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

	Full-Time Positions	Filled			
Requisition Number	Posting Title Position	ns Filled	Referral Sources	Interviewed	Hired
ACCOU006764	Account Executive-Advertising Sales	1	Billboards	-	-
ACCOU006764	Account Executive-Advertising Sales	1	Current Employee	-	-
ACCOU006764	Account Executive-Advertising Sales	1	eBenefits - Department of Veteran Affairs	-	_
ACCOU006764	Account Executive Advertising Sales	1	Facebook/Instagram	_	_
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ACCOU006764	Account Executive-Advertising Sales	1	Glassdoor	-	-
ACCOU006764	Account Executive-Advertising Sales	1	Handshake	-	-
ACCOU006764	Account Executive-Advertising Sales	1	Indeed	4	1
ACCOU006764	Account Executive-Advertising Sales	1	LinkedIn	-	-
ACCOU006764	Account Executive-Advertising Sales	1	Local Job Network - Circa	-	-
ACCOU006764	Account Executive-Advertising Sales	1	Midco Email	-	-
ACCOU006764	Account Executive-Advertising Sales	1	Midco TV Commercial	-	-
ACCOU006764	Account Executive-Advertising Sales	1	Midco Website	1	-
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ACCOU006764	Account Executive-Advertising Sales	1	NDWORKS (Job Service of ND)		-
ACCOU006764	Account Executive-Advertising Sales	1	Referred by current employee	-	-
ACCOU006764	Account Executive-Advertising Sales	1	Referred by Friend or Family	-	-
ACCOU006764	Account Executive-Advertising Sales	1	ZipRecruiter	-	-
ADVER006901	Advertising Account Executive	1	Billboards	-	-
ADVER006901	Advertising Account Executive	1	Current Employee	-	-
ADVER006901	Advertising Account Executive	1	eBenefits - Department of Veteran Affairs	-	_
ADVER006901	Advertising Account Executive	1	Facebook/Instagram	-	-
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ADVER006901	Advertising Account Executive	1	Glassdoor		
ADVER006901	Advertising Account Executive	1	Handshake	-	-
ADVER006901	Advertising Account Executive	1	Indeed	2	1
ADVER006901	Advertising Account Executive	1	LinkedIn	-	-
ADVER006901	Advertising Account Executive	1	Local Job Network - Circa	-	-
ADVER006901	Advertising Account Executive	1	Midco Email	-	-
ADVER006901	Advertising Account Executive	1	Midco TV Commercial	-	-
ADVER006901	Advertising Account Executive	1	Midco Website	1	_
ADVER006901	Advertising Account Executive	1	NDWORKS (Job Service of ND)	1	-
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ADVER006901	Advertising Account Executive	1	Referred by current employee		-
ADVER006901	Advertising Account Executive	1	Referred by Friend or Family	-	-
ADVER006901	Advertising Account Executive	1	ZipRecruiter	-	-
ADVER006963	Advertising Account Executive	1	Billboards	-	-
ADVER006963	Advertising Account Executive	1	Current Employee	-	-
ADVER006963	Advertising Account Executive	1	eBenefits - Department of Veteran Affairs	-	-
ADVER006963	Advertising Account Executive	1	Facebook/Instagram	-	-
ADVER006963	Advertising Account Executive	1	Glassdoor	-	-
ADVER006963	•	1	Handshake	_	_
	Advertising Account Executive				
ADVER006963	Advertising Account Executive	1	Indeed	3	-
ADVER006963	Advertising Account Executive	1	Keloland Employment	-	-
ADVER006963	Advertising Account Executive	1	LinkedIn	-	-
ADVER006963	Advertising Account Executive	1	Local Job Network - Circa	-	-
ADVER006963	Advertising Account Executive	1	Midco Email	-	-
ADVER006963	Advertising Account Executive	1	Midco TV Commercial	-	-
ADVER006963	Advertising Account Executive	1	Midco Website	1	1
ADVER006963	Advertising Account Executive	1	NDWORKS (Job Service of ND)	-	-
ADVER006963	Advertising Account Executive	1	Referred by current employee	1	-
ADVER006963	Advertising Account Executive	1	Referred by Friend or Family	-	-
ADVER006963	Advertising Account Executive	1	ZipRecruiter	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	Billboard	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	BisManOnline	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	Current Employee	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	eBenefits - Department of Veteran Affairs	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	Facebook/Instagram	-	-
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BUSIN006925	Business Inside Sales Representative - Fargo		Glassdoor	-	
BUSIN006925	Business Inside Sales Representative - Fargo	1	Handshake	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	Indeed	1	1
BUSIN006925	Business Inside Sales Representative - Fargo	1	LinkedIn	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	Local Job Network - Circa	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	Midco Email	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	Midco TV Commercial	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	Midco Website	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1		-	_
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BUSIN006925	Business Inside Sales Representative - Fargo	1	Referred by Current Employee	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	Referred by Friend or Family	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	ZipRecruiter	-	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Billboard	-	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Current Employee	-	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	eBenefits - Department of Veteran Affairs	-	_
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Facebook/Instagram	3	_
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CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Glassdoor	-	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Handshake	-	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Indeed	5	1
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	LinkedIn	-	-

CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Local Job Network - Circa	3	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Midco Email	1	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Midco TV Commercial	-	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Midco Website	14	2
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	NDWORKS (Job Service of ND)	-	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Referred by current employee	5	1
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	Referred by Friend or Family	1	-
CUSTO006863	Customer Experience Specialist - Grand Forks, ND	5	ZipRecruiter	2	1
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Billboard	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Current Employee	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Facebook/Instagram	-	-
