

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

| Requisition Number | Posting Title                          | Positions Filled | Referral Sources                         | Interviewed | Hired |
|--------------------|----------------------------------------|------------------|------------------------------------------|-------------|-------|
| 25-0111            | Field Technician                       | 3                | Bisman Online                            | -           | -     |
| 25-0111            | Field Technician                       | 3                | Current Employee                         | -           | -     |
| 25-0111            | Field Technician                       | 3                | eBenefits Department of Veterans Affairs | -           | -     |
| 25-0111            | Field Technician                       | 3                | Facebook/Instagram/Meta                  | 1           | -     |
| 25-0111            | Field Technician                       | 3                | Friend/Family Referral                   | -           | -     |
| 25-0111            | Field Technician                       | 3                | Glassdoor                                | -           | -     |
| 25-0111            | Field Technician                       | 3                | Handshake                                | -           | -     |
| 25-0111            | Field Technician                       | 3                | Indeed                                   | 10          | 1     |
| 25-0111            | Field Technician                       | 3                | LinkedIn                                 | -           | -     |
| 25-0111            | Field Technician                       | 3                | Local Job Network-Circa                  | -           | -     |
| 25-0111            | Field Technician                       | 3                | Midco Billboard                          | -           | -     |
| 25-0111            | Field Technician                       | 3                | Midco Email                              | -           | -     |
| 25-0111            | Field Technician                       | 3                | Midco TV Commercial                      | -           | -     |
| 25-0111            | Field Technician                       | 3                | Midco Website                            | 4           | 1     |
| 25-0111            | Field Technician                       | 3                | NDWORKS (Job Service of ND)              | -           | -     |
| 25-0111            | Field Technician                       | 3                | Referred by Current Employee             | 2           | 1     |
| 25-0157            | Field Technician                       | 1                | Current Employee                         | -           | -     |
| 25-0157            | Field Technician                       | 1                | eBenefits Department of Veterans Affairs | -           | -     |
| 25-0157            | Field Technician                       | 1                | Facebook/Instagram/Meta                  | -           | -     |
| 25-0157            | Field Technician                       | 1                | Friend/Family Referral                   | -           | -     |
| 25-0157            | Field Technician                       | 1                | Glassdoor                                | -           | -     |
| 25-0157            | Field Technician                       | 1                | Handshake                                | -           | -     |
| 25-0157            | Field Technician                       | 1                | Indeed                                   | 3           | -     |
| 25-0157            | Field Technician                       | 1                | LinkedIn                                 | -           | -     |
| 25-0157            | Field Technician                       | 1                | Local Job Network-Circa                  | -           | -     |
| 25-0157            | Field Technician                       | 1                | Midco Billboard                          | -           | -     |
| 25-0157            | Field Technician                       | 1                | Midco Email                              | -           | -     |
| 25-0157            | Field Technician                       | 1                | Midco TV Commercial                      | -           | -     |
| 25-0157            | Field Technician                       | 1                | Midco Website                            | 2           | -     |
| 25-0157            | Field Technician                       | 1                | NDWORKS (Job Service of ND)              | -           | -     |
| 25-0157            | Field Technician                       | 1                | Referred by Current Employee             | 2           | 1     |
| 25-0170            | Field Technician                       | 1                | Current Employee                         | -           | -     |
| 25-0170            | Field Technician                       | 1                | eBenefits Department of Veterans Affairs | -           | -     |
| 25-0170            | Field Technician                       | 1                | Facebook/Instagram/Meta                  | -           | -     |
| 25-0170            | Field Technician                       | 1                | Friend/Family Referral                   | -           | -     |
| 25-0170            | Field Technician                       | 1                | Glassdoor                                | -           | -     |
| 25-0170            | Field Technician                       | 1                | Handshake                                | -           | -     |
| 25-0170            | Field Technician                       | 1                | Indeed                                   | 10          | 1     |
| 25-0170            | Field Technician                       | 1                | LinkedIn                                 | -           | -     |
| 25-0170            | Field Technician                       | 1                | Local Job Network-Circa                  | -           | -     |
| 25-0170            | Field Technician                       | 1                | Midco Email                              | -           | -     |
| 25-0170            | Field Technician                       | 1                | Midco TV Commercial                      | -           | -     |
| 25-0170            | Field Technician                       | 1                | Midco Website                            | 1           | -     |
| 25-0170            | Field Technician                       | 1                | MNWORKS (Job Service of MN)              | -           | -     |
| 25-0170            | Field Technician                       | 1                | Referred by Current Employee             | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Current Employee                         | 2           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | eBenefits Department of Veterans Affairs | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Facebook/Instagram/Meta                  | 1           | 1     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Friend/Family Referral                   | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Glassdoor                                | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Handshake                                | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Indeed                                   | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | LinkedIn                                 | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Local Job Network-Circa                  | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Midco Email                              | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Midco TV Commercial                      | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Midco Website                            | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | MNWORKS (Job Service of MN)              | -           | -     |
