

EEO Public File Report Midcontinent Communications-Burleigh October 1, 2021-September 30, 2022 Full-Time Positions Filled						
Req#	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired	
BUSIN005629	Market Account Executive	1	Current Employee	1	0	
BUSIN005629	Market Account Executive	1	eBenefits - Department of Veteran Affairs	0	0	
BUSIN005629	Market Account Executive	1	Glassdoor	0	0	
BUSIN005629	Market Account Executive	1	Helpwanted.com	0	0	
BUSIN005629	Market Account Executive	1	Indeed	0	0	
BUSIN005629	Market Account Executive	1	Keloland/VNL/KXNET Employment	0	0	
BUSIN005629	Market Account Executive	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
BUSIN005629	Market Account Executive	1	Midco Email	1	1	
BUSIN005629	Market Account Executive	1	Midco Website	0	0	
BUSIN005629	Market Account Executive	1	ND Workforce Connection (Job Service of North Dakota)	0	0	
BUSIN005629	Market Account Executive	1	Referred by Current Employee	0	0	
BUSIN005629	Market Account Executive	1	Referred by Friend or Family	0	0	
BUSIN005629	Market Account Executive	1	ZipRecruiter	0	0	
CENTR005524	Central Construction Project Manager	1	Billboard	0	0	
CENTR005524	Central Construction Project Manager	1	Bismarck State College	0	0	
CENTR005524	Central Construction Project Manager	1	Current Employee	0	0	
CENTR005524	Central Construction Project Manager	1	eBenefits - Department of Veteran Affairs	0	0	
CENTR005524	Central Construction Project Manager	1	Glassdoor	0	0	
CENTR005524	Central Construction Project Manager	1	Handshake College Consortium	0	0	
CENTR005524	Central Construction Project Manager	1	Helpwanted.com	0	0	
CENTR005524	Central Construction Project Manager	1	Indeed	0	0	
CENTR005524	Central Construction Project Manager	1	Keloland/VNL/KXNET Employment	0	0	
CENTR005524	Central Construction Project Manager	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
CENTR005524	Central Construction Project Manager	1	Midco Website	1	0	
CENTR005524	Central Construction Project Manager	1	ND Workforce Connection (Job Service of North Dakota)	0	0	
CENTR005524	Central Construction Project Manager	1	NDSU - North Dakota State University	0	0	
CENTR005524	Central Construction Project Manager	1	Referred by current employee	1	1	
CENTR005524	Central Construction Project Manager	1	Referred by Friend or Family	0	0	
CENTR005524	Central Construction Project Manager	1	ZipRecruiter	0	0	
CENTR005681	Central Construction Coordinator	1	Current Employee	0	0	
CENTR005681	Central Construction Coordinator	1	eBenefits - Department of Veteran Affairs	0	0	
CENTR005681	Central Construction Coordinator	1	Glassdoor	0	0	
CENTR005681	Central Construction Coordinator	1	Handshake College Consortium	0	0	
CENTR005681	Central Construction Coordinator	1	Helpwanted.com	0	0	
CENTR005681	Central Construction Coordinator	1	Indeed	0	0	
CENTR005681	Central Construction Coordinator	1	Keloland/VNL/KXNET Employment	0	0	
CENTR005681	Central Construction Coordinator	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
CENTR005681	Central Construction Coordinator	1	Midco Email	1	0	
CENTR005681	Central Construction Coordinator	1	Midco Website	0	0	
CENTR005681	Central Construction Coordinator	1	Mitchell Technical Institute	0	0	
CENTR005681	Central Construction Coordinator	1	MN State Career Hub College Consortium	0	0	
CENTR005681	Central Construction Coordinator	1	ND Workforce Connection (Job Service of North Dakota)	0	0	
CENTR005681	Central Construction Coordinator	1	NDSU - North Dakota State University	0	0	
CENTR005681	Central Construction Coordinator	1	Northland Community & Technical College	0	0	
CENTR005681	Central Construction Coordinator	1	Referred by current employee	1	1	
CENTR005681	Central Construction Coordinator	1	Referred by Friend or Family	0	0	
CENTR005681	Central Construction Coordinator	1	ZipRecruiter	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Bismarck State College	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Current Employee	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Glassdoor	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Helpwanted.com	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Indeed	1	1	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Job Service	1	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Midco Email	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Midco Website	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Referred by Current Employee	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Referred by Friend or Family	0	0	
CONST005474	Construction Walkout / Fielder Specialist - Bismarck, ND	1	ZipRecruiter	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Bismarck State College	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Current Employee	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Glassdoor	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Handshake College Consortium	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Helpwanted.com	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Indeed	1	1	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Job Service	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Midco Website	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Referred by Current Employee	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	Referred by Friend or Family	0	0	