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CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2		-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Handshake	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Indeed	3	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	LinkedIn	-	-
		2			
CUSTO006959	Customer Experience Specialist - Grand Forks, ND		Local Job Network - Circa	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Midco Email	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Midco TV Commercial	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Midco Website	8	2
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	NDWORKS (Job Service of ND)	-	-
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CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Referred by current employee	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Referred by Friend or Family	1	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	ZipRecruiter	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	Billboards	_	
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DATAC006875	Data Center Facilities Operations Specialist	1	Current Employee	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	eBenefits - Department of Veteran Affairs	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	Facebook/Instagram	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	Glassdoor	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	Handshake	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	Indeed	4	1
DATAC006875	Data Center Facilities Operations Specialist	1	LinkedIn	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	Local Job Network - Circa	-	
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DATAC006875	Data Center Facilities Operations Specialist	1	Midco Email	1	-
DATAC006875	Data Center Facilities Operations Specialist	1	Midco TV Commercial	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	Midco Website	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	NDWORKS (Job Service of ND)	-	-
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DATAC006875	Data Center Facilities Operations Specialist	1	Referred by current employee	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	Referred by Friend or Family	-	-
DATAC006875	Data Center Facilities Operations Specialist	1	ZipRecruiter	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	Billboards	_	-
DATAC006919	Data Center Facilities Operations Specialist	1	Current Employee	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	eBenefits - Department of Veteran Affairs	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	Facebook/Instagram	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	Glassdoor	_	-
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DATAC006919	Data Center Facilities Operations Specialist	1	Handshake	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	Indeed	1	1
DATAC006919	Data Center Facilities Operations Specialist	1	LinkedIn	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	Local Job Network - Circa	-	-
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DATAC006919	Data Center Facilities Operations Specialist	1	Midco Email	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	Midco TV Commercial	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	Midco Website	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	NDWORKS (Job Service of ND)	-	-
			Referred by current employee		
DATAC006919	Data Center Facilities Operations Specialist	1	, , ,		-
DATAC006919	Data Center Facilities Operations Specialist	1	Referred by Friend or Family	-	-
DATAC006919	Data Center Facilities Operations Specialist	1	ZipRecruiter	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Billboards	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	BisMan Online	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Current Employee	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Facebook/Instagram	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Glassdoor	-	-
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EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Handshake	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Indeed	1	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	LinkedIn	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Local Job Network - Circa	-	-
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EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Midco Email	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Midco TV Commercial	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Midco Website	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
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EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Referred by current employee	1	1
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	Referred by Friend or Family	-	-
EQUIP006803	Equipment Operator - Underground Construction - Grand Forks, ND	1	ZipRecruiter	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Billboards	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	BisMan Online	-	-
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EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	_			
EQUIP007131			- · · · · · · · · · · · · · · · · · · ·	-	_
EQUIP007131 EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	eBenefits - Department of Veteran Affairs		
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EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Handshake	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Indeed	2	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	LinkedIn	-	-
EOUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Local Job Network - Circa	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Midco Email		
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Midco TV Commercial	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Midco Website	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Referred by current employee	1	1
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Referred by Friend or Family	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	ZipRecruiter	_	_
		2	Billboards	_	-
FIELD006787	Field Technician - Grand Forks, ND				
FIELD006787	Field Technician - Grand Forks, ND	2	Current Employee	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	Facebook/Instagram	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	Glassdoor	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	Handshake	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	Indeed	3	2
