

EEO Public File Report
Midcontinent Communications-Burleigh
September 1, 2025-August 31, 2026
Full-Time Positions Filled

Requisition Number	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
25-0132	Customer Experience Specialist	2	Current Employee	-	-
25-0132	Customer Experience Specialist	2	eBenefits Department of Veterans Affairs	-	-
25-0132	Customer Experience Specialist	2	Facebook/Instagram/Meta	1	-
25-0132	Customer Experience Specialist	2	Friend/Family Referral	-	-
25-0132	Customer Experience Specialist	2	Glassdoor	-	-
25-0132	Customer Experience Specialist	2	Handshake	-	-
25-0132	Customer Experience Specialist	2	Indeed	2	-
25-0132	Customer Experience Specialist	2	LinkedIn	-	-
25-0132	Customer Experience Specialist	2	Local Job Network-Circa	-	-
25-0132	Customer Experience Specialist	2	Midco Billboard	1	-
25-0132	Customer Experience Specialist	2	Midco Email	-	-
25-0132	Customer Experience Specialist	2	Midco TV Commercial	-	-
25-0132	Customer Experience Specialist	2	Midco Website	4	1
25-0132	Customer Experience Specialist	2	NDWORKS (Job Service of ND)	2	1
25-0132	Customer Experience Specialist	2	Referred by Current Employee	1	-
25-0143	Retail Sales & Service Associate	1	Current Employee	-	-
25-0143	Retail Sales & Service Associate	1	eBenefits Department of Veterans Affairs	-	-
25-0143	Retail Sales & Service Associate	1	Facebook/Instagram/Meta	-	-
25-0143	Retail Sales & Service Associate	1	Friend/Family Referral	1	-
25-0143	Retail Sales & Service Associate	1	Glassdoor	-	-
25-0143	Retail Sales & Service Associate	1	Handshake	-	-
25-0143	Retail Sales & Service Associate	1	Indeed	5	1
25-0143	Retail Sales & Service Associate	1	LinkedIn	-	-
25-0143	Retail Sales & Service Associate	1	Local Job Network-Circa	-	-
25-0143	Retail Sales & Service Associate	1	Midco Billboard	-	-
25-0143	Retail Sales & Service Associate	1	Midco Email	1	-
25-0143	Retail Sales & Service Associate	1	Midco TV Commercial	-	-
25-0143	Retail Sales & Service Associate	1	Midco Website	2	-
25-0143	Retail Sales & Service Associate	1	NDWORKS (Job Service of ND)	-	-
25-0143	Retail Sales & Service Associate	1	Referred by Current Employee	-	-
25-0205	Field Technician - Bismarck, ND	2	Bisman Online	-	-
25-0205	Field Technician - Bismarck, ND	2	Current Employee	-	-
25-0205	Field Technician - Bismarck, ND	2	eBenefits Department of Veterans Affairs	-	-
25-0205	Field Technician - Bismarck, ND	2	Facebook/Instagram/Meta	-	-
25-0205	Field Technician - Bismarck, ND	2	Friend/Family Referral	-	-
25-0205	Field Technician - Bismarck, ND	2	Glassdoor	-	-
25-0205	Field Technician - Bismarck, ND	2	Handshake	-	-
25-0205	Field Technician - Bismarck, ND	2	Indeed	2	1
25-0205	Field Technician - Bismarck, ND	2	LinkedIn	-	-
25-0205	Field Technician - Bismarck, ND	2	Local Job Network-Circa	-	-
25-0205	Field Technician - Bismarck, ND	2	Midco Billboard	-	-
25-0205	Field Technician - Bismarck, ND	2	Midco Email	-	-
25-0205	Field Technician - Bismarck, ND	2	Midco TV Commercial	-	-
25-0205	Field Technician - Bismarck, ND	2	Midco Website	1	1
25-0205	Field Technician - Bismarck, ND	2	NDWORKS (Job Service of ND)	-	-
25-0205	Field Technician - Bismarck, ND	2	Referred by Current Employee	-	-
25-0227	Field Technician I	1	Bisman Online	-	-
25-0227	Field Technician I	1	Current Employee	-	-
25-0227	Field Technician I	1	eBenefits Department of Veterans Affairs	-	-
25-0227	Field Technician I	1	Facebook/Instagram/Meta	-	-
25-0227	Field Technician I	1	Friend/Family Referral	-	-
25-0227	Field Technician I	1	Glassdoor	-	-
