EEO Public File Report Midcontinent Communications-Burleigh						
Midcontinent Communications-Burleigh September 1, 2023-August 31, 2024 Full-Time Positions Filled						
Req #	Posting Title	Positions	Referral Sources	Interviewed	Hired	
RETAI006547	Retail Sales & Service - Bismarck, ND	1	Current Employee	-	-	
RETAI006547 RETAI006547	Retail Sales & Service - Bismarck, ND Retail Sales & Service - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs Glassdoor	-	-	
RETAI006547	Retail Sales & Service - Bismarck, ND Retail Sales & Service - Bismarck, ND	1	Handshake	-	-	
RETAI006547	Retail Sales & Service - Bismarck, ND	1	Indeed	3	1	
RETAI006547	Retail Sales & Service - Bismarck, ND	1	LinkedIn	-	-	
RETAI006547 RETAI006547	Retail Sales & Service - Bismarck, ND Retail Sales & Service - Bismarck, ND	1	LocalJobNetworks (ND) Midco Email	-	-	
RETAI006547	Retail Sales & Service - Bismarck, ND	1	Midco Website	-	-	
RETAI006547	Retail Sales & Service - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-	
RETAI006547	Retail Sales & Service - Bismarck, ND	1	Referred By Current Employee	-	-	
RETAI006547 RETAI006547	Retail Sales & Service - Bismarck, ND Retail Sales & Service - Bismarck, ND	1	Referred by Friend or Family ZipRecruiter	-	-	
RETAI006379	Retail Sales & Service - Bismarck, ND	1	Current Employee	-	-	
RETAI006379	Retail Sales & Service - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-	
RETAI006379	Retail Sales & Service - Bismarck, ND	1	Glassdoor Handshake	-	-	
RETAI006379 RETAI006379	Retail Sales & Service - Bismarck, ND Retail Sales & Service - Bismarck, ND	1	Handsnake Helpwanted.com	-	-	
RETAI006379	Retail Sales & Service - Bismarck, ND	1	Indeed	2	-	
RETAI006379	Retail Sales & Service - Bismarck, ND	1	LinkedIn	1	1	
RETAI006379	Retail Sales & Service - Bismarck, ND	1	LocalJobNetworks (ND)	-	-	
RETAI006379 RETAI006379	Retail Sales & Service - Bismarck, ND Retail Sales & Service - Bismarck, ND	1	Midco Email Midco Website	-	-	
RETAI006379	Retail Sales & Service - Bismarck, ND	1	Referred By Current Employee	-	-	
RETAI006379	Retail Sales & Service - Bismarck, ND	1	Referred by Friend or Family	-	-	
RETAI006379	Retail Sales & Service - Bismarck, ND	1	NDWORKS (Job Service of ND) ZipRecruiter	-	-	
RETAI006379 MARKE006480	Retail Sales & Service - Bismarck, ND Market Account Executive	1 1	Zipkecruiter Current Employee	-	-	
	Market Account Executive	1	eBenefits - Dept of Veteran Affairs	-	-	
	Market Account Executive	1	Glassdoor	-	-	
	Market Account Executive Market Account Executive	1	Handshake Helpwanted.com	-	-	
	Market Account Executive	1	Indeed	1	-	
	Market Account Executive	1	LinkedIn	-	-	
	Market Account Executive	1	LocalJobNetworks (ND)	-	-	
	Market Account Executive Market Account Executive	1	Midco Email Midco Website	-	-	
	Market Account Executive	1	NDWORKS (Job Service of ND)	-	-	
MARKE006480	Market Account Executive	1	Referred by Current Employee	-	-	
	Market Account Executive	1	Referred by Friend or Family	1	1	
MARKE006480 RETAI006487	Market Account Executive Retail Sales & Service Associate - Bismarck, ND	1	ZipRecruiter Current Employee	-	-	
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-	
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	Glassdoor	-	-	
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	Indeed	3	1	
RETAI006487 RETAI006487	Retail Sales & Service Associate - Bismarck, ND Retail Sales & Service Associate - Bismarck, ND	1	LinkedIn LocalJobNetworks (ND)	-	-	
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	Midco Email	-	-	
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	Midco Website	-	-	
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-	
RETAI006487 RETAI006487	Retail Sales & Service Associate - Bismarck, ND Retail Sales & Service Associate - Bismarck, ND	1	Referred by Current Employee Referred by Friend or Family	-	-	
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	ZipRecruiter	-	-	
FIELD006505	Field Technician - Bismarck, ND	6	Bisman Online	-	-	
FIELD006505	Field Technician - Bismarck, ND	6	Current Employee	-	1	
