

EEO Public File Report
Midcontinent Communications-Cass
October 1, 2021-September 30, 2022
Full-Time Positions Filled

Reg#	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
APPLI005579	Application Developer I	1	Current Employee	0	0
APPLI005579	Application Developer I	1	eBenefits - Department of Veteran Affairs	0	0
APPLI005579	Application Developer I	1	Glassdoor	0	0
APPLI005579	Application Developer I	1	Helpwanted.com	0	0
APPLI005579	Application Developer I	1	Indeed	0	0
APPLI005579	Application Developer I	1	Keloland/VNL/KXNET Employment	0	0
APPLI005579	Application Developer I	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
APPLI005579	Application Developer I	1	Midco Website	1	1
APPLI005579	Application Developer I	1	ND Workforce Connection (Job Service of North Dakota)	0	0
APPLI005579	Application Developer I	1	Referred by Current Employee	0	0
APPLI005579	Application Developer I	1	Referred by Friend or Family	0	0
APPLI005579	Application Developer I	1	SDWORKS (Job Service of South Dakota)	0	0
APPLI005579	Application Developer I	1	ZipRecruiter	0	0
BUSIN005624	Business Support Technician- Associate	3	Bayside Solutions	0	0
BUSIN005624	Business Support Technician- Associate	3	CareerBuilder	0	0
BUSIN005624	Business Support Technician- Associate	3	Current Employee	1	0
BUSIN005624	Business Support Technician- Associate	3	eBenefits - Department of Veteran Affairs	0	0
BUSIN005624	Business Support Technician- Associate	3	Facebook/Instagram	0	0
BUSIN005624	Business Support Technician- Associate	3	Glassdoor	0	0
BUSIN005624	Business Support Technician- Associate	3	Helpwanted.com	0	0
BUSIN005624	Business Support Technician- Associate	3	Indeed	0	0
BUSIN005624	Business Support Technician- Associate	3	KANSASWORKS (Job Service of Kansas)	0	0
BUSIN005624	Business Support Technician- Associate	3	Keloland/VNL/KXNET Employment	0	0
BUSIN005624	Business Support Technician- Associate	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
BUSIN005624	Business Support Technician- Associate	3	Midco Email	0	0
BUSIN005624	Business Support Technician- Associate	3	Midco Website	1	1
BUSIN005624	Business Support Technician- Associate	3	Referred by current employee	1	1
BUSIN005624	Business Support Technician- Associate	3	Referred by Friend or Family	1	1
BUSIN005624	Business Support Technician- Associate	3	SDWORKS (Job Service of South Dakota)	0	0
BUSIN005624	Business Support Technician- Associate	3	SouthDakotaJobNetwork	0	0
BUSIN005624	Business Support Technician- Associate	3	ZipRecruiter	0	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	Current Employee	1	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	eBenefits - Department of Veteran Affairs	0	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	Glassdoor	0	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	Helpwanted.com	0	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	Indeed	1	1
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	Keloland/VNL/KXNET Employment	0	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	Midco Website	1	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	Referred by Current Employee	0	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	Referred by Friend or Family	0	0
CONST005608	Construction Project Coordinator, I, or II - Fargo, ND	1	ZipRecruiter	0	0
CONST005626	Construction Technician - Fargo, ND	1	Current Employee	1	0
CONST005626	Construction Technician - Fargo, ND	1	eBenefits - Department of Veteran Affairs	0	0
CONST005626	Construction Technician - Fargo, ND	1	Glassdoor	0	0
CONST005626	Construction Technician - Fargo, ND	1	Helpwanted.com	0	0
CONST005626	Construction Technician - Fargo, ND	1	Indeed	0	0
CONST005626	Construction Technician - Fargo, ND	1	Keloland/VNL/KXNET Employment	0	0
CONST005626	Construction Technician - Fargo, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005626	Construction Technician - Fargo, ND	1	Midco Website	2	1
CONST005626	Construction Technician - Fargo, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
CONST005626	Construction Technician - Fargo, ND	1	Referred by Current Employee	0	0
CONST005626	Construction Technician - Fargo, ND	1	Referred by Friend or Family	0	0
CONST005626	Construction Technician - Fargo, ND	1	ZipRecruiter	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	Current Employee	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	eBenefits - Department of Veteran Affairs	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	Glassdoor	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	Helpwanted.com	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	Indeed	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	Keloland/VNL/KXNET Employment	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	Midco Email	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	Midco Website	1	1
CONST005660	Construction Coordinator - Fargo, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	Referred by Current Employee	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	Referred by Friend or Family	0	0
