

EEO Public File Report Midcontinent Communications-Minnehaha October 1, 2021-September 30, 2022 Full-Time Positions Filled						
Req#	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired	
ADMIN005667	Administrative Assistant	1	CareerBuilder	0	0	
ADMIN005667	Administrative Assistant	1	Current Employee	0	0	
ADMIN005667	Administrative Assistant	1	eBenefits - Department of Veteran Affairs	0	0	
ADMIN005667	Administrative Assistant	1	Glassdoor	0	0	
ADMIN005667	Administrative Assistant	1	Handshake College Consortium	0	0	
ADMIN005667	Administrative Assistant	1	Helpwanted.com	0	0	
ADMIN005667	Administrative Assistant	1	Indeed	5	0	
ADMIN005667	Administrative Assistant	1	JobsHQ	0	0	
ADMIN005667	Administrative Assistant	1	Keloland/VNL/KXNET Employment	4	0	
ADMIN005667	Administrative Assistant	1	LinkedIn	2	0	
ADMIN005667	Administrative Assistant	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
ADMIN005667	Administrative Assistant	1	Midco Email	1	0	
ADMIN005667	Administrative Assistant	1	Midco Website	0	0	
ADMIN005667	Administrative Assistant	1	Referred by current employee	1	1	
ADMIN005667	Administrative Assistant	1	Referred by Friend or Family	1	0	
ADMIN005667	Administrative Assistant	1	SDWORKS (Job Service of South Dakota)	0	0	
ADMIN005667	Administrative Assistant	1	ZipRecruiter	2	0	
ADVER005593	Advertising Account Executive	1	ConstructionCareers.com	0	0	
ADVER005593	Advertising Account Executive	1	Current Employee	0	0	
ADVER005593	Advertising Account Executive	1	eBenefits - Department of Veteran Affairs	0	0	
ADVER005593	Advertising Account Executive	1	Glassdoor	0	0	
ADVER005593	Advertising Account Executive	1	Helpwanted.com	0	0	
ADVER005593	Advertising Account Executive	1	Indeed	2	1	
ADVER005593	Advertising Account Executive	1	Keloland/VNL/KXNET Employment	0	0	
ADVER005593	Advertising Account Executive	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
ADVER005593	Advertising Account Executive	1	Midco Website	0	0	
ADVER005593	Advertising Account Executive	1	Referred by current employee	1	0	
ADVER005593	Advertising Account Executive	1	Referred by Friend or Family	0	0	
ADVER005593	Advertising Account Executive	1	SDWORKS (Job Service of South Dakota)	0	0	
ADVER005593	Advertising Account Executive	1	ZipRecruiter	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	Current Employee	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	eBenefits - Department of Veteran Affairs	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	Glassdoor	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	Helpwanted.com	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	Indeed	1	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	Keloland/VNL/KXNET Employment	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	LinkedIn	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	Midco Email	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	Midco Website	1	1	
APPLI005472	Application Developer II (Microsoft .NET)	1	MinnesotaWorks (Job Service of Minnesota)	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	ND Workforce Connection (Job Service of North Dakota)	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	NorthDakotaJobNetwork	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	Referred by current employee	1	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	Referred by Friend or Family	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	SDWORKS (Job Service of South Dakota)	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	WIT Women in Technology	0	0	
APPLI005472	Application Developer II (Microsoft .NET)	1	ZipRecruiter	0	0	
BUSIN005525	Business Support Engineer - Associate	2	Current Employee	0	0	
BUSIN005525	Business Support Engineer - Associate	2	eBenefits - Department of Veteran Affairs	0	0	
BUSIN005525	Business Support Engineer - Associate	2	Glassdoor	0	0	
BUSIN005525	Business Support Engineer - Associate	2	Helpwanted.com	0	0	
BUSIN005525	Business Support Engineer - Associate	2	Indeed	1	0	
BUSIN005525	Business Support Engineer - Associate	2	KANSASWORKS (Job Service of Kansas)	0	0	
BUSIN005525	Business Support Engineer - Associate	2	Keloland/VNL/KXNET Employment	0	0	
BUSIN005525	Business Support Engineer - Associate	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
BUSIN005525	Business Support Engineer - Associate	2	Midco Email	1	1	
BUSIN005525	Business Support Engineer - Associate	2	Midco Website	0	0	
BUSIN005525	Business Support Engineer - Associate	2	MinnesotaWorks (Job Service of Minnesota)	0	0	
BUSIN005525	Business Support Engineer - Associate	2	ND Workforce Connection (Job Service of North Dakota)	0	0	
BUSIN005525	Business Support Engineer - Associate	2	Referred by current employee	1	1	
BUSIN005525	Business Support Engineer - Associate	2	Referred by Friend or Family	0	0	
BUSIN005525	Business Support Engineer - Associate	2	SDWORKS (Job Service of South Dakota)	0	0	
BUSIN005525	Business Support Engineer - Associate	2	ZipRecruiter	0	0	
BUSIN05229	Business Support Technician- Associate	5	BetterFargoJobs	0	0	
BUSIN05229	Business Support Technician- Associate	5	Current Employee	4	2	
BUSIN05229	Business Support Technician- Associate	5	eBenefits - Department of Veteran Affairs	0	0	
BUSIN05229	Business Support Technician- Associate	5	Glassdoor	0	0	
BUSIN05229	Business Support Technician- Associate	5	Helpwanted.com	0	0	
BUSIN05229	Business Support Technician- Associate	5	Human Resource Professional of MN	1	0	
BUSIN05229	Business Support Technician- Associate	5	Indeed	1	0	
BUSIN05229	Business Support Technician- Associate	5	Job Fair	0	0	
BUSIN05229	Business Support Technician- Associate	5	KANSASWORKS (Job Service of Kansas)	0	0	
BUSIN05229	Business Support Technician- Associate	5	Keloland/VNL/KXNET Employment	4	1	
BUSIN05229	Business Support Technician- Associate	5	LinkedIn	0	0	
BUSIN05229	Business Support Technician- Associate	5	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
BUSIN05229	Business Support Technician- Associate	5	Midco Email	2	0	
BUSIN05229	Business Support Technician- Associate	5	Midco Web Banner	0	0	
BUSIN05229	Business Support Technician- Associate	5	Midco Website	2	0	
BUSIN05229	Business Support Technician- Associate	5	MinnesotaWorks (Job Service of Minnesota)	0	0	
BUSIN05229	Business Support Technician- Associate	5	MN State Career Hub College Consortium	0	0	
BUSIN05229	Business Support Technician- Associate	5	ND Workforce Connection (Job Service of North Dakota)	0	0	
BUSIN05229	Business Support Technician- Associate	5	Referred by current employee	2	1	
BUSIN05229	Business Support Technician- Associate	5	Referred by Friend or Family	1	1	
BUSIN05229	Business Support Technician- Associate	5	SDWORKS (Job Service of South Dakota)	0	0	
BUSIN05229	Business Support Technician- Associate	5	Women in Cable Telecommunications	0	0	
BUSIN05229	Business Support Technician- Associate	5	ZipRecruiter	0	0	
CENTR005506	Central Distribution Manager	1	Current Employee	0	0	
CENTR005506	Central Distribution Manager	1	eBenefits - Department of Veteran Affairs	0	0	
CENTR005506	Central Distribution Manager	1	Glassdoor	0	0	
CENTR005506	Central Distribution Manager	1	Helpwanted.com	0	0	
CENTR005506	Central Distribution Manager	1	Indeed	0	0	

CENTR005506	Central Distribution Manager	1	Keloland/VNL/KXNET Employment	0	0
CENTR005506	Central Distribution Manager	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CENTR005506	Central Distribution Manager	1	Midco Website	0	0
CENTR005506	Central Distribution Manager	1	Referred by current employee	1	1
CENTR005506	Central Distribution Manager	1	Referred by Friend or Family	0	0
CENTR005506	Central Distribution Manager	1	SDWORKS (Job Service of South Dakota)	0	0
CENTR005506	Central Distribution Manager	1	ZipRecruiter	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	CareerBuilder	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	Current Employee	1	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	eBenefits - Department of Veteran Affairs	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	Glassdoor	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	Helpwanted.com	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	Indeed	1	1
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	Keloland/VNL/KXNET Employment	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	Midco Website	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	Referred by current employee	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	Referred by Friend or Family	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	SDWORKS (Job Service of South Dakota)	0	0
CENTR005617	Central Construction Coordinator - Sioux Falls, SD	1	ZipRecruiter	0	0
CENTR006003	Centralized Business Sales Account Executive	1	Current Employee	0	0
CENTR006003	Centralized Business Sales Account Executive	1	eBenefits - Department of Veteran Affairs	0	0
CENTR006003	Centralized Business Sales Account Executive	1	Glassdoor	0	0
CENTR006003	Centralized Business Sales Account Executive	1	Handshake College Consortium	0	0
CENTR006003	Centralized Business Sales Account Executive	1	Helpwanted.com	0	0
CENTR006003	Centralized Business Sales Account Executive	1	Indeed	0	0
CENTR006003	Centralized Business Sales Account Executive	1	Keloland/VNL/KXNET Employment	0	0
CENTR006003	Centralized Business Sales Account Executive	1	LinkedIn	0	0
CENTR006003	Centralized Business Sales Account Executive	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CENTR006003	Centralized Business Sales Account Executive	1	Midco Website	1	1
CENTR006003	Centralized Business Sales Account Executive	1	Referred by current employee	2	0
CENTR006003	Centralized Business Sales Account Executive	1	Referred by Friend or Family	0	0
CENTR006003	Centralized Business Sales Account Executive	1	SDWORKS (Job Service of South Dakota)	0	0
CENTR006003	Centralized Business Sales Account Executive	1	ZipRecruiter	0	0
COLLE005630	Collection Specialist	1	CareerBuilder	0	0
COLLE005630	Collection Specialist	1	Craigslist	0	0
COLLE005630	Collection Specialist	1	Current Employee	0	0
COLLE005630	Collection Specialist	1	eBenefits - Department of Veteran Affairs	0	0
COLLE005630	Collection Specialist	1	Glassdoor	0	0
COLLE005630	Collection Specialist	1	Helpwanted.com	0	0
COLLE005630	Collection Specialist	1	Human Resource Professional of MN	0	0
COLLE005630	Collection Specialist	1	Indeed	1	0
COLLE005630	Collection Specialist	1	Job Service	0	0
COLLE005630	Collection Specialist	1	Keloland/VNL/KXNET Employment	0	0
COLLE005630	Collection Specialist	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
COLLE005630	Collection Specialist	1	Midco Email	1	0
COLLE005630	Collection Specialist	1	Midco TV Commercial	0	0
COLLE005630	Collection Specialist	1	Midco Website	2	0
COLLE005630	Collection Specialist	1	Radio	0	0
COLLE005630	Collection Specialist	1	Referred by current employee	1	1
COLLE005630	Collection Specialist	1	Referred by Friend or Family	0	0
COLLE005630	Collection Specialist	1	SDWORKS (Job Service of South Dakota)	0	0
COLLE005630	Collection Specialist	1	ZipRecruiter	0	0
COMMU005671	Content Strategist	1	Current Employee	0	0
COMMU005671	Content Strategist	1	eBenefits - Department of Veteran Affairs	0	0
COMMU005671	Content Strategist	1	Glassdoor	0	0
COMMU005671	Content Strategist	1	Helpwanted.com	0	0
COMMU005671	Content Strategist	1	Indeed	1	1
COMMU005671	Content Strategist	1	Keloland/VNL/KXNET Employment	1	0
COMMU005671	Content Strategist	1	LinkedIn	0	0
COMMU005671	Content Strategist	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
COMMU005671	Content Strategist	1	Midco Website	0	0
COMMU005671	Content Strategist	1	Referred by Current Employee	0	0
COMMU005671	Content Strategist	1	Referred by Friend or Family	0	0
COMMU005671	Content Strategist	1	SDWORKS (Job Service of South Dakota)	0	0
COMMU005671	Content Strategist	1	ZipRecruiter	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	BetterFargoJobs	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	Current Employee	2	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	eBenefits - Department of Veteran Affairs	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	Glassdoor	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	Helpwanted.com	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	Indeed	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	Keloland/VNL/KXNET Employment	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	Midco Email	1	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	Midco Website	1	1
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	Referred by current employee	1	1
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	Referred by Friend or Family	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	SDWORKS (Job Service of South Dakota)	0	0
CONST005473	Construction Walkout Specialist- Sioux Falls, SD	2	ZipRecruiter	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	Bayside Solutions	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	Current Employee	1	1
CONST005533	Construction Specialist - Sioux Falls, SD	2	eBenefits - Department of Veteran Affairs	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	Glassdoor	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	Helpwanted.com	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	Indeed	2	1
CONST005533	Construction Specialist - Sioux Falls, SD	2	Keloland/VNL/KXNET Employment	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	Midco Website	1	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	Referred by Current Employee	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	Referred by Friend or Family	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	SDWORKS (Job Service of South Dakota)	0	0
CONST005533	Construction Specialist - Sioux Falls, SD	2	ZipRecruiter	1	0
CORPO005481	Corporate Counsel	1	Current Employee	0	0
CORPO005481	Corporate Counsel	1	eBenefits - Department of Veteran Affairs	0	0
CORPO005481	Corporate Counsel	1	Facebook/Instagram	1	0
CORPO005481	Corporate Counsel	1	Glassdoor	0	0

