

**EEO Public File Report**  
**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	Retail Sales & Service - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
RETAI006547	Retail Sales & Service - Bismarck, ND	1	Glassdoor	-	-
RETAI006547	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	Retail Sales & Service - Bismarck, ND	1	LocalJobNetworks (ND)	-	-
RETAI006547	Retail Sales & Service - Bismarck, ND	1	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	Retail Sales & Service - Bismarck, ND	1	Referred by Friend or Family	-	-
RETAI006547	Retail Sales & Service - Bismarck, ND	1	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	-	-
RETAI006379	Retail Sales & Service - Bismarck, ND	1	Handshake	-	-
RETAI006379	Retail Sales & Service - Bismarck, ND	1	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	Retail Sales & Service - Bismarck, ND	1	Midco Email	-	-
RETAI006379	Retail Sales & Service - Bismarck, ND	1	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)	-	-
RETAI006379	Retail Sales & Service - Bismarck, ND	1	ZipRecruiter	-	-
MARKE006480	Market Account Executive	1	Current Employee	-	-
MARKE006480	Market Account Executive	1	eBenefits - Dept of Veteran Affairs	-	-
MARKE006480	Market Account Executive	1	Glassdoor	-	-
MARKE006480	Market Account Executive	1	Handshake	-	-
MARKE006480	Market Account Executive	1	Helpwanted.com	-	-
MARKE006480	Market Account Executive	1	Indeed	1	-
MARKE006480	Market Account Executive	1	LinkedIn	-	-
MARKE006480	Market Account Executive	1	LocalJobNetworks (ND)	-	-
MARKE006480	Market Account Executive	1	Midco Email	-	-
MARKE006480	Market Account Executive	1	Midco Website	-	-
MARKE006480	Market Account Executive	1	NDWORKS (Job Service of ND)	-	-
MARKE006480	Market Account Executive	1	Referred by Current Employee	-	-
MARKE006480	Market Account Executive	1	Referred by Friend or Family	1	1
MARKE006480	Market Account Executive	1	ZipRecruiter	-	-
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	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	Retail Sales & Service Associate - Bismarck, ND	1	LinkedIn	-	-
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	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	Retail Sales & Service Associate - Bismarck, ND	1	Referred by Current Employee	-	-
RETAI006487	Retail Sales & Service Associate - Bismarck, ND	1	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	Field Technician - Bismarck, ND	6	eBenefits - Dept of Veteran Affairs	-	-
FIELD006505	Field Technician - Bismarck, ND	6	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	Field Technician - Bismarck, ND	6	LocalJobNetworks (ND)	-	-
FIELD006505	Field Technician - Bismarck, ND	6	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)	-	-

