

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

Req#	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
ADMIN005581	Administrative Assistant – Underground Construction	1	Current Employee	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	eBenefits - Department of Veteran Affairs	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	Glassdoor	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	Helpwanted.com	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	Indeed	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	Keloland/VNL/KXNET Employment	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	Midco Website	1	1
ADMIN005581	Administrative Assistant – Underground Construction	1	ND Workforce Connection (Job Service of North Dakota)	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	Referred by Current Employee	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	Referred by Friend or Family	0	0
ADMIN005581	Administrative Assistant – Underground Construction	1	ZipRecruiter	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	Current Employee	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	Glassdoor	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	Handshake College Consortium	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	Helpwanted.com	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	Indeed	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	LinkedIn	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	Midco Website	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	Referred by current employee	1	1
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	Referred by Friend or Family	0	0
ADVAN005930	Advanced Advertising Account Executive - Grand Forks, ND	1	ZipRecruiter	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Current Employee	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Facebook/Instagram	1	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Glassdoor	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Handshake College Consortium	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Helpwanted.com	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Indeed	1	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Job Service	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	LinkedIn	2	1
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Midco Website	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Mitchell Technical Institute	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	MN State Career Hub College Consortium	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	NDSU - North Dakota State University	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Northland Community & Technical College	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Referred by Current Employee	0	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	Referred by Friend or Family	1	0
ADVER005493	Advertising Account Executive - Grand Forks, ND	1	ZipRecruiter	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	BismanOnline	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Current Employee	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Glassdoor	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Handshake College Consortium	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Helpwanted.com	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Indeed	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	LinkedIn	1	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Midco Website	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Mitchell Technical Institute	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	MN State Career Hub College Consortium	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Northland Community & Technical College	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Referred by current employee	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	Referred by Friend or Family	1	1
ADVER005716	Advertising Account Executive - Grand Forks, ND	0	Women in Cable Telecommunications	0	0
ADVER005716	Advertising Account Executive - Grand Forks, ND	1	ZipRecruiter	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Billboard	1	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Billing Statement	1	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	BismanOnline	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	CareerBuilder	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	eBenefits - Department of Veteran Affairs	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Facebook/Instagram	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Glassdoor	1	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Helpwanted.com	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Indeed	9	1
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Job Service	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	JobsHQ	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Keloland/VNL/KXNET Employment	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	LinkedIn	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Midco Email	3	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Midco TV Commercial	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Midco Web Banner	1	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Midco Website	4	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	MinnesotaWorks (Job Service of Minnesota)	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	ND Workforce Connection (Job Service of North Dakota)	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	NorthDakotaJobNetwork	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Northland Community & Technical College	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Referred by current employee	3	1
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	Referred by Friend or Family	1	1
