

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

Requisition Number	Posting Title	Positions 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	-	-
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	-
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	-	-
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	-
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	Advertising Account Executive	1	Handshake	-	-
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	-	-
BUSIN006925	Business Inside Sales Representative - Fargo	1	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	NDWORKS (Job Service of ND)	-	-
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	-
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	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	Glassdoor	-	-
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	-	-
CUSTO006959	Customer Experience Specialist - Grand Forks, ND	2	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)	-	-
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	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Billboards	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Current Employee	-	-
DATA006875	Data Center Facilities Operations Specialist	1	eBenefits - Department of Veteran Affairs	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Facebook/Instagram	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Glassdoor	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Handshake	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Indeed	4	1
DATA006875	Data Center Facilities Operations Specialist	1	LinkedIn	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Local Job Network - Circa	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Midco Email	1	-
DATA006875	Data Center Facilities Operations Specialist	1	Midco TV Commercial	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Midco Website	-	-
DATA006875	Data Center Facilities Operations Specialist	1	NDWORKS (Job Service of ND)	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Referred by current employee	-	-
DATA006875	Data Center Facilities Operations Specialist	1	Referred by Friend or Family	-	-
DATA006875	Data Center Facilities Operations Specialist	1	ZipRecruiter	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Billboards	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Current Employee	-	-
DATA006919	Data Center Facilities Operations Specialist	1	eBenefits - Department of Veteran Affairs	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Facebook/Instagram	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Glassdoor	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Handshake	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Indeed	1	1
DATA006919	Data Center Facilities Operations Specialist	1	LinkedIn	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Local Job Network - Circa	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Midco Email	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Midco TV Commercial	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Midco Website	-	-
DATA006919	Data Center Facilities Operations Specialist	1	NDWORKS (Job Service of ND)	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Referred by current employee	-	-
DATA006919	Data Center Facilities Operations Specialist	1	Referred by Friend or Family	-	-
DATA006919	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	-	-
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	-	-
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)	-	-
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	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Current Employee	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	eBenefits - Department of Veteran Affairs	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Facebook/Instagram	-	-
EQUIP007131	Equipment Operator - Underground Construction - Fargo, ND	1	Glassdoor	-	-

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	-	-
EQUIP007131	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	-	-
FIELD006787	Field Technician - Grand Forks, ND	2	Billboards	-	-
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
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	Field Technician - Grand Forks, ND	2	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	-	-
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
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	Field Technician - International Falls, MN	1	Glassdoor	-	-
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	-	-
FIELD006816	Field Technician - International Falls, MN	1	Midco 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	-	-
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	-	-
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	-
FIELD006834	Field Technician - Grand Forks, ND	2	Billboards	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	Current Employee	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	Facebook/Instagram	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	Glassdoor	-	-
FIELD006834	Field Technician - Grand Forks, ND	2	Handshake	-	-

FIELD006834	Field Technician - Grand Forks, ND	2	Indeed	2	-
FIELD006834	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	-	-
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	Field Technician - Wahpeton, ND	1	Midco Email	-	-
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	Field Technician - Wahpeton, ND	1	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	Field Technician - Fargo, ND	2	Glassdoor	-	-
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	-	-
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	Field Technician - Crookston, MN	1	Indeed	4	-
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	-
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	-	-
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	-	-
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)	-	-
FIELD006874	Field Technician - International Falls, MN	1	Referred by current employee	-	-
FIELD006874	Field Technician - International Falls, MN	1	Referred by Friend or Family	1	-
FIELD006874	Field Technician - International Falls, MN	1	ZipRecruiter	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Billboard	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	BisMan Online	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Current Employee	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Facebook/Instagram	1	-