FIELD006505 FIELD006505	Field Technician - Bismarck, ND Field Technician - Bismarck, ND	<u>6</u>	eBenefits - Dept of Veteran Affairs Glassdoor	-	-	
FIELD006505	Field Technician - Bismarck, ND	6	Handshake	-	-	
FIELD006505	Field Technician - Bismarck, ND	6	Indeed	6	1	
FIELD006505	Field Technician - Bismarck, ND	6	LinkedIn	1	1	
FIELD006505 FIELD006505	Field Technician - Bismarck, ND Field Technician - Bismarck, ND	6 6	LocalJobNetworks (ND) Midco Email	-	-	
FIELD006505	Field Technician - Bismarck, ND	6	Midco TV Commercial	-	-	
FIELD006505	Field Technician - Bismarck, ND	6	Midco Website	3	1	
FIELD006505	Field Technician - Bismarck, ND	6	NDWORKS (Job Service of ND)	-	-	

FIELD00505 Field Technican - Bismarck, ND 6 Referred by Cirrent Employee 3 FIELD00505 Field Technican - Bismarck, ND 6 Referred by Field or Family 2 FIELD005001 Field Technican - Bismarck, ND 3 Bilboard 1 FIELD006001 Field Technican - Bismarck, ND 3 Bismarch Technican - Bismarck, ND 3 FIELD006001 Field Technican - Bismarck, ND 3 Gasebook/Insprace - FIELD006001 Field Technican - Bismarck, ND 3 Gasebook/Insprace - FIELD006001 Field Technican - Bismarck, ND 3 Indeed - FIELD006001 Field Technican - Bismarck, ND 3 Indeed - FIELD006001 Field Technican - Bismarck, ND 3 LocalboHtworks (ND) - FIELD006001 Field Technican - Bismarck, ND 3 LocalboHtworks (ND) - FIELD006001 Field Technican - Bismarck, ND 3 Micko Vectore (ND) - FIELD006001 Field Technican - Bismarck, ND 3 Micko Vectore (ND) - <t< th=""><th></th><th>· · · ·</th><th>6</th><th>Referred By Current Employee</th><th>3</th><th>1</th></t<>		· · · ·	6	Referred By Current Employee	3	1
FIELD00690 Field Technican Binnards, ND 6 ZppRecruiter 2 FIELD00401 Field Technican Binnards, ND 3 Bilnbard - FIELD00401 Field Technican Binnards, ND 3 Current Employee - FIELD00401 Field Technican Binnards, ND 3 Generals - FIELD00401 Field Technican Binnards, ND 3 Gassdoor - FIELD00401 Field Technican Binnards, ND 3 Gassdoor - FIELD00401 Field Technican Binnards, ND 3 JobselQ - FIELD00401 Field Technican Binnards, ND 3 JobselQ - FIELD00401 Field Technican Binnards, ND 3 JobselQ - FIELD00401 Field Technican Binnards, ND 3 Midco TV Commercial - FIEL00401 Field Technican Binnards, ND 3 Midco TV Commercial - FIEL004041 Field Technican Binnards, ND						
FIELD006401 Field Technican - Bismarck, ND 3 Bilbaard - FIELD006401 Field Technican - Bismarck, ND 3 Current Employee - FIELD006401 Field Technican - Bismarck, ND 3 Current Employee - FIELD006401 Field Technican - Bismarck, ND 3 Field Technican - Bismarck, ND 3 FIELD006401 Field Technican - Bismarck, ND 3 Glassdoor - FIELD006401 Field Technican - Bismarck, ND 3 LobelQ - FIELD006401 Field Technican - Bismarck, ND 3 LobelQ - FIELD006401 Field Technican - Bismarck, ND 3 Localbobleworks (ND) - FIELD006401 Field Technican - Bismarck, ND 3 Localbobleworks (ND) - FIELD006401 Field Technican - Bismarck, ND 3 Midoc Email - FIELD006401 Field Technican - Bismarck, ND 3 NDWORKS (Job Service of ND) - FIELD006401 Field Technican - Bismarck, ND 3 Referred by Cirrent Employee - FI		· · · ·		· · · · · · · · · · · · · · · · · · ·		-
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FIELD066401 Field Technican - Bismarck, ND 3 Current Employee - FIELD060640 Field Technican - Bismarck, ND 3 Facebook/Instagram - FIELD060640 Field Technican - Bismarck, ND 3 Glassdoor - FIELD060640 Field Technican - Bismarck, ND 3 Helymanted.com - FIELD060640 Field Technican - Bismarck, ND 3 JobsHQ - FIELD060640 Field Technican - Bismarck, ND 3 JobsHQ - FIELD060640 Field Technican - Bismarck, ND 3 LinkedIn - FIELD060640 Field Technican - Bismarck, ND 3 Micto TV Commercial - FIELD060640 Field Technican - Bismarck, ND 3 Micto Wobsite - FIELD060640 Field Technican - Bismarck, ND 3 Micto Wobsite - FIELD060640 Field Technican - Bismarck, ND 3 Referred by Fierd or Family - FIELD060641 Field Technican - Bismarck, ND 3 Referred by Current Employee - FIELD060641	FIELD006401	Field Technician - Bismarck, ND	3	Billboard	-	-
