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

		Full-Time Positions Filled		
Req#	Posting Title	Positions Filled		Interviewed H
	Administrative Assistant – Underground Constru		1 Current Employee	0
	Administrative Assistant – Underground Constru Administrative Assistant – Underground Constru		1 eBenefits - Department of Veteran Affairs 1 Glassdoor	0
	Administrative Assistant – Underground Constru Administrative Assistant – Underground Constru		1 Helpwanted.com	0
	Administrative Assistant – Underground Constru		1 Indeed	0
	Administrative Assistant – Underground Constru		1 Keloland/VNL/KXNET Employment	0
	Administrative Assistant – Underground Constru		1 LocalJobNetwork (KS, MN, ND, SD, WI)	0
	Administrative Assistant – Underground Constru		1 Midco Website	1
	Administrative Assistant – Underground Constru		ND Workforce Connection (Job Service of North Dakota)	0
	Administrative Assistant – Underground Constru		Referred by Current Employee	0
	Administrative Assistant – Underground Constru		Referred by Friend or Family	0
	Administrative Assistant – Underground Constru		1 ZipRecruiter	0
	Advanced Advertising Account Executive - Grand		1 Current Employee	0
	Advanced Advertising Account Executive - Grand		1 eBenefits - Department of Veteran Affairs	0
DVAN005930 A	Advanced Advertising Account Executive - Grand		1 Glassdoor	0
DVAN005930 A	Advanced Advertising Account Executive - Grand	Forks, ND	1 Handshake College Consortium	0
	Advanced Advertising Account Executive - Grand		1 Helpwanted.com	0
	Advanced Advertising Account Executive - Grand		1 Indeed	0
	Advanced Advertising Account Executive - Grand		1 Keloland/VNL/KXNET Employment	0
	Advanced Advertising Account Executive - Grand		1 LinkedIn	0
	Advanced Advertising Account Executive - Grand		1 LocalJobNetwork (KS, MN, ND, SD, WI)	0
	Advanced Advertising Account Executive - Grand		1 Midco Website	0
	Advanced Advertising Account Executive - Grand		1 ND Workforce Connection (Job Service of North Dakota)	0
	Advanced Advertising Account Executive - Grand		Referred by current employee	1
	Advanced Advertising Account Executive - Grand		1 Referred by Friend or Family	0
	Advanced Advertising Account Executive - Grand		1 ZipRecruiter	0
	Advertising Account Executive - Grand Forks, NI		1 Current Employee	0
	Advertising Account Executive - Grand Forks, NI		1 eBenefits - Department of Veteran Affairs	0
	Advertising Account Executive - Grand Forks, NI		1 Facebook/Instagram	1
	Advertising Account Executive - Grand Forks, NI		1 Glassdoor	0
	Advertising Account Executive - Grand Forks, NI		1 Handshake College Consortium	0
	Advertising Account Executive - Grand Forks, NI		1 Helpwanted.com	0
	Advertising Account Executive - Grand Forks, NI		1 Indeed	1
	Advertising Account Executive - Grand Forks, NI		1 Job Service	0
	Advertising Account Executive - Grand Forks, NI		1 Keloland/VNL/KXNET Employment	0
	Advertising Account Executive - Grand Forks, NI		1 LinkedIn	2
	Advertising Account Executive - Grand Forks, NI		1 LocalJobNetwork (KS, MN, ND, SD, WI)	0
	Advertising Account Executive - Grand Forks, NI		1 Midco Website	0
	Advertising Account Executive - Grand Forks, NI		Mitchell Technical Institute	0
	Advertising Account Executive - Grand Forks, NI		1 MN State Career Hub College Consortium	0
	Advertising Account Executive - Grand Forks, NI		1 ND Workforce Connection (Job Service of North Dakota)	0
	Advertising Account Executive - Grand Forks, NI		1 NDSU - North Dakota State University	0
	Advertising Account Executive - Grand Forks, NI		Northland Community & Technical College	0
	Advertising Account Executive - Grand Forks, NI		Referred by Current Employee	0
	Advertising Account Executive - Grand Forks, NI		Referred by Friend or Family	1
	Advertising Account Executive - Grand Forks, NI		1 ZipRecruiter	0
	Advertising Account Executive - Grand Forks, NI		1 BismanOnline	0
	Advertising Account Executive - Grand Forks, NE		Current Employee	0
	Advertising Account Executive - Grand Forks, NI		eBenefits - Department of Veteran Affairs	0
	Advertising Account Executive - Grand Forks, NI Advertising Account Executive - Grand Forks, NI		1 Glassdoor	0
	Advertising Account Executive - Grand Forks, No Advertising Account Executive - Grand Forks, NI		Handshake College Consortium	0
	Advertising Account Executive - Grand Forks, No Advertising Account Executive - Grand Forks, NI		1 Helpwanted.com 1 Indeed	0
	Advertising Account Executive - Grand Forks, NE		1 Keloland/VNL/KXNET Employment	0
	Advertising Account Executive - Grand Forks, No Advertising Account Executive - Grand Forks, NI		1 LinkedIn	1
	Advertising Account Executive - Grand Forks, No Advertising Account Executive - Grand Forks, NI		LocalJobNetwork (KS, MN, ND, SD, WI)	0
	Advertising Account Executive - Grand Forks, NE		Midco Website	0