CONST005479	Construction Walkout / Fielder Specialist - Bismarck, ND	1	ZipRecruiter	0	0	
CONST005484	Construction Technician - Bismarck, ND	1	Current Employee	1	0	
CONST005484	Construction Technician - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0	0	

CONST005484	Construction Technician - Bismarck, ND	1	Glassdoor	0	0
CONST005484	Construction Technician - Bismarck, ND	1	Helpwanted.com	0	0
CONST005484	Construction Technician - Bismarck, ND	1	Indeed	0	0
CONST005484	Construction Technician - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0	0
CONST005484	Construction Technician - Bismarck, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005484	Construction Technician - Bismarck, ND	1	Midco Website	1	1
CONST005484	Construction Technician - Bismarck, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
CONST005484	Construction Technician - Bismarck, ND	1	Referred by Current Employee	0	0
CONST005484	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	0	0
CONST005484	Construction Technician - Bismarck, ND	1	ZipRecruiter	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Current Employee	1	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	eBenefits - Department of Veteran Affairs	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Glassdoor	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Helpwanted.com	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Indeed	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Midco Email	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Midco Website	1	1
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Referred by Current Employee	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	Referred by Friend or Family	0	0
CONST005521	Construction Walkout / Fielder Specialist - Grand Forks, ND	1	ZipRecruiter	0	0
CONST005580	Construction Technician - Bismarck, ND	1	Billboard	0	0
CONST005580	Construction Technician - Bismarck, ND	1	Current Employee	0	0
CONST005580	Construction Technician - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0	0
CONST005580	Construction Technician - Bismarck, ND	1	Glassdoor	0	0
CONST005580	Construction Technician - Bismarck, ND	1	Helpwanted.com	0	0
CONST005580	Construction Technician - Bismarck, ND	1	Indeed	0	0
CONST005580	Construction Technician - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0	0
CONST005580	Construction Technician - Bismarck, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005580	Construction Technician - Bismarck, ND	1	Midco Website	1	1
CONST005580	Construction Technician - Bismarck, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
CONST005580	Construction Technician - Bismarck, ND	1	Referred by current employee	0	0
CONST005580	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	0	0
CONST005580	Construction Technician - Bismarck, ND	1	ZipRecruiter	0	0
CONST005737	Construction Technician - Williston, ND	1	Current Employee	0	0
CONST005737	Construction Technician - Williston, ND	1	eBenefits - Department of Veteran Affairs	0	0
CONST005737	Construction Technician - Williston, ND	1	Glassdoor	0	0
CONST005737	Construction Technician - Williston, ND	1	Handshake College Consortium	0	0
CONST005737	Construction Technician - Williston, ND	1	Helpwanted.com	0	0
CONST005737	Construction Technician - Williston, ND	1	Indeed	0	0
CONST005737	Construction Technician - Williston, ND	1	Keloland/VNL/KXNET Employment	0	0
CONST005737	Construction Technician - Williston, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005737	Construction Technician - Williston, ND	1	Midco Email	1	1
CONST005737	Construction Technician - Williston, ND	1	Midco Website	0	0
CONST005737	Construction Technician - Williston, ND	1	NDWORKS (Job Service of ND)	0	0
CONST005737	Construction Technician - Williston, ND	1	Referred by Current Employee	0	0
CONST005737	Construction Technician - Williston, ND	1	Referred by Friend or Family	0	0
CONST005737	Construction Technician - Williston, ND	1	ZipRecruiter	0	0
CONST005782	Construction Technician - Bismarck, ND	1	Current Employee	0	0
CONST005782	Construction Technician - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0	0
CONST005782	Construction Technician - Bismarck, ND	1	Glassdoor	0	0
CONST005782	Construction Technician - Bismarck, ND	1	Handshake College Consortium	0	0
CONST005782	Construction Technician - Bismarck, ND	1	Helpwanted.com	0	0
CONST005782	Construction Technician - Bismarck, ND	1	Indeed	0	0
CONST005782	Construction Technician - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0	0
CONST005782	Construction Technician - Bismarck, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005782	Construction Technician - Bismarck, ND	1	Midco Website	2	1
CONST005782	Construction Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	0	0
CONST005782	Construction Technician - Bismarck, ND	1	Referred by Current Employee	0	0
