EEO Public File Report Midcontinent Communications-Minnehaha September 1, 2022-August 31, 2023 Full-Time Positions Filled

	Positions			
Req # Posting Title	Filled	Referral Sources	Interviewed	Hired
ACCES006035 Access Network Designer I ACCES006035 Access Network Designer I	1 1	Current Employee eBenefits - Dept of Veteran Affairs	-	-
ACCES006035 Access Network Designer I	<u>'</u> 1	Glassdoor	<u> </u>	
ACCES006035 Access Network Designer I	1	Handshake		
ACCES006035 Access Network Designer I	1	Helpwanted.com	-	-
ACCES006035 Access Network Designer I	1	Indeed	-	-
ACCES006035 Access Network Designer I	1	Keloland/VNL/KXNET Employment	-	-
ACCES006035 Access Network Designer I	1	KSWORKS (Job Service of KS)	-	-
ACCES006035 Access Network Designer I	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
ACCES006035 Access Network Designer I	1	Midco Email	1	-
ACCES006035 Access Network Designer I	1	Midco Website	1	-
ACCES006035 Access Network Designer I	1	MNWORKS (Job Service of MN)	-	-
ACCES006035 Access Network Designer I	1	Referred by Current Employee	2	1
ACCES006035 Access Network Designer I ACCES006035 Access Network Designer I	<u>1</u> 1	Referred by Friend or Family SDWORKS (Job Service of SD)		-
ACCES006035 Access Network Designer I	1	ZipRecruiter		
ACCOU006053 Accounting Clerk	1	Current Employee		
ACCOU006053 Accounting Clerk	<u>.</u> 1	eBenefits - Dept of Veteran Affairs	-	-
ACCOU006053 Accounting Clerk	1	Glassdoor	-	-
ACCOU006053 Accounting Clerk	1	Handshake	-	-
ACCOU006053 Accounting Clerk	1	Helpwanted.com	-	-
ACCOU006053 Accounting Clerk	1	Indeed	-	-
ACCOU006053 Accounting Clerk	1	Keloland/VNL/KXNET Employment	1	-
ACCOU006053 Accounting Clerk	1	LinkedIn	-	-
ACCOU006053 Accounting Clerk	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
ACCOURGES Accounting Clerk	1	Midco Digital Adversement	1	1
ACCOURGES Accounting Clerk	1	Midco Website	1 -	-
ACCOURGES Accounting Clerk	<u>1</u> 1	Referred By Current Employee	<u> </u>	
ACCOU006053 Accounting Clerk ACCOU006053 Accounting Clerk	<u></u>	Referred by Friend or Family SDWORKS (Job Service of SD)		
ACCOU06053 Accounting Clerk ACCOU06053 Accounting Clerk	<u></u>	ZipRecruiter	-	
ADVER006071 Advertising Account Executive	1	Current Employee		
ADVER006071 Advertising Account Executive	<u>.</u> 1	eBenefits - Dept of Veteran Affairs	-	-
ADVER006071 Advertising Account Executive	1	Glassdoor	-	-
ADVER006071 Advertising Account Executive	1	Handshake	-	-
ADVER006071 Advertising Account Executive	1	Helpwanted.com	-	-
ADVER006071 Advertising Account Executive	1	Indeed	1	-
ADVER006071 Advertising Account Executive	1	Keloland/VNL/KXNET Employment	-	-
ADVER006071 Advertising Account Executive	1	LinkedIn	1	-
ADVER006071 Advertising Account Executive	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
ADVER006071 Advertising Account Executive	1	Midco Website	1	-
ADVER006071 Advertising Account Executive	<u>1</u> 1	Referred by Current Employee	1	1 -
ADVER006071 Advertising Account Executive ADVER006071 Advertising Account Executive	<u></u>	Referred by Friend or Family SDWORKS (Job Service of SD)	-	-
ADVER006071 Advertising Account Executive ADVER006071 Advertising Account Executive	<u></u>	ZipRecruiter	<u> </u>	
BILLI006190 Billing Coordinator	1	Current Employee	4	
BILLI006190 Billing Coordinator	1	eBenefits - Dept of Veteran Affairs	-	-
BILLI006190 Billing Coordinator	1	Glassdoor	-	-
BILLI006190 Billing Coordinator	1	Handshake	-	-
BILLI006190 Billing Coordinator	1	Helpwanted.com	-	-
BILLI006190 Billing Coordinator	1	Indeed	-	-
BILLI006190 Billing Coordinator	1	Keloland/VNL/KXNET Employment	-	-
BILLI006190 Billing Coordinator	1	KSWORKS (Job Service of KS)	-	-
BILLI006190 Billing Coordinator	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
BILLI006190 Billing Coordinator	1	Midco Email	4	1
BILLI006190 Billing Coordinator	1	Midco Website	1	-
BILLI006190 Billing Coordinator	1	NDWORKS (Job Service of ND)		-
BILL1006190 Billing Coordinator	1	Referred by Current Employee		-
BILLI006190 Billing Coordinator BILLI006190 Billing Coordinator	<u>1</u> 1	Referred by Friend or Family SDWORKS (Job Service of SD)	<u> </u>	-
BILLI006190 Billing Coordinator	<u></u>	ZipRecruiter	<u> </u>	
BUSIN006043 Business Analyst - Business Sales	1	BisMan Online		
BUSIN006043 Business Analyst - Business Sales	1	Current Employee	1	
BUSIN006043 Business Analyst - Business Sales	1	eBenefits - Dept of Veteran Affairs		-
BUSIN006043 Business Analyst - Business Sales	1	Glassdoor	-	-
BUSIN006043 Business Analyst - Business Sales	1	Handshake	-	-
BUSIN006043 Business Analyst - Business Sales	1	Helpwanted.com	-	-
BUSIN006043 Business Analyst - Business Sales	1	Indeed	1	-
BUSIN006043 Business Analyst - Business Sales	1	Job Fair	1	-
BUSIN006043 Business Analyst - Business Sales	1	Keloland/VNL/KXNET Employment	-	-
BUSIN006043 Business Analyst - Business Sales	1	KSWORKS (Job Service of KS)	-	-
BUSIN006043 Business Analyst - Business Sales	1	LinkedIn	6	1
BUSIN006043 Business Analyst - Business Sales	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
BUSIN006043 Business Analyst - Business Sales	1	Midco Website	-	-
BUSIN006043 Business Analyst - Business Sales	1	MNWORKS (Job Service of MN)	<u> </u>	-
BUSIN006043 Business Analyst - Business Sales	1	NDWORKS (Job Service of ND)		-
BUSIN006043 Business Analyst - Business Sales	1 1	POC Careers Website		-
BUSIN006043 Business Analyst - Business Sales BUSIN006043 Business Analyst - Business Sales	<u>1</u> 1	Referred By Current Employee Referred by Friend or Family	-	
BUSIN006043 Business Analyst - Business Sales	<u>'</u> 1	SDWORKS (Job Service of SD)	<u> </u>	
BUSIN006043 Business Analyst - Business Sales	<u></u>	ZipRecruiter	<u> </u>	
Danies Transport Danies Dalies	<u> </u>			

BUSIN006184 Business Client Implementation Coordinator 1	Current Employee	3	-
BUSIN006184 Business Client Implementation Coordinator 1	eBenefits - Dept of Veteran Affairs	-	-