FIELD06401 Field Technican - Bismarck, ND 3 eBenefits - Dept of Vateran Affairs FIELD06401 Field Technican - Bismarck, ND 3 Forebook/Instagram FIELD06401 Field Technican - Bismarck, ND 3 Handshake FIELD06401 Field Technican - Bismarck, ND 3 Handshake FIELD06401 Field Technican - Bismarck, ND 3 Indeed 15 FIELD06401 Field Technican - Bismarck, ND 3 LinkedIn - FIELD06401 Field Technican - Bismarck, ND 3 Mideo TV Commercial - FIELD06401 Field Technican - Bismarck, ND 3 Mideo TV Commercial - FIELD06401 Field Technican - Bismarck, ND 3 Mideo TV Commercial - FIELD06401 Field Technican - Bismarck, ND 3 Referred by Cirrent Employee - FIELD06402 Field Technican - Bismarck, ND 3 Referred by Cirrent Employee - FIELD06402 Field Technican - Bismarck, ND 2 Bismarch - FIELD064042 Field Technican - Bismarck, ND 2 </td <td>FIELD006401</td> <td>Field Technician - Bismarck, ND</td> <td>3</td> <td>Bisman Online</td> <td>1</td> <td>1</td>	FIELD006401	Field Technician - Bismarck, ND	3	Bisman Online	1	1
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FIELD0696-01 Field Technican - Bismarck, ND 3 Facebox/Instagram - FIELD0696-01 Field Technican - Bismarck, ND 3 Handshake - FIELD0696-01 Field Technican - Bismarck, ND 3 Helpwanted.com - FIELD0696-01 Field Technican - Bismarck, ND 3 JobsHQ - FIELD0696-01 Field Technican - Bismarck, ND 3 JobsHQ - FIELD0696-01 Field Technican - Bismarck, ND 3 LinkedIn - FIELD0696-01 Field Technican - Bismarck, ND 3 Micko Website - FIELD0696-01 Field Technican - Bismarck, ND 3 Micko Website - FIELD0696-01 Field Technican - Bismarck, ND 3 NEdworks (MD) - FIELD0696-01 Field Technican - Bismarck, ND 3 ZipRecruiter - FIELD0696-01 Field Technican - Bismarck, ND 2 Bismarch ON - FIELD0696-01 Field Technican - Bismarck, ND 2 Bismarch ON - FIELD0696-12 Field Technican - Bismar					-	-
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LOCAT006323Locator - Bismarck, ND1Current Employee-LOCAT006323Locator - Bismarck, ND1eBenefits - Dept of Veteran Affairs-LOCAT006323Locator - Bismarck, ND1Glassdoor-LOCAT006323Locator - Bismarck, ND1Handshake-	FIELD006577	Field Technician - Bismarck, ND	1	ZipRecruiter		-
LOCAT006323Locator - Bismarck, ND1Current Employee-LOCAT006323Locator - Bismarck, ND1eBenefits - Dept of Veteran Affairs-LOCAT006323Locator - Bismarck, ND1Glassdoor-LOCAT006323Locator - Bismarck, ND1Handshake-	LOCAT006323	Locator - Bismarck, ND	1	Bisman Online	-	-
LOCAT006323Locator - Bismarck, ND1eBenefits - Dept of Veteran Affairs-LOCAT006323Locator - Bismarck, ND1Glassdoor-LOCAT006323Locator - Bismarck, ND1Handshake-					-	-
LOCAT006323 Locator - Bismarck, ND 1 Glassdoor - LOCAT006323 Locator - Bismarck, ND 1 Handshake -				• •	-	-
LOCAT006323 Locator - Bismarck, ND 1 Handshake -				•		-
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ILUCATUU6323 Locator - Bismarck, ND 1 Helpwanted.com -					-	-
		•				-
LOCAT006323 Locator - Bismarck, ND 1 Indeed 2				Indeed	2	-
LOCAT006323 Locator - Bismarck, ND 1 LinkedIn -	LOCAT006323	Locator - Bismarck, ND	1	LinkedIn	-	-
LOCAT006323 Locator - Bismarck, ND 1 LocalJobNetworks (ND) -	LOCAT006323	Locator - Bismarck, ND	1	LocalJobNetworks (ND)	-	-
LOCAT006323 Locator - Bismarck, ND 1 Midco Email -				· · ·	-	-
LOCAT006323 Locator - Bismarck, ND 1 Midco Website 1					1	1
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	LUCA 1006323	Locator - Bismarck, ND	1	Referred By Current Employee	-	

	Locator - Bismarck, ND	1	Referred by Friend or Family	-	
	Locator - Bismarck, ND	1	ZipRecruiter	-	-
	Field Technician - Bismarck, ND	1	Bisman Online	-	-
FIELD006354	,	1	Billboard	-	-
FIELD006354	•	1	Current Employee	-	-
FIELD006354	Field Technician - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Glassdoor	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Handshake	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Helpwanted.com	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Indeed	2	-
FIELD006354	Field Technician - Bismarck, ND	1	LinkedIn	-	-
FIELD006354	,	1	LocalJobNetworks (ND)	-	-
FIELD006354	· · · · · · · · · · · · · · · · · · ·	1	Midco Email	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Midco TV Commercial	-	-
FIELD006354	· · · · · · · · · · · · · · · · · · ·	1	Midco Website	4	1
FIELD006354	· · · · · · · · · · · · · · · · · · ·	1	NDWORKS (Job Service of ND)	2	-
