

EEO Public File Report
Midcontinent Communications-Burleigh
September 1, 2022-August 31, 2023
Full-Time Positions Filled

Req #	Posting Title	Positions			
		Filled	Referral Sources	Interviewed	Hired
ADVER006070	Advertising Account Executive - Bismarck, ND	1	BisMan Online	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	Current Employee	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	Glassdoor	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	Handshake	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	Helpwanted.com	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	Indeed	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	Keloland/VNL/KXNET Employment	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	LinkedIn	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	Midco Website	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	Referred By Current Employee	1	1
ADVER006070	Advertising Account Executive - Bismarck, ND	1	Referred by Friend or Family	-	-
ADVER006070	Advertising Account Executive - Bismarck, ND	1	ZipRecruiter	-	-
CONST006092	Construction Technician - Dickinson, ND	1	BisMan Online	-	-
CONST006092	Construction Technician - Dickinson, ND	1	Current Employee	-	-
CONST006092	Construction Technician - Dickinson, ND	1	eBenefits - Dept of Veteran Affairs	-	-
CONST006092	Construction Technician - Dickinson, ND	1	Glassdoor	-	-
CONST006092	Construction Technician - Dickinson, ND	1	Handshake	-	-
CONST006092	Construction Technician - Dickinson, ND	1	Helpwanted.com	-	-
CONST006092	Construction Technician - Dickinson, ND	1	Indeed	1	1
CONST006092	Construction Technician - Dickinson, ND	1	Keloland/VNL/KXNET Employment	-	-
CONST006092	Construction Technician - Dickinson, ND	1	LinkedIn	-	-
CONST006092	Construction Technician - Dickinson, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CONST006092	Construction Technician - Dickinson, ND	1	Midco Website	-	-
CONST006092	Construction Technician - Dickinson, ND	1	NDWORKS (Job Service of ND)	-	-
CONST006092	Construction Technician - Dickinson, ND	1	Referred By Current Employee	-	-
CONST006092	Construction Technician - Dickinson, ND	1	Referred by Friend or Family	-	-
CONST006092	Construction Technician - Dickinson, ND	1	ZipRecruiter	-	-
CONST006129	Construction Technician - Minot, ND	1	BisMan Online	-	-
CONST006141	Construction Technician - Bismarck, ND	2	BisMan Online	-	-
CONST006141	Construction Technician - Bismarck, ND	2	Current Employee	2	-
CONST006141	Construction Technician - Bismarck, ND	2	eBenefits - Dept of Veteran Affairs	-	-
CONST006141	Construction Technician - Bismarck, ND	2	Glassdoor	-	-
CONST006141	Construction Technician - Bismarck, ND	2	Handshake	-	-
CONST006141	Construction Technician - Bismarck, ND	2	Helpwanted.com	-	-
CONST006141	Construction Technician - Bismarck, ND	2	Indeed	-	-
CONST006141	Construction Technician - Bismarck, ND	2	Keloland/VNL/KXNET Employment	-	-
CONST006141	Construction Technician - Bismarck, ND	2	LinkedIn	-	-
CONST006141	Construction Technician - Bismarck, ND	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CONST006141	Construction Technician - Bismarck, ND	2	Midco Website	1	1
CONST006141	Construction Technician - Bismarck, ND	2	NDWORKS (Job Service of ND)	-	-
CONST006141	Construction Technician - Bismarck, ND	2	Referred By Current Employee	3	1
CONST006141	Construction Technician - Bismarck, ND	2	Referred by Friend or Family	2	-
CONST006141	Construction Technician - Bismarck, ND	2	ZipRecruiter	-	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Bismack Employment	1	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Current Employee	-	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	eBenefits - Dept of Veteran Affairs	-	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Facebook / Instagram	2	1
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Glassdoor	-	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Helpwanted.com	-	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Indeed	12	5
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Keloland/VNL/KXNET Employment	-	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	LinkedIn	1	1
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Midco TV Commercial	1	1
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Midco Website	3	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	NDWORKS (Job Service of ND)	3	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Referred by Current Employee	1	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	Referred by Friend or Family	-	-
CUSTO005877	Customer Care Support Expert - Bismarck, ND	8	ZipRecruiter	1	-