CONST005782	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	0	0
CONST005782	Construction Technician - Bismarck, ND	1	ZipRecruiter	0	0
CONST005853	Construction Technician - Bismarck, ND	1	BismanOnline	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Current Employee	0	0
CONST005853	Construction Technician - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Glassdoor	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Handshake College Consortium	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Helpwanted.com	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Indeed	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0	0
CONST005853	Construction Technician - Bismarck, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Midco Email	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Midco Website	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Mitchell Technical Institute	0	0
CONST005853	Construction Technician - Bismarck, ND	1	NDWORKS (Job Service of ND)	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Northland Community & Technical College	0	0
CONST005853	Construction Technician - Bismarck, ND	1	Referred by current employee	1	1
CONST005853	Construction Technician - Bismarck, ND	1	Referred by Friend or Family	0	0
CONST005853	Construction Technician - Bismarck, ND	1	ZipRecruiter	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Current Employee	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Glassdoor	1	1
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Helpwanted.com	0	0

CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Indeed	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Job Service	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Midco Website	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Referred by Current Employee	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	Referred by Friend or Family	0	0
CUSTO005600	Sales & Service Associate - Bismarck, ND	1	ZipRecruiter	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Billboard	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	BismanOnline	1	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Bismarck Employment	1	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	CareerBuilder	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	eBenefits - Department of Veteran Affairs	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Facebook/Instagram	8	1
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Glassdoor	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Helpwanted.com	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Indeed	12	4
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Job Service	1	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Keloland/VNL/KXNET Employment	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	LinkedIn	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Midco Email	2	1
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Midco TV Commercial	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Midco Website	3	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	ND Workforce Connection (Job Service of North Dakota)	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	NorthDakotaJobNetwork	1	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Referred by current employee	3	2
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	Referred by Friend or Family	0	0
CUSTO005637	Customer Care Support Expert - Bismarck, ND	9	ZipRecruiter	2	1
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Bayside Solutions	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Beyond.com	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	BismanOnline	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Bismarck Employment	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	eBenefits - Department of Veteran Affairs	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Facebook/Instagram	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Glassdoor	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Helpwanted.com	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Indeed	2	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Job Service	1	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Keloland/VNL/KXNET Employment	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	LinkedIn	1	1
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Midco Email	1	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Midco TV Commercial	1	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Midco TV Commercial	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Midco Website	1	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	ND Workforce Connection (Job Service of North Dakota)	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	NorthDakotaJobNetwork	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Referred by current employee	0	0
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	Referred by Friend or Family	1	1