FIELD006354		1	Referred By Current Employee	-	-
	Field Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
	Field Technician - Bismarck, ND	1	ZipRecruiter	-	-
	Construction Technician - Bismarck, ND Construction Technician - Bismarck, ND	1	Billboard Bisman Online	-	-
	Construction Technician - Bismarck, ND Construction Technician - Bismarck, ND	1 1	Bisman Online Current Employee	-	-
	Construction Technician - Bismarck, ND Construction Technician - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
	Construction Technician - Bismarck, ND	1	Glassdoor	-	-
	Construction Technician - Bismarck, ND	1	Handshake	-	-
	Construction Technician - Bismarck, ND	1	Helpwanted.com	-	-
	Construction Technician - Bismarck, ND	1	Indeed	4	1
	Construction Technician - Bismarck, ND	1	LinkedIn	-	-
	Construction Technician - Bismarck, ND	1	LocalJobNetworks (ND)	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Midco Email	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Midco TV Commercial	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Midco Website	-	-
	Construction Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
	Construction Technician - Bismarck, ND	1	Referred By Current Employee	-	-
	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
	Construction Technician - Bismarck, ND	1	ZipRecruiter	-	-
	Excavation Technician - Bismarck, ND	1	Billboard	-	-
	Excavation Technician - Bismarck, ND	1	Bisman Online	1	-
	Excavation Technician - Bismarck, ND	1	Current Employee	-	-
	Excavation Technician - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
	Excavation Technician - Bismarck, ND	1 1	Glassdoor	-	-
	Excavation Technician - Bismarck, ND Excavation Technician - Bismarck, ND	1	Handshake Helpwanted.com	-	-
	Excavation Technician - Bismarck, ND	1	Indeed	2	-
	Excavation Technician - Bismarck, ND	1	LinkedIn	-	-
	Excavation Technician - Bismarck, ND	1	LocalJobNetworks (ND)	-	
	Excavation Technician - Bismarck, ND	1	Midco Email	-	-
	Excavation Technician - Bismarck, ND	1	Midco TV Commercial	-	-
	Excavation Technician - Bismarck, ND	1	Midco Website	-	-
	Excavation Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	1	-
	Excavation Technician - Bismarck, ND	1	Referred By Current Employee	1	1
	Excavation Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	ZipRecruiter	-	-
	Customer Experience Specialist - Bismarck, ND	10	Current Employee	1	1
	Customer Experience Specialist - Bismarck, ND	10	eBenefits - Dept of Veteran Affairs	-	-
	Customer Experience Specialist - Bismarck, ND	10	Facebook/Instagram	1	1
	Customer Experience Specialist - Bismarck, ND	10	Glassdoor	-	-
	Customer Experience Specialist - Bismarck, ND	10	Handshake	-	-
	Customer Experience Specialist - Bismarck, ND	10	Indeed	15	2
	Customer Experience Specialist - Bismarck, ND	10	LinkedIn	-	-
	Customer Experience Specialist - Bismarck, ND	10	LocalJobNetworks (ND)	-	-
	Customer Experience Specialist - Bismarck, ND	10	Midco Email	1	- 1
	Customer Experience Specialist - Bismarck, ND	10	Midco Website	4	1
	Customer Experience Specialist - Bismarck, ND Customer Experience Specialist - Bismarck, ND	10 10	NDWORKS (Job Service of ND) Referred By Current Employee	- 6	- 4
	Customer Experience Specialist - Bismarck, ND Customer Experience Specialist - Bismarck, ND		Referred by Friend or Family	3	
	Customer Experience Specialist - Bismarck, ND Customer Experience Specialist - Bismarck, ND	10 10			1
	Customer Experience Specialist - Bismarck, ND Customer Experience Specialist - Bismarck, ND	<u> </u>	ZipRecruiter Current Employee	-	-
	Customer Experience Specialist - Bismarck, ND Customer Experience Specialist - Bismarck, ND	6	eBenefits - Dept of Veteran Affairs	-	-
	Customer Experience Specialist - Bismarck, ND Customer Experience Specialist - Bismarck, ND	6	Glassdoor	-	-
20210000000	Customer Experience Specialist - Distriation, ND	U	Giu33000i	-	-

CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	Handshake	-	-
CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	Indeed	14	2
CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	LinkedIn	-	-
CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	LocalJobNetworks (ND)	-	-
CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	Midco Email	-	-
CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	Midco Website	6	2
CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	NDWORKS (Job Service of ND)	1	-
CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	Referred By Current Employee	3	2
CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	Referred by Friend or Family	1	-
CUSTO006556 Customer Experience Specialist - Bismarck, ND	6	ZipRecruiter	-	-
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Current Employee		-
CUSTO006378 Customer Experience Specialist - Dismarck, ND	8	eBenefits - Dept of Veteran Affairs	1	-
			13	2
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Facebook/Instagram		
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Glassdoor	-	-
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Handshake	-	-
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Indeed	14	2
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	LinkedIn	-	-
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	LocalJobNetworks (ND)	-	-
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Midco Email	1	1
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Midco Digital Advertisment	1	-
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Midco TV Commercial	1	-
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Midco Website	6	1
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	NDWORKS (Job Service of ND)	-	-
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Referred By Current Employee	11	1
CUSTO006378 Customer Experience Specialist - Bismarck, ND	8	Referred by Friend or Family	3	1
CUSTO006378 Customer Experience Specialist - Dismarck, ND	8	ZipRecruiter	-	-
WHOLE006671 Wholesale Account Executive	1	Current Employee		-
WHOLE006671 Wholesale Account Executive	1	eBenefits - Dept of Veteran Affairs		
			-	-
WHOLE006671 Wholesale Account Executive	1	Glassdoor	-	-
WHOLE006671 Wholesale Account Executive	1	Handshake	-	-
WHOLE006671 Wholesale Account Executive	1	Indeed	-	-
WHOLE006671 Wholesale Account Executive	1	Keloland Employment	-	-
WHOLE006671 Wholesale Account Executive	1	KSWORKS (Job Service of KS)	-	-
WHOLE006671 Wholesale Account Executive	1	LinkedIn	-	-
WHOLE006671 Wholesale Account Executive	1	LocalJobNetwork (KS,MN,ND,SD)	-	-
WHOLE006671 Wholesale Account Executive	1	Midco Email	-	-
WHOLE006671 Wholesale Account Executive	1	Midco Website	1	1
WHOLE006671 Wholesale Account Executive	1	MNWORKS (Job Service of MN)	-	-
WHOLE006671 Wholesale Account Executive	1	NDWORKS (Job Service of ND)	-	-
WHOLE006671 Wholesale Account Executive	1	Referred by Current Employee	-	-
WHOLE006671 Wholesale Account Executive	1	Referred by Friend or Family	-	-
WHOLE006671 Wholesale Account Executive	1	SDWORKS (Job Service of SD)	-	-
WHOLE006671 Wholesale Account Executive	1	ZipRecruiter	-	-
FIELD006421 Field Technician - Harvey, ND	1	Current Employee	-	-
FIELD006421 Field Technician - Harvey, ND	1	eBenefits - Dept of Veteran Affairs	-	-
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FIELD006421 Field Technician - Harvey, ND	1	Glassdoor	-	-
FIELD006421 Field Technician - Harvey, ND	1	Handshake	-	
FIELD006421 Field Technician - Harvey, ND	1	Helpwanted.com	-	-
FIELD006421 Field Technician - Harvey, ND	1	Indeed	1	1
FIELD006421 Field Technician - Harvey, ND	1	LinkedIn	1	-
FIELD006421 Field Technician - Harvey, ND	1	LocalJobNetworks (ND)	-	-
FIELD006421 Field Technician - Harvey, ND	1	Midco Email	-	-
FIELD006421 Field Technician - Harvey, ND	1	Midco Website	1	-
FIELD006421 Field Technician - Harvey, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006421 Field Technician - Harvey, ND	1	Referred By Current Employee	-	-
FIELD006421 Field Technician - Harvey, ND	1	Referred by Friend or Family	-	-
FIELD006421 Field Technician - Harvey, ND	1	ZipRecruiter	-	-
FIELD006350 Field Technician - Minot, ND	1	Bisman Online	1	-
FIELD006350 Field Technician - Minot, ND	1	Current Employee	-	-
FIELD006350 Field Technician - Minot, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006350 Field Technician - Minot, ND	1	Glassdoor	-	-