CONST005660	Construction Coordinator - Fargo, ND	1	ZipRecruiter	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	American Advertising Federation of North Dakota	1	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	BetterFargoJobs	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Billboard	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Billing Statement	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	BismanOnline	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Bismarck Employment	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	CareerBuilder	1	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Current Employee	0	0

CUSTO005591	Customer Care Support Expert - Fargo, ND	9	eBenefits - Department of Veteran Affairs	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	ExperienceND	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Facebook/Instagram	7	2
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Glassdoor	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Helpwanted.com	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Indeed	27	4
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Job Fair	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Job Service	1	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	JobsHQ	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Keloland/VNL/KXNET Employment	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	LinkedIn	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Midco Email	3	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Midco TV Commercial	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Midco Website	10	1
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	ND Workforce Connection (Job Service of North Dakota)	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Radio	1	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Referred by current employee	4	2
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Referred by Friend or Family	2	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Twitter	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	ValleyNewsEmployment	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	Womens Jobs List	0	0
CUSTO005591	Customer Care Support Expert - Fargo, ND	9	ZipRecruiter	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Billboard	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	CareerBuilder	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	ConstructionCareers.com	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	eBenefits - Department of Veteran Affairs	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Facebook/Instagram	1	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Glassdoor	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Helpwanted.com	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Indeed	5	1
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Job Fair	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Job Service	1	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	JobsHQ	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Keloland/VNL/KXNET Employment	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	LinkedIn	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Midco Email	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Midco TV Commercial	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Midco Website	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Radio	0	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Referred by current employee	2	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	Referred by Friend or Family	1	0
CUSTO005792	Customer Care Support Expert - Fargo, ND	1	ZipRecruiter	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	American Advertising Federation of North Dakota	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	BetterFargoJobs	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Billboard	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Billing Statement	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	BismanOnline	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Cabl.com	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	CareerBuilder	1	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Current Employee	2	2
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	eBenefits - Department of Veteran Affairs	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Facebook/Instagram	4	2
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Glassdoor	1	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Helpwanted.com	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Indeed	18	7
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Job Fair	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Job Service	2	1
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Keloland/VNL/KXNET Employment	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	LinkedIn	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Midco Email	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Midco TV Commercial	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Midco Web Banner	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Midco Website	12	3
