

EEO Public File Report
Midcontinent Communications -- Fargo, ND
October 1, 2018-September 30,2019
Full-Time Positions Filled

Req	Posting Title	Accept Date	Start Date	Filled	Recruitment Sources	Interviewed	Hired
18-0094	Field Technician	9/25/2018	10/16/2018	4	BismanOnline	1	-
					Current Employee	1	1
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Facebook	3	-
					Grand Forks Herald	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMNGrads	-	-
					Hiring Flier	-	-
					Indeed	5	-
					JobsHQ	-	-
					Keloland Employment	-	-
					Midco TV Commercial	-	-
					Midco Website	4	-
					Mitchell Technical Institute	-	-
					ND Workforce Connection (Job Service of North Dakota)	3	-
					Northland Community and Technical College	-	-
					Referred by Current Employee	3	1
					Referred by Friend or Family	6	2
					TeamND	-	-
					Twitter	-	-
					ValleyNewsEmployment	-	-
18-0263	Training & Development Manager	10/16/2018	11/6/2018	1	Better Fargo Jobs	-	-
					Bridges Employment Resource Center	-	-
					Cabl.com	-	-
					Cable Fax	-	-
					Career Builder	-	-
					CTAM: Cable & Telecommunications Association for Market	-	-
					Current Employee	4	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Facebook	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMNGrads	-	-
					Indeed	6	-
					JobsHQ	-	-
					Keloland Employment	1	-
					LinkedIn	1	-
					Midco Website	1	-
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					ND Workforce Connection (Job Service of North Dakota)	-	-

				MinnesotaWorks (Job Service of Minnesota)	1	-	
				NorthDakotaJobNetwork	1	-	
				Referred by Current Employee	1	1	
				SCTE - Society of Cable Telecommunications Engineers	-	-	
				SDWORKS (Job Service of South Dakota)	-	-	
				SouthDakotaJobNetwork	-	-	
				TeamND	-	-	
				ValleyNewsEmployment	-	-	
				Women in Cable Telecommunications	-	-	
18-0267	Field Technician	8/22/2018	12/16/2018	3	Better Fargo Jobs	-	-
					Current Employee	2	2
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMNGrads	-	-
					Indeed	5	1
					Keloland Employment	-	-
					Midco TV Commercial	2	-
					Midco Website	1	-
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					ND Workforce Connection (Job Service of North Dakota)	-	-
					NDSCS-North Dakota State College of Science	-	-
					NorthDakotaJobNetwork	-	-
					Referred by Current Employee	2	-
					Referred by Friend or Family	3	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
18-0275	Videographer/Producer	10/17/2018	10/30/2018	1	BismanOnline	-	-
					Billboard-Fargo	2	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Glassdoor	1	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMNGrads	-	-
					Indeed	4	-
					JobsHQ	-	-
					Keloland Employment	-	-
					Midco Website	2	-
					ND Workforce Connection (Job Service of North Dakota)	-	-
					NDSU - North Dakota State University	-	-
					NorthDakotaJobNetwork	-	-
					Northland Community and Technical College	-	-
					Referred by Current Employee	1	1
					Referred by Friend or Family	1	-
					TeamND	-	-
					ValleyNewsEmployment	-	-

18-0313 Customer Experience Center Rep	9/17/2018	10/16/2018	1	Better Fargo Jobs	-	-
				Billboard-Fargo	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				ExperienceND	-	-
				Glassdoor	1	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMNGrads	-	-
				Indeed	4	1
				Keloland Employment	-	-
				Midco Website	-	-
				MN State Community & Technical College	-	-
				ND Workforce Connection (Job Service of North Dakota)	-	-
				NDSCS-North Dakota State College of Science	-	-
				NorthDakotaJobNetwork	-	-
				TeamND	-	-
				ValleyNewsEmployment	-	-
18-0321 Customer Care Support Expert	9/17/2018	10/30/2018	12	Better Fargo Jobs	-	-
				Career Builder	1	-
				ExperienceND	-	-
				Facebook	7	-
				Glassdoor	2	1
				Handshake College Consortium	-	-
				HireMNGrads	-	-
				Indeed	20	5
				Jobs.com	1	-
				JobsHQ	1	1
				Keloland Employment	-	-
				LinkedIn	2	-
				Midco TV Commercial	2	1
				Midco Website	7	-
				Mitchell Technical Institute	-	-
				MN State Community & Technical College	-	-
				ND Workforce Connection (Job Service of North Dakota)	-	-
				NDSCS-North Dakota State College of Science	-	-
				NorthDakotaJobNetwork	1	-
				Referred by Current Employee	7	3
				Referred by Friend or Family	3	1
				TeamND	-	-
				ValleyNewsEmployment	-	-
18-0334 Direct Sales Manager	11/16/2018	12/4/2018	1	Bridges Employment Resource Center	-	-
				Current Employee	2	-
				eBenefits - Dept of Veteran Affairs	-	-
				ExperienceND	-	-
				Glassdoor	1	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	4	-