CORPO005481	Corporate Counsel	1	Helpwanted.com	0	0
CORPO005481	Corporate Counsel	1	Indeed	0	0
CORPO005481	Corporate Counsel	1	Keloland/VNL/KXNET Employment	0	0
CORPO005481	Corporate Counsel	1	LinkedIn	0	0
CORPO005481	Corporate Counsel	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CORPO005481	Corporate Counsel	1	Midco Website	1	0
CORPO005481	Corporate Counsel	1	MinnesotaWorks (Job Service of Minnesota)	0	0
CORPO005481	Corporate Counsel	1	Referred by Current Employee	0	0
CORPO005481	Corporate Counsel	1	Referred by Friend or Family	1	1
CORPO005481	Corporate Counsel	1	SDWORKS (Job Service of South Dakota)	0	0
CORPO005481	Corporate Counsel	1	University of Minnesota Carlson School of Management	0	0
CORPO005481	Corporate Counsel	1	UofM Carlson MBA	0	0
CORPO005481	Corporate Counsel	1	ZipRecruiter	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	American Advertising Federation of North Dakota	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Billboard	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Current Employee	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	eBenefits - Department of Veteran Affairs	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Facebook/Instagram	2	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Glassdoor	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Helpwanted.com	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Indeed	4	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Job Fair	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Keloland/VNL/KXNET Employment	2	1
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	LinkedIn	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Midco Email	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Midco TV Commercial	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Midco Website	1	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Referred by current employee	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	Referred by Friend or Family	0	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	SDWORKS (Job Service of South Dakota)	1	0
CUSTO005538	Customer Care Support Expert - Yankton, SD	1	ZipRecruiter	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Current Employee	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	eBenefits - Department of Veteran Affairs	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Facebook/Instagram	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Glassdoor	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Helpwanted.com	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Indeed	3	2
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Job Fair	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Job Service	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Keloland/VNL/KXNET Employment	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	LinkedIn	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Midco Website	2	2
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Referred by current employee	4	1
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	Referred by Friend or Family	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	SDWORKS (Job Service of South Dakota)	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	TVJobs.com	0	0
CUSTO005557	Customer Service/Inbound Sales - Sioux Falls, SD	5	ZipRecruiter	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Billboard	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Billing Statement	2	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Cabl.com	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	CareerBuilder	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	College Recruiting	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Current Employee	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	eBenefits - Department of Veteran Affairs	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Facebook/Instagram	3	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Glassdoor	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Helpwanted.com	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Indeed	6	2
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Keloland/VNL/KXNET Employment	3	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Midco Email	4	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Midco TV Commercial	1	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Midco Website	3	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Radio	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Referred by current employee	4	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	Referred by Friend or Family	1	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	SDWORKS (Job Service of South Dakota)	0	0
CUSTO005590	Customer Care Support Expert-Sioux Falls, SD	3	ZipRecruiter	2	1
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Current Employee	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	eBenefits - Department of Veteran Affairs	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Facebook/Instagram	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Glassdoor	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Helpwanted.com	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Indeed	4	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Keloland/VNL/KXNET Employment	1	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Midco Email	1	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Midco TV Commercial	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Midco Web Banner	1	1
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Midco Website	4	2
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	ND Workforce Connection (Job Service of North Dakota)	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Referred by current employee	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	Referred by Friend or Family	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	SDWORKS (Job Service of South Dakota)	0	0
CUSTO005673	Customer Service/Inbound Sales - Sioux Falls, SD	3	ZipRecruiter	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Billboard	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Current Employee	1	1
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	eBenefits - Department of Veteran Affairs	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Facebook/Instagram	1	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Glassdoor	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Handshake College Consortium	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Helpwanted.com	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Indeed	6	3
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Job Service	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Keloland/VNL/KXNET Employment	0	0

CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Midco Email	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Midco TV Commercial	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Midco Website	2	1
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Referred by current employee	1	1
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	Referred by Friend or Family	1	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	SDWORKS (Job Service of South Dakota)	0	0
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	SnapChat	1	1
CUSTO005770	Customer Service/Inbound Sales - Sioux Falls, SD	7	ZipRecruiter	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Billboard	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Billing Statement	1	1
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	CareerBuilder	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	ConstructionCareers.com	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Craigslist	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Current Employee	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	eBenefits - Department of Veteran Affairs	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Facebook/Instagram	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Glassdoor	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Handshake College Consortium	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Helpwanted.com	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Indeed	3	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Job Service	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Keloland/VNL/KXNET Employment	1	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	LinkedIn	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Midco Email	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Midco TV Commercial	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Midco Website	4	2
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Referred by current employee	1	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Referred by Friend or Family	1	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	SDWORKS (Job Service of South Dakota)	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	SouthDakotaJobNetwork	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	Womens Jobs List	0	0
CUSTO005793	Customer Care Support Expert-Sioux Falls, SD	4	ZipRecruiter	1	1
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Billboard	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	College Recruiting	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Current Employee	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	eBenefits - Department of Veteran Affairs	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Facebook/Instagram	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Glassdoor	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Handshake College Consortium	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Helpwanted.com	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Indeed	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Job Service	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Keloland/VNL/KXNET Employment	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	LinkedIn	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Midco Email	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Midco Website	3	3
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Radio	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Referred by current employee	2	2
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	Referred by Friend or Family	1	1
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	SDWORKS (Job Service of South Dakota)	0	0
CUSTO005869	Customer Service/Inbound Sales - Sioux Falls, SD	6	ZipRecruiter	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Billing Statement	1	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Cabl.com	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	CareerBuilder	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Current Employee	1	1
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	eBenefits - Department of Veteran Affairs	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Facebook/Instagram	4	2
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Glassdoor	1	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Helpwanted.com	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Indeed	4	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Job Fair	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Job Service	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Keloland/VNL/KXNET Employment	4	1
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	LinkedIn	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	LocalJobNetwork (KS, MN, ND, SD, WI)	1	1
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Midco Email	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Midco TV Commercial	2	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Midco Web Banner	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Midco Website	14	3
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Radio	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Referred by current employee	7	1
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	Referred by Friend or Family	5	2
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	SDWORKS (Job Service of South Dakota)	0	0
CUSTO05415	Customer Care Support Expert-Sioux Falls, SD	11	ZipRecruiter	1	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	American Advertising Federation of North Dakota	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Billboard	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	College Recruiting	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	CTAM (Cable and Telecommunications Assoc for Marke	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Current Employee	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	eBenefits - Department of Veteran Affairs	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Facebook	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Facebook/Instagram	2	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Glassdoor	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Helpwanted.com	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Indeed	8	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Job Fair	1	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Keloland/VNL/KXNET Employment	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Midco Email	1	1
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Midco Website	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Referred by current employee	1	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	Referred by Friend or Family	0	0
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	SDWORKS (Job Service of South Dakota)	1	1
CUSTO05416	Customer Care Support Expert - Yankton, SD	2	ZipRecruiter	0	0

DATA005536	Data Center Operations Associate	1	Current Employee	0	0
DATA005536	Data Center Operations Associate	1	eBenefits - Department of Veteran Affairs	0	0
DATA005536	Data Center Operations Associate	1	Glassdoor	0	0
DATA005536	Data Center Operations Associate	1	Helpwanted.com	0	0
DATA005536	Data Center Operations Associate	1	Indeed	1	1
DATA005536	Data Center Operations Associate	1	Keloland/VNL/KXNET Employment	0	0
DATA005536	Data Center Operations Associate	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
DATA005536	Data Center Operations Associate	1	Midco Website	0	0
DATA005536	Data Center Operations Associate	1	Referred by Current Employee	0	0
DATA005536	Data Center Operations Associate	1	Referred by Friend or Family	0	0
DATA005536	Data Center Operations Associate	1	SDWORKS (Job Service of South Dakota)	0	0
DATA005536	Data Center Operations Associate	1	ZipRecruiter	0	0
DIGIT005775	Digital Media Strategist	1	Current Employee	0	0
DIGIT005775	Digital Media Strategist	1	eBenefits - Department of Veteran Affairs	0	0
DIGIT005775	Digital Media Strategist	1	Facebook/Instagram	1	1
DIGIT005775	Digital Media Strategist	1	Glassdoor	0	0
DIGIT005775	Digital Media Strategist	1	Helpwanted.com	0	0
DIGIT005775	Digital Media Strategist	1	Indeed	1	0
DIGIT005775	Digital Media Strategist	1	Keloland/VNL/KXNET Employment	0	0
DIGIT005775	Digital Media Strategist	1	LinkedIn	0	0
DIGIT005775	Digital Media Strategist	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
DIGIT005775	Digital Media Strategist	1	Midco Website	1	0
DIGIT005775	Digital Media Strategist	1	Referred by current employee	1	0
DIGIT005775	Digital Media Strategist	1	Referred by Friend or Family	0	0
DIGIT005775	Digital Media Strategist	1	SDWORKS (Job Service of South Dakota)	0	0
DIGIT005775	Digital Media Strategist	1	South Dakota Ad Fed	0	0
DIGIT005775	Digital Media Strategist	1	ZipRecruiter	0	0
DIGIT005781	Digital Specialist	1	Current Employee	1	0
DIGIT005781	Digital Specialist	1	eBenefits - Department of Veteran Affairs	0	0
DIGIT005781	Digital Specialist	1	Glassdoor	0	0
DIGIT005781	Digital Specialist	1	Helpwanted.com	0	0
DIGIT005781	Digital Specialist	1	Indeed	0	0
DIGIT005781	Digital Specialist	1	Keloland/VNL/KXNET Employment	0	0
DIGIT005781	Digital Specialist	1	LinkedIn	0	0
DIGIT005781	Digital Specialist	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
DIGIT005781	Digital Specialist	1	Midco Website	0	0
DIGIT005781	Digital Specialist	1	Referred by current employee	1	1
DIGIT005781	Digital Specialist	1	Referred by Friend or Family	0	0
DIGIT005781	Digital Specialist	1	SDWORKS (Job Service of South Dakota)	0	0
DIGIT005781	Digital Specialist	1	South Dakota Ad Fed	0	0
DIGIT005781	Digital Specialist	1	ZipRecruiter	0	0
DIREC05400	Director of Digital Marketing	1	Current Employee	1	0
DIREC05400	Director of Digital Marketing	1	eBenefits - Department of Veteran Affairs	0	0
DIREC05400	Director of Digital Marketing	1	Facebook/Instagram	0	0
DIREC05400	Director of Digital Marketing	1	Glassdoor	0	0
DIREC05400	Director of Digital Marketing	1	Helpwanted.com	0	0
DIREC05400	Director of Digital Marketing	1	Indeed	1	0
DIREC05400	Director of Digital Marketing	1	KANSASWORKS (Job Service of Kansas)	0	0
DIREC05400	Director of Digital Marketing	1	Keloland/VNL/KXNET Employment	0	0
DIREC05400	Director of Digital Marketing	1	LinkedIn	1	0
DIREC05400	Director of Digital Marketing	1	LocalJobNetwork (KS, MN, ND, SD, WI)	1	0
DIREC05400	Director of Digital Marketing	1	Midco Website	1	1
DIREC05400	Director of Digital Marketing	1	MinnesotaWorks (Job Service of Minnesota)	0	0
DIREC05400	Director of Digital Marketing	1	ND Workforce Connection (Job Service of North Dakota)	0	0
DIREC05400	Director of Digital Marketing	1	People of Color Careers	0	0
DIREC05400	Director of Digital Marketing	1	Referred by Current Employee	0	0
DIREC05400	Director of Digital Marketing	1	Referred by Friend or Family	0	0
DIREC05400	Director of Digital Marketing	1	SDWORKS (Job Service of South Dakota)	0	0
DIREC05400	Director of Digital Marketing	1	ZipRecruiter	0	0
EXPER005545	Expert Client Implementation Coordinator	1	Current Employee	0	0
EXPER005545	Expert Client Implementation Coordinator	1	eBenefits - Department of Veteran Affairs	0	0
EXPER005545	Expert Client Implementation Coordinator	1	Glassdoor	0	0
EXPER005545	Expert Client Implementation Coordinator	1	Helpwanted.com	0	0
EXPER005545	Expert Client Implementation Coordinator	1	Indeed	1	0
EXPER005545	Expert Client Implementation Coordinator	1	JobsHQ	0	0
EXPER005545	Expert Client Implementation Coordinator	1	Keloland/VNL/KXNET Employment	0	0
EXPER005545	Expert Client Implementation Coordinator	1	LinkedIn	0	0
EXPER005545	Expert Client Implementation Coordinator	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
EXPER005545	Expert Client Implementation Coordinator	1	Midco Website	2	0
EXPER005545	Expert Client Implementation Coordinator	1	Referred by current employee	1	1
EXPER005545	Expert Client Implementation Coordinator	1	Referred by Friend or Family	0	0
EXPER005545	Expert Client Implementation Coordinator	1	SDWORKS (Job Service of South Dakota)	0	0
EXPER005545	Expert Client Implementation Coordinator	1	ZipRecruiter	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	BetterFargoJobs	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Billing Statement	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	CareerBuilder	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Craigslis	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Current Employee	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	eBenefits - Department of Veteran Affairs	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Express Employment Professionals	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Facebook/Instagram	5	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Glassdoor	1	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Helpwanted.com	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Indeed	13	2
FIEL005454	Field Technician I - Sioux Falls, SD	7	Keloland/VNL/KXNET Employment	1	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Midco Email	2	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Midco TV Commercial	0	0
FIEL005454	Field Technician I - Sioux Falls, SD	7	Midco Website	6	1
FIEL005454	Field Technician I - Sioux Falls, SD	7	Referred by current employee	7	2
FIEL005454	Field Technician I - Sioux Falls, SD	7	Referred by Friend or Family	2	1
FIEL005454	Field Technician I - Sioux Falls, SD	7	SDWORKS (Job Service of South Dakota)	1	1
FIEL005454	Field Technician I - Sioux Falls, SD	7	ZipRecruiter	2	0
FIEL005584	Field Technician I - Mitchell, SD	1	Current Employee	0	0
FIEL005584	Field Technician I - Mitchell, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIEL005584	Field Technician I - Mitchell, SD	1	Facebook/Instagram	1	1
FIEL005584	Field Technician I - Mitchell, SD	1	Glassdoor	0	0