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	ND Workforce Connection (Job Service of North Dakota)	1	1
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Radio	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Referred by current employee	4	1
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Referred by Friend or Family	1	1
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	SnapChat	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	Twitter	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	ValleyNewsEmployment	0	0
CUSTO05412	Customer Care Support Expert - Fargo, ND	18	ZipRecruiter	1	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	BismanOnline	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Current Employee	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	eBenefits - Department of Veteran Affairs	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Glassdoor	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Handshake College Consortium	0	0

EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Helpwanted.com	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Indeed	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Keloland/VNL/KXNET Employment	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Midco Website	1	1
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Mitchell Technical Institute	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Northland Community & Technical College	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Referred by Current Employee	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	Referred by Friend or Family	0	0
EQUIP005840	Equipment Operator - Underground Construction - Fargo, ND	1	ZipRecruiter	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	BismanOnline	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Current Employee	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	eBenefits - Department of Veteran Affairs	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Facebook/Instagram	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Glassdoor	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Handshake College Consortium	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Helpwanted.com	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Indeed	1	1
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Keloland/VNL/KXNET Employment	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	LinkedIn	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Midco Hiring Flier	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Midco Web Banner	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Midco Website	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Northland Community & Technical College	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Referred by Current Employee	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	Referred by Friend or Family	0	0
EQUIP005898	Equipment Operator - Underground Construction - Jamestown, ND	1	ZipRecruiter	0	0
FIELD005448	Field Technician I - Fargo, ND	3	American Advertising Federation of North Dakota	1	1
FIELD005448	Field Technician I - Fargo, ND	3	BetterFargoJobs	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Billboard	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Billing Statement	1	0
FIELD005448	Field Technician I - Fargo, ND	3	Current Employee	0	0
FIELD005448	Field Technician I - Fargo, ND	3	eBenefits - Department of Veteran Affairs	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Ebriidge - Chamber of Commerce	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Facebook/Instagram	2	1
FIELD005448	Field Technician I - Fargo, ND	3	Glassdoor	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Handshake College Consortium	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Helpwanted.com	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Indeed	7	1
FIELD005448	Field Technician I - Fargo, ND	3	Job Service	1	0
FIELD005448	Field Technician I - Fargo, ND	3	JobsHQ	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Keloland/VNL/KXNET Employment	0	0
FIELD005448	Field Technician I - Fargo, ND	3	LinkedIn	0	0
FIELD005448	Field Technician I - Fargo, ND	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Midco TV Commercial	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Midco Web Banner	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Midco Web Banner	1	0
FIELD005448	Field Technician I - Fargo, ND	3	Midco Website	1	0
FIELD005448	Field Technician I - Fargo, ND	3	Mitchell Technical Institute	0	0
FIELD005448	Field Technician I - Fargo, ND	3	MN State Career Hub College Consortium	0	0
FIELD005448	Field Technician I - Fargo, ND	3	ND Workforce Connection (Job Service of North Dakota)	0	0
FIELD005448	Field Technician I - Fargo, ND	3	ND SU - North Dakota State University	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Northland Community & Technical College	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Referred by current employee	2	0