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	CareerBuilder	1	1
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Current Employee	-	-
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Facebook / Instagram	3	1
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	eBenefits - Dept of Veteran Affairs	-	-
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Glassdoor	-	-
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Helpwanted.com	-	-
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Indeed	16	3
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Keloland/VNL/KXNET Employment	1	-
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	LinkedIn	-	-
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Midco Email	1	-
CUSTO00601C	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Midco Website	2	-
CUSTO006011	Work-From-Home Customer Care Support Expert - Bismarck, ND	5	NDWORKS (Job Service of ND)	-	-

CUSTO00601C Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Referred By Current Employee	1	-
CUSTO00601C Work-From-Home Customer Care Support Expert - Bismarck, ND	5	Referred by Friend or Family	-	-
CUSTO00601C Work-From-Home Customer Care Support Expert - Bismarck, ND	5	ZipRecruiter	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	BisMan Online	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Current Employee	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	eBenefits - Dept of Veteran Affairs	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Glassdoor	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Handshake	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Helpwanted.com	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Indeed	10	3
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	JobsHQ	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Keloland/VNL/KXNET Employment	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	LinkedIn	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Midco Email	2	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Midco TV Commercial	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Midco Website	2	1
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	NDWORKS (Job Service of ND)	1	1
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Referred By Current Employee	-	-
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	Referred by Friend or Family	3	1
CUSTO00604C Customer Care Support Expert - Bismarck, ND	6	ZipRecruiter	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	BisMan Online	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	Current Employee	2	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	Glassdoor	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	Handshake	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	Helpwanted.com	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	Indeed	1	1
EXCAV006161 Excavation Technician - Bismarck, ND	1	Keloland/VNL/KXNET Employment	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	LinkedIn	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	Midco Website	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	Referred By Current Employee	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
EXCAV006161 Excavation Technician - Bismarck, ND	1	ZipRecruiter	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	CareerBuilder	1	1
FIELD005971 Field Technician I - Dickinson, ND	1	BisMan Online	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	Current Employee	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	Glassdoor	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	Handshake	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	Helpwanted.com	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	Indeed	2	-
FIELD005971 Field Technician I - Dickinson, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	LinkedIn	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	Midco Website	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	Referred By Current Employee	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	Referred by Friend or Family	-	-
FIELD005971 Field Technician I - Dickinson, ND	1	ZipRecruiter	-	-
FIELD006060 Field Technician - Bismarck, ND	6	BisMan Online	2	-
FIELD006060 Field Technician - Bismarck, ND	6	Current Employee	-	-
FIELD006060 Field Technician - Bismarck, ND	6	eBenefits - Dept of Veteran Affairs	-	-
FIELD006060 Field Technician - Bismarck, ND	6	Glassdoor	-	-
FIELD006060 Field Technician - Bismarck, ND	6	Handshake	-	-
FIELD006060 Field Technician - Bismarck, ND	6	Helpwanted.com	-	-
FIELD006060 Field Technician - Bismarck, ND	6	Indeed	7	4