25-0227	Field Technician I	1	Handshake	-	-
25-0227	Field Technician I	1	Indeed	1	1
25-0227	Field Technician I	1	LinkedIn	-	-
25-0227	Field Technician I	1	Local Job Network-Circa	-	-
25-0227	Field Technician I	1	Midco Email	-	-
25-0227	Field Technician I	1	Midco TV Commercial	-	-
25-0227	Field Technician I	1	Midco Website	-	-
25-0227	Field Technician I	1	NDWORKS (Job Service of ND)	-	-
25-0227	Field Technician I	1	Referred by Current Employee	-	-
25-0269	Customer Experience Specialist	3	Current Employee	-	-
25-0269	Customer Experience Specialist	3	eBenefits Department of Veterans Affairs	-	-
25-0269	Customer Experience Specialist	3	Facebook/Instagram/Meta	-	-
25-0269	Customer Experience Specialist	3	Friend/Family Referral	1	-
25-0269	Customer Experience Specialist	3	Glassdoor	-	-
25-0269	Customer Experience Specialist	3	Handshake	-	-
25-0269	Customer Experience Specialist	3	Indeed	2	-
25-0269	Customer Experience Specialist	3	LinkedIn	-	-
25-0269	Customer Experience Specialist	3	Local Job Network-Circa	-	-

25-0269	Customer Experience Specialist	3	Midco Email	-	-
25-0269	Customer Experience Specialist	3	Midco TV Commercial	-	-
25-0269	Customer Experience Specialist	3	Midco Website	2	2
25-0269	Customer Experience Specialist	3	NDWORKS (Job Service of ND)	1	-
25-0269	Customer Experience Specialist	3	Referred by Current Employee	1	1
25-0280	Field Technician - Bismarck, ND	4	Bisman Online	-	-
25-0280	Field Technician - Bismarck, ND	4	Current Employee	-	-
25-0280	Field Technician - Bismarck, ND	4	eBenefits Department of Veterans Affairs	-	-
25-0280	Field Technician - Bismarck, ND	4	Facebook/Instagram/Meta	2	1
25-0280	Field Technician - Bismarck, ND	4	Friend/Family Referral	1	-
25-0280	Field Technician - Bismarck, ND	4	Glassdoor	-	-
25-0280	Field Technician - Bismarck, ND	4	Handshake	-	-
25-0280	Field Technician - Bismarck, ND	4	Indeed	7	1
25-0280	Field Technician - Bismarck, ND	4	LinkedIn	-	-
25-0280	Field Technician - Bismarck, ND	4	Local Job Network-Circa	-	-
25-0280	Field Technician - Bismarck, ND	4	Midco Billboard	-	-
25-0280	Field Technician - Bismarck, ND	4	Midco Email	-	-
25-0280	Field Technician - Bismarck, ND	4	Midco TV Commercial	-	-
25-0280	Field Technician - Bismarck, ND	4	Midco Website	3	1
25-0280	Field Technician - Bismarck, ND	4	NDWORKS (Job Service of ND)	-	-
25-0280	Field Technician - Bismarck, ND	4	Referred by Current Employee	2	1
25-0368	Retail Manager	1	Current Employee	-	-
25-0368	Retail Manager	1	eBenefits Department of Veterans Affairs	-	-
25-0368	Retail Manager	1	Facebook/Instagram/Meta	-	-
25-0368	Retail Manager	1	Friend/Family Referral	-	-
25-0368	Retail Manager	1	Glassdoor	-	-
25-0368	Retail Manager	1	Handshake	-	-
25-0368	Retail Manager	1	Indeed	5	1
25-0368	Retail Manager	1	LinkedIn	-	-
25-0368	Retail Manager	1	Local Job Network-Circa	-	-
25-0368	Retail Manager	1	Midco Billboard	-	-
25-0368	Retail Manager	1	Midco Email	1	-
25-0368	Retail Manager	1	Midco TV Commercial	-	-
25-0368	Retail Manager	1	Midco Website	1	-
25-0368	Retail Manager	1	NDWORKS (Job Service of ND)	-	-
25-0368	Retail Manager	1	Referred by Current Employee	-	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	Current Employee	-	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	eBenefits Department of Veterans Affairs	-	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	Facebook/Instagram/Meta	4	1
25-0396	Customer Experience Specialist - Bismarck, ND	14	Friend/Family Referral	4	1
