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

	Full-Time Po	sitions Filled			
Req#	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
	Market Account Executive	1	Current Employee	1	(
BUSIN005629	Market Account Executive	1	eBenefits - Department of Veteran Affairs	0) (
BUSIN005629	Market Account Executive	1	Glassdoor	0) (
BUSIN005629	Market Account Executive	1	Helpwanted.com	0) (
BUSIN005629	Market Account Executive	1	Indeed	0) (
BUSIN005629	Market Account Executive	1	Keloland/VNL/KXNET Employment	0) (
BUSIN005629	Market Account Executive	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0) (
BUSIN005629	Market Account Executive	1	Midco Email	1	1
BUSIN005629	Market Account Executive	1	Midco Website	0) (
BUSIN005629	Market Account Executive	1	ND Workforce Connection (Job Service of North Dakota)	0) (
BUSIN005629	Market Account Executive	1	Referred by Current Employee	0) (
BUSIN005629	Market Account Executive	1	Referred by Friend or Family	0	
	Market Account Executive	1	ZipRecruiter	0	
	Central Construction Project Manager		Billboard	0	
	Central Construction Project Manager		Bismarck State College	0	
CENTR005524	Central Construction Project Manager	1	Current Employee	0	
	Central Construction Project Manager	1	eBenefits - Department of Veteran Affairs	0	
	Central Construction Project Manager		Glassdoor	0	
CENTR005524	Central Construction Project Manager	'	Handshake College Consortium	0	
	Central Construction Project Manager Central Construction Project Manager	1	Helpwanted.com	0	
		1			
	Central Construction Project Manager	1		0	
CENTR005524	Central Construction Project Manager	1	Keloland/VNL/KXNET Employment	0	
	Central Construction Project Manager		LocalJobNetwork (KS, MN, ND, SD, WI)	0	
CENTR005524	Central Construction Project Manager	1	Midco Website	1	
CENTR005524	Central Construction Project Manager	1	ND Workforce Connection (Job Service of North Dakota)	0	
CENTR005524	Central Construction Project Manager	1	NDSU - North Dakota State University	0	
CENTR005524	Central Construction Project Manager	1	Referred by current employee	1	
	Central Construction Project Manager	1	Referred by Friend or Family	0	
CENTR005524	Central Construction Project Manager	1	ZipRecruiter	0	
CENTR005681	Central Construction Coordinator	1	Current Employee	0) (
CENTR005681	Central Construction Coordinator	1	eBenefits - Department of Veteran Affairs	0) (
CENTR005681	Central Construction Coordinator	1	Glassdoor	0) (
CENTR005681	Central Construction Coordinator	1	Handshake College Consortium	0) (
CENTR005681	Central Construction Coordinator	1	Helpwanted.com	0) (
CENTR005681	Central Construction Coordinator	1	Indeed	0) (
CENTR005681	Central Construction Coordinator	1	Keloland/VNL/KXNET Employment	0) (
CENTR005681	Central Construction Coordinator	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	
CENTR005681	Central Construction Coordinator		Midco Email	1	_
CENTR005681	Central Construction Coordinator	1	Midco Website	0	
CENTR005681	Central Construction Coordinator	1	Mitchell Technical Institute	0	
CENTR005681	Central Construction Coordinator	1	MN State Career Hub College Consortium	0	
CENTR005681	Central Construction Coordinator	1	ND Workforce Connection (Job Service of North Dakota)	0	
CENTR005681	Central Construction Coordinator		NDSU - North Dakota State University	0	
CENTR005681	Central Construction Coordinator	'	Northland Community & Technical College	0	
CENTR005681	Central Construction Coordinator	1	Referred by current employee	1	`
CENTR005681		1	Referred by Friend or Family	0) (
	Central Construction Coordinator	1		0	
CENTR005681	Central Construction Coordinator	1	•		
	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Bismarck State College	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Current Employee	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Glassdoor	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Helpwanted.com	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Indeed	1	
	Construction Walkout / Fielder Specialist - Bismarck, ND		Job Service	1	
	Construction Walkout / Fielder Specialist - Bismarck, ND		Keloland/VNL/KXNET Employment	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND		Midco Email	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Midco Website	0)
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	ND Workforce Connection (Job Service of North Dakota)	0) (
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Referred by Current Employee	0) (
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Referred by Friend or Family	0) (
	Construction Walkout / Fielder Specialist - Bismarck, ND	1	ZipRecruiter	0) (
	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Bismarck State College	0) (
	Construction Walkout / Fielder Specialist - Bismarck, ND		Current Employee	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND		eBenefits - Department of Veteran Affairs	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Glassdoor	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Handshake College Consortium	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND		Helpwanted.com	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND Construction Walkout / Fielder Specialist - Bismarck, ND		Indeed	1	
	Construction Walkout / Fielder Specialist - Bismarck, ND Construction Walkout / Fielder Specialist - Bismarck, ND		Job Service	0) (
			I.		