FIELD005584	Field Technician I - Mitchell, SD	1	Helpwanted.com	0	0
FIELD005584	Field Technician I - Mitchell, SD	1	Indeed	1	0
FIELD005584	Field Technician I - Mitchell, SD	1	Job Service	1	0
FIELD005584	Field Technician I - Mitchell, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005584	Field Technician I - Mitchell, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005584	Field Technician I - Mitchell, SD	1	Midco Website	1	0
FIELD005584	Field Technician I - Mitchell, SD	1	Referred by Current Employee	0	0
FIELD005584	Field Technician I - Mitchell, SD	1	Referred by Friend or Family	1	0
FIELD005584	Field Technician I - Mitchell, SD	1	SDWORKS (Job Service of South Dakota)	0	0
FIELD005584	Field Technician I - Mitchell, SD	1	ZipRecruiter	1	0
FIELD005586	Field Technician I - Vermillion, SD	1	Current Employee	0	0
FIELD005586	Field Technician I - Vermillion, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005586	Field Technician I - Vermillion, SD	1	Glassdoor	0	0
FIELD005586	Field Technician I - Vermillion, SD	1	Helpwanted.com	0	0
FIELD005586	Field Technician I - Vermillion, SD	1	Indeed	2	0
FIELD005586	Field Technician I - Vermillion, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005586	Field Technician I - Vermillion, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005586	Field Technician I - Vermillion, SD	1	Midco Website	0	0
FIELD005586	Field Technician I - Vermillion, SD	1	Referred by current employee	1	1
FIELD005586	Field Technician I - Vermillion, SD	1	Referred by Friend or Family	0	0
FIELD005586	Field Technician I - Vermillion, SD	1	SDWORKS (Job Service of South Dakota)	0	0
FIELD005586	Field Technician I - Vermillion, SD	1	ZipRecruiter	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	Current Employee	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	Facebook/Instagram	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	Glassdoor	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	Helpwanted.com	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	Indeed	3	1
FIELD005653	Field Technician I - Aberdeen, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	Midco Website	1	0
FIELD005653	Field Technician I - Aberdeen, SD	1	Referred by current employee	1	0
FIELD005653	Field Technician I - Aberdeen, SD	1	Referred by Friend or Family	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	SDWORKS (Job Service of South Dakota)	0	0
FIELD005653	Field Technician I - Aberdeen, SD	1	ZipRecruiter	1	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Billboard	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	CareerBuilder	1	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	College Recruiting	1	1
FIELD005680	Field Technician I - Sioux Falls, SD	11	Current Employee	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	eBenefits - Department of Veteran Affairs	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Facebook/Instagram	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Glassdoor	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Helpwanted.com	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Human Resource Professional of MN	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Indeed	26	2
FIELD005680	Field Technician I - Sioux Falls, SD	11	Job Fair	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Job Service	2	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Keloland/VNL/KXNET Employment	3	2
FIELD005680	Field Technician I - Sioux Falls, SD	11	LinkedIn	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	LocalJobNetwork (KS, MN, ND, SD, WI)	1	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Midco Email	4	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Midco TV Commercial	2	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Midco Website	10	3
FIELD005680	Field Technician I - Sioux Falls, SD	11	Mitchell Technical Institute	1	1
FIELD005680	Field Technician I - Sioux Falls, SD	11	Radio	1	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Referred by current employee	4	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	Referred by Friend or Family	6	2
FIELD005680	Field Technician I - Sioux Falls, SD	11	SDWORKS (Job Service of South Dakota)	0	0
FIELD005680	Field Technician I - Sioux Falls, SD	11	ZipRecruiter	2	0
FIELD005685	Field Technician I - Watertown, SD	1	Current Employee	0	0
FIELD005685	Field Technician I - Watertown, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005685	Field Technician I - Watertown, SD	1	Facebook/Instagram	0	0
FIELD005685	Field Technician I - Watertown, SD	1	Glassdoor	0	0
FIELD005685	Field Technician I - Watertown, SD	1	Helpwanted.com	0	0
FIELD005685	Field Technician I - Watertown, SD	1	Indeed	0	0
FIELD005685	Field Technician I - Watertown, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005685	Field Technician I - Watertown, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005685	Field Technician I - Watertown, SD	1	Midco Email	0	0
FIELD005685	Field Technician I - Watertown, SD	1	Midco Website	0	0
FIELD005685	Field Technician I - Watertown, SD	1	Referred by current employee	2	0
FIELD005685	Field Technician I - Watertown, SD	1	Referred by Friend or Family	1	1
FIELD005685	Field Technician I - Watertown, SD	1	SDWORKS (Job Service of South Dakota)	0	0
FIELD005685	Field Technician I - Watertown, SD	1	ZipRecruiter	0	0
FIELD005690	Field Technician I - Yankton, SD	1	Current Employee	0	0
FIELD005690	Field Technician I - Yankton, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005690	Field Technician I - Yankton, SD	1	Glassdoor	0	0
FIELD005690	Field Technician I - Yankton, SD	1	Helpwanted.com	0	0
FIELD005690	Field Technician I - Yankton, SD	1	Indeed	2	1
FIELD005690	Field Technician I - Yankton, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005690	Field Technician I - Yankton, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005690	Field Technician I - Yankton, SD	1	Midco Website	0	0
FIELD005690	Field Technician I - Yankton, SD	1	Referred by current employee	2	0
FIELD005690	Field Technician I - Yankton, SD	1	Referred by Friend or Family	0	0
FIELD005690	Field Technician I - Yankton, SD	1	SDWORKS (Job Service of South Dakota)	0	0
FIELD005690	Field Technician I - Yankton, SD	1	ZipRecruiter	0	0
FIELD005832	Field Technician I - Yankton, SD	1	Current Employee	0	0
FIELD005832	Field Technician I - Yankton, SD	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005832	Field Technician I - Yankton, SD	1	Glassdoor	0	0
FIELD005832	Field Technician I - Yankton, SD	1	Helpwanted.com	0	0
FIELD005832	Field Technician I - Yankton, SD	1	Indeed	0	0
FIELD005832	Field Technician I - Yankton, SD	1	Job Service	0	0
FIELD005832	Field Technician I - Yankton, SD	1	Keloland/VNL/KXNET Employment	0	0
FIELD005832	Field Technician I - Yankton, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005832	Field Technician I - Yankton, SD	1	Midco Website	0	0
FIELD005832	Field Technician I - Yankton, SD	1	Referred by current employee	1	1
FIELD005832	Field Technician I - Yankton, SD	1	Referred by Friend or Family	0	0
FIELD005832	Field Technician I - Yankton, SD	1	SDWORKS (Job Service of South Dakota)	0	0

FIEL005832	Field Technician I - Yankton, SD	1	ZipRecruiter	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Current Employee	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Glassdoor	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Handshake College Consortium	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Helpwanted.com	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Indeed	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Keloland/VNL/KXNET Employment	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	LinkedIn	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Midco Website	1	1
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Referred by Current Employee	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Referred by Friend or Family	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	SDWORKS (Job Service of South Dakota)	0	0
FIEL005935	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	ZipRecruiter	0	0
GISMA005556	GIS Manager	1	Current Employee	1	0
GISMA005556	GIS Manager	1	eBenefits - Department of Veteran Affairs	0	0
GISMA005556	GIS Manager	1	Glassdoor	0	0
GISMA005556	GIS Manager	1	Helpwanted.com	0	0
GISMA005556	GIS Manager	1	Indeed	3	1
GISMA005556	GIS Manager	1	Keloland/VNL/KXNET Employment	0	0
GISMA005556	GIS Manager	1	LinkedIn	2	0
GISMA005556	GIS Manager	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
GISMA005556	GIS Manager	1	Midco Website	0	0
GISMA005556	GIS Manager	1	Referred by Current Employee	0	0
GISMA005556	GIS Manager	1	Referred by Friend or Family	0	0
GISMA005556	GIS Manager	1	SDWORKS (Job Service of South Dakota)	0	0
GISMA005556	GIS Manager	1	ZipRecruiter	0	0
GISTE005528	GIS Technologist I	1	Current Employee	0	0
GISTE005528	GIS Technologist I	1	eBenefits - Department of Veteran Affairs	0	0
GISTE005528	GIS Technologist I	1	Glassdoor	0	0
GISTE005528	GIS Technologist I	1	Helpwanted.com	0	0
GISTE005528	GIS Technologist I	1	Indeed	2	0
GISTE005528	GIS Technologist I	1	Keloland/VNL/KXNET Employment	0	0
GISTE005528	GIS Technologist I	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
GISTE005528	GIS Technologist I	1	Midco Email	1	1
GISTE005528	GIS Technologist I	1	Midco Website	1	0
GISTE005528	GIS Technologist I	1	Referred by current employee	0	0
GISTE005528	GIS Technologist I	1	Referred by Friend or Family	0	0
GISTE005528	GIS Technologist I	1	SDWORKS (Job Service of South Dakota)	0	0
GISTE005528	GIS Technologist I	1	ZipRecruiter	0	0
GISTE005780	GIS Technologist I	1	Current Employee	0	0
GISTE005780	GIS Technologist I	1	eBenefits - Department of Veteran Affairs	0	0
GISTE005780	GIS Technologist I	1	Glassdoor	0	0
GISTE005780	GIS Technologist I	1	Handshake College Consortium	0	0
GISTE005780	GIS Technologist I	1	Helpwanted.com	0	0
GISTE005780	GIS Technologist I	1	Indeed	1	1
GISTE005780	GIS Technologist I	1	Keloland/VNL/KXNET Employment	0	0
GISTE005780	GIS Technologist I	1	LinkedIn	0	0
GISTE005780	GIS Technologist I	1	LocalJobNetwork(SD)	0	0
GISTE005780	GIS Technologist I	1	Midco Email	0	0
GISTE005780	GIS Technologist I	1	Midco Website	0	0
GISTE005780	GIS Technologist I	1	Referred by Current Employee	0	0
GISTE005780	GIS Technologist I	1	Referred by Friend or Family	0	0
GISTE005780	GIS Technologist I	1	SDWORKS (Job Service of South Dakota)	0	0
GISTE005780	GIS Technologist I	1	ZipRecruiter	0	0
GRAPH005723	Graphic Designer II	1	Billboard	0	0
GRAPH005723	Graphic Designer II	1	Current Employee	0	0
GRAPH005723	Graphic Designer II	1	eBenefits - Department of Veteran Affairs	0	0
GRAPH005723	Graphic Designer II	1	Facebook/Instagram	1	0
GRAPH005723	Graphic Designer II	1	Glassdoor	0	0
GRAPH005723	Graphic Designer II	1	Helpwanted.com	0	0
GRAPH005723	Graphic Designer II	1	Indeed	1	0
GRAPH005723	Graphic Designer II	1	Job Service	0	0
GRAPH005723	Graphic Designer II	1	KANSASWORKS (Job Service of Kansas)	0	0
GRAPH005723	Graphic Designer II	1	Keloland/VNL/KXNET Employment	0	0
GRAPH005723	Graphic Designer II	1	LinkedIn	6	1
GRAPH005723	Graphic Designer II	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
GRAPH005723	Graphic Designer II	1	Midco Website	2	0
GRAPH005723	Graphic Designer II	1	MinnesotaWorks (Job Service of Minnesota)	0	0
GRAPH005723	Graphic Designer II	1	ND Workforce Connection (Job Service of North Dakota)	0	0
GRAPH005723	Graphic Designer II	1	Referred by current employee	2	0
GRAPH005723	Graphic Designer II	1	Referred by Friend or Family	0	0
GRAPH005723	Graphic Designer II	1	SDWORKS (Job Service of South Dakota)	0	0
GRAPH005723	Graphic Designer II	1	ZipRecruiter	1	0
GRAPH005776	Graphic Designer I	1	Cabl.com	0	0
GRAPH005776	Graphic Designer I	1	ConstructionCareers.com	0	0
GRAPH005776	Graphic Designer I	1	Current Employee	0	0
GRAPH005776	Graphic Designer I	1	eBenefits - Department of Veteran Affairs	0	0
GRAPH005776	Graphic Designer I	1	Glassdoor	0	0
GRAPH005776	Graphic Designer I	1	Handshake College Consortium	0	0
GRAPH005776	Graphic Designer I	1	Helpwanted.com	0	0
GRAPH005776	Graphic Designer I	1	Indeed	0	0
GRAPH005776	Graphic Designer I	1	Job Service	0	0
GRAPH005776	Graphic Designer I	1	KANSASWORKS (Job Service of Kansas)	0	0
GRAPH005776	Graphic Designer I	1	Keloland/VNL/KXNET Employment	0	0
GRAPH005776	Graphic Designer I	1	LinkedIn	3	1
GRAPH005776	Graphic Designer I	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
GRAPH005776	Graphic Designer I	1	Midco Email	1	0
GRAPH005776	Graphic Designer I	1	Midco Website	1	0
GRAPH005776	Graphic Designer I	1	MinnesotaWorks (Job Service of Minnesota)	0	0
GRAPH005776	Graphic Designer I	1	ND Workforce Connection (Job Service of North Dakota)	0	0
GRAPH005776	Graphic Designer I	1	Referred by current employee	2	0
GRAPH005776	Graphic Designer I	1	Referred by Friend or Family	0	0
GRAPH005776	Graphic Designer I	1	SDWORKS (Job Service of South Dakota)	0	0
GRAPH005776	Graphic Designer I	1	South Dakota Ad Fed	0	0
GRAPH005776	Graphic Designer I	1	ZipRecruiter	2	0