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FIELD006787	Field Technician - Grand Forks, ND	2	LinkedIn	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	Local Job Network - Circa	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	Midco Email	1	-
FIELD006787	Field Technician - Grand Forks, ND	2	Midco TV Commercial	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	Midco Website	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD006787	•	2	,	-	-
	Field Technician - Grand Forks, ND		Referred by current employee		
FIELD006787	Field Technician - Grand Forks, ND	2	Referred by Friend or Family	1	-
FIELD006787	Field Technician - Grand Forks, ND	2	ZipRecruiter	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	Current Employee	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	eBenefits - Department of Veteran Affairs	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	Facebook/Instagram	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	Glassdoor	_	_
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FIELD006806	Field Technician - Devils Lake, ND	1	Handshake	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	Indeed	1	-
FIELD006806	Field Technician - Devils Lake, ND	1	LinkedIn	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	Local Job Network - Circa	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	Midco Email	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	Midco Website	_	_
FIELD006806	Field Technician - Devils Lake, ND	1	NDWORKS (Job Service of ND)	2	1
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FIELD006806	Field Technician - Devils Lake, ND	1	Referred by current employee	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	Referred by Friend or Family	-	-
FIELD006806	Field Technician - Devils Lake, ND	1	ZipRecruiter	-	-
FIELD006816	Field Technician - International Falls, MN	1	Current Employee	-	-
FIELD006816	Field Technician - International Falls, MN	1	eBenefits - Department of Veteran Affairs	-	-
FIELD006816	Field Technician - International Falls, MN	1	Facebook / Instagram	_	-
FIELD006816	· · · · · · · · · · · · · · · · · · ·	1	Glassdoor		-
	Field Technician - International Falls, MN				
FIELD006816	Field Technician - International Falls, MN	1	Handshake	-	-
FIELD006816	Field Technician - International Falls, MN	1	Indeed	2	1
FIELD006816	Field Technician - International Falls, MN	1	LinkedIn	-	-
FIELD006816	Field Technician - International Falls, MN	1	Local Job Network - Circa	-	-
FIELD006816	Field Technician - International Falls, MN	1	Midco Email	-	-
FIELD006816	Field Technician - International Falls, MN	1	Midco TV Commercial	_	_
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FIELD006816	Field Technician - International Falls, MN	1	Mildo Website		
FIELD006816	Field Technician - International Falls, MN	1	MNWORKS (Job Service of MN)	1	-
FIELD006816	Field Technician - International Falls, MN	1	Referred by current employee	-	-
FIELD006816	Field Technician - International Falls, MN	1	Referred by Friend or Family	-	-
FIELD006816	Field Technician - International Falls, MN	1	ZipRecruiter	-	-
FIELD006825	Field Technician - Fargo, ND	1	Billboard	-	-
FIELD006825	Field Technician - Fargo, ND	1	BisMan Online	-	-
FIELD006825	Field Technician - Fargo, ND	1	Current Employee	-	-
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FIELD006825	Field Technician - Fargo, ND	1	eBenefits - Department of Veteran Affairs	-	-
FIELD006825	Field Technician - Fargo, ND	1	Facebook/Instagram	-	-
FIELD006825	Field Technician - Fargo, ND	1	Glassdoor	-	-
FIELD006825	Field Technician - Fargo, ND	1	Handshake	1	-
FIELD006825	Field Technician - Fargo, ND	1	Indeed	3	-
FIELD006825	Field Technician - Fargo, ND	1	LinkedIn	-	-
FIELD006825	Field Technician - Fargo, ND	1	Local Job Network - Circa		-
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FIELD006825	Field Technician - Fargo, ND	1	Midco Email	-	-
FIELD006825	Field Technician - Fargo, ND	1	Midco TV Commercial	-	-
FIELD006825	Field Technician - Fargo, ND	1	Midco Website	1	1
FIELD006825	Field Technician - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006825	Field Technician - Fargo, ND	1	Referred by current employee	-	-
FIELD006825	Field Technician - Fargo, ND	1	Referred by Friend or Family	-	-
FIELD006825	Field Technician - Fargo, ND	1	ZipRecruiter	2	-
EXEL D.0.5.111	Field Technician - Grand Forks, ND	2	Billboards	-	-
FIELD006834			Comment Francisco	_	-
	Field Technician - Grand Forks, ND	2	Current Employee		
FIELD006834	Field Technician - Grand Forks, ND Field Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	-	-
FIELD006834 FIELD006834	Field Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs		-
FIELD006834 FIELD006834 FIELD006834	Field Technician - Grand Forks, ND Field Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs Facebook/Instagram	-	
FIELD006834 FIELD006834	Field Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	-	-

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FIELDUUR834	Field Technician - Grand Forks, ND	2	Indeed	2	-
I ILLDUUUUJ T	Field Technician - Grand Forks, ND	2	LinkedIn	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	Local Job Network - Circa	2	-
FIELD006834	Field Technician - Grand Forks, ND	2	Midco Email	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	Midco TV Commercial	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	Midco Website	3	1
FIELD006834	Field Technician - Grand Forks, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	Referred by current employee	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	Referred by Friend or Family	2	1
FIELD006834	Field Technician - Grand Forks, ND	2	ZipRecruiter	-	-
FIELD006843	Field Technician - Wahpeton, ND	1	Current Employee	-	-
FIELD006843	Field Technician - Wahpeton, ND	1	eBenefits - Department of Veteran Affairs	_	_
FIELD006843	Field Technician - Wahpeton, ND	1	Facebook/Instagram	_	-
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FIELD006843	Field Technician - Wahpeton, ND	1	Glassdoor	-	-
FIELD006843	Field Technician - Wahpeton, ND	1	Handshake	-	-
FIELD006843	Field Technician - Wahpeton, ND	1	Indeed	1	-
FIELD006843	Field Technician - Wahpeton, ND	1	LinkedIn	-	-
FIELD006843	Field Technician - Wahpeton, ND	1	Local Job Network - Circa	-	-
FIELD006843		1	Midco Email	_	-
	Field Technician - Wahpeton, ND				