	Advertising Account Executive - Grand Forks, NI		Mitchell Technical Institute	0
	Advertising Account Executive - Grand Forks, NE		1 MN State Career Hub College Consortium	0
	Advertising Account Executive - Grand Forks, NI		ND Workforce Connection (Job Service of North Dakota)	0
	Advertising Account Executive - Grand Forks, NE		Northland Community & Technical College	0
	Advertising Account Executive - Grand Forks, NI		Referred by current employee	0
	Advertising Account Executive - Grand Forks, NE		Referred by Friend or Family	1
	Advertising Account Executive - Grand Forks, NI		1 Women in Cable Telecommunications	0
	Advertising Account Executive - Grand Forks, NI		1 ZipRecruiter	0
USTO005592 C	Customer Care Support Expert - Grand Forks, N) ;	Billboard	1
USTO005592 C	Customer Care Support Expert - Grand Forks, N		Billing Statement	1
	Customer Care Support Expert - Grand Forks, N		BismanOnline	0
	Customer Care Support Expert - Grand Forks, N		3 CareerBuilder	0
	Customer Care Support Expert - Grand Forks, N		BeBenefits - Department of Veteran Affairs	0
USTO005592 C	Customer Care Support Expert - Grand Forks, N		3 Facebook/Instagram	0
	Customer Care Support Expert - Grand Forks, N		3 Glassdoor	1
USTO005592 C	Customer Care Support Expert - Grand Forks, N		Helpwanted.com	0
USTO005592 C	Customer Care Support Expert - Grand Forks, N		3 Indeed	9
	Customer Care Support Expert - Grand Forks, N		3 Job Service	0
USTO005592 C	Customer Care Support Expert - Grand Forks, N		3 JobsHQ	0
	Customer Care Support Expert - Grand Forks, N		Keloland/VNL/KXNET Employment	0
	Customer Care Support Expert - Grand Forks, N		LinkedIn	0
	Customer Care Support Expert - Grand Forks, N		B LocalJobNetwork (KS, MN, ND, SD, WI)	0
	Customer Care Support Expert - Grand Forks, N		Midco Email	3
	Customer Care Support Expert - Grand Forks, N		Midco TV Commercial	0
	Customer Care Support Expert - Grand Forks, N		Midco Web Banner	1
	Customer Care Support Expert - Grand Forks, N		3 Midco Website	4
JSTO005592 C	Customer Care Support Expert - Grand Forks, N) ;	MinnesotaWorks (Job Service of Minnesota)	0
	Customer Care Support Expert - Grand Forks, N		ND Workforce Connection (Job Service of North Dakota)	0
	Customer Care Support Expert - Grand Forks, N		NorthDakotaJobNetwork	0
	Customer Care Support Expert - Grand Forks, N		Northland Community & Technical College	0
	Customer Care Support Expert - Grand Forks, N		Referred by current employee	3
	Customer Care Support Expert - Grand Forks, N		Referred by Friend or Family	1
	Customer Care Support Expert - Grand Forks, N		3 SnapChat	0
US 10005592 IC	Customer Care Support Expert - Grand Forks, N		3 ZipRecruiter	0
				0
USTO005592 C USTO005760 S	Sales & Service Associate - Bemidji, MN		1 Current Employee	
USTO005592 C USTO005760 S USTO005760 S			Current Employee 1 eBenefits - Department of Veteran Affairs	0

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	Sales & Service Associate - Bemidji, MN Sales & Service Associate - Bemidji, MN			Handshake College Consortium Helpwanted.com	0 0
	Sales & Service Associate - Bernidji, MN			Indeed	2 (
	Sales & Service Associate - Bernidji, MN			Keloland/VNL/KXNET Employment	0 0
	Sales & Service Associate - Bemidji, MN			LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Sales & Service Associate - Bemidji, MN			Midco Website	1 1
	Sales & Service Associate - Bemidji, MN		1	MinnesotaWorks (Job Service of Minnesota)	0 (
CUSTO005760 S	Sales & Service Associate - Bemidji, MN		1	MN State Career Hub College Consortium	0 (
	Sales & Service Associate - Bemidji, MN			Referred by Current Employee	0 (
	Sales & Service Associate - Bemidji, MN			Referred by Friend or Family	0 (
	Sales & Service Associate - Bemidji, MN			ZipRecruiter	0 (
	Customer Care Support Expert - Grand For			eBenefits - Department of Veteran Affairs	0 (
	Customer Care Support Expert - Grand For			Facebook/Instagram	1 (
	Customer Care Support Expert - Grand For			Glassdoor	0 (
	Customer Care Support Expert - Grand For			Helpwanted.com	0 (
	Customer Care Support Expert - Grand For			Indeed	3 (
	Customer Care Support Expert - Grand For			Job Service	1
	Customer Care Support Expert - Grand For			Keloland/VNL/KXNET Employment	0 (
	Customer Care Support Expert - Grand For			LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
CUSTO005790 C	Customer Care Support Expert - Grand For Customer Care Support Expert - Grand For	KS, ND		Midco Email	1 (
	Customer Care Support Expert - Grand For			Midco Website ND Workforce Connection (Job Service of North Dakota)	0 0
	Customer Care Support Expert - Grand For			Radio	0 0
	Customer Care Support Expert - Grand For			Referred by Current Employee	0 0
	Customer Care Support Expert - Grand For			Referred by Friend or Family	0 0
	Customer Care Support Expert - Grand For			ZipRecruiter	0 0