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	SnapChat	0	0
CUSTO005592	Customer Care Support Expert - Grand Forks, ND	3	ZipRecruiter	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	Current Employee	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	eBenefits - Department of Veteran Affairs	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	Glassdoor	0	0

CUSTO005760	Sales & Service Associate - Bemidji, MN	1	Handshake College Consortium	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	Helpwanted.com	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	Indeed	2	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	Keloland/VNL/KXNET Employment	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	Midco Website	1	1
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	MN State Career Hub College Consortium	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	Referred by Current Employee	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	Referred by Friend or Family	0	0
CUSTO005760	Sales & Service Associate - Bemidji, MN	1	ZipRecruiter	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Facebook/Instagram	1	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Glassdoor	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Helpwanted.com	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Indeed	3	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Job Service	1	1
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Midco Email	1	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Midco Website	1	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Radio	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Referred by Current Employee	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	Referred by Friend or Family	0	0
CUSTO005790	Customer Care Support Expert - Grand Forks, ND	1	ZipRecruiter	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Billboard	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Billing Statement	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	BismanOnline	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	CareerBuilder	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	College Recruiting	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	eBenefits - Department of Veteran Affairs	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Facebook/Instagram	6	1
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Glassdoor	3	2
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Helpwanted.com	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Indeed	11	3
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Job Service	3	1
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	JobsHQ	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Keloland/VNL/KXNET Employment	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	LinkedIn	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Midco TV Commercial	1	1
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Midco Website	9	1
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	MinnesotaWorks (Job Service of Minnesota)	1	1
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	ND Workforce Connection (Job Service of North Dakota)	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	NorthDakotaJobNetwork	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Northland Community & Technical College	0	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Referred by current employee	3	1
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	Referred by Friend or Family	1	0
CUSTO05413	Customer Care Support Expert - Grand Forks, ND	11	ZipRecruiter	0	0
DIREC005568	Director of Underground Construction	1	Current Employee	0	0
DIREC005568	Director of Underground Construction	1	eBenefits - Department of Veteran Affairs	0	0
DIREC005568	Director of Underground Construction	1	Glassdoor	0	0
DIREC005568	Director of Underground Construction	1	Helpwanted.com	0	0
DIREC005568	Director of Underground Construction	1	Indeed	0	0
DIREC005568	Director of Underground Construction	1	Keloland/VNL/KXNET Employment	0	0
DIREC005568	Director of Underground Construction	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
DIREC005568	Director of Underground Construction	1	Midco Email	1	1
DIREC005568	Director of Underground Construction	1	Midco Website	0	0
DIREC005568	Director of Underground Construction	1	ND Workforce Connection (Job Service of North Dakota)	0	0
DIREC005568	Director of Underground Construction	1	Referred by Current Employee	0	0
DIREC005568	Director of Underground Construction	1	Referred by Friend or Family	0	0
DIREC005568	Director of Underground Construction	1	ZipRecruiter	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	Current Employee	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	eBenefits - Department of Veteran Affairs	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	Glassdoor	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	Helpwanted.com	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	Indeed	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	Keloland/VNL/KXNET Employment	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	Midco Website	5	4
EQUIP005588	Equipment Operator - Underground Construction	4	ND Workforce Connection (Job Service of North Dakota)	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	Referred by Current Employee	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	Referred by Friend or Family	0	0
EQUIP005588	Equipment Operator - Underground Construction	4	ZipRecruiter	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	BismanOnline	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Current Employee	1	1