BUSIN006184 Business Client Implementation Coordinator 1	Glassdoor	-	-
BUSIN006184 Business Client Implementation Coordinator 1	Handshake	-	-
BUSIN006184 Business Client Implementation Coordinator 1	Helpwanted.com	-	
BUSIN006184 Business Client Implementation Coordinator 1	Indeed		
BUSIN006184 Business Client Implementation Coordinator 1	Keloland/VNL/KXNET Employment	-	-
BUSIN006184 Business Client Implementation Coordinator 1	KSWORKS (Job Service of KS)	-	-
BUSIN006184 Business Client Implementation Coordinator 1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
BUSIN006184 Business Client Implementation Coordinator 1	Midco Website	1	1
BUSIN006184 Business Client Implementation Coordinator 1	MNWORKS (Job Service of MN)	-	-
BUSIN006184 Business Client Implementation Coordinator 1	NDWORKS (Job Service of ND)	-	-
BUSIN006184 Business Client Implementation Coordinator 1	Referred by Current Employee		-
BUSIN006184 Business Client Implementation Coordinator 1	Referred by Friend or Family		
BUSIN006184 Business Client Implementation Coordinator 1	SDWORKS (Job Service of SD)	-	
BUSIN006184 Business Client Implementation Coordinator 1	WIWORKS (Job Service of Wisconsin)	-	-
BUSIN006184 Business Client Implementation Coordinator 1	ZipRecruiter	-	-
CENTR006003 Centralized Business Sales Account Executive 1	Current Employee	-	-
CENTR006003 Centralized Business Sales Account Executive 1	eBenefits - Dept of Veteran Affairs	-	-
CENTR006003 Centralized Business Sales Account Executive 1	Glassdoor	-	-
CENTR006003 Centralized Business Sales Account Executive 1	Handshake	_	
CENTR006003 Centralized Business Sales Account Executive 1	Helpwanted.com	-	
CENTR006003 Centralized Business Sales Account Executive 1		-	
	Indeed		
CENTR006003 Centralized Business Sales Account Executive 1	Keloland/VNL/KXNET Employment	-	-
CENTR006003 Centralized Business Sales Account Executive 1	LinkedIn	-	-
CENTR006003 Centralized Business Sales Account Executive 1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CENTR006003 Centralized Business Sales Account Executive 1	Midco Website	1	1
CENTR006003 Centralized Business Sales Account Executive 1	Referred By Current Employee	2	-
CENTR006003 Centralized Business Sales Account Executive 1	Referred by Friend or Family	-	
CENTR006003 Centralized Business Sales Account Executive 1	SDWORKS (Job Service of SD)	-	-
CENTR006003 Centralized Business Sales Account Executive 1	ZipRecruiter	-	-
CENTR006167 Centralized Business Sales Account Executive 1	Current Employee	-	-
CENTR006167 Centralized Business Sales Account Executive 1	eBenefits - Dept of Veteran Affairs	-	-
CENTR006167 Centralized Business Sales Account Executive 1	Glassdoor	-	-
CENTR006167 Centralized Business Sales Account Executive 1	Handshake	-	
CENTR006167 Centralized Business Sales Account Executive 1	Helpwanted.com	-	-
CENTR006167 Centralized Business Sales Account Executive 1	Hire Click	1	-
CENTR006167 Centralized Business Sales Account Executive 1	Indeed	-	-
CENTR006167 Centralized Business Sales Account Executive 1	Keloland/VNL/KXNET Employment	-	-
CENTR006167 Centralized Business Sales Account Executive 1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CENTR006167 Centralized Business Sales Account Executive 1	Midco Email	1	1
CENTR006167 Centralized Business Sales Account Executive 1	Midco Website	-	-
	Referred by Current Employee	-	-
CENTR006167 Centralized Business Sales Account Executive 1	Referred by Friend or Family	-	-
CENTR006167 Centralized Business Sales Account Executive 1	SDWORKS (Job Service of SD)	-	-
CENTR006167 Centralized Business Sales Account Executive 1	ZipRecruiter	-	-
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	Current Employee	-	-
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	eBenefits - Dept of Veteran Affairs	-	_
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	Glassdoor	_	
	Handshake		
·		-	
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	Helpwanted.com	-	-
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	Indeed	-	-
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	Keloland/VNL/KXNET Employment	-	-
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	KSWORKS (Job Service of KS)	-	-
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	LocalJobNetwork (KS,MN,ND,SD,WI)		_
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	Midco Website	-	
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CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	MNWORKS (Job Service of MN)	-	
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	NDWORKS (Job Service of ND)	-	-
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	Referred by Current Employee	-	-
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	Referred by Friend or Family	1	1
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	SDWORKS (Job Service of SD)	-	-
CENTR006218 Centralized Business Sales Account Executive - Midco Properties 1	ZipRecruiter	-	-
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	Current Employee	-	
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	eBenefits - Dept of Veteran Affairs		
	· · · · · · · · · · · · · · · · · · ·		-
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	Glassdoor	-	-
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	Handshake	-	-
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	Helpwanted.com	-	-
I and a second and	Indeed	-	-
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	Keloland/VNL/KXNET Employment	-	-
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	Reiolatiu/VINL/RAINET Ettiployttietit	-	-
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1			
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS)		_
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email	- 1	1