| 25-0359            | Construction Coordinator - Bemidji, MN | 1                | Referred by Current Employee             | -           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | Current Employee                         | -           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | eBenefits Department of Veterans Affairs | -           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | Facebook/Instagram/Meta                  | -           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | Friend/Family Referral                   | 1           | 1     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | Glassdoor                                | -           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | Handshake                                | -           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | Indeed                                   | 1           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | LinkedIn                                 | -           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | Local Job Network-Circa                  | -           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | Midco Email                              | -           | -     |
| 25-0365            | Field Technician - Bemidji, MN         | 1                | Midco TV Commercial                      | -           | -     |

|         |                                                      |   |                                          |   |   |
|---------|------------------------------------------------------|---|------------------------------------------|---|---|
| 25-0365 | Field Technician - Bemidji, MN                       | 1 | Midco Website                            | 1 | - |
| 25-0365 | Field Technician - Bemidji, MN                       | 1 | MNWORKS (Job Service of MN)              | - | - |
| 25-0365 | Field Technician - Bemidji, MN                       | 1 | Referred by Current Employee             | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Current Employee                         | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | eBenefits Department of Veterans Affairs | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Facebook/Instagram/Meta                  | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Friend/Family Referral                   | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Glassdoor                                | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Handshake                                | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Keloland Employment                      | 1 | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Indeed                                   | 3 | 1 |
| 25-0380 | Business Inside Sales Representative                 | 1 | LinkedIn                                 | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Local Job Network-Circa                  | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Midco Billboard                          | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Midco Email                              | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Midco TV Commercial                      | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Midco Website                            | 7 | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | NDWORKS (Job Service of ND)              | - | - |
| 25-0380 | Business Inside Sales Representative                 | 1 | Referred by Current Employee             | 4 | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Bisman Online                            | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Current Employee                         | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | eBenefits Department of Veterans Affairs | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Facebook/Instagram/Meta                  | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Friend/Family Referral                   | 1 | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Glassdoor                                | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Handshake                                | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Indeed                                   | 2 | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | LinkedIn                                 | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Local Job Network-Circa                  | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Midco Billboard                          | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Midco Email                              | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Midco TV Commercial                      | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Midco Website                            | 5 | 2 |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | NDWORKS (Job Service of ND)              | - | - |
| 25-0384 | Field Technician - Fargo, ND                         | 2 | Referred by Current Employee             | 2 | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Bisman Online                            | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Current Employee                         | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | eBenefits Department of Veterans Affairs | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Facebook/Instagram/Meta                  | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Friend/Family Referral                   | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Glassdoor                                | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Handshake                                | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Indeed                                   | 1 | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | LinkedIn                                 | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Local Job Network-Circa                  | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Midco Billboard                          | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Midco Email                              | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Midco TV Commercial                      | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Midco Website                            | 1 | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | NDWORKS (Job Service of ND)              | - | - |