25-0396	Customer Experience Specialist - Bismarck, ND	14	Glassdoor	-	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	Handshake	-	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	Indeed	10	4
25-0396	Customer Experience Specialist - Bismarck, ND	14	LinkedIn	-	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	Local Job Network-Circa	-	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	Midco Billboard	-	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	Midco Email	-	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	Midco TV Commercial	1	1
25-0396	Customer Experience Specialist - Bismarck, ND	14	Midco Website	17	5
25-0396	Customer Experience Specialist - Bismarck, ND	14	NDWORKS (Job Service of ND)	3	-
25-0396	Customer Experience Specialist - Bismarck, ND	14	Referred by Current Employee	7	2
25-0398	CXC Representative	1	Current Employee	1	-
25-0398	CXC Representative	1	eBenefits Department of Veterans Affairs	-	-
25-0398	CXC Representative	1	Facebook/Instagram/Meta	-	-
25-0398	CXC Representative	1	Friend/Family Referral	-	-
25-0398	CXC Representative	1	Glassdoor	-	-
25-0398	CXC Representative	1	Handshake	-	-
25-0398	CXC Representative	1	Indeed	1	1
25-0398	CXC Representative	1	LinkedIn	1	-
25-0398	CXC Representative	1	Local Job Network-Circa	-	-
25-0398	CXC Representative	1	Midco Billboard	-	-
25-0398	CXC Representative	1	Midco Email	-	-
25-0398	CXC Representative	1	Midco TV Commercial	-	-
25-0398	CXC Representative	1	Midco Website	-	-
25-0398	CXC Representative	1	NDWORKS (Job Service of ND)	-	-
25-0398	CXC Representative	1	Referred by Current Employee	-	-
25-0406	Field Technician - Minot, ND	1	Bisman Online	-	-
25-0406	Field Technician - Minot, ND	1	Current Employee	-	-
25-0406	Field Technician - Minot, ND	1	eBenefits Department of Veterans Affairs	-	-
25-0406	Field Technician - Minot, ND	1	Facebook/Instagram/Meta	-	-
25-0406	Field Technician - Minot, ND	1	Friend/Family Referral	-	-
25-0406	Field Technician - Minot, ND	1	Glassdoor	-	-
25-0406	Field Technician - Minot, ND	1	Handshake	-	-
25-0406	Field Technician - Minot, ND	1	Indeed	5	1
25-0406	Field Technician - Minot, ND	1	LinkedIn	-	-

25-0406	Field Technician - Minot, ND	1	Local Job Network-Circa	-	-
25-0406	Field Technician - Minot, ND	1	Midco Billboard	-	-
25-0406	Field Technician - Minot, ND	1	Midco Email	-	-
25-0406	Field Technician - Minot, ND	1	Midco TV Commercial	-	-
25-0406	Field Technician - Minot, ND	1	Midco Website	3	-
25-0406	Field Technician - Minot, ND	1	NDWORKS (Job Service of ND)	1	-
25-0406	Field Technician - Minot, ND	1	Referred by Current Employee	-	-
25-0410	Retail Sales & Service Associate	1	Current Employee	-	-
25-0410	Retail Sales & Service Associate	1	eBenefits Department of Veterans Affairs	-	-
25-0410	Retail Sales & Service Associate	1	Facebook/Instagram/Meta	1	-
25-0410	Retail Sales & Service Associate	1	Friend/Family Referral	-	-
25-0410	Retail Sales & Service Associate	1	Glassdoor	-	-
25-0410	Retail Sales & Service Associate	1	Handshake	-	-
25-0410	Retail Sales & Service Associate	1	Indeed	1	-
25-0410	Retail Sales & Service Associate	1	LinkedIn	-	-
25-0410	Retail Sales & Service Associate	1	Local Job Network-Circa	-	-
25-0410	Retail Sales & Service Associate	1	Midco Billboard	-	-
25-0410	Retail Sales & Service Associate	1	Midco Email	-	-
25-0410	Retail Sales & Service Associate	1	Midco TV Commercial	-	-
25-0410	Retail Sales & Service Associate	1	Midco Website	1	1
25-0410	Retail Sales & Service Associate	1	NDWORKS (Job Service of ND)	-	-
25-0410	Retail Sales & Service Associate	1	Referred by Current Employee	-	-