CUSTO005791	Customer Care Support Expert - Bismarck, ND	2	ZipRecruiter	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	BismanOnline	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Current Employee	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	eBenefits - Department of Veteran Affairs	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Facebook/Instagram	1	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Glassdoor	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Handshake College Consortium	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Helpwanted.com	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Indeed	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Job Service	1	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Keloland/VNL/KXNET Employment	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Midco Website	2	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Mitchell Technical Institute	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	NDWORKS (Job Service of ND)	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Northland Community & Technical College	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Radio	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Referred by current employee	1	1
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	Referred by Friend or Family	0	0
EQUIP005701	Equipment Operator - Underground Construction - Bismarck / Jamestown, ND	1	ZipRecruiter	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	BismanOnline	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Current Employee	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	eBenefits - Department of Veteran Affairs	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Glassdoor	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Handshake College Consortium	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Helpwanted.com	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Indeed	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Job Service	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	JobsHQ	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Keloland/VNL/KXNET Employment	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Midco Email	3	0
EXCAV005729	Excavation Technician - Bismarck, ND	2	Midco Website	4	2

EXCAV005729	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
FIELD005435	Field Technician I - Minot, ND	6	ConstructionCareers.com	0	0
FIELD005435	Field Technician I - Minot, ND	6	Current Employee	0	0
FIELD005435	Field Technician I - Minot, ND	6	eBenefits - Department of Veteran Affairs	0	0
FIELD005435	Field Technician I - Minot, ND	6	Facebook/Instagram	4	0
FIELD005435	Field Technician I - Minot, ND	6	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
FIELD005435	Field Technician I - Minot, ND	6	Keloland/VNL/KXNET Employment	0	0
FIELD005435	Field Technician I - Minot, ND	6	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005435	Field Technician I - Minot, ND	6	Midco Email	1	0
FIELD005435	Field Technician I - Minot, ND	6	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
FIELD005435	Field Technician I - Minot, ND	6	NorthDakotaJobNetwork	0	0
FIELD005435	Field Technician I - Minot, ND	6	Radio	1	0
FIELD005435	Field Technician I - Minot, ND	6	Referred by current employee	1	1
FIELD005435	Field Technician I - Minot, ND	6	Referred by Friend or Family	1	0
FIELD005435	Field Technician I - Minot, ND	6	Twitter	0	0
FIELD005435	Field Technician I - Minot, ND	6	ZipRecruiter	1	0
FIELD005451	Field Technician I - Bismarck, ND	7	Billboard	0	0
FIELD005451	Field Technician I - Bismarck, ND	7	Billing Statement	3	0
FIELD005451	Field Technician I - Bismarck, ND	7	BismanOnline	4	0
FIELD005451	Field Technician I - Bismarck, ND	7	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
FIELD005451	Field Technician I - Bismarck, ND	7	Glassdoor	1	0
FIELD005451	Field Technician I - Bismarck, ND	7	Helpwanted.com	0	0
FIELD005451	Field Technician I - Bismarck, ND	7	Indeed	19	3
FIELD005451	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
FIELD005451	Field Technician I - Bismarck, ND	7	Midco Email	1	0
FIELD005451	Field Technician I - Bismarck, ND	7	Midco TV Commercial	1	0
FIELD005451	Field Technician I - Bismarck, ND	7	Midco Web Banner	0	0
FIELD005451	Field Technician I - Bismarck, ND	7	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
FIELD005451	Field Technician I - Bismarck, ND	7	Womens Jobs List	0	0
FIELD005451	Field Technician I - Bismarck, ND	7	ZipRecruiter	0	0
FIELD005509	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
FIELD005509	Field Technician - Williston, ND	1	Indeed	4	1
FIELD005509	Field Technician - Williston, ND	1	Job Service	0	0
FIELD005509	Field Technician - Williston, ND	1	Keloland/VNL/KXNET Employment	0	0
FIELD005509	Field Technician - Williston, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005509	Field Technician - Williston, ND	1	Midco Email	1	0
FIELD005509	Field Technician - Williston, ND	1	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
FIELD005509	Field Technician - Williston, ND	1	Referred by Current Employee	0	0
FIELD005509	Field Technician - Williston, ND	1	Referred by Friend or Family	1	0
