Handshake	-	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Indeed	10	2
CUSTO007090	Customer Experience Specialist - Minot, ND	10	LinkedIn	-	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Local Job Network - Circa	-	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Midco Email	1	-
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Midco TV Commercial	1	_
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Midco Website	5	2
CUSTO007090	Customer Experience Specialist - Minot, ND	10	NDWORKS (Job Service of ND)	1	1
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Referred by current employee	3	1
CUSTO007090	Customer Experience Specialist - Minot, ND	10	Referred by Friend or Family	3	2
CUSTO007090	Customer Experience Specialist - Minot, ND	10	ZipRecruiter	2	1
FIELD007154	Field Technician - Bismarck, ND	2	Billboard	_	_
		2		1	-
FIELD007154 FIELD007154	Field Technician - Bismarck, ND Field Technician - Bismarck, ND		BismanOnline Current Employee	1	-
		2			
FIELD007154	Field Technician - Bismarck, ND	2	eBenefits Dept of Veterans Affair		
FIELD007154	Field Technician - Bismarck, ND	2	Facebook/Instagram	-	-
FIELD007154	Field Technician - Bismarck, ND	2	Glassdoor	-	-
FIELD007154	Field Technician - Bismarck, ND	2	Handshake	-	-
FIELD007154	Field Technician - Bismarck, ND	2	Indeed	2	1
FIELD007154	Field Technician - Bismarck, ND	2	LinkedIn	-	-
FIELD007154	Field Technician - Bismarck, ND	2	Local Job Network - Circa	-	-
FIELD007154	Field Technician - Bismarck, ND	2	Midco Email	1	-
FIELD007154	Field Technician - Bismarck, ND	2	Midco TV Commercial	-	-
FIELD007154	Field Technician - Bismarck, ND	2	Midco Website	2	1
FIELD007154	Field Technician - Bismarck, ND	2	NDWORKS (Job Service of ND)	-	-
	Field Technician - Bismarck, ND	2	Referred by current employee	1	-
		2	Referred by Friend or Family	-	-
	Field Technician - Bismarck, ND				
FIELD007154	Field Technician - Bismarck, ND Field Technician - Bismarck, ND	2	ZipRecruiter	-	
FIELD007154 FIELD007154				-	-
FIELD007154 FIELD007154 RETAI007180	Field Technician - Bismarck, ND	2	ZipRecruiter	- -	- - -
FIELD007154 FIELD007154 FIELD007154 RETAI007180 RETAI007180 RETAI007180	Field Technician - Bismarck, ND Retail Sales & Service Associate - Bismarck, ND	2 1	ZipRecruiter Current Employee		- - -
FIELD007154 FIELD007154 RETAI007180 RETAI007180	Field Technician - Bismarck, ND Retail Sales & Service Associate - Bismarck, ND Retail Sales & Service Associate - Bismarck, ND	2 1 1	ZipRecruiter Current Employee eBenefits Dept of Veterans Affair	- - - -	- - - -
FIELD007154 FIELD007154 RETAI007180 RETAI007180 RETAI007180	Field Technician - Bismarck, ND Retail Sales & Service Associate - Bismarck, ND Retail Sales & Service Associate - Bismarck, ND Retail Sales & Service Associate - Bismarck, ND	2 1 1 1	ZipRecruiter Current Employee eBenefits Dept of Veterans Affair Facebook/Instagram	- - - -	

RETAI007180	Retail Sales & Service Associate - Bismarck, ND	1	LinkedIn	-	-
RETAI007180	Retail Sales & Service Associate - Bismarck, ND	1	Local Job Network - Circa	-	-
RETAI007180	Retail Sales & Service Associate - Bismarck, ND	1	Midco Email	-	-
RETAI007180	Retail Sales & Service Associate - Bismarck, ND	1	Midco TV Commercial	-	-
RETAI007180	Retail Sales & Service Associate - Bismarck, ND	1	Midco Website	-	-
RETAI007180	Retail Sales & Service Associate - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
RETAI007180	Retail Sales & Service Associate - Bismarck, ND	1	Referred by current employee	-	-
RETAI007180	Retail Sales & Service Associate - Bismarck, ND	1	Referred by Friend or Family	-	-
RETAI007180	Retail Sales & Service Associate - Bismarck, ND	1	ZipRecruiter	-	-

Recruitment Source	Contact Recruitment Sources Us	Email	Entitled to Notification
Current Employee	Current Employee application	www.midcocareers.com	N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake https://www.joinhandshake.com/	Internet Posting		N
Indeed https://www.indeed.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
Local Job Network - Circa	Contact: Brett Royal Phone: 414-293-8521	brett.royal@miltracech.com	N
Midco Email	Email Blasts to customers who h	nave opted in and weekly email sent to all employees	N
Midco Website	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
NDWORKS (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: Cindy Bitz Phone: 701-795-3723	cbitz@nd.gov	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
Media	a Sources (Newspaper, Billboards	, Radio, Flyers, Events, Job Fairs)	
Billboard Contracted through Flynn-Wright	Contact: Paige Baskerville	Paige.Baskerville@midco.com	N
Capital Career Fair	Joshua Randolph Phone: (701) 328-5031	infojsbis@nd.gov	N
Bismarck Workforce Hiring Event 1601 E Century Ave, Bismarck, ND 58503	Contact: Micaela Thomas Phone: 701.328.5037	micthomas@nd.gov	N

Bismarck State College Job Fair	Lea Quam Phone: 701-224-5666	lea.quam@bismarckstate.edu	N
Midco TV Commercial	Contact: Christian Begeman	christian.begeman@midco.com	N
	Phone: (605) 357-5505	omodan.begenian@maco.com	
	Internet S	Gources	
BisMan Online 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.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
Facebook / Instagram https://www.facebook.com/	Internet Posting		N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N

Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2024 - 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	Talent Acquisition Team
9/1/2024 - 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 Techs (all Levels) Business Techs (all levels) Maintenance Techs (all levels)
	Workplace Discrimination and Harassment 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
	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota Wisconsin	An annual membership is maintained with Circa Works. All positions are posted through Circa 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.MinnesotaDiversity.com www.minnesotaDiversity.com www.minnesotaworks.net www.ndworkforeconnection.com www.jobcenterofwisconsin.com www.ebenefits.va.gov
4/23/2025	Construction & Trades Job Fair - Bismarck	Noth Dakota Job Service / Bismarck Work Force Center Job Fair targeting individuals with constraction/trades interest or experience	Job Fair In Person	Dean Dienstmann
3/18/2025	Capital Career Fair	Career fair open to both current students and the general public	Job Fair In Person	Dean Dienstmann
4/23/2025	Bismarck State College	Summer Job Fair held on the campus of Bismarck State College	Job Fair In Person	Randy Heaton