INFOR005932	Information Security Analyst (I or II)	1	BismanOnline	0	0
INFOR005932	Information Security Analyst (I or II)	1	Current Employee	0	0
INFOR005932	Information Security Analyst (I or II)	1	eBenefits - Department of Veteran Affairs	0	0
INFOR005932	Information Security Analyst (I or II)	1	Glassdoor	0	0
INFOR005932	Information Security Analyst (I or II)	1	Handshake College Consortium	0	0
INFOR005932	Information Security Analyst (I or II)	1	Helpwanted.com	0	0
INFOR005932	Information Security Analyst (I or II)	1	Indeed	1	1
INFOR005932	Information Security Analyst (I or II)	1	Keloland/VNL/KXNET Employment	0	0
INFOR005932	Information Security Analyst (I or II)	1	Keloland/VNL/KXNET Employment	0	0
INFOR005932	Information Security Analyst (I or II)	1	LinkedIn	1	0
INFOR005932	Information Security Analyst (I or II)	1	LocalJobNetwork(SD)	0	0
INFOR005932	Information Security Analyst (I or II)	1	Midco Website	0	0
INFOR005932	Information Security Analyst (I or II)	1	Referred by current employee	0	0
INFOR005932	Information Security Analyst (I or II)	1	Referred by Friend or Family	0	0
INFOR005932	Information Security Analyst (I or II)	1	SDWORKS (Job Service of South Dakota)	0	0
INFOR005932	Information Security Analyst (I or II)	1	ZipRecruiter	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	BismanOnline	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	CareerBuilder	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Current Employee	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	eBenefits - Department of Veteran Affairs	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Facebook/Instagram	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Glassdoor	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Helpwanted.com	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Hiring Flier	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Indeed	7	2
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Job Service	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Keloland/VNL/KXNET Employment	5	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Midco TV Commercial	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Midco Web Banner	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Midco Website	3	1
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Referred by current employee	2	1
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Referred by Friend or Family	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	SDWORKS (Job Service of South Dakota)	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Snapchat	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	SouthDakotaJobNetwork	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	Twitter	0	0
INSID005478	Customer Service/Inbound Sales - Sioux Falls, SD	4	ZipRecruiter	0	0
INTER005534	Internal Communications Manager	1	Current Employee	0	0
INTER005534	Internal Communications Manager	1	eBenefits - Department of Veteran Affairs	0	0
INTER005534	Internal Communications Manager	1	Glassdoor	1	1
INTER005534	Internal Communications Manager	1	Helpwanted.com	0	0
INTER005534	Internal Communications Manager	1	Indeed	0	0
INTER005534	Internal Communications Manager	1	Job Service	0	0
INTER005534	Internal Communications Manager	1	Keloland/VNL/KXNET Employment	0	0
INTER005534	Internal Communications Manager	1	LinkedIn	2	0
INTER005534	Internal Communications Manager	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
INTER005534	Internal Communications Manager	1	Midco Email	1	0
INTER005534	Internal Communications Manager	1	Midco Website	2	0
INTER005534	Internal Communications Manager	1	Referred by current employee	1	0
INTER005534	Internal Communications Manager	1	Referred by Friend or Family	0	0
INTER005534	Internal Communications Manager	1	SDWORKS (Job Service of South Dakota)	0	0
INTER005534	Internal Communications Manager	1	ZipRecruiter	0	0
MARKE005652	Marketing Analyst - Automation	1	College Recruiting	0	0
MARKE005652	Marketing Analyst - Automation	1	Current Employee	0	0
MARKE005652	Marketing Analyst - Automation	1	eBenefits - Department of Veteran Affairs	0	0
MARKE005652	Marketing Analyst - Automation	1	Glassdoor	0	0
MARKE005652	Marketing Analyst - Automation	1	Helpwanted.com	0	0
MARKE005652	Marketing Analyst - Automation	1	Indeed	2	0
MARKE005652	Marketing Analyst - Automation	1	KANSASWORKS (Job Service of Kansas)	0	0
MARKE005652	Marketing Analyst - Automation	1	Keloland/VNL/KXNET Employment	0	0
MARKE005652	Marketing Analyst - Automation	1	LinkedIn	0	0
MARKE005652	Marketing Analyst - Automation	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
MARKE005652	Marketing Analyst - Automation	1	Midco Email	1	1
MARKE005652	Marketing Analyst - Automation	1	Midco Website	0	0
MARKE005652	Marketing Analyst - Automation	1	MinnesotaWorks (Job Service of Minnesota)	0	0
MARKE005652	Marketing Analyst - Automation	1	ND Workforce Connection (Job Service of North Dakota)	0	0
MARKE005652	Marketing Analyst - Automation	1	Referred by current employee	1	0
MARKE005652	Marketing Analyst - Automation	1	Referred by Friend or Family	1	0
MARKE005652	Marketing Analyst - Automation	1	SDWORKS (Job Service of South Dakota)	0	0
MARKE005652	Marketing Analyst - Automation	1	ZipRecruiter	0	0
MARKE005813	Marketing Automation Specialist	1	Current Employee	1	0
MARKE005813	Marketing Automation Specialist	1	eBenefits - Department of Veteran Affairs	0	0
MARKE005813	Marketing Automation Specialist	1	Glassdoor	0	0
MARKE005813	Marketing Automation Specialist	1	Handshake College Consortium	0	0
MARKE005813	Marketing Automation Specialist	1	Helpwanted.com	0	0
MARKE005813	Marketing Automation Specialist	1	Indeed	0	0
MARKE005813	Marketing Automation Specialist	1	Job Service	0	0
MARKE005813	Marketing Automation Specialist	1	KANSASWORKS (Job Service of Kansas)	0	0
MARKE005813	Marketing Automation Specialist	1	Keloland/VNL/KXNET Employment	0	0
MARKE005813	Marketing Automation Specialist	1	LinkedIn	1	1
MARKE005813	Marketing Automation Specialist	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
MARKE005813	Marketing Automation Specialist	1	Midco Website	0	0
MARKE005813	Marketing Automation Specialist	1	MinnesotaWorks (Job Service of Minnesota)	0	0
MARKE005813	Marketing Automation Specialist	1	ND Workforce Connection (Job Service of North Dakota)	0	0
MARKE005813	Marketing Automation Specialist	1	Referred by Current Employee	0	0
MARKE005813	Marketing Automation Specialist	1	Referred by Friend or Family	0	0
MARKE005813	Marketing Automation Specialist	1	SDWORKS (Job Service of South Dakota)	0	0
MARKE005813	Marketing Automation Specialist	1	ZipRecruiter	0	0
MARKE05386	Business Account Executive	2	CareerBuilder	0	0
MARKE05386	Business Account Executive	2	Current Employee	0	0
MARKE05386	Business Account Executive	2	eBenefits - Department of Veteran Affairs	0	0
MARKE05386	Business Account Executive	2	Facebook	0	0
MARKE05386	Business Account Executive	2	Glassdoor	0	0
MARKE05386	Business Account Executive	2	Helpwanted.com	0	0
MARKE05386	Business Account Executive	2	Indeed	2	1
MARKE05386	Business Account Executive	2	Keloland/VNL/KXNET Employment	3	0