| 25-0457 | Field Technician - Grand Forks, ND                   | 1 | Referred by Current Employee             | 1 | 1 |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Current Employee                         | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Facebook/Instagram/Meta                  | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Friend/Family Referral                   | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Glassdoor                                | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Handshake                                | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Indeed                                   | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | LinkedIn                                 | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Local Job Network-Circa                  | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Midco Billboard                          | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Midco Email                              | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Midco TV Commercial                      | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Midco Website                            | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | NDWORKS (Job Service of ND)              | - | - |
| 26-0115 | Field Technician - Wahpeton, ND                      | 1 | Referred by Current Employee             | 1 | 1 |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND | 4 | Bisman Online                            | - | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND | 4 | Current Employee                         | - | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND | 4 | eBenefits Department of Veterans Affairs | - | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND | 4 | Facebook/Instagram/Meta                  | - | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND | 4 | Friend/Family Referral                   | 1 | 1 |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND | 4 | Glassdoor                                | - | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND | 4 | Handshake                                | - | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND | 4 | Indeed                                   | 1 | 1 |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND | 4 | LinkedIn                                 | - | - |

|         |                                                           |    |                                          |    |   |
|---------|-----------------------------------------------------------|----|------------------------------------------|----|---|
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND      | 4  | Local Job Network-Circa                  | -  | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND      | 4  | Midco Billboard                          | -  | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND      | 4  | Midco Email                              | -  | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND      | 4  | Midco TV Commercial                      | -  | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND      | 4  | Midco Website                            | 4  | 2 |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND      | 4  | NDWORKS (Job Service of ND)              | -  | - |
| 26-0154 | Laborer - Underground Construction - Grand Forks, ND      | 4  | Referred by Current Employee             | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Bisman Online                            | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Current Employee                         | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | eBenefits Department of Veterans Affairs | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Facebook/Instagram/Meta                  | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Friend/Family Referral                   | 2  | 1 |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Glassdoor                                | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Handshake                                | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Indeed                                   | 2  | 1 |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | LinkedIn                                 | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Local Job Network-Circa                  | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Midco Billboard                          | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Midco Email                              | 1  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Midco TV Commercial                      | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Midco Website                            | 2  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | NDWORKS (Job Service of ND)              | -  | - |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Referred by Current Employee             | 1  | 1 |
| 26-0155 | Laborer - Underground Construction - Fargo, ND            | 4  | Zip Recruiter                            | 2  | 1 |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Bisman Online                            | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Current Employee                         | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | eBenefits Department of Veterans Affairs | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Facebook/Instagram/Meta                  | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Friend/Family Referral                   | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Glassdoor                                | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Handshake                                | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Indeed                                   | 1  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | LinkedIn                                 | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Local Job Network-Circa                  | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Midco Billboard                          | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Midco Email                              | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Midco TV Commercial                      | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Midco Website                            | 1  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | NDWORKS (Job Service of ND)              | -  | - |
| 26-0159 | Equipment Operator - Underground Construction - Fargo, ND | 1  | Referred by Current Employee             | 2  | 1 |
| 26-0185 | CXC Representative                                        | 1  | Current Employee                         | -  | - |
| 26-0185 | CXC Representative                                        | 1  | eBenefits Department of Veterans Affairs | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Facebook/Instagram/Meta                  | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Friend/Family Referral                   | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Glassdoor                                | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Handshake                                | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Indeed                                   | -  | - |
| 26-0185 | CXC Representative                                        | 1  | LinkedIn                                 | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Local Job Network-Circa                  | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Midco Billboard                          | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Midco Email                              | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Midco TV Commercial                      | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Midco Website                            | 2  | 1 |
