

EEO Public File Report
Midcontinent Communications-Cass
September 1, 2023-August 31, 2024
Full-Time Positions Filled

Req #	Posting Title	Positions	Referral Sources	Interviewed	Hired
FIELD006296	Field Technician - Fargo, ND	3	Billboard	1	-
FIELD006296	Field Technician - Fargo, ND	3	Current Employee	-	-
FIELD006296	Field Technician - Fargo, ND	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006296	Field Technician - Fargo, ND	3	Glassdoor	-	-
FIELD006296	Field Technician - Fargo, ND	3	Handshake	-	-
FIELD006296	Field Technician - Fargo, ND	3	Helpwanted.com	-	-
FIELD006296	Field Technician - Fargo, ND	3	Indeed	6	1
FIELD006296	Field Technician - Fargo, ND	3	LinkedIn	-	-
FIELD006296	Field Technician - Fargo, ND	3	LocalJobNetworks (ND)	-	-
FIELD006296	Field Technician - Fargo, ND	3	Midco Email	1	1
FIELD006296	Field Technician - Fargo, ND	3	Midco TV Commercial	-	-
FIELD006296	Field Technician - Fargo, ND	3	Midco Website	1	-
FIELD006296	Field Technician - Fargo, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006296	Field Technician - Fargo, ND	3	Referred By Current Employee	1	1
FIELD006296	Field Technician - Fargo, ND	3	Referred by Friend or Family	-	-
FIELD006296	Field Technician - Fargo, ND	3	ZipRecruiter	-	-
FIELD006527	Field Technician - Fargo, ND	2	Billboard	-	-
FIELD006527	Field Technician - Fargo, ND	2	Current Employee	-	-
FIELD006527	Field Technician - Fargo, ND	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006527	Field Technician - Fargo, ND	2	Glassdoor	-	-
FIELD006527	Field Technician - Fargo, ND	2	Handshake	-	-
FIELD006527	Field Technician - Fargo, ND	2	Helpwanted.com	-	-
FIELD006527	Field Technician - Fargo, ND	2	Indeed	7	-
FIELD006527	Field Technician - Fargo, ND	2	LinkedIn	-	-
FIELD006527	Field Technician - Fargo, ND	2	LocalJobNetworks (ND)	-	-
FIELD006527	Field Technician - Fargo, ND	2	Midco Email	2	-
FIELD006527	Field Technician - Fargo, ND	2	Midco TV Commercial	-	-
FIELD006527	Field Technician - Fargo, ND	2	Midco Website	3	-
FIELD006527	Field Technician - Fargo, ND	2	NDWORKS (Job Service of ND)	1	-
FIELD006527	Field Technician - Fargo, ND	2	Referred By Current Employee	-	-
FIELD006527	Field Technician - Fargo, ND	2	Referred by Friend or Family	1	1
FIELD006527	Field Technician - Fargo, ND	2	ZipRecruiter	1	1
FIELD006530	Field Technician - Wahpeton, ND	3	BismanOnline	1	1
FIELD006530	Field Technician - Wahpeton, ND	3	Current Employee	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	Glassdoor	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	Handshake	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	Helpwanted.com	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	Indeed	4	1
FIELD006530	Field Technician - Wahpeton, ND	3	LinkedIn	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	LocalJobNetworks (ND)	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	Midco Email	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	Midco Website	1	1
FIELD006530	Field Technician - Wahpeton, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	Referred By Current Employee	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	Referred by Friend or Family	-	-
FIELD006530	Field Technician - Wahpeton, ND	3	ZipRecruiter	1	-
FIELD006506	Field Technician - Grafton, ND	1	BisManOnline	1	-
FIELD006506	Field Technician - Grafton, ND	1	Current Employee	-	-
FIELD006506	Field Technician - Grafton, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006506	Field Technician - Grafton, ND	1	Glassdoor	-	-
FIELD006506	Field Technician - Grafton, ND	1	Handshake	-	-
FIELD006506	Field Technician - Grafton, ND	1	Helpwanted.com	-	-
FIELD006506	Field Technician - Grafton, ND	1	Indeed	2	-
FIELD006506	Field Technician - Grafton, ND	1	LinkedIn	-	-
FIELD006506	Field Technician - Grafton, ND	1	LocalJobNetworks (ND)	-	-
FIELD006506	Field Technician - Grafton, ND	1	Midco Email	-	-
FIELD006506	Field Technician - Grafton, ND	1	Midco TV Commercial	-	-
FIELD006506	Field Technician - Grafton, ND	1	Midco Website	-	-
FIELD006506	Field Technician - Grafton, ND	1	NDWORKS (Job Service of ND)	1	1
FIELD006506	Field Technician - Grafton, ND	1	Referred By Current Employee	-	-
FIELD006506	Field Technician - Grafton, ND	1	Referred by Friend or Family	-	-
FIELD006506	Field Technician - Grafton, ND	1	ZipRecruiter	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	Current Employee	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	Glassdoor	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	Handshake	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	Helpwanted.com	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	Indeed	1	-
FIELD006423	Field Technician - Devils Lake, ND	1	LinkedIn	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	LocalJobNetworks (ND)	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	Midco Email	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	Midco Website	1	1
FIELD006423	Field Technician - Devils Lake, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	Referred By Current Employee	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	Referred by Friend or Family	-	-
FIELD006423	Field Technician - Devils Lake, ND	1	ZipRecruiter	-	-
FIELD006430	Field Technician - Fargo, ND	2	Billboard	-	-