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website	-	- 1 -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN)		
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website	-	
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND)	-	-
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee	- - -	- - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family	- - - -	- - - - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) Local JobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD)		- - - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter		- - - - - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CONST005966 Construction Technician - Sioux Falls, SD 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee		- - - - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter		- - - - - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CNST005966 Construction Technician - Sioux Falls, SD 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee		- - - - - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 <td>KSWORKS (Job Service of KS) Local JobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Glassdoor</td> <td></td> <td>- - - - - - - -</td>	KSWORKS (Job Service of KS) Local JobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Glassdoor		- - - - - - - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 <td>KSWORKS (Job Service of KS) Local JobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake</td> <td></td> <td>- - - - - - - - -</td>	KSWORKS (Job Service of KS) Local JobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake		- - - - - - - - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake Helpwanted.com		- - - - - - - - -
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CNST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake Helpwanted.com Indeed		
CLIEN006248 Client Implementation Coordinator (Wholesale Carriers) 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 CONST005966 Construction Technician - Sioux Falls, SD 1 <td>KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake Helpwanted.com</td> <td></td> <td></td>	KSWORKS (Job Service of KS) LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake Helpwanted.com		

CONST005966 Construction Technician - Sioux Falls, SD				
	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CONST005966 Construction Technician - Sioux Falls, SD	1	Midco Email	1	1
CONST005966 Construction Technician - Sioux Falls, SD	1	Midco Website	-	-
CONST005966 Construction Technician - Sioux Falls, SD	1	Referred By Current Employee	-	-
CONST005966 Construction Technician - Sioux Falls, SD	1	Referred by Friend or Family	-	-
CONST005966 Construction Technician - Sioux Falls, SD	1	SDWORKS (Job Service of SD)	-	-
CONST005966 Construction Technician - Sioux Falls, SD	1	ZipRecruiter		
CONST006139 Construction Technician - Sioux Falls, SD	1	Current Employee		
CONST006139 Construction Technician - Sioux Falls, SD	1			
·		eBenefits - Dept of Veteran Affairs		
CONST006139 Construction Technician - Sioux Falls, SD	11	Glassdoor	-	-
CONST006139 Construction Technician - Sioux Falls, SD	1	Handshake	-	
CONST006139 Construction Technician - Sioux Falls, SD	1	Helpwanted.com	-	-
CONST006139 Construction Technician - Sioux Falls, SD	1	Indeed	1	-
CONST006139 Construction Technician - Sioux Falls, SD	1	Keloland/VNL/KXNET Employment	-	-
CONST006139 Construction Technician - Sioux Falls, SD	1	LinkedIn	-	-
CONST006139 Construction Technician - Sioux Falls, SD	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CONST006139 Construction Technician - Sioux Falls, SD	1	Midco Website	1	
CONST006139 Construction Technician - Sioux Falls, SD	1	Referred By Current Employee	2	1
CONST006139 Construction Technician - Sioux Falls, SD	1	Referred by Friend or Family	-	
	1	SDWORKS (Job Service of SD)		
CONST006139 Construction Technician - Sioux Falls, SD		· · · · · · · · · · · · · · · · · · ·	-	-
CONST006139 Construction Technician - Sioux Falls, SD	1	ZipRecruiter	-	-
CREAT006222 Creative Services Design Manager	1	Current Employee	-	-
CREAT006222 Creative Services Design Manager	1	eBenefits - Dept of Veteran Affairs		-
CREAT006222 Creative Services Design Manager	1	Glassdoor	1	1
CREAT006222 Creative Services Design Manager	1	Handshake	-	-
CREAT006222 Creative Services Design Manager	1	Helpwanted.com	-	-
CREAT006222 Creative Services Design Manager	1	Indeed	2	-
CREAT000222 Creative Services Design Manager CREAT006222 Creative Services Design Manager	1	Keloland/VNL/KXNET Employment	-	
	1	. ,	1	
CREAT006222 Creative Services Design Manager		LinkedIn		
CREAT006222 Creative Services Design Manager	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CREAT006222 Creative Services Design Manager	1	Midco Website	1	-
CREAT006222 Creative Services Design Manager	1	Referred by Current Employee	-	-
CREAT006222 Creative Services Design Manager	1	Referred by Friend or Family	-	-
CREAT006222 Creative Services Design Manager	1	SDWORKS (Job Service of SD)	-	-
CREAT006222 Creative Services Design Manager	1	ZipRecruiter		-
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Billing Statement	1	-
CUSTO00579 Customer Care Support Expert - Sioux Falls, SD	5		1	
		Current Employee		
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	eBenefits - Dept of Veteran Affairs	-	-
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Facebook / Instagram	1	-
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Glassdoor	-	-
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Helpwanted.com	-	-
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Indeed	8	1
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Keloland/VNL/KXNET Employment	1	1
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	LocalJobNetwork (KS,MN,ND,SD,WI)		
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Midco TV Commercial	-	
	5	Midco Website	6	2
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD				