| 26-0185 | CXC Representative                                        | 1  | NDWORKS (Job Service of ND)              | -  | - |
| 26-0185 | CXC Representative                                        | 1  | Referred by Current Employee             | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Current Employee                         | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | eBenefits Department of Veterans Affairs | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Facebook/Instagram/Meta                  | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Friend/Family Referral                   | 3  | 2 |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Glassdoor                                | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Handshake                                | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Indeed                                   | 7  | 1 |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | LinkedIn                                 | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Local Job Network-Circa                  | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Midco Billboard                          | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Midco Email                              | 1  | 1 |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Midco TV Commercial                      | -  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Midco Website                            | 18 | 8 |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | NDWORKS (Job Service of ND)              | 2  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Referred by Current Employee             | 2  | - |
| 26-0188 | Customer Experience Specialist - Grand Forks, ND          | 12 | Zip Recruiter                            | 1  | - |
| 26-0239 | Retail Sales & Service Associate                          | 1  | Current Employee                         | -  | - |
| 26-0239 | Retail Sales & Service Associate                          | 1  | eBenefits Department of Veterans Affairs | -  | - |
| 26-0239 | Retail Sales & Service Associate                          | 1  | Facebook/Instagram/Meta                  | -  | - |
| 26-0239 | Retail Sales & Service Associate                          | 1  | Friend/Family Referral                   | -  | - |

|         |                                            |   |                                          |   |   |
|---------|--------------------------------------------|---|------------------------------------------|---|---|
| 26-0239 | Retail Sales & Service Associate           | 1 | Glassdoor                                | - | - |
| 26-0239 | Retail Sales & Service Associate           | 1 | Handshake                                | - | - |
| 26-0239 | Retail Sales & Service Associate           | 1 | Indeed                                   | 1 | - |
| 26-0239 | Retail Sales & Service Associate           | 1 | LinkedIn                                 | - | - |
| 26-0239 | Retail Sales & Service Associate           | 1 | Local Job Network-Circa                  | - | - |
| 26-0239 | Retail Sales & Service Associate           | 1 | Midco Billboard                          | - | - |
| 26-0239 | Retail Sales & Service Associate           | 1 | Midco Email                              | - | - |
| 26-0239 | Retail Sales & Service Associate           | 1 | Midco TV Commercial                      | - | - |
| 26-0239 | Retail Sales & Service Associate           | 1 | Midco Website                            | 2 | 1 |
| 26-0239 | Retail Sales & Service Associate           | 1 | NDWORKS (Job Service of ND)              | - | - |
| 26-0239 | Retail Sales & Service Associate           | 1 | Referred by Current Employee             | - | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Current Employee                         | - | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | eBenefits Department of Veterans Affairs | - | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Facebook/Instagram/Meta                  | 1 | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Friend/Family Referral                   | - | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Glassdoor                                | - | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Handshake                                | 1 | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Indeed                                   | 3 | 2 |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | LinkedIn                                 | 2 | 2 |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Local Job Network-Circa                  | - | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Midco Billboard                          | - | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Midco Email                              | 2 | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Midco TV Commercial                      | 2 | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Midco Website                            | 4 | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | MN State Career Hub College Consortium   | - | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | NDWORKS (Job Service of ND)              | - | - |
| 26-0254 | Field Technician - Grand Forks, ND         | 5 | Referred by Current Employee             | 2 | 1 |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Current Employee                         | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Facebook/Instagram/Meta                  | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Friend/Family Referral                   | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Glassdoor                                | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Handshake                                | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Indeed                                   | 3 | 1 |
| 26-0255 | Field Technician - Grafton, ND             | 1 | LinkedIn                                 | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Local Job Network-Circa                  | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Midco Billboard                          | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Midco Email                              | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Midco TV Commercial                      | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Midco Website                            | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | MN State Career Hub College Consortium   | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | NDWORKS (Job Service of ND)              | - | - |