FIELD006505	Field Technician - Bismarck, ND	6	Referred By Current Employee	3	1
FIELD006505	Field Technician - Bismarck, ND	6	Referred by Friend or Family	-	-
FIELD006505	Field Technician - Bismarck, ND	6	ZipRecruiter	2	1
FIELD006401	Field Technician - Bismarck, ND	3	Billboard	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Bisman Online	1	1
FIELD006401	Field Technician - Bismarck, ND	3	Current Employee	-	-
FIELD006401	Field Technician - Bismarck, ND	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Facebook/Instagram	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Glassdoor	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Handshake	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Helpwanted.com	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Indeed	15	2
FIELD006401	Field Technician - Bismarck, ND	3	JobsHQ	-	-
FIELD006401	Field Technician - Bismarck, ND	3	LinkedIn	-	-
FIELD006401	Field Technician - Bismarck, ND	3	LocalJobNetworks (ND)	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Midco Email	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Midco TV Commercial	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Midco Website	-	-
FIELD006401	Field Technician - Bismarck, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Referred By Current Employee	-	-
FIELD006401	Field Technician - Bismarck, ND	3	Referred by Friend or Family	-	-
FIELD006401	Field Technician - Bismarck, ND	3	ZipRecruiter	-	-
FIELD006442	Field Technician - Bismarck, ND	2	Billboard	-	-
FIELD006442	Field Technician - Bismarck, ND	2	Bisman Online	2	-
FIELD006442	Field Technician - Bismarck, ND	2	Current Employee	1	-
FIELD006442	Field Technician - Bismarck, ND	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006442	Field Technician - Bismarck, ND	2	Facebook/Instagram	1	1
FIELD006442	Field Technician - Bismarck, ND	2	Glassdoor	-	-
FIELD006442	Field Technician - Bismarck, ND	2	Handshake	-	-
FIELD006442	Field Technician - Bismarck, ND	2	Helpwanted.com	-	-
FIELD006442	Field Technician - Bismarck, ND	2	Indeed	4	-
FIELD006442	Field Technician - Bismarck, ND	2	JobsHQ	-	-
FIELD006442	Field Technician - Bismarck, ND	2	LinkedIn	-	-
FIELD006442	Field Technician - Bismarck, ND	2	LocalJobNetworks (ND)	-	-
FIELD006442	Field Technician - Bismarck, ND	2	Midco Email	-	-
FIELD006442	Field Technician - Bismarck, ND	2	Midco TV Commercial	1	-
FIELD006442	Field Technician - Bismarck, ND	2	Midco Website	3	1
FIELD006442	Field Technician - Bismarck, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD006442	Field Technician - Bismarck, ND	2	Referred By Current Employee	1	-
FIELD006442	Field Technician - Bismarck, ND	2	Referred by Friend or Family	-	-
FIELD006442	Field Technician - Bismarck, ND	2	ZipRecruiter	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Billboard	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Current Employee	-	-
FIELD006577	Field Technician - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Glassdoor	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Handshake	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Helpwanted.com	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Indeed	1	1
FIELD006577	Field Technician - Bismarck, ND	1	LinkedIn	-	-
FIELD006577	Field Technician - Bismarck, ND	1	LocalJobNetworks (ND)	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Midco Email	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Midco TV Commercial	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Midco Website	-	-
FIELD006577	Field Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Referred By Current Employee	-	-
FIELD006577	Field Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
FIELD006577	Field Technician - Bismarck, ND	1	ZipRecruiter	-	-
LOCAT006323	Locator - Bismarck, ND	1	Bisman Online	-	-
LOCAT006323	Locator - Bismarck, ND	1	Current Employee	-	-
LOCAT006323	Locator - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
LOCAT006323	Locator - Bismarck, ND	1	Glassdoor	-	-
LOCAT006323	Locator - Bismarck, ND	1	Handshake	-	-
LOCAT006323	Locator - Bismarck, ND	1	Helpwanted.com	-	-
LOCAT006323	Locator - Bismarck, ND	1	Indeed	2	-
LOCAT006323	Locator - Bismarck, ND	1	LinkedIn	-	-
LOCAT006323	Locator - Bismarck, ND	1	LocalJobNetworks (ND)	-	-
LOCAT006323	Locator - Bismarck, ND	1	Midco Email	-	-
LOCAT006323	Locator - Bismarck, ND	1	Midco Website	1	1
LOCAT006323	Locator - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
LOCAT006323	Locator - Bismarck, ND	1	Referred By Current Employee	-	-

LOCAT006323	Locator - Bismarck, ND	1	Referred by Friend or Family	-	-
LOCAT006323	Locator - Bismarck, ND	1	ZipRecruiter	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Bisman Online	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Billboard	-	-
FIELD006354	Field Technician - Bismarck, ND	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	Field Technician - Bismarck, ND	1	LocalJobNetworks (ND)	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Midco Email	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Midco TV Commercial	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Midco Website	4	1
FIELD006354	Field Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	2	-
FIELD006354	Field Technician - Bismarck, ND	1	Referred By Current Employee	-	-
FIELD006354	Field Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
FIELD006354	Field Technician - Bismarck, ND	1	ZipRecruiter	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Billboard	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Bisman Online	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Current Employee	-	-
CONST006361	Construction Technician - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Glassdoor	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Handshake	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Helpwanted.com	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Indeed	4	1
CONST006361	Construction Technician - Bismarck, ND	1	LinkedIn	-	-
CONST006361	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	-	-
CONST006361	Construction Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Referred By Current Employee	-	-
CONST006361	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
CONST006361	Construction Technician - Bismarck, ND	1	ZipRecruiter	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Billboard	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Bisman Online	1	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Current Employee	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	eBenefits - Dept of Veteran Affairs	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Glassdoor	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Handshake	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Helpwanted.com	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Indeed	2	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	LinkedIn	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	LocalJobNetworks (ND)	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Midco Email	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Midco TV Commercial	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Midco Website	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	1	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	Referred By Current Employee	1	1
EXCAV006340	Excavation Technician - Bismarck, ND	1	Referred by Friend or Family	-	-
EXCAV006340	Excavation Technician - Bismarck, ND	1	ZipRecruiter	-	-
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	Current Employee	1	1
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	Facebook/Instagram	1	1
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	Glassdoor	-	-
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	Handshake	-	-
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	Indeed	15	2
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	LinkedIn	-	-
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	LocalJobNetworks (ND)	-	-
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	Midco Email	1	-
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	Midco Website	4	1
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	NDWORKS (Job Service of ND)	-	-
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	Referred By Current Employee	6	4
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	Referred by Friend or Family	3	1
CUSTO006478	Customer Experience Specialist - Bismarck, ND	10	ZipRecruiter	-	-
CUSTO006556	Customer Experience Specialist - Bismarck, ND	6	Current Employee	-	-
CUSTO006556	Customer Experience Specialist - Bismarck, ND	6	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006556	Customer Experience Specialist - Bismarck, ND	6	Glassdoor	-	-