25-0422	Enterprise Account Executive	1	Current Employee	-	-
25-0422	Enterprise Account Executive	1	eBenefits Department of Veterans Affairs	-	-
25-0422	Enterprise Account Executive	1	Facebook/Instagram/Meta	-	-
25-0422	Enterprise Account Executive	1	Friend/Family Referral	-	-
25-0422	Enterprise Account Executive	1	Glassdoor	-	-
25-0422	Enterprise Account Executive	1	Handshake	-	-
25-0422	Enterprise Account Executive	1	Indeed	1	1
25-0422	Enterprise Account Executive	1	LinkedIn	-	-
25-0422	Enterprise Account Executive	1	Local Job Network-Circa	-	-
25-0422	Enterprise Account Executive	1	Midco Billboard	-	-
25-0422	Enterprise Account Executive	1	Midco Email	-	-
25-0422	Enterprise Account Executive	1	Midco TV Commercial	-	-
25-0422	Enterprise Account Executive	1	Midco Website	-	-
25-0422	Enterprise Account Executive	1	NDWORKS (Job Service of ND)	-	-
25-0422	Enterprise Account Executive	1	Referred by Current Employee	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	Current Employee	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	eBenefits Department of Veterans Affairs	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	Facebook/Instagram/Meta	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	Friend/Family Referral	2	-
26-0134	Customer Experience Specialist - Minot, ND	8	Glassdoor	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	Google	2	-
26-0134	Customer Experience Specialist - Minot, ND	8	Handshake	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	Indeed	13	4
26-0134	Customer Experience Specialist - Minot, ND	8	LinkedIn	2	1
26-0134	Customer Experience Specialist - Minot, ND	8	Local Job Network-Circa	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	Midco Billboard	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	Midco Email	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	Midco TV Commercial	-	-
26-0134	Customer Experience Specialist - Minot, ND	8	Midco Website	6	-
26-0134	Customer Experience Specialist - Minot, ND	8	NDWORKS (Job Service of ND)	7	2
26-0134	Customer Experience Specialist - Minot, ND	8	Referred by Current Employee	5	1
26-0151	Equipment Operator - Bismarck, ND	1	Current Employee	-	-
26-0151	Equipment Operator - Bismarck, ND	1	eBenefits Department of Veterans Affairs	-	-
26-0151	Equipment Operator - Bismarck, ND	1	Facebook/Instagram/Meta	-	-
26-0151	Equipment Operator - Bismarck, ND	1	Friend/Family Referral	-	-
26-0151	Equipment Operator - Bismarck, ND	1	Glassdoor	-	-
26-0151	Equipment Operator - Bismarck, ND	1	Handshake	-	-
26-0151	Equipment Operator - Bismarck, ND	1	Indeed	3	-
26-0151	Equipment Operator - Bismarck, ND	1	LinkedIn	1	1
26-0151	Equipment Operator - Bismarck, ND	1	Local Job Network-Circa	-	-
26-0151	Equipment Operator - Bismarck, ND	1	Midco Billboard	-	-
26-0151	Equipment Operator - Bismarck, ND	1	Midco Email	-	-
26-0151	Equipment Operator - Bismarck, ND	1	Midco TV Commercial	-	-
26-0151	Equipment Operator - Bismarck, ND	1	Midco Website	1	-
26-0151	Equipment Operator - Bismarck, ND	1	NDWORKS (Job Service of ND)	2	-
26-0151	Equipment Operator - Bismarck, ND	1	Referred by Current Employee	-	-
26-0211	Field Technician - Minot, ND	1	Bisman Online	-	-
26-0211	Field Technician - Minot, ND	1	Current Employee	-	-
26-0211	Field Technician - Minot, ND	1	eBenefits Department of Veterans Affairs	-	-
26-0211	Field Technician - Minot, ND	1	Facebook/Instagram/Meta	1	-
26-0211	Field Technician - Minot, ND	1	Friend/Family Referral	2	-
26-0211	Field Technician - Minot, ND	1	Glassdoor	-	-
26-0211	Field Technician - Minot, ND	1	Handshake	-	-