FIELD006350 Field Technician - Minot, ND	1	Handshake	-	-
FIELD006350 Field Technician - Minot, ND	1	Helpwanted.com	-	-
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FIELD006350 Field Technician - Minot, ND	1	Indeed	4	1
FIELD006350 Field Technician - Minot, ND	1		-	-
FIELD006350 Field Technician - Minot, ND	1	LocalJobNetworks (ND)	-	-
FIELD006350 Field Technician - Minot, ND	1	Midco Email	-	-
FIELD006350 Field Technician - Minot, ND	1	Midco TV Commercial	-	-
FIELD006350 Field Technician - Minot, ND	1	Midco Website	-	-
FIELD006350 Field Technician - Minot, ND	1	NDWORKS (Job Service of ND)	-	-

FLEUD0350 Fred LeOningan - Hinds, ND 1 Refered by Unreft Erropyce - FLEUD0350 Fred LeOningan - Hinds, ND 1 Refered by Unreft Erropyce - BUSIN00649B Boarness Sales Associate 1 Current Erropyce - BUSIN00649B Boarness Sales Associate 1 Eleonetys - Depolyce - BUSIN00649B Boarness Sales Associate 1 Indeed - - BUSIN00649B Boarness Sales Associate 1 Indeed - - BUSIN00649B Boarness Sales Associate 1 Indeed - - BUSIN00649B Boarness Sales Associate 1 Mico Webste - - BUSIN00649B Boarness Sales Associate 1 Referred by Current Erropyce - - BUSIN00649B Boarness Sales Associate 1 Referred by Frend or Family - - BUSIN00649B Boarness Sales Associate 1 Referred by Frend or Family - - BUSIN0649B Boarness Sales Associate 1						
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FIELD006428	Field Technician - Williston, ND	1	Midco Email	3	1
FIELD006428	Field Technician - Williston, ND	1	Midco TV Commercial	-	-
FIELD006428	Field Technician - Williston, ND	1	Midco Website	-	-
FIELD006428	Field Technician - Williston, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006428	Field Technician - Williston, ND	1	Referred By Current Employee	-	-
FIELD006428	Field Technician - Williston, ND	1	Referred by Friend or Family	-	-
FIELD006428	Field Technician - Williston, ND	1	ZipRecruiter	-	-
FIELD006496	Field Technician - Beulah, ND	1	Bisman Online	-	-
FIELD006496	Field Technician - Beulah, ND	1	Current Employee	-	-
FIELD006496	Field Technician - Beulah, ND	1	eBenefits - Dept of Veteran Affairs	-	
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FIELD006496	Field Technician - Beulah, ND	1	Glassdoor	-	-
FIELD006496	Field Technician - Beulah, ND	1	Handshake	-	-
FIELD006496	Field Technician - Beulah, ND	1	Indeed	1	-
FIELD006496	Field Technician - Beulah, ND	1	LinkedIn	-	-
FIELD006496	Field Technician - Beulah, ND	1	LocalJobNetworks (ND)	-	-
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FIELD006496	Field Technician - Beulah, ND	1	Midco Email	-	-
FIELD006496	Field Technician - Beulah, ND	1	Midco Website	-	-
FIELD006496	Field Technician - Beulah, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006496	Field Technician - Beulah, ND	1	Referred By Current Employee	1	1
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FIELD006496	Field Technician - Beulah, ND	1	Referred by Friend or Family		-
FIELD006496	Field Technician - Beulah, ND	1	ZipRecruiter	-	-
FIELD006722	Field Technician - Beulah, ND	1	Current Employee	-	-
FIELD006722	Field Technician - Beulah, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006722	Field Technician - Beulah, ND	1	Glassdoor	-	-
FIELD006722	Field Technician - Beulah, ND	1	Handshake	-	-
FIELD006722				-	-
	Field Technician - Beulah, ND	1	Indeed		
FIELD006722	Field Technician - Beulah, ND	1	LinkedIn	-	-
FIELD006722	Field Technician - Beulah, ND	1	LocalJobNetworks (ND)	-	-
FIELD006722	Field Technician - Beulah, ND	1	Midco Email	-	-
FIELD006722	Field Technician - Beulah, ND	1	Midco Website	-	-
				-	
FIELD006722	Field Technician - Beulah, ND	1	NDWORKS (Job Service of ND)	1	1
FIELD006722	Field Technician - Beulah, ND	1	Referred By Current Employee	-	-
FIELD006722	Field Technician - Beulah, ND	1	Referred by Friend or Family	-	-
FIELD006722	Field Technician - Beulah, ND	1	ZipRecruiter	1	-
FIELD006375	Field Technician - Williston, ND	1	Bisman Online	-	-
FIELD006375	Field Technician - Williston, ND	1	Current Employee		-
FIELD006375	Field Technician - Williston, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006375	Field Technician - Williston, ND	1	Glassdoor	-	-