	Customer Care Support Expert - Grand For			Billboard	0 0
	Customer Care Support Expert - Grand For			Billing Statement	0 0
	Customer Care Support Expert - Grand For			BismanOnline	0 0
	Customer Care Support Expert - Grand For			CareerBuilder	0 0
	Customer Care Support Expert - Grand For			College Recruiting	0 0
	Customer Care Support Expert - Grand For			eBenefits - Department of Veteran Affairs	0 (
	Customer Care Support Expert - Grand For			Facebook/Instagram	6
	Customer Care Support Expert - Grand For			Glassdoor	3 2
	Customer Care Support Expert - Grand For			Helpwanted.com	0 (
	Customer Care Support Expert - Grand For			Indeed	11 3
	Customer Care Support Expert - Grand For		11	Job Service	3 1
CUSTO05413	Customer Care Support Expert - Grand For	ks, ND	11	JobsHQ	0 (
	Customer Care Support Expert - Grand For			Keloland/VNL/KXNET Employment	0 (
	Customer Care Support Expert - Grand For			LinkedIn	0 (
	Customer Care Support Expert - Grand For			LocalJobNetwork (KS, MN, ND, SD, WI)	0 (
	Customer Care Support Expert - Grand For			Midco TV Commercial	1 1
	Customer Care Support Expert - Grand For			Midco Website	9 1
	Customer Care Support Expert - Grand For			MinnesotaWorks (Job Service of Minnesota)	1 1
	Customer Care Support Expert - Grand For			ND Workforce Connection (Job Service of North Dakota)	0 (
	Customer Care Support Expert - Grand For			NorthDakotaJobNetwork	0 (
	Customer Care Support Expert - Grand For			Northland Community & Technical College	0 (
	Customer Care Support Expert - Grand For			Referred by current employee	3 1
	Customer Care Support Expert - Grand For			Referred by Friend or Family	1 (
	Customer Care Support Expert - Grand For	KS, ND		ZipRecruiter	0 (
	Director of Underground Construction			Current Employee	0 (
	Director of Underground Construction			eBenefits - Department of Veteran Affairs	0 0
	Director of Underground Construction Director of Underground Construction			Glassdoor	0 0
	Director of Underground Construction Director of Underground Construction			Helpwanted.com Indeed	0 0
	Director of Underground Construction Director of Underground Construction			Keloland/VNL/KXNET Employment	0 0
	Director of Underground Construction			LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Director of Underground Construction			Midco Email	1 1
	Director of Underground Construction			Midco Website	0 (
	Director of Underground Construction			ND Workforce Connection (Job Service of North Dakota)	0 0
	Director of Underground Construction			Referred by Current Employee	0 0
	Director of Underground Construction			Referred by Friend or Family	0 (
	Director of Underground Construction			ZipRecruiter	0 (
	Equipment Operator - Underground Constru	iction		Current Employee	0 0
EQUIP005588 E	Equipment Operator - Underground Constru			eBenefits - Department of Veteran Affairs	0 (
	Equipment Operator - Underground Constru			Glassdoor	0 0
EQUIP005588 E	Equipment Operator - Underground Constru	iction	4	Helpwanted.com	0 (
EQUIP005588 E	Equipment Operator - Underground Constru	iction		Indeed	0 (
	Equipment Operator - Underground Constru			Keloland/VNL/KXNET Employment	0 (
	Equipment Operator - Underground Constru			LocalJobNetwork (KS, MN, ND, SD, WI)	0 (
	Equipment Operator - Underground Constru			Midco Website	5 4
	Equipment Operator - Underground Constru			ND Workforce Connection (Job Service of North Dakota)	0 (
	Equipment Operator - Underground Constru			Referred by Current Employee	0 (
	Equipment Operator - Underground Constru			Referred by Friend or Family	0 0
	Equipment Operator - Underground Constru			ZipRecruiter	0 (
	Equipment Operator - Underground Constru			BismanOnline	0 (
	Equipment Operator - Underground Constru			Current Employee	1 1
	Equipment Operator - Underground Constru Equipment Operator - Underground Constru			eBenefits - Department of Veteran Affairs Glassdoor	0 0
	Equipment Operator - Underground Constru Equipment Operator - Underground Constru			Handshake College Consortium Helpwanted.com	0 0
	<u> Equipment Operator - Underground Constru</u> Equipment Operator - Underground Constru			Indeed	0 0
	Equipment Operator - Underground Constru			Keloland/VNL/KXNET Employment	0 0
	Equipment Operator - Underground Constru			LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Equipment Operator - Underground Constru			Midco Website	2
	Equipment Operator - Underground Constru			Mitchell Technical Institute	0 (
	Equipment Operator - Underground Constru			ND Workforce Connection (Job Service of North Dakota)	0 0
	Equipment Operator - Underground Constru			Northland Community & Technical College	0 0
	Equipment Operator - Underground Constru			Referred by Current Employee	0 0
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	Equipment Operator - Onderground Constit			ZipRecruiter	0 0
EQUIP005702 E	Equipment Operator - Underground Constru		·		