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	NDWORKS (Job Service of ND)	-	-
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Radio	1	-
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Referred by Current Employee	1	-
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	Referred by Friend or Family	2	1
CUSTO005879 Customer Care Support Expert - Sioux Falls, SD	5	ZipRecruiter	-	-
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	Career Builder	1	1
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	Current Employee		-
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	eBenefits - Dept of Veteran Affairs		
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	Glassdoor		
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	Helpwanted.com	-	-
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	Indeed	7	2
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	Keloland/VNL/KXNET Employment	1	-
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	LinkedIn	1	-
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	Midco TV Commercial	1	1
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	Midco Website	6	2
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	Referred By Current Employee	7	3
CUSTO000008 Customer Care Support Expert - Sioux Falls, SD	9	Referred by Friend or Family	1	-
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	SDWORKS (Job Service of SD)	1	-
CUSTO006008 Customer Care Support Expert - Sioux Falls, SD	9	ZipRecruiter	1	-
		Billboard	1	-
	7			
CUSTO006038 Customer Care Support Expert - Sioux Falls, SD	7	Current Employee	-	-
CUSTO006038 Customer Care Support Expert - Sioux Falls, SD		Current Employee eBenefits - Dept of Veteran Affairs	-	-
CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD	7	Current Employee		- - -
CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD	7 7	Current Employee eBenefits - Dept of Veteran Affairs	-	-
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CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD CUSTO006038 Customer Care Support Expert - Sioux Falls, SD	7 7 7 7 7 7 7 7	Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake Helpwanted.com Indeed Keloland/VNL/KXNET Employment LinkedIn LocalJobNetwork (KS,MN,ND,SD,WI)	- - - 10 2	- - - 3 2
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	6 Indeed	4	2
	6 Keloland/VNL/KXNET Employment	1	1
	6 LinkedIn	<u>-</u>	-
	6 LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
	6 Midco Website	1	1
CUSTO006102 Customer Service/Inbound Sales - Sioux Falls, SD	6 Referred By Current Employee	1	1
CUSTO006102 Customer Service/Inbound Sales - Sioux Falls, SD	6 Referred by Friend or Family	2	1
CUSTO006102 Customer Service/Inbound Sales - Sioux Falls, SD	6 SDWORKS (Job Service of SD)	-	-
	6 ZipRecruiter	-	-
	7 Current Employee		-
	7 eBenefits - Dept of Veteran Affairs	-	
·	7 Glassdoor		
		<u>-</u>	
·	7 Handshake	-	-
	7 Helpwanted.com	-	-
	7 Indeed	6	2
CUSTO006176 Customer Service/Inbound Sales - Sioux Falls, SD	7 Keloland/VNL/KXNET Employment	1	1
CUSTO006176 Customer Service/Inbound Sales - Sioux Falls, SD	7 LinkedIn	-	-
CUSTO006176 Customer Service/Inbound Sales - Sioux Falls, SD	7 LocalJobNetwork (KS,MN,ND,SD,WI)	1	1
CUSTO006176 Customer Service/Inbound Sales - Sioux Falls, SD	7 Midco Website	2	-
	7 Referred By Current Employee	4	3
	7 Referred by Friend or Family	-	-
	7 SDWORKS (Job Service of SD)	_	-
	3 Billboard	1	-
	3 Current Employee	-	-
	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006244 Customer Service/Inbound Sales - Sioux Falls, SD	3 Glassdoor	-	-
CUSTO006244 Customer Service/Inbound Sales - Sioux Falls, SD	3 Handshake	-	-
	3 Helpwanted.com	-	-
	3 Indeed	5	1
·	3 Keloland/VNL/KXNET Employment	1	
·	3 LinkedIn	-	-
·	3 LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
	3 Midco Website	-	-
	3 Referred By Current Employee	2	2
CUSTO006244 Customer Service/Inbound Sales - Sioux Falls, SD	3 Referred by Friend or Family	-	-
CUSTO006244 Customer Service/Inbound Sales - Sioux Falls, SD	3 SDWORKS (Job Service of SD)	-	-
CUSTO006244 Customer Service/Inbound Sales - Sioux Falls, SD	3 ZipRecruiter	-	-
	2 Current Employee	_	
	2 eBenefits - Dept of Veteran Affairs	_	-
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		-	
·	2 Handshake	-	-
·	2 Helpwanted.com	-	-
CUSTO006317 Customer Service/Inbound Sales - Sioux Falls, SD	2 Indeed	8	2
CUSTO006317 Customer Service/Inbound Sales - Sioux Falls, SD	2 Job Fair	1	-
CUSTO006317 Customer Service/Inbound Sales - Sioux Falls, SD	2 Keloland/VNL/KXNET Employment	-	-
CUSTO006317 Customer Service/Inbound Sales - Sioux Falls, SD	2 KSWORKS (Job Service of KS)	1	-
	2 LinkedIn	-	-
	2 LocalJobNetwork (KS,MN,ND,SD,WI)		
·	2 Midco Website	1	
	2 Referred By Current Employee	1	
	2 Referred by Friend or Family	<u>-</u>	-
	2 ZipRecruiter	<u>-</u>	-
DATAE006138 Data Engineer	1 Current Employee	-	-
DATAE006138 Data Engineer	eBenefits - Dept of Veteran Affairs	-	-
DATAE006138 Data Engineer	1 Glassdoor	-	-
DATAE006138 Data Engineer	1 Handshake	-	-
	1 Helpwanted.com	-	-
	1 Indeed		-
	1 Keloland/VNL/KXNET Employment	<u> </u>	
	1 LinkedIn	1	1
6			
3		-	-
	1 Midco Website	2	-
6	1 Referred by Current Employee	-	-
6	1 Referred by Friend or Family	<u>-</u>	-
3	1 SDWORKS (Job Service of SD)	-	-
DATAE006138 Data Engineer	1 ZipRecruiter	-	-
	1 BisMan Online	-	-
<u> </u>	1 Current Employee	-	-
	1 eBenefits - Dept of Veteran Affairs	-	-
	1 Glassdoor		-
	1 Handshake	<u> </u>	
		-	
	1 Helpwanted.com		-
<u> </u>	1 Indeed	-	-
· · · · · · · · · · · · · · · · · · ·	1 Keloland/VNL/KXNET Employment	-	-
	1 KSWORKS (Job Service of KS)	-	
DIGIT006065 Digital Specialist	1 LinkedIn	2	1
	1 LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
DIGIT006065 Digital Specialist		-	-
	1 Midco Website		-
DIGIT006065 Digital Specialist		-	