	Construction Walkout / Fielder Specialist - Bismarck, ND		Keloland/VNL/KXNET Employment	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND		Midco Website	0	
	Construction Walkout / Fielder Specialist - Bismarck, ND		ND Workforce Connection (Job Service of North Dakota)	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Referred by Current Employee	0	
			Referred by Friend or Family	0)
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	•		
CONST005479 CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND		ZipRecruiter	0)
CONST005479 CONST005479	·		•)

CONST005484 CONST005484	0	1 .	Glassdoor	
CONS 1005484	Construction Technician - Bismarck, ND			0
	Construction Technician - Bismarck, ND		Helpwanted.com	0
CONST005484	Construction Technician - Bismarck, ND	1	Indeed	0
CONST005484	Construction Technician - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0
CONST005484	Construction Technician - Bismarck, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0
			Midco Website	
CONST005484	Construction Technician - Bismarck, ND	-		•
CONST005484	Construction Technician - Bismarck, ND	1	ND Workforce Connection (Job Service of North Dakota)	0
CONST005484	Construction Technician - Bismarck, ND	1	Referred by Current Employee	0
CONST005484	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	0
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	Construction Technician - Bismarck, ND		ZipRecruiter	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Current Employee	1
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	0
			Glassdoor	0
	Construction Walkout / Fielder Specialist - Grand Forks, ND			
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Helpwanted.com	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Indeed	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	0
			• •	
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Midco Email	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Midco Website	1
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	ND Workforce Connection (Job Service of North Dakota)	0
			,	
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Referred by Current Employee	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Referred by Friend or Family	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND		ZipRecruiter	0
	Construction Technician - Bismarck, ND		Billboard	0
CONST005580	Construction Technician - Bismarck, ND	1	Current Employee	0
CONST005580	Construction Technician - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0
	Construction Technician - Bismarck, ND		Glassdoor	0
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CONST005580	Construction Technician - Bismarck, ND		Helpwanted.com	0
CONST005580	Construction Technician - Bismarck, ND	1	Indeed	0
	Construction Technician - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0
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	Construction Technician - Bismarck, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0
CONST005580	Construction Technician - Bismarck, ND	1	Midco Website	1
CONST005580	Construction Technician - Bismarck, ND	1	ND Workforce Connection (Job Service of North Dakota)	0
	·		,	
	Construction Technician - Bismarck, ND		Referred by current employee	0
CONST005580	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	0
CONST005580	Construction Technician - Bismarck, ND	1	ZipRecruiter	0
CONST005737	Construction Technician - Williston, ND	1	Current Employee	0
CONST005737	Construction Technician - Williston, ND		eBenefits - Department of Veteran Affairs	0
CONST005737	Construction Technician - Williston, ND	1	Glassdoor	0
CONST005737	Construction Technician - Williston, ND	1	Handshake College Consortium	0
	•		Helpwanted.com	
	Construction Technician - Williston, ND			0
CONST005737	Construction Technician - Williston, ND	1	Indeed	0
CONST005737	Construction Technician - Williston, ND	1	Keloland/VNL/KXNET Employment	0
CONST005737	Construction Technician - Williston, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0
CONST005737	Construction Technician - Williston, ND		Midco Email	1
CONST005737	Construction Technician - Williston, ND	1	Midco Website	0
CONST005737	Construction Technician - Williston, ND	1	NDWORKS (Job Service of ND)	0
CONST005737	Construction Technician - Williston, ND		Referred by Current Employee	0
CONST005737	Construction Technician - Williston, ND		Referred by Friend or Family	0
CONST005737	Construction Technician - Williston, ND	1	ZipRecruiter	0
CONST005782	Construction Technician - Bismarck, ND	1	0	
			ICurrent Employee	
CONST005782			Current Employee	0
	Construction Technician - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0
CONST005782	Construction Technician - Bismarck, ND Construction Technician - Bismarck, ND	1 1	eBenefits - Department of Veteran Affairs Glassdoor	0
		1 1	eBenefits - Department of Veteran Affairs	0
CONST005782	Construction Technician - Bismarck, ND Construction Technician - Bismarck, ND	1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium	0 0 0
CONST005782 CONST005782	Construction Technician - Bismarck, ND Construction Technician - Bismarck, ND Construction Technician - Bismarck, ND	1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com	0 0 0 0
CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed	0 0 0 0
CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND Construction Technician - Bismarck, ND Construction Technician - Bismarck, ND	1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com	0 0 0 0
CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed	0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI)	0 0 0 0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website	0 0 0 0 0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND)	0 0 0 0 0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee	0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND)	0 0 0 0 0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family	0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005853 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005853 CONST005853 CONST005853 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005782 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Email	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Email Midco Website Mitchell Technical Institute	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website Mitchell Technical Institute NDWORKS (Job Service of ND)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website NDWORKS (Job Service of ND) Northland Community & Technical College	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website Mitchell Technical Institute NDWORKS (Job Service of ND) Northland Community & Technical College Referred by current employee	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website NDWORKS (Job Service of ND) Northland Community & Technical College	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website Mitchell Technical Institute NDWORKS (Job Service of ND) Northland Community & Technical College Referred by current employee	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Email Midco Website Mitchell Technical Institute NDWORKS (Job Service of ND) Northland Community & Technical College Referred by Friend or Family ZipRecruiter	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website Mitchell Technical Institute NDWORKS (Job Service of ND) Northland Community & Technical College Referred by Current employee Referred by Friend or Family ZipRecruiter	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website NDWORKS (Job Service of ND) Northland Community & Technical College Referred by Current employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment Local/JobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website Mitchell Technical Institute NDWORKS (Job Service of ND) Northland Community & Technical College Referred by Current employee Referred by Friend or Family ZipRecruiter	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
CONST005782 CONST005853	Construction Technician - Bismarck, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website NDWORKS (Job Service of ND) Referred by Current Employee Referred by Friend or Family ZipRecruiter BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Email Midco Website NDWORKS (Job Service of ND) Northland Community & Technical College Referred by Current employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Department of Veteran Affairs	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Indeed	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Job Service	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0
CUSTO005600	Sales & Service Associate - Bismarck, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0
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CUSTO005600	Sales & Service Associate - Bismarck, ND		Midco Website	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	ND Workforce Connection (Job Service of North Dakota)	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Referred by Current Employee	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Referred by Friend or Family	0
	·			
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	ZipRecruiter	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Billboard	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	q	BismanOnline	1
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Bismarck Employment	1
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	CareerBuilder	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	eBenefits - Department of Veteran Affairs	0
CUSTO005637			Facebook/Instagram	8
	Customer Care Support Expert - Bismarck, ND		-	
CUSTO005637	Customer Care Support Expert - Bismarck, ND		Glassdoor	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Helpwanted.com	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Indeed	12
			Job Service	
CUSTO005637	Customer Care Support Expert - Bismarck, ND			1
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Keloland/VNL/KXNET Employment	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	LinkedIn	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	0	LocalJobNetwork (KS, MN, ND, SD, WI)	0
			, , , , , , , , , , , , , , , , , , , ,	
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Midco Email	2