FIELD006430	Field Technician - Fargo, ND	2	Current Employee	-	-
FIELD006430	Field Technician - Fargo, ND	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006430	Field Technician - Fargo, ND	2	Glassdoor	-	-
FIELD006430	Field Technician - Fargo, ND	2	Handshake	-	-
FIELD006430	Field Technician - Fargo, ND	2	Helpwanted.com	-	-
FIELD006430	Field Technician - Fargo, ND	2	Indeed	11	2
FIELD006430	Field Technician - Fargo, ND	2	LinkedIn	-	-
FIELD006430	Field Technician - Fargo, ND	2	LocalJobNetworks (ND)	-	-
FIELD006430	Field Technician - Fargo, ND	2	Midco Email	-	-
FIELD006430	Field Technician - Fargo, ND	2	Midco TV Commercial	-	-
FIELD006430	Field Technician - Fargo, ND	2	Midco Website	2	-
FIELD006430	Field Technician - Fargo, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD006430	Field Technician - Fargo, ND	2	Referred By Current Employee	-	-
FIELD006430	Field Technician - Fargo, ND	2	Referred by Friend or Family	-	-
FIELD006430	Field Technician - Fargo, ND	2	ZipRecruiter	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Billboard	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Current Employee	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Glassdoor	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Handshake	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Helpwanted.com	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Indeed	1	1
FIELD006449	Field Technician - Grand Forks, ND	1	LinkedIn	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	LocalJobNetworks (ND)	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Midco Email	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Midco TV Commercial	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Midco Website	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Referred By Current Employee	-	-
FIELD006449	Field Technician - Grand Forks, ND	1	Referred by Friend or Family	1	-
FIELD006449	Field Technician - Grand Forks, ND	1	ZipRecruiter	-	-
FIELD006466	Field Technician - Fargo, ND	1	Billboard	-	-
FIELD006466	Field Technician - Fargo, ND	1	Current Employee	-	-
FIELD006466	Field Technician - Fargo, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006466	Field Technician - Fargo, ND	1	Glassdoor	-	-
FIELD006466	Field Technician - Fargo, ND	1	Handshake	1	-
FIELD006466	Field Technician - Fargo, ND	1	Helpwanted.com	-	-
FIELD006466	Field Technician - Fargo, ND	1	Indeed	2	-
FIELD006466	Field Technician - Fargo, ND	1	LinkedIn	-	-
FIELD006466	Field Technician - Fargo, ND	1	LocalJobNetworks (ND)	-	-
FIELD006466	Field Technician - Fargo, ND	1	Midco Email	1	-
FIELD006466	Field Technician - Fargo, ND	1	Midco TV Commercial	-	-
FIELD006466	Field Technician - Fargo, ND	1	Midco Website	3	1
FIELD006466	Field Technician - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006466	Field Technician - Fargo, ND	1	Referred By Current Employee	-	-
FIELD006466	Field Technician - Fargo, ND	1	Referred by Friend or Family	2	-
FIELD006466	Field Technician - Fargo, ND	1	ZipRecruiter	-	-
FIELD006463	Field Technician - Langdon, ND	1	Current Employee	-	-
FIELD006463	Field Technician - Langdon, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006463	Field Technician - Langdon, ND	1	Glassdoor	-	-
FIELD006463	Field Technician - Langdon, ND	1	Handshake	-	-
FIELD006463	Field Technician - Langdon, ND	1	Helpwanted.com	-	-
FIELD006463	Field Technician - Langdon, ND	1	Indeed	1	-
FIELD006463	Field Technician - Langdon, ND	1	LinkedIn	-	-
FIELD006463	Field Technician - Langdon, ND	1	LocalJobNetworks (ND)	-	-
FIELD006463	Field Technician - Langdon, ND	1	Midco Email	-	-
FIELD006463	Field Technician - Langdon, ND	1	Midco Hiring Flyer	1	-
FIELD006463	Field Technician - Langdon, ND	1	Midco Website	-	-
FIELD006463	Field Technician - Langdon, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006463	Field Technician - Langdon, ND	1	Referred By Current Employee	-	-
FIELD006463	Field Technician - Langdon, ND	1	Referred by Friend or Family	1	1
FIELD006463	Field Technician - Langdon, ND	1	ZipRecruiter	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	Current Employee	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	eBenefits - Dept of Veteran Affairs	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	Glassdoor	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	Handshake	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	Helpwanted.com	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	Indeed	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	LinkedIn	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	LocalJobNetworks (ND)	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	Midco Email	1	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	Midco Website	1	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	Referred By Current Employee	1	1
CENTR006563	Central Construction Coordinator - Fargo, ND	1	Referred by Friend or Family	-	-
CENTR006563	Central Construction Coordinator - Fargo, ND	1	ZipRecruiter	-	-
FIELD006543	Field Technician - International Falls, MN	1	Current Employee	-	-
FIELD006543	Field Technician - International Falls, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006543	Field Technician - International Falls, MN	1	Glassdoor	-	-
FIELD006543	Field Technician - International Falls, MN	1	Handshake	-	-
FIELD006543	Field Technician - International Falls, MN	1	Indeed	1	1
FIELD006543	Field Technician - International Falls, MN	1	LinkedIn	-	-
FIELD006543	Field Technician - International Falls, MN	1	LocalJobNetworks (MN)	-	-