FIELD006843	Field Technician - Wahpeton, ND	1	Midco TV Commercial	-	-
FIELD006843	Field Technician - Wahpeton, ND	1	Midco Website	1	-
FIELD006843	Field Technician - Wahpeton, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006843	Field Technician - Wahpeton, ND	1	Referred by current employee	-	-
FIELD006843	Field Technician - Wahpeton, ND	1	Referred by Friend or Family	1	1
FIELD006843	, ,	1	· · · · · · · · · · · · · · · · · · ·	-	-
	Field Technician - Wahpeton, ND		ZipRecruiter		
FIELD006856	Field Technician - Fargo, ND	2	Billboard	-	-
FIELD006856	Field Technician - Fargo, ND	2	BisMan Online	-	-
FIELD006856	Field Technician - Fargo, ND	2	Current Employee	-	-
FIELD006856	Field Technician - Fargo, ND	2	eBenefits - Department of Veteran Affairs	-	-
FIELD006856	Field Technician - Fargo, ND	2	Facebook/Instagram	-	-
FIELD006856	- · · · · · · · · · · · · · · · · · · ·	2	Glassdoor	-	-
	Field Technician - Fargo, ND				
FIELD006856	Field Technician - Fargo, ND	2	Handshake	-	-
FIELD006856	Field Technician - Fargo, ND	2	Indeed	3	1
FIELD006856	Field Technician - Fargo, ND	2	LinkedIn	-	-
FIELD006856	Field Technician - Fargo, ND	2	Local Job Network - Circa	-	-
FIELD006856	Field Technician - Fargo, ND	2	Midco Email	_	_
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FIELD006856	Field Technician - Fargo, ND	2	Midco TV Commercial		-
FIELD006856	Field Technician - Fargo, ND	2	Midco Website	3	1
FIELD006856	Field Technician - Fargo, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD006856	Field Technician - Fargo, ND	2	Referred by current employee	1	-
FIELD006856	Field Technician - Fargo, ND	2	Referred by Friend or Family	-	-
FIELD006856	Field Technician - Fargo, ND	2	ZipRecruiter	_	_
				_	-
FIELD006873	Field Technician - Crookston, MN	1	BisMan Online		
FIELD006873	Field Technician - Crookston, MN	1	Current Employee	-	-
FIELD006873	Field Technician - Crookston, MN	1	eBenefits - Department of Veteran Affairs	-	-
FIELD006873	Field Technician - Crookston, MN	1	Facebook/Instagram	-	-
FIELD006873	Field Technician - Crookston, MN	1	Glassdoor	-	-
FIELD006873	Field Technician - Crookston, MN	1	Handshake	_	_
FIELD006873	· · · · · · · · · · · · · · · · · · ·	1	Indeed	4	
	Field Technician - Crookston, MN				-
FIELD006873	Field Technician - Crookston, MN	1	LinkedIn	-	-
FIELD006873	Field Technician - Crookston, MN	1	Local Job Network - Circa	-	-
FIELD006873	Field Technician - Crookston, MN	1	Midco Email	2	1
FIELD006873	Field Technician - Crookston, MN	1	Midco TV Commercial	-	-
FIELD006873	Field Technician - Crookston, MN	1	Midco Website	1	_
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FIELD006873	Field Technician - Crookston, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006873	Field Technician - Crookston, MN	1	Referred by current employee	_	-
FIELD006873	Field Technician - Crookston, MN	1	Referred by Friend or Family	1	-
FIELD006873	Field Technician - Crookston, MN	1	ZipRecruiter	-	-
FIELD006874	Field Technician - International Falls, MN	1	BisMan Online	-	-
FIELD006874	Field Technician - International Falls, MN	1	Current Employee	-	-
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FIELD006874	Field Technician - International Falls, MN	1	eBenefits - Department of Veteran Affairs	-	-
FIELD006874	Field Technician - International Falls, MN	1	Facebook/Instagram	-	-
FIELD006874	Field Technician - International Falls, MN	1	Glassdoor	-	-
FIELD006874	Field Technician - International Falls, MN	1	Handshake	-	-
FIELD006874	Field Technician - International Falls, MN	1	Indeed	4	1
FIELD006874	Field Technician - International Falls, MN	1	LinkedIn	-	-
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FIELD006874	Field Technician - International Falls, MN	1	Local Job Network - Circa	2	-
FIELD006874	Field Technician - International Falls, MN	1	Midco Email	1	-
FIELD006874	Field Technician - International Falls, MN	1	Midco TV Commercial	-	-
FIELD006874	Field Technician - International Falls, MN	1	Midco Website	1	-
FIELD006874	Field Technician - International Falls, MN	1	MNWORKS (Job Service of MN)	-	-
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FIELD006874	Field Technician - International Falls, MN	1	Referred by current employee	-	-
FIELD006874	Field Technician - International Falls, MN	1	Referred by Friend or Family	1	-
	Field Technician - International Falls, MN	1	ZipRecruiter	-	-
FIELD006874	Field Technician - Grand Forks, ND	2	Billboard	-	-
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FIELD006881 FIELD006881	Field Technician - Grand Forks, ND	2	BisMan Online	-	-
FIELD006881 FIELD006881 FIELD006881	Field Technician - Grand Forks, ND Field Technician - Grand Forks, ND	2 2	Current Employee	-	-
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FIELD006881 Field T FIELD006884 Field T	Technician - Grand Forks, ND Technician - Fargo, ND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Glassdoor Handshake Indeed LinkedIn Local Job Networks - Circa Midco Email Midco TV Commercial Midco Website NDWORKS (Job Service of ND) Referred by current employee Referred by Friend or Family ZipRecruiter Billboard	- - 1 - - - 5 - - - -	- - - - 2 - - -
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	Technician - Fargo, ND	3	LinkedIn	1	-
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FIELD006884 Field T	Technician - Fargo, ND	3	Referred by current employee	-	-
		3	Referred by Friend or Family	-	-
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	3.,		•		
		1	BisMan Online	-	-
	Technician - Crookston, MN	1	Current Employee	-	-
FIELD006929 Field T	Technician - Crookston, MN	1	eBenefits - Department of Veteran Affairs	-	-
FIELD006929 Field T	Technician - Crookston, MN	1	Facebook/Instagram	-	-
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	,	1	Handshake	-	-
	Technician - Crookston, MN	1	Indeed	1	1
FIELD006929 Field T	Technician - Crookston, MN	1	LinkedIn	-	-
FIELD006929 Field T	Technician - Crookston, MN	1	Local Job Networks - Circa	-	-
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		1	Midco Website	-	-
FIELD006929 Field T	Technician - Crookston, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006929 Field T	Technician - Crookston, MN	1	MN State Career Hub College Consortium	-	-
	·	1	Referred by current employee	-	-
	·	1	Referred by Friend or Family	_	-
	· · · · · · · · · · · · · · · · · · ·	1	ZipRecruiter	-	-
		3	Billboard	-	-
FIELD006932 Field T	Technician - Fargo, ND	3	Current Employee	-	-
FIELD006932 Field T	Technician - Fargo, ND	3	eBenefits - Department of Veteran Affairs	-	-