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Midco TV Commercial	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	۵	Midco Website	3
CUSTO005637	Customer Care Support Expert - Bismarck, ND		ND Workforce Connection (Job Service of North Dakota)	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	NorthDakotaJobNetwork	1
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Referred by current employee	3
CUSTO005637	Customer Care Support Expert - Bismarck, ND Customer Care Support Expert - Bismarck, ND		Referred by Friend or Family	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND		ZipRecruiter	2
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Bayside Solutions	0
	Customer Care Support Expert - Bismarck, ND	2	Beyond.com	0
			<u> </u>	
CUSTO005791	Customer Care Support Expert - Bismarck, ND		BismanOnline	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Bismarck Employment	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	eBenefits - Department of Veteran Affairs	0
			Facebook/Instagram	0
	Customer Care Support Expert - Bismarck, ND		<u> </u>	
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Glassdoor	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Helpwanted.com	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND		Indeed	2
				2
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Job Service	1
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Keloland/VNL/KXNET Employment	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	LinkedIn	1
CUSTO005791	Customer Care Support Expert - Bismarck, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Midco Email	1
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Midco TV Commercial	1
	Customer Care Support Expert - Bismarck, ND		Midco TV Commercial	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Midco Website	1
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	ND Workforce Connection (Job Service of North Dakota)	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	NorthDakotaJobNetwork	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND		Referred by current employee	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Referred by Friend or Family	1
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	ZipRecruiter	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		BismanOnline	0
		!	-	
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		Current Employee	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	eBenefits - Department of Veteran Affairs	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Facebook/Instagram	1
		+	-	
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Glassdoor	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		Handshake College Consortium	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Helpwanted.com	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		Indeed	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		Job Service	1
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Keloland/VNL/KXNET Employment	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		Midco Website	2
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		Mitchell Technical Institute	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	NDWORKS (Job Service of ND)	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Northland Community & Technical College	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		Radio	0
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EOLUDAGETA:	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Referred by current employee	1
EQUIP005701		1	Referred by Friend or Family	0
EQUIP005701 EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		ZinDagguitar	0
EQUIP005701		1	ZipRecruiter	
EQUIP005701 EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND		•	
EQUIP005701 EQUIP005701 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2	BismanOnline	0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND Excavation Technician - Bismarck, ND	2	BismanOnline Current Employee	0
EQUIP005701 EQUIP005701 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2	BismanOnline	0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND Excavation Technician - Bismarck, ND Excavation Technician - Bismarck, ND	2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs	0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor	0 0 0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium	0 0 0 0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor	0 0 0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium	0 0 0 0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed	0 0 0 0 0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Job Service	0 0 0 0 0 0 0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Job Service JobsHQ	0 0 0 0 0
EQUIP005701 EQUIP005701 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Job Service	0 0 0 0 0 0 0
EQUIP005701 EQUIP005701 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Job Service JobsHQ Keloland/VNL/KXNET Employment	0 0 0 0 0 0 0 0
EQUIP005701 EQUIP005701 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Job Service JobsHQ Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI)	0 0 0 0 0 0 0 0 0