FIELD006543	Field Technician - International Falls, MN	1	Midco Email	-	-
FIELD006543	Field Technician - International Falls, MN	1	Midco Website	-	-
FIELD006543	Field Technician - International Falls, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006543	Field Technician - International Falls, MN	1	MN State Career Hub College Consortium	-	-
FIELD006543	Field Technician - International Falls, MN	1	Referred By Current Employee	-	-
FIELD006543	Field Technician - International Falls, MN	1	Referred by Friend or Family	-	-
FIELD006543	Field Technician - International Falls, MN	1	ZipRecruiter	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	BisManOnline	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	Current Employee	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	Facebook/Instagram	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	Glassdoor	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	Handshake	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	Helpwanted.com	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	Indeed	6	2
FIELD006552	Field Technician - Grand Forks, ND	3	JobsHQ	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	LinkedIn	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	LocalJobNetworks (ND)	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	Midco Email	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	Midco TV Commercial	2	-
FIELD006552	Field Technician - Grand Forks, ND	3	Midco Website	1	-
FIELD006552	Field Technician - Grand Forks, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006552	Field Technician - Grand Forks, ND	3	Referred By Current Employee	1	-
FIELD006552	Field Technician - Grand Forks, ND	3	Referred by Friend or Family	1	-
FIELD006552	Field Technician - Grand Forks, ND	3	ZipRecruiter	1	1
FIELD006608	Field Technician - Jamestown, ND	1	Billboard	1	-
FIELD006608	Field Technician - Jamestown, ND	1	BisManOnline	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Current Employee	-	-
FIELD006608	Field Technician - Jamestown, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Facebook/Instagram	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Glassdoor	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Handshake	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Helpwanted.com	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Indeed	-	-
FIELD006608	Field Technician - Jamestown, ND	1	JobsHQ	-	-
FIELD006608	Field Technician - Jamestown, ND	1	LinkedIn	1	1
FIELD006608	Field Technician - Jamestown, ND	1	LocalJobNetworks (ND)	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Midco Email	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Midco Website	-	-
FIELD006608	Field Technician - Jamestown, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Referred By Current Employee	-	-
FIELD006608	Field Technician - Jamestown, ND	1	Referred by Friend or Family	-	-
FIELD006608	Field Technician - Jamestown, ND	1	ZipRecruiter	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Billboard	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Current Employee	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	eBenefits - Dept of Veteran Affairs	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Glassdoor	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Handshake	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Indeed	5	3
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	LinkedIn	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	LocalJobNetworks (ND)	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Midco Email	3	1
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Midco TV Commercial	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Midco Website	1	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	NDWORKS (Job Service of ND)	-	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Referred By Current Employee	1	-
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	Referred by Friend or Family	1	1
LABOR006622	Laborer / Fiber Underground Construction Technician - Grand Forks, ND	6	ZipRecruiter	1	1
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	AgWeek	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Billboard	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Current Employee	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Digital Audio	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	eBenefits - Dept of Veteran Affairs	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Facebook/Instagram	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Glassdoor	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Handshake	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Indeed	2	1
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Jamestown Sun	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	JobsHQ	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	LinkedIn	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	LocalJobNetworks (ND)	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Midco Email	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Midco Hiring Flyer	1	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Midco TV Commercial	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Midco Website	1	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	NDWORKS (Job Service of ND)	1	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Radio	-	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Referred By Current Employee	1	1
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	Referred by Friend or Family	1	-
LABOR006621	Laborer / Fiber Underground Construction Technician - Jamestown, ND	2	ZipRecruiter	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	BisManOnline	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	Current Employee	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	eBenefits - Dept of Veteran Affairs	-	-

EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	Facebook/Instagram	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	Glassdoor	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	Handshake	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	Indeed	1	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	JobsHQ	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	LinkedIn	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	LocalJobNetworks (ND)	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	Midco Email	1	1
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	Midco Website	1	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	NDWORKS (Job Service of ND)	1	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	Referred By Current Employee	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	Referred by Friend or Family	-	-
EQUIP006618	Equipment Operator - Underground Construction - Fargo, ND	1	ZipRecruiter	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Billboard	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Current Employee	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	eBenefits - Dept of Veteran Affairs	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Facebook/Instagram	1	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Glassdoor	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Handshake	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Helpwanted.com	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Indeed	3	1
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	LinkedIn	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	LocalJobNetworks (ND)	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Midco Email	2	1
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Midco TV Commercial	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Midco Website	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	NDWORKS (Job Service of ND)	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Referred By Current Employee	-	-
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	Referred by Friend or Family	2	2
LABOR006620	Laborer / Fiber Underground Construction Technician - Fargo, ND	4	ZipRecruiter	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Billboard	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Current Employee	1	1
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	eBenefits - Dept of Veteran Affairs	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Glassdoor	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Handshake	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Helpwanted.com	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Indeed	1	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	LinkedIn	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	LocalJobNetworks (ND)	1	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Midco Email	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Midco TV Commercial	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Midco Website	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	NDWORKS (Job Service of ND)	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Referred By Current Employee	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	Referred by Friend or Family	-	-
EQUIP006617	Equipment Operator - Underground Construction - Jamestown, ND	1	ZipRecruiter	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	Billboard	1	-
FIELD006580	Field Technician - Wahpeton, ND	1	Current Employee	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	Glassdoor	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	Handshake	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	Helpwanted.com	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	Indeed	7	-
FIELD006580	Field Technician - Wahpeton, ND	1	LinkedIn	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	LocalJobNetworks (ND)	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	Midco Email	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	Midco Website	1	1
FIELD006580	Field Technician - Wahpeton, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	Referred By Current Employee	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	Referred by Friend or Family	-	-
FIELD006580	Field Technician - Wahpeton, ND	1	ZipRecruiter	-	-
FIELD006594	Field Technician - Fargo, ND	7	Billboard	1	-
FIELD006594	Field Technician - Fargo, ND	7	Current Employee	-	-
FIELD006594	Field Technician - Fargo, ND	7	eBenefits - Dept of Veteran Affairs	-	-
FIELD006594	Field Technician - Fargo, ND	7	Glassdoor	-	-
FIELD006594	Field Technician - Fargo, ND	7	Handshake	-	-
FIELD006594	Field Technician - Fargo, ND	7	Helpwanted.com	-	-
FIELD006594	Field Technician - Fargo, ND	7	Indeed	9	3
FIELD006594	Field Technician - Fargo, ND	7	LinkedIn	-	-
FIELD006594	Field Technician - Fargo, ND	7	LocalJobNetworks (ND)	-	-
FIELD006594	Field Technician - Fargo, ND	7	Midco Email	-	-
FIELD006594	Field Technician - Fargo, ND	7	Midco TV Commercial	-	-
FIELD006594	Field Technician - Fargo, ND	7	Midco Website	4	2
FIELD006594	Field Technician - Fargo, ND	7	NDWORKS (Job Service of ND)	-	-
FIELD006594	Field Technician - Fargo, ND	7	Referred By Current Employee	3	2
FIELD006594	Field Technician - Fargo, ND	7	Referred by Friend or Family	1	-
FIELD006594	Field Technician - Fargo, ND	7	ZipRecruiter	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	BisManOnline	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	Current Employee	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	Glassdoor	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	Handshake	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	Indeed	3	1