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DIGIT006065 Digital Specialist DIGIT006065 Digital Specialist DIGIT006065 Digital Specialist	1 MNWORKS (Job Service of MN) 1 NDWORKS (Job Service of ND)	-	-
DIGIT006065 Digital Specialist	MNWORKS (Job Service of MN) NDWORKS (Job Service of ND) Referred By Current Employee	-	-
DIGIT006065 Digital Specialist DIGIT006065 Digital Specialist	1 MNWORKS (Job Service of MN) 1 NDWORKS (Job Service of ND) 1 Referred By Current Employee 1 Referred by Friend or Family	- - -	-
DIGIT006065 Digital Specialist	1 MNWORKS (Job Service of MN) 1 NDWORKS (Job Service of ND) 1 Referred By Current Employee 1 Referred by Friend or Family 1 SDWORKS (Job Service of SD)	-	-
DIGIT006065 Digital Specialist	1 MNWORKS (Job Service of MN) 1 NDWORKS (Job Service of ND) 1 Referred By Current Employee 1 Referred by Friend or Family 1 SDWORKS (Job Service of SD) 1 ZipRecruiter	- - -	-
DIGIT006065 Digital Specialist	1 MNWORKS (Job Service of MN) 1 NDWORKS (Job Service of ND) 1 Referred By Current Employee 1 Referred by Friend or Family 1 SDWORKS (Job Service of SD)	- - - -	- - -

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FIELD006243 Field Technician I - Watertown, SD 1 eBenefits - Dept of Veteran Affairs	FIELD006197 FIELD006197 FIELD006197 FIELD006197 FIELD006197	Field Technician Field Technician Field Technician Field Technician	I - Sioux Falls, SD I - Sioux Falls, SD I - Sioux Falls, SD	7 7	SDACCC (SD Association College Career Center) SDWORKS (Job Service of SD)	-	-
FIELD006243 Field Technician I - Watertown, SD 1 eBenefits - Dept of Veteran Affairs	FIELD006197 FIELD006197 FIELD006197 FIELD006197 FIELD006197	Field Technician Field Technician Field Technician Field Technician	I - Sioux Falls, SD I - Sioux Falls, SD I - Sioux Falls, SD	7 7	SDACCC (SD Association College Career Center) SDWORKS (Job Service of SD)	-	-
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	FIELD006197 FIELD006197 FIELD006197 FIELD006197 FIELD006197 FIELD006197 FIELD006243 FIELD006243	Field Technician Field Technician Field Technician Field Technician Field Technician Field Technician Field Technician	I - Sioux Falls, SD I - Watertown, SD I - Watertown, SD	7 7 7 1	SDACCC (SD Association College Career Center) SDWORKS (Job Service of SD) ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs	- - 1 -	- - - -

	Field Technician I - Watertown, SD 1	Grant County Review	-	-
FIELD006243	Field Technician I - Watertown, SD 1	Handshake	-	-
FIELD006243	Field Technician I - Watertown, SD 1	Helpwanted.com	-	-
	Field Technician I - Watertown, SD 1	Indeed	2	1
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	Field Technician I - Watertown, SD 1	Keloland/VNL/KXNET Employment	-	-
FIELD006243	Field Technician I - Watertown, SD 1	LinkedIn	-	-
FIFI D006243	Field Technician I - Watertown, SD 1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
	Field Technician I - Watertown, SD 1	Midco Website	-	
FIELD006243	Field Technician I - Watertown, SD 1	Ortonville Independent	-	-
FIELD006243	Field Technician I - Watertown, SD 1	Referred By Current Employee	1	-
	Field Technician I - Watertown, SD 1	Referred by Friend or Family	-	-
FIELD006243	Field Technician I - Watertown, SD 1	SDWORKS (Job Service of SD)	-	-
FIELD006243	Field Technician I - Watertown, SD 1	ZipRecruiter	-	-
	Field Technician I - Yankton, SD 1	Current Employee	-	_
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	Field Technician I - Yankton, SD 1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006285	Field Technician I - Yankton, SD	Glassdoor	-	-
	Field Technician I - Yankton, SD 1	Handshake	-	-
FIELD006285	Field Technician I - Yankton, SD 1	Helpwanted.com	-	-
FIELD006285	Field Technician I - Yankton, SD 1	Indeed	3	1
	Field Technician I - Yankton, SD 1	Keloland/VNL/KXNET Employment	-	-
FIELD006285	Field Technician I - Yankton, SD 1	LinkedIn	-	-
FIELD006285	Field Technician I - Yankton, SD 1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
	Field Technician I - Yankton, SD 1	Midco Website	-	
	Field Technician I - Yankton, SD 1	Referred By Current Employee	-	-
FIELD006285	Field Technician I - Yankton, SD 1	Referred by Friend or Family	-	-
	Field Technician I - Yankton, SD 1	SDWORKS (Job Service of SD)	-	-
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	Field Technician I - Yankton, SD 1	ZipRecruiter	-	-
GISTE005996	GIS Technologist I 1	Current Employee	-	-
GISTE005996	GIS Technologist I 1	eBenefits - Dept of Veteran Affairs	-	-
	GIS Technologist I 1	Glassdoor		
	, and the second		-	-
	GIS Technologist I 1	Handshake	-	-
GISTE005996	GIS Technologist I 1	Helpwanted.com	-	-
	GIS Technologist I 1	Indeed	4	
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	GIS Technologist I 1	Keloland/VNL/KXNET Employment	-	-
GISTE005996	GIS Technologist I 1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
	, and the second		1	
	- J	Midco Email		
GISTE005996	GIS Technologist I 1	Midco Website	1	1
GISTE005996	GIS Technologist I 1	Referred by Current Employee	-	-
	GIS Technologist I 1	Referred by Friend or Family	-	_
GISTE005996	GIS Technologist I 1	SDWORKS (Job Service of SD)	-	-
GISTE005996	GIS Technologist I 1	ZipRecruiter	-	-
INFOR005932	Information Security Analyst (I or II) 1	Current Employee	-	-
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	, , , ,	eBenefits - Dept of Veteran Affairs		-
INFOR005932	Information Security Analyst (I or II) 1	Glassdoor	-	-
INFOR005932	Information Security Analyst (I or II) 1	Handshake	-	-
	Information Security Analyst (I or II)	Helpwanted.com	_	-
	Information Security Analyst (I or II) 1	Indeed	1	1
INFOR005932	Information Security Analyst (I or II) 1	Keloland/VNL/KXNET Employment	-	-
	Information Security Analyst (I or II) 1	LinkedIn	1	
	Information Security Analyst (I or II) 1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
INFOR005932	Information Security Analyst (I or II)	Midco Website	-	-