FIELD005448	Field Technician I - Fargo, ND	3	Referred by Friend or Family	0	0
FIELD005448	Field Technician I - Fargo, ND	3	Twitter	0	0
FIELD005448	Field Technician I - Fargo, ND	3	ZipRecruiter	0	0
FIELD005537	Field Technician - Fargo, ND	6	Billboard	0	0
FIELD005537	Field Technician - Fargo, ND	6	Current Employee	0	0
FIELD005537	Field Technician - Fargo, ND	6	eBenefits - Department of Veteran Affairs	0	0
FIELD005537	Field Technician - Fargo, ND	6	Facebook/Instagram	2	2
FIELD005537	Field Technician - Fargo, ND	6	Glassdoor	0	0
FIELD005537	Field Technician - Fargo, ND	6	Handshake College Consortium	0	0
FIELD005537	Field Technician - Fargo, ND	6	Helpwanted.com	0	0
FIELD005537	Field Technician - Fargo, ND	6	Indeed	2	1
FIELD005537	Field Technician - Fargo, ND	6	Job Service	0	0
FIELD005537	Field Technician - Fargo, ND	6	JobsHQ	0	0
FIELD005537	Field Technician - Fargo, ND	6	Keloland/VNL/KXNET Employment	0	0
FIELD005537	Field Technician - Fargo, ND	6	LinkedIn	0	0
FIELD005537	Field Technician - Fargo, ND	6	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005537	Field Technician - Fargo, ND	6	Midco Email	1	1
FIELD005537	Field Technician - Fargo, ND	6	Midco TV Commercial	0	0
FIELD005537	Field Technician - Fargo, ND	6	Midco Web Banner	1	0
FIELD005537	Field Technician - Fargo, ND	6	Midco Website	5	1
FIELD005537	Field Technician - Fargo, ND	6	Mitchell Technical Institute	0	0
FIELD005537	Field Technician - Fargo, ND	6	MN State Career Hub College Consortium	0	0
FIELD005537	Field Technician - Fargo, ND	6	ND Workforce Connection (Job Service of North Dakota)	0	0

FIELD005537	Field Technician - Fargo, ND	6	Northland Community & Technical College	0	0
FIELD005537	Field Technician - Fargo, ND	6	Radio	1	0
FIELD005537	Field Technician - Fargo, ND	6	Referred by current employee	3	1
FIELD005537	Field Technician - Fargo, ND	6	Referred by Friend or Family	2	0
FIELD005537	Field Technician - Fargo, ND	6	Twitter	0	0
FIELD005537	Field Technician - Fargo, ND	6	ZipRecruiter	0	0
FIELD005627	Field Technician - Fargo, ND	6	Billboard	1	1
FIELD005627	Field Technician - Fargo, ND	6	Current Employee	0	0
FIELD005627	Field Technician - Fargo, ND	6	eBenefits - Department of Veteran Affairs	0	0
FIELD005627	Field Technician - Fargo, ND	6	Facebook/Instagram	0	0
FIELD005627	Field Technician - Fargo, ND	6	Glassdoor	0	0
FIELD005627	Field Technician - Fargo, ND	6	Helpwanted.com	0	0
FIELD005627	Field Technician - Fargo, ND	6	Indeed	10	4
FIELD005627	Field Technician - Fargo, ND	6	Keloland/VNL/KXNET Employment	0	0
FIELD005627	Field Technician - Fargo, ND	6	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005627	Field Technician - Fargo, ND	6	Midco Email	0	0
FIELD005627	Field Technician - Fargo, ND	6	Midco Website	4	1
FIELD005627	Field Technician - Fargo, ND	6	ND Workforce Connection (Job Service of North Dakota)	0	0
FIELD005627	Field Technician - Fargo, ND	6	Referred by current employee	1	0
FIELD005627	Field Technician - Fargo, ND	6	Referred by Friend or Family	0	0
FIELD005627	Field Technician - Fargo, ND	6	ValleyNewsEmployment	0	0
FIELD005627	Field Technician - Fargo, ND	6	ZipRecruiter	0	0
FIELD005830	Field Technician I - Fargo, ND	4	Current Employee	0	0
FIELD005830	Field Technician I - Fargo, ND	4	eBenefits - Department of Veteran Affairs	0	0
FIELD005830	Field Technician I - Fargo, ND	4	Facebook/Instagram	0	0
FIELD005830	Field Technician I - Fargo, ND	4	Glassdoor	1	1
FIELD005830	Field Technician I - Fargo, ND	4	Handshake College Consortium	0	0
FIELD005830	Field Technician I - Fargo, ND	4	Helpwanted.com	0	0
FIELD005830	Field Technician I - Fargo, ND	4	Indeed	3	0
FIELD005830	Field Technician I - Fargo, ND	4	Keloland/VNL/KXNET Employment	0	0
FIELD005830	Field Technician I - Fargo, ND	4	LinkedIn	0	0
FIELD005830	Field Technician I - Fargo, ND	4	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005830	Field Technician I - Fargo, ND	4	Midco Website	5	2
FIELD005830	Field Technician I - Fargo, ND	4	ND Workforce Connection (Job Service of North Dakota)	0	0
FIELD005830	Field Technician I - Fargo, ND	4	Referred by current employee	0	0
FIELD005830	Field Technician I - Fargo, ND	4	Referred by Friend or Family	0	0
FIELD005830	Field Technician I - Fargo, ND	4	ValleyNewsEmployment	1	1
FIELD005830	Field Technician I - Fargo, ND	4	ZipRecruiter	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Current Employee	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	eBenefits - Department of Veteran Affairs	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Glassdoor	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Handshake College Consortium	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Helpwanted.com	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Indeed	2	1
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Keloland/VNL/KXNET Employment	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Midco Website	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	MN State Career Hub College Consortium	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Referred by Current Employee	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Referred by Friend or Family	0	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	ZipRecruiter	0	0