26-0211	Field Technician - Minot, ND	1	Indeed	2	-
26-0211	Field Technician - Minot, ND	1	LinkedIn	-	-
26-0211	Field Technician - Minot, ND	1	Local Job Network-Circa	-	-
26-0211	Field Technician - Minot, ND	1	Midco Billboard	-	-
26-0211	Field Technician - Minot, ND	1	Midco Email	-	-
26-0211	Field Technician - Minot, ND	1	Midco TV Commercial	-	-
26-0211	Field Technician - Minot, ND	1	Midco Website	5	-
26-0211	Field Technician - Minot, ND	1	NDWORKS (Job Service of ND)	-	-
26-0211	Field Technician - Minot, ND	1	Referred by Current Employee	2	1
26-0260	Field Technician - Beulah, ND	1	Bisman Online	-	-
26-0260	Field Technician - Beulah, ND	1	Current Employee	-	-
26-0260	Field Technician - Beulah, ND	1	eBenefits Department of Veterans Affairs	-	-
26-0260	Field Technician - Beulah, ND	1	Facebook/Instagram/Meta	-	-
26-0260	Field Technician - Beulah, ND	1	Friend/Family Referral	-	-
26-0260	Field Technician - Beulah, ND	1	Glassdoor	-	-
26-0260	Field Technician - Beulah, ND	1	Handshake	-	-
26-0260	Field Technician - Beulah, ND	1	Indeed	1	-
26-0260	Field Technician - Beulah, ND	1	LinkedIn	-	-
26-0260	Field Technician - Beulah, ND	1	Local Job Network-Circa	-	-
26-0260	Field Technician - Beulah, ND	1	Midco Email	-	-
26-0260	Field Technician - Beulah, ND	1	Midco TV Commercial	-	-
26-0260	Field Technician - Beulah, ND	1	Midco Website	1	1
26-0260	Field Technician - Beulah, ND	1	NDWORKS (Job Service of ND)	-	-
26-0260	Field Technician - Beulah, ND	1	Referred by Current Employee	-	-
26-0345	Field Technician - Bismarck, ND	2	Bisman Online	-	-
26-0345	Field Technician - Bismarck, ND	2	Current Employee	-	-
26-0345	Field Technician - Bismarck, ND	2	eBenefits Department of Veterans Affairs	-	-
26-0345	Field Technician - Bismarck, ND	2	Facebook/Instagram/Meta	-	-
26-0345	Field Technician - Bismarck, ND	2	Friend/Family Referral	1	-
26-0345	Field Technician - Bismarck, ND	2	Glassdoor	-	-
26-0345	Field Technician - Bismarck, ND	2	Handshake	-	-
26-0345	Field Technician - Bismarck, ND	2	Indeed	1	-
26-0345	Field Technician - Bismarck, ND	2	LinkedIn	-	-
26-0345	Field Technician - Bismarck, ND	2	Local Job Network-Circa	-	-
26-0345	Field Technician - Bismarck, ND	2	Midco Billboard	-	-
26-0345	Field Technician - Bismarck, ND	2	Midco Email	-	-
26-0345	Field Technician - Bismarck, ND	2	Midco TV Commercial	-	-
26-0345	Field Technician - Bismarck, ND	2	Midco Website	4	-
26-0345	Field Technician - Bismarck, ND	2	NDWORKS (Job Service of ND)	1	1
26-0345	Field Technician - Bismarck, ND	2	Referred by Current Employee	2	1
26-0349	Retail Associate	1	Current Employee	-	-
26-0349	Retail Associate	1	eBenefits Department of Veterans Affairs	-	-
26-0349	Retail Associate	1	Facebook/Instagram/Meta	-	-
26-0349	Retail Associate	1	Friend/Family Referral	-	-
26-0349	Retail Associate	1	Glassdoor	-	-
26-0349	Retail Associate	1	Handshake	-	-
26-0349	Retail Associate	1	Indeed	1	-
26-0349	Retail Associate	1	LinkedIn	-	-
26-0349	Retail Associate	1	Local Job Network-Circa	-	-
26-0349	Retail Associate	1	Midco Billboard	-	-
26-0349	Retail Associate	1	Midco Email	-	-
26-0349	Retail Associate	1	Midco TV Commercial	-	-
26-0349	Retail Associate	1	Midco Website	-	-
26-0349	Retail Associate	1	NDWORKS (Job Service of ND)	-	-
26-0349	Retail Associate	1	Referred by Current Employee	1	1
26-0501	Customer Experience Specialist - Bismarck, ND	7	Current Employee	-	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	eBenefits Department of Veterans Affairs	-	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	Facebook/Instagram/Meta	5	2