EQUIP005701 EQUIP005701 EXCAV005729	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND Excavation Technician - Bismarck, ND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	BismanOnline Current Employee eBenefits - Department of Veteran Affairs Glassdoor Handshake College Consortium Helpwanted.com Indeed Job Service JobsHQ Keloland/VNL/KXNET Employment	0 0 0 0 0 0 0 0

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	Excavation Technician - Bismarck, ND	2	NDWORKS (Job Service of ND)	0 0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Referred by current employee	1 0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Referred by Friend or Family	0 0
EXCAV005729	Excavation Technician - Bismarck, ND	2	ZipRecruiter	0 0
FIELD005435	Field Technician I - Minot, ND	6	Bismarck State College	0 0
FIELD005435	Field Technician I - Minot, ND	6	CareerBuilder	0 0
	Field Technician I - Minot, ND		ConstructionCareers.com	0 0
	Field Technician I - Minot, ND		Current Employee	0 0
			eBenefits - Department of Veteran Affairs	
	Field Technician I - Minot, ND		·	
	Field Technician I - Minot, ND		Facebook/Instagram	4 0
	Field Technician I - Minot, ND		Glassdoor	0 0
FIELD005435	Field Technician I - Minot, ND	6	Helpwanted.com	0 0
FIELD005435	Field Technician I - Minot, ND	6	Indeed	17 2
FIELD005435	Field Technician I - Minot, ND	6	Job Service	4 1
	Field Technician I - Minot, ND		Keloland/VNL/KXNET Employment	0 0
	·		LocalJobNetwork (KS, MN, ND, SD, WI)	
	Field Technician I - Minot, ND			0 0
	Field Technician I - Minot, ND		Midco Email	1 0
FIELD005435	Field Technician I - Minot, ND		Midco TV Commercial	0 0
FIELD005435	Field Technician I - Minot, ND	6	Midco Web Banner	0 0
FIELD005435	Field Technician I - Minot, ND	6	Midco Website	5 2
FIELD005435	Field Technician I - Minot, ND	6	ND Workforce Connection (Job Service of North Dakota)	0 0
	Field Technician I - Minot, ND	6	NorthDakotaJobNetwork	0 0
	Field Technician I - Minot, ND		Radio	1 0
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	Field Technician I - Minot, ND		Referred by current employee	1 1
	Field Technician I - Minot, ND		Referred by Friend or Family	1 0
FIELD005435	Field Technician I - Minot, ND		Twitter	0 0
FIELD005435	Field Technician I - Minot, ND	- 6	ZipRecruiter	1 0
	Field Technician I - Bismarck, ND	7	Billboard	0 0
	Field Technician I - Bismarck, ND		Billing Statement	3 0
	Field Technician I - Bismarck, ND		BismanOnline	4 0
	·			
	Field Technician I - Bismarck, ND		Bismarck Employment	3 1
FIELD005451	Field Technician I - Bismarck, ND	7	Current Employee	0 0
FIELD005451	Field Technician I - Bismarck, ND	7	eBenefits - Department of Veteran Affairs	0 0
FIELD005451	Field Technician I - Bismarck, ND	7	Facebook/Instagram	3 0
	Field Technician I - Bismarck, ND	7	Glassdoor	1 0
	Field Technician I - Bismarck, ND		Helpwanted.com	0 0
		7	Indeed	
	Field Technician I - Bismarck, ND			19 3
	Field Technician I - Bismarck, ND	7	Job Service	2 1
FIELD005451	Field Technician I - Bismarck, ND	7	Keloland/VNL/KXNET Employment	1 0
FIELD005451	Field Technician I - Bismarck, ND	7	LinkedIn	0 0
FIELD005451	Field Technician I - Bismarck, ND	7	LocalJobNetwork (KS, MN, ND, SD, WI)	0 0
	Field Technician I - Bismarck, ND	7	Midco Email	1 0
	Field Technician I - Bismarck, ND	7	Midco TV Commercial	1 0
	·	,	Midco Web Banner	
	Field Technician I - Bismarck, ND	/		0 0
	Field Technician I - Bismarck, ND		Midco Website	8 1
FIELD005451	Field Technician I - Bismarck, ND	7	ND Workforce Connection (Job Service of North Dakota)	0 0
FIELD005451	Field Technician I - Bismarck, ND	7	NorthDakotaJobNetwork	0 0
FIELD005451	Field Technician I - Bismarck, ND	7	Referred by current employee	3 1
FIELD005451	Field Technician I - Bismarck, ND	7	Referred by Friend or Family	0 0
	Field Technician I - Bismarck, ND		Womens Jobs List	0 0
	·		ZipRecruiter	
	Field Technician I - Bismarck, ND	/	·	
	Field Technician - Williston, ND	1	eBenefits - Department of Veteran Affairs	0 0
FIELD005509	Field Technician - Williston, ND	1	Glassdoor	0 0
FIELD005509	Field Technician - Williston, ND	1	Helpwanted.com	0 0
	Field Technician - Williston, ND	1	Indeed	4 1
	Field Technician - Williston, ND		Job Service	0 0
	Field Technician - Williston, ND		Keloland/VNL/KXNET Employment	0 0
	Field Technician - Williston, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	
				0 0
	Field Technician - Williston, ND		Midco Email	1 0
	Field Technician - Williston, ND		Midco TV Commercial	0 0
FIELD005509	Field Technician - Williston, ND	1	Midco Website	0 0
FIELD005509	Field Technician - Williston, ND	1	NDWORKS (Job Service of ND)	0 0
	Field Technician - Williston, ND		Referred by Current Employee	0 0
	Field Technician - Williston, ND		Referred by Friend or Family	1 0
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	Field Technician I - Bismarck, ND		Billboard	0 0
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FIELDO05885 Field Technical I - Minor, ND	FIELD005885	Field Technician I - Minot, ND	1	Current Employee	0 0
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FIELD008885 Field Technican - Minot, ND	FIEL D005885	Field Technician L. Minot ND	1	Helpwanted.com	0 0
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FIELD005911	Field Technician I - Bismarck, ND	1	Referred by Friend or Family	0 (