FIELD006650	Field Technician - Devils Lake, ND	1	LinkedIn	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	LocalJobNetworks (ND)	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	Midco Email	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	Midco Website	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	Mitchell Technical College	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	Referred By Current Employee	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	Referred by Friend or Family	-	-
FIELD006650	Field Technician - Devils Lake, ND	1	ZipRecruiter	-	-
FIELD006352	Field Technician - Fargo, ND	3	Billboard	-	-
FIELD006352	Field Technician - Fargo, ND	3	Current Employee	-	-
FIELD006352	Field Technician - Fargo, ND	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006352	Field Technician - Fargo, ND	3	Facebook/Instagram	1	-
FIELD006352	Field Technician - Fargo, ND	3	Glassdoor	-	-
FIELD006352	Field Technician - Fargo, ND	3	Handshake	-	-
FIELD006352	Field Technician - Fargo, ND	3	Helpwanted.com	-	-
FIELD006352	Field Technician - Fargo, ND	3	Indeed	9	2
FIELD006352	Field Technician - Fargo, ND	3	LinkedIn	-	-
FIELD006352	Field Technician - Fargo, ND	3	LocalJobNetworks (ND)	-	-
FIELD006352	Field Technician - Fargo, ND	3	Midco Digital Advertisement	1	-
FIELD006352	Field Technician - Fargo, ND	3	Midco Email	1	1
FIELD006352	Field Technician - Fargo, ND	3	Midco TV Commercial	-	-
FIELD006352	Field Technician - Fargo, ND	3	Midco Website	5	-
FIELD006352	Field Technician - Fargo, ND	3	NDWORKS (Job Service of ND)	-	-
FIELD006352	Field Technician - Fargo, ND	3	Referred By Current Employee	-	-
FIELD006352	Field Technician - Fargo, ND	3	Referred by Friend or Family	1	-
FIELD006352	Field Technician - Fargo, ND	3	ZipRecruiter	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Billboard	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Current Employee	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Glassdoor	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Handshake	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Helpwanted.com	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Indeed	3	1
FIELD006353	Field Technician - Grand Forks, ND	1	LinkedIn	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	LocalJobNetworks (ND)	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Midco Email	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Midco TV Commercial	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Midco Website	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Referred By Current Employee	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	Referred by Friend or Family	-	-
FIELD006353	Field Technician - Grand Forks, ND	1	ZipRecruiter	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Billboard	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Current Employee	1	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Glassdoor	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Handshake	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Helpwanted.com	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Indeed	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	LinkedIn	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	LocalJobNetworks (ND)	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Midco Email	2	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Midco TV Commercial	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Midco Website	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Referred By Current Employee	1	1
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	Referred by Friend or Family	-	-
EQUIP006344	Equipment Operator - Underground Construction - Grand Forks, ND	1	ZipRecruiter	-	-
FIELD006370	Field Technician - International Falls, MN	1	Current Employee	-	-
FIELD006370	Field Technician - International Falls, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006370	Field Technician - International Falls, MN	1	Glassdoor	-	-
FIELD006370	Field Technician - International Falls, MN	1	Handshake	-	-
FIELD006370	Field Technician - International Falls, MN	1	Helpwanted.com	-	-
FIELD006370	Field Technician - International Falls, MN	1	Indeed	4	1
FIELD006370	Field Technician - International Falls, MN	1	LinkedIn	-	-
FIELD006370	Field Technician - International Falls, MN	1	LocalJobNetworks (ND)	-	-
FIELD006370	Field Technician - International Falls, MN	1	Midco Email	-	-
FIELD006370	Field Technician - International Falls, MN	1	Midco Website	1	-
FIELD006370	Field Technician - International Falls, MN	1	MN State Career Hub College Consortium	-	-
FIELD006370	Field Technician - International Falls, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006370	Field Technician - International Falls, MN	1	Referred By Current Employee	-	-
FIELD006370	Field Technician - International Falls, MN	1	Referred by Friend or Family	-	-
FIELD006370	Field Technician - International Falls, MN	1	ZipRecruiter	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Billboard	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Current Employee	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Glassdoor	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Handshake	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Helpwanted.com	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Indeed	3	1
FIELD006391	Field Technician - Grand Forks, ND	1	LinkedIn	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	LocalJobNetworks (ND)	-	-