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 - Bismarck, ND	8	eBenefits - Dept of Veteran Affairs	1	-
CUSTO006378	Customer Experience Specialist - Bismarck, ND	8	Facebook/Instagram	13	2
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 Advertisement	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 - Bismarck, 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	-	-
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	-	-
FIELD006350	Field Technician - Minot, ND	1	Indeed	4	1
FIELD006350	Field Technician - Minot, ND	1	LinkedIn	-	-
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)	-	-

FIELD006350	Field Technician - Minot, ND	1	Referred By Current Employee	-	-
FIELD006350	Field Technician - Minot, ND	1	Referred by Friend or Family	-	-
FIELD006350	Field Technician - Minot, ND	1	ZipRecruiter	-	-
BUSIN006498	Business Sales Associate	1	Current Employee	-	-
BUSIN006498	Business Sales Associate	1	eBenefits - Dept of Veteran Affairs	-	-
BUSIN006498	Business Sales Associate	1	Glassdoor	-	-
BUSIN006498	Business Sales Associate	1	Handshake	-	-
BUSIN006498	Business Sales Associate	1	Indeed	-	-
BUSIN006498	Business Sales Associate	1	LinkedIn	-	-
BUSIN006498	Business Sales Associate	1	LocalJobNetworks (ND)	-	-
BUSIN006498	Business Sales Associate	1	Midco Email	1	1
BUSIN006498	Business Sales Associate	1	Midco Website	-	-
BUSIN006498	Business Sales Associate	1	NDWORKS (Job Service of ND)	-	-
BUSIN006498	Business Sales Associate	1	Referred by Current Employee	-	-
BUSIN006498	Business Sales Associate	1	Referred by Friend or Family	-	-
BUSIN006498	Business Sales Associate	1	ZipRecruiter	-	-
RETAI006688	Retail Sales & Service Associate	1	Current Employee	-	-
RETAI006688	Retail Sales & Service Associate	1	eBenefits - Dept of Veteran Affairs	-	-
RETAI006688	Retail Sales & Service Associate	1	Glassdoor	-	-
RETAI006688	Retail Sales & Service Associate	1	Indeed	7	1
RETAI006688	Retail Sales & Service Associate	1	LinkedIn	-	-
RETAI006688	Retail Sales & Service Associate	1	LocalJobNetworks (ND)	-	-
RETAI006688	Retail Sales & Service Associate	1	Midco Email	-	-
RETAI006688	Retail Sales & Service Associate	1	Midco Website	-	-
RETAI006688	Retail Sales & Service Associate	1	NDWORKS (Job Service of ND)	-	-
RETAI006688	Retail Sales & Service Associate	1	Referred By Current Employee	-	-
RETAI006688	Retail Sales & Service Associate	1	Referred by Friend or Family	-	-
RETAI006688	Retail Sales & Service Associate	1	ZipRecruiter	1	-
FIELD006703	Field Technician - Williston, ND	1	Current Employee	-	-
FIELD006703	Field Technician - Williston, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006703	Field Technician - Williston, ND	1	Glassdoor	-	-
FIELD006703	Field Technician - Williston, ND	1	Handshake	-	-
FIELD006703	Field Technician - Williston, ND	1	Indeed	5	1
FIELD006703	Field Technician - Williston, ND	1	LinkedIn	-	-
FIELD006703	Field Technician - Williston, ND	1	LocalJobNetworks (ND)	-	-
FIELD006703	Field Technician - Williston, ND	1	Midco Email	-	-
FIELD006703	Field Technician - Williston, ND	1	Midco Website	-	-
FIELD006703	Field Technician - Williston, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006703	Field Technician - Williston, ND	1	Referred By Current Employee	-	-
FIELD006703	Field Technician - Williston, ND	1	Referred by Friend or Family	-	-
FIELD006703	Field Technician - Williston, ND	1	ZipRecruiter	-	-
FIELD006533	Field Technician - Williston, ND	2	Bisman Online	-	-
FIELD006533	Field Technician - Williston, ND	2	Current Employee	-	-
FIELD006533	Field Technician - Williston, ND	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006533	Field Technician - Williston, ND	2	Facebook/Instagram	1	-
FIELD006533	Field Technician - Williston, ND	2	Glassdoor	-	-
FIELD006533	Field Technician - Williston, ND	2	Handshake	-	-
FIELD006533	Field Technician - Williston, ND	2	Helpwanted.com	-	-
FIELD006533	Field Technician - Williston, ND	2	Indeed	5	1
FIELD006533	Field Technician - Williston, ND	2	JobsHQ	-	-
FIELD006533	Field Technician - Williston, ND	2	LinkedIn	-	-
FIELD006533	Field Technician - Williston, ND	2	LocalJobNetworks (ND)	-	-
FIELD006533	Field Technician - Williston, ND	2	Midco Email	-	-
FIELD006533	Field Technician - Williston, ND	2	Midco TV Commercial	-	-
FIELD006533	Field Technician - Williston, ND	2	Midco Website	1	-
FIELD006533	Field Technician - Williston, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD006533	Field Technician - Williston, ND	2	Referred By Current Employee	1	1
FIELD006533	Field Technician - Williston, ND	2	Referred by Friend or Family	-	-
FIELD006533	Field Technician - Williston, ND	2	ZipRecruiter	-	-
FIELD006428	Field Technician - Williston, ND	1	Bisman Online	-	-
FIELD006428	Field Technician - Williston, ND	1	Current Employee	-	-
FIELD006428	Field Technician - Williston, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006428	Field Technician - Williston, ND	1	Facebook/Instagram	-	-
FIELD006428	Field Technician - Williston, ND	1	Glassdoor	-	-
FIELD006428	Field Technician - Williston, ND	1	Handshake	-	-
FIELD006428	Field Technician - Williston, ND	1	Helpwanted.com	-	-
FIELD006428	Field Technician - Williston, ND	1	Indeed	7	-
FIELD006428	Field Technician - Williston, ND	1	JobsHQ	-	-
FIELD006428	Field Technician - Williston, ND	1	LinkedIn	-	-
FIELD006428	Field Technician - Williston, ND	1	LocalJobNetworks (ND)	-	-