	<u> </u>	3	Facebook/Instagram	-	-
		3	Glassdoor	_	_
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		3	Indeed	3	2
	<u> </u>	3	LinkedIn	-	-
FIELD006932 Field T	Technician - Fargo, ND	3	Local Job Network - Circa	-	-
		3	Midco Email	-	-
		3	Midco TV Commercial	-	-
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		3	Referred by current employee	1	1
FIELD006932 Field T	Technician - Fargo, ND	3	Referred by Friend or Family	1	-
		3	ZipRecruiter	-	-
		2	Billboards	-	-
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	•	2	BisMan Online		-
	•	2	Current Employee	-	-
FIELD006937 Field T	Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	-	-
		2	Facebook/Instagram	-	-
	·	2	Glassdoor	-	-
	,	2	Handshake	-	-
	,	2	Indeed	5	1
FIELD006937 Field T	Technician - Grand Forks, ND	2	LinkedIn	-	-
		2	Local Job Network - Circa	-	-
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	•	2	Midco TV Commercial		
		2	Midco Website	2	-
FIELD006937 Field T	Technician - Grand Forks, ND	2	NDWORKS (Job Service of ND)	-	-
		2	Referred by current employee	1	1
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FIELD006942 Field T	Technician - Fargo, ND	1	Billboards	-	-

FELDOSPORCE Field Technican - Fago, ND						
FELDODRIPS Field Technican - Fargo, NO	FIELD006942	Field Technician - Fargo, ND	1	Current Employee		-
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FIELD009942	FIELD006942	Field Technician - Fargo, ND	1	Handshake	-	-
FIELD08982	FIELD006942	Field Technician - Fargo, ND	1	Indeed	4	-
Fill D009992 Field Technican - Fargup, NO 1 Mideo Tr Commercial -	FIELD006942	Field Technician - Fargo, ND	1	LinkedIn	1	1
FRIDDO0942 Feel Technician - Forge, NO 1 Midro TV Commercial -	FIELD006942	Field Technician - Fargo, ND	1	Local Job Network - Circa	-	-
FIELD009942	FIELD006942	Field Technician - Fargo, ND	1	Midco Email	-	-
FillD006992	FIELD006942		1	Midco TV Commercial	-	-
FIELD009942 Field Technician - Fargos, ND		• • • • • • • • • • • • • • • • • • • •			_	-
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FIELD007045	FIELD007045	Field Technician - Grand Forks, ND	2	Local Job Network - Circa	-	-
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FIELD007107	Field Technician - Grand Forks, ND	1	ZipRecruiter	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Billboards	_	
FIELD007114	Field Technician - Jamestown, ND	1	BisMan Online	-	-
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FIELD007114	Field Technician - Jamestown, ND	1			-
FIELD007114	Field Technician - Jamestown, ND	1	Midco Website	-	-
FIELD007114	Field Technician - Jamestown, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Referred by current employee	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Referred by Friend or Family	-	-
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FIELD007114	Field Technician - Jamestown, ND	1	ZipRecruiter	-	-
FIELD007115	Field Technician - Fargo, ND	4	Billboard	-	-
FIELD007115	Field Technician - Fargo, ND	4	BisMan Online	-	-
FIELD007115	Field Technician - Fargo, ND	4	Current Employee	-	-
FIELD007115	Field Technician - Fargo, ND	4	eBenefits - Department of Veteran Affairs	_	_
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FIELD007115	Field Technician - Fargo, ND	4	Facebook/Instagram	-	-
FIELD007115	Field Technician - Fargo, ND	4	Glassdoor	-	-
FIELD007115	Field Technician - Fargo, ND	4	Handshake	-	-
FIELD007115	Field Technician - Fargo, ND	4	Indeed	3	1
FIELD007115	Field Technician - Fargo, ND	4	LinkedIn	-	-
FIELD007115	Field Technician - Fargo, ND	4	Local Job Network - Circa	-	-
FIELD007115	Field Technician - Fargo, ND	4	Midco Email	5	1
FIELD007115	Field Technician - Fargo, ND	4	Midco TV Commercial	-	-
FIELD007115	Field Technician - Fargo, ND	4	Midco Website	7	2
FIELD007115	Field Technician - Fargo, ND	4	NDWORKS (Job Service of ND)	-	-
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FIELD007115	Field Technician - Fargo, ND	4	Referred by current employee	-	-
FIELD007115	Field Technician - Fargo, ND	4	Referred by Friend or Family	1	-
FIELD007115	Field Technician - Fargo, ND	4	ZipRecruiter	-	-
FIELD007176	Field Technician - International Falls, MN	1	Current Employee	_	
FIELD007176	Field Technician - International Falls, MN	1	eBenefits - Department of Veteran Affairs	-	-
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FIELD007176	Field Technician - International Falls, MN	1	Facebook/Instagram	-	-
FIELD007176	Field Technician - International Falls, MN	1	Glassdoor	-	-
FIELD007176	Field Technician - International Falls, MN	1	Handshake	-	-
FIELD007176	Field Technician - International Falls, MN	1	Indeed	-	-
FIELD007176	Field Technician - International Falls, MN	1	LinkedIn	_	_
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FIELD007176	Field Technician - International Falls, MN	1	Local Job Network - Circa	-	-
FIELD007176	Field Technician - International Falls, MN	1	Midco Email	-	-
FIELD007176	Field Technician - International Falls, MN	1	Midco TV Commercial	-	-
FIELD007176	Field Technician - International Falls, MN	1	Midco Website	1	1
FIELD007176	Field Technician - International Falls, MN	1	MNWORKS (Job Service of MN)	1	_
FIELD007176	· · · · · · · · · · · · · · · · · · ·			-	-
	Field Technician - International Falls, MN	1	Referred by current employee		
FIELD007176	Field Technician - International Falls, MN	1	Referred by Friend or Family	-	-
FIELD007176	Field Technician - International Falls, MN	1	ZipRecruiter	-	-
INSTR007136	Instructional Designer	1	Current Employee	3	-
INSTR007136	Instructional Designer	1	eBenefits - Department of Veteran Affairs	-	-
INSTR007136	Instructional Designer	1	Facebook/Instagram	-	_
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INSTR007136	Instructional Designer	1	Glassdoor	-	-
INSTR007136	Instructional Designer	1	Handshake	-	-
INSTR007136	Instructional Designer	1	Indeed	3	-
INSTR007136	Instructional Designer	1	LinkedIn	1	1
INSTR007136	Instructional Designer	1	Local Job Network - Circa	-	-
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INSTR007136	Instructional Designer	1	Keloland Employment	-	-
INSTR007136	Instructional Designer	1	Midco Email	-	-
INSTR007136	Instructional Designer	1	Midco TV Commercial	-	-
INSTR007136	Instructional Designer	1	Midco Website	-	-
INSTR007136	Instructional Designer	1	NDWORKS (Job Service of ND)	-	-
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INSTR007136	Instructional Designer	1	Referred by current employee	-	-
INSTR007136	Instructional Designer	1	Referred by Friend or Family	1	-