| 26-0255 | Field Technician - Grafton, ND             | 1 | Referred by Current Employee             | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Current Employee                         | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | eBenefits Department of Veterans Affairs | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Facebook/Instagram/Meta                  | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Friend/Family Referral                   | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Glassdoor                                | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Handshake                                | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Indeed                                   | 3 | 1 |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | LinkedIn                                 | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Local Job Network-Circa                  | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Midco Email                              | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Midco TV Commercial                      | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Midco Website                            | 1 | 1 |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | MN State Career Hub College Consortium   | - | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | NDWORKS (Job Service of ND)              | 1 | - |
| 26-0257 | Field Technician - Devils Lake, ND         | 2 | Referred by Current Employee             | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Current Employee                         | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Facebook/Instagram/Meta                  | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Friend/Family Referral                   | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Glassdoor                                | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Handshake                                | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Indeed                                   | 1 | 1 |
| 26-0258 | Field Technician - International Falls, MN | 1 | LinkedIn                                 | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Local Job Network-Circa                  | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Midco Email                              | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Midco TV Commercial                      | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Midco Website                            | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | MN State Career Hub College Consortium   | - | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | MNWORKS (Job Service of MN)              | 1 | - |
| 26-0258 | Field Technician - International Falls, MN | 1 | Referred by Current Employee             | - | - |
| 26-0286 | Field Technician - Fargo, ND               | 5 | Current Employee                         | - | - |
| 26-0286 | Field Technician - Fargo, ND               | 5 | eBenefits Department of Veterans Affairs | - | - |

|         |                                                      |   |                                          |   |   |
|---------|------------------------------------------------------|---|------------------------------------------|---|---|
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Facebook/Instagram/Meta                  | - | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Friend/Family Referral                   | 2 | 1 |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Glassdoor                                | - | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Handshake                                | - | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Indeed                                   | 2 | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | LinkedIn                                 | 1 | 1 |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Local Job Network-Circa                  | - | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Midco Billboard                          | - | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Midco Email                              | 2 | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Midco TV Commercial                      | - | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Midco Website                            | 7 | 2 |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | MN State Career Hub College Consortium   | - | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | NDWORKS (Job Service of ND)              | - | - |
| 26-0286 | Field Technician - Fargo, ND                         | 5 | Referred by Current Employee             | 3 | 1 |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Current Employee                         | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Facebook/Instagram/Meta                  | 2 | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Friend/Family Referral                   | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Glassdoor                                | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Handshake                                | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Indeed                                   | 3 | 1 |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | LinkedIn                                 | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Local Job Network-Circa                  | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Midco Email                              | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Midco TV Commercial                      | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Midco Website                            | 3 | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | MN State Career Hub College Consortium   | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | NDWORKS (Job Service of ND)              | - | - |
| 26-0409 | Field Technician - Grafton, ND                       | 1 | Referred by Current Employee             | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Current Employee                         | 1 | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | eBenefits Department of Veterans Affairs | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Facebook/Instagram/Meta                  | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Friend/Family Referral                   | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Glassdoor                                | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Handshake                                | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Indeed                                   | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | LinkedIn                                 | 2 | 1 |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Local Job Network-Circa                  | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Midco Billboard                          | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Midco Email                              | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Midco TV Commercial                      | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Midco Website                            | 2 | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | NDWORKS (Job Service of ND)              | - | - |