26-0501	Customer Experience Specialist - Bismarck, ND	7	Friend/Family Referral	2	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	Glassdoor	-	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	Handshake	-	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	Indeed	19	3
26-0501	Customer Experience Specialist - Bismarck, ND	7	LinkedIn	1	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	Local Job Network-Circa	-	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	Midco Email	1	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	Midco TV Commercial	-	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	Midco Website	19	2
26-0501	Customer Experience Specialist - Bismarck, ND	7	NDWORKS (Job Service of ND)	1	-
26-0501	Customer Experience Specialist - Bismarck, ND	7	Referred by Current Employee	6	-
26-0481	Equipment Operator - Bismarck, ND	1	Current Employee	-	-
26-0481	Equipment Operator - Bismarck, ND	1	eBenefits Department of Veterans Affairs	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Facebook/Instagram/Meta	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Friend/Family Referral	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Glassdoor	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Handshake	-	-

26-0481	Equipment Operator - Bismarck, ND	1	Indeed	1	1
26-0481	Equipment Operator - Bismarck, ND	1	LinkedIn	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Local Job Network-Circa	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Midco Billboard	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Midco Email	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Midco TV Commercial	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Midco Website	-	-
26-0481	Equipment Operator - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Referred by Current Employee	-	-
26-0481	Equipment Operator - Bismarck, ND	1	Zip Recruiter	1	-

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: Tyler Kaplan Phone: 414-293-8521	tyler.kaplan@mitratech.com	N
Midco Email	Email Blasts to customers who have opted in and weekly email sent to all employees		N
Midco Website	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
NDWORKS (Job Service of ND) PO Box 5507, Bismarck, ND 58506	Contact: Cindy Bitz Phone: 701-857-7546	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)			
Midco Billboard Contracted through Flynn-Wright	Contact: Paige Baskerville	paige.baskerville@midco.com	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	Phone: 701-222-0370		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 / Meta https://www.facebook.com/	Internet Posting		N
Cited by Candidate			
Zip Recruiter			N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2025 - 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
9/1/2025 - 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)
9/1/2025 - on going	Respect in the Workplace	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 to prevent harrassment and discrimination	Midco leadership & entire staff
9/1/2025 - 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
2/10/2026	Capital Career Fair	The Capital Career Fair is open to the public and brings together candidates from the Job Service North Dakota, Bismarck State College, United Tribes Technical College, and the Bismarck Mandan Chamber EDC. This event attracts students, recent graduates, and other job seekers exploring career opportunities in various fields	Job Fair In Person	Randy Heaton, Matthew Thompson, Kyle Zimmer