FIELD006391	Field Technician - Grand Forks, ND	1	Midco Email	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Midco TV Commercial	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Midco Website	1	-
FIELD006391	Field Technician - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Referred By Current Employee	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	Referred by Friend or Family	-	-
FIELD006391	Field Technician - Grand Forks, ND	1	ZipRecruiter	-	-
BUSIN006635	Business Inside Sales Representative	1	Current Employee	-	-
BUSIN006635	Business Inside Sales Representative	1	eBenefits - Dept of Veteran Affairs	-	-
BUSIN006635	Business Inside Sales Representative	1	Glassdoor	-	-
BUSIN006635	Business Inside Sales Representative	1	Handshake	-	-
BUSIN006635	Business Inside Sales Representative	1	Indeed	3	1
BUSIN006635	Business Inside Sales Representative	1	LinkedIn	1	-
BUSIN006635	Business Inside Sales Representative	1	LocalJobNetworks (ND)	-	-
BUSIN006635	Business Inside Sales Representative	1	Midco Email	-	-
BUSIN006635	Business Inside Sales Representative	1	Midco Website	-	-
BUSIN006635	Business Inside Sales Representative	1	NDWORKS (Job Service of ND)	-	-
BUSIN006635	Business Inside Sales Representative	1	Referred By Current Employee	-	-
BUSIN006635	Business Inside Sales Representative	1	Referred by Friend or Family	-	-
BUSIN006635	Business Inside Sales Representative	1	ZipRecruiter	-	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Current Employee	1	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Facebook/Instagram	1	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Glassdoor	-	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Handshake	-	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Indeed	19	5
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	LinkedIn	2	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	LocalJobNetworks (ND)	-	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Midco Email	3	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Midco TV Commercial	1	1
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Midco Website	2	1
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	NDWORKS (Job Service of ND)	1	1
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Referred By Current Employee	1	-
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	Referred by Friend or Family	3	2
CUSTO006497	Customer Experience Specialist - Fargo, ND	10	ZipRecruiter	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Current Employee	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Facebook/Instagram	1	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Glassdoor	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Handshake	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Helpwanted.com	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Indeed	14	5
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	LinkedIn	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	LocalJobNetworks (ND)	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Midco Email	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Midco TV Commercial	1	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Midco Website	4	2
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Referred By Current Employee	2	1
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	Referred by Friend or Family	2	1
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	NDWORKS (Job Service of ND)	-	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	SDWORKS (Job Service of SD)	1	-
CUSTO006445	Customer Experience Specialist - Fargo, ND	9	ZipRecruiter	-	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	Current Employee	-	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	Facebook/Instagram	1	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	Glassdoor	1	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	Handshake	-	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	Indeed	6	1
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	LinkedIn	1	1
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	LocalJobNetworks (MN)	-	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	Midco Email	-	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	Midco Website	2	1
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	MNWORKS (Job Service of MN)	-	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	Referred By Current Employee	-	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	Referred by Friend or Family	1	-
CUSTO006461	Customer Experience Specialist - Detroit Lakes, MN	3	ZipRecruiter	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	Current Employee	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	Glassdoor	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	Handshake	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	Indeed	3	1
FIELD006610	Field Technician - Detroit Lakes, MN	2	LinkedIn	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	LocalJobNetworks (MN)	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	Midco Email	1	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	Midco TV Commercial	1	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	Midco Website	1	1
FIELD006610	Field Technician - Detroit Lakes, MN	2	MNWORKS (Job Service of MN)	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	Referred By Current Employee	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	Referred by Friend or Family	-	-
FIELD006610	Field Technician - Detroit Lakes, MN	2	ZipRecruiter	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	Current Employee	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	Glassdoor	-	-