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EQUIP005702 E EQUIP005702 E EQUIP005896 E	Equipment Operator - Underground Constru	iction - Grand Forks, ND			1 1
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FIELD005462 Field Technician I - International Falls, MN 1 LinkedIn FIELD005462 Field Technician I - International Falls, MN 1 LocalJobNetwork (KS, MN, ND, SD, WI) FIELD005462 Field Technician I - International Falls, MN 1 Midco TV Commercial FIELD005462 Field Technician I - International Falls, MN 1 Midco Web Banner FIELD005462 Field Technician I - International Falls, MN 1 Midco Website FIELD005462 Field Technician I - International Falls, MN 1 Midco Website FIELD005462 Field Technician I - International Falls, MN 1 Midco Website	1 C
FIELD005462 Field Technician I - International Falls, MN 1 Midco TV Commercial FIELD005462 Field Technician I - International Falls, MN 1 Midco Web Banner FIELD005462 Field Technician I - International Falls, MN 1 Midco Website FIELD005462 Field Technician I - International Falls, MN 1 MinnesotalWorks (Job Service of Minnesota)	
FIELD005462 Field Technician I - International Falls, MN 1 Midco Web Banner FIELD005462 Field Technician I - International Falls, MN 1 Midco Website FIELD005462 Field Technician I - International Falls, MN 1 MinnesotaWorks (Job Service of Minnesota)	
FIELD005462 Field Technician I - International Falls, MN 1 Midco Website FIELD005462 Field Technician I - International Falls, MN 1 MinnesotaWorks (Job Service of Minnesota)	0 0
FIELD005462 Field Technician I - International Falls, MN 1 MinnesotaWorks (Job Service of Minnesota)	0 0
	2 1
	1 0
FIELD005462 Field Technician I - International Falls, MN 1 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 IzpRecruiter	0 0
FIELD005483 Field Technician I - Grand Forks, ND 6 Billiboard Field Technician I - Grand Forks, ND 6 Field Technician I - Grand Forks, ND 6 Grand Forks ND 6	0 0
FIELD005483 Field Technician I - Grand Forks, ND 6 CareerBuilder FIELD005483 Field Technician I - Grand Forks, ND 6 Current Employee	0 0
FIELD005483 Field Technician I - Grand Forks, ND 6 Current Employee	0 0
FIELDUOS483 Field Technician I - Grand Forks, ND 0 Elsenetts - Department of veteran Artairs FIELDUOS483 Field Technician I - Grand Forks, ND 6 ExperienceND	1 0
FIELD005483 Field Technician I - Grand Forks, ND 0 Experiencemb	0 0
FileLD005483 Field Technician I - Grand Forks, ND 6 Glassdoor 6 Glassdoor 6 Glassdoor 7	0 0
FiELD05483 Field Technician I - Grand Forks, ND 6 Helpwanted.com	0 0
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 FIELD005483 Field Technician I - Grand Forks, ND 6 TheForksOnline	0 0
FIELD005483 Field Technician I - Grand Forks, ND 6 TheForksOnline	0 0
FiELD005498 Field Technician I - Berniul Finsk, NN	0 0
FIELD005498 Field Technician I - Bernidji, MN 1 Benefits - Department of Veteran Affairs	0 0
FIELD05498 Field Technician I - Bernidij, MN 1 Facebook/Instagram	0 0
FIELD05498 Field Technician I - Bernidij, MN 1 Glassdoor	0 0
FIELD005498 Field Technician I - Bemidji, MN 1Helpwanted.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	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 - Bemidji, MN	0 0
FIELD005498 Field Technician I - Bemidji, MN	1 1
	0 0
FIELD005498 Field Technician I - Bemidji, MN	0 0
FiELD005498 Field Technician I - Bernidij, MN 1 ZipRecruiter	0 0
FIELD005567 Field Technician I - Bernidji, MN 1[Current Employee	0 0
FiELD005567 Field Technician I - Bernidji, MN 1eBenefits - Department of Veteran Affairs	0 0
Field Technician I - Bernidij, MN 1 Facebook/Instagram	0 0
FIELD005567 Field Technician I - Bemidji, MN 1 Glassdoor	0 0
FIELD005567 Field Technician I - Bernidji, 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 - Bernidji, 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 FIELD005567 Field Technician I - Bemidji, MN 1 Referred by Friend or Family	0 0
FIELDU05567 Field Technician I - Bernidij, MN 1 Reierred by Friend or Family FIELDU05567 Field Technician I - Bernidij, MN 1 ZipRecruiter	0 0
FiELD005727 Field Technician I - Bemidji, MN 12precruiter FiELD005727 Field Technician I - Bemidji, MN 1 CareerBuilder	1 0
FileLD005727 Field Technician I - Bemidji, MN 1 Current Employee	0 0
Field Technician I - Bemidji, MN 1eBenefits - Department of Veteran Affairs	0 0
FIELD005727 Field Technician I - Bemidji, MN 1 Facebook/Instagram	1 0
FileLD005727 Field Technician I - Bemidji, MN 1 Glassdoor	0 0
FIELD005727 Field Technician I - Bemidji, MN 1Helpwanted.com	0 0
FIELD005727 Field Technician I - Bemidji, MN 1 IIndeed	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
BELLEVILLE LILL B. LULAN	0 0
FIELD005727 Field Technician I - Bernidij, MN 1 MinnesotaWorks (Job Service of Minnesota)	0 0