FIELD006375	Field Technician - Williston, ND	1	Handshake	-	-
FIELD006375	Field Technician - Williston, ND	1	Helpwanted.com	-	-
FIELD006375	Field Technician - Williston, ND	1	Indeed	3	-
FIELD006375	Field Technician - Williston, ND	1	LinkedIn	-	-
FIELD006375	Field Technician - Williston, ND	1	LocalJobNetworks (ND)	-	-
FIELD006375	Field Technician - Williston, ND	1	Midco Email	2	1
FIELD006375	Field Technician - Williston, ND	1	Midco TV Commercial	-	-
FIELD006375	Field Technician - Williston, ND	1	Midco Website	-	-
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FIELD006375	Field Technician - Williston, ND	1	NDWORKS (Job Service of ND)		
FIELD006375	Field Technician - Williston, ND	1	Referred By Current Employee	1	-
FIELD006375	Field Technician - Williston, ND	1	Referred by Friend or Family	-	-
FIELD006375	Field Technician - Williston, ND	1	ZipRecruiter	1	-
FIELD006609	Field Technician - Washburn, ND	1	Bisman Online	1	1
FIELD006609	Field Technician - Washburn, ND	1	Current Employee	-	-
FIELD006609	Field Technician - Washburn, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006609	Field Technician - Washburn, ND	1	Facebook/Instagram	-	-
FIELD006609	Field Technician - Washburn, ND	1	Glassdoor	-	-
FIELD006609	Field Technician - Washburn, ND	1	Handshake	-	-
FIELD006609	Field Technician - Washburn, ND	1	Helpwanted.com	-	-
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FIELD006609	Field Technician - Washburn, ND	1	Indeed	-	-
FIELD006609	Field Technician - Washburn, ND	1	JobsHQ	-	-
FIELD006609	Field Technician - Washburn, ND	1	LinkedIn	-	-
FIELD006609	Field Technician - Washburn, ND	1	LocalJobNetworks (ND)	-	-
FIELD006609	Field Technician - Washburn, ND	1	Midco Email	-	-
FIELD006609	Field Technician - Washburn, ND	1	Midco TV Commercial		-
FIELD006609	Field Technician - Washburn, ND	1	Midco Website	-	-
FIELD006609	Field Technician - Washburn, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006609	Field Technician - Washburn, ND	1	Referred By Current Employee	-	-
FIELD006609	Field Technician - Washburn, ND	1	Referred by Friend or Family	-	-
FIELD006609		1	ZipRecruiter	-	-
	Field Technician - Washburn, ND				
FIELD006355	Field Technician - Washburn, ND	1	BisMan Online	-	-
FIELD006355	Field Technician - Washburn, ND	1	Current Employee	-	-

FIELD006355	Field Technician - Washburn, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006355	Field Technician - Washburn, ND	1	Glassdoor -		-
FIELD006355	Field Technician - Washburn, ND	1	Handshake	-	-
FIELD006355	Field Technician - Washburn, ND	1	Helpwanted.com	-	-
FIELD006355	Field Technician - Washburn, ND	1	Indeed	2	1
FIELD006355	Field Technician - Washburn, ND	1	LinkedIn	-	-
FIELD006355	Field Technician - Washburn, ND	1	LocalJobNetworks (ND)	-	-
FIELD006355	Field Technician - Washburn, ND	1	Midco TV Commercial	-	-
FIELD006355	Field Technician - Washburn, ND	1	Midco Website	-	-
FIELD006355	Field Technician - Washburn, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006355	Field Technician - Washburn, ND	1	Referred By Current Employee	-	-
FIELD006355	Field Technician - Washburn, ND	1	Referred by Friend or Family	or Family	
FIELD006355	Field Technician - Washburn, ND	1	ZipRecruiter	pRecruiter -	
FIELD006667	Field Technician - Bismarck, ND	3	Current Employee -		-
FIELD006667	Field Technician - Bismarck, ND	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006667	Field Technician - Bismarck, ND	3	Glassdoor	-	-
FIELD006667	Field Technician - Bismarck, ND	3	Handshake	-	-
FIELD006667	Field Technician - Bismarck, ND	3	Indeed	3	2
FIELD006667	Field Technician - Bismarck, ND	3	LinkedIn	-	-
FIELD006667	Field Technician - Bismarck, ND	3	LocalJobNetworks (ND)	-	-
FIELD006667	Field Technician - Bismarck, ND	3	Midco Website	6	1
FIELD006667	Field Technician - Bismarck, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006667	Field Technician - Bismarck, ND	3	Referred By Current Employee	1	-
FIELD006667	Field Technician - Bismarck, ND	3	Referred by Friend or Family	2	-
FIELD006667	Field Technician - Bismarck, ND	3	ZipRecruiter	1	-