				Keloland Employment	2	-
				Midco Website	3	-
				ND Workforce Connection (Job Service of North Dakota)	-	-
				NorthDakotaJobNetwork	-	-
				Referred by Current Employee	1	1
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
				ValleyNewsEmployment	-	-
18-0272 Field Technician	12/14/2019	1/8/2019	1	BismanOnline	-	-
				Career Builder	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				ExperienceND	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMNGrads	-	-
				Indeed	5	1
				Jobs.com	2	-
				JobsHQ	1	-
				Keloland Employment	-	-
				Midco Website	7	-
				Mitchell Technical Institute	-	-
				ND Workforce Connection (Job Service of North Dakota)	-	-
				NorthDakotaJobNetwork	-	-
				Northland Community and Technical College	-	-
				Referred by Current Employee	2	-
				TeamND	-	-
				Twitter	1	-
				ValleyNewsEmployment	-	-
18-0317 Advertising Sales Consultant	11/29/2018	1/8/2019	1	Better Fargo Jobs	-	-
				CareerBuilder	1	1
				Current Employee	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				ExperienceND	-	-
				Facebook	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMNGrads	-	-
				Indeed	2	-
				JobsHQ	-	-
				Keloland Employment	-	-
				LinkedIn	-	-
				Midco TV Commercial	-	-
				Midco Website	1	-
				Mitchell Technical Institute	-	-
				MN State Community & Technical College	-	-
				ND Workforce Connection (Job Service of North Dakota)	-	-

				NDSCS-North Dakota State College of Science	-	-	
				NorthDakotaJobNetwork	-	-	
				TeamND	-	-	
				ValleyNewsEmployment	-	-	
18-0361	Customer Care Support Expert	12/17/2018	1/22/2019	8	American Advertising Federation of North Dakota	1	-
					Better Fargo Jobs	-	-
					Billboard-Fargo	1	-
					CareerBuilder	3	-
					Current Employee	1	-
					ExperienceND	-	-
					Facebook	8	3
					Glassdoor	2	-
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	18	2
					JobsHQ	-	-
					Jobs.com	1	-
					Keloland Employment	-	-
					LinkedIn	-	-
					Midco TV Commercial	2	-
					Midco Website	9	2
					MN State Community & Technical College	-	-
					ND Workforce Connection (Job Service of North Dakota)	1	-
					NDSCS-North Dakota State College of Science	-	-
					NorthDakotaJobNetwork	-	-
					Referred by Current Employee	8	1
					Referred by Friend or Family	2	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
18-0159	Residential Sales Associate	1/8/2019	1/22/2019	1	BismanOnline	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMNGrads	-	-
					Indeed	4	-
					JobsHQ	1	-
					Keloland Employment	-	-
					Midco Website	2	-
					ND Workforce Connection (Job Service of North Dakota)	-	-
					NorthDakotaJobNetwork	-	-
					Northland Community and Technical College	-	-
					Referred by Current Employee	1	1
					TeamND	-	-
					ValleyNewsEmployment	-	-

