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

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

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FIELD00449 Field Technician - Grand Farles, ND	·		-	-
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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	_	
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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		
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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	
,	<u> </u>		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	-	_
·	1	NDWORKS (Job Service of ND)		
BUSIN006635 Business Inside Sales Representative	<u>.</u>	, ,	-	
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		_
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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	-	
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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)	-	-
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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
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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	_	
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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	-	
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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	
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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	_
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CUSTO006461 Customer Experience Specialist - Detroit Lakes, MN	3	Glassdoor	1	-
CUSTO006461 Customer Experience Specialist - Detroit Lakes, MN	3	Handshake	<u> </u>	-
CUSTO006461 Customer Experience Specialist - Detroit Lakes, MN	3	Indeed	6	1
CUSTO006461 Customer Experience Specialist - Detroit Lakes, MN	3	LinkedIn	1	1
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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	_	
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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	_	
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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	_	
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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
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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	-	
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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				
RETAIDUOUTS REtail Sales & Selvice - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
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RETAI000643 Retail Sales & Service - Grand Forks, ND RETAI006643 Retail Sales & Service - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs Glassdoor	-	-

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PERFADDIGES Real Sales & Service - Grant Crists, ND		·	1	Handshake	-	-
PERFORMED-SE REGISTATION 1 University	RETAI006643 Retail Sales & Serv	ice - Grand Forks, ND	1	Indeed	2	1
International		·		LinkedIn		_
ERTONODEAN California Cal		·				
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ERTADIOSEA Seals Sales & Service - Cand Forts, ND		•	1			-
ERFANDIONE-1 Bell Sales & Service - Grand Fores, ND		·	<u>.</u>			-
REFAMBORER Read Sales & Service - Grand Forts, ND	RETAI006643 Retail Sales & Serv	ice - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
REFAMBORER Read Sales & Service - Grand Forts, ND	RETAIN06643 Retail Sales & Sen	ice - Grand Forks ND	1	Referred By Current Employee		_
Image: Comparison Compariso		·		· · · · · · · · · · · · · · · · · · ·		
CLISTODGO279 Customer Experience Specialis - Farge, ND	RETA1006643 Retail Sales & Serv	ice - Grand Forks, ND	1	Referred by Friend or Family	-	-
CLSTONODE/SP (Lostomer Experience Specials - Farge, ND 18	RETAI006643 Retail Sales & Serv	ice - Grand Forks, ND	1	ZipRecruiter	-	-
CUSTONICATE Customer Experience Specialist - Fargo, N.D. 18 Current Employee 1 CUSTONICATE Customer Experience Specialist - Fargo, N.D. 18 Giosobor -		·		· ·	1	
CUSTONOMEZP CLUSTONE Paperines Specialist - Faigh, NO	·	, , ,				-
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CUSTORORIZE Customer Experience Speciales - Fargo, ND	·		10	· '		_
CLSTORORYPE Customer Experience Specialist - Fargo, NO	· · · · · · · · · · · · · · · · · · ·			<u> </u>		
DISTORING FOR CONTROL Control Experience Specialis - Fargo, NO 18 Nelsymethed.com 13	CUSTO006279 Customer Experier	ce Specialist - Fargo, ND	18	Glassdoor	-	-
DISTORING FOR CONTROL Control Experience Specialis - Fargo, NO 18 Nelsymethed.com 13	CUSTO006279 Customer Experier	rce Specialist - Fargo ND	18	Handshake		_
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CUSTO006279 Customer Experience Specialist - Fargo, ND			18			-
CLSTORDEZP CURTOMER Sperience Specialist - Fargo, ND	CUSTO006279 Customer Experier	ce Specialist - Fargo, ND	18	Indeed	13	4
CUSTO00279 Customer Experience Specialist. Fargo, NO						
CLSTO006279 Customer Experience Specialist - Fargo, ND				. ,	Z	
CLST0006279 Customer Experience Specialist - Fango, ND	CUSTO006279 Customer Experier	ce Specialist - Fargo, ND	18	LinkedIn	1	1
CUSTOROCEZP Gustomer Experience Specialist - Fargo, ND			18	Local JohNetworks (ND)		_
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CUSTOOGEZP Customer Experience Specialist - Fargo, ND	CUS100062/9 Customer Experier	ce Specialist - Fargo, ND	18	Midco Email	2	2
CUSTOOGEZP Customer Experience Specialist - Fargo, ND	CUSTO006279 Customer Experier	ce Specialist - Fargo, ND	18	Midco Digital Advertisement	2	1
CUSTO006279 Customer Experience Specialist - Fargo, ND						
CUSTOOGEZP Customer Experience Specialist - Fargo, ND						5
CUSTOOGEZP Customer Experience Specialist - Fargo, ND	CUSTO006279 Customer Experier	ce Specialist - Fargo, ND	18	Referred By Current Employee	5	2
CUSTO006279 Customer Experience Specialist - Fargo, ND 18 ZipRecruter 2	·			· · · · · · · · · · · · · · · · · · ·		2
CUSTONOCATE Customer Experience Specialist - Fargo, ND	·			, ,	U	
FIELD006708 Field Technician - Wahpeton, ND	CUS10006279 Customer Experier	ce Specialist - Fargo, ND	18	SDWORKS (Job Service of SD)	1	<u>-</u>
FIELD006708 Field Technician - Wahpeton, ND	CUSTO006279 Customer Experier	ce Specialist - Fargo, ND	18	ZipRecruiter	2	1
FIELD006798 Field Technician - Wahpeton, ND	·			•		
FIELD006788 Field Technician - Wehpeton, ND			Т	· ·		-
FIELD006788 Field Technician - Wehpeton, ND	FIELD006708 Field Technician - '	Wahpeton, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006708 Field Technician - Wahpeton, ND		<u>'</u>	1	•	_	
FIELD007378 Field Technician - Wahpeton, ND						
FIELD067/38 Field Technician - Wahpeton, ND	FIELD006708 Field Technician - '	Wanpeton, ND	1	Handshake	<u> </u>	-
FIELD067/38 Field Technician - Wahpeton, ND	FIELD006708 Field Technician -	Wahneton, ND	1	Helpwanted.com		_
FIELD066789 Field Technician - Wahpeton, ND		· · · · · · · · · · · · · · · · · · ·	1	•		
FIELD066798 Field Technician - Wahpeton, ND		· · · · · · · · · · · · · · · · · · ·	1		2	1
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FIELD06708 Field Technician - Wahpeton, ND	FIELD006708 Field Technician - '	<i>N</i> ahpeton, ND	1	Midco Email	-	-
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FIELD06708 Field Technician - Wahpeton, ND		, ,	1	Referred By Current Employee		-
FIELD06708 Field Technician - Wahpeton, ND	FIELD006708 Field Technician - '	Wahpeton, ND	1	Referred by Friend or Family	-	-
FIELD06708 Field Technican - Detroit Lakes, MN		1 /	1	<u> </u>	4	
FIELD06337 Field Technician - Detroit Lakes, MN				, ,	1	-
FIELD006337 Field Technician - Detroit Lakes, MN	FIELD006708 Field Technician - '	<i>N</i> ahpeton, ND	1	ZipRecruiter	-	-
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FIELD006337 Field Technician - Detroit Lakes, MN		·				
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RETAI006560 Retail Sales & Service - Fargo, ND	1 eBenefits - Dept of Veteran Affairs	-	-
RETAI006560 Retail Sales & Service - Fargo, ND	1 Glassdoor	-	-
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VIDEO006540 Videographer/Producer	1 Current Employee	1	-
VIDEO006540 Videographer/Producer	1 eBenefits - Dept of Veteran Affairs	-	-
VIDEO006540 Videographer/Producer	1 Glassdoor	-	-
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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		
ADVANOUSSO Advanced Advertising Account Executive ADVANOUSSO Advanced Advertising Account Executive	1 eBenefits - Dept of Veteran Affairs		
	·	-	
ADVANO06380 Advanced Advertising Account Executive	1 Glassdoor	-	-
ADVANO06380 Advanced Advertising Account Executive	1 Handshake	-	
ADVAN006380 Advanced Advertising Account Executive	1 Helpwanted.com	-	-
ADVANO06380 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 SALES006571 Sales Associate (Internet, TV, & Phone) - Fargo, ND	1 Referred by Current Employee	-	
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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	-	-
	1 ZipRecruiter		
CUSTO006310 Retail Sales & Service Associate			