	Field Technician I - Bismarck, ND	1	ZipRecruiter	0 (
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FIELD005970	Field Technician I - Bismarck, ND	3	Current Employee	0 (
FIELD005970	Field Technician I - Bismarck, ND	3	eBenefits - Department of Veteran Affairs	0 (
FIELD005970	Field Technician I - Bismarck, ND	3	Glassdoor	0 (
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	Field Technician I - Bismarck, ND		Handshake College Consortium	0 (
FIELD005970	Field Technician I - Bismarck, ND	3	Helpwanted.com	0 (
FIELD005970	Field Technician I - Bismarck, ND	3	Indeed	2
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FIELD005970	Field Technician I - Bismarck, ND		Keloland/VNL/KXNET Employment	0 (
FIELD005970	Field Technician I - Bismarck, ND	3	LinkedIn	0 (
FIELD005970	Field Technician I - Bismarck, ND	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0 (
	Field Technician I - Bismarck, ND		Midco Website	3
FIELD005970	Field Technician I - Bismarck, ND		NDWORKS (Job Service of ND)	0 (
FIELD005970	Field Technician I - Bismarck, ND	3	Referred by current employee	2
FIELD005970	Field Technician I - Bismarck, ND	3	Referred by Friend or Family	0 (
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FIELD005970	Field Technician I - Bismarck, ND	3	ZipRecruiter	0 (
FIELD005971	Field Technician I - Dickinson, ND	1	BismanOnline	0 (
FIELD005971	Field Technician I - Dickinson, ND	1	CareerBuilder	1 '
	· · · · · · · · · · · · · · · · · · ·			
	Field Technician I - Dickinson, ND		Current Employee	0 (
FIELD005971	Field Technician I - Dickinson, ND	1	eBenefits - Department of Veteran Affairs	0 (
FIELD005971	Field Technician I - Dickinson, ND	1	Glassdoor	0 (
	Field Technician I - Dickinson, ND	1	Handshake College Consortium	0 (
	,	<u> </u>	-	
FIELD005971	Field Technician I - Dickinson, ND	1	Helpwanted.com	0 (
FIELD005971	Field Technician I - Dickinson, ND	1	Indeed	2 (
FIELD005971	Field Technician I - Dickinson, ND	1	Keloland/VNL/KXNET Employment	0 (
FIELD005971	Field Technician I - Dickinson, ND		LinkedIn	0 (
	·			
	Field Technician I - Dickinson, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0 (
FIELD005971	Field Technician I - Dickinson, ND	1	Midco Website	0 (
FIELD005971	Field Technician I - Dickinson, ND	1	NDWORKS (Job Service of ND)	0 (
	Field Technician I - Dickinson, ND		Referred by Current Employee	
	,			0 (
FIELD005971	Field Technician I - Dickinson, ND	1	Referred by Friend or Family	0 (
FIELD005971	Field Technician I - Dickinson, ND	1	ZipRecruiter	0 (
LOCAT005614	Locator - Bismarck, ND	2	BismanOnline	0 (
LOCAT005614	Locator - Bismarck, ND		Current Employee	0 (
LOCAT005614	Locator - Bismarck, ND	2	eBenefits - Department of Veteran Affairs	0 (
LOCAT005614	Locator - Bismarck, ND	2	Facebook/Instagram	0 (
LOCAT005614	Locator - Bismarck, ND		Glassdoor	1 1
LOCAT005614	Locator - Bismarck, ND		Helpwanted.com	0 (
LOCAT005614	Locator - Bismarck, ND	2	Indeed	1
LOCAT005614	Locator - Bismarck, ND	2	Keloland/VNL/KXNET Employment	0 (
	Locator - Bismarck, ND		LocalJobNetwork (KS, MN, ND, SD, WI)	0 (
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LOCAT005614	Locator - Bismarck, ND	2	Midco Email	0 (
LOCAT005614	Locator - Bismarck, ND	2	Midco Website	0 (
LOCAT005614	Locator - Bismarck, ND	2	ND Workforce Connection (Job Service of North Dakota)	0 (
LOCAT005614	Locator - Bismarck, ND		Referred by Current Employee	0 (
LOCAT005614	Locator - Bismarck, ND		Referred by Friend or Family	0 (
LOCAT005615	Locator - Minot, ND	1	Current Employee	0 (
LOCAT005615	Locator - Minot, ND	1	eBenefits - Department of Veteran Affairs	0 (
	· · · · · · · · · · · · · · · · · · ·	- 1	Facebook/Instagram	
	Locator - Minot, ND	1	-	
	Locator - Minot, ND		Glassdoor	0 (
LOCAT005615	Locator - Minot, ND	1	Helpwanted.com	0 (
LOCAT005615	Locator - Minot, ND	1	Indeed	2 .
	Locator - Minot, ND		Job Service	0 (
	Locator - Minot, ND		Keloland/VNL/KXNET Employment	0 (
	Locator - Minot, ND		LinkedIn	0 (
LOCAT005615	Locator - Minot, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0 (
	Locator - Minot, ND		Midco Email	0 (
	·		Midco Website	
	Locator - Minot, ND			0 (
	Locator - Minot, ND		ND Workforce Connection (Job Service of North Dakota)	0 (
LOCAT005615	Locator - Minot, ND	1	Referred by Current Employee	0 (
			Referred by Friend or Family	0 (
LOCATO05615	Locator - Minot ND		•	
	Locator - Minot, ND			
LOCAT005615	Locator - Minot, ND	1	ZipRecruiter	0 (
LOCAT005615 MARKE005456	Locator - Minot, ND Business Account Executive	1	Current Employee	1 (
LOCAT005615 MARKE005456	Locator - Minot, ND	1	*	
LOCAT005615 MARKE005456 MARKE005456	Locator - Minot, ND Business Account Executive Business Account Executive	1	Current Employee	1 (
LOCAT005615 MARKE005456 MARKE005456 MARKE005456	Locator - Minot, ND Business Account Executive Business Account Executive Business Account Executive	1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor	1 (0 (0 (
LOCAT005615 MARKE005456 MARKE005456 MARKE005456 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com	1 (0 0 (0 0 (0
LOCAT005615 MARKE005456 MARKE005456 MARKE005456 MARKE005456	Locator - Minot, ND Business Account Executive Business Account Executive Business Account Executive	1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor	1 (0 (0 (
