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

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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 Benefits - 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 0 FIELD005537 Field Technician - Fargo, ND 6 Handshake College Consortium 0 0 0 FIELD005537 Field Technician - Fargo, ND 6 Helpwanted.com 0 </td <td>FIELD005448</td> <td>Field Technician I - Fargo, ND</td> <td>3 ZipRecruiter</td> <td>0 0</td>	FIELD005448	Field Technician I - Fargo, ND	3 ZipRecruiter	0 0
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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				0 0
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	Field Technician - Fargo, ND		Northland Community & Technical College	0
FIELD005537	Field Technician - Fargo, ND		Radio	1
	Field Technician - Fargo, ND		Referred by current employee	3
FIELD005537	Field Technician - Fargo, ND	6	Referred by Friend or Family	2
FIELD005537	Field Technician - Fargo, ND	6	Twitter	0
FIELD005537	Field Technician - Fargo, ND	6	ZipRecruiter	0
	Field Technician - Fargo, ND	6	Billboard	1
FIELD005627	Field Technician - Fargo, ND	6	Current Employee	0
	Field Technician - Fargo, ND		eBenefits - Department of Veteran Affairs	0
	•		,	
	Field Technician - Fargo, ND		Facebook/Instagram	0
	Field Technician - Fargo, ND		Glassdoor	0
FIELD005627	Field Technician - Fargo, ND		Helpwanted.com	0
FIELD005627	Field Technician - Fargo, ND	6	Indeed	10
FIELD005627	Field Technician - Fargo, ND	6	Keloland/VNL/KXNET Employment	0
FIELD005627	Field Technician - Fargo, ND	6	LocalJobNetwork (KS, MN, ND, SD, WI)	0
	Field Technician - Fargo, ND		Midco Email	0
	•		Midco Website	
	Field Technician - Fargo, ND			
	Field Technician - Fargo, ND		ND Workforce Connection (Job Service of North Dakota)	0
FIELD005627	Field Technician - Fargo, ND		Referred by current employee	1
FIELD005627	Field Technician - Fargo, ND	6	Referred by Friend or Family	0
FIELD005627	Field Technician - Fargo, ND	6	ValleyNewsEmployment	0
	Field Technician - Fargo, ND	6	ZipRecruiter	0
	Field Technician I - Fargo, ND		Current Employee	0
	<u> </u>		eBenefits - Department of Veteran Affairs	0
FIELD005830	Field Technician I - Fargo, ND		Facebook/Instagram	
FIELD005830	Field Technician I - Fargo, ND	•	Ü	0
	Field Technician I - Fargo, ND		Glassdoor	1
FIELD005830	Field Technician I - Fargo, ND		Handshake College Consortium	0
FIELD005830	Field Technician I - Fargo, ND	4	Helpwanted.com	0
	Field Technician I - Fargo, ND	4	Indeed	3
FIELD005830	Field Technician I - Fargo, ND		Keloland/VNL/KXNET Employment	0
FIELD005830	Field Technician I - Fargo, ND	•	LinkedIn	0
	<u> </u>			
	Field Technician I - Fargo, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0
	Field Technician I - Fargo, ND		Midco Website	5
FIELD005830	Field Technician I - Fargo, ND	4	ND Workforce Connection (Job Service of North Dakota)	0
FIELD005830	Field Technician I - Fargo, ND	4	Referred by current employee	0
FIELD005830	Field Technician I - Fargo, ND	4	Referred by Friend or Family	0
	Field Technician I - Fargo, ND	4	ValleyNewsEmployment	1
	Field Technician I - Fargo, ND		ZipRecruiter	0
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	Inventory Specialist - Detroit Lakes, MN		Current Employee	0
	Inventory Specialist - Detroit Lakes, MN		eBenefits - Department of Veteran Affairs	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Glassdoor	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Handshake College Consortium	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Helpwanted.com	0
	Inventory Specialist - Detroit Lakes, MN	1	Indeed	2
	Inventory Specialist - Detroit Lakes, MN		Keloland/VNL/KXNET Employment	0
			LocalJobNetwork (KS, MN, ND, SD, WI)	
	Inventory Specialist - Detroit Lakes, MN		(,	0
	Inventory Specialist - Detroit Lakes, MN		Midco Website	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN		MinnesotaWorks (Job Service of Minnesota)	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	MN State Career Hub College Consortium	0
INVEN005831	Inventory Specialist - Detroit Lakes, MN	1	Referred by Current Employee	
	Inventory Specialist - Detroit Lakes, MN		Referred by Friend or Family	
		1	Reletted by Friend of Family	0
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	Inventory Specialist - Detroit Lakes, MN	1	ZipRecruiter	0 0 0
LABOR005587	Laborer - Underground Construction	1 4	ZipRecruiter Current Employee	0 0 0
LABOR005587 LABOR005587	Laborer - Underground Construction Laborer - Underground Construction	1 4	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs	0 0 0 0
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LABOR005587 LABOR005587 LABOR005587	Laborer - Underground Construction Laborer - Underground Construction	1 4 4 4 4	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com	0 0 0 0
LABOR005587 LABOR005587 LABOR005587 LABOR005587	Laborer - Underground Construction Laborer - Underground Construction Laborer - Underground Construction	1 4 4 4 4	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor	0 0 0 0 0
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LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587	Laborer - Underground Construction	1 4 4 4 4 4 4	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed	0 0 0 0 0 0 0 0
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LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587	Laborer - Underground Construction	1 4 4 4 4 4 4 4 4	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI)	0 0 0 0 0 0 0 0 0