| 26-0433 | Account Executive-Advertising Sales                  | 2 | Referred by Current Employee             | 1 | 1 |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Current Employee                         | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Facebook/Instagram/Meta                  | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Friend/Family Referral                   | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Glassdoor                                | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Handshake                                | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Indeed                                   | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | LinkedIn                                 | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Local Job Network-Circa                  | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Midco Billboard                          | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Midco Email                              | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Midco TV Commercial                      | 1 | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Midco Website                            | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | NDWORKS (Job Service of ND)              | - | - |
| 26-0530 | Laborer - Underground Construction - Grand Forks, ND | 1 | Referred by Current Employee             | 1 | 1 |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Current Employee                         | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Facebook/Instagram/Meta                  | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Friend/Family Referral                   | 1 | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Glassdoor                                | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Handshake                                | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Indeed                                   | 1 | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | LinkedIn                                 | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Local Job Network-Circa                  | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Midco Billboard                          | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Midco Email                              | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Midco TV Commercial                      | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Midco Website                            | 8 | 1 |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | MN State Career Hub College Consortium   | - | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | NDWORKS (Job Service of ND)              | 2 | - |
| 26-0567 | Field Technician - Fargo, ND                         | 1 | Referred by Current Employee             | 2 | - |

|         |                                                |   |                                          |   |   |
|---------|------------------------------------------------|---|------------------------------------------|---|---|
| 26-0662 | Dispatch Manager                               | 1 | Current Employee                         | 1 | - |
| 26-0662 | Dispatch Manager                               | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Facebook/Instagram/Meta                  | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Friend/Family Referral                   | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Glassdoor                                | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Handshake                                | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Indeed                                   | 1 | - |
| 26-0662 | Dispatch Manager                               | 1 | Keloland Employment                      | - | - |
| 26-0662 | Dispatch Manager                               | 1 | LinkedIn                                 | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Local Job Network-Circa                  | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Midco Billboard                          | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Midco Email                              | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Midco TV Commercial                      | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Midco Website                            | 2 | 1 |
| 26-0662 | Dispatch Manager                               | 1 | NDWORKS (Job Service of ND)              | - | - |
| 26-0662 | Dispatch Manager                               | 1 | Referred by Current Employee             | - | - |
| 26-0662 | Dispatch Manager                               | 1 | SDWORKS (Job Service of SD)              | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Current Employee                         | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | eBenefits Department of Veterans Affairs | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Facebook/Instagram/Meta                  | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Friend/Family Referral                   | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Glassdoor                                | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Handshake                                | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Indeed                                   | 3 | 2 |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | LinkedIn                                 | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Local Job Network-Circa                  | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Midco Email                              | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Midco TV Commercial                      | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Midco Website                            | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | MN State Career Hub College Consortium   | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | NDWORKS (Job Service of ND)              | - | - |
| 26-0441 | Field Technician - Devils Lake, ND             | 2 | Referred by Current Employee             | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Current Employee                         | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Facebook/Instagram/Meta                  | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Friend/Family Referral                   | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Glassdoor                                | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Handshake                                | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Indeed                                   | 2 | 1 |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | LinkedIn                                 | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Local Job Network-Circa                  | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Midco Email                              | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Midco TV Commercial                      | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Midco Website                            | 2 | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | MN State Career Hub College Consortium   | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | NDWORKS (Job Service of ND)              | - | - |