LABOR005587	Laborer - Underground Construction	4	Current Employee	0	0
LABOR005587	Laborer - Underground Construction	4	eBenefits - Department of Veteran Affairs	0	0
LABOR005587	Laborer - Underground Construction	4	Glassdoor	0	0
LABOR005587	Laborer - Underground Construction	4	Helpwanted.com	0	0
LABOR005587	Laborer - Underground Construction	4	Indeed	0	0
LABOR005587	Laborer - Underground Construction	4	Job Fair	0	0
LABOR005587	Laborer - Underground Construction	4	Keloland/VNL/KXNET Employment	0	0
LABOR005587	Laborer - Underground Construction	4	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
LABOR005587	Laborer - Underground Construction	4	Midco Website	6	4
LABOR005587	Laborer - Underground Construction	4	ND Workforce Connection (Job Service of North Dakota)	0	0
LABOR005587	Laborer - Underground Construction	4	Referred by Current Employee	0	0
LABOR005587	Laborer - Underground Construction	4	Referred by Friend or Family	0	0
LABOR005587	Laborer - Underground Construction	4	ZipRecruiter	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Billboard	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	BismanOnline	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Craigslist	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Current Employee	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	eBenefits - Department of Veteran Affairs	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Facebook/Instagram	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Glassdoor	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Handshake College Consortium	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Helpwanted.com	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Indeed	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Keloland/VNL/KXNET Employment	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	LinkedIn	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Midco Email	1	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Midco TV Commercial	0	0

LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Midco Web Banner	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Midco Website	1	1
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	ND Workforce Connection (Job Service of North Dakota)	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Northland Community & Technical College	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Referred by current employee	1	1
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	Referred by Friend or Family	0	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2	ZipRecruiter	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	BismanOnline	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Current Employee	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	eBenefits - Department of Veteran Affairs	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Glassdoor	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Handshake College Consortium	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Helpwanted.com	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Indeed	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Keloland/VNL/KXNET Employment	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Midco Website	1	1
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Mitchell Technical Institute	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	ND Workforce Connection (Job Service of North Dakota)	1	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Northland Community & Technical College	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Referred by Current Employee	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	Referred by Friend or Family	0	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1	ZipRecruiter	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Billboard	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	BismanOnline	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Craigslist	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Current Employee	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	eBenefits - Department of Veteran Affairs	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Facebook/Instagram	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Glassdoor	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Handshake College Consortium	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Helpwanted.com	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Indeed	2	1
