

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

| Requisition Number | Posting Title | Positions 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 | - | - |
| CONST006880 | Construction Technician - Bismarck, ND | 1 | Local Job Network - Circa | - | - |
| 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 | Construction Technician - Bismarck, ND | 1 | Indeed | 1 | - |
| CONST007053 | Construction Technician - Bismarck, ND | 1 | LinkedIn | - | - |
| 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 | Customer Experience Specialist - Dickinson, ND | 2 | 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 | - |
| 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 | Field Technician - Harvey, ND | 1 | Local Job Network - Circa | - | - |
| 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 | - | - |
| FIELD006917 | Field Technician - Beulah, ND | 1 | BisManOnline | 1 | - |
| FIELD006917 | Field Technician - Beulah, ND | 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 |
| 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 | - | - |
| 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 | - | - |
| FIELD006936 | Field Technician - Williston, ND | 1 | Facebook/Instagram | - | - |
| FIELD006936 | Field Technician - Williston, ND | 1 | Glassdoor | - | - |
| FIELD006936 | Field Technician - Williston, ND | 1 | Handshake | 1 | - |
| FIELD006936 | Field Technician - Williston, ND | 1 | Indeed | 5 | 1 |
| FIELD006936 | Field Technician - Williston, ND | 1 | LinkedIn | - | - |

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|-------------|----------------------------------|---|-----------------------------------|---|---|
| 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 | - | - |
| FIELD007017 | Field Technician - Beulah, ND | 2 | BisManOnline | - | - |
| 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 | - | - |
| 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 | - |
| 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 | - | - |
| 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 | - | - |
| 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 | Field Technician - Bismarck, ND | 1 | Referred by current employee | 1 | 1 |
| FIELD007052 | Field Technician - Bismarck, ND | 1 | Referred by Friend or Family | - | - |
| FIELD007052 | Field Technician - Bismarck, ND | 1 | ZipRecruiter | 1 | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Billboard | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | BisManOnline | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Current Employee | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | eBenefits Dept of Veterans Affair | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Facebook/Instagram | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Glassdoor | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Handshake | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Indeed | 1 | - |

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|-------------|---|---|-----------------------------------|---|---|
| FIELD007097 | Field Technician - Bismarck, ND | 1 | LinkedIn | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Local Job Network - Circa | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Midco Email | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Midco TV Commercial | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Midco Website | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | NDWORKS (Job Service of ND) | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Referred by current employee | 1 | 1 |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | Referred by Friend or Family | - | - |
| FIELD007097 | Field Technician - Bismarck, ND | 1 | ZipRecruiter | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Billboard | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | BisManOnline | 1 | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Current Employee | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | eBenefits Dept of Veterans Affair | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Facebook/Instagram | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Glassdoor | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Handshake | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Indeed | 1 | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | LinkedIn | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Local Job Network - Circa | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Midco Email | 1 | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Midco TV Commercial | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Midco Website | 1 | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | NDWORKS (Job Service of ND) | - | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Referred by current employee | 1 | 1 |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | Referred by Friend or Family | 1 | - |
| FIELD007113 | Field Technician - Bismarck, ND | 1 | ZipRecruiter | - | - |
| GOVER006842 | Government Relations Manager | 1 | Current Employee | - | - |
| GOVER006842 | Government Relations Manager | 1 | eBenefits Dept of Veterans Affair | - | - |
| GOVER006842 | Government Relations Manager | 1 | Facebook/Instagram | - | - |
| GOVER006842 | Government Relations Manager | 1 | Glassdoor | - | - |
| GOVER006842 | Government Relations Manager | 1 | Handshake | - | - |
| GOVER006842 | Government Relations Manager | 1 | Indeed | - | - |
| GOVER006842 | Government Relations Manager | 1 | LinkedIn | - | - |
| GOVER006842 | Government Relations Manager | 1 | Local Job Network - Circa | - | - |
| GOVER006842 | Government Relations Manager | 1 | Midco Email | - | - |
| GOVER006842 | Government Relations Manager | 1 | Midco TV Commercial | - | - |
| GOVER006842 | Government Relations Manager | 1 | Midco Website | - | - |
| GOVER006842 | Government Relations Manager | 1 | NDWORKS (Job Service of ND) | - | - |
| GOVER006842 | Government Relations Manager | 1 | Referred by current employee | 1 | 1 |
| GOVER006842 | Government Relations Manager | 1 | Referred by Friend or Family | - | - |
| GOVER006842 | Government Relations Manager | 1 | ZipRecruiter | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Billboard | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | BisManOnline | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Current Employee | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | eBenefits Dept of Veterans Affair | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Facebook/Instagram | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Glassdoor | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Handshake | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Indeed | 2 | 1 |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | LinkedIn | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Local Job Network - Circa | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Midco Email | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Midco TV Commercial | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Midco Website | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | NDWORKS (Job Service of ND) | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Referred by current employee | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | Referred by Friend or Family | - | - |
| HEAVY007144 | Heavy Equipment Operator - Bismarck, ND | 1 | ZipRecruiter | - | - |
| LABOR007157 | Laborer - Bismarck, ND | 1 | Billboard | - | - |
| LABOR007157 | Laborer - Bismarck, ND | 1 | BisManOnline | 1 | - |
| LABOR007157 | Laborer - Bismarck, ND | 1 | Current Employee | - | - |
| LABOR007157 | Laborer - Bismarck, ND | 1 | eBenefits Dept of Veterans Affair | - | - |
| LABOR007157 | Laborer - Bismarck, ND | 1 | Facebook/Instagram | - | - |
| LABOR007157 | Laborer - Bismarck, ND | 1 | Glassdoor | - | - |
| LABOR007157 | Laborer - Bismarck, ND | 1 | Handshake | - | - |

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

| | | | | | |
|-------------|---|---|------------------------------|---|---|
| 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 | Email | Entitled to Notification |
|--|--|-----------------------------|--------------------------|
| Recruitment Sources Used for All Openings | | | |
| 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 have 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 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 Phone: (605) 357-5505 | christian.begeman@midco.com | N |
| Internet Sources | | | |
| 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) |
| 9/1/2024 - on going | 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 |
| 9/1/2024 - on going | 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.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaworks.net www.ndworkforceconnection.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 construction/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 |