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LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587 LABOR005587	Laborer - Underground Construction	1 4 4 4 4 4 4 4 4 4 4	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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LABOR005587 LABOR005585 LABOR005850 LABOR005850 LABOR005850 LABOR005850 LABOR005850 LABOR005850 LABOR005850 LABOR005850	Laborer - Underground Construction Laborer - Underground Construction - Fargo, ND	1 4 4 4 4 4 4 4 4 4 4 2 2 2 2 2 2 2 2	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Billboard BismanOnline Craigslist Current Employee eBenefits - Department of Veteran Affairs Facebook/Instagram Glassdoor	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005587 LABOR005585 LABOR005850	Laborer - Underground Construction Laborer - Underground Construction - Fargo, ND	1 4 4 4 4 4 4 4 4 4 4 4 2 2 2 2 2 2 2 2	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Billiboard BismanOnline Craigslist Current Employee eBenefits - Department of Veteran Affairs Facebook/Instagram Glassdoor Handshake College Consortium	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005587 LABOR005850	Laborer - Underground Construction - Fargo, ND	1 4 4 4 4 4 4 4 4 4 4 2 2 2 2 2 2 2 2 2	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Billboard BismanOnline Craigslist Current Employee eBenefits - Department of Veteran Affairs Facebook/Instagram Glassdoor Handshake College Consortium Helpwanted.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005587 LABOR005850	Laborer - Underground Construction - Fargo, ND	1 4 4 4 4 4 4 4 4 4 4 2 2 2 2 2 2 2 2 2	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Billboard BismanOnline Craigslist Current Employee eBenefits - Department of Veteran Affairs Facebook/Instagram Glassdoor Handshake College Consortium Helpwanted.com Indeed	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005587 LABOR005850	Laborer - Underground Construction - Fargo, ND	1 4 4 4 4 4 4 4 4 4 4 4 2 2 2 2 2 2 2 2	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Billboard BismanOnline Craigslist Current Employee eBenefits - Department of Veteran Affairs Facebook/Instagram Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005587 LABOR005850	Laborer - Underground Construction - Fargo, ND	1 4 4 4 4 4 4 4 4 4 4 4 2 2 2 2 2 2 2 2	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Billboard BismanOnline Craigslist Current Employee eBenefits - Department of Veteran Affairs Facebook/Instagram Glassdoor Handshake College Consortium Helpwanted.com Indeed	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005587 LABOR005850	Laborer - Underground Construction - Fargo, ND	1 4 4 4 4 4 4 4 4 4 4 4 4 2 2 2 2 2 2 2	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Billboard BismanOnline Craigslist Current Employee eBenefits - Department of Veteran Affairs Facebook/Instagram Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005587 LABOR005585 LABOR005850 LABOR005850	Laborer - Underground Construction - Fargo, ND	1 4 4 4 4 4 4 4 4 4 4 4 4 2 2 2 2 2 2 2	ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Fair Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Billboard BismanOnline Craigslist Current Employee eBenefits - Department of Veteran Affairs Facebook/Instagram Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LinkedIn	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

LABOR005850	Laborer - Underground Construction - Fargo, ND	2 Midco Web Banner	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2 Midco Website	1
LABOR005850	Laborer - Underground Construction - Fargo, ND	2 ND Workforce Connection (Job Service of North Dakota)	0
LABOR005850	Laborer - Underground Construction - Fargo, ND	2 Northland Community & Technical College	0
	Laborer - Underground Construction - Fargo, ND	2 Referred by current employee	1
	<u> </u>	2 Referred by Friend or Family	0
	Laborer - Underground Construction - Fargo, ND	- , , ,	0
	Laborer - Underground Construction - Fargo, ND	2 ZipRecruiter	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1 BismanOnline	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1 Current Employee	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1 eBenefits - Department of Veteran Affairs	0
	Laborer - Underground Construction - Jamestown, ND	1 Glassdoor	0
	Laborer - Underground Construction - Jamestown, ND	1 Handshake College Consortium	0
		1 Helpwanted.com	0
	Laborer - Underground Construction - Jamestown, ND	•	
	Laborer - Underground Construction - Jamestown, ND	1 Indeed	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1 Keloland/VNL/KXNET Employment	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1 LocalJobNetwork (KS, MN, ND, SD, WI)	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1 Midco Website	1
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1 Mitchell Technical Institute	0
	Laborer - Underground Construction - Jamestown, ND	1 ND Workforce Connection (Job Service of North Dakota)	1
		1 ND Workforce Connection (Job Service of North Dakota)	0
	Laborer - Underground Construction - Jamestown, ND	· · ·	
	Laborer - Underground Construction - Jamestown, ND	1 Northland Community & Technical College	0
LABOR005852	Laborer - Underground Construction - Jamestown, ND	1 Referred by Current Employee	0
	Laborer - Underground Construction - Jamestown, ND	1 Referred by Friend or Family	0
	Laborer - Underground Construction - Jamestown, ND	1 ZipRecruiter	0
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Billboard	0
		-	
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 BismanOnline	0
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Craigslist	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Current Employee	0
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 eBenefits - Department of Veteran Affairs	0
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Facebook/Instagram	0
		1 Glassdoor	0
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 2	
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Handshake College Consortium	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Helpwanted.com	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Indeed	2
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Keloland/VNL/KXNET Employment	0
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 LinkedIn	0
		1 LocalJobNetwork (KS, MN, ND, SD, WI)	
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND		0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Midco Hiring Flier	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Midco TV Commercial	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Midco Web Banner	0