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	-	-
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)	-	-
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
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	-	-
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	-	-
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	Field Technician - Washburn, ND	1	ZipRecruiter	-	-
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	-	-
FIELD006355	Field Technician - Washburn, ND	1	ZipRecruiter	-	-
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
Recruitment Sources Used for All Openings			
<b>Current Employee</b>	Current Employee application	www.midcocareers.com	N
<b>eBenefits-Dept of Veteran Affairs</b> 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
<b>Glassdoor</b> https://www.glassdoor.com/index.htm	Internet Posting		N
<b>Handshake</b> https://www.joinhandshake.com/	Internet Posting		N
<b>Indeed</b> https://www.indeed.com/	Internet Posting		N
<b>LinkedIn</b> https://www.linkedin.com/feed/	Internet Posting		N
<b>LocalJobNetworks (ND)</b> 1000 N. Water St Suite 1100, Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	N
<b>Midco Email</b>	Email Blasts to customers who have opted in and weekly email sent to all employees		N
<b>Midco Website</b>	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
<b>NDWORKS (Job Service of North Dakota)</b> PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N
<b>Referred by Current Employee</b>	Referral from Current Employee		N
<b>Referred by Friend or Family</b>	Referral from Friend or Family		N
<b>ZipRecruiter</b> https://ziprecruiter.com/	Internet Posting		N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
<b>Billboard</b> Contracted through Flynn-Wright	Contact: Paige Baskerville	Paige.Baskerville@midco.com	N



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

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: <a href="http://www.NorthDakotaDiversity.com">www.NorthDakotaDiversity.com</a> <a href="http://www.SouthDakotaDiversity.com">www.SouthDakotaDiversity.com</a> <a href="http://www.WisconsinDiversity.com">www.WisconsinDiversity.com</a> <a href="http://www.NorthDakotaJobNetwork.com">www.NorthDakotaJobNetwork.com</a> <a href="http://www.SouthDakotaJobNetwork.com">www.SouthDakotaJobNetwork.com</a> <a href="http://www.MinnesotaJobNetwork.com">www.MinnesotaJobNetwork.com</a> <a href="http://www.WisconsinJobNetwork.com">www.WisconsinJobNetwork.com</a> <a href="http://www.MinnesotaDiversity.com">www.MinnesotaDiversity.com</a> <a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a> <a href="http://www.ndworkforceconnection.com">www.ndworkforceconnection.com</a> <a href="http://www.jobcenterofwisconsin.com">www.jobcenterofwisconsin.com</a> <a href="http://www.ebenefits.va.gov">www.ebenefits.va.gov</a>
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