INSTR007136	Instructional Designer	1	SDACC (SD Association College Career Center)	-	-
INSTR007136	Instructional Designer	1	SDWORKS (Job Servie of SD)	-	-
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INSTR007136	Instructional Designer	1	ZipRecruiter	1	
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Billboard	-	-
	Laborer - Underground Construction - Fargo, ND	1	Current Employee	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	eBenefits - Department of Veteran Affairs	-	-
	Laborer - Origerarouna Construction - Fardo, ND		·		
LABOR006782		1	Facebook/Instagram	-	-
LABOR006782 LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Facebook/Instagram	-	-
LABOR006782 LABOR006782 LABOR006782	Laborer - Underground Construction - Fargo, ND Laborer - Underground Construction - Fargo, ND	1	Glassdoor	-	-
LABOR006782 LABOR006782 LABOR006782 LABOR006782	Laborer - Underground Construction - Fargo, ND Laborer - Underground Construction - Fargo, ND Laborer - Underground Construction - Fargo, ND	1 1	Glassdoor Handshake	-	
LABOR006782 LABOR006782 LABOR006782	Laborer - Underground Construction - Fargo, ND Laborer - Underground Construction - Fargo, ND	1	Glassdoor	-	-

LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Local Job Network - Circa	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Midco Email	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Midco TV Commercial	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Midco Website	1	1
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	NDWORKS (Job Service of ND)	1	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Referred by current employee	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Referred by Friend or Family	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	ZipRecruiter	-	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Billboards	-	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Current Employee	1	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	eBenefits - Department of Veteran Affairs	-	_
LABOR006784		1	·	-	
	Laborer - Underground Construction - Jamestown, ND		Facebook/Instagram		
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Glassdoor	-	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Handshake	-	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Indeed	1	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	LinkedIn	-	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Local Job Network - Circa	-	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Midco Email	_	_
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LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Midco TV Commercial	-	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Midco Website	1	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	NDWORKS (Job Service of ND)	1	1
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Referred by current employee	-	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	Referred by Friend or Family	-	-
LABOR006784	Laborer - Underground Construction - Jamestown, ND	1	ZipRecruiter	_	_
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LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Billboards		-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	BisMan Online	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Current Employee	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	eBenefits - Department of Veteran Affairs	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Facebook/Instagram	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Glassdoor	-	
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Facebook/Instagram	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Handshake	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Indeed	5	1
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	LinkedIn	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Local Job Network - Circa	2	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Midco Email	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Midco TV Commercial	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Midco Website	_	_
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LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	NDWORKS (Job Service of ND)	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Referred by current employee	-	-
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	Referred by Friend or Family	1	1
LABOR006981	Laborer - Underground Construction - Jamestown, ND	2	ZipRecruiter	-	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Billboards	-	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	BisMan Online	-	
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Current Employee	-	-
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LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs		-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Facebook/Instagram	-	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Glassdoor	-	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Handshake	-	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Indeed	-	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	LinkedIn	_	_
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Local Job Network - Circa	-	
					-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Midco Email	2	1
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Midco TV Commercial	-	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Midco Website	-	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	NDWORKS (Job Service of ND)	2	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Referred by current employee	-	-
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	Referred by Friend or Family	-	_
LABOR007134	Laborer - Underground Construction - Grand Forks, ND	1	ZipRecruiter		-
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LOCAT007055	Locator - Fargo, ND	1	Billboards	-	-
LOCAT007055	Locator - Fargo, ND	1	BisMan Online	-	-
LOCAT007055	Locator - Fargo, ND	1	Current Employee	-	-
LOCAT007055	Locator - Fargo, ND	1	eBenefits - Department of Veteran Affairs	-	-
LOCAT007055	Locator - Fargo, ND	1	Facebook/Instagram	-	-
LOCAT007055	Locator - Fargo, ND	1	Glassdoor	-	-
	<u> </u>	1			
LOCATO07055	Locator - Fargo, ND		Handshake		-
LOCAT007055	Locator - Fargo, ND	1	Indeed	1	1
LOCAT007055	Locator - Fargo, ND	1	LinkedIn	-	-
LOCAT007055	Locator - Fargo, ND	1	Local Job Network - Circa	-	-
LOCAT007055	Locator - Fargo, ND	1	Midco Email	1	-