FIELD006881	Field Technician - Grand Forks, ND	2	Glassdoor	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Handshake	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Indeed	1	-
FIELD006881	Field Technician - Grand Forks, ND	2	LinkedIn	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Local Job Networks - Circa	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Midco Email	5	2
FIELD006881	Field Technician - Grand Forks, ND	2	Midco TV Commercial	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Midco Website	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Referred by current employee	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	Referred by Friend or Family	-	-
FIELD006881	Field Technician - Grand Forks, ND	2	ZipRecruiter	-	-
FIELD006884	Field Technician - Fargo, ND	3	Billboard	-	-
FIELD006884	Field Technician - Fargo, ND	3	BisMan Online	-	-
FIELD006884	Field Technician - Fargo, ND	3	Current Employee	1	-
FIELD006884	Field Technician - Fargo, ND	3	eBenefits - Department of Veteran Affairs	-	-
FIELD006884	Field Technician - Fargo, ND	3	Facebook/Instagram	-	-
FIELD006884	Field Technician - Fargo, ND	3	Glassdoor	-	-
FIELD006884	Field Technician - Fargo, ND	3	Handshake	-	-
FIELD006884	Field Technician - Fargo, ND	3	Indeed	1-	2
FIELD006884	Field Technician - Fargo, ND	3	LinkedIn	1	-
FIELD006884	Field Technician - Fargo, ND	3	Local Job Networks - Circa	-	-
FIELD006884	Field Technician - Fargo, ND	3	Midco Email	2	1
FIELD006884	Field Technician - Fargo, ND	3	Midco TV Commercial	-	-
FIELD006884	Field Technician - Fargo, ND	3	Midco Website	2	-
FIELD006884	Field Technician - Fargo, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006884	Field Technician - Fargo, ND	3	Referred by current employee	-	-
FIELD006884	Field Technician - Fargo, ND	3	Referred by Friend or Family	-	-
FIELD006884	Field Technician - Fargo, ND	3	ZipRecruiter	-	-
FIELD006929	Field Technician - Crookston, MN	1	BisMan Online	-	-
FIELD006929	Field Technician - Crookston, MN	1	Current Employee	-	-
FIELD006929	Field Technician - Crookston, MN	1	eBenefits - Department of Veteran Affairs	-	-
FIELD006929	Field Technician - Crookston, MN	1	Facebook/Instagram	-	-
FIELD006929	Field Technician - Crookston, MN	1	Glassdoor	-	-
FIELD006929	Field Technician - Crookston, MN	1	Handshake	-	-
FIELD006929	Field Technician - Crookston, MN	1	Indeed	1	1
FIELD006929	Field Technician - Crookston, MN	1	LinkedIn	-	-
FIELD006929	Field Technician - Crookston, MN	1	Local Job Networks - Circa	-	-
FIELD006929	Field Technician - Crookston, MN	1	Midco Email	-	-
FIELD006929	Field Technician - Crookston, MN	1	Midco TV Commercial	-	-
FIELD006929	Field Technician - Crookston, MN	1	Midco Website	-	-
FIELD006929	Field Technician - Crookston, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006929	Field Technician - Crookston, MN	1	MN State Career Hub College Consortium	-	-
FIELD006929	Field Technician - Crookston, MN	1	Referred by current employee	-	-
FIELD006929	Field Technician - Crookston, MN	1	Referred by Friend or Family	-	-
FIELD006929	Field Technician - Crookston, MN	1	ZipRecruiter	-	-
FIELD006932	Field Technician - Fargo, ND	3	Billboard	-	-
FIELD006932	Field Technician - Fargo, ND	3	Current Employee	-	-
FIELD006932	Field Technician - Fargo, ND	3	eBenefits - Department of Veteran Affairs	-	-
FIELD006932	Field Technician - Fargo, ND	3	Facebook/Instagram	-	-
FIELD006932	Field Technician - Fargo, ND	3	Glassdoor	-	-
FIELD006932	Field Technician - Fargo, ND	3	Indeed	3	2
FIELD006932	Field Technician - Fargo, ND	3	LinkedIn	-	-
FIELD006932	Field Technician - Fargo, ND	3	Local Job Network - Circa	-	-
FIELD006932	Field Technician - Fargo, ND	3	Midco Email	-	-
FIELD006932	Field Technician - Fargo, ND	3	Midco TV Commercial	-	-
FIELD006932	Field Technician - Fargo, ND	3	Midco Website	-	-
FIELD006932	Field Technician - Fargo, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006932	Field Technician - Fargo, ND	3	Referred by current employee	1	1
FIELD006932	Field Technician - Fargo, ND	3	Referred by Friend or Family	1	-
FIELD006932	Field Technician - Fargo, ND	3	ZipRecruiter	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Billboards	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	BisMan Online	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Current Employee	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Facebook/Instagram	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Glassdoor	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Handshake	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Indeed	5	1
FIELD006937	Field Technician - Grand Forks, ND	2	LinkedIn	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Local Job Network - Circa	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Midco Email	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Midco TV Commercial	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Midco Website	2	-
FIELD006937	Field Technician - Grand Forks, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD006937	Field Technician - Grand Forks, ND	2	Referred by current employee	1	1
FIELD006937	Field Technician - Grand Forks, ND	2	Referred by Friend or Family	1	-
FIELD006937	Field Technician - Grand Forks, ND	2	ZipRecruiter	-	-
FIELD006942	Field Technician - Fargo, ND	1	Billboards	-	-