FIELD005509	Field Technician - Williston, ND	1	ZipRecruiter	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Billboard	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	BismanOnline	1	0
FIELD005669	Field Technician I - Bismarck, ND	3	Current Employee	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	eBenefits - Department of Veteran Affairs	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Facebook/Instagram	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Glassdoor	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Helpwanted.com	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Indeed	4	0
FIELD005669	Field Technician I - Bismarck, ND	3	Job Service	1	0
FIELD005669	Field Technician I - Bismarck, ND	3	Jobs.Lawrence.com	1	0
FIELD005669	Field Technician I - Bismarck, ND	3	Keloland/VNL/KXNET Employment	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Midco Email	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Midco TV Commercial	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Midco Web Banner	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Midco Website	2	0
FIELD005669	Field Technician I - Bismarck, ND	3	ND Workforce Connection (Job Service of North Dakota)	0	0
FIELD005669	Field Technician I - Bismarck, ND	3	Referred by current employee	2	2
FIELD005669	Field Technician I - Bismarck, ND	3	Referred by Friend or Family	1	1

FIELD005669	Field Technician I - Bismarck, ND	3	ZipRecruiter	0	0
FIELD005683	Field Technician - Dickinson, ND	1	BismanOnline	0	0
FIELD005683	Field Technician - Dickinson, ND	1	Bismarck State College	0	0
FIELD005683	Field Technician - Dickinson, ND	1	Current Employee	0	0
FIELD005683	Field Technician - Dickinson, ND	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005683	Field Technician - Dickinson, ND	1	Glassdoor	0	0
FIELD005683	Field Technician - Dickinson, ND	1	Handshake College Consortium	0	0
FIELD005683	Field Technician - Dickinson, ND	1	Helpwanted.com	0	0
FIELD005683	Field Technician - Dickinson, ND	1	Indeed	1	0
FIELD005683	Field Technician - Dickinson, ND	1	Job Service	0	0
FIELD005683	Field Technician - Dickinson, ND	1	Keloland/VNL/KXNET Employment	0	0
FIELD005683	Field Technician - Dickinson, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005683	Field Technician - Dickinson, ND	1	Midco Website	0	0
FIELD005683	Field Technician - Dickinson, ND	1	ND Workforce Connection (Job Service of North Dakota)	1	0
FIELD005683	Field Technician - Dickinson, ND	1	Referred by current employee	1	1
FIELD005683	Field Technician - Dickinson, ND	1	Referred by Friend or Family	0	0
FIELD005683	Field Technician - Dickinson, ND	1	ZipRecruiter	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	Billing Statement	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	BismanOnline	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	CareerBuilder	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	Current Employee	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	eBenefits - Department of Veteran Affairs	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	Glassdoor	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	Handshake College Consortium	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	Helpwanted.com	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	Indeed	3	1
FIELD005801	Field Technician I - Bismarck, ND	4	Job Service	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	Keloland/VNL/KXNET Employment	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	LinkedIn	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	Midco Email	1	1
FIELD005801	Field Technician I - Bismarck, ND	4	Midco Website	4	1
FIELD005801	Field Technician I - Bismarck, ND	4	NDWORKS (Job Service of ND)	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	NorthDakotaJobNetwork	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	Referred by current employee	1	1
FIELD005801	Field Technician I - Bismarck, ND	4	Referred by Friend or Family	0	0
FIELD005801	Field Technician I - Bismarck, ND	4	ZipRecruiter	0	0
FIELD005885	Field Technician I - Minot, ND	1	BismanOnline	0	0
FIELD005885	Field Technician I - Minot, ND	1	Current Employee	0	0
FIELD005885	Field Technician I - Minot, ND	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005885	Field Technician I - Minot, ND	1	Glassdoor	0	0
FIELD005885	Field Technician I - Minot, ND	1	Handshake College Consortium	0	0
FIELD005885	Field Technician I - Minot, ND	1	Helpwanted.com	0	0
FIELD005885	Field Technician I - Minot, ND	1	Indeed	2	1
FIELD005885	Field Technician I - Minot, ND	1	Job Service	0	0
FIELD005885	Field Technician I - Minot, ND	1	Keloland/VNL/KXNET Employment	0	0
FIELD005885	Field Technician I - Minot, ND	1	LinkedIn	0	0
FIELD005885	Field Technician I - Minot, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005885	Field Technician I - Minot, ND	1	Midco Website	0	0
FIELD005885	Field Technician I - Minot, ND	1	NDWORKS (Job Service of ND)	0	0
FIELD005885	Field Technician I - Minot, ND	1	Referred by Current Employee	0	0
FIELD005885	Field Technician I - Minot, ND	1	Referred by Friend or Family	0	0