FIELD005727 Field Technician I - Bemidji, MN 1 MinnesotaWorks (Job Service of Minnesota) FIELD005727 Field Technician I - Bemidji, MN 1 MN State Career Hub College Consortium FIELD005727 Field Technician I - Bemidji, MN 1 Referred by Current Employee 1 Referred by Current Employee	0 0

		1 - Bemidji, MN		Referred by Friend or Family	0
FIELD005727		1 - Bemidji, MN		ZipRecruiter	0
FIELD005745 FIELD005745		n I - International Falls, MN n I - International Falls, MN		Current Employee	0
		n I - International Falls, MN		eBenefits - Department of Veteran Affairs	0
FIELD005745 FIELD005745		n I - International Falls, MN		Facebook/Instagram	0
FIELD005745		n I - International Falls, MN		Glassdoor	0
FIELD005745		n I - International Falls, MN		Handshake College Consortium	0
FIELD005745		n I - International Falls, MN		Helpwanted.com	
		n I - International Falls, MN		Indeed	1
FIELD005745				Keloland/VNL/KXNET Employment	0
FIELD005745		I - International Falls, MN		LocalJobNetwork (KS, MN, ND, SD, WI)	0
FIELD005745		I - International Falls, MN		Midco Email	
FIELD005745		I - International Falls, MN		Midco Website	0
FIELD005745		I - International Falls, MN		MinnesotaWorks (Job Service of Minnesota)	1
FIELD005745		I - International Falls, MN		MN State Career Hub College Consortium	0
FIELD005745		1 - International Falls, MN		Referred by Current Employee	0
FIELD005745		I - International Falls, MN		Referred by Friend or Family	0
FIELD005745		1 - International Falls, MN		ZipRecruiter	1
FIELD005746	Field Technician			BismanOnline	0
FIELD005746	Field Technician			CareerBuilder	0
FIELD005746	Field Technician			Current Employee	0
FIELD005746	Field Technician			eBenefits - Department of Veteran Affairs	0
FIELD005746		1 - Grafton, ND		Facebook/Instagram	0
FIELD005746	Field Technician			Glassdoor	0
FIELD005746	Field Technician			Handshake College Consortium	0
FIELD005746	Field Technician			Helpwanted.com	0
FIELD005746	Field Technician			Indeed	1
	Field Technician			Keloland/VNL/KXNET Employment	0
FIELD005746	Field Technician			LocalJobNetwork (KS, MN, ND, SD, WI)	0
FIELD005746	Field Technician			Midco Email	1
FIELD005746	Field Technician			Midco Web Banner	1
FIELD005746	Field Technician			Midco Website	3
FIELD005746	Field Technician			Mitchell Technical Institute	0
FIELD005746	Field Technician			MN State Career Hub College Consortium	0
FIELD005746	Field Technician			ND Workforce Connection (Job Service of North Dakota)	0
FIELD005746	Field Technician			Northland Community & Technical College	0
FIELD005746	Field Technician	- 1		Referred by Current Employee	0
FIELD005746	Field Technician			Referred by Friend or Family	0
FIELD005746	Field Technician			ZipRecruiter	0
FIELD005806		n I - Devils Lake, ND		BismanOnline	0
FIELD005806		n I - Devils Lake, ND		Current Employee	0
FIELD005806		n I - Devils Lake, ND		eBenefits - Department of Veteran Affairs	0
FIELD005806		n I - Devils Lake, ND	1	Facebook/Instagram	0
FIELD005806		n I - Devils Lake, ND	1	Glassdoor	0
FIELD005806	Field Technician	n I - Devils Lake, ND	1	Handshake College Consortium	0
FIELD005806		n I - Devils Lake, ND	1	Helpwanted.com	0
FIELD005806	Field Technician	n I - Devils Lake, ND		Indeed	1
FIELD005806	Field Technician	n I - Devils Lake, ND	1	Job Service	1
FIELD005806		n I - Devils Lake, ND	1	Keloland/VNL/KXNET Employment	0
FIELD005806		n I - Devils Lake, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0
FIELD005806	Field Technician	n I - Devils Lake, ND	1	Midco Website	1
FIELD005806	Field Technician	n I - Devils Lake, ND	1	Mitchell Technical Institute	0
FIELD005806	Field Technician	n I - Devils Lake, ND	1	ND Workforce Connection (Job Service of North Dakota)	0
FIELD005806	Field Technician	n I - Devils Lake, ND	1	Northland Community & Technical College	0
FIELD005806	Field Technician	n I - Devils Lake, ND	1	Referred by Current Employee	0
FIELD005806	Field Technician	n I - Devils Lake, ND		Referred by Friend or Family	0
FIELD005806	Field Technician	n I - Devils Lake, ND	1	ZipRecruiter	0
FIELD005811	Field Technician	n I - Grand Forks, ND	5	Billboard	0
FIELD005811	Field Technician	n I - Grand Forks, ND	5	BismanOnline	0
FIELD005811	Field Technician	n I - Grand Forks, ND	5	CareerBuilder	1
FIELD005811	Field Technician	n I - Grand Forks, ND	5	Craigslist	0
FIELD005811	Field Technician	n I - Grand Forks, ND	5	Current Employee	0
FIELD005811		n I - Grand Forks, ND		eBenefits - Department of Veteran Affairs	0
FIELD005811		I - Grand Forks, ND		Facebook/Instagram	0
FIELD005811		I - Grand Forks, ND		Glassdoor	0
		I - Grand Forks, ND		Helpwanted.com	0
FIELD005811		I - Grand Forks, ND		Indeed	2
FIELD005811		I - Grand Forks, ND		Job Fair	2
FIELD005811		I - Grand Forks, ND		Job Service	1
FIELD005811		I - Grand Forks, ND		Keloland/VNL/KXNET Employment	0
FIELD005811		I - Grand Forks, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0
FIELD005811		1 - Grand Forks, ND		Midco TV Commercial	0