FIELD006942	Field Technician - Fargo, ND	1	Current Employee	-	-
FIELD006942	Field Technician - Fargo, ND	1	eBenefits - Department of Veteran Affairs	-	-
FIELD006942	Field Technician - Fargo, ND	1	Facebook/Instagram	1	-
FIELD006942	Field Technician - Fargo, ND	1	Glassdoor	-	-
FIELD006942	Field Technician - Fargo, ND	1	Handshake	-	-
FIELD006942	Field Technician - Fargo, ND	1	Indeed	4	-
FIELD006942	Field Technician - Fargo, ND	1	LinkedIn	1	1
FIELD006942	Field Technician - Fargo, ND	1	Local Job Network - Circa	-	-
FIELD006942	Field Technician - Fargo, ND	1	Midco Email	-	-
FIELD006942	Field Technician - Fargo, ND	1	Midco TV Commercial	-	-
FIELD006942	Field Technician - Fargo, ND	1	Midco Website	-	-
FIELD006942	Field Technician - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006942	Field Technician - Fargo, ND	1	Referred by current employee	1	-
FIELD006942	Field Technician - Fargo, ND	1	Referred by Friend or Family	-	-
FIELD006942	Field Technician - Fargo, ND	1	ZipRecruiter	-	-
FIELD007011	Field Technician - Fargo, ND	5	Billboards	-	-
FIELD007011	Field Technician - Fargo, ND	5	Current Employee	-	-
FIELD007011	Field Technician - Fargo, ND	5	eBenefits - Department of Veteran Affairs	-	-
FIELD007011	Field Technician - Fargo, ND	5	Facebook/Instagram	-	-
FIELD007011	Field Technician - Fargo, ND	5	Glassdoor	-	-
FIELD007011	Field Technician - Fargo, ND	5	Handshake	-	-
FIELD007011	Field Technician - Fargo, ND	5	Indeed	2	-
FIELD007011	Field Technician - Fargo, ND	5	LinkedIn	-	-
FIELD007011	Field Technician - Fargo, ND	5	Local Job Network - Circa	-	-
FIELD007011	Field Technician - Fargo, ND	5	Midco Email	8	3
FIELD007011	Field Technician - Fargo, ND	5	Midco TV Commercial	-	-
FIELD007011	Field Technician - Fargo, ND	5	Midco Website	6	1
FIELD007011	Field Technician - Fargo, ND	5	NDWORKS (Job Service of ND)	-	-
FIELD007011	Field Technician - Fargo, ND	5	Referred by current employee	1	-
FIELD007011	Field Technician - Fargo, ND	5	Referred by Friend or Family	3	1
FIELD007011	Field Technician - Fargo, ND	5	ZipRecruiter	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Billboard	1	-
FIELD007045	Field Technician - Grand Forks, ND	2	BisMan Online	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Current Employee	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Facebook/Instagram	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Glassdoor	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Handshake	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Indeed	6	2
FIELD007045	Field Technician - Grand Forks, ND	2	LinkedIn	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Local Job Network - Circa	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Midco Email	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Midco Email	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Midco Website	1	-
FIELD007045	Field Technician - Grand Forks, ND	2	MN State Career Hub College Consortium	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Referred by current employee	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	Referred by Friend or Family	-	-
FIELD007045	Field Technician - Grand Forks, ND	2	ZipRecruiter	-	-
FIELD007046	Field Technician - Fargo, ND	3	Billboard	-	-
FIELD007046	Field Technician - Fargo, ND	3	BisMan Online	-	-
FIELD007046	Field Technician - Fargo, ND	3	Current Employee	-	-
FIELD007046	Field Technician - Fargo, ND	3	eBenefits - Department of Veteran Affairs	-	-
FIELD007046	Field Technician - Fargo, ND	3	Facebook/Instagram	-	-
FIELD007046	Field Technician - Fargo, ND	3	Glassdoor	-	-
FIELD007046	Field Technician - Fargo, ND	3	Handshake	-	-
FIELD007046	Field Technician - Fargo, ND	3	Indeed	8	1
FIELD007046	Field Technician - Fargo, ND	3	LinkedIn	-	-
FIELD007046	Field Technician - Fargo, ND	3	Local Job Network - Circa	-	-
FIELD007046	Field Technician - Fargo, ND	3	Midco Email	1	-
FIELD007046	Field Technician - Fargo, ND	3	Midco TV Commercial	-	-
FIELD007046	Field Technician - Fargo, ND	3	Midco Website	3	1
FIELD007046	Field Technician - Fargo, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD007046	Field Technician - Fargo, ND	3	Referred by current employee	-	-
FIELD007046	Field Technician - Fargo, ND	3	Referred by Friend or Family	1	1
FIELD007046	Field Technician - Fargo, ND	3	ZipRecruiter	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Billboard	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	BisMan Online	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Current Employee	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Facebook/Instagram	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Glassdoor	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Handshake	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Indeed	2	-
FIELD007107	Field Technician - Grand Forks, ND	1	LinkedIn	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Local Job Network - Circa	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Midco Email	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Midco TV Commercial	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Midco Website	2	1