18-0393	Locator	2/12/2019	3/5/2019	1	Better Fargo Jobs	-	-
					BismanOnline	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMNGrads	-	-
					Indeed	6	1
					Keloland Employment	-	-
					Midco Website	1	-
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					ND Workforce Connection (Job Service of North Dakota)	-	-
					NDSCS-North Dakota State College of Science	-	-
					NDSU - North Dakota State University	-	-
					NorthDakotaJobNetwork	1	-
					Referred by Current Employee	1	-
					Referred by Friend or Family	1	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
19-0014	Field Technician	3/3/2019	4/2/2019	1	Better Fargo Jobs	-	-
					BismanOnline	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMNGrads	-	-
					Indeed	2	-
					JobsHQ	1	1
					Keloland Employment	-	-
					Midco Website	-	-
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					ND Workforce Connection (Job Service of North Dakota)	-	-
					NDSCS-North Dakota State College of Science	-	-
					NorthDakotaJobNetwork	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
19-0062	Customer Care Support Representative	4/8/2019	5/14/2019	8	Better Fargo Jobs	-	-
					Billboard-Fargo	-	-
					Billing Statement	-	-
					CareerBuilder	3	1
					Craigslist	-	-
					Current Employee	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Facebook	7	2
					Handshake College Consortium	-	-

					Helpwanted.com	-	-
					HireMNGrads	-	-
					Indeed	31	2
					JobsHQ	-	-
					Keloland Employment	-	-
					LinkedIn	-	-
					Midco Web Banner	-	-
					Midco Website	5	1
					Midco TV Commercial	-	-
					ND Workforce Connection (Job Service of North Dakota)	-	-
					NDSCS-North Dakota State College of Science	-	-
					NorthDakotaJobNetwork	-	-
					Referred by Current Employee	5	2
					Referred by Friend or Family	1	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
					18-0344	Field Technician I	5/5/2019
BismanOnline	-	-					
eBenefits - Dept of Veteran Affairs	-	-					
ExperienceND	-	-					
Facebook	1	-					
Grand Forks Herald	-	-					
Handshake College Consortium	-	-					
Helpwanted.com	-	-					
HireMNGrads	-	-					
Indeed	1	-					
JobsHQ	-	-					
Keloland Employment	-	-					
Midco TV Commercial	-	-					
Midco Website	2	-					
Mitchell Technical Institute	-	-					
ND Workforce Connection (Job Service of North Dakota)	2	-					
NorthDakotaJobNetwork	1	1					
Northland Community & Technical College	-	-					
Referred by Current Employee	1	-					
TeamND	-	-					
Twitter	-	-					
ValleyNewsEmployment	-	-					
19-0088	Videographer/Producer	5/15/2019	6/11/2019	1	Better Fargo Jobs	-	-
					Current Employee	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					eBridges Fargo Chamber of Commerce	-	-
					ExperienceND	-	-
					Facebook	-	-
					Glassdoor	1	-
					Handshake College Consortium	-	-
					Helpwanted.com	-	-
					HireMNGrads	-	-
					Indeed	3	-

				Keloland Employment	-	-
				LinkedIn	-	-
				Midco Website	-	-
				ND Workforce Connection (Job Service of North Dakota)	-	-
				NDSCS-North Dakota State College of Science	-	-
				NDSU - North Dakota State University	-	-
				NorthDakotaJobNetwork	-	-
				Referred by Current Employee	2	1
				TeamND	-	-
				Twitter	-	-
				ValleyNewsEmployment	-	-
19-0108 Advertising Sales Consultant	7/10/2019	7/23/2019	1	Better Fargo Jobs	-	-
				BismanOnline	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				ExperienceND	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMNGrads	-	-
				Indeed	-	-
				Keloland Employment	3	-
				LinkedIn	1	-
				Midco Website	1	-
				Mitchell Technical Institute	-	-
				MN State Community & Technical College	-	-
				ND Workforce Connection (Job Service of North Dakota)	-	-
				NDSCS-North Dakota State College of Science	-	-
				NorthDakotaJobNetwork	1	-
				Referred by Current Employee	1	1
				TeamND	-	-
				ValleyNewsEmployment	-	-
19-0152 Customer Support Representative	6/19/2019	8/6/2019	29	Better Fargo Jobs	-	-
				Billboard-Fargo	1	-
				Career Builder	1	1
				Craigslist	1	-
				eBenefits - Dept of Veteran Affairs	-	-
				eBridges Fargo Chamber of Commerce	-	-
				ExperienceND	-	-
				Facebook	11	3
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				HireMNGrads	-	-
				Indeed	33	10
				Jobs.com	1	1
				JobsHQ	-	-
				Keloland Employment	-	-
				LinkedIn	1	-
				Midco Billing Statement	1	1
				Midco TV Commercial	1	1