INFORM5932	Information Security Analyst (I or II) 1	Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
INFOR005932	Information Security Analyst (I or II) 1	SDWORKS (Job Service of SD)	-	-
	Information Security Analyst (I or II)	ZipRecruiter	-	_
	Instructional Designer 1		2	
	9	Current Employee	2	
	Instructional Designer 1	eBenefits - Dept of Veteran Affairs	-	
	Instructional Designer 1	Glassdoor	1	-
	Instructional Designer 1	Handshake	-	
	Instructional Designer 1	Helpwanted.com	-	-
INSTR006130	Instructional Designer 1	Indeed		-
INSTR006130	Instructional Designer 1	Keloland/VNL/KXNET Employment	-	_
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	Instructional Designer 1	LinkedIn	4	1
	Instructional Designer 1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
INSTR006130	Instructional Designer 1	Midco Email	1	-
	<u> </u>	Midco Website	1	-
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INSTR006130	Instructional Designer 1	NDWORKS (Job Service of ND)	-	-
INSTR006130	Instructional Designer 1	Referred By Current Employee	-	-
	Instructional Designer 1	Referred by Friend or Family		
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	Instructional Designer 1	SDWORKS (Job Service of SD)	-	-
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INSTR006130 INSTR006130 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052	Instructional Designer 1 Inventory Control Specialist 1	Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake Helpwanted.com	- - -	-
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INSTR006130 INSTR006130 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052 INVEN006052	Instructional Designer	Current Employee eBenefits - Dept of Veteran Affairs Glassdoor Handshake Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS,MN,ND,SD,WI) Midco Email Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD) ZipRecruiter	- - - 3 3 1 1 1 1 - -	1
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INVEND06228 Inventory Control Specialist			
INVEN006228 Inventory Control Specialist 2	2 Glassdoor	-	-
INVEN006228 Inventory Control Specialist 2	2 Handshake	-	-
INVEN006228 Inventory Control Specialist 2	2 Helpwanted.com		_
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INVEN006228 Inventory Control Specialist 2		5	1
INVEN006228 Inventory Control Specialist 2	2 Keloland/VNL/KXNET Employment	-	-
INVEN006228 Inventory Control Specialist 2	2 LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
INVEN006228 Inventory Control Specialist 2	2 Midco Website	1	1
INVENO06228 Inventory Control Specialist 2		-	
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INVEN006228 Inventory Control Specialist 2	2 Referred by Friend or Family	-	-
INVEN006228 Inventory Control Specialist 2	2 SDWORKS (Job Service of SD)	-	-
	2 ZipRecruiter	-	-
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MAINT006049 Maintenance Technician - Yankton, SD 1		-	-
MAINT006049 Maintenance Technician - Yankton, SD	1 eBenefits - Dept of Veteran Affairs	-	-
MAINT006049 Maintenance Technician - Yankton, SD 1	1 Glassdoor	-	-
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MAINT006049 Maintenance Technician - Yankton, SD	1 Helpwanted.com	-	-
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MAINT006049 Maintenance Technician - Yankton, SD 1		_	_
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	1 LinkedIn	-	-
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MAINT006049 Maintenance Technician - Yankton, SD 1		-	-
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MAINT006049 Maintenance Technician - Yankton, SD	1 Referred by Friend or Family	-	-
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MASTE006054 Operations Scheduler 1		-	-
MASTE006054 Operations Scheduler 1	1 Referred by Friend or Family	-	-
MASTE006054 Operations Scheduler 1	1 SDWORKS (Job Service of SD)	-	-
	1 ZipRecruiter		_
MDUAC006212 MDU Account Executive 1	1 Current Employee	1	-
MDUAC006212 MDU Account Executive 1	1 eBenefits - Dept of Veteran Affairs	-	-
MDUAC006212 MDU Account Executive 1		-	-
MDUAC006212 MDU Account Executive 1		-	-
MDUAC006212 MDU Account Executive 1	1 Helpwanted.com	-	-
MDUAC006212 MDU Account Executive 1	1 Indeed	-	-
			-
MDUAC006212 MDU Account Executive 1	1 LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
MDUAC006212 MDU Account Executive 1	1 Midco Email	2	1
MDUAC006212 MDU Account Executive 1	1 Midco Website	1	
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REPOR006026 Regional Sports Reporter/Producer	1 Helpwanted.com	
REPOR006026 Regional Sports Reporter/Producer	1 Indeed	1 -
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REPOR006026 Regional Sports Reporter/Producer	1 LinkedIn	2 -
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REPOR006026 Regional Sports Reporter/Producer	1 SDWORKS (Job Service of SD)	
REPOR006026 Regional Sports Reporter/Producer	1 TVJobs.com	
REPOR006026 Regional Sports Reporter/Producer	1 ZipRecruiter	
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 Current Employee	
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 eBenefits - Dept of Veteran Affairs	
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 Glassdoor	
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 Handshake	
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 Helpwanted.com	
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 Indeed	7 -
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 Keloland/VNL/KXNET Employment	
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 LinkedIn	1 1
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 LocalJobNetwork (KS,MN,ND,SD,WI)	
RETAI006001 Retail Sales & Service Associate - Yankton, SD	1 Midco Website	
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RETAI006020 Retail Sales & Service Associate - Watertown, SD	1 Current Employee	