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Keloland/VNL/KXNET Employment	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	LinkedIn	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Midco Hiring Flier	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Midco TV Commercial	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Midco Web Banner	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Midco Website	1	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Northland Community & Technical College	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Referred by Current Employee	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	Referred by Friend or Family	0	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1	ZipRecruiter	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Billboard	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	BismanOnline	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Craigslist	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Current Employee	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	eBenefits - Department of Veteran Affairs	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Facebook/Instagram	1	1
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Glassdoor	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Handshake College Consortium	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Helpwanted.com	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Indeed	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Keloland/VNL/KXNET Employment	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	LinkedIn	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Midco Hiring Flier	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Midco TV Commercial	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Midco Web Banner	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Midco Website	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Northland Community & Technical College	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Referred by Current Employee	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	Referred by Friend or Family	0	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1	ZipRecruiter	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	Current Employee	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	eBenefits - Department of Veteran Affairs	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	Glassdoor	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	Helpwanted.com	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	Indeed	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	Keloland/VNL/KXNET Employment	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	Midco Website	2	2
REGIO005573	Regional Project Manager – Underground Construction	2	ND Workforce Connection (Job Service of North Dakota)	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	Referred by Current Employee	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	Referred by Friend or Family	0	0
REGIO005573	Regional Project Manager – Underground Construction	2	ZipRecruiter	0	0

SALES005728	Sales & Service Associate	2	American Advertising Federation of North Dakota	0	0
SALES005728	Sales & Service Associate	2	Billing Statement	0	0
SALES005728	Sales & Service Associate	2	Current Employee	0	0
SALES005728	Sales & Service Associate	2	eBenefits - Department of Veteran Affairs	0	0
SALES005728	Sales & Service Associate	2	Facebook/Instagram	0	0
SALES005728	Sales & Service Associate	2	Glassdoor	0	0
SALES005728	Sales & Service Associate	2	Helpwanted.com	0	0
SALES005728	Sales & Service Associate	2	Indeed	3	2
SALES005728	Sales & Service Associate	2	Job Service	0	0
SALES005728	Sales & Service Associate	2	Keloland/VNL/KXNET Employment	0	0
SALES005728	Sales & Service Associate	2	LinkedIn	1	0
SALES005728	Sales & Service Associate	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SALES005728	Sales & Service Associate	2	Midco Email	0	0
SALES005728	Sales & Service Associate	2	Midco Website	0	0
SALES005728	Sales & Service Associate	2	ND Workforce Connection (Job Service of North Dakota)	0	0
SALES005728	Sales & Service Associate	2	Referred by current employee	0	0
SALES005728	Sales & Service Associate	2	Referred by Friend or Family	0	0
SALES005728	Sales & Service Associate	2	ZipRecruiter	0	0

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application	www.midcocareers.com	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: Patti Hawkey Phone: 605-271-7604	www.midcocareers.com	N
ND Workforce Connection (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
Recruitment Sources for Specific Vacancies			
American Advertising Federation of North Dakota Address: P.O. Box 1051, Fargo, ND 58107	Contact: president@aaf-nd.org Phone: N/A	https://www.aaf-nd.org/	N
Bayside Search Group 511 West Bay Street, Tampa, FL 33606	Contact: Louann Gordan Phone: 952-937-6969	louann@baysidesearchgroup.com	N
BetterFargoJobs 2255 Green Vista Drive Suite 402, Sparks NV 89431	Contact: Carly Mensesses Phone: 800-225-1372	carly@betterfargojobs.com	N
Black Hills Advertising Federation PO Box 2975, Rapid City, SD 57709	Contact: Josh Rundell Phone: N/A	info@aafblackhills.org	N
BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
Cabl.com 3501 Route 42 Suite 130 #117 Turnersville, NJ 08012	Contact: Sales Phone: 856-782-8900	www.Cabl.com	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Mauricio Mino Phone: 773-527-1115	Mauricio.Mino@careerbuilder.com	N