				Midco Web Banner	-	-
				Midco Website	6	2
				Midwest Radio of Fargo-Moorhead	4	-
				ND Workforce Connection (Job Service of North Dakota)	-	-
				NDSCS-North Dakota State College of Science	-	-
				NDSU	-	-
				NorthDakotaJobNetwork	1	1
				Referred by Current Employee	14	6
				Referred by Friend or Family	3	2
				TeamND	-	-
				Twitter	1	-
				ValleyNewsEmployment	2	1
19-0085 Fixed Wireless Engineer	7/26/2019	8/19/2019	1	Bridges Employment Resource Center	-	-
				eBenefits - Dept of Veteran Affairs	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	-	-
				Indeed	-	-
				Keloland Employment	1	-
				LinkedIn	-	-
				Midco Website	-	-
				Referred by Current Employee	2	1
				SDACCC (SD Association College Career Center)	-	-
				SDWORKS (Job Service of South Dakota)	-	-
				SouthDakotaJobNetwork	-	-
Southeast Technical Institute	-	-				
19-0047 Customer Experience Center Representative	4/15/2019	8/6/2019	2	Better Fargo Jobs	-	-
				Current Employee	1	1
				eBenefits - Dept of Veteran Affairs	-	-
				ExperienceND	-	-
				Handshake College Consortium	-	-
				Helpwanted.com	1	-
				HireMNGrads	-	-
				Indeed	8	-
				Keloland Employment	-	-
				Midco Website	4	-
				ND Workforce Connection (Job Service of North Dakota)	-	-
				NDSCS-North Dakota State College of Science	-	-
				NDSU	-	-
				NorthDakotaJobNetwork	1	-
				Referred by Current Employee	5	1
				TeamND	-	-
				ValleyNewsEmployment	-	-

Recruitment Source	Contact	Email	Entitled to
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
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
LocalJobNetwork(KS,MN,ND,SD, WI) 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	N
Midco Website	Contact: Patti Hawkey Phone: 605-271-7604	www.midcocareers.com	N
MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng.lee@state.mn.us	N
ND Workforce Connection (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N
SDWORKS (Job Service of South Dakota) 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	N
Recruitment Sources for Specific Vacancies			
American Advertising Federation of North Dakota Address: P.O. Box 1051, Fargo, ND 58107	Contact: president@aaf-nd.org Phone: N/A	https://www.aaf-nd.org/	N
BetterFargoJobs 2255 Green Vista Drive Suite 402, Sparks NV 89431	Contact: Carly Mensesses Phone: 800-225-1372	carly@betterfargojobs.com	N
BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bisanonline.com	N
Bridges Employment Resource Center 2300 W 46th Street, Sioux Falls, SD 57105	Nancy Earhart Burt Phone: 605-333-3318	www.bridgeserc.org	N
Cabl.com 3501 Route 42 Suite 130 #117 Turnersville, NJ 08012	Contact: Sales Phone: 856-782-8900	www.Cabl.com	N
Career Builder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	N
Cable Fax	Contact: Olivia Murray	Email address: omurray@accessintel.com	N