FIELD007107	Field Technician - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Referred by current employee	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	Referred by Friend or Family	-	-
FIELD007107	Field Technician - Grand Forks, ND	1	ZipRecruiter	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Billboards	-	-
FIELD007114	Field Technician - Jamestown, ND	1	BisMan Online	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Current Employee	-	-
FIELD007114	Field Technician - Jamestown, ND	1	eBenefits - Department of Veteran Affairs	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Facebook/Instagram	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Glassdoor	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Handshake	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Indeed	4	1
FIELD007114	Field Technician - Jamestown, ND	1	LinkedIn	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Local Job Network - Circa	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Midco Email	-	-
FIELD007114	Field Technician - Jamestown, ND	1	Midco TV Commercial	-	-
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	-	-
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	-	-
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)	-	-
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	-	-
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	-	-
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	-	-
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	-	-
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)	-	-
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)	-	-
INSTR007136	Instructional Designer	1	ZipRecruiter	1	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Billboard	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Current Employee	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	eBenefits - Department of Veteran Affairs	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Facebook/Instagram	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Glassdoor	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Handshake	-	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	Indeed	7	-
LABOR006782	Laborer - Underground Construction - Fargo, ND	1	LinkedIn	-	-

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	Laborer - Underground Construction - Jamestown, ND	1	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	-	-
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	-	-
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	-	-
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	-	-
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	-	-
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	-	-
LOCAT007055	Locator - Fargo, ND	1	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	-	-
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	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	Billboards	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	eBenefits - Department of Veteran Affairs	-	-
PROGR007027	Programming Coordinator-Midco Sports	1	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	Programming Coordinator-Midco Sports	1	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	1	LinkedIn	-	-
RETAI006876	Retail Sales & Service Associate	1	Local Job Network - Circa	-	-
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	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	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	-	-
RETAI007012	Retail Sales & Service Associate - Grand Forks, ND	1	Facebook/Instagram	-	-
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	-	-
RETAI007012	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	Retail Sales & Service Associate - Fargo, ND	1	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	-	-
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
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Referred by current employee	-	-
RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	Referred by Friend or Family	-	-