LOCAT005615 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com	1 (0 0 (0 0 (0
LOCAT005615 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service	1 (0 0 (0 0 (0 0 (1 1 (1
LOCAT005615 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment	1 (0 0 (0 0 0 (0 0 0 0 (0 0 0 0 0 (0 0 0 0 0 0 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LOCAT005615 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI)	1 (0 (0 (0 (0 (0 (0 (0 (0 (0 (0 (0 (0 (0
LOCAT005615 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment	1 (0 0 (0 0 0 (0 0 0 0 (0 0 0 0 0 (0 0 0 0 0 0 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LOCAT005615 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI)	1 (0 (0 (0 (0 (0 (0 (0 (0 (0 (0 (0 (0 (0
LOCAT005615 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota)	1 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LOCAT005615 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/NNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee	1 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LOCAT005615 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family	1 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LOCAT005615 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/NNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee	1 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LOCAT005615 MARKE005456	Locator - Minot, ND Business Account Executive	1 1 1 1 1 1 1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family	1 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LOCAT005615 MARKE005456 TECHN005529	Locator - Minot, ND Business Account Executive Technical Trainer-Bismarck, ND or Dickinson, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Bismarck Employment	1 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LOCAT005615 MARKE005456 TECHN005529 TECHN005529	Locator - Minot, ND Business Account Executive Technical Trainer-Bismarck, ND or Dickinson, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Bismarck Employment CareerBuilder	1 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
LOCAT005615 MARKE005456 TECHN005529 TECHN005529	Locator - Minot, ND Business Account Executive Technical Trainer-Bismarck, ND or Dickinson, ND	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Current Employee eBenefits - Department of Veteran Affairs Glassdoor Helpwanted.com Indeed Job Service Keloland/VNL/KXNET Employment LocalJobNetwork (KS, MN, ND, SD, WI) Midco Website ND Workforce Connection (Job Service of North Dakota) Referred by Current Employee Referred by Friend or Family ZipRecruiter Bismarck Employment	1 (0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Glassdoor	0	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Helpwanted.com	0	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Indeed	0	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Keloland/VNL/KXNET Employment	0	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Midco Email	2	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Midco Website	0	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Referred by current employee	1	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Referred by Friend or Family	1	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	ZipRecruiter	0	0

Recruitment Source	Contact	Email	Entitled to Notification
	Recruitment Sources Used for All		
Current Employee	Current Employee application	www.midcocareers.com	N
Helpwanted.com	Contact: Maureen Daley	Maureen@RegionalHelpWanted.com	N
1085 Route 55, Unit 14, Lagrangeville, NY 12540	Phone: 605-956-4158 Ext- 9002		
			W
Indeed	Internet Posting		N
https://www.indeed.com/			
LocalJobNetwork(KS,MN,ND,SD, WI)	Contact: Heather Homa	heather.homa@localjobnetwork.com	N
1000 N. Water St Suite 1100 Milwaukee, WI 53202	Phone: 800-984-3775	neather.noma@localjobnetwork.com	N
1000 N. Water St Suite 1100 Milwaukee, WI 55202	Priorie: 600-964-3775		
Midco Website	Contact: Patti Hawkey	www.midcocareers.com	N
MidCo vvebsite	Phone: 605-271-7604	www.midcocareers.com	N
	1 Hone. 003-27 1-7 004		
ND Workforce Connection (Job Service of North Dakota)	Contact: General Contact	infojsgr@nd.gov	N
PO Box 5507, Bismarck, ND 58506	Phone: 701-352-4450	inojogi@nd.gov	
1 O Box 5007, Bisinarok, ND 50000	1 Holle: 701-002-4-00		
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
	Recruitment Sources for Specific		
American Advertising Federation of North Dakota	Contact: president@aaf-nd.org	https://www.aaf-nd.org/	N
Address: P.O. Box 1051, Fargo, ND 58107	Phone: N/A		
Bayside Search Group	Contact: Louann Gordan	louann@baysidesearchgroup.com	N
511 West Bay Street, Tampa, FL 33606	Phone: 952-937-6969		
BetterFargoJobs	Contact: Carly Mensesses	carly@betterfargojobs.com	N
2255 Green Vista Drive Suite 402, Sparks NV 89431	Phone: 800-225-1372		
_	0 1 1 5 "		
Beyond.com	Contact: Ronette	https://www.beyond.com	N
1060 First Ave, Suite 100, King of Prussia, PA 19406	Phone: 866-694-JOBS		
Diaman Outline	O	'4	N
BismanOnline	Contact: Jamie Thrasher	jthrasher@bismanonline.com	N
316 N 5th St Floor 6 Bismarck, ND 58501	Phone: 701-222-0370		