RETAI006643	Retail Sales & Service - Grand Forks, ND	1	Handshake	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	Indeed	2	1
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	LinkedIn	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	LocalJobNetworks (ND)	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	Midco Email	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	Midco Website	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	Referred By Current Employee	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	Referred by Friend or Family	-	-
RETAI006643	Retail Sales & Service - Grand Forks, ND	1	ZipRecruiter	-	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Billboard	1	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Current Employee	1	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Glassdoor	-	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Handshake	-	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Helpwanted.com	-	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Indeed	13	4
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Keloland Employment	2	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	LinkedIn	1	1
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	LocalJobNetworks (ND)	-	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Midco Email	2	2
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Midco Digital Advertisement	2	1
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Midco Website	8	5
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Referred By Current Employee	5	2
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	Referred by Friend or Family	6	2
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	SDWORKS (Job Service of SD)	1	-
CUSTO006279	Customer Experience Specialist - Fargo, ND	18	ZipRecruiter	2	1
FIELD006708	Field Technician - Wahpeton, ND	1	Current Employee	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	Glassdoor	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	Handshake	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	Helpwanted.com	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	Indeed	2	1
FIELD006708	Field Technician - Wahpeton, ND	1	LinkedIn	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	LocalJobNetworks (ND)	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	Midco Email	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	Midco Website	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	Referred By Current Employee	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	Referred by Friend or Family	-	-
FIELD006708	Field Technician - Wahpeton, ND	1	NDWORKS (Job Service of ND)	1	-
FIELD006708	Field Technician - Wahpeton, ND	1	ZipRecruiter	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Billboard	1	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Current Employee	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Glassdoor	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Handshake	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Helpwanted.com	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Indeed	2	1
FIELD006337	Field Technician - Detroit Lakes, MN	1	LinkedIn	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	LocalJobNetworks (ND)	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Midco Email	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Midco Website	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Referred By Current Employee	1	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	Referred by Friend or Family	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006337	Field Technician - Detroit Lakes, MN	1	ZipRecruiter	-	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	Current Employee	-	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	eBenefits - Dept of Veteran Affairs	1	1
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	Glassdoor	-	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	Handshake	-	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	Helpwanted.com	-	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	Indeed	16	6
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	LinkedIn	1	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	LocalJobNetworks (ND)	-	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	Midco Email	-	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	Midco Website	7	2
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	NDWORKS (Job Service of ND)	-	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	Referred By Current Employee	1	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	Referred by Friend or Family	3	-
CUSTO006383	Customer Experience Specialist - Fargo, ND	9	ZipRecruiter	-	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Current Employee	-	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Glassdoor	-	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Handshake	-	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Helpwanted.com	-	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Indeed	13	3
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	LinkedIn	-	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	LocalJobNetworks (ND)	2	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Mido Digital Advertisment	1	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Midco Email	1	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Midco Website	3	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Referred By Current Employee	4	1
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	Referred by Friend or Family	1	-

CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	SDWORKS (Job Service of SD)	3	-
CUSTO006384	Customer Experience Specialist - Grand Forks, ND	4	ZipRecruiter	3	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	Current Employee	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	eBenefits - Dept of Veteran Affairs	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	Glassdoor	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	Handshake	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	Indeed	5	1
RETAI006560	Retail Sales & Service - Fargo, ND	1	LinkedIn	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	LocalJobNetworks (ND)	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	Midco Email	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	Midco Website	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	Referred By Current Employee	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	Referred by Friend or Family	-	-
RETAI006560	Retail Sales & Service - Fargo, ND	1	ZipRecruiter	-	-
VIDEO006540	Videographer/Producer	1	Current Employee	1	-
VIDEO006540	Videographer/Producer	1	eBenefits - Dept of Veteran Affairs	-	-
VIDEO006540	Videographer/Producer	1	Glassdoor	-	-
VIDEO006540	Videographer/Producer	1	Handshake	-	-
VIDEO006540	Videographer/Producer	1	Indeed	1	-
VIDEO006540	Videographer/Producer	1	LinkedIn	-	-
VIDEO006540	Videographer/Producer	1	LocalJobNetworks (ND)	-	-
VIDEO006540	Videographer/Producer	1	Midco Email	-	-
VIDEO006540	Videographer/Producer	1	Midco Website	-	-
VIDEO006540	Videographer/Producer	1	NDWORKS (Job Service of ND)	-	-
VIDEO006540	Videographer/Producer	1	Referred by Current Employee	-	-
VIDEO006540	Videographer/Producer	1	Referred by Friend or Family	1	1
VIDEO006540	Videographer/Producer	1	ZipRecruiter	-	-
VIDEO006373	Videographer/Producer	1	Current Employee	-	-
VIDEO006373	Videographer/Producer	1	eBenefits - Dept of Veteran Affairs	-	-
VIDEO006373	Videographer/Producer	1	Glassdoor	-	-
VIDEO006373	Videographer/Producer	1	Handshake	-	-
VIDEO006373	Videographer/Producer	1	Helpwanted.com	-	-
VIDEO006373	Videographer/Producer	1	Indeed	2	-
VIDEO006373	Videographer/Producer	1	LinkedIn	-	-
VIDEO006373	Videographer/Producer	1	LocalJobNetworks (ND)	-	-
VIDEO006373	Videographer/Producer	1	Midco Email	-	-
VIDEO006373	Videographer/Producer	1	Midco Website	-	-
VIDEO006373	Videographer/Producer	1	NDWORKS (Job Service of ND)	-	-
VIDEO006373	Videographer/Producer	1	Referred by Current Employee	1	1
VIDEO006373	Videographer/Producer	1	Referred by Friend or Family	-	-
VIDEO006373	Videographer/Producer	1	ZipRecruiter	-	-
ADVAN006380	Advanced Advertising Account Executive	1	Current Employee	-	-
ADVAN006380	Advanced Advertising Account Executive	1	eBenefits - Dept of Veteran Affairs	-	-
ADVAN006380	Advanced Advertising Account Executive	1	Glassdoor	-	-
ADVAN006380	Advanced Advertising Account Executive	1	Handshake	-	-
ADVAN006380	Advanced Advertising Account Executive	1	Helpwanted.com	-	-
ADVAN006380	Advanced Advertising Account Executive	1	Indeed	-	-
ADVAN006380	Advanced Advertising Account Executive	1	LinkedIn	-	-
ADVAN006380	Advanced Advertising Account Executive	1	LocalJobNetworks (ND)	-	-
ADVAN006380	Advanced Advertising Account Executive	1	Midco Email	-	-
ADVAN006380	Advanced Advertising Account Executive	1	Midco Website	-	-
ADVAN006380	Advanced Advertising Account Executive	1	NDWORKS (Job Service of ND)	-	-
ADVAN006380	Advanced Advertising Account Executive	1	Referred by Current Employee	1	1
ADVAN006380	Advanced Advertising Account Executive	1	Referred by Friend or Family	-	-
ADVAN006380	Advanced Advertising Account Executive	1	ZipRecruiter	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	Current Employee	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	eBenefits - Dept of Veteran Affairs	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	Glassdoor	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	Handshake	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	Indeed	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	LinkedIn	1	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	LocalJobNetworks (ND)	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	Midco Email	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	Midco Website	1	1
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	Referred by Current Employee	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	Referred by Friend or Family	-	-
SALES006571	Sales Associate (Internet, TV, & Phone) - Fargo, ND	1	ZipRecruiter	-	-
CUSTO006310	Retail Sales & Service Associate	1	Current Employee	-	-
CUSTO006310	Retail Sales & Service Associate	1	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006310	Retail Sales & Service Associate	1	Glassdoor	-	-
CUSTO006310	Retail Sales & Service Associate	1	Handshake	-	-
CUSTO006310	Retail Sales & Service Associate	1	Helpwanted.com	-	-
CUSTO006310	Retail Sales & Service Associate	1	Indeed	3	-
CUSTO006310	Retail Sales & Service Associate	1	LinkedIn	-	-
CUSTO006310	Retail Sales & Service Associate	1	LocalJobNetworks (ND)	-	-
CUSTO006310	Retail Sales & Service Associate	1	Midco Email	1	-
CUSTO006310	Retail Sales & Service Associate	1	Midco Website	4	-
CUSTO006310	Retail Sales & Service Associate	1	NDWORKS (Job Service of ND)	-	-
CUSTO006310	Retail Sales & Service Associate	1	Referred by Current Employee	1	1
CUSTO006310	Retail Sales & Service Associate	1	Referred by Friend or Family	-	-
CUSTO006310	Retail Sales & Service Associate	1	ZipRecruiter	-	-