MARKE05386	Business Account Executive	2	LinkedIn	1	0
MARKE05386	Business Account Executive	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
MARKE05386	Business Account Executive	2	Midco Email	1	1
MARKE05386	Business Account Executive	2	Midco Website	0	0
MARKE05386	Business Account Executive	2	Referred by current employee	0	0
MARKE05386	Business Account Executive	2	Referred by Friend or Family	0	0
MARKE05386	Business Account Executive	2	SDWORKS (Job Service of South Dakota)	0	0
MARKE05386	Business Account Executive	2	ZipRecruiter	0	0
NETWO005453	Network Technician Associate	1	Current Employee	0	0
NETWO005453	Network Technician Associate	1	eBenefits - Department of Veteran Affairs	0	0
NETWO005453	Network Technician Associate	1	Glassdoor	0	0
NETWO005453	Network Technician Associate	1	Helpwanted.com	0	0
NETWO005453	Network Technician Associate	1	Indeed	0	0
NETWO005453	Network Technician Associate	1	Keloland/VNL/KXNET Employment	0	0
NETWO005453	Network Technician Associate	1	LinkedIn	1	1
NETWO005453	Network Technician Associate	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
NETWO005453	Network Technician Associate	1	Midco Email	0	0
NETWO005453	Network Technician Associate	1	Midco Website	0	0
NETWO005453	Network Technician Associate	1	Referred by Current Employee	0	0
NETWO005453	Network Technician Associate	1	Referred by Friend or Family	0	0
NETWO005453	Network Technician Associate	1	SDWORKS (Job Service of South Dakota)	0	0
NETWO005453	Network Technician Associate	1	ZipRecruiter	0	0
NETWO005674	Network Security Engineer II	1	Current Employee	0	0
NETWO005674	Network Security Engineer II	1	eBenefits - Department of Veteran Affairs	0	0
NETWO005674	Network Security Engineer II	1	Glassdoor	0	0
NETWO005674	Network Security Engineer II	1	Helpwanted.com	0	0
NETWO005674	Network Security Engineer II	1	Indeed	1	0
NETWO005674	Network Security Engineer II	1	Keloland/VNL/KXNET Employment	0	0
NETWO005674	Network Security Engineer II	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
NETWO005674	Network Security Engineer II	1	Midco Website	1	0
NETWO005674	Network Security Engineer II	1	Referred by current employee	1	1
NETWO005674	Network Security Engineer II	1	Referred by Friend or Family	0	0
NETWO005674	Network Security Engineer II	1	SDWORKS (Job Service of South Dakota)	0	0
NETWO005674	Network Security Engineer II	1	ZipRecruiter	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	Billboard	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	CareerBuilder	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	Current Employee	1	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	eBenefits - Department of Veteran Affairs	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	Glassdoor	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	Helpwanted.com	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	Indeed	3	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	KANSASWORKS (Job Service of Kansas)	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	Keloland/VNL/KXNET Employment	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	LinkedIn	2	1
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	Midco Website	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	MinnesotaWorks (Job Service of Minnesota)	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	ND Workforce Connection (Job Service of North Dakota)	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	Referred by current employee	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	Referred by Friend or Family	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	SDWORKS (Job Service of South Dakota)	0	0
NETWO005677	Network Engineer-Optical Transport (Associate, Professional, or Expert)	1	ZipRecruiter	0	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	Current Employee	4	1
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	eBenefits - Department of Veteran Affairs	0	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	Glassdoor	0	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	Handshake College Consortium	0	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	Helpwanted.com	0	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	Indeed	1	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	Keloland/VNL/KXNET Employment	0	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	Midco Website	1	1
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	Referred by current employee	1	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	Referred by Friend or Family	0	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	SDWORKS (Job Service of South Dakota)	0	0
NETWO005789	Network Technician (I, II, III) - Net DOCSIS Engineering	2	ZipRecruiter	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	Current Employee	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	eBenefits - Department of Veteran Affairs	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	Glassdoor	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	Handshake College Consortium	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	Helpwanted.com	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	Indeed	2	1
NETWO005816	Network Technician-Core IP (I, II, III)	1	Keloland/VNL/KXNET Employment	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	LinkedIn	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	LocalJobNetwork(SD)	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	Midco Email	1	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	Midco Website	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	Referred by current employee	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	Referred by Friend or Family	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	SDWORKS (Job Service of South Dakota)	0	0
NETWO005816	Network Technician-Core IP (I, II, III)	1	ZipRecruiter	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	Current Employee	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	eBenefits - Department of Veteran Affairs	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	Glassdoor	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	Handshake College Consortium	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	Helpwanted.com	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	Indeed	2	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	Keloland/VNL/KXNET Employment	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	LinkedIn	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	LocalJobNetwork (KS, MN, ND, SD, WI)	1	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	LocalJobNetwork(SD)	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	Midco Website	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	ND Workforce Connection (Job Service of North Dakota)	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	Referred by current employee	1	1
NETWO005858	Network Technician Associate (Business Network Engineering)	1	Referred by Friend or Family	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	SDWORKS (Job Service of South Dakota)	0	0
NETWO005858	Network Technician Associate (Business Network Engineering)	1	ZipRecruiter	0	0
NOCTE005515	NOC Technician I	1	College Recruiting	1	0

NOCTE005515	NOC Technician I	1	Current Employee	1	0
NOCTE005515	NOC Technician I	1	eBenefits - Department of Veteran Affairs	0	0
NOCTE005515	NOC Technician I	1	Facebook	0	0
NOCTE005515	NOC Technician I	1	Glassdoor	0	0
NOCTE005515	NOC Technician I	1	Handshake College Consortium	1	1
NOCTE005515	NOC Technician I	1	Helpwanted.com	0	0
NOCTE005515	NOC Technician I	1	Indeed	4	0
NOCTE005515	NOC Technician I	1	Job Fair	1	0
NOCTE005515	NOC Technician I	1	Keloland/VNL/KXNET Employment	0	0
NOCTE005515	NOC Technician I	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
NOCTE005515	NOC Technician I	1	Midco Email	1	0
NOCTE005515	NOC Technician I	1	Midco Website	1	0
NOCTE005515	NOC Technician I	1	Referred by current employee	2	0
NOCTE005515	NOC Technician I	1	Referred by Friend or Family	1	0
NOCTE005515	NOC Technician I	1	SDWORKS (Job Service of South Dakota)	1	0
NOCTE005515	NOC Technician I	1	Southeast Technical Institute	0	0
NOCTE005515	NOC Technician I	1	Twitter	0	0
NOCTE005515	NOC Technician I	1	ZipRecruiter	0	0
NOCTE005820	NOC Technician I	2	Current Employee	0	0
NOCTE005820	NOC Technician I	2	eBenefits - Department of Veteran Affairs	0	0
NOCTE005820	NOC Technician I	2	Glassdoor	0	0
NOCTE005820	NOC Technician I	2	Handshake College Consortium	0	0
NOCTE005820	NOC Technician I	2	Helpwanted.com	0	0
NOCTE005820	NOC Technician I	2	Indeed	1	1
NOCTE005820	NOC Technician I	2	Job Service	0	0
NOCTE005820	NOC Technician I	2	Keloland/VNL/KXNET Employment	0	0
NOCTE005820	NOC Technician I	2	LinkedIn	2	0
NOCTE005820	NOC Technician I	2	LocalJobNetwork(SD)	0	0
NOCTE005820	NOC Technician I	2	Midco Website	1	1
NOCTE005820	NOC Technician I	2	Referred by Current Employee	0	0
NOCTE005820	NOC Technician I	2	Referred by Friend or Family	0	0
NOCTE005820	NOC Technician I	2	SDWORKS (Job Service of South Dakota)	0	0
NOCTE005820	NOC Technician I	2	ZipRecruiter	0	0
NOCTE005927	NOC Technician I	2	CareerBuilder	0	0
NOCTE005927	NOC Technician I	2	Current Employee	0	0
NOCTE005927	NOC Technician I	2	eBenefits - Department of Veteran Affairs	0	0
NOCTE005927	NOC Technician I	2	Glassdoor	0	0
NOCTE005927	NOC Technician I	2	Handshake College Consortium	0	0
NOCTE005927	NOC Technician I	2	Helpwanted.com	0	0
NOCTE005927	NOC Technician I	2	Indeed	1	1
NOCTE005927	NOC Technician I	2	Keloland/VNL/KXNET Employment	0	0
NOCTE005927	NOC Technician I	2	LinkedIn	1	0
NOCTE005927	NOC Technician I	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
NOCTE005927	NOC Technician I	2	LocalJobNetwork(SD)	0	0
NOCTE005927	NOC Technician I	2	Midco Email	0	0
NOCTE005927	NOC Technician I	2	Midco Website	1	1
NOCTE005927	NOC Technician I	2	Referred by Current Employee	0	0
NOCTE005927	NOC Technician I	2	Referred by Friend or Family	0	0
NOCTE005927	NOC Technician I	2	SDWORKS (Job Service of South Dakota)	0	0
NOCTE005927	NOC Technician I	2	ZipRecruiter	0	0
PRODU005765	Product Testing Technician	1	Current Employee	1	0
PRODU005765	Product Testing Technician	1	eBenefits - Department of Veteran Affairs	0	0
PRODU005765	Product Testing Technician	1	Glassdoor	0	0
PRODU005765	Product Testing Technician	1	Handshake College Consortium	0	0
PRODU005765	Product Testing Technician	1	Helpwanted.com	0	0
PRODU005765	Product Testing Technician	1	Indeed	0	0
PRODU005765	Product Testing Technician	1	Keloland/VNL/KXNET Employment	0	0
PRODU005765	Product Testing Technician	1	LinkedIn	0	0
PRODU005765	Product Testing Technician	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
PRODU005765	Product Testing Technician	1	Midco Website	0	0
PRODU005765	Product Testing Technician	1	Referred by current employee	1	1
PRODU005765	Product Testing Technician	1	Referred by Friend or Family	0	0
PRODU005765	Product Testing Technician	1	SDWORKS (Job Service of South Dakota)	0	0
PRODU005765	Product Testing Technician	1	ZipRecruiter	0	0
PROJE005646	Project Manager - EPMO	1	Billboard	0	0
PROJE005646	Project Manager - EPMO	1	Current Employee	0	0
PROJE005646	Project Manager - EPMO	1	eBenefits - Department of Veteran Affairs	0	0
PROJE005646	Project Manager - EPMO	1	Glassdoor	0	0
PROJE005646	Project Manager - EPMO	1	Helpwanted.com	0	0
PROJE005646	Project Manager - EPMO	1	Indeed	4	0
PROJE005646	Project Manager - EPMO	1	KANSASWORKS (Job Service of Kansas)	0	0
PROJE005646	Project Manager - EPMO	1	Keloland/VNL/KXNET Employment	0	0
PROJE005646	Project Manager - EPMO	1	LinkedIn	0	0
PROJE005646	Project Manager - EPMO	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
PROJE005646	Project Manager - EPMO	1	Midco Email	1	1
PROJE005646	Project Manager - EPMO	1	Midco Website	0	0
PROJE005646	Project Manager - EPMO	1	MinnesotaWorks (Job Service of Minnesota)	0	0
PROJE005646	Project Manager - EPMO	1	ND Workforce Connection (Job Service of North Dakota)	0	0
PROJE005646	Project Manager - EPMO	1	Referred by Current Employee	0	0
PROJE005646	Project Manager - EPMO	1	Referred by Friend or Family	0	0
PROJE005646	Project Manager - EPMO	1	SDWORKS (Job Service of South Dakota)	0	0
PROJE005646	Project Manager - EPMO	1	ZipRecruiter	0	0
PROJE05408	Project Manager (Software Development)	1	Beyond.com	0	0
PROJE05408	Project Manager (Software Development)	1	BismanOnline	0	0
PROJE05408	Project Manager (Software Development)	1	CareerBuilder	0	0
PROJE05408	Project Manager (Software Development)	1	Current Employee	1	0
PROJE05408	Project Manager (Software Development)	1	eBenefits - Department of Veteran Affairs	0	0
PROJE05408	Project Manager (Software Development)	1	Glassdoor	0	0
PROJE05408	Project Manager (Software Development)	1	Helpwanted.com	0	0
PROJE05408	Project Manager (Software Development)	1	Indeed	1	0
PROJE05408	Project Manager (Software Development)	1	KANSASWORKS (Job Service of Kansas)	0	0
PROJE05408	Project Manager (Software Development)	1	Keloland/VNL/KXNET Employment	0	0
PROJE05408	Project Manager (Software Development)	1	LinkedIn	0	0
PROJE05408	Project Manager (Software Development)	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
PROJE05408	Project Manager (Software Development)	1	Midco Website	0	0
PROJE05408	Project Manager (Software Development)	1	MinnesotaWorks (Job Service of Minnesota)	0	0
PROJE05408	Project Manager (Software Development)	1	ND Workforce Connection (Job Service of North Dakota)	0	0