FIELD005885	Field Technician I - Minot, ND	1	ZipRecruiter	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	BismanOnline	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Bismarck Employment	1	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Current Employee	2	0
FIELD005894	Field Service Manager - Bismarck, ND	2	eBenefits - Department of Veteran Affairs	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Glassdoor	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Handshake College Consortium	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Helpwanted.com	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Indeed	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Keloland/VNL/KXNET Employment	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	LinkedIn	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Midco Email	5	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Midco Website	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	NDWORKS (Job Service of ND)	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	Referred by current employee	2	2
FIELD005894	Field Service Manager - Bismarck, ND	2	Referred by Friend or Family	0	0
FIELD005894	Field Service Manager - Bismarck, ND	2	ZipRecruiter	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	BismanOnline	1	0
FIELD005911	Field Technician I - Bismarck, ND	1	Bismarck Employment	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	Current Employee	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	Glassdoor	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	Handshake College Consortium	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	Helpwanted.com	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	Indeed	2	1
FIELD005911	Field Technician I - Bismarck, ND	1	Job Service	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	Keloland/VNL/KXNET Employment	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	LinkedIn	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	Midco Website	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	NDWORKS (Job Service of ND)	0	0

FIELD005911	Field Technician I - Bismarck, ND	1	Referred by Current Employee	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	Referred by Friend or Family	0	0
FIELD005911	Field Technician I - Bismarck, ND	1	ZipRecruiter	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	BetterFargoJobs	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	BismanOnline	1	0
FIELD005970	Field Technician I - Bismarck, ND	3	Current Employee	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	eBenefits - Department of Veteran Affairs	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	Glassdoor	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	Handshake College Consortium	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	Helpwanted.com	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	Indeed	2	1
FIELD005970	Field Technician I - Bismarck, ND	3	Job Service	2	0
FIELD005970	Field Technician I - Bismarck, ND	3	Keloland/VNL/KXNET Employment	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	LinkedIn	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	Midco Website	3	1
FIELD005970	Field Technician I - Bismarck, ND	3	NDWORKS (Job Service of ND)	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	Referred by current employee	2	0
FIELD005970	Field Technician I - Bismarck, ND	3	Referred by Friend or Family	0	0
FIELD005970	Field Technician I - Bismarck, ND	3	SnapChat	1	1
FIELD005970	Field Technician I - Bismarck, ND	3	ZipRecruiter	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	BismanOnline	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	CareerBuilder	1	1
FIELD005971	Field Technician I - Dickinson, ND	1	Current Employee	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	Glassdoor	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	Handshake College Consortium	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	Helpwanted.com	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	Indeed	2	0
FIELD005971	Field Technician I - Dickinson, ND	1	Keloland/VNL/KXNET Employment	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	LinkedIn	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	Midco Website	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	NDWORKS (Job Service of ND)	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	Referred by Current Employee	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	Referred by Friend or Family	0	0
FIELD005971	Field Technician I - Dickinson, ND	1	ZipRecruiter	0	0
LOCAT005614	Locator - Bismarck, ND	2	BismanOnline	0	0
LOCAT005614	Locator - Bismarck, ND	2	Current Employee	0	0
LOCAT005614	Locator - Bismarck, ND	2	eBenefits - Department of Veteran Affairs	0	0
LOCAT005614	Locator - Bismarck, ND	2	Facebook/Instagram	0	0
LOCAT005614	Locator - Bismarck, ND	2	Glassdoor	1	1
LOCAT005614	Locator - Bismarck, ND	2	Helpwanted.com	0	0
LOCAT005614	Locator - Bismarck, ND	2	Indeed	1	1
LOCAT005614	Locator - Bismarck, ND	2	Keloland/VNL/KXNET Employment	0	0
LOCAT005614	Locator - Bismarck, ND	2	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
LOCAT005614	Locator - Bismarck, ND	2	Midco Email	0	0