FIELD006060 Field Technician - Bismarck, ND	6	Keloland/VNL/KXNET Employment	-	-
FIELD006060 Field Technician - Bismarck, ND	6	LinkedIn	-	-
FIELD006060 Field Technician - Bismarck, ND	6	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006060 Field Technician - Bismarck, ND	6	Midco Website	1	-
FIELD006060 Field Technician - Bismarck, ND	6	NDWORKS (Job Service of ND)	-	-
FIELD006060 Field Technician - Bismarck, ND	6	Referred By Current Employee	2	-
FIELD006060 Field Technician - Bismarck, ND	6	Referred by Friend or Family	2	2
FIELD006060 Field Technician - Bismarck, ND	6	ZipRecruiter	1	-
FIELD006115 Field Technician - Dickinson, ND	1	BisMan Online	-	-
FIELD006115 Field Technician - Dickinson, ND	1	Current Employee	-	-
FIELD006115 Field Technician - Dickinson, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006115 Field Technician - Dickinson, ND	1	Glassdoor	-	-
FIELD006115 Field Technician - Dickinson, ND	1	Handshake	-	-
FIELD006115 Field Technician - Dickinson, ND	1	Helpwanted.com	-	-
FIELD006115 Field Technician - Dickinson, ND	1	Indeed	-	-
FIELD006115 Field Technician - Dickinson, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006115 Field Technician - Dickinson, ND	1	LinkedIn	-	-
FIELD006115 Field Technician - Dickinson, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006115 Field Technician - Dickinson, ND	1	Midco Website	-	-
FIELD006115 Field Technician - Dickinson, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006115 Field Technician - Dickinson, ND	1	Referred By Current Employee	1	1
FIELD006115 Field Technician - Dickinson, ND	1	Referred by Friend or Family	-	-

FIELD006115	Field Technician - Dickinson, ND	1	ZipRecruiter	-	-
FIELD006123	Field Technician - Williston, ND	3	BisMan Online	-	-
FIELD006123	Field Technician - Williston, ND	3	Craigslist	1	-
FIELD006123	Field Technician - Williston, ND	3	Current Employee	-	-
FIELD006123	Field Technician - Williston, ND	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006123	Field Technician - Williston, ND	3	Glassdoor	-	-
FIELD006123	Field Technician - Williston, ND	3	Handshake	-	-
FIELD006123	Field Technician - Williston, ND	3	Helpwanted.com	-	-
FIELD006123	Field Technician - Williston, ND	3	Indeed	5	-
FIELD006123	Field Technician - Williston, ND	3	Keloland/VNL/KXNET Employment	-	-
FIELD006123	Field Technician - Williston, ND	3	LinkedIn	-	-
FIELD006123	Field Technician - Williston, ND	3	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006123	Field Technician - Williston, ND	3	Midco Website	-	-
FIELD006123	Field Technician - Williston, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006123	Field Technician - Williston, ND	3	Referred By Current Employee	2	2
FIELD006123	Field Technician - Williston, ND	3	Referred by Friend or Family	1	1
FIELD006123	Field Technician - Williston, ND	3	ZipRecruiter	1	-
FIELD006202	Field Technician - Minot, ND	1	BisMan Online	-	-
FIELD006202	Field Technician - Minot, ND	1	Current Employee	-	-
FIELD006202	Field Technician - Minot, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006202	Field Technician - Minot, ND	1	Glassdoor	-	-
FIELD006202	Field Technician - Minot, ND	1	Handshake	-	-
FIELD006202	Field Technician - Minot, ND	1	Helpwanted.com	-	-
FIELD006202	Field Technician - Minot, ND	1	Indeed	3	1
FIELD006202	Field Technician - Minot, ND	1	Job Fair	1	-
FIELD006202	Field Technician - Minot, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006202	Field Technician - Minot, ND	1	LinkedIn	-	-
FIELD006202	Field Technician - Minot, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006202	Field Technician - Minot, ND	1	Midco Website	2	-
FIELD006202	Field Technician - Minot, ND	1	NDWORKS (Job Service of ND)	1	-
FIELD006202	Field Technician - Minot, ND	1	Referred By Current Employee	1	-
FIELD006202	Field Technician - Minot, ND	1	Referred by Friend or Family	1	-
FIELD006202	Field Technician - Minot, ND	1	ZipRecruiter	-	-
FIELD006205	Field Technician - Bismarck, ND	4	BisMan Online	-	-
FIELD006205	Field Technician - Bismarck, ND	4	Current Employee	-	-
FIELD006205	Field Technician - Bismarck, ND	4	eBenefits - Dept of Veteran Affairs	-	-
FIELD006205	Field Technician - Bismarck, ND	4	Glassdoor	-	-
FIELD006205	Field Technician - Bismarck, ND	4	Handshake	-	-
FIELD006205	Field Technician - Bismarck, ND	4	Helpwanted.com	-	-
FIELD006205	Field Technician - Bismarck, ND	4	Indeed	5	1
FIELD006205	Field Technician - Bismarck, ND	4	Keloland/VNL/KXNET Employment	-	-
FIELD006205	Field Technician - Bismarck, ND	4	LinkedIn	-	-
FIELD006205	Field Technician - Bismarck, ND	4	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006205	Field Technician - Bismarck, ND	4	Midco Digital Advertisement	1	1