Bismarck State College 1500 Edwards Avenue, Bismarck, ND 58506	Contact: Dustin Anderson Phone: 701-224-5400	dustin.e.anderson@bismarckstate.edu	N
Bismarck - Mandan Chamber of Commerce 1640 Burnt Boat Rd, Bismarck, ND 58503	Contact: Christine Nelson Phone: 701-223-5660	cnelson@bmcedc.com	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Mauricio Mino Phone: 773-527-1115	Mauricio.Mino@careerbuilder.com	N
ConstructionCareer.Com http://www.44interactive.com	Contact: Darren Kuyper Phone: 605-360-5779	darren@44interactive.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
ExperienceND 1600 E Century Ave Suite 2, Bismarck, ND 58503	Contact: Amanda Remynse 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
Jobs.lawrence.com 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	N
Keloland/VNL/KXNET Employment (Hire Click) 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	N
Mitchell Technical Institute 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/			N
NDSU 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

Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs) Miliboard-Fargo Contact: Sout Strecker sstrecker@lamar.com N Billboard-SF Contact: Bill Kvasager billk@newmanoutdoor.com N Sillboard-SF Contact: Bill Kvasager billk@newmanoutdoor.com N Sillboard-SF Contact: Bill Kvasager billk@newmanoutdoor.com N Sillboard-SF Contact: Bill Kvasager billk@newmanoutdoor.com N Radio-iHeart Media (KQDY FM, KSSS FM, KYYY FM) Contact: Bill Kvasager billk@newmanoutdoor.com N Billiog Statement Advertising open positions in billing statement N Midco Billing Statement Advertising open positions in billing statement N Midco Billing Statement N Midco Billing Statement N Midco TV Commercial TV Commercial Midco airs N Midco Web Banners <
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Reduci-Heart Media (KQDY FM, KSSS FM, KYYY FM) Radio-iHeart Media (KQDY FM, KSSS FM, KYYY FM) Rosser Ave Bismarck, ND 58501 Phone: 701-250-6602 Midco Billing Statement Advertising open positions in billing statement N Midco Email Email Blasts to customers who have opted in N Midco TV Commercial TV Commercial Midco airs N Internet Sources Internet Sources Internet Posting N Slassdoor Internet Posting Internet Posting N Internet Posting
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Radio-Heart Media (KQDY FM, KSSS FM, KYYY FM) Side E. Rosser Ave Bismarck, ND 58501 Advertising open positions in billing statement N Midco Billing Statement Advertising open positions in billing statement N Midco TV Commercial TV Commercial Midco airs N Midco Web Banners Digital banner Midco marketing creates N Internet Sources Internet Sources Internet Posting N Silassdoor Internet Posting Internet Posting N Internet Posting
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nttps://www.snapchat.com/
Fwitter Internet Posting N
nttps://twitter.com/
ZipRecruiter Internet Posting N
https://ziprecruiter.com/

	Cited by Job Applicant	
Bismarck Employment		N
Radio		N
Women's Job List		N

		Long Term Initiatives		
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2020- on going	Advertising to target a wide range of candidates	We advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Recruiting
10/1/2020 - on going	Career Progression Program for Technicians	This program provides career progression opportunities for technicians to strengthen and expand their abilities in their field, and enables them to control their own career progression and wages. We partner with the National Cable Television Institute along with implementing our own in house curriculum. During this reporting period, 81 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
10/1/2020 - on going	FastStart Leader Training	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, hiring practices, ADA, leaves, Termination Process/Exit Interview.	Compliance Training Professional Development Opportunities for Midco Leaders	HR Staff
10/1/2020 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa. All positions are posted to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment site. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level	Broad Outreach Females Minorities Veterans IWD	Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaDiversity.com www.ndworkforceconnection.com/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (LVER/DVOPS)
10/1/2019 - on going	Workplace Harassment Prevention Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retailation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination.	Compliance Training	Midco leadership & entire staff
1/1/2021 - on going	Field Ops Community of Practice	Build ongoing skill sets for leaders in Employee Relations matters.	Compliance Training Professional Development Opportunities for Midco Leaders	Kim Beck Chelsea Engstrom Field Ops leaders
10/20/2021	BSC Career Fair	2021 Internship and Career Fair to speak to students at Bismarck State about potential job opportunities	Broad Outreach	Lance Schmidt Will Butler Jesse Klaudt Mark Pennington Jeff Baum
3/2/2022	Bismarck State college Spring Career Fair 2022	Inform students about Summer internship opportunities and full-time openings.	Broad Outreach	Mark Pennington Kevin Perry