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Glassdoor	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Handshake College Consortium	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Helpwanted.com	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Indeed	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Keloland/VNL/KXNET Employment	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Midco Website	2	1
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Mitchell Technical Institute	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	ND Workforce Connection (Job Service of North Dakota)	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Northland Community & Technical College	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Referred by Current Employee	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	Referred by Friend or Family	0	0
EQUIP005702	Equipment Operator - Underground Construction - Fargo or Grand Forks, ND	2	ZipRecruiter	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	BismanOnline	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Craigslist	1	1
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Current Employee	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Glassdoor	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Handshake College Consortium	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Helpwanted.com	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Indeed	1	0

EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Keloland/VNL/KXNET Employment	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	LinkedIn	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Midco Web Banner	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Midco Website	2	1
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	ND Workforce Connection (Job Service of North Dakota)	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Northland Community & Technical College	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Referred by Current Employee	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	Referred by Friend or Family	0	0
EQUIP005896	Equipment Operator - Underground Construction - Grand Forks, ND	2	ZipRecruiter	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Current Employee	0	0
FIELD005462	Field Technician I - International Falls, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Facebook/Instagram	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Glassdoor	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Helpwanted.com	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Indeed	1	0
FIELD005462	Field Technician I - International Falls, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005462	Field Technician I - International Falls, MN	1	LinkedIn	1	0
FIELD005462	Field Technician I - International Falls, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Midco TV Commercial	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Midco Web Banner	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Midco Website	2	1
FIELD005462	Field Technician I - International Falls, MN	1	MinnesotaWorks (Job Service of Minnesota)	1	0
FIELD005462	Field Technician I - International Falls, MN	1	MN State Career Hub College Consortium	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Referred by Current Employee	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Referred by Friend or Family	0	0
FIELD005462	Field Technician I - International Falls, MN	1	Twitter	0	0
FIELD005462	Field Technician I - International Falls, MN	1	ZipRecruiter	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Billboard	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	CareerBuilder	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Current Employee	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	eBenefits - Department of Veteran Affairs	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	ExperienceND	1	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Facebook/Instagram	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Glassdoor	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Helpwanted.com	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Indeed	9	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Job Service	1	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Keloland/VNL/KXNET Employment	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	LinkedIn	1	0
FIELD005483	Field Technician I - Grand Forks, ND	6	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Midco Email	2	1
FIELD005483	Field Technician I - Grand Forks, ND	6	Midco TV Commercial	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Midco Website	6	2
FIELD005483	Field Technician I - Grand Forks, ND	6	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	ND Workforce Connection (Job Service of North Dakota)	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Northland Community & Technical College	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Radio	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	Referred by current employee	2	1
FIELD005483	Field Technician I - Grand Forks, ND	6	Referred by Friend or Family	2	2
FIELD005483	Field Technician I - Grand Forks, ND	6	TheForksOnline	0	0
FIELD005483	Field Technician I - Grand Forks, ND	6	ZipRecruiter	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Current Employee	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Facebook/Instagram	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Glassdoor	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Helpwanted.com	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Indeed	5	0
FIELD005498	Field Technician I - Bemidji, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Midco TV Commercial	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Midco Web Banner	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Midco Website	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	MN State Career Hub College Consortium	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Referred by current employee	1	1