FIELD005811		1 - Grand Forks, ND		Midco Website	5
FIELD005811		1 - Grand Forks, ND		MinnesotaWorks (Job Service of Minnesota)	0
FIELD005811		1 - Grand Forks, ND		Mitchell Technical Institute	0
FIELD005811		n I - Grand Forks, ND		MN State Career Hub College Consortium	0
FIELD005811		1 - Grand Forks, ND		ND Workforce Connection (Job Service of North Dakota)	0
		1 - Grand Forks, ND		Northland Community & Technical College	0
FIELD005811		1 - Grand Forks, ND		Radio	0
FIELD005811		1 - Grand Forks, ND		Referred by Current Employee	0
FIELD005811		1 - Grand Forks, ND		Referred by Friend or Family	1
FIELD005811		1 - Grand Forks, ND		ZipRecruiter	0
FIELD005910		1 - Grand Forks, ND		American Advertising Federation of North Dakota	0
		n I - Grand Forks, ND		Billboard	0
		1 - Grand Forks, ND		BismanOnline	0
FIELD005910				Current Employee	0
FIELD005910 FIELD005910			0	eBenefits - Department of Veteran Affairs	0
FIELD005910 FIELD005910 FIELD005910	Field Technician		n		
FIELD005910 FIELD005910 FIELD005910 FIELD005910	Field Techniciar Field Techniciar	n I - Grand Forks, ND			2
FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910	Field Technician Field Technician Field Technician	n I - Grand Forks, ND n I - Grand Forks, ND	6	Facebook/Instagram	2
FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910	Field Technician Field Technician Field Technician Field Technician	n I - Grand Forks, ND n I - Grand Forks, ND n I - Grand Forks, ND	6 6	Facebook/Instagram Glassdoor	1
FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910	Field Technician Field Technician Field Technician Field Technician Field Technician	n I - Grand Forks, ND n I - Grand Forks, ND n I - Grand Forks, ND n I - Grand Forks, ND	6 6 6	Facebook/Instagram Glassdoor Helpwanted.com	1 0
FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910	Field Technician Field Technician Field Technician Field Technician Field Technician Field Technician	n I - Grand Forks, ND	6 6 6 6	Facebook/Instagram Glassdoor Heljpwanted.com Hiring Filer	1 0 0
FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910	Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar	n I - Grand Forks, ND	6 6 6 6	Facebook/Instagram Glassdoor Helpwanted.com Hiring Flier Indeed	1 0 0 8
FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910	Field Technician Field Technician Field Technician Field Technician Field Technician Field Technician Field Technician Field Technician	n I - Grand Forks, ND	6 6 6 6 6	Facebook/Instagram Glassdoor Helpwanted.com Hiring Flier Indeed Keloland/VNL/KXNET Employment	1 0 0 8 0
FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910	Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar	n I - Grand Forks, ND	6 6 6 6 6 6	Facebook/Instagram Glassdoor	1 0 0 8 0
FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910 FIELD005910	Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar Field Techniciar	1 - Grand Forks, ND	6 6 6 6 6 6 6	Facebook/Instagram Glassdoor	1 0 0 0 8 0 0 0
FIELD005910	Field Techniciar	n I - Grand Forks, ND	6 6 6 6 6 6 6 6	Facebook/Instagram Glassdoor Helipwanted.com Hiring Filer Indeed Keloland/VNL/KXNET Employment Local/obNetwork (KS, MN, ND, SD, WI) Midco Email Midco TV Commercial	1 0 0 0 8 0 0 0
FIELD005910	Field Techniciar	n I - Grand Forks, ND	6 6 6 6 6 6 6 6 6	Facebook/Instagram Glassdoor Helpwanted.com Hiring Flier Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Email Midco TV Commercial Midco Website	1 0 0 8 8 0 0 0 0
FIELD005910	Field Technician	n I - Grand Forks, ND	66 66 66 66 66 66 66	Facebook/Instagram Glassdoor Helipwanted.com Hiring Filer Indeed Keloland/VNL/KXNET Employment Local/obNetwork (KS, MN, ND, SD, WI) Midco Email Midco TV Commercial	1 0 0 0 8 0 0 0

EIEL DOOE040	Field Technisism I. Cound Feels ND	CID-famed by summer and any laws	01 0
	Field Technician I - Grand Forks, ND Field Technician I - Grand Forks, ND	6 Referred by current employee 6 Referred by Friend or Family	0 0
	Field Technician I - Grand Forks, ND	6 ZipRecruiter	1 0
	General Manager of Underground Construction	1 Current Employee	0 0
	General Manager of Underground Construction	1 eBenefits - Department of Veteran Affairs	0 0
	General Manager of Underground Construction General Manager of Underground Construction	1 Glassdoor	0 0
	General Manager of Underground Construction	1 Helpwanted.com	0 0
	General Manager of Underground Construction	1 Indeed	0 0
	General Manager of Underground Construction	1 Keloland/VNL/KXNET Employment	0 0
	General Manager of Underground Construction	1 LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	General Manager of Underground Construction	1 Midco Email	1 1
	General Manager of Underground Construction	1 Midco Website	0 0
	General Manager of Underground Construction	1 ND Workforce Connection (Job Service of North Dakota)	0 0