FIELD006205	Field Technician - Bismarck, ND	4	Midco Email	4	-
FIELD006205	Field Technician - Bismarck, ND	4	Midco TV Commercial	1	1
FIELD006205	Field Technician - Bismarck, ND	4	Midco Website	1	1
FIELD006205	Field Technician - Bismarck, ND	4	NDWORKS (Job Service of ND)	-	-
FIELD006205	Field Technician - Bismarck, ND	4	Referred By Current Employee	1	-
FIELD006205	Field Technician - Bismarck, ND	4	Referred by Friend or Family	1	-
FIELD006205	Field Technician - Bismarck, ND	4	ZipRecruiter	-	-
FIELD006213	Field Technician - Bottineau, ND	1	BisMan Online	-	-
FIELD006213	Field Technician - Bottineau, ND	1	Current Employee	-	-
FIELD006213	Field Technician - Bottineau, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006213	Field Technician - Bottineau, ND	1	Glassdoor	-	-
FIELD006213	Field Technician - Bottineau, ND	1	Handshake	-	-
FIELD006213	Field Technician - Bottineau, ND	1	Helpwanted.com	-	-
FIELD006213	Field Technician - Bottineau, ND	1	Indeed	-	-
FIELD006213	Field Technician - Bottineau, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006213	Field Technician - Bottineau, ND	1	LinkedIn	-	-
FIELD006213	Field Technician - Bottineau, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006213	Field Technician - Bottineau, ND	1	Midco Digital Advertisement	1	-
FIELD006213	Field Technician - Bottineau, ND	1	Midco Email	3	-
FIELD006213	Field Technician - Bottineau, ND	1	Midco Website	-	-
FIELD006213	Field Technician - Bottineau, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006213	Field Technician - Bottineau, ND	1	Referred By Current Employee	1	-
FIELD006213	Field Technician - Bottineau, ND	1	Referred by Friend or Family	2	1
FIELD006213	Field Technician - Bottineau, ND	1	ZipRecruiter	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	CareerBuilder	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	BisMan Online	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	Current Employee	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	Glassdoor	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	Handshake	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	Helpwanted.com	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	Indeed	1	1
FIELD006272	Field Technician I - Bismarck, ND	3	Keloland/VNL/KXNET Employment	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	LinkedIn	1	1
FIELD006272	Field Technician I - Bismarck, ND	3	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	Midco Digital Advertisement	1	-
FIELD006272	Field Technician I - Bismarck, ND	3	Midco Website	-	-

FIELD006272	Field Technician I - Bismarck, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	Referred By Current Employee	1	1
FIELD006272	Field Technician I - Bismarck, ND	3	Referred by Friend or Family	-	-
FIELD006272	Field Technician I - Bismarck, ND	3	ZipRecruiter	-	-
FIELD006299	Field Technician I - Minot, ND	1	CareerBuilder	1	-
FIELD006299	Field Technician I - Minot, ND	1	BisMan Online	-	-
FIELD006299	Field Technician I - Minot, ND	1	Current Employee	-	-
FIELD006299	Field Technician I - Minot, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006299	Field Technician I - Minot, ND	1	Glassdoor	-	-
FIELD006299	Field Technician I - Minot, ND	1	Handshake	-	-
FIELD006299	Field Technician I - Minot, ND	1	Hiring Flyer	1	-
FIELD006299	Field Technician I - Minot, ND	1	Helpwanted.com	-	-
FIELD006299	Field Technician I - Minot, ND	1	Indeed	3	-
FIELD006299	Field Technician I - Minot, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006299	Field Technician I - Minot, ND	1	LinkedIn	-	-
FIELD006299	Field Technician I - Minot, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006299	Field Technician I - Minot, ND	1	Midco Website	1	1
FIELD006299	Field Technician I - Minot, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006299	Field Technician I - Minot, ND	1	Referred By Current Employee	-	-
FIELD006299	Field Technician I - Minot, ND	1	Referred by Friend or Family	-	-
FIELD006299	Field Technician I - Minot, ND	1	ZipRecruiter	-	-
INVEN006191	Inventory Control Specialist	1	Current Employee	2	-
INVEN006191	Inventory Control Specialist	1	eBenefits - Dept of Veteran Affairs	-	-
INVEN006191	Inventory Control Specialist	1	Glassdoor	-	-
INVEN006191	Inventory Control Specialist	1	Handshake	-	-
INVEN006191	Inventory Control Specialist	1	Helpwanted.com	-	-
INVEN006191	Inventory Control Specialist	1	Indeed	1	-
INVEN006191	Inventory Control Specialist	1	Keloland/VNL/KXNET Employment	-	-
INVEN006191	Inventory Control Specialist	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