FIELD005498	Field Technician I - Bemidji, MN	1	Referred by Friend or Family	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Snapchat	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	Twitter	0	0
FIELD005498	Field Technician I - Bemidji, MN	1	ZipRecruiter	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	Current Employee	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	Facebook/Instagram	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	Glassdoor	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	Helpwanted.com	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	Indeed	1	0
FIELD005567	Field Technician I - Bemidji, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	Midco TV Commercial	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	Midco Website	1	1
FIELD005567	Field Technician I - Bemidji, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	MN State Career Hub College Consortium	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	Referred by Current Employee	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	Referred by Friend or Family	0	0
FIELD005567	Field Technician I - Bemidji, MN	1	ZipRecruiter	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	CareerBuilder	1	0
FIELD005727	Field Technician I - Bemidji, MN	1	Current Employee	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	Facebook/Instagram	1	0
FIELD005727	Field Technician I - Bemidji, MN	1	Glassdoor	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	Helpwanted.com	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	Indeed	2	1
FIELD005727	Field Technician I - Bemidji, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	Midco TV Commercial	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	Midco Website	1	0
FIELD005727	Field Technician I - Bemidji, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	MN State Career Hub College Consortium	0	0
FIELD005727	Field Technician I - Bemidji, MN	1	Referred by Current Employee	0	0

FIELD005727	Field Technician I - Bemidji, MN	1 Referred by Friend or Family	0	0
FIELD005727	Field Technician I - Bemidji, MN	1 ZipRecruiter	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Current Employee	0	0
FIELD005745	Field Technician I - International Falls, MN	1 eBenefits - Department of Veteran Affairs	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Facebook/Instagram	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Glassdoor	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Handshake College Consortium	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Helpwanted.com	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Indeed	1	0
FIELD005745	Field Technician I - International Falls, MN	1 Keloland/VNL/KXNET Employment	0	0
FIELD005745	Field Technician I - International Falls, MN	1 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Midco Email	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Midco Website	0	0
FIELD005745	Field Technician I - International Falls, MN	1 MinnesotaWorks (Job Service of Minnesota)	1	0
FIELD005745	Field Technician I - International Falls, MN	1 MN State Career Hub College Consortium	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Referred by Current Employee	0	0
FIELD005745	Field Technician I - International Falls, MN	1 Referred by Friend or Family	0	0
FIELD005745	Field Technician I - International Falls, MN	1 ZipRecruiter	1	1
FIELD005746	Field Technician I - Grafton, ND	1 BismarOnline	0	0
FIELD005746	Field Technician I - Grafton, ND	1 CareerBuilder	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Current Employee	0	0
FIELD005746	Field Technician I - Grafton, ND	1 eBenefits - Department of Veteran Affairs	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Facebook/Instagram	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Glassdoor	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Handshake College Consortium	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Helpwanted.com	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Indeed	1	0
FIELD005746	Field Technician I - Grafton, ND	1 Keloland/VNL/KXNET Employment	0	0
FIELD005746	Field Technician I - Grafton, ND	1 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Midco Email	1	1
FIELD005746	Field Technician I - Grafton, ND	1 Midco Web Banner	1	0
FIELD005746	Field Technician I - Grafton, ND	1 Midco Website	3	0
FIELD005746	Field Technician I - Grafton, ND	1 Mitchell Technical Institute	0	0
FIELD005746	Field Technician I - Grafton, ND	1 MN State Career Hub College Consortium	0	0
FIELD005746	Field Technician I - Grafton, ND	1 ND Workforce Connection (Job Service of North Dakota)	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Northland Community & Technical College	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Referred by Current Employee	0	0
FIELD005746	Field Technician I - Grafton, ND	1 Referred by Friend or Family	0	0
FIELD005746	Field Technician I - Grafton, ND	1 ZipRecruiter	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 BismarOnline	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Current Employee	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 eBenefits - Department of Veteran Affairs	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Facebook/Instagram	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Glassdoor	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Handshake College Consortium	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Helpwanted.com	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Indeed	1	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Job Service	1	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Keloland/VNL/KXNET Employment	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Midco Website	1	1