	General Manager of Underground Construction General Manager of Underground Construction	1 Referred by Current Employee	0 0
	General Manager of Underground Construction General Manager of Underground Construction	1 Referred by Friend or Family	0 0
	General Manager of Underground Construction General Manager of Underground Construction	1 ZipRecruiter	0 0
	Heavy Equipment Superintendent	1 Current Employee	0 0
	Heavy Equipment Superintendent	1 eBenefits - Department of Veteran Affairs	0 0
	Heavy Equipment Superintendent	1 Glassdoor	0 0
	Heavy Equipment Superintendent	1 Helpwanted.com	0 0
	Heavy Equipment Superintendent	1 Indeed	0 0
	Heavy Equipment Superintendent	1 Keloland/VNL/KXNET Employment	0 0
	Heavy Equipment Superintendent	1 LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Heavy Equipment Superintendent	1 Midco Website	1 1
	Heavy Equipment Superintendent		0 0
		1 ND Workforce Connection (Job Service of North Dakota)	
	Heavy Equipment Superintendent	1 Referred by Current Employee	0 0
	Heavy Equipment Superintendent	1 Referred by Friend or Family	0 0
	Heavy Equipment Superintendent	1 ZipRecruiter	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 BismanOnline	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 CareerBuilder	
	Laborer - Underground Construction - Grand Forks, ND	2 Current Employee	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 eBenefits - Department of Veteran Affairs	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Glassdoor	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Handshake College Consortium	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Helpwanted.com	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Indeed	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Job Service	1 0
	Laborer - Underground Construction - Grand Forks, ND	2 Keloland/VNL/KXNET Employment	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Midco Email	1 1
	Laborer - Underground Construction - Grand Forks, ND	2 Midco Website	1 0
	Laborer - Underground Construction - Grand Forks, ND	2 Mitchell Technical Institute	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 ND Workforce Connection (Job Service of North Dakota)	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Northland Community & Technical College	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Referred by Current Employee	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Referred by Friend or Family	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 ZipRecruiter	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 BismanOnline	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Craigslist	1 0
	Laborer - Underground Construction - Grand Forks, ND	2 Current Employee	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 eBenefits - Department of Veteran Affairs	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Glassdoor	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Handshake College Consortium	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Helpwanted.com	0 0
LABOR005849 I	Laborer - Underground Construction - Grand Forks, ND	2 Indeed	1 0
	Laborer - Underground Construction - Grand Forks, ND	2 Keloland/VNL/KXNET Employment	0 0
LABOR005849 I	Laborer - Underground Construction - Grand Forks, ND	2 LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Midco Email	1 0
	Laborer - Underground Construction - Grand Forks, ND	2 Midco Website	1 0
	Laborer - Underground Construction - Grand Forks, ND	2 Mitchell Technical Institute	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 ND Workforce Connection (Job Service of North Dakota)	0 0
LABOR005849 I	Laborer - Underground Construction - Grand Forks, ND	2 Northland Community & Technical College	0 0
LABOR005849 I	Laborer - Underground Construction - Grand Forks, ND	2 Referred by Current Employee	0 0
	Laborer - Underground Construction - Grand Forks, ND	2 Referred by Friend or Family	2 1
LABOR005849 I	Laborer - Underground Construction - Grand Forks, ND	2 ZipRecruiter	1 1
OFFIC005571	Office Manager Underground Construction	1 Current Employee	0 0
	Office Manager Underground Construction	1 eBenefits - Department of Veteran Affairs	0 0
	Office Manager Underground Construction	1 Glassdoor	0 0
	Office Manager Underground Construction	1 Helpwanted.com	0 0
	Office Manager Underground Construction	1 Indeed	0 0
	Office Manager Underground Construction	1 Keloland/VNL/KXNET Employment	0 0
	Office Manager Underground Construction	1 LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Office Manager Underground Construction	1 Midco Email	1 1
	Office Manager Underground Construction	1 Midco Website	0 0
	Office Manager Underground Construction	1 ND Workforce Connection (Job Service of North Dakota)	0 0
	Office Manager Underground Construction	1 Referred by Current Employee	0 0