Recruitment Source	Contact	Email	Entitled to Notification
Current Employee	Recruitment Sources Used 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	Ν
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		Ν
Handshake https://www.joinhandshake.com/	Internet Posting		Ν
Indeed https://www.indeed.com/	Internet Posting		Ν
LinkedIn https://www.linkedin.com/feed/	Internet Posting		Ν
LocalJobNetworks (ND) 1000 N. Water St Suite 1100, Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	Ν
Midco Email	Email Blasts to customers who ha	ve opted in and weekly email sent to all employees	N
Midco Website	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	Ν
NDWORKS (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	Ν
Referred by Current Employee	Referral from Current Employee		Ν
Referred by Friend or Family	Referral from Friend or Family		Ν
ZipRecruiter https://ziprecruiter.com/	Internet Posting		Ν
	Media Sources (Newspaper, Billboards, F	Radio, Flyers, Events, Job Fairs)	
Billboard Contracted through Flynn-Wright	Contact: Paige Baskerville	Paige.Baskerville@midco.com	Ν

Capital Career Fair	Joshua Randolph Phone: (701) 328-5031	infojsbis@nd.gov	Ν
Bismarck Workforce Hiring Event 1601 E Century Ave, Bismarck, ND 58503	Contact: Micaela Thomas Phone: 701.328.5037	micthomas@nd.gov	Ν
Hiring Flyer	Handouts at Customer Experien	nce Centers/Events	Ν
Midco Digital Advertisement	Digital banner Midco marketing	creates	N
Midco TV Commercial	Contact: Christian Begeman Phone: (605) 357-5505	Christian.begeman@midco.com	Ν
	Internet So		
BisMan Online 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
Facebook / Instagram https://www.facebook.com/	Internet Posting		Ν
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	Ν

	Long Term Initiatives						
Date	Initiative	Description	Scope of Involvement	Personnel Involved			
9/1/2023 - 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			
9/1/2023 - on going	Career Progression Program for Technicians	This program provides career progression opportunities for technicians to strengthen and expand their abilities in their field, and enables them to control their own career progression and wages. We partner with the National Cable Television Institute along with implementing our own in house curriculum.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Techs (all Levels) Business Techs (all levels) Maintenance Techs (all levels)			
9/1/2023 - on going	Workplace Discrimination and Harassment Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination	Compliance Training	Midco leadership & entire staff			
9/1/2023 - on going	Employee Relations & Compliance Leader Training	The purpose of this training is to teach new leaders how to prepare and respond appropriately when they encounter specific situations at Midco. This includes: an overview of employee relations, including the responsibilities of the ER team; important laws, regulations, and standards surrounding wages and hours; Midco's performance management philosophy and approach to coaching and corrective action; leave options and policies; affirmative action requirements; and guidelines to maintain an engaged workforce.	Compliance Training	Midco Leadership			
9/1/2023 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota Wisconsin	An annual membership is maintained with Circa Works. All positions are posted through Circa to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment sites. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level.	Broad Outreach, Females Minorities Veterans IWD	Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.WinnesotaDobNetwork.com www.MinnesotaDiversity.com www.MinnesotaDiversity.com www.MinnesotaDiversity.com www.minnesotaDiversity.com www.indworkforceconnection.com www.jobcenterofwisconsin.com www.ebenefits.va.gov			
01/03/24	Bismarck Workforce Hiring Event	Noth Dakota Job Service / Bismarck Work Force Center weekly job fair to discuss field tech opportunities	Job Fair In Person	Dean Dienstmann			
2/27/2024	Capital Career Fair	Career fair open to both current students and the general public	General Recruitment	Dean Dienstmann			