FIELD005806	Field Technician I - Devils Lake, ND	1 Mitchell Technical Institute	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 ND Workforce Connection (Job Service of North Dakota)	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Northland Community & Technical College	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Referred by Current Employee	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 Referred by Friend or Family	0	0
FIELD005806	Field Technician I - Devils Lake, ND	1 ZipRecruiter	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Billboard	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 BismarOnline	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 CareerBuilder	1	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Craigslist	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Current Employee	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 eBenefits - Department of Veteran Affairs	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Facebook/Instagram	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Glassdoor	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Helpwanted.com	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Indeed	2	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Job Fair	2	1
FIELD005811	Field Technician I - Grand Forks, ND	5 Job Service	1	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Keloland/VNL/KXNET Employment	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Midco TV Commercial	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Midco Website	5	3
FIELD005811	Field Technician I - Grand Forks, ND	5 MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Mitchell Technical Institute	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 MN State Career Hub College Consortium	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 ND Workforce Connection (Job Service of North Dakota)	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Northland Community & Technical College	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Radio	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Referred by Current Employee	0	0
FIELD005811	Field Technician I - Grand Forks, ND	5 Referred by Friend or Family	1	1
FIELD005811	Field Technician I - Grand Forks, ND	5 ZipRecruiter	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 American Advertising Federation of North Dakota	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 Billboard	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 BismarOnline	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 Current Employee	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 eBenefits - Department of Veteran Affairs	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 Facebook/Instagram	2	1
FIELD005910	Field Technician I - Grand Forks, ND	6 Glassdoor	1	1
FIELD005910	Field Technician I - Grand Forks, ND	6 Helpwanted.com	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 Hiring Flier	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 Indeed	8	3
FIELD005910	Field Technician I - Grand Forks, ND	6 Keloland/VNL/KXNET Employment	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 Midco Email	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 Midco TV Commercial	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 Midco Website	1	0
FIELD005910	Field Technician I - Grand Forks, ND	6 ND Workforce Connection (Job Service of North Dakota)	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6 Northland Community & Technical College	0	0

FIELD005910	Field Technician I - Grand Forks, ND	6	Referred by current employee	0	0
FIELD005910	Field Technician I - Grand Forks, ND	6	Referred by Friend or Family	1	1
FIELD005910	Field Technician I - Grand Forks, ND	6	ZipRecruiter	1	0
GENER005570	General Manager of Underground Construction	1	Current Employee	0	0
GENER005570	General Manager of Underground Construction	1	eBenefits - Department of Veteran Affairs	0	0
GENER005570	General Manager of Underground Construction	1	Glassdoor	0	0
GENER005570	General Manager of Underground Construction	1	Helpwanted.com	0	0
GENER005570	General Manager of Underground Construction	1	Indeed	0	0
GENER005570	General Manager of Underground Construction	1	Keloland/VNL/KXNET Employment	0	0
GENER005570	General Manager of Underground Construction	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
GENER005570	General Manager of Underground Construction	1	Midco Email	1	1
GENER005570	General Manager of Underground Construction	1	Midco Website	0	0
GENER005570	General Manager of Underground Construction	1	ND Workforce Connection (Job Service of North Dakota)	0	0
GENER005570	General Manager of Underground Construction	1	Referred by Current Employee	0	0
GENER005570	General Manager of Underground Construction	1	Referred by Friend or Family	0	0
GENER005570	General Manager of Underground Construction	1	ZipRecruiter	0	0
HEAVY005569	Heavy Equipment Superintendent	1	Current Employee	0	0
HEAVY005569	Heavy Equipment Superintendent	1	eBenefits - Department of Veteran Affairs	0	0
HEAVY005569	Heavy Equipment Superintendent	1	Glassdoor	0	0
HEAVY005569	Heavy Equipment Superintendent	1	Helpwanted.com	0	0
HEAVY005569	Heavy Equipment Superintendent	1	Indeed	0	0
HEAVY005569	Heavy Equipment Superintendent	1	Keloland/VNL/KXNET Employment	0	0
HEAVY005569	Heavy Equipment Superintendent	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
HEAVY005569	Heavy Equipment Superintendent	1	Midco Website	1	1
HEAVY005569	Heavy Equipment Superintendent	1	ND Workforce Connection (Job Service of North Dakota)	0	0
HEAVY005569	Heavy Equipment Superintendent	1	Referred by Current Employee	0	0
HEAVY005569	Heavy Equipment Superintendent	1	Referred by Friend or Family	0	0
HEAVY005569	Heavy Equipment Superintendent	1	ZipRecruiter	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	BismanOnline	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	CareerBuilder	1	1