Address 9211 Corporate Blvd. 50 th Floor, Rockville, MD 20850	Phone: (301) 354-2010		
CTAM: Cable & Telecommunications Association for Market 120 Waterfront Street, Suite 200, National Harbor, MD 20745	Contact: Ryan Powers Phone: 301.485.8900	info@ctam.com	N
eBridges Fargo Chamber of Commerce 202 First Ave N, Moorhead, MN 56560	Contact: Tracey Powell Phone: 218-233-1100	info@fmwfcchamber.com	N
ExperienceND 1600 E Century Ave Suite 2, Bismarck, ND 58503	Contact: Amanda Remyense Phone: 701-328-7246	www.ExperienceND.com	N
JobsHQ PO Box 6024, Fargo, ND 58107-6024	Contact: Anne Malvin Phone: 701-451-5643	www.jobshq.com	N
Keloland Career Expo 1201 Northwest Ave, Sioux Falls, SD 57104	Contact: Samantha Johnson Phone: 701-532-0976	sam@classifiedverticals.com	N
Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	N
MN State Community & Technical College 1900 28th Ave S, Moorhead, MN 56560	Contact: Sue Zurn Phone: 218-299-6512	sue.zurn@minnesota.edu	N
NDSCS-North Dakota State College of Science 800 6th St N, Wahpeton, ND 58076	Contact: Lisa Wixo Phone: 701-671-2272	Lisa.Wixo@ndscs.edu	N
NDSU - North Dakota State University 1340 Administration Ave, Fargo, ND 58105	Contact: Karen Jevning Phone: 701-231-8464	karen.jevning@ndsu.edu	N
Northland Community & Technical College 1101 MN-1, Thief River Falls, MN 56701	Contact: Lynn Phone: 218-683-8555	career.center@northlandcollege.edu	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
SCTE - Society of Cable Telecommunications Engineers 140 Philips Road Exton, PA 19341	Contact: Tony Werner Phone: 610-884-7237	http://www.scte.org/	N
TeamND 1200 S. Jay St Aberdeen, SD 57401	Contact: Jay Meier Phone: 701-224-5666	www.teamnd.org	N
ValleyNewsEmployment 1350 21st Ave S, Fargo, ND 58103	Contact: Samantha Johnson Phone: 701-532-0976	sam@classifiedverticals.com	N

Women in Cable Telecommunications 2000 K St. NW Suite 350 Washington, DC 20006	Contact: Katherine Martin Phone: 866-964-2765 Ext- 2717	katherin.martin@boxwoodtech.com	N
Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Billboard-Fargo Lamar Outdoor, 2005 N Westport Ave., Sioux Falls, SD 57107	Contact: Scott Strecker Phone: 785.234.0501	ssstrecker@lamar.com	N
Billboard-GF Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 58201	Contact: Bill Kvasager Phone: (701) 746-5436	billk@newmanoutdoor.com	N
Grand Forks Herald 375 2nd Ave North, Grand Forks, North Dakota 58203	Contact: Sales Phone: 701-780-1100	www.grandforksherald.com/	N
Hiring Flier	Handouts at Customer Experience Centers/Events		N
Midco Billing Statement	Advertising open positions in billing statement		N
Midco Web Banner	Digital banner Midco marketing creates		N
Midco TV Commercial	TV Commerical Midco airs		N
Midwest Radio of Fargo-Moorhead 1020 S 25th St, Fargo, ND 58103	Contact: Roberto Quintero Phone: 701-297-5864	https://www.radiofmmedia.com/stations	N
MN State Community & Technical College Job Fair 1900 28th Ave S, Moorhead, MN 56560	Contact: Sue Zurn Phone: 218-299-6512	sue.zurn@minnesota.edu	N
Internet Sources			
Craigslist https://craigslist.org/	Social Media - Internet Posting		N
Facebook https://www.facebook.com/	Social Media - Internet Posting		N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
HireMNGrads https://hiregrads.com/	Internet Posting		N

Indeed https://www.indeed.com/	Internet Posting	N
LinkedIn https://www.linkedin.com/feed/	Internet Posting	N
Jobs.com https://www.monster.com/	Internet Posting	N
Twitter https://twitter.com/	Internet Posting	N