RETAI006398Retail Sales & Service Associate1RETAI006398Retail Sales & Service Associate1	Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake	- -	- - -
RETAI006398Retail Sales & Service Associate1RETAI006398Retail Sales & Service Associate1RETAI006398Retail Sales & Service Associate1	Glassdoor	-	
RETAI006398Retail Sales & Service Associate1RETAI006398Retail Sales & Service Associate1		-	-
RETAI006398 Retail Sales & Service Associate 1	Handshake		
RETAI006398 Retail Sales & Service Associate 1		-	_
	Helpwanted.com	_	_
RETAIO00396 Retail Sales & Selvice Associate	Indeed	2	1
DETAIOCCOOL Detail Color O. Comica Associate			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)		_
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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	_
The state of the s		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		
	• /	2	1
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)	-	
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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		
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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		
		<u> </u>	
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		_
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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	_	-
	Handshake		
CUSTO006723 Customer Experience Specialist - Jamestown, ND 1		-	-
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		
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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		-
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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
·	, , , , , , , , , , , , , , , , , , , ,	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	-	
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	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	_	_
TEMPONOON ST FORMICE OHIGHIOUHU COHSHUCHOH - GLAHU LOLKS, ND	LocalJobNetworks (ND)	-	
	THE STREET WAS A STREET OF THE	-	-
LABOR006721 Laborer - Underground Construction - Grand Forks, ND 4 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 Recruitment Sources Used for All Openir	Email	Entitled to Notification
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 Source Billboard Contracted through Flynn-Wright	ces (Newspaper, Billboards, Radio, Flyers, E Contact: Paige Baskerville	Events, Job Fairs) 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 Advertisment	Digital banner Midco marketing	creates	N
Midco Hiring Flier	Handouts at Customer Experier	nce 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
BisMan Online 316 N 5th St Floor 6 Bismarck, ND 58501	Internet Sources 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
Keloland 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
OUT MOROMORIA FIACO, Dallas, 17/10241	1 110116. 2 10-24 1-3 101		

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

Long Term Initiatives				
Date	Initiative	Description 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	posted through Circa to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other	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.MinnesotaDiversity.com www.minnesotaworks.net www.ndworkforceconnection.com www.jobcenterofwisconsin.com www.ebenefits.va.gov