	Office Manager Underground Construction	1 Referred by Friend or Family	0 0
	Office Manager Underground Construction	1 ZipRecruiter	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 Cabl.com	3 0
	Regional Construction Project Manager - Grand Forks, ND	1 Current Employee	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 eBenefits - Department of Veteran Affairs	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 Glassdoor	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 Helpwanted.com	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 Indeed	1 1
	Regional Construction Project Manager - Grand Forks, ND	1 JobsHQ	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 Keloland/VNL/KXNET Employment	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 LinkedIn	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Regional Construction Project Manager - Grand Forks, ND Regional Construction Project Manager - Grand Forks, ND	1 Midco Website	0 0
	Regional Construction Project Manager - Grand Forks, ND Regional Construction Project Manager - Grand Forks, ND		0 0
		1 ND Workforce Connection (Job Service of North Dakota)	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 NDSU - North Dakota State University	
	Regional Construction Project Manager - Grand Forks, ND	1 Northland Community & Technical College	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 Referred by Current Employee	0 0
	Regional Construction Project Manager - Grand Forks, ND	1 Referred by Friend or Family	0 0
REGIO005476			or c
REGIO005476 REGIO005476 R	Regional Construction Project Manager - Grand Forks, ND	1 SCTE - Society of Cable Telecommunications Engineers	
REGIO005476 REGIO005476 REGIO005476 R	Regional Construction Project Manager - Grand Forks, ND	1 ZipRecruiter	0 0
REGIO005476 REGIO005476 REGIO005476 REPOR005977 REPOR	Regional Construction Project Manager - Grand Forks, ND Reporter/Producer	1 ZipRecruiter 1 Current Employee	0 C
REGIO005476 REGIO005476 REGIO005476 REPOR005977 RE	Regional Construction Project Manager - Grand Forks, ND	1 ZipRecruiter	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
	Reporter/Producer	1	LocalJobNetwork (KS, MN, ND, SD, WI)	1 0
REPOR005977	Reporter/Producer	1	LocalJobNetwork(SD)	0 0
	Reporter/Producer	1	Midco Website	3 1
	Reporter/Producer	1	ND Workforce Connection (Job Service of North Dakota)	0 0
	Reporter/Producer	1	Referred by Current Employee	0 0
	Reporter/Producer	1	Referred by Friend or Family	0 0
	Reporter/Producer	1	ZipRecruiter	0 0
UNDER005572	Underground Construction Foreman		Current Employee	0 0
	Underground Construction Foreman		eBenefits - Department of Veteran Affairs	0 0
	Underground Construction Foreman		Glassdoor	0 0
	Underground Construction Foreman	5	Helpwanted.com	0 0
	Underground Construction Foreman		Indeed	0 0
	Underground Construction Foreman		Keloland/VNL/KXNET Employment	0 0
	Underground Construction Foreman		LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Underground Construction Foreman	5	Midco Email	1 1
	Underground Construction Foreman		Midco Website	5 4
	Underground Construction Foreman		ND Workforce Connection (Job Service of North Dakota)	0 0
	Underground Construction Foreman		Referred by Current Employee	0 0
	Underground Construction Foreman		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
American Advertising Federation of North Dakota Address: P.O. Box 1051, Fargo, ND 58107	Recruitment Sources for Specific Vacancies Contact: president@aaf-nd.org Phone: N/A	https://www.aaf-nd.org/	N
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 Commerence 202 First Ave N, Moorhead, MN 56560	Contact: Tracey Powell Phone: 218-233-1100	info@fmwfchamber.com	N
ExperienceND 1600 E Century Ave Suite 2, Bismarck, ND 58503	Contact: Amanda Remynse 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@ndsu.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
Billboard Med	ia Sources (Newspaper, Billboards, Radio, Flyers, Events, Contact: Bill Kvasager	, Job Fairs) 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 Experien	ice Centers/Events	N
Midco Billing Statement	Advertising open positions in billi	ng statement	N
Midco Email	Email Blasts to customers who ha	ave opted in	N
Midco TV Commercial	TV Commerical Midco airs		N
Midco Web Banners	Digital banner Midco marketing o	reates	N
Midwest Radio of Fargo-Moorhead 1020 S 25th St, Fargo, ND 58103	Contact: Roberto Quintero Phone: 701-297-5864	https://www.radiofmmedia.com/stations	N
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
Ci	ited 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	Minorities Veterans	Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaDiversity.com www.minnesotaDiversity.com 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 Lautt Matt Thompson Ken Bakke		