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2018 - on going	Advertising to target a wide range of candidates throughout the area	Midco has created a regional recruitment video featuring current employees and the community. (Field Tech & Customer Care Support Agent Videos)	Broad Outreach	Midco Production, Marketing and Recruiting.
10/1/2018 - on going	Advertising to target a wide range of candidates throughout the area	Midco has created a regional recruitment video featuring current employees and the community. (Midco TV Commercial)	Broad Outreach	Midco Production, Marketing and Recruiting
10/1/2018 - on going	Advertising to target a wide range of candidates throughout the area	We advertise available positions with the state Job Service (through the Department of Labor).	Broad Outreach	Recruiting
10/1/2018-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 Technicians(all levels), Business Techs (all levels),
10/1/2018 - on going	FastStart Supervisor Training	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, hiring practices ADA, leaves , Termination Process/Exit Interview.	Compliance Training/ Professional Development Opportunities for Midco Leaders	Chris Carlson Adam Carkhuff Justin Forde HR Staff
10/1/2018 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with LocalJobNetwork. All positions are posted through the LocalJobNetwork to diversity sites, disability sites, military network sites, state and federal sites,global sites, college networks and many other employment site. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level	Broad Outreach Females Minorities Veterans IWD	LocalJobNetwork agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaworks.net/ www.ndworkforceconnection.com/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (LIVEN/DVOPS)
10/1/2018 - on going	Sponsorship & Support of local events	Sponsor and attend local events in the community, influencing a wide range of candidates throughout our regions. Share information with other professionals to attract, retain, and grow personnel within the perspective area	Broad Outreach and Professional Development Opportunities for Midco Leaders	Midco Leadership & Staff
10/1/2018- on going	Workplace Harassment Prevention Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination.	Compliance Training	Midco Leadership & All of Staff
10/1/2018 - on going	Leadership Success Drivers Training	Leadership Success Drivers is a company-wide initiative to empower team members with a set of new and enhanced leadership skills. The Leadership Success Driver strategy is a set of competencies Midco launched for team members at all levels. All team members attended Leading Self-training in 2019.	Professional Development Opportunities for Midco Leaders & Staff	HR Professionals & Hiring Managers
10/24/2018	NDSU-Midco Partnership Meeting/Visit	Discover specific NDSU technology and innovation goals and needs that will help us understand elements that we can align ourselves around and provide value in the future. Discuss recruiting initiatives such as internships, company information sessions, mentoring & resume review opportunities and career fair participation.	Broad Outreach and Professional Development Opportunities for Midco Leaders	Scott Smith Justin Forde Erin Ostler Patti Hawkey
11/28/2018	NDSU Company Presentation Session	Presented students with information about Midco careers, company history, internship opportunities,etc	General Recruiting	Patti Hawkey Jessica Costello
11/28/2018	NDSU-Midco Meetings(Professional Selling and Sales Technology Center, Mentorship opportunities and WOOD Lecture Series)	Discover and discuss NDSU goals and needs that will help us understand elements that we can align ourselves around and provide value in the future. Discuss recruiting initiatives such as internships, company information sessions, mentoring & resume review opportunities and career fair participation.	Broad Outreach and Professional Development Opportunities for Midco Leaders	Patti Hawkey Jessica Costello
2/6/2019	NDSU Engineering and Tech Expo-Spring	Shared information about open positions, upcoming internships career site, how to apply, company paid benefits, etc	General Recruiting	Jess Costello
2/27/2019	NDSCS Wahpeton Career Fair, Wahpeton, ND	Shared information with students about internships, company, how to apply, etc	General Recruiting	Brett Steele Jason Sem
4/17/2019	NDSCS Lunch& Learn Event	Learn about leadership and how it impacts improvement in the workplace. "Leadership's Role in Continuous Improvement Transformation: Creating Top Line Growth and Bottom Line Savings".	Broad Outreach and Professional Development Opportunities for Midco Leaders	Ann McGlennen Patti Hawkey Jessica Costello
4/17/2019	NDSU Wold Lecture Series Meeting	Discover and discuss NDSU goals and needs that will help us understand elements that we can align ourselves around and provide value in the future. Discuss recruiting initiatives such as internships, company information sessions, mentoring & resume review opportunities and career fair participation.	Broad Outreach and Professional Development Opportunities for Midco Leaders	Ann McGlennen Patti Hawkey
9/24/2019	Moorhead Diversity Job Fair	Presented students with information about Midco careers, company history, internship opportunities,etc	General Recruiting	Jess Costello Allen Paszkiewicz
9/24-09/25/2019	NDSU Career Expo	Presented students with information about Midco careers, company history, internship opportunities,etc	General Recruiting	Jess Costello
9/25/2019	Mission Media Virtual Job Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc.	Broad Outreach Veterans	Patti Hawkey Alicia Hartke Jeanne Hassel Sam Lyle