PROJE05408	Project Manager (Software Development)	1	Referred by current employee	1	0
PROJE05408	Project Manager (Software Development)	1	Referred by Friend or Family	1	1
PROJE05408	Project Manager (Software Development)	1	SDWORKS (Job Service of South Dakota)	0	0
PROJE05408	Project Manager (Software Development)	1	WIT Women in Technology	0	0
PROJE05408	Project Manager (Software Development)	1	Women in Cable Telecommunications	0	0
PROJE05408	Project Manager (Software Development)	1	ZipRecruiter	0	0
PROPO005736	Proposal Coordinator	1	Current Employee	0	0
PROPO005736	Proposal Coordinator	1	eBenefits - Department of Veteran Affairs	0	0
PROPO005736	Proposal Coordinator	1	Glassdoor	0	0
PROPO005736	Proposal Coordinator	1	Helpwanted.com	0	0
PROPO005736	Proposal Coordinator	1	Indeed	0	0
PROPO005736	Proposal Coordinator	1	Keloland/VNL/KXNET Employment	0	0
PROPO005736	Proposal Coordinator	1	LinkedIn	1	1
PROPO005736	Proposal Coordinator	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
PROPO005736	Proposal Coordinator	1	Midco Email	0	0
PROPO005736	Proposal Coordinator	1	Midco Website	0	0
PROPO005736	Proposal Coordinator	1	MinnesotaWorks (Job Service of Minnesota)	0	0
PROPO005736	Proposal Coordinator	1	Referred by Current Employee	0	0
PROPO005736	Proposal Coordinator	1	Referred by Friend or Family	0	0
PROPO005736	Proposal Coordinator	1	SDWORKS (Job Service of South Dakota)	0	0
PROPO005736	Proposal Coordinator	1	ZipRecruiter	0	0
REGIO005425	Regional Construction Project Manager	1	Cabi.com	0	0
REGIO005425	Regional Construction Project Manager	1	Current Employee	0	0
REGIO005425	Regional Construction Project Manager	1	eBenefits - Department of Veteran Affairs	0	0
REGIO005425	Regional Construction Project Manager	1	Glassdoor	0	0
REGIO005425	Regional Construction Project Manager	1	Helpwanted.com	0	0
REGIO005425	Regional Construction Project Manager	1	Indeed	0	0
REGIO005425	Regional Construction Project Manager	1	Job Service	0	0
REGIO005425	Regional Construction Project Manager	1	Keloland/VNL/KXNET Employment	0	0
REGIO005425	Regional Construction Project Manager	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
REGIO005425	Regional Construction Project Manager	1	Midco Email	1	0
REGIO005425	Regional Construction Project Manager	1	Midco Website	0	0
REGIO005425	Regional Construction Project Manager	1	Referred by Current Employee	0	0
REGIO005425	Regional Construction Project Manager	1	Referred by Friend or Family	1	1
REGIO005425	Regional Construction Project Manager	1	SDWORKS (Job Service of South Dakota)	0	0
REGIO005425	Regional Construction Project Manager	1	ZipRecruiter	0	0
RESID005468	Residential Sales Associate	1	American Advertising Federation of North Dakota	0	0
RESID005468	Residential Sales Associate	1	Current Employee	0	0
RESID005468	Residential Sales Associate	1	eBenefits - Department of Veteran Affairs	0	0
RESID005468	Residential Sales Associate	1	Glassdoor	0	0
RESID005468	Residential Sales Associate	1	Helpwanted.com	0	0
RESID005468	Residential Sales Associate	1	Indeed	0	0
RESID005468	Residential Sales Associate	1	Keloland/VNL/KXNET Employment	0	0
RESID005468	Residential Sales Associate	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
RESID005468	Residential Sales Associate	1	Midco Website	0	0
RESID005468	Residential Sales Associate	1	Referred by Current Employee	0	0
RESID005468	Residential Sales Associate	1	Referred by Friend or Family	1	1
RESID005468	Residential Sales Associate	1	SDWORKS (Job Service of South Dakota)	0	0
RESID005468	Residential Sales Associate	1	ZipRecruiter	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	Current Employee	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	eBenefits - Department of Veteran Affairs	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	Glassdoor	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	Helpwanted.com	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	Indeed	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	Keloland/VNL/KXNET Employment	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	Keloland/VNL/KXNET Employment	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	Midco Email	1	1
RESID005620	Sales Associate (Internet, TV & Phone)	1	Midco Website	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	Referred by current employee	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	Referred by Friend or Family	1	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	SDWORKS (Job Service of South Dakota)	0	0
RESID005620	Sales Associate (Internet, TV & Phone)	1	ZipRecruiter	0	0
RETAI005924	Retail Manager	1	Current Employee	1	0
RETAI005924	Retail Manager	1	eBenefits - Department of Veteran Affairs	0	0
RETAI005924	Retail Manager	1	Glassdoor	0	0
RETAI005924	Retail Manager	1	Helpwanted.com	0	0
RETAI005924	Retail Manager	1	Indeed	2	0
RETAI005924	Retail Manager	1	Keloland/VNL/KXNET Employment	0	0
RETAI005924	Retail Manager	1	LinkedIn	2	1
RETAI005924	Retail Manager	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
RETAI005924	Retail Manager	1	Midco Website	1	0
RETAI005924	Retail Manager	1	Referred by current employee	0	0
RETAI005924	Retail Manager	1	Referred by Friend or Family	0	0
RETAI005924	Retail Manager	1	SDWORKS (Job Service of South Dakota)	0	0
RETAI005924	Retail Manager	1	ZipRecruiter	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Current Employee	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	eBenefits - Department of Veteran Affairs	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Glassdoor	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Handshake College Consortium	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Helpwanted.com	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Indeed	5	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Job Service	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Keloland/VNL/KXNET Employment	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Midco Website	1	1
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Referred by Current Employee	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	Referred by Friend or Family	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	SDWORKS (Job Service of South Dakota)	0	0
RETAI005926	Retail Sales & Service Associate - Yankton, SD	1	ZipRecruiter	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2	Current Employee	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2	eBenefits - Department of Veteran Affairs	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2	Facebook/Instagram	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2	Glassdoor	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2	Helpwanted.com	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2	Indeed	3	0
RETEN005461	Retention Rep - Sioux Falls, SD	2	Keloland/VNL/KXNET Employment	2	1

RETEN005461	Retention Rep - Sioux Falls, SD	2 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2 Midco TV Commercial	1	0
RETEN005461	Retention Rep - Sioux Falls, SD	2 Midco Web Banner	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2 Midco Website	1	0
RETEN005461	Retention Rep - Sioux Falls, SD	2 Referred by current employee	1	1
RETEN005461	Retention Rep - Sioux Falls, SD	2 Referred by Friend or Family	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2 SDWORKS (Job Service of South Dakota)	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2 Twitter	0	0
RETEN005461	Retention Rep - Sioux Falls, SD	2 ZipRecruiter	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 Current Employee	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 eBenefits - Department of Veteran Affairs	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 Facebook/Instagram	2	2
RETEN005558	Retention Rep - Sioux Falls, SD	5 Glassdoor	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 Helpwanted.com	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 Indeed	9	2
RETEN005558	Retention Rep - Sioux Falls, SD	5 Job Fair	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 Keloland/VNL/KXNET Employment	3	1
RETEN005558	Retention Rep - Sioux Falls, SD	5 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 Midco Website	1	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 Referred by current employee	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 Referred by Friend or Family	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 SDWORKS (Job Service of South Dakota)	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 SouthDakotaJobNetwork	0	0
RETEN005558	Retention Rep - Sioux Falls, SD	5 ZipRecruiter	0	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 Billing Statement	0	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 Current Employee	1	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 eBenefits - Department of Veteran Affairs	0	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 Facebook/Instagram	0	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 Glassdoor	0	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 Helpwanted.com	0	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 Indeed	4	1
RETEN005668	Retention Rep - Sioux Falls, SD	2 Keloland/VNL/KXNET Employment	0	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 Midco Website	1	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 Referred by current employee	1	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 Referred by Friend or Family	2	1
RETEN005668	Retention Rep - Sioux Falls, SD	2 SDWORKS (Job Service of South Dakota)	0	0
RETEN005668	Retention Rep - Sioux Falls, SD	2 ZipRecruiter	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 Current Employee	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 eBenefits - Department of Veteran Affairs	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 Glassdoor	1	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 Handshake College Consortium	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 Helpwanted.com	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 Indeed	4	2
RETEN005867	Retention Rep - Sioux Falls, SD	2 Keloland/VNL/KXNET Employment	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 LinkedIn	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 Midco Website	1	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 ND Workforce Connection (Job Service of North Dakota)	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 Referred by Current Employee	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 Referred by Friend or Family	0	0
RETEN005867	Retention Rep - Sioux Falls, SD	2 ZipRecruiter	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 Current Employee	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 eBenefits - Department of Veteran Affairs	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 Glassdoor	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 Handshake College Consortium	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 Helpwanted.com	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 Indeed	1	1
RETEN005914	Retention Rep - Sioux Falls, SD	1 Keloland/VNL/KXNET Employment	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 LinkedIn	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 LocalJobNetwork (KS, MN, ND, SD, WI)	1	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 Midco Website	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 ND Workforce Connection (Job Service of North Dakota)	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 Referred by current employee	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 Referred by Friend or Family	0	0
RETEN005914	Retention Rep - Sioux Falls, SD	1 ZipRecruiter	0	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Current Employee	0	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 eBenefits - Department of Veteran Affairs	0	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Facebook/Instagram	0	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Glassdoor	0	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Helpwanted.com	0	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Indeed	4	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Job Service	1	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Keloland/VNL/KXNET Employment	0	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 LocalJobNetwork (KS, MN, ND, SD, WI)	1	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Midco Email	1	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Midco Website	1	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Referred by current employee	1	1
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 Referred by Friend or Family	0	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 SDWORKS (Job Service of South Dakota)	0	0
SALES005704	Retail Sales & Service Associate - Yankton, SD	1 ZipRecruiter	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Current Employee	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 eBenefits - Department of Veteran Affairs	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Facebook/Instagram	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Glassdoor	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Helpwanted.com	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Indeed	2	1
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Keloland/VNL/KXNET Employment	1	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Midco Email	1	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Midco TV Commercial	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Midco Website	2	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Referred by current employee	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 Referred by Friend or Family	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 SDWORKS (Job Service of South Dakota)	0	0
SALES005764	Retail Sales & Service Associate - Sioux Falls, SD	1 ZipRecruiter	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1 Current Employee	0	0

SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	eBenefits - Department of Veteran Affairs	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	Glassdoor	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	Handshake College Consortium	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	Helpwanted.com	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	Indeed	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	Keloland/VNL/KXNET Employment	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	LinkedIn	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	Midco Website	2	1
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	Referred by Current Employee	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	Referred by Friend or Family	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	SDWORKS (Job Service of South Dakota)	0	0
SALES005950	Retail Sales & Service Associate - Sioux Falls, SD	1	ZipRecruiter	0	0
SERVE005859	Server Administrator	1	Current Employee	1	0
SERVE005859	Server Administrator	1	eBenefits - Department of Veteran Affairs	0	0
SERVE005859	Server Administrator	1	Glassdoor	0	0
SERVE005859	Server Administrator	1	Handshake College Consortium	0	0
SERVE005859	Server Administrator	1	Helpwanted.com	0	0
SERVE005859	Server Administrator	1	Indeed	3	0
SERVE005859	Server Administrator	1	Job Service	1	0
SERVE005859	Server Administrator	1	Keloland/VNL/KXNET Employment	0	0
SERVE005859	Server Administrator	1	LinkedIn	1	1
SERVE005859	Server Administrator	1	LocalJobNetwork(SD)	0	0
SERVE005859	Server Administrator	1	Midco Website	2	0
SERVE005859	Server Administrator	1	Referred by current employee	0	0
SERVE005859	Server Administrator	1	Referred by Friend or Family	0	0
SERVE005859	Server Administrator	1	SDWORKS (Job Service of South Dakota)	0	0
SERVE005859	Server Administrator	1	ZipRecruiter	0	0
SERVIO05953	Service Desk Technician	1	Current Employee	0	0
SERVIO05953	Service Desk Technician	1	eBenefits - Department of Veteran Affairs	0	0
SERVIO05953	Service Desk Technician	1	Glassdoor	0	0
SERVIO05953	Service Desk Technician	1	Handshake College Consortium	0	0
SERVIO05953	Service Desk Technician	1	Helpwanted.com	0	0
SERVIO05953	Service Desk Technician	1	Indeed	0	0
SERVIO05953	Service Desk Technician	1	Job Service	0	0
SERVIO05953	Service Desk Technician	1	Keloland/VNL/KXNET Employment	0	0
SERVIO05953	Service Desk Technician	1	LinkedIn	0	0
SERVIO05953	Service Desk Technician	1	LocalJobNetwork(SD)	0	0
SERVIO05953	Service Desk Technician	1	Midco Email	0	0
SERVIO05953	Service Desk Technician	1	Midco Web Banner	0	0
SERVIO05953	Service Desk Technician	1	Midco Website	3	1
SERVIO05953	Service Desk Technician	1	Referred by Current Employee	0	0
SERVIO05953	Service Desk Technician	1	Referred by Friend or Family	0	0
SERVIO05953	Service Desk Technician	1	SDWORKS (Job Service of South Dakota)	0	0
SERVIO05953	Service Desk Technician	1	Southeast Technical Institute	0	0
SERVIO05953	Service Desk Technician	1	ZipRecruiter	0	0
SOCIA005965	Social Media Specialist	1	BismanOnline	0	0
SOCIA005965	Social Media Specialist	1	CareerBuilder	0	0
SOCIA005965	Social Media Specialist	1	College Recruiting	0	0
SOCIA005965	Social Media Specialist	1	Current Employee	1	0
SOCIA005965	Social Media Specialist	1	eBenefits - Department of Veteran Affairs	0	0
SOCIA005965	Social Media Specialist	1	Glassdoor	0	0
SOCIA005965	Social Media Specialist	1	Handshake College Consortium	2	0
SOCIA005965	Social Media Specialist	1	Helpwanted.com	0	0
SOCIA005965	Social Media Specialist	1	Indeed	2	0
SOCIA005965	Social Media Specialist	1	KANSASWORKS (Job Service of Kansas)	0	0
SOCIA005965	Social Media Specialist	1	Keloland/VNL/KXNET Employment	0	0
SOCIA005965	Social Media Specialist	1	LinkedIn	3	1
SOCIA005965	Social Media Specialist	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SOCIA005965	Social Media Specialist	1	Midco Website	4	0
SOCIA005965	Social Media Specialist	1	MinnesotaWorks (Job Service of Minnesota)	0	0
SOCIA005965	Social Media Specialist	1	ND Workforce Connection (Job Service of North Dakota)	0	0
SOCIA005965	Social Media Specialist	1	Referred by current employee	0	0
SOCIA005965	Social Media Specialist	1	Referred by Friend or Family	0	0
SOCIA005965	Social Media Specialist	1	SDWORKS (Job Service of South Dakota)	0	0
SOCIA005965	Social Media Specialist	1	ZipRecruiter	0	0
SOFTW005443	Software Developer III	1	Craigslist	0	0
SOFTW005443	Software Developer III	1	Current Employee	0	0
SOFTW005443	Software Developer III	1	eBenefits - Department of Veteran Affairs	0	0
SOFTW005443	Software Developer III	1	Glassdoor	0	0
SOFTW005443	Software Developer III	1	Helpwanted.com	0	0
SOFTW005443	Software Developer III	1	Indeed	0	0
SOFTW005443	Software Developer III	1	KANSASWORKS (Job Service of Kansas)	0	0
SOFTW005443	Software Developer III	1	Keloland/VNL/KXNET Employment	0	0
SOFTW005443	Software Developer III	1	LinkedIn	0	0
SOFTW005443	Software Developer III	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SOFTW005443	Software Developer III	1	Midco Website	1	1
SOFTW005443	Software Developer III	1	MinnesotaWorks (Job Service of Minnesota)	0	0
SOFTW005443	Software Developer III	1	ND Workforce Connection (Job Service of North Dakota)	0	0
SOFTW005443	Software Developer III	1	Referred by current employee	0	0
SOFTW005443	Software Developer III	1	Referred by Friend or Family	0	0
SOFTW005443	Software Developer III	1	SDWORKS (Job Service of South Dakota)	0	0
SOFTW005443	Software Developer III	1	WIT Women in Technology	0	0
SOFTW005443	Software Developer III	1	ZipRecruiter	0	0
SOFTW005512	Software Developer I	1	College Recruiting	1	0
SOFTW005512	Software Developer I	1	Current Employee	0	0
SOFTW005512	Software Developer I	1	eBenefits - Department of Veteran Affairs	0	0
SOFTW005512	Software Developer I	1	Glassdoor	0	0
SOFTW005512	Software Developer I	1	Helpwanted.com	0	0
SOFTW005512	Software Developer I	1	Indeed	3	1
SOFTW005512	Software Developer I	1	Job Fair	1	0
SOFTW005512	Software Developer I	1	Keloland/VNL/KXNET Employment	1	0
SOFTW005512	Software Developer I	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SOFTW005512	Software Developer I	1	Midco Email	1	0
SOFTW005512	Software Developer I	1	Midco Website	0	0
SOFTW005512	Software Developer I	1	Referred by Current Employee	0	0
SOFTW005512	Software Developer I	1	Referred by Friend or Family	0	0