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Current Employee	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Glassdoor	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Handshake College Consortium	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Helpwanted.com	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Indeed	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Job Service	1	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Keloland/VNL/KXNET Employment	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Midco Email	1	1
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Midco Website	1	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Mitchell Technical Institute	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	ND Workforce Connection (Job Service of North Dakota)	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Northland Community & Technical College	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Referred by Current Employee	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	Referred by Friend or Family	0	0
LABOR005739	Laborer - Underground Construction - Grand Forks, ND	2	ZipRecruiter	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	BismanOnline	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Craigslist	1	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Current Employee	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	eBenefits - Department of Veteran Affairs	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Glassdoor	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Handshake College Consortium	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Helpwanted.com	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Indeed	1	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Keloland/VNL/KXNET Employment	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Midco Email	1	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Midco Website	1	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Mitchell Technical Institute	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	ND Workforce Connection (Job Service of North Dakota)	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Northland Community & Technical College	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Referred by Current Employee	0	0
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	Referred by Friend or Family	2	1
LABOR005849	Laborer - Underground Construction - Grand Forks, ND	2	ZipRecruiter	1	1
OFFIC005571	Office Manager Underground Construction	1	Current Employee	0	0
OFFIC005571	Office Manager Underground Construction	1	eBenefits - Department of Veteran Affairs	0	0
OFFIC005571	Office Manager Underground Construction	1	Glassdoor	0	0
OFFIC005571	Office Manager Underground Construction	1	Helpwanted.com	0	0
OFFIC005571	Office Manager Underground Construction	1	Indeed	0	0
OFFIC005571	Office Manager Underground Construction	1	Keloland/VNL/KXNET Employment	0	0
OFFIC005571	Office Manager Underground Construction	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
OFFIC005571	Office Manager Underground Construction	1	Midco Email	1	1
OFFIC005571	Office Manager Underground Construction	1	Midco Website	0	0
OFFIC005571	Office Manager Underground Construction	1	ND Workforce Connection (Job Service of North Dakota)	0	0
OFFIC005571	Office Manager Underground Construction	1	Referred by Current Employee	0	0
OFFIC005571	Office Manager Underground Construction	1	Referred by Friend or Family	0	0
OFFIC005571	Office Manager Underground Construction	1	ZipRecruiter	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Cabl.com	3	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Current Employee	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Glassdoor	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Helpwanted.com	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Indeed	1	1
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	JobsHQ	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	LinkedIn	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Midco Website	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	NDSU - North Dakota State University	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Northland Community & Technical College	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Referred by Current Employee	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	Referred by Friend or Family	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	SCTE - Society of Cable Telecommunications Engineers	0	0
REGIO005476	Regional Construction Project Manager - Grand Forks, ND	1	ZipRecruiter	0	0
REPOR005977	Reporter/Producer	1	Current Employee	0	0
REPOR005977	Reporter/Producer	1	eBenefits - Department of Veteran Affairs	0	0
REPOR005977	Reporter/Producer	1	Glassdoor	0	0

REPOR005977	Reporter/Producer	1	Handshake College Consortium	0	0
REPOR005977	Reporter/Producer	1	Helpwanted.com	0	0
REPOR005977	Reporter/Producer	1	Indeed	0	0
REPOR005977	Reporter/Producer	1	Keloland/VNL/KXNET Employment	0	0
REPOR005977	Reporter/Producer	1	LinkedIn	0	0
REPOR005977	Reporter/Producer	1	LocalJobNetwork (KS, MN, ND, SD, WI)	1	0
REPOR005977	Reporter/Producer	1	LocalJobNetwork(SD)	0	0
REPOR005977	Reporter/Producer	1	Midco Website	3	1
REPOR005977	Reporter/Producer	1	ND Workforce Connection (Job Service of North Dakota)	0	0
REPOR005977	Reporter/Producer	1	Referred by Current Employee	0	0
REPOR005977	Reporter/Producer	1	Referred by Friend or Family	0	0
REPOR005977	Reporter/Producer	1	ZipRecruiter	0	0
UNDER005572	Underground Construction Foreman	5	Current Employee	0	0
UNDER005572	Underground Construction Foreman	5	eBenefits - Department of Veteran Affairs	0	0
UNDER005572	Underground Construction Foreman	5	Glassdoor	0	0
UNDER005572	Underground Construction Foreman	5	Helpwanted.com	0	0
UNDER005572	Underground Construction Foreman	5	Indeed	0	0
UNDER005572	Underground Construction Foreman	5	Keloland/VNL/KXNET Employment	0	0