RETAI006020 Retail Sales & Service Associate - Watertown, SD	1 eBenefits - Dept of Veteran Affairs	
RETAI006020 Retail Sales & Service Associate - Watertown, SD	1 Glassdoor	
RETAI006020 Retail Sales & Service Associate - Watertown, SD	1 Handshake	
RETAI006020 Retail Sales & Service Associate - Watertown, SD	1 Helpwanted.com	
RETAI006020 Retail Sales & Service Associate - Watertown, SD	1 Indeed	1 1
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RETAI006020 Retail Sales & Service Associate - Watertown, SD		
	1 LocalJobNetwork (KS,MN,ND,SD,WI)	
RETAI006020 Retail Sales & Service Associate - Watertown, SD	1 Midco Website	
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RETAI006033 Retail Sales & Service Associate - Watertown, SD	1 Current Employee	
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RETAI006033 Retail Sales & Service Associate - Watertown, SD	1 Glassdoor	
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RETEN006175 Retention Representative - Sioux Falls, SD	6	Glassdoor	-	-
RETEN006175 Retention Representative - Sioux Falls, SD	6	Handshake	-	-
RETEN006175 Retention Representative - Sioux Falls, SD	6	Helpwanted.com	_	_
RETEN006175 Retention Representative - Sioux Falls, SD	6	Hire Click	11	1
RETEN006175 Retention Representative - Sioux Falls, SD	6	Indeed	9	3
RETEN006175 Retention Representative - Sioux Falls, SD	6	Keloland/VNL/KXNET Employment	-	-
RETEN006175 Retention Representative - Sioux Falls, SD	6	LinkedIn	-	_
RETEN006175 Retention Representative - Sioux Falls, SD	6	LocalJobNetwork (KS,MN,ND,SD,WI)	1	1
RETEN006175 Retention Representative - Sioux Falls, SD	6	Midco Website	1	1
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RETEN006175 Retention Representative - Sioux Falls, SD		Referred By Current Employee		
RETEN006175 Retention Representative - Sioux Falls, SD	6	Referred by Friend or Family	-	-
RETEN006175 Retention Representative - Sioux Falls, SD	6	SDWORKS (Job Service of SD)	-	-
RETEN006175 Retention Representative - Sioux Falls, SD	6	ZipRecruiter	-	-
RETEN006262 Retention Representative - Sioux Falls, SD	5	Current Employee	-	-
RETEN006262 Retention Representative - Sioux Falls, SD	5	eBenefits - Dept of Veteran Affairs		_
RETEN006262 Retention Representative - Sioux Falls, SD	5	Glassdoor	-	-
RETEN006262 Retention Representative - Sioux Falls, SD	5	Handshake	-	-
RETEN006262 Retention Representative - Sioux Falls, SD	5	Helpwanted.com		_
				
RETEN006262 Retention Representative - Sioux Falls, SD	5	Indeed	8	5
RETEN006262 Retention Representative - Sioux Falls, SD	5	Keloland/VNL/KXNET Employment	-	-
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RETEN006262 Retention Representative - Sioux Falls, SD		LinkedIn	-	-
RETEN006262 Retention Representative - Sioux Falls, SD	5	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
RETEN006262 Retention Representative - Sioux Falls, SD	5	Midco Website		-
RETEN006262 Retention Representative - Sioux Falls, SD	5	Referred By Current Employee	-	-
RETEN006262 Retention Representative - Sioux Falls, SD	5	Referred by Friend or Family	-	-
RETEN006262 Retention Representative - Sioux Falls, SD	5	SDWORKS (Job Service of SD)	-	-
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RETEN006262 Retention Representative - Sioux Falls, SD	5	ZipRecruiter	-	-
RETEN006324 Retention Rep - Sioux Falls, SD	3	Current Employee	-	-
RETEN006324 Retention Rep - Sioux Falls, SD	3	eBenefits - Dept of Veteran Affairs	_	_
RETEN006324 Retention Rep - Sioux Falls, SD	3	Glassdoor	-	-
RETEN006324 Retention Rep - Sioux Falls, SD	3	Handshake	-	-
	3			
RETEN006324 Retention Rep - Sioux Falls, SD		Helpwanted.com	-	-
RETEN006324 Retention Rep - Sioux Falls, SD	3	Indeed	8	3
RETEN006324 Retention Rep - Sioux Falls, SD	3	Keloland/VNL/KXNET Employment		-
RETEN006324 Retention Rep - Sioux Falls, SD	3	KSWORKS (Job Service of KS)	-	-
RETEN006324 Retention Rep - Sioux Falls, SD	3	LinkedIn	-	-
RETEN006324 Retention Rep - Sioux Falls, SD	3	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
RETEN006324 Retention Rep - Sioux Falls, SD	3	Midco Website	-	-
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RETEN006324 Retention Rep - Sioux Falls, SD	3	ZipRecruiter	-	-
SENIO006179 Senior Logistics Manager	1	Current Employee	-	-
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SENIO006179 Senior Logistics Manager	1 1 1 1 1	Keloland/VNL/KXNET Employment LinkedIn LocalJobNetwork (KS,MN,ND,SD,WI) Midco Website Referred by Current Employee Referred by Friend or Family	- 1 - 1	- 1 -
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SENIO006179 Senior Logistics Manager	1 1 1 1 1 1	Keloland/VNL/KXNET Employment LinkedIn LocalJobNetwork (KS,MN,ND,SD,WI) Midco Website Referred by Current Employee Referred by Friend or Family SDWORKS (Job Service of SD)	- 1 - 1 1 -	- 1 - - -
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Current Employee Phone: 800-342-26467 N 810 Vermont Ave WW Washington, D.C. 20420 Phone: 800-342-26467 Phone: 800-342-26467 Internet Posting N Maureen@RegionalHeipWanted.com N Maureen@RegionalHeipWanted.com N Maureen@RegionalHeipWanted.com N Maureen@RegionalHeipWanted.com N N Maureen@RegionalHeipWanted.com N N N Maureen@RegionalHeipWanted.com N N N Contact: Healther Horna Internet Posting Internet Posting N Internet Posting N N Contact: Healther Horna N N N Maureen@RegionalHeipWanted.com N N N N Contact: Healther Horna N N N Contact: Healther Horna N N Maureen@RegionalHeipWanted.com N N N Referred by Gurent Employee Contact: Healther Horna N N Referred by Current Employee Referral from Eriend or Family Referral from Eriend or Family Referral from Current Employee N Referred by Friend or Family Referral from Eriend or Family Referral from Eriend or Family Referral from Current Employee N Referred by Friend or Family Referral from Eriend or Family Referral from Priend or Family Referral from Priend or Family N Internet Posting Referral from Current Employee Referral from Priend or Family Referral from Priend or Family N Referral from Current Employee Referral from Priend or Family N Referral from Current Employee Referral from Priend or Family Referral from Priend or Family N Referral from Current Employee Referral from Priend or Family Referral from Priend or Family N Referral from Current Employee Referral from Priend or Family Referral from Priend or Family Referral from Priend or Family	Recruitment Source	Contact	Email	Entitled to Notification