INVEN006191	Inventory Control Specialist	1	Midco Website	1	-
INVEN006191	Inventory Control Specialist	1	NDWORKS (Job Service of ND)	1	1
INVEN006191	Inventory Control Specialist	1	Referred by Current Employee	1	-
INVEN006191	Inventory Control Specialist	1	Referred by Friend or Family	-	-
INVEN006191	Inventory Control Specialist	1	ZipRecruiter	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	BisMan Online	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	Current Employee	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	Glassdoor	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	Handshake	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	Helpwanted.com	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	Indeed	2	1
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	Keloland/VNL/KXNET Employment	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	LinkedIn	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	Midco Website	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	Referred By Current Employee	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	Referred by Friend or Family	-	-
RETAI006074	Retail Sales & Service Associate - Bismarck, ND	1	ZipRecruiter	1	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	Current Employee	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	Glassdoor	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	Handshake	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	Helpwanted.com	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	Indeed	1	1
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	Keloland/VNL/KXNET Employment	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	Midco Website	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	Referred by Current Employee	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	Referred by Friend or Family	-	-
SALES006110	Sales Associate (Internet, TV, & Phone) - Bismarck, ND	1	ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application	www.midcocareers.com	N
eBenefits-Dept of Veteran Affairs 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
Indeed https://www.indeed.com/	Internet Posting		N
LocalJobNetwork(KS,MN,ND,SD, WI) 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	N
Midco Website	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
NDWORKS (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N
Recruitment Sources for Specific Vacancies			
BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Mauricio Mino Phone: 773-527-1115	Mauricio.Mino@careerbuilder.com	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N

Keloland/VNL/KXNET Employment (Hire Click) 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Bismarck Workforce Hiring Event 1601 E Century Ave, Bismarck, ND 58503	Contact: Micaela Thomas Phone: 701.328.5037	mictthomas@nd.gov	N
Hiring Flier	Handouts at Customer Experience Centers/Events		N
Midco Digital Advertisement	Digital banner Midco marketing creates		N
Midco Email	Email Blasts to customers who have opted in and weekly email sent to all employees		N
Midco TV Commercial	TV Commerical Midco airs		N
Internet Sources			
Craigslist https://craigslist.org/	Social Media - Internet Posting		N
Facebook https://www.facebook.com/	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
Cited by Job Applicant			
Bismarck Employment			N
Job Fair			N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2022 - 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	Recruiting
9/1/2022 - 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. During this reporting period, 81 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
1/25/2023 - on going	Employee Relations and Compliance Training for Leaders	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, hiring practices, ADA, leaves, Termination Process/Exit Interview.	Compliance Training Professional Development Opportunities for Midco Leaders	HR Staff
9/1/2022 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa. All positions are posted to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment site. 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/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (LVER/DVOPS)
9/1/2022- on going	Workplace Harassment Prevention Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination.	Compliance Training	Midco leadership & entire staff
8/30/2023	Bismarck Workforce Hiring Event	In partnership with North Dakota Job Service / Bismarck Work Force Center, we hosted an in-person job fair to discuss open opportunities for Bismarck and the surrounding area	Job Fair In Person	Patti Hawkey Randy Heaton Brady Roshau