RETAI007152	Retail Sales & Service Associate - Fargo, ND	1	ZipRecruiter	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Billboards	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Current Employee	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Facebook/Instagram	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Glassdoor	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Handshake	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Indeed	5	1
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	LinkedIn	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Local Job Network - Circa	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Midco Email	1	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Midco TV Commercial	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Midco Website	1	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	NDWORKS (Job Service of ND)	1	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Referred by current employee	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	Referred by Friend or Family	-	-
RETAI007153	Retail Sales & Service Associate - Grand Forks, ND	1	ZipRecruiter	-	-
CONST007175	Construction Technician - Fargo, ND	1	Billboards	-	-
CONST007175	Construction Technician - Fargo, ND	1	BizMan Online	-	-
CONST007175	Construction Technician - Fargo, ND	1	Current Employee	-	-
CONST007175	Construction Technician - Fargo, ND	1	eBenefits - Department of Veteran Affairs	-	-
CONST007175	Construction Technician - Fargo, ND	1	Facebook/Instagram	-	-
CONST007175	Construction Technician - Fargo, ND	1	Glassdoor	-	-
CONST007175	Construction Technician - Fargo, ND	1	Handshake	-	-
CONST007175	Construction Technician - Fargo, ND	1	Indeed	1	-
CONST007175	Construction Technician - Fargo, ND	1	LinkedIn	-	-
CONST007175	Construction Technician - Fargo, ND	1	Local Job Network - Circa	-	-
CONST007175	Construction Technician - Fargo, ND	1	Midco Email	-	-
CONST007175	Construction Technician - Fargo, ND	1	Midco TV Commercial	-	-
CONST007175	Construction Technician - Fargo, ND	1	Midco Website	1	1
CONST007175	Construction Technician - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
CONST007175	Construction Technician - Fargo, ND	1	Referred by current employee	-	-
CONST007175	Construction Technician - Fargo, ND	1	Referred by Friend or Family	-	-
CONST007175	Construction Technician - Fargo, ND	1	ZipRecruiter	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Billboards	-	-
FIELD007183	Field Technician - Jamestown, ND	1	BizMan Online	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Current Employee	-	-
FIELD007183	Field Technician - Jamestown, ND	1	eBenefits - Department of Veteran Affairs	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Facebook/Instagram	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Glassdoor	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Handshake	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Indeed	-	-
FIELD007183	Field Technician - Jamestown, ND	1	LinkedIn	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Local Job Network - Circa	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Midco Email	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Midco TV Commercial	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Midco Website	-	-
FIELD007183	Field Technician - Jamestown, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD007183	Field Technician - Jamestown, ND	1	Referred by current employee	1	1
FIELD007183	Field Technician - Jamestown, ND	1	Referred by Friend or Family	-	-
FIELD007183	Field Technician - Jamestown, ND	1	ZipRecruiter	-	-
VIDEO007020	Videographer/Producer	1	Billboards	-	-
VIDEO007020	Videographer/Producer	1	Current Employee	-	-
VIDEO007020	Videographer/Producer	1	eBenefits - Department of Veteran Affairs	1	-
VIDEO007020	Videographer/Producer	1	Facebook/Instagram	-	-
VIDEO007020	Videographer/Producer	1	Glassdoor	-	-
VIDEO007020	Videographer/Producer	1	Handshake	-	-
VIDEO007020	Videographer/Producer	1	Indeed	1	-
VIDEO007020	Videographer/Producer	1	Keloland Employment	-	-
VIDEO007020	Videographer/Producer	1	LinkedIn	-	-
VIDEO007020	Videographer/Producer	1	Local Job Network - Circa	-	-
VIDEO007020	Videographer/Producer	1	Midco Email	-	-
VIDEO007020	Videographer/Producer	1	Midco TV Commercial	-	-
VIDEO007020	Videographer/Producer	1	Midco Website	1	-
VIDEO007020	Videographer/Producer	1	NDWORKS (Job Service of ND)	-	-
VIDEO007020	Videographer/Producer	1	Referred by current employee	1	-
VIDEO007020	Videographer/Producer	1	Referred by Friend or Family	2	1
VIDEO007020	Videographer/Producer	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	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, Events, 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 Advertisement	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
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
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