LOCAT005614	Locator - Bismarck, ND	2	Midco Website	0	0
LOCAT005614	Locator - Bismarck, ND	2	ND Workforce Connection (Job Service of North Dakota)	0	0
LOCAT005614	Locator - Bismarck, ND	2	Referred by Current Employee	0	0
LOCAT005614	Locator - Bismarck, ND	2	Referred by Friend or Family	0	0
LOCAT005615	Locator - Minot, ND	1	Current Employee	0	0
LOCAT005615	Locator - Minot, ND	1	eBenefits - Department of Veteran Affairs	0	0
LOCAT005615	Locator - Minot, ND	1	Facebook/Instagram	0	0
LOCAT005615	Locator - Minot, ND	1	Glassdoor	0	0
LOCAT005615	Locator - Minot, ND	1	Helpwanted.com	0	0
LOCAT005615	Locator - Minot, ND	1	Indeed	2	1
LOCAT005615	Locator - Minot, ND	1	Job Service	0	0
LOCAT005615	Locator - Minot, ND	1	Keloland/VNL/KXNET Employment	0	0
LOCAT005615	Locator - Minot, ND	1	LinkedIn	0	0
LOCAT005615	Locator - Minot, ND	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
LOCAT005615	Locator - Minot, ND	1	Midco Email	0	0
LOCAT005615	Locator - Minot, ND	1	Midco Website	0	0
LOCAT005615	Locator - Minot, ND	1	ND Workforce Connection (Job Service of North Dakota)	0	0
LOCAT005615	Locator - Minot, ND	1	Referred by Current Employee	0	0
LOCAT005615	Locator - Minot, ND	1	Referred by Friend or Family	0	0
LOCAT005615	Locator - Minot, ND	1	ZipRecruiter	0	0
MARKE005456	Business Account Executive	1	Current Employee	1	0
MARKE005456	Business Account Executive	1	eBenefits - Department of Veteran Affairs	0	0
MARKE005456	Business Account Executive	1	Glassdoor	0	0
MARKE005456	Business Account Executive	1	Helpwanted.com	0	0
MARKE005456	Business Account Executive	1	Indeed	1	0
MARKE005456	Business Account Executive	1	Job Service	1	1
MARKE005456	Business Account Executive	1	Keloland/VNL/KXNET Employment	0	0
MARKE005456	Business Account Executive	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
MARKE005456	Business Account Executive	1	Midco Website	1	0
MARKE005456	Business Account Executive	1	ND Workforce Connection (Job Service of North Dakota)	0	0
MARKE005456	Business Account Executive	1	Referred by Current Employee	0	0
MARKE005456	Business Account Executive	1	Referred by Friend or Family	0	0
MARKE005456	Business Account Executive	1	ZipRecruiter	0	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Bismarck Employment	1	1
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	CareerBuilder	0	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	Current Employee	3	0
TECHN005529	Technical Trainer-Bismarck, ND or Dickinson, ND	1	eBenefits - Department of Veteran Affairs	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 Openings			
Current Employee	Current Employee application	www.midcocareers.com	N
Helpwanted.com 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
Indeed https://www.indeed.com/	Internet Posting		N
LocalJobNetwork(KS,MN,ND,SD, WI) 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	N
Midco Website	Contact: Patti Hawkey Phone: 605-271-7604	www.midcocareers.com	N
ND Workforce Connection (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend or Family		N
Recruitment Sources for Specific Vacancies			
American Advertising Federation of North Dakota Address: P.O. Box 1051, Fargo, ND 58107	Contact: president@aaf-nd.org Phone: N/A	https://www.aaf-nd.org/	N
Bayside Search Group 511 West Bay Street, Tampa, FL 33606	Contact: Louann Gordan Phone: 952-937-6969	louann@baysidesearchgroup.com	N
BetterFargoJobs 2255 Green Vista Drive Suite 402, Sparks NV 89431	Contact: Carly Mensesses Phone: 800-225-1372	carly@betterfargojobs.com	N
Beyond.com 1060 First Ave, Suite 100, King of Prussia, PA 19406	Contact: Ronette Phone: 866-694-JOBS	https://www.beyond.com	N
BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N

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 Kuypers 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 Remyne 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)			
Billboard-Fargo Lamar Outdoor, 2005 N Westport Ave., Sioux Falls, SD 57107	Contact: Scott Strecker Phone: 785.234.0501	sstrecker@lamar.com	N
Billboard-SF Newman Outdoor Advertising, 2211 S. Washington St., Suite D, (Contact: Bill Kvasager Phone: (701) 746-5436	billk@newmanoutdoor.com	N
Radio-iHeart Media (KQDY FM, KSSS FM, KYYY FM) 3500 E. Rosser Ave Bismarck, ND 58501	Contact: Jeff Groseclose Phone: 701-250-6602		N
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 Commerical Midco airs		N
Midco Web Banners	Digital banner Midco marketing creates		N
Internet Sources			
Facebook https://www.facebook.com/	Internet Posting		N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
Snapchat https://www.snapchat.com/	Internet Posting		N
Twitter https://twitter.com/	Internet Posting		N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N

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.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaworks.net/ www.ndworkforceconnection.com/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (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 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
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 Klautdt 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