UNDER005572	Underground Construction Foreman	5	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
UNDER005572	Underground Construction Foreman	5	Midco Email	1	1
UNDER005572	Underground Construction Foreman	5	Midco Website	5	4
UNDER005572	Underground Construction Foreman	5	ND Workforce Connection (Job Service of North Dakota)	0	0
UNDER005572	Underground Construction Foreman	5	Referred by Current Employee	0	0
UNDER005572	Underground Construction Foreman	5	Referred by Friend or Family	0	0
UNDER005572	Underground Construction Foreman	5	ZipRecruiter	0	0

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application	www.midcocareers.com	N
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
Indeed https://www.indeed.com/	Internet Posting		N
LocalJobNetwork(KS,MN,ND,SD, WI) 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	N
Midco Website	Contact: Patti Hawkey Phone: 605-271-7604	www.midcocareers.com	N
ND Workforce Connection (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
Recruitment Sources for Specific Vacancies			
American Advertising Federation of North Dakota Address: P.O. Box 1051, Fargo, ND 58107	Contact: president@aaf-nd.org Phone: N/A	https://www.aaf-nd.org/	N
BetterFargoJobs 2255 Green Vista Drive Suite 402, Sparks NV 89431	Contact: Carly Mensesses Phone: 800-225-1372	carly@betterfargojobs.com	N
Black Hills Advertising Federation PO Box 2975, Rapid City, SD 57709	Contact: Josh Rundell Phone: N/A	info@aafblackhills.org	N
BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
Cabl.com 3501 Route 42 Suite 130 #117 Turnersville, NJ 08012	Contact: Sales Phone: 856-782-8900	www.Cabl.com	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Mauricio Mino Phone: 773-527-1115	Mauricio.Mino@careerbuilder.com	N
eBenefits-Dept of Veteran Affairs 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
eBridge-Fargo Chamber of Commerce 202 First Ave N, Moorhead, MN 56560	Contact: Tracey Powell Phone: 218-233-1100	info@fmwfcchamber.com	N
ExperienceND 1600 E Century Ave Suite 2, Bismarck, ND 58503	Contact: Amanda Remyense Phone: 701-328-7246	www.ExperienceND.com	N
Fargojobs.com 503 7th Street North, Fargo, ND 58102	Contact: Rick Berg Phone: 701-491-8119	www.gofargojobs.com	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N
Keloland/VNL/KXNET Employment (Hire Click) 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	N
MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	N
MN State Community & Technical College 1900 28th Ave S, Moorhead, MN 56560	Contact: Sue Zurn Phone: 218-299-6512	sue.zurn@minnesota.edu	N
Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	N
NDSU - North Dakota State University 1340 Administration Ave, Fargo, ND 58105	Contact: Karen Jevning Phone: 701-231-8464	karen.jevning@nds.edu	N
Northland Community & Technical College 1101 MN-1, Thief River Falls, MN 56701	Contact: Lynn Phone: 218-683-8555	career.center@northlandcollege.edu	N
SCTE - Society of Cable Telecommunications Engineers 140 Philips Road Exton, PA 19341	Contact: Tony Werner Phone: 610-884-7237	http://www.scte.org/	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
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Billboard	Contact: Bill Kvasager	billk@newmanoutdoor.com	N

Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 58201		Phone: 701-746-5436	
Dakota State University Job Fair 820 Washington Ave N, Madison, SD 57042	Contact: Janelle Nielsen Phone: 605-256-5122	Janelle.Nielsen@dsu.edu	N
Hiring Flier	Handouts at Customer Experience Centers/Events		N
Midco Billing Statement	Advertising open positions in billing statement		N
Midco Email	Email Blasts to customers who have opted in		N
Midco TV Commercial	TV Commerical Midco airs		N
Midco Web Banners	Digital banner Midco marketing creates		N
Midwest Radio of Fargo-Moorhead 1020 S 25th St, Fargo, ND 58103	Contact: Roberto Quintero Phone: 701-297-5864	https://www.radiofmmedia.com/stations	N
TheForksOnline 516 4th St NE, Devils Lake, ND 58301	Contact: Ethan Eevenson Phone: 701-662-2255	eevenson@devilslakejournal.com	N
		Internet Sources	
Craigslist https://craigslist.org/	Social Media - Internet Posting		N
Facebook https://www.facebook.com/	Social Media - Internet Posting		N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
MN State Career Hub College Consortium https://www.collegecentral.com/msch/	Internet Posting		N
Snapchat https://www.snapchat.com/	Internet Posting		N
Twitter https://twitter.com/	Internet Posting		N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N
		Cited by Job Applicant	
College Recruiting			N
Job Fair			N
Radio			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, 48 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	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa, formerly LocalJobNetwork. All positions are posted to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment site. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level	Broad Outreach Females Minorities Veterans IWD	Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaworks.net/ www.ndworkforceconnection.com/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (LVER/DVOPS)
10/1/2020- on going	Workplace Harassment Prevention Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination.	Compliance Training	Midco leadership & entire staff
1/1/2021 - on going	Field Ops Community of Practice	Build ongoing skill sets for leaders in Employee Relations matters.	Compliance Training Professional Development Opportunities for Midco Leaders	Kim Beck Chelsea Engstrom Field Ops leaders
11/17/2021	Virtual Apprenticeship Expo	Virtual booth via Talentspace to speak about job/career opportunities to the GF Region	Broad Outreach	Jessica Costello
4/21/2022	Spring 2022 Multi Industry Job Fair- GF	Talk about job opportunities and Midco community involvement in GF	Broad Outreach	Christopher Lauth Matt Thompson Ken Bakke