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Midco Website	1
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 ND Workforce Connection (Job Service of North Dakota)	0
		, , , , , , , , , , , , , , , , , , , ,	
	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Northland Community & Technical College	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Referred by Current Employee	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 Referred by Friend or Family	0
LABOR005901	Fiber Optic Underground Utility Technician / Laborer - Fargo, ND	1 ZipRecruiter	0
	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 Billboard	0
	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 BismanOnline	0
		-	
	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 Craigslist	0
	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 Current Employee	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 eBenefits - Department of Veteran Affairs	0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 Facebook/Instagram	1
	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 Glassdoor	0
	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 Handshake College Consortium	0
	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 Helpwanted.com	0
		-	
	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 Indeed	0
II AROROSSON	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND		
		1 Keloland/VNL/KXNET Employment	0
	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn	0
LABOR005902		1 2	
LABOR005902 LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn	0
LABOR005902 LABOR005902 LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier	0 0
LABOR005902 LABOR005902 LABOR005902 LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier 1 Midco TV Commercial	0 0 0
LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier 1 Midco TV Commercial 1 Midco Web Banner	0 0 0 0 0 0
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LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier 1 Midco TV Commercial 1 Midco Web Banner 1 Midco Website 1 ND Workforce Connection (Job Service of North Dakota)	0 0 0 0 0 0
LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier 1 Midco TV Commercial 1 Midco Web Banner 1 Midco Website	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier 1 Midco TV Commercial 1 Midco Web Banner 1 Midco Website 1 ND Workforce Connection (Job Service of North Dakota) 1 Northland Community & Technical College 1 Referred by Current Employee	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902 LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier 1 Midco TV Commercial 1 Midco Web Banner 1 Midco Website 1 ND Workforce Connection (Job Service of North Dakota) 1 Northland Community & Technical College 1 Referred by Current Employee 1 Referred by Friend or Family	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005902	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier 1 Midco TV Commercial 1 Midco Web Banner 1 Midco Website 1 ND Workforce Connection (Job Service of North Dakota) 1 Northland Community & Technical College 1 Referred by Current Employee 1 Referred by Friend or Family 1 ZipRecruiter	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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LABOR005902 REGIO005573 REGIO005573	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Regional Project Manager - Underground Construction	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier 1 Midco TV Commercial 1 Midco Web Banner 1 Midco Website 1 ND Workforce Connection (Job Service of North Dakota) 1 Northland Community & Technical College 1 Referred by Current Employee 1 Referred by Friend or Family 1 ZipRecruiter 2 Current Employee	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LABOR005902 REGIO005573 REGIO005573	Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Fiber Optic Underground Utility Technician / Laborer - Jamestown, ND Regional Project Manager - Underground Construction Regional Project Manager - Underground Construction	1 LinkedIn 1 LocalJobNetwork (KS, MN, ND, SD, WI) 1 Midco Hiring Flier 1 Midco TV Commercial 1 Midco Web Banner 1 Midco Website 1 ND Workforce Connection (Job Service of North Dakota) 1 Northland Community & Technical College 1 Referred by Current Employee 1 Referred by Friend or Family 1 ZipRecruiter 2 Current Employee 2 eBenefits - Department of Veteran Affairs	0 0 0 0 0 0 0 0 0 0 0
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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
Current Employee	Recruitment	Sources Used for All Openings 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
American Advertising Federation of North Dakota Address: P.O. Box 1051, Fargo, ND 58107	Recruitment	Sources for Specific Vacancies 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@fmwfchamber.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 (Newspape Billboard Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 58201	r, Billboards, Radio, Flyers, Events, Contact: Bill Kvasager Phone: 701-746-5436	Job Fairs) 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	ce Centers/Events	N
Midco Billing Statement	Advertising open positions in billing	ng statement	N
Midco Email	Email Blasts to customers who ha	ave opted in	N
Midco TV Commercial	TV Commerical Midco airs		N
Midco Web Banners	Digital banner Midco marketing co	reates	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
Craigslist https://craigslist.org/	Internet Sources 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
Ci Bismarck Employment	ited by Job Applicant		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 Wixo 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		Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.MinnesotaDiversity.com www.minnesotaworks.net/ www.ndworkforceconnection.com/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://sd.gov/ 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		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		