| 26-0409 | Field Technician - Grafton, ND                 | 1 | Referred by Current Employee             | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Bisman Online                            | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Current Employee                         | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | eBenefits Department of Veterans Affairs | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Facebook/Instagram/Meta                  | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Friend/Family Referral                   | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Glassdoor                                | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Handshake                                | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Indeed                                   | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | LinkedIn                                 | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Local Job Network-Circa                  | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Midco Billboard                          | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Midco Email                              | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Midco TV Commercial                      | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Midco Website                            | 3 | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | NDWORKS (Job Service of ND)              | - | - |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Referred by Current Employee             | 1 | 1 |
| 26-0529 | Laborer - Underground Construction - Fargo, ND | 2 | Zip Recruiter                            | 1 | 1 |
| 26-0550 | Small Business Account Executive               | 1 | Current Employee                         | - | - |
| 26-0550 | Small Business Account Executive               | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0550 | Small Business Account Executive               | 1 | Facebook/Instagram/Meta                  | - | - |
| 26-0550 | Small Business Account Executive               | 1 | Friend/Family Referral                   | - | - |
| 26-0550 | Small Business Account Executive               | 1 | Glassdoor                                | - | - |
| 26-0550 | Small Business Account Executive               | 1 | Handshake                                | - | - |
| 26-0550 | Small Business Account Executive               | 1 | Indeed                                   | - | - |
| 26-0550 | Small Business Account Executive               | 1 | Keloland Employment                      | - | - |
| 26-0550 | Small Business Account Executive               | 1 | LinkedIn                                 | - | - |
| 26-0550 | Small Business Account Executive               | 1 | Local Job Network-Circa                  | - | - |
| 26-0550 | Small Business Account Executive               | 1 | Midco Billboard                          | - | - |

|         |                                               |   |                                          |   |   |
|---------|-----------------------------------------------|---|------------------------------------------|---|---|
| 26-0550 | Small Business Account Executive              | 1 | Midco Email                              | - | - |
| 26-0550 | Small Business Account Executive              | 1 | Midco TV Commercial                      | - | - |
| 26-0550 | Small Business Account Executive              | 1 | Midco Website                            | - | - |
| 26-0550 | Small Business Account Executive              | 1 | NDWORKS (Job Service of ND)              | - | - |
| 26-0550 | Small Business Account Executive              | 1 | Referred by Current Employee             | 1 | 1 |
| 26-0550 | Small Business Account Executive              | 1 | SDWORKS (Job Service of SD)              | - | - |
| 26-0449 | Retail Associate                              | 1 | Current Employee                         | - | - |
| 26-0449 | Retail Associate                              | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0449 | Retail Associate                              | 1 | Facebook/Instagram/Meta                  | 1 | - |
| 26-0449 | Retail Associate                              | 1 | Friend/Family Referral                   | - | - |
| 26-0449 | Retail Associate                              | 1 | Glassdoor                                | - | - |
| 26-0449 | Retail Associate                              | 1 | Handshake                                | - | - |
| 26-0449 | Retail Associate                              | 1 | Indeed                                   | 3 | 1 |
| 26-0449 | Retail Associate                              | 1 | LinkedIn                                 | - | - |
| 26-0449 | Retail Associate                              | 1 | Local Job Network-Circa                  | - | - |
| 26-0449 | Retail Associate                              | 1 | Midco Billboard                          | - | - |
| 26-0449 | Retail Associate                              | 1 | Midco Email                              | - | - |
| 26-0449 | Retail Associate                              | 1 | Midco TV Commercial                      | - | - |
| 26-0449 | Retail Associate                              | 1 | Midco Website                            | - | - |
| 26-0449 | Retail Associate                              | 1 | NDWORKS (Job Service of ND)              | - | - |
| 26-0449 | Retail Associate                              | 1 | Referred by Current Employee             | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Bisman Online                            | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Current Employee                         | 1 | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | eBenefits Department of Veterans Affairs | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Facebook/Instagram/Meta                  | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Friend/Family Referral                   | 1 | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Glassdoor                                | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Handshake                                | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Indeed                                   | 2 | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | LinkedIn                                 | 1 | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Local Job Network-Circa                  | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Midco Billboard                          | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Midco Email                              | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Midco TV Commercial                      | - | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Midco Website                            | 2 | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | NDWORKS (Job Service of ND)              | 2 | - |
| 26-0545 | Administrative Support Specialist - Fargo, ND | 1 | Referred by Current Employee             | 1 | 1 |

| Recruitment Source                                                                    | Contact                                             | Email                       | Entitled to Notification |
|---------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------------|--------------------------|
| Recruitment Sources Used for All Openings                                             |                                                     |                             |                          |
| <b>Current Employee</b>                                                               | Current Employee application                        | www.midcocareers.com        | <b>N</b>                 |
| <b>Glassdoor</b><br>https://www.glassdoor.com/index.htm                               | Internet Posting                                    |                             | <b>N</b>                 |