ConstructionCareer.Com http://www.44interactive.com	Contact: Darren Kuyper Phone: 605-360-5779	darren@44interactive.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
eBridge-Fargo Chamber of Commerce 202 First Ave N, Moorhead, MN 56560	Contact: Tracey Powell Phone: 218-233-1100	info@fmwfcchamber.com	N
Fargojobs.com 503 7th Street North, Fargo, ND 58102	Contact: Rick Berg Phone: 701-491-8119	www.gofargojobs.com	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N
KANSASWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.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
MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	N
MN State Community & Technical College 1900 28th Ave S, Moorhead, MN 56560	Contact: Sue Zurn Phone: 218-299-6512	sue.zurn@minnesota.edu	N
MN State Career Hub College Consortium https://www.collegecentral.com/msch/			N
Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	N
NDSU - North Dakota State University 1340 Administration Ave, Fargo, ND 58105	Contact: Karen Jevning Phone: 701-231-8464	karen.jevning@ndsu.edu	N
Northland Community & Technical College	Contact: Lynn	career.center@northlandcollege.edu	N

1101 MN-1, Thief River Falls, MN 56701	Phone: 218-683-8555		
SCTE - Society of Cable Telecommunications Engineers 140 Philips Road Exton, PA 19341	Contact: Tony Werner Phone: 610-884-7237	http://www.scte.org/	N
SDWORKS (Job Service of South Dakota) 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	N
South Dakota Advertising Federation 7405 S Bitterroot Pl. #101 Sioux Falls, SD 57108	Contact: Mari Klotzbach Phone: 605.274.3548	http://sdaf.org/	N
ValleyNewsEmployment 1350 21st Ave S, Fargo, ND 58103	Contact: Samantha Johnson Phone: 701-532-0976	sam@classifiedverticals.com	N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Billboard Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 58201	Contact: Bill Kvasager Phone: 701-746-5436	billk@newmanoutdoor.com	N
Dakota State University Job Fair 820 Washington Ave N, Madison, SD 57042	Contact: Janelle Nielsen Phone: 605-256-5122	Janelle.Nielsen@dsu.edu	N
Hiring Flier	Handouts at Customer Experience Centers/Events		N
Midco Billing Statement	Advertising open positions in billing statement		N
Midco Email	Email Blasts to customers who have opted in		N
Midco TV Commercial	TV Commerical Midco airs		N
Midco Web Banners	Digital banner Midco marketing creates		N
Midwest Radio of Fargo-Moorhead 1020 S 25th St, Fargo, ND 58103	Contact: Roberto Quintero Phone: 701-297-5864	https://www.radiofmmedia.com/stations	N
NDSU Virtual Career Fair 1340 Administration Ave, Fargo, ND 58105	Contact: Karen Jevning Phone: 701-231-8464	karen.jevning@ndsu.edu	N
TheForksOnline 516 4th St NE, Devils Lake, ND 58301	Contact: Ethan Eevenson Phone: 701-662-2255	eevenson@devilslakejournal.com	N
Internet Sources			
Craigslist https://craigslist.org/	Social Media - Internet Posting		N
Facebook https://www.facebook.com/	Social Media - Internet Posting		N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
MN State Career Hub College Consortium https://www.collegecentral.com/msch/	Internet Posting		N
Snapchat https://www.snapchat.com/	Internet Posting		N
Twitter https://twitter.com/	Internet Posting		N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N
Cited by Job Applicant			
Bismarck Employment			N
Job Fair			N
Radio			N
Women's Job List			N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2020 - 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
10/1/2020- 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, 72 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
10/1/2020 - on going	FastStart Leader Training	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
10/1/2020- on going	Internship Program	Offer hands-on experience and give students the skills to prepare for future employment. The program serves as an important resource in fostering long-term partnerships with educational institutions to help develop our future workforce. During this reporting period, the unit sponsored 1 intern. The intern worked in Central Construction.	Broad Outreach	Seamus Wicks Devin Krauter Corey Wix Jessica Costello
10/1/2020 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa, formerly LocalJobNetwork. 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)
10/1/2020- 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
1/1/2021 - on going	Field Ops Community of Practice	Build ongoing skill sets for leaders in Employee Relations matters.	Compliance Training Professional Development Opportunities for Midco Leaders	Kim Beck Chelsea Engstrom Field Ops leaders
11/10/2021	Minot Area Career Fair	Minot 2021 Student Career Fair. Explore Job opportunities with Minot School/community	Job Fair in Person	Cliff Frothinger
4/22/2022	UND communications Day	Set up a booth/table at the commons on UND campus to speak about company and job opportunities and Midco sports	Broad Outreach	Jack Neisen
5/4/2022	Fargo/Moorhead Career Expo Job Service of ND	Job Fair outreach to speak about current openings and community involvement	Job Fair In Person	Nathan Hoekstra Brandon Haney