LOCAT007055	Locator - Fargo, ND	1	Midco TV Commercial	-	-
LOCAT007055	Locator - Fargo, ND	1	Midco Website		<u> </u>
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LOCAT007055	Locator - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
LOCAT007055	Locator - Fargo, ND	1	Referred by current employee	2	-
LOCAT007055	Locator - Fargo, ND	1	Referred by Friend or Family	-	-
LOCAT007055	Locator - Fargo, ND	1	ZipRecruiter	-	-
	Programming Coordinator-Midco Sports	1	Billboards	-	-
PROGROO7027			2000103		
PROGR007027			eBenefits - Department of Votoran Affaire	_	_
PROGR007027 PROGR007027 PROGR007027	Programming Coordinator-Midco Sports Programming Coordinator-Midco Sports Programming Coordinator-Midco Sports	1	eBenefits - Department of Veteran Affairs Current Employee	-	-

PROGR007027	Programming Coordinator-Midco Sports	1	Facebook/Instagram	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	Glassdoor	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	Handshake	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	Indeed	-	-
PROGR007027		1		_	
	Programming Coordinator-Midco Sports		Keloland Employment		
PROGR007027	Programming Coordinator-Midco Sports	1	KSWORKS (Job Service of KS)	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	LinkedIn	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	Local Job Network - Circa	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	Midco Email	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	Midco TV Commercial	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	Midco Website	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	NDWORKS (Job Service of ND)	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	Referred by current employee	2	1
PROGR007027	Programming Coordinator-Midco Sports	1	Referred by Friend or Family	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	SDWORKS (Job Servie of SD)	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	ZipRecruiter	-	-
RETAI006876	Retail Sales & Service Associate	1	Billboards	-	_
RETAI006876	Retail Sales & Service Associate	1	Current Employee	_	-
RETAI006876	Retail Sales & Service Associate	1	eBenefits - Department of Veteran Affairs	-	-
RETAI006876	Retail Sales & Service Associate	1	Facebook/Instagram	-	-
RETAI006876	Retail Sales & Service Associate	1	Glassdoor	-	-
RETAI006876	Retail Sales & Service Associate	1	Handshake	-	-
RETAI006876	Retail Sales & Service Associate	1	Indeed	2	1
RETAI006876	Retail Sales & Service Associate Retail Sales & Service Associate	1	LinkedIn	-	-
		1	Local Job Network - Circa	-	<u>-</u>
RETAI006876	Retail Sales & Service Associate				
RETAI006876	Retail Sales & Service Associate	1	Midco Email	-	-
RETAI006876	Retail Sales & Service Associate	1	Midco TV Commercial	-	-
RETAI006876	Retail Sales & Service Associate	1	Midco Website	-	-
RETAI006876	Retail Sales & Service Associate	1	NDWORKS (Job Service of ND)	-	-
RETAI006876	Retail Sales & Service Associate	1	Referred by current employee	-	-
RETAI006876	Retail Sales & Service Associate	1	Referred by Friend or Family	_	_
RETAI006876	Retail Sales & Service Associate	1	ZipRecruiter	-	-
RETAI006879	Retail Sales & Service Associate	1	Billboards	-	-
RETAI006879	Retail Sales & Service Associate	1	Current Employee	-	-
RETAI006879	Retail Sales & Service Associate	1	eBenefits - Department of Veteran Affairs	-	-
RETAI006879	Retail Sales & Service Associate	1	Facebook/Instagram	-	-
RETAI006879	Retail Sales & Service Associate	1	Glassdoor	_	_
RETAI006879	Retail Sales & Service Associate Retail Sales & Service Associate	1	Handshake	-	-
RETAI006879	Retail Sales & Service Associate	1	Indeed	5	1
RETAI006879	Retail Sales & Service Associate	1	LinkedIn	-	-
RETAI006879	Retail Sales & Service Associate	1	Local Job Network - Circa	-	-
RETAI006879	Retail Sales & Service Associate	1	Midco Email	-	-
RETAI006879	Retail Sales & Service Associate	1	Midco TV Commercial	-	-
RETAI006879	Retail Sales & Service Associate	1	Midco Website	_	-
RETAI006879	Retail Sales & Service Associate Retail Sales & Service Associate	1		-	-
			NDWORKS (Job Service of ND)		
RETAI006879	Retail Sales & Service Associate	1	Referred by current employee	-	-
RETAI006879	Retail Sales & Service Associate	1	Referred by Friend or Family	-	-
RETAI006879	Retail Sales & Service Associate	1	ZipRecruiter	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Billboards	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Current Employee	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	-	_
			Facebook/Instagram	_	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	, 5	-	
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Glassdoor	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Handshake	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Indeed	9	1
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	LinkedIn	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Local Job Network - Circa	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Midco Email	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Midco TV Commercial	-	-
RETAIO07012	Retail Sales & Service Associate - Grand Forks, ND	1	Midco Website	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	NDWORKS (Job Service of ND)	1	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Referred by current employee	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Referred by Friend or Family	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	ZipRecruiter	-	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Billboards	-	-
RETAI007152		1		-	-
	Retail Sales & Service Associate - Fargo, ND		Current Employee		
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	eBenefits - Department of Veteran Affairs	-	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Facebook/Instagram	-	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Glassdoor	-	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Handshake	-	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Indeed	6	_
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	LinkedIn	-	<u>-</u>
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RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Local Job Network - Circa	-	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Midco Email	-	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Midco TV Commercial	-	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Midco Website	1	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	NDWORKS (Job Service of ND)	1	1
					-