SOFTW005512	Software Developer I	1	SDWORKS (Job Service of South Dakota)	0	0
SOFTW005512	Software Developer I	1	WIT Women in Technology	0	0
SOFTW005512	Software Developer I	1	ZipRecruiter	0	0
SOFTW005527	Software Developer II	1	Current Employee	0	0
SOFTW005527	Software Developer II	1	eBenefits - Department of Veteran Affairs	0	0
SOFTW005527	Software Developer II	1	Glassdoor	0	0
SOFTW005527	Software Developer II	1	Helpwanted.com	0	0
SOFTW005527	Software Developer II	1	Indeed	2	1
SOFTW005527	Software Developer II	1	Keloland/VNL/KXNET Employment	0	0
SOFTW005527	Software Developer II	1	LinkedIn	0	0
SOFTW005527	Software Developer II	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SOFTW005527	Software Developer II	1	Midco Website	1	0
SOFTW005527	Software Developer II	1	Referred by current employee	1	0
SOFTW005527	Software Developer II	1	Referred by Friend or Family	0	0
SOFTW005527	Software Developer II	1	SDWORKS (Job Service of South Dakota)	0	0
SOFTW005527	Software Developer II	1	SFDevs	0	0
SOFTW005527	Software Developer II	1	WIT Women in Technology	0	0
SOFTW005527	Software Developer II	1	Women in Cable Telecommunications	0	0
SOFTW005527	Software Developer II	1	ZipRecruiter	0	0
SOFTW005598	Software Developer I	1	Current Employee	0	0
SOFTW005598	Software Developer I	1	eBenefits - Department of Veteran Affairs	0	0
SOFTW005598	Software Developer I	1	Glassdoor	0	0
SOFTW005598	Software Developer I	1	Helpwanted.com	0	0
SOFTW005598	Software Developer I	1	Indeed	1	1
SOFTW005598	Software Developer I	1	Keloland/VNL/KXNET Employment	0	0
SOFTW005598	Software Developer I	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SOFTW005598	Software Developer I	1	Midco Website	2	0
SOFTW005598	Software Developer I	1	Referred by current employee	0	0
SOFTW005598	Software Developer I	1	Referred by Friend or Family	0	0
SOFTW005598	Software Developer I	1	SDWORKS (Job Service of South Dakota)	0	0
SOFTW005598	Software Developer I	1	ZipRecruiter	0	0
SOFTW005662	Software Developer II	2	Billing Statement	0	0
SOFTW005662	Software Developer II	2	Current Employee	0	0
SOFTW005662	Software Developer II	2	eBenefits - Department of Veteran Affairs	0	0
SOFTW005662	Software Developer II	2	Glassdoor	0	0
SOFTW005662	Software Developer II	2	Helpwanted.com	0	0
SOFTW005662	Software Developer II	2	Indeed	4	0
SOFTW005662	Software Developer II	2	Keloland/VNL/KXNET Employment	1	1
SOFTW005662	Software Developer II	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SOFTW005662	Software Developer II	2	Midco Email	0	0
SOFTW005662	Software Developer II	2	Midco Website	1	0
SOFTW005662	Software Developer II	2	Referred by current employee	1	0
SOFTW005662	Software Developer II	2	Referred by Friend or Family	0	0
SOFTW005662	Software Developer II	2	SDWORKS (Job Service of South Dakota)	0	0
SOFTW005662	Software Developer II	2	SFDevs	1	1
SOFTW005662	Software Developer II	2	ZipRecruiter	0	0
SOFTW005827	Software Developer II (.NET Development)	1	Current Employee	0	0
SOFTW005827	Software Developer II (.NET Development)	1	eBenefits - Department of Veteran Affairs	0	0
SOFTW005827	Software Developer II (.NET Development)	1	Glassdoor	0	0
SOFTW005827	Software Developer II (.NET Development)	1	Handshake College Consortium	0	0
SOFTW005827	Software Developer II (.NET Development)	1	Helpwanted.com	0	0
SOFTW005827	Software Developer II (.NET Development)	1	Indeed	2	1
SOFTW005827	Software Developer II (.NET Development)	1	Keloland/VNL/KXNET Employment	0	0
SOFTW005827	Software Developer II (.NET Development)	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SOFTW005827	Software Developer II (.NET Development)	1	Midco Website	0	0
SOFTW005827	Software Developer II (.NET Development)	1	Referred by current employee	0	0
SOFTW005827	Software Developer II (.NET Development)	1	Referred by Friend or Family	0	0
SOFTW005827	Software Developer II (.NET Development)	1	SDWORKS (Job Service of South Dakota)	0	0
SOFTW005827	Software Developer II (.NET Development)	1	ZipRecruiter	0	0
SOFTW05406	Software Development Manager	1	Billboard	0	0
SOFTW05406	Software Development Manager	1	Current Employee	1	0
SOFTW05406	Software Development Manager	1	eBenefits - Department of Veteran Affairs	0	0
SOFTW05406	Software Development Manager	1	Glassdoor	0	0
SOFTW05406	Software Development Manager	1	Helpwanted.com	0	0
SOFTW05406	Software Development Manager	1	Indeed	2	0
SOFTW05406	Software Development Manager	1	Keloland/VNL/KXNET Employment	0	0
SOFTW05406	Software Development Manager	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SOFTW05406	Software Development Manager	1	Midco Website	1	1
SOFTW05406	Software Development Manager	1	Referred by Current Employee	0	0
SOFTW05406	Software Development Manager	1	Referred by Friend or Family	0	0
SOFTW05406	Software Development Manager	1	SDWORKS (Job Service of South Dakota)	0	0
SOFTW05406	Software Development Manager	1	WIT Women in Technology	0	0
SOFTW05406	Software Development Manager	1	Women in Cable Telecommunications	0	0
SOFTW05406	Software Development Manager	1	ZipRecruiter	0	0
SUPPL005751	Supply Chain Analyst	1	CareerBuilder	0	0
SUPPL005751	Supply Chain Analyst	1	Current Employee	0	0
SUPPL005751	Supply Chain Analyst	1	eBenefits - Department of Veteran Affairs	0	0
SUPPL005751	Supply Chain Analyst	1	Glassdoor	0	0
SUPPL005751	Supply Chain Analyst	1	Helpwanted.com	0	0
SUPPL005751	Supply Chain Analyst	1	Indeed	1	0
SUPPL005751	Supply Chain Analyst	1	KANSASWORKS (Job Service of Kansas)	0	0
SUPPL005751	Supply Chain Analyst	1	Keloland/VNL/KXNET Employment	0	0
SUPPL005751	Supply Chain Analyst	1	LinkedIn	1	1
SUPPL005751	Supply Chain Analyst	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SUPPL005751	Supply Chain Analyst	1	Midco Website	1	0
SUPPL005751	Supply Chain Analyst	1	MinnesotaWorks (Job Service of Minnesota)	0	0
SUPPL005751	Supply Chain Analyst	1	ND Workforce Connection (Job Service of North Dakota)	0	0
SUPPL005751	Supply Chain Analyst	1	Referred by current employee	1	0
SUPPL005751	Supply Chain Analyst	1	Referred by Friend or Family	0	0
SUPPL005751	Supply Chain Analyst	1	SDWORKS (Job Service of South Dakota)	0	0
SUPPL005751	Supply Chain Analyst	1	SouthDakotaJobNetwork	0	0
SUPPL005751	Supply Chain Analyst	1	ZipRecruiter	0	0
SYSTE005752	System Engineer Professional	1	Current Employee	0	0
SYSTE005752	System Engineer Professional	1	eBenefits - Department of Veteran Affairs	0	0
SYSTE005752	System Engineer Professional	1	Glassdoor	0	0
SYSTE005752	System Engineer Professional	1	Handshake College Consortium	0	0
SYSTE005752	System Engineer Professional	1	Helpwanted.com	0	0