RETAI006398	Retail Sales & Service Associate	1	Current Employee	-	-
RETAI006398	Retail Sales & Service Associate	1	eBenefits - Dept of Veteran Affairs	-	-
RETAI006398	Retail Sales & Service Associate	1	Glassdoor	-	-
RETAI006398	Retail Sales & Service Associate	1	Handshake	-	-
RETAI006398	Retail Sales & Service Associate	1	Helpwanted.com	-	-
RETAI006398	Retail Sales & Service Associate	1	Indeed	2	1
RETAI006398	Retail Sales & Service Associate	1	LinkedIn	-	-
RETAI006398	Retail Sales & Service Associate	1	LocalJobNetworks (ND)	-	-
RETAI006398	Retail Sales & Service Associate	1	Midco Email	-	-
RETAI006398	Retail Sales & Service Associate	1	Midco Website	-	-
RETAI006398	Retail Sales & Service Associate	1	NDWORKS (Job Service of ND)	-	-
RETAI006398	Retail Sales & Service Associate	1	Referred by Current Employee	-	-
RETAI006398	Retail Sales & Service Associate	1	Referred by Friend or Family	-	-
RETAI006398	Retail Sales & Service Associate	1	ZipRecruiter	-	-
APPLI006613	Software Development Manager	1	Current Employee	-	-
APPLI006613	Software Development Manager	1	eBenefits - Dept of Veteran Affairs	-	-
APPLI006613	Software Development Manager	1	GDT	1	-
APPLI006613	Software Development Manager	1	Glassdoor	-	-
APPLI006613	Software Development Manager	1	Handshake	-	-
APPLI006613	Software Development Manager	1	Indeed	2	-
APPLI006613	Software Development Manager	1	Jobot	1	-
APPLI006613	Software Development Manager	1	Keloland Employment	-	-
APPLI006613	Software Development Manager	1	LinkedIn	2	1
APPLI006613	Software Development Manager	1	LocalJobNetworks (ND)	-	-
APPLI006613	Software Development Manager	1	Midco Email	-	-
APPLI006613	Software Development Manager	1	Midco Website	1	-
APPLI006613	Software Development Manager	1	MNWORKS (Job Service of MN)	-	-
APPLI006613	Software Development Manager	1	NDWORKS (Job Service of ND)	-	-
APPLI006613	Software Development Manager	1	Referred by Current Employee	-	-
APPLI006613	Software Development Manager	1	Referred by Friend or Family	-	-
APPLI006613	Software Development Manager	1	SDWORKS (Job Service of SD)	-	-
APPLI006613	Software Development Manager	1	ZipRecruiter	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Billboard	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Current Employee	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	eBenefits - Dept of Veteran Affairs	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Glassdoor	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Handshake	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Indeed	2	1
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	LinkedIn	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	LocalJobNetworks (ND)	1	1
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Midco Email	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Midco TV Commercial	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Midco Website	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	NDWORKS (Job Service of ND)	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Referred By Current Employee	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	Referred by Friend or Family	-	-
LABOR006694	Laborer - Underground Construction - Fargo, ND	2	ZipRecruiter	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	BisManOnline	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	Current Employee	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	Glassdoor	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	Handshake	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	Indeed	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	LinkedIn	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	LocalJobNetworks (ND)	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	Midco Email	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	Midco Website	-	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	NDWORKS (Job Service of ND)	7	1
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	Referred By Current Employee	1	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	Referred by Friend or Family	1	-
CUSTO006723	Customer Experience Specialist - Jamestown, ND	1	ZipRecruiter	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	Current Employee	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	Glassdoor	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	Handshake	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	Indeed	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	LinkedIn	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	LocalJobNetworks (MN)	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	Midco Email	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	Midco Website	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	Referred By Current Employee	1	1
FIELD006771	Field Technician - Detroit Lakes, MN	1	Referred by Friend or Family	-	-
FIELD006771	Field Technician - Detroit Lakes, MN	1	ZipRecruiter	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Billboard	1	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Current Employee	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	eBenefits - Dept of Veteran Affairs	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Glassdoor	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Handshake	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Indeed	3	2
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	LinkedIn	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	LocalJobNetworks (ND)	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Midco Email	-	-

LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Midco TV Commercial	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Midco Website	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	NDWORKS (Job Service of ND)	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Referred By Current Employee	-	-
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	Referred by Friend or Family	4	2
LABOR006721	Laborer - Underground Construction - Grand Forks, ND	4	ZipRecruiter	-	-
FIELD006728	Field Technician - Bemidji, MN	1	Current Employee	-	-
FIELD006728	Field Technician - Bemidji, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006728	Field Technician - Bemidji, MN	1	Glassdoor	-	-
FIELD006728	Field Technician - Bemidji, MN	1	Handshake	-	-
FIELD006728	Field Technician - Bemidji, MN	1	Indeed	1	1
FIELD006728	Field Technician - Bemidji, MN	1	LinkedIn	1	-
FIELD006728	Field Technician - Bemidji, MN	1	LocalJobNetworks (MN)	-	-
FIELD006728	Field Technician - Bemidji, MN	1	Midco Email	-	-
FIELD006728	Field Technician - Bemidji, MN	1	Midco Website	-	-
FIELD006728	Field Technician - Bemidji, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006728	Field Technician - Bemidji, MN	1	Referred By Current Employee	-	-
FIELD006728	Field Technician - Bemidji, MN	1	Referred by Friend or Family	-	-
FIELD006728	Field Technician - Bemidji, MN	1	ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
Current Employee	Current Employee application	www.midcocareers.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
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake https://www.joinhandshake.com/	Internet Posting		N
Indeed https://www.indeed.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
LocalJobNetworks (ND) 1000 N. Water St Suite 1100, Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	N
Midco Email	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
Midco Website	Contact: Susan Thomas Phone: 952.358.3547	www.midcocareers.com	N
NDWORKS (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
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Billboard Contracted through Flynn-Wright	Contact: Paige Baskerville	Paige.Baskerville@midco.com	N
Horace High School Presentation	Aimee Volk Phone: (701) 356 - 2070	volk@west-fargo.k12.nd.us	N
Jamestown Open House	Contact: Susan Thomas Phone: 952-358-3547	susan.thomas@midco.com	N
Jamestown State of the City	Sarah Hellekson Phone: (701) 252-9500		N
Midco Digital Advertisement	Digital banner Midco marketing creates		N
Midco Hiring Flier	Handouts at Customer Experience Centers/Events		N
Midco TV Commercial	Contact: Christian Begeman Phone: (605) 357-5505	Christian.begeman@midco.com	N
University of North Dakota Job Fair	Kari Holter	kari.holter@und.edu	N
Internet Sources			
BisMan Online 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
Facebook / Instagram https://www.facebook.com/	Social Media - Internet Posting		N
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
Jamestown Sun 121 3rd St NW, Jamestown, ND 58401	Contact: Anne Malvin Phone: 701-451-5643	https://www.jamestownsun.com/	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N
Ketoland Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	N
KSWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	N
Mitchell Technical College 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	N
MN State Career Hub College Consortium https://www.collegecentral.com/msch/	Internet Posting		N
MNWORKS (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	N
SDACCC (SD Association College Career Center) College Consortium	Internet Posting		N
Ag Week	Cited by Job Applicant Contact: Anne Malvin Phone: 701-451-5643	https://www.agweek.com/	N
Digital Audio			N
GDT 999 Metromedia Place, Dallas, TX 75247	Contact: Lindsey Houck Phone: 210-241-3107	lindsey.houck@gdt.com	N

Jobot Contact: Chelsea Piekarski Chelsea.Piekarski@jobot.com **N**
Phone: 949-504-9047

Radio **N**

Long Term Initiatives

Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2023 - 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	Talent Acquisition Team
9/1/2023 - 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.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Techs (all Levels) Business Techs (all levels) Maintenance Techs (all levels)
9/1/2023 - on going	Workplace Discrimination and Harassment 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
9/1/2023 - on going	Employee Relations & Compliance Leader Training	The purpose of this training is to teach new leaders how to prepare and respond appropriately when they encounter specific situations at Midco. This includes: an overview of employee relations, including the responsibilities of the ER team; important laws, regulations, and standards surrounding wages and hours; Midco's performance management philosophy and approach to coaching and corrective action; leave options and policies; affirmative action requirements; and guidelines to maintain an engaged workforce.	Compliance Training	Midco Leadership
9/1/2023 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota Wisconsin	An annual membership is maintained with Circa Works. All positions are posted through Circa to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment sites. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level.	Broad Outreach, Females Minorities Veterans IWD	Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaworks.net www.ndworkforceconnection.com www.jobcenterofwisconsin.com www.ebenefits.va.gov