RETAIN07152	Retail Sales & Service Associate - Fargo ND	1	Referred by current employee	-	
RETAI007152 RETAI007152	Retail Sales & Service Associate - Fargo, ND Retail Sales & Service Associate - Fargo, ND	1	Referred by current employee Referred by Friend or Family	-	-

RETAIOD132 Real Seles & Service Associate - Forge ND No. 10 1						
RETAIO07133 Retail Solies & Strick Associate - Grand Forts, NO 1 Current Employee -	RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	ZipRecruiter	-	-
RETAIDUTISS Retail Sales & Service Associate - Grand Forts, ND 1 Serberold, Information -	RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Billboards	-	-
RETAIDUTISTS Retail Sales & Service Associate - Grand Forks, ND 1 Retirents of Visterian Affairs -	RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Current Employee	-	-
RETAID27153 Retail Sales & Service Associate - Grand Forks, ND 1 Revelock/Indaggam -	RFTAI007153		1		-	-
RETAID07153 Retail Sales & Service Associate - Creand Forles, NO 1 Glassotion				•	-	_
REFAIDUTISS Retail Sales & Service Associate - Grand Forks, ND 1 Indeed 5 1						
RETAID07153 Retail Sales & Service Associate - Grand Forts, ND 1 Linked 5 1 RETAID07157 Retail Sales & Service Associate - Grand Forts, ND 1 Linked		•			-	
RETAIDUTISS Retail Sales & Service Associate - Grand Forks, ND 1 Locia De Network - Circa		· · · · · · · · · · · · · · · · · · ·			-	
RETAID27153 Retail Sales & Service Assorate - Grand Forks, ND 1 Micto Fraid -	RETAI007153	Retail Sales & Service Associate - Grand Forks, ND			5	1
RETAIDUTISS Retal Sisies & Service Associate - Grand Forks, ND 1 Middor Drommercial -	RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	LinkedIn	-	-
RETAIDUTISS Retail Sales & Service Associate - Canaf Porks, ND 1 Middo Twommercial - RETAIDUTISS Retail Sales & Service Associate - Canaf Porks, ND 1 Middo Webste 1 - RETAIDUTISS Retail Sales & Service Associate - Canaf Porks, ND 1 Middo Webste 1 - RETAIDUTISS Retail Sales & Service Associate - Canaf Porks, ND 1 Referred by current employee - - RETAIDUTISS Retail Sales & Service Associate - Canaf Porks, ND 1 Referred by current employee - - RETAIDUTISS Retail Sales & Service Associate - Canaf Porks, ND 1 Referred by current employee -	RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Local Job Network - Circa	-	-
RETAIDUTISS Retal Sales & Service Assoriate - Grand Forks, ND 1 Micro PV Commercial -			1		1	_
RETAIDUTISS Retail Sales & Service Associate - Grand Forks, NO						_
RETAIDUTISS Retail Sales & Service Associate - Grand Forks, ND 1 NDWORNS (Ob Service of ND) 1 RETAIDUTISS Retail Sales & Service Associate - Grand Forks, ND 1 Referred by Lurrent employee RETAIDUTISS Retail Sales & Service Associate - Grand Forks, ND 1 Referred by Priend or Family					_	
RETAIDUTISS Retail Sales & Service Associate - Grant Forks, ND 1 Referred by Friend or Family -		•				_
RETAIOU7153 Retail Sales & Service Associate - Grand Forks, ND				,	1	
RETABLOTISS Reals Sales & Service Associate - Grand Forks, ND	RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Referred by current employee	-	-
CONSTIDUTIZES Construction Technician - Fargo, ND 1 Billboards -	RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Referred by Friend or Family	-	-
CONSTIDUTIZES Construction Technician - Fargo, ND 1 Billboards -			1	· · · · · · · · · · · · · · · · · · ·	-	-
CONSTIDUTITS Construction Technician - Fargo, NO				•	_	
CONSTIDUTYS		* :				
CONSTIDUTION Construction Technician - Fargo, ND						-
CONSTO07175 Construction Technician - Fargo, ND		* :			-	-
CONST007175 Construction Technician - Fargo, ND	CONST007175	Construction Technician - Fargo, ND	1	eBenefits - Department of Veteran Affairs	-	-
CONST007175 Construction Technician - Fargo, ND	CONST007175	Construction Technician - Fargo, ND	1	Facebook/Instagram	-	-
CONST007175 Construction Technician - Fargo, ND		* :			-	-
CONST007175 Construction Technician - Fargo, ND						
CONST007175 Construction Technician - Fargo, ND		* :				
CONST007175 Construction Technician - Fargo, ND						
CONST007175 Construction Technician - Fargo, ND		* :			-	-
CONST007175	CONST007175	Construction Technician - Fargo, ND	1	Local Job Network - Circa	-	-
CONST007175	CONST007175	Construction Technician - Fargo, ND	1	Midco Email	-	-
CONST007175 Construction Technician - Fargo, ND		<u> </u>			_	_
CONST007175						
CONST007175		* :				
COMST007175					-	-
CONSTOVITS	CONST007175	Construction Technician - Fargo, ND	1	Referred by current employee	-	-
FIELDO7183	CONST007175	Construction Technician - Fargo, ND	1	Referred by Friend or Family	-	-
FIELDO7183	CONST007175	Construction Technician - Fargo, ND	1		-	-
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Recruitment Source	Contact	Email	Entitled to Notification
	Recruitment Sources Used for All Opening	S	
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	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	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, Ev	ents, Job Fairs)	
Billboard Contracted through Flynn-Wright	Contact: Paige Baskerville Phone: 952-358-3547	Paige.Baskerville@midco.com	N
Grand Forks Workforce Center Job Fair	Mary Houdek Phone: 701-795-3723	mhoudek@nd.gov	N
Midco Digital Advertisment	Digital banner Midco marketing creates		N
Midco Hiring Flier	Handouts at Customer Experience Centers/Events		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/	Social Media - Internet Posting		N
Keloland Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	N
KSWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	N
MN State Career Hub College Consortium https://www.collegecentral.com/msch/	Internet Posting		N
MNWORKS (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	N
SDACCC (SD Association College Career Center) College Consortium	Internet Posting		N
SDWORKS (Job Service of South Dakota)	Contact: Paul Robson Phone: 605-910-4833	paul.robson@state.sd.us	N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N

Long Term Initiatives				
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
	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.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.MinnesotaJobNetwork.com www.MinnesotaDiversity.com www.MinnesotaDiversity.com www.minnesotaworks.net www.ndworkforceconnection.com www.jobcenterofwisconsin.com www.ebenefits.va.gov
9/12/2024	Grand Forks Workforce Center	Grand Cities Fall Job Fair is a partnership with Job Service North Dakota, Jobs HQ	Job Fair In Person - Broad Outreach	Alex Loberg, Matthew Thompson