SYSTE005752	System Engineer Professional	1	Indeed	0	0
SYSTE005752	System Engineer Professional	1	Keloland/VNL/KXNET Employment	0	0
SYSTE005752	System Engineer Professional	1	LinkedIn	1	1
SYSTE005752	System Engineer Professional	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SYSTE005752	System Engineer Professional	1	Midco Website	0	0
SYSTE005752	System Engineer Professional	1	Referred by Current Employee	0	0
SYSTE005752	System Engineer Professional	1	Referred by Friend or Family	0	0
SYSTE005752	System Engineer Professional	1	SDWORKS (Job Service of South Dakota)	0	0
SYSTE005752	System Engineer Professional	1	ZipRecruiter	0	0
TECHN005548	Technical Facilities Engineer	1	Billboard	0	0
TECHN005548	Technical Facilities Engineer	1	Craigslist	0	0
TECHN005548	Technical Facilities Engineer	1	Current Employee	0	0
TECHN005548	Technical Facilities Engineer	1	eBenefits - Department of Veteran Affairs	0	0
TECHN005548	Technical Facilities Engineer	1	Glassdoor	0	0
TECHN005548	Technical Facilities Engineer	1	Helpwanted.com	0	0
TECHN005548	Technical Facilities Engineer	1	Indeed	2	0
TECHN005548	Technical Facilities Engineer	1	Keloland/VNL/KXNET Employment	0	0
TECHN005548	Technical Facilities Engineer	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
TECHN005548	Technical Facilities Engineer	1	Midco Website	1	1
TECHN005548	Technical Facilities Engineer	1	Referred by current employee	0	0
TECHN005548	Technical Facilities Engineer	1	Referred by Friend or Family	1	0
TECHN005548	Technical Facilities Engineer	1	SDWORKS (Job Service of South Dakota)	0	0
TECHN005548	Technical Facilities Engineer	1	ZipRecruiter	0	0
VPOFB005651	VP of Business Operations	1	American Advertising Federation of North Dakota	0	0
VPOFB005651	VP of Business Operations	1	Current Employee	1	0
VPOFB005651	VP of Business Operations	1	eBenefits - Department of Veteran Affairs	0	0
VPOFB005651	VP of Business Operations	1	Facebook/Instagram	0	0
VPOFB005651	VP of Business Operations	1	Glassdoor	2	1
VPOFB005651	VP of Business Operations	1	Helpwanted.com	0	0
VPOFB005651	VP of Business Operations	1	Indeed	2	0
VPOFB005651	VP of Business Operations	1	Job Service	0	0
VPOFB005651	VP of Business Operations	1	KANSASWORKS (Job Service of Kansas)	0	0
VPOFB005651	VP of Business Operations	1	Keloland/VNL/KXNET Employment	0	0
VPOFB005651	VP of Business Operations	1	LinkedIn	0	0
VPOFB005651	VP of Business Operations	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
VPOFB005651	VP of Business Operations	1	Midco Website	2	0
VPOFB005651	VP of Business Operations	1	MinnesotaWorks (Job Service of Minnesota)	0	0
VPOFB005651	VP of Business Operations	1	ND Workforce Connection (Job Service of North Dakota)	0	0
VPOFB005651	VP of Business Operations	1	Referred by current employee	1	0
VPOFB005651	VP of Business Operations	1	Referred by Friend or Family	0	0
VPOFB005651	VP of Business Operations	1	SDWORKS (Job Service of South Dakota)	0	0
VPOFB005651	VP of Business Operations	1	ZipRecruiter	0	0
WAREH005594	Warehouse Associate I	1	CareerBuilder	0	0
WAREH005594	Warehouse Associate I	1	Current Employee	0	0
WAREH005594	Warehouse Associate I	1	eBenefits - Department of Veteran Affairs	0	0
WAREH005594	Warehouse Associate I	1	Glassdoor	0	0
WAREH005594	Warehouse Associate I	1	Helpwanted.com	0	0
WAREH005594	Warehouse Associate I	1	Indeed	0	0
WAREH005594	Warehouse Associate I	1	Keloland/VNL/KXNET Employment	0	0
WAREH005594	Warehouse Associate I	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
WAREH005594	Warehouse Associate I	1	Midco Website	1	1
WAREH005594	Warehouse Associate I	1	Referred by current employee	0	0
WAREH005594	Warehouse Associate I	1	Referred by Friend or Family	0	0
WAREH005594	Warehouse Associate I	1	SDWORKS (Job Service of South Dakota)	0	0
WAREH005594	Warehouse Associate I	1	ZipRecruiter	0	0
WAREH005743	Warehouse Associate I	1	Current Employee	0	0
WAREH005743	Warehouse Associate I	1	eBenefits - Department of Veteran Affairs	0	0
WAREH005743	Warehouse Associate I	1	Glassdoor	0	0
WAREH005743	Warehouse Associate I	1	Handshake College Consortium	0	0
WAREH005743	Warehouse Associate I	1	Helpwanted.com	0	0
WAREH005743	Warehouse Associate I	1	Indeed	1	0
WAREH005743	Warehouse Associate I	1	Keloland/VNL/KXNET Employment	0	0
WAREH005743	Warehouse Associate I	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
WAREH005743	Warehouse Associate I	1	Midco Email	0	0
WAREH005743	Warehouse Associate I	1	Midco Website	1	1
WAREH005743	Warehouse Associate I	1	Referred by Current Employee	0	0
WAREH005743	Warehouse Associate I	1	Referred by Friend or Family	0	0
WAREH005743	Warehouse Associate I	1	SDWORKS (Job Service of South Dakota)	0	0
WAREH005743	Warehouse Associate I	1	ZipRecruiter	0	0
WAREH005881	Warehouse Associate I	1	Current Employee	0	0
WAREH005881	Warehouse Associate I	1	eBenefits - Department of Veteran Affairs	0	0
WAREH005881	Warehouse Associate I	1	Glassdoor	0	0
WAREH005881	Warehouse Associate I	1	Helpwanted.com	0	0
WAREH005881	Warehouse Associate I	1	Indeed	2	1
WAREH005881	Warehouse Associate I	1	Keloland/VNL/KXNET Employment	0	0
WAREH005881	Warehouse Associate I	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
WAREH005881	Warehouse Associate I	1	Midco Website	1	0
WAREH005881	Warehouse Associate I	1	Referred by Current Employee	0	0
WAREH005881	Warehouse Associate I	1	Referred by Friend or Family	0	0
WAREH005881	Warehouse Associate I	1	SDWORKS (Job Service of South Dakota)	0	0
WAREH005881	Warehouse Associate I	1	ZipRecruiter	0	0
WORKF005488	Workforce Analytics Manager	1	Current Employee	1	0
WORKF005488	Workforce Analytics Manager	1	eBenefits - Department of Veteran Affairs	0	0
WORKF005488	Workforce Analytics Manager	1	Glassdoor	0	0
WORKF005488	Workforce Analytics Manager	1	Helpwanted.com	0	0
WORKF005488	Workforce Analytics Manager	1	Indeed	1	0
WORKF005488	Workforce Analytics Manager	1	KANSASWORKS (Job Service of Kansas)	0	0
WORKF005488	Workforce Analytics Manager	1	Keloland/VNL/KXNET Employment	0	0
WORKF005488	Workforce Analytics Manager	1	LinkedIn	6	1
WORKF005488	Workforce Analytics Manager	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
WORKF005488	Workforce Analytics Manager	1	Midco Website	0	0
WORKF005488	Workforce Analytics Manager	1	MinnesotaWorks (Job Service of Minnesota)	0	0
WORKF005488	Workforce Analytics Manager	1	MN State Career Hub College Consortium	0	0
WORKF005488	Workforce Analytics Manager	1	ND Workforce Connection (Job Service of North Dakota)	0	0
WORKF005488	Workforce Analytics Manager	1	Referred by current employee	0	0
WORKF005488	Workforce Analytics Manager	1	Referred by Friend or Family	0	0
WORKF005488	Workforce Analytics Manager	1	SDWORKS (Job Service of South Dakota)	0	0

WORKF005488	Workforce Analytics Manager	1	ZipRecruiter	0	0
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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
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
SDWORKS (Job Service of South Dakota) 123 W. Missouri Av., Pierre, SD 57501-0405	Contact: Jodi Aumer Phone: 605-206-4476	Jodi.Aumer@state.sd.us	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
Beyond.com 1060 First Ave, Suite 100, King of Prussia, PA 19406	Contact: Ronette Phone: 866-694-JOBS	https://www.beyond.com	N
BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
Bridges Employment Resource Center 2300 W 46th Street, Sioux Falls, SD 57105	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	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
CTAM: Cable & Telecommunications Association for Market 120 Waterfront Street, Suite 200, National Harbor, MD 20745	Contact: Ryan Powers Phone: 301.485.8900	info@clam.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
Express Employment Professionals 434 S. Kiwanis Ave Suite 2 Sioux Falls, SD 57104	Contact: Rich Leafgreen Phone: 605-335-2710	Rich.Leafgreen@ExpressPros.com	N
Human Resource Professional of MN 20952 Lander St NW, Elk River, MN 55330	Contact: Sales Phone: 651-288-3434	www.hrpmn-org	N
Jobs.lawrence.com 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N
Kansas University 1450 Jayhawk Blvd., Lawrence, KS 66045	Contact: Natalia Plotnikov Phone: 785-864-2019	nplotnikov@ku.edu	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
Minnesota Bar Association - Bench and Bar of MN 600 Nicollet Mall #380, Minneapolis, MN 55402	Contact: Jackie Duvall-Smith JSmith@mnbars.org. Phone: 612-333-1183	https://www.mnbar.org/	N
Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	N
ND Workforce Connection (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	info@sgr.nd.gov	N
Northwest Kansas Technical College 1209 Harrison Goodland, KS 67735	Contact: Kelly James Phone: 785-890-1529	Kelly.James@nwktc.edu	N
SDAF - South Dakota Advertising Federation	Contact: Mari Klotzbach	http://sdafe.org/	N

7405 S Bitterroot Pl. #101 Sioux Falls, SD 57108	Phone: 605.274.3548		
Southeast Technical Institute 2320 N Career Ave, Sioux Falls, SD 57107	Contact: Manda Frey Phone: 605-367-4236	mandy.frey@southeasttech.edu	N
State Bar Association of ND 1661 Capitol Way, Bismarck, ND 58501	Contact: Deodar Eisenbraun Phone: 701-255-1404	https://www.sband.org/	N
TD Madison and Associates 4108 Holly Road, Virginia Beach, VA 2345	Contact: Dean Madison Phone: 757-425-9950	dmadison@tdmadison.com	N
TVJobs.com P.O. Box 4116 Oceanside, CA 92052	Contact: admin@tvjobs-com Phone: 800-374-0119	admin@tvjobs.com	N
University of Minnesota Carlson School of Management 321 19th Ave S. Minneapolis, MN 55455	Contact: Kathleen Fink Email: klink@umn-edu	www.carlsonschool.umn.edu/theedge	N
UofM Carlson MBA 321 19th Ave S. Minneapolis, MN 55455	Contact: Trent Davis Phone: 612-625-0583	davi2225@umn.edu	N
Women in Cable Telecommunications 2000 K St. NW Suite 350 Washington, DC 20006	Contact: Katherine Martin Phone: 866-964-2765 Ext- 2717	katherin.martin@boxwoodtech.com	N
Women in Technology 200 Little Falls Street, Suite 205, Falls Church, Virginia 22046	Contact: clientserv@yourmembership.com Phone: 703-349-1044	https://www.womenintechology.org/	N
WomenforHire Address: 155 West 72 nd Street, Suite 403, New York, NY 10023	Contact: Alexa Adair Phone: 212.290.2600	Email: alexa@toryjohnson.com	N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Billboard-Fargo Lamar Outdoor, 2005 N Westport Ave., Sioux Falls, SD 57107	Contact: Scott Strecker Phone: 785.234.0501	sstrecker@lamar.com	N
Billboard-SF Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 58201	Contact: Bill Kvasager Phone: (701) 746-5436	billk@newmanoutdoor.com	N
ConstructionCareer.Com http://www.44interactive.com	Contact: Darren Kuyper Phone: 605-360-5779	darren@44interactive.com	N
Craigslist https://craigslist.org/	Social Media - Internet Posting		N
Huron Plainsman 49 3rd St SE, PO Box 1278, Huron SD 57350	Contact: Mark Davis Phone: 605-353-7414	mdavis@plainsman.com	N
Keloland Career Expo 1201 Northwest Ave, Sioux Falls, SD 57104	Contact: Manda Kokales	Manda@hireclick.com	N
Midco Billing Statement	Advertising open positions in billing statement		N
Midco Email	Email Blasts to customers who have opted in		N
Midco Hiring Flier	Handouts at Customer Experience Centers/Events		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
People of Color Career Fair 1301 2nd Ave S, Minneapolis, MN 55403	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673	sharon@rmgaccess-com	N
Internet Sources			
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
SDACCC (SD Association College Career Center) College Consortium	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

Society for Human Resource Management (SHRM National) https://www.seshrm.org/	Internet Posting	N
Cited by Job Applicant		
College Recruiting		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, 110 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 5 interns. The interns worked in the following areas: Networking, Graphic Design, Ops Analytics, Field Operations and IT.	Broad Outreach	Chen-Wei Hung Amir Kamal Bryce Hehn Vahini Atiuri Jake Nelson Young Xu Logan Ortiz Christian Bergemen Jason Berg Tony Biggar Guillermo Casteneda Brian McFadden Ryan O'Dell Robert O'Meara Jeff Shields Eric Tijerina Doug Turgeon George Vansco Jordan Weideman Randy West Drew Williams Sam Lyle Alicia Hartke Sue Punke
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 Works. All positions are posted through Circa to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment sites. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level.	Broad Outreach, Females Minorities Veterans IWD	Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.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
10/6/2021	Dakota State University Career Fair	The DSU 2021 Career and Internship Fair is an opportunity to connect with potential employees to discuss career and internship opportunities. Students from all DSU majors attended.		Jae Kelsey Sue Punke Shane Haskell
3/2/2022	BIG Career and Internship Fair	The B.I.G. Career & Internship Fair is dedicated to connecting employers with students and alumni from all South Dakota institutions looking to work in the fields of Business, Industry or Government.	Broad Outreach	Jae Kelsey Alicia Hartke Justin Taylor Jason Avery

3/23/2022	Auggie Experience Expo	Panelists were be invited to share a 3-5 minute presentation about their company/organization and the opportunities that exist for students to become involved before answering questions from students. An opportunity for first-year students to learn more about experiential opportunities in the forms of volunteering, internships and relevant part-time jobs that guide them as they declare a major and explore career options.	Broad Outreach	Jae Kelsey
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