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501 S Phillips Ave. Sioux Falls. SD 57104 Phone: 605-334-4327			manda@hireclick.com	N
	501 S Phillips Ave, Sloux Falls, SD 5/104	Pnone: 605-334-4327		

MNWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng.lee@state.mn.us	N
NDWORKS (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N
POC Careers Website http://www.poccareers.com/	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673	sharon@rmgaccess-com	N
SDWORKS (Job Service of South Dakota) 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Jodi Aumer Phone: 605-206-4476	Jodi.Aumer@state.sd.us	N
TVJobs.com P.O. Box 4116 Oceanside, CA 92052	Contact: admin@tvjobs-com Phone: 800-374-0119	admin@tvjobs.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
WiWORKS (Job Service of Wisconsin) 221 W Madison St # 140B, Eau Claire, WI 54703	jobcenterofwisconsin@dwd.wisconsin.gov Phone: 715-858-9675	https://jobcenterofwisconsin.com/	
Media Sources (N	Newspaper, Billboards, Radio, Flyers, Events, Job Fa Contact: Bill Kvasager	irs) billk@newmanoutdoor.com	N
Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 5820			
Grant County Review 225 S Main Street, Milbank, SD 57252	Megan Kruse 515-243-2845	gcreview@itcmilbank.com	N
Midco Billing Statement	Advertising open positions in billing statement		N
Midco Digital Advertisement	Digital banner Midco marketing creates		N
Midco Email	Email Blasts to customers who have opted in and v	veekly email sent to all employees	N
Midco Hiring Flier	Handouts at Customer Experience Centers/Events		N
Midco TV Commercial	TV Commerical Midco airs		N
Ortonville Independent 789 US-75, Ortonville, MN 56278	Megan Kruse 515-243-2845	mkruse@flynnwright.com	N
Dakota State University Career Fair 820 N Washington Ave Madison, SD 57042	Contact: Janelle Nielsen Phone: 605-256-5122	janelle.nielsen@dsu.edu	N
Washington High School Career Expo 501 Sycamore Ave, Sioux Falls, SD 57110	Contact: Roberta Bennett Phone (605) 367-7973		N

	Internet Sources	
Facebook / Instagram	Social Media - Internet Posting	N
https://www.facebook.com/		
Handshako College Consortium	Internet Posting	N
Handshake College Consortium https://www.joinhandshake.com/	internet rosting	N
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LinkedIn	Internet Posting	N
https://www.linkedin.com/feed/		
SDACCC (SD Association College Career Center)	Internet Posting	N
College Consortium		

	Long Term Initiatives			
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2022 - on going	Advertising to target a wide range of candidates	We advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Recruiting
9/1/2022 - 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)
4/1/2023 - on going	Employee Relations and Compliance Training for Leaders	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, ADA, leaves, Termination Process/Exit Interview.	Compliance Training	on-demand training
9/1/2022- on going	Internship Program	Offer hands-on experience and give students the skills to prepare for future employment. The program serves as an important resource in fostering long-term partnerships with educational institutions to help develop our future workforce. The intern worked with our Marketing Analytics team.	Broad Outreach	Collin Claassen Andrew Michaletz Joseph Rysavy Patti Hawkey
9/1/2022 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and 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.NorthDakotaJobNetwork.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.MisconsinJobNetwork.com www.MisconsinJobNetwork.com www.MisconsinJobNetwork.com www.MisconsinJobNetwork.com www.MisconsinJobNetwork.com www.minnesotaDiversity.com https://sd.gov/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://www.ebenefits.va.gov/ VetConnect (LVER/DVOPS)
9/1/2022 - on going	Workplace Harassment Prevention Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination	Compliance Training	Midco leadership & entire staff
10/05/22	Dakota State University Career Fair	The DSU 2021 Career and Internship Fair is an opportunity to connect with potential employees to discuss career and internship opportunities. Students from all DSU majors attended.	Broad Outreach	Jae Kelsey Sue Punke Vahini Atluri
10/27/22	People of Color Career Fair-Sponsorship	One of four main sponsors. Share information about open positions, career site, how to apply, compar	Minorities	Patti Hawkey Noelle Tieszen Alicia Hartke Husam Kakish Ann McGlennen Pat McAdaragh Oliver Chacon Pao Lo Masai Turner
11/06/22	Washington High School Career Expo	The Washington High School Career Expo was an event that provided an opportunity to discuss our various career options	Broad Outreach	Sue Punke Pao Lo
04/12/23	South Dakota State University	VP of Network Services spoke to an Engineering Student group (IEEE) to discuss the industry and career opportuniites.	Broad Outreach	Eyabane Patasse
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4/27/2023	People of Color Career Fair-Sponsorship	One of three main sponsors. Share information about open positions, career site, how to apply,	General Recruiting,	Раtti наwкеу
		company paid benefits, etc.	Minorities	Noelle Tieszen
				Moses Hodgeson
				Sue Punke
				Ben Dold
				Susan Thomas
				Husam Kakish
				Tom McAdaragh
				Pao Lo
				Otis Priester
				Berlynn Bitengo