| <b>Handshake</b><br>https://www.joinhandshake.com/                                    | Internet Posting                                    |                             | <b>N</b>                 |
| <b>Indeed</b><br>https://www.indeed.com/                                              | Internet Posting                                    |                             | <b>N</b>                 |
| <b>LinkedIn</b><br>https://www.linkedin.com/feed/                                     | Internet Posting                                    |                             | <b>N</b>                 |
| <b>Local Job Network - Circa</b>                                                      | Contact: Tyler Kaplan<br>Phone: 414-293-8521        | tyler.kaplan@mitratech.com  | <b>N</b>                 |
| <b>Midco Email</b>                                                                    | Contact: Susan Thomas<br>Phone: 952-358-3547        | www.midcocareers.com        | <b>N</b>                 |
| <b>Midco Website</b>                                                                  | Contact: Susan Thomas<br>Phone: 952.358.3547        | www.midcocareers.com        | <b>N</b>                 |
| <b>Referred by Current Employee</b>                                                   | Referral from Current Employee                      |                             | <b>N</b>                 |
| <b>Referred by Friend or Family</b>                                                   | Referral from Friend or Family                      |                             | <b>N</b>                 |
| Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)               |                                                     |                             |                          |
| <b>Midco Billboard</b><br>Contracted through Flynn-Wright                             | Contact: Paige Baskerville<br>Phone: 952-358-3547   | paige.baskerville@midco.com | <b>N</b>                 |
| <b>Midco TV Commercial</b>                                                            | Contact: Christian Begeman<br>Phone: (605) 357-5505 | christian.begeman@midco.com | <b>N</b>                 |
| Internet Sources                                                                      |                                                     |                             |                          |
| <b>BisManOnline</b><br>316 N 5th St Floor 6 Bismarck, ND 58501                        | Phone: 701-222-0370                                 |                             | <b>N</b>                 |
| <b>eBenefits-Dept of Veteran Affairs</b><br>810 Vermont Ave NW Washington, D.C. 20420 | Contact: Lori Adams<br>Phone: 800-342-9647          | www.careeronestop.org       | <b>N</b>                 |

|                                                                                                                                          |                                                  |                                 |          |
|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|---------------------------------|----------|
| <b>Facebook / Instagram / Meta</b><br><a href="https://www.facebook.com/">https://www.facebook.com/</a>                                  | Social Media - Internet Posting                  |                                 | <b>N</b> |
| <b>Keloland Employment</b><br>501 S Phillips Ave, Sioux Falls, SD 57104                                                                  | Contact: Manda Kokales<br>Phone: 605-334-4327    | manda@hireclick.com             | <b>N</b> |
| <b>MN State Career Hub College Consortium</b><br><a href="https://www.collegecentral.com/msch/">https://www.collegecentral.com/msch/</a> | Internet Posting                                 |                                 | <b>N</b> |
| <b>MNWORKS (Job Service of MN)</b><br>318 9th Street, Worthington, MN 56187                                                              | Contact: Ronnie Bernhardt<br>Phone: 800-984-3775 | Ronnie.Bernhardt@CircaWorks.com | <b>N</b> |
| <b>NDWORKS (Job Service of ND)</b><br>PO Box 5507, Bismarck, ND 58506                                                                    | Contact: Cindy Bitz<br>Phone: 701-795-3723       | cbitz@nd.gov                    | <b>N</b> |
| <b>SDWORKS (Job Service of South Dakota)</b>                                                                                             | Contact: Paul Robson<br>Phone: 605-910-4833      | paul.robson@state.sd.us         | <b>N</b> |
| Cited by Candidate                                                                                                                       |                                                  |                                 |          |
| Zip Recruiter                                                                                                                            |                                                  |                                 | <b>N</b> |

**Long Term Initiatives**

| <b>Date</b>         | <b>Initiative</b>                                                                                                       | <b>Description</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Scope of Involvement</b>                                               | <b>Personnel Involved</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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<br>Professional Development Opportunities | Field Techs (all Levels)<br>Business Techs (all levels)<br>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                                                       | Midco leadership & entire staff                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 9/1/2025 - on going | Online advertising to target diverse candidates in:<br>North Dakota<br>South Dakota<br>Kansas<br>Minnesota<br>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,<br>Females<br>Minorities<br>Veterans<br>IWD               | Circa agreement maintains membership:<br><a href="http://www.NorthDakotaDiversity.com">www.NorthDakotaDiversity.com</a><br><a href="http://www.SouthDakotaDiversity.com">www.SouthDakotaDiversity.com</a><br><a href="http://www.WisconsinDiversity.com">www.WisconsinDiversity.com</a><br><a href="http://www.NorthDakotaJobNetwork.com">www.NorthDakotaJobNetwork.com</a><br><a href="http://www.SouthDakotaJobNetwork.com">www.SouthDakotaJobNetwork.com</a><br><a href="http://www.MinnesotaJobNetwork.com">www.MinnesotaJobNetwork.com</a><br><a href="http://www.WisconsinJobNetwork.com">www.WisconsinJobNetwork.com</a><br><a href="http://www.MinnesotaDiversity.com">www.MinnesotaDiversity.com</a><br><a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a><br><a href="http://www.ndworkforceconnection.com">www.ndworkforceconnection.com</a><br><a href="http://www.jobcenterofwisconsin.com">www.jobcenterofwisconsin.com</a><br><a href="http://www.ebenefits.va.gov">www.ebenefits.va.gov</a> |
| 12/2/2025           | Health, Tech & Trades Career Expo                                                                                       | The Health, Tech and Trades Career Expo is the Fargo region's premier hands-on career exploration event, connecting more than 3,000 high school students with the industries shaping our future.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Job Fair In Person - Broad Outreach                                       | Brandon Haney, Nathan Hoekstra                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |