

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

Req #	Posting Title	Positions		Referral Sources	Interviewed	Hired
		Filled				
ADVER006140	Advertising Account Executive	1		Current Employee	-	-
ADVER006140	Advertising Account Executive	1		eBenefits - Dept of Veteran Affairs	-	-
ADVER006140	Advertising Account Executive	1		Glassdoor	-	-
ADVER006140	Advertising Account Executive	1		Handshake	-	-
ADVER006140	Advertising Account Executive	1		Helpwanted.com	-	-
ADVER006140	Advertising Account Executive	1		Indeed	1	1
ADVER006140	Advertising Account Executive	1		Keloland/VNL/KXNET Employment	-	-
ADVER006140	Advertising Account Executive	1		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
ADVER006140	Advertising Account Executive	1		Midco Website	-	-
ADVER006140	Advertising Account Executive	1		NDWORKS (Job Service of ND)	-	-
ADVER006140	Advertising Account Executive	1		Referred by Current Employee	-	-
ADVER006140	Advertising Account Executive	1		Referred by Friend or Family	-	-
ADVER006140	Advertising Account Executive	1		ZipRecruiter	-	-
CONST005931	Construction Technician - Fargo, ND	1		Billboard	-	-
CONST005931	Construction Technician - Fargo, ND	1		BisMan Online	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		eBenefits - Dept of Veteran Affairs	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Current Employee	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Facebook / Instagram	2	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Glassdoor	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Helpwanted.com	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Indeed	5	5
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Keloland/VNL/KXNET Employment	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		LinkedIn	1	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Midco Website	2	1
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		NDWORKS (Job Service of ND)	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Referred by Current Employee	1	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Referred by Friend or Family	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		Midco TV Commercial	-	-
CUSTO005876	Customer Care Support Expert - Grand Forks, ND	6		ZipRecruiter	-	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Billing Statement	1	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Cabl.com	1	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Current Employee	-	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		eBenefits - Dept of Veteran Affairs	-	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Facebook / Instagram	2	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Glassdoor	1	1
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Helpwanted.com	-	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Indeed	23	7
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Keloland/VNL/KXNET Employment	-	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Midco Website	5	2
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		NDWORKS (Job Service of ND)	-	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Referred by Current Employee	2	1
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Referred by Friend or Family	1	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Snapchat	1	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		Midco TV Commercial	-	-
CUSTO005878	Customer Care Support Expert - Fargo, ND	12		ZipRecruiter	1	1
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Current Employee	1	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		eBenefits - Dept of Veteran Affairs	-	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Facebook / Instagram	1	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Glassdoor	-	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Handshake	-	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Helpwanted.com	-	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Indeed	8	3
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Keloland/VNL/KXNET Employment	-	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		LinkedIn	1	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Midco Email	1	1
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Midco Website	5	2
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		NDWORKS (Job Service of ND)	-	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Radio	1	1
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Referred By Current Employee	2	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		Referred by Friend or Family	1	-
CUSTO006009	Customer Care Support Expert - Fargo, ND	7		ZipRecruiter	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		CareerBuilder	1	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Current Employee	1	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		eBenefits - Dept of Veteran Affairs	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Facebook / Instagram	2	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Glassdoor	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Handshake	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Helpwanted.com	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Indeed	19	3
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Keloland/VNL/KXNET Employment	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		LinkedIn	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Midco Website	9	3
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		MN State Career Hub College Consortium	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		MNWORKS (Job Service of MN)	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		NDWORKS (Job Service of ND)	-	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Referred By Current Employee	1	1
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		Referred by Friend or Family	1	-
CUSTO006032	Customer Care Support Expert - Fargo, ND	7		ZipRecruiter	-	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		Current Employee	-	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		eBenefits - Dept of Veteran Affairs	-	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		Glassdoor	-	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		Handshake	-	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		Helpwanted.com	-	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		Indeed	14	2
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		Keloland/VNL/KXNET Employment	-	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		LinkedIn	1	1
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3		Midco Website	3	-

CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3	NDWORKS (Job Service of ND)	1	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3	Referred By Current Employee	3	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3	Referred by Friend or Family	-	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3	Midco TV Commercial	1	-
CUSTO006045	Customer Care Support Expert - Grand Forks, ND	3	ZipRecruiter	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Current Employee	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Glassdoor	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Handshake	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Helpwanted.com	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Indeed	4	2
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Keloland/VNL/KXNET Employment	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	LinkedIn	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Midco Email	1	1
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Midco Website	3	1
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	MN State Career Hub College Consortium	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	MNWORKS (Job Service of MN)	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	NDWORKS (Job Service of ND)	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Referred By Current Employee	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	Referred by Friend or Family	-	-
CUSTO006101	Customer Care Support Expert - Fargo, ND	4	ZipRecruiter	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Current Employee	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	eBenefits - Dept of Veteran Affairs	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Glassdoor	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Handshake	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Helpwanted.com	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Indeed	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Keloland/VNL/KXNET Employment	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	LinkedIn	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Midco Email	1	1
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Midco Website	2	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Referred By Current Employee	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Referred by Friend or Family	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	Midco TV Commercial	-	-
CUSTO006230	Customer Care Support Expert - Fargo, ND	1	ZipRecruiter	-	-
EQUIP005983	Equipment Operator - Underground Construction	3	CareerBuilder	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	Current Employee	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	eBenefits - Dept of Veteran Affairs	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	Glassdoor	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	Handshake	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	Helpwanted.com	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	Indeed	1	1
EQUIP005983	Equipment Operator - Underground Construction	2	Keloland/VNL/KXNET Employment	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	LinkedIn	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	Midco Website	2	1
EQUIP005983	Equipment Operator - Underground Construction	2	NDWORKS (Job Service of ND)	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	Referred By Current Employee	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	Referred by Friend or Family	-	-
EQUIP005983	Equipment Operator - Underground Construction	2	ZipRecruiter	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Current Employee	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Glassdoor	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Handshake	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Helpwanted.com	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Indeed	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	LinkedIn	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Midco Website	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Mitchell Technical College	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Referred By Current Employee	1	1
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	Referred by Friend or Family	-	-
EQUIP006193	Equipment Operator - Underground Construction - Grand Forks, ND	1	ZipRecruiter	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	Current Employee	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	Glassdoor	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	Handshake	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	Helpwanted.com	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	Indeed	5	-
FIELD005865	Field Technician I - Bemidji, MN	1	Keloland/VNL/KXNET Employment	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	LinkedIn	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	Midco Website	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	MN State Career Hub College Consortium	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	MNWORKS (Job Service of MN)	1	1
FIELD005865	Field Technician I - Bemidji, MN	1	Referred By Current Employee	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	Referred by Friend or Family	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	Midco TV Commercial	-	-
FIELD005865	Field Technician I - Bemidji, MN	1	ZipRecruiter	1	-
FIELD005910	Field Technician I - Grand Forks, ND	5	Billboard	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	BisMan Online	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	Current Employee	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	eBenefits - Dept of Veteran Affairs	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	Facebook / Instagram	2	1
FIELD005910	Field Technician I - Grand Forks, ND	5	Glassdoor	1	-
FIELD005910	Field Technician I - Grand Forks, ND	5	Helpwanted.com	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	Indeed	8	3
FIELD005910	Field Technician I - Grand Forks, ND	5	Keloland/VNL/KXNET Employment	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	Midco TV Commercial	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	Midco Website	1	-
FIELD005910	Field Technician I - Grand Forks, ND	5	NDWORKS (Job Service of ND)	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	Northland Community & Tech College	-	-

FIELD005910	Field Technician I - Grand Forks, ND	5	Referred by Current Employee	-	-
FIELD005910	Field Technician I - Grand Forks, ND	5	Referred by Friend or Family	1	1
FIELD005910	Field Technician I - Grand Forks, ND	5	ZipRecruiter	1	-
FIELD005923	Field Technician I - Fargo, ND	7	Billboard	-	-
FIELD005923	Field Technician I - Fargo, ND	7	BisMan Online	-	-
FIELD005923	Field Technician I - Fargo, ND	7	Current Employee	-	-
FIELD005923	Field Technician I - Fargo, ND	7	eBenefits - Dept of Veteran Affairs	-	-
FIELD005923	Field Technician I - Fargo, ND	7	Facebook / Instagram	-	-
FIELD005923	Field Technician I - Fargo, ND	7	Glassdoor	1	1
FIELD005923	Field Technician I - Fargo, ND	7	Handshake	-	-
FIELD005923	Field Technician I - Fargo, ND	7	Helpwanted.com	-	-
FIELD005923	Field Technician I - Fargo, ND	7	Indeed	11	1
FIELD005923	Field Technician I - Fargo, ND	7	Job Fair	1	-
FIELD005923	Field Technician I - Fargo, ND	7	Keloland/VNL/KXNET Employment	-	-
FIELD005923	Field Technician I - Fargo, ND	7	LinkedIn	1	-
FIELD005923	Field Technician I - Fargo, ND	7	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005923	Field Technician I - Fargo, ND	7	Midco Digital Advertisement	-	-
FIELD005923	Field Technician I - Fargo, ND	7	Midco Email	1	1
FIELD005923	Field Technician I - Fargo, ND	7	Midco TV Commercial	-	-
FIELD005923	Field Technician I - Fargo, ND	7	Midco Website	4	2
FIELD005923	Field Technician I - Fargo, ND	7	NDWORKS (Job Service of ND)	-	-
FIELD005923	Field Technician I - Fargo, ND	7	Referred By Current Employee	5	2
FIELD005923	Field Technician I - Fargo, ND	7	Referred by Friend or Family	1	-
FIELD005923	Field Technician I - Fargo, ND	7	ZipRecruiter	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	BisMan Online	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	Current Employee	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	Glassdoor	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	Handshake	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	Helpwanted.com	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	Indeed	2	-
FIELD006018	Field Technician I - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	Midco Website	2	1
FIELD006018	Field Technician I - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	Referred By Current Employee	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	Referred by Friend or Family	-	-
FIELD006018	Field Technician I - Grand Forks, ND	1	ZipRecruiter	-	-
FIELD006037	Field Technician I - Fargo, ND	5	Billboard	1	-
FIELD006037	Field Technician I - Fargo, ND	5	Current Employee	-	-
FIELD006037	Field Technician I - Fargo, ND	5	eBenefits - Dept of Veteran Affairs	-	-
FIELD006037	Field Technician I - Fargo, ND	5	Glassdoor	-	-
FIELD006037	Field Technician I - Fargo, ND	5	Handshake	-	-
FIELD006037	Field Technician I - Fargo, ND	5	Helpwanted.com	-	-
FIELD006037	Field Technician I - Fargo, ND	5	Indeed	9	2
FIELD006037	Field Technician I - Fargo, ND	5	Keloland/VNL/KXNET Employment	-	-
FIELD006037	Field Technician I - Fargo, ND	5	LinkedIn	1	-
FIELD006037	Field Technician I - Fargo, ND	5	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006037	Field Technician I - Fargo, ND	5	Midco Website	3	2
FIELD006037	Field Technician I - Fargo, ND	5	NDWORKS (Job Service of ND)	-	-
FIELD006037	Field Technician I - Fargo, ND	5	Referred By Current Employee	-	-
FIELD006037	Field Technician I - Fargo, ND	5	Referred by Friend or Family	1	1
FIELD006037	Field Technician I - Fargo, ND	5	ZipRecruiter	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	Current Employee	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	Glassdoor	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	Handshake	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	Helpwanted.com	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	Indeed	3	1
FIELD006041	Field Service Technician - International Falls, MN	1	Keloland/VNL/KXNET Employment	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	LinkedIn	1	-
FIELD006041	Field Service Technician - International Falls, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	Midco Website	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	MN State Career Hub College Consortium	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	MNWORKS (Job Service of MN)	1	-
FIELD006041	Field Service Technician - International Falls, MN	1	Referred By Current Employee	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	Referred by Friend or Family	-	-
FIELD006041	Field Service Technician - International Falls, MN	1	ZipRecruiter	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	BisMan Online	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	Current Employee	1	-
FIELD006050	Field Technician I - Grand Forks, ND	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	Glassdoor	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	Handshake	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	Helpwanted.com	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	Indeed	1	1
FIELD006050	Field Technician I - Grand Forks, ND	2	Keloland/VNL/KXNET Employment	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	Midco Website	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	NDWORKS (Job Service of ND)	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	Referred By Current Employee	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	Referred by Friend or Family	-	-
FIELD006050	Field Technician I - Grand Forks, ND	2	ZipRecruiter	1	1
FIELD006078	Field Technician - Jamestown, ND	1	Current Employee	1	-
FIELD006078	Field Technician - Jamestown, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006078	Field Technician - Jamestown, ND	1	Glassdoor	-	-
FIELD006078	Field Technician - Jamestown, ND	1	Handshake	-	-
FIELD006078	Field Technician - Jamestown, ND	1	Helpwanted.com	-	-
FIELD006078	Field Technician - Jamestown, ND	1	Indeed	2	1
FIELD006078	Field Technician - Jamestown, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006078	Field Technician - Jamestown, ND	1	LinkedIn	-	-
FIELD006078	Field Technician - Jamestown, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006078	Field Technician - Jamestown, ND	1	Midco Website	-	-
FIELD006078	Field Technician - Jamestown, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006078	Field Technician - Jamestown, ND	1	Referred By Current Employee	-	-
FIELD006078	Field Technician - Jamestown, ND	1	Referred by Friend or Family	-	-
FIELD006078	Field Technician - Jamestown, ND	1	ZipRecruiter	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	Current Employee	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	eBenefits - Dept of Veteran Affairs	-	-

FIELD006096	Field Technician I - Wahpeton, ND	1	Glassdoor	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	Handshake	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	Helpwanted.com	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	Indeed	1	-
FIELD006096	Field Technician I - Wahpeton, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	LinkedIn	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	Midco Website	1	1
FIELD006096	Field Technician I - Wahpeton, ND	1	NDSCS	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	Referred By Current Employee	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	Referred by Friend or Family	-	-
FIELD006096	Field Technician I - Wahpeton, ND	1	ZipRecruiter	-	-
FIELD006114	Field Technician - Fargo, ND	4	Billboard	1	1
FIELD006114	Field Technician - Fargo, ND	4	Current Employee	1	-
FIELD006114	Field Technician - Fargo, ND	4	eBenefits - Dept of Veteran Affairs	-	-
FIELD006114	Field Technician - Fargo, ND	4	Glassdoor	-	-
FIELD006114	Field Technician - Fargo, ND	4	Handshake	-	-
FIELD006114	Field Technician - Fargo, ND	4	Helpwanted.com	-	-
FIELD006114	Field Technician - Fargo, ND	4	Indeed	2	1
FIELD006114	Field Technician - Fargo, ND	4	Keloland/VNL/KXNET Employment	-	-
FIELD006114	Field Technician - Fargo, ND	4	LinkedIn	-	-
FIELD006114	Field Technician - Fargo, ND	4	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006114	Field Technician - Fargo, ND	4	Midco Email	1	1
FIELD006114	Field Technician - Fargo, ND	4	Midco Website	-	-
FIELD006114	Field Technician - Fargo, ND	4	NDWORKS (Job Service of ND)	-	-
FIELD006114	Field Technician - Fargo, ND	4	Referred By Current Employee	-	-
FIELD006114	Field Technician - Fargo, ND	4	Referred by Friend or Family	1	1
FIELD006114	Field Technician - Fargo, ND	4	ZipRecruiter	-	-
FIELD006121	Field Technician - Bemidji, MN	2	BisMan Online	-	-
FIELD006121	Field Technician - Bemidji, MN	2	Current Employee	1	-
FIELD006121	Field Technician - Bemidji, MN	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006121	Field Technician - Bemidji, MN	2	Glassdoor	-	-
FIELD006121	Field Technician - Bemidji, MN	2	Handshake	-	-
FIELD006121	Field Technician - Bemidji, MN	2	Helpwanted.com	-	-
FIELD006121	Field Technician - Bemidji, MN	2	Indeed	8	2
FIELD006121	Field Technician - Bemidji, MN	2	Keloland/VNL/KXNET Employment	-	-
FIELD006121	Field Technician - Bemidji, MN	2	LinkedIn	1	-
FIELD006121	Field Technician - Bemidji, MN	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006121	Field Technician - Bemidji, MN	2	Midco Website	-	-
FIELD006121	Field Technician - Bemidji, MN	2	Mitchell Technical College	-	-
FIELD006121	Field Technician - Bemidji, MN	2	MN State Career Hub College Consortium	-	-
FIELD006121	Field Technician - Bemidji, MN	2	MNWORKS (Job Service of MN)	-	-
FIELD006121	Field Technician - Bemidji, MN	2	Referred By Current Employee	-	-
FIELD006121	Field Technician - Bemidji, MN	2	Referred by Friend or Family	1	-
FIELD006121	Field Technician - Bemidji, MN	2	Simplicity Recruiting	1	-
FIELD006121	Field Technician - Bemidji, MN	2	SDACCC (SD Association College Career Center)	-	-
FIELD006121	Field Technician - Bemidji, MN	2	ZipRecruiter	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	Current Employee	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	Glassdoor	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	Handshake	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	Helpwanted.com	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	Indeed	3	1
FIELD006143	Field Technician I - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	LinkedIn	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	Midco Website	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006143	Field Technician I - Grand Forks, ND	1	Referred By Current Employee	1	-
FIELD006143	Field Technician I - Grand Forks, ND	1	Referred by Friend or Family	1	-
FIELD006143	Field Technician I - Grand Forks, ND	1	ZipRecruiter	-	-
FIELD006195	Field Technician - Fargo, ND	8	Current Employee	-	-
FIELD006195	Field Technician - Fargo, ND	8	eBenefits - Dept of Veteran Affairs	-	-
FIELD006195	Field Technician - Fargo, ND	8	Glassdoor	-	-
FIELD006195	Field Technician - Fargo, ND	8	Handshake	-	-
FIELD006195	Field Technician - Fargo, ND	8	Helpwanted.com	-	-
FIELD006195	Field Technician - Fargo, ND	8	Indeed	10	5
FIELD006195	Field Technician - Fargo, ND	8	Keloland/VNL/KXNET Employment	-	-
FIELD006195	Field Technician - Fargo, ND	8	LinkedIn	-	-
FIELD006195	Field Technician - Fargo, ND	8	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006195	Field Technician - Fargo, ND	8	Midco Email	5	1
FIELD006195	Field Technician - Fargo, ND	8	Midco Website	1	1
FIELD006195	Field Technician - Fargo, ND	8	NDWORKS (Job Service of ND)	-	-
FIELD006195	Field Technician - Fargo, ND	8	Referred By Current Employee	1	1
FIELD006195	Field Technician - Fargo, ND	8	Referred by Friend or Family	1	-
FIELD006195	Field Technician - Fargo, ND	8	ZipRecruiter	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	Billboard	1	1
FIELD006196	Field Technician I - Grand Forks, ND	5	Current Employee	1	-
FIELD006196	Field Technician I - Grand Forks, ND	5	eBenefits - Dept of Veteran Affairs	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	Glassdoor	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	Handshake	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	Helpwanted.com	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	Indeed	9	3
FIELD006196	Field Technician I - Grand Forks, ND	5	Keloland/VNL/KXNET Employment	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	LinkedIn	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	Midco Email	1	-
FIELD006196	Field Technician I - Grand Forks, ND	5	Midco Website	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	NDWORKS (Job Service of ND)	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	Referred By Current Employee	1	1
FIELD006196	Field Technician I - Grand Forks, ND	5	Referred by Friend or Family	-	-
FIELD006196	Field Technician I - Grand Forks, ND	5	ZipRecruiter	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	Current Employee	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	Glassdoor	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	Handshake	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	Helpwanted.com	-	-

FIELD006283	Field Technician -Devils Lake, ND	1	Indeed	2	-
FIELD006283	Field Technician -Devils Lake, ND	1	Job Fair	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	Midco Website	1	-
FIELD006283	Field Technician -Devils Lake, ND	1	NDWORKS (Job Service of ND)	1	1
FIELD006283	Field Technician -Devils Lake, ND	1	Referred By Current Employee	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	Referred by Friend or Family	-	-
FIELD006283	Field Technician -Devils Lake, ND	1	ZipRecruiter	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	Current Employee	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	Glassdoor	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	Helpwanted.com	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	Indeed	1	-
FIELD006298	Field Technician I - Grand Forks, ND	1	Keloland/VNL/KXNET Employment	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	Midco Website	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	NDWORKS (Job Service of ND)	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	Northland Community & Tech College	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	Referred by Current Employee	1	1
FIELD006298	Field Technician I - Grand Forks, ND	1	Referred by Friend or Family	-	-
FIELD006298	Field Technician I - Grand Forks, ND	1	ZipRecruiter	-	-
INVEN005988	Inventory Specialist II	1	BisMan Online	-	-
INVEN005988	Inventory Specialist II	1	Current Employee	-	-
INVEN005988	Inventory Specialist II	1	eBenefits - Dept of Veteran Affairs	1	1
INVEN005988	Inventory Specialist II	1	Glassdoor	-	-
INVEN005988	Inventory Specialist II	1	Handshake	-	-
INVEN005988	Inventory Specialist II	1	Helpwanted.com	-	-
INVEN005988	Inventory Specialist II	1	Indeed	2	-
INVEN005988	Inventory Specialist II	1	Keloland/VNL/KXNET Employment	-	-
INVEN005988	Inventory Specialist II	1	LinkedIn	-	-
INVEN005988	Inventory Specialist II	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
INVEN005988	Inventory Specialist II	1	Midco Website	-	-
INVEN005988	Inventory Specialist II	1	NDWORKS (Job Service of ND)	-	-
INVEN005988	Inventory Specialist II	1	Northland Community & Tech College	-	-
INVEN005988	Inventory Specialist II	1	Referred By Current Employee	-	-
INVEN005988	Inventory Specialist II	1	Referred by Friend or Family	-	-
INVEN005988	Inventory Specialist II	1	ZipRecruiter	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Billboard	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	BisMan Online	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Craigslist	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Current Employee	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	eBenefits - Dept of Veteran Affairs	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Facebook / Instagram	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Glassdoor	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Handshake	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Helpwanted.com	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Indeed	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Keloland/VNL/KXNET Employment	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	LinkedIn	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Midco Digital Advertisement	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Midco Email	1	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Midco TV Commercial	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Midco Website	1	1
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Northland Community & Tech College	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Referred By Current Employee	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	Referred by Friend or Family	-	-
LABOR005850	Laborer - Underground Construction - Fargo, ND	1	ZipRecruiter	-	-
LABOR005994	Laborer - Underground Construction	1	Current Employee	-	-
LABOR005994	Laborer - Underground Construction	1	eBenefits - Dept of Veteran Affairs	-	-
LABOR005994	Laborer - Underground Construction	1	Glassdoor	-	-
LABOR005994	Laborer - Underground Construction	1	Handshake	-	-
LABOR005994	Laborer - Underground Construction	1	Helpwanted.com	-	-
LABOR005994	Laborer - Underground Construction	1	Indeed	-	-
LABOR005994	Laborer - Underground Construction	1	Keloland/VNL/KXNET Employment	-	-
LABOR005994	Laborer - Underground Construction	1	LinkedIn	-	-
LABOR005994	Laborer - Underground Construction	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
LABOR005994	Laborer - Underground Construction	1	Midco Website	-	-
LABOR005994	Laborer - Underground Construction	1	NDWORKS (Job Service of ND)	-	-
LABOR005994	Laborer - Underground Construction	1	Referred By Current Employee	-	-
LABOR005994	Laborer - Underground Construction	1	Referred by Friend or Family	1	1
LABOR005994	Laborer - Underground Construction	1	ZipRecruiter	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	Current Employee	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	eBenefits - Dept of Veteran Affairs	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	Glassdoor	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	Handshake	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	Helpwanted.com	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	Indeed	4	2
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	Keloland/VNL/KXNET Employment	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	LinkedIn	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	Midco Website	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	NDWORKS (Job Service of ND)	1	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	Referred By Current Employee	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	Referred by Friend or Family	-	-
LABOR006151	Laborer / Fiber Optic Underground Utility Technician - Grand Forks, ND	2	ZipRecruiter	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	Current Employee	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	eBenefits - Dept of Veteran Affairs	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	Glassdoor	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	Handshake	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	Helpwanted.com	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	Indeed	4	2
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	Keloland/VNL/KXNET Employment	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	LinkedIn	1	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	Midco Website	-	-

LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	NDWORKS (Job Service of ND)	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	Referred By Current Employee	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	Referred by Friend or Family	-	-
LABOR006152	Laborer / Fiber Optic Underground Utility Technician - Fargo, ND	2	ZipRecruiter	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Craigslist	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Current Employee	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	eBenefits - Dept of Veteran Affairs	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Glassdoor	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Handshake	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Helpwanted.com	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Indeed	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Keloland/VNL/KXNET Employment	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	LinkedIn	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Midco Website	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	NDWORKS (Job Service of ND)	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Referred By Current Employee	-	-
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	Referred by Friend or Family	1	1
LABOR006154	Laborer / Fiber Optic Underground Utility Technician - Jamestown, ND	1	ZipRecruiter	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Craigslist	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Current Employee	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	eBenefits - Dept of Veteran Affairs	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Facebook / Instagram	1	1
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Glassdoor	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Handshake	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Helpwanted.com	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Indeed	5	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Keloland/VNL/KXNET Employment	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	LinkedIn	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Midco Website	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	NDWORKS (Job Service of ND)	3	1
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Referred By Current Employee	-	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	Referred by Friend or Family	1	-
LABOR006220	Laborer / Fiber Optic Underground Utility Construction Technician - Jamestown,ND	2	ZipRecruiter	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	Current Employee	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	eBenefits - Dept of Veteran Affairs	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	Glassdoor	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	Handshake	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	Helpwanted.com	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	Indeed	3	1
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	Keloland/VNL/KXNET Employment	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	LinkedIn	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	Midco Website	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	NDWORKS (Job Service of ND)	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	Referred By Current Employee	-	-
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	Referred by Friend or Family	1	1
LABOR006224	Laborer / Fiber Optic Underground Utility Construction Technician - Fargo, ND	2	ZipRecruiter	-	-
LOCAT006125	Locator - Fargo, ND	1	Current Employee	-	-
LOCAT006125	Locator - Fargo, ND	1	eBenefits - Dept of Veteran Affairs	-	-
LOCAT006125	Locator - Fargo, ND	1	Glassdoor	-	-
LOCAT006125	Locator - Fargo, ND	1	Handshake	-	-
LOCAT006125	Locator - Fargo, ND	1	Helpwanted.com	-	-
LOCAT006125	Locator - Fargo, ND	1	Indeed	-	-
LOCAT006125	Locator - Fargo, ND	1	Keloland/VNL/KXNET Employment	-	-
LOCAT006125	Locator - Fargo, ND	1	LinkedIn	-	-
LOCAT006125	Locator - Fargo, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
LOCAT006125	Locator - Fargo, ND	1	Midco Email	1	1
LOCAT006125	Locator - Fargo, ND	1	Midco Website	-	-
LOCAT006125	Locator - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-
LOCAT006125	Locator - Fargo, ND	1	Referred By Current Employee	1	-
LOCAT006125	Locator - Fargo, ND	1	Referred by Friend or Family	-	-
LOCAT006125	Locator - Fargo, ND	1	ZipRecruiter	-	-
MARKE006203	Marketing Analyst	1	Current Employee	1	-
MARKE006203	Marketing Analyst	1	eBenefits - Dept of Veteran Affairs	-	-
MARKE006203	Marketing Analyst	1	Glassdoor	-	-
MARKE006203	Marketing Analyst	1	Handshake	1	-
MARKE006203	Marketing Analyst	1	Helpwanted.com	-	-
MARKE006203	Marketing Analyst	1	Indeed	1	1
MARKE006203	Marketing Analyst	1	Keloland/VNL/KXNET Employment	-	-
MARKE006203	Marketing Analyst	1	KSWORKS (Job Service of KS)	-	-
MARKE006203	Marketing Analyst	1	Lawrence Journal World	-	-
MARKE006203	Marketing Analyst	1	LinkedIn	-	-
MARKE006203	Marketing Analyst	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
MARKE006203	Marketing Analyst	1	Midco Email	-	-
MARKE006203	Marketing Analyst	1	Midco Website	-	-
MARKE006203	Marketing Analyst	1	Mitchell Technical College	-	-
MARKE006203	Marketing Analyst	1	MN State Career Hub College Consortium	-	-
MARKE006203	Marketing Analyst	1	NDWORKS (Job Service of ND)	-	-
MARKE006203	Marketing Analyst	1	Referred By Current Employee	-	-
MARKE006203	Marketing Analyst	1	Referred by Friend or Family	-	-
MARKE006203	Marketing Analyst	1	SDACCC (SD Association College Career Center)	-	-
MARKE006203	Marketing Analyst	1	SDWORKS (Job Service of SD)	-	-
MARKE006203	Marketing Analyst	1	South Dakota Advertising Federation	-	-
MARKE006203	Marketing Analyst	1	University of Kansas	-	-
MARKE006203	Marketing Analyst	1	ZipRecruiter	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	Current Employee	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	eBenefits - Dept of Veteran Affairs	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	Glassdoor	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	Handshake	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	Helpwanted.com	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	Indeed	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	Keloland/VNL/KXNET Employment	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	LinkedIn	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	Midco Website	-	-
MARKE006221	Market Account Executive - Fargo, ND	1	NDWORKS (Job Service of ND)	-	-



SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Billboard	1	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Current Employee	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	eBenefits - Dept of Veteran Affairs	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Glassdoor	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Handshake	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Helpwanted.com	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Indeed	3	1
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Keloland/VNL/KXNET Employment	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Midco Website	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	MNWORKS (Job Service of MN)	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Referred by Current Employee	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	Referred by Friend or Family	-	-
SALES006109	Sales Associate (Internet, TV, & Phone) - Detroit Lakes, MN	1	ZipRecruiter	-	-
VIDEO005976	Videographer/Producer	1	Current Employee	-	-
VIDEO005976	Videographer/Producer	1	eBenefits - Dept of Veteran Affairs	-	-
VIDEO005976	Videographer/Producer	1	Glassdoor	-	-
VIDEO005976	Videographer/Producer	1	Handshake	-	-
VIDEO005976	Videographer/Producer	1	Helpwanted.com	-	-
VIDEO005976	Videographer/Producer	1	Indeed	-	-
VIDEO005976	Videographer/Producer	1	Keloland/VNL/KXNET Employment	-	-
VIDEO005976	Videographer/Producer	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
VIDEO005976	Videographer/Producer	1	Midco Website	-	-
VIDEO005976	Videographer/Producer	1	NDWORKS (Job Service of ND)	-	-
VIDEO005976	Videographer/Producer	1	Referred by Current Employee	1	1
VIDEO005976	Videographer/Producer	1	Referred by Friend or Family	1	-
VIDEO005976	Videographer/Producer	1	ZipRecruiter	-	-



Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
<b>Current Employee</b>	Current Employee application	www.midcocareers.com	N
<b>eBenefits-Dept of Veteran Affairs</b> 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
<b>Glassdoor</b> https://www.glassdoor.com/index.htm	Internet Posting		N
<b>Helpwanted.com</b> 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
<b>Indeed</b> https://www.indeed.com/	Internet Posting		N
<b>LocalJobNetwork(KS,MN,ND,SD, WI)</b> 1000 N. Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather.homa@localjobnetwork.com	N
<b>Midco Website</b>	Contact: Susan Thomas Phone: 952.358.3547	www.midcocareers.com	N
<b>Referred by Current Employee</b>	Referral from Current Employee		N
<b>Referred by Friend or Family</b>	Referral from Friend or Family		N
<b>ZipRecruiter</b> https://ziprecruiter.com/	Internet Posting		N
Recruitment Sources for Specific Vacancies			
<b>BismanOnline</b> 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
<b>Cabl.com</b> 3501 Route 42 Suite 130 #117 Turnersville, NJ 08012	Contact: Sales Phone: 856-782-8900	www.Cabl.com	N
<b>CareerBuilder</b> 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Mauricio Mino Phone: 773-527-1115	<a href="mailto:Mauricio.Mino@careerbuilder.com">Mauricio.Mino@careerbuilder.com</a>	N
<b>NDSCS-North Dakota State College of Science</b> 800 6th St N, Wahpeton, ND 58076	Contact: Lisa Wixo Phone: 701-671-2272	Lisa.Wixo@ndscs.edu	N
<b>Keloland/VNL/KXNET Employment</b> 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	N
<b>KSWORKS (Job Service of Kansas)</b>	Contact: Eric Flowers	eflowers@kansasworks.com	N

2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Phone: 785-840-9675		
<b>MNWORKS (Job Service of Minnesota)</b> 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	<b>N</b>
<b>MN State Career Hub College Consortium</b> <a href="https://www.collegecentral.com/msch/">https://www.collegecentral.com/msch/</a>			<b>N</b>
<b>Mitchell Technical College</b> 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	<b>N</b>
<b>NDWORKS (Job Service of North Dakota)</b> PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	<b>N</b>
<b>Northland Community &amp; Technical College</b> 1101 MN-1, Thief River Falls, MN 56701	Contact: Lynn Phone: 218-683-8555	career.center@northlandcollege.edu	<b>N</b>
<b>SDACCC (SD Association College Career Center)</b> College Consortium	Contact: Heather Johnson Phone: 605-677-5381	<a href="http://www.myinterfase.com/SDACCC/employer/">http://www.myinterfase.com/SDACCC/employer/</a>	<b>N</b>
<b>SDWORKS (Job Service of South Dakota)</b> 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	<b>N</b>
<b>South Dakota Advertising Federation</b> 7405 S Bitterroot Pl. #101 Sioux Falls, SD 57108	Contact: Mari Klotzbach Phone: 605.274.3548	<a href="http://sdaf.org/">http://sdaf.org/</a>	<b>N</b>
<b>University of Kansas</b> 1300 Sunnyside Ave, Summerfield Hall, Room 206 Lawrence, KS 66045	Contact: Natalia Plotnikov Phone: 785-864-2019	<a href="https://career.ku.edu/employers">https://career.ku.edu/employers</a> nplotnikov@ku.edu	<b>N</b>
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
<b>Billboard</b> Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 58201	Contact: Bill Kvasager Phone: 701-746-5436	billk@newmanoutdoor.com	<b>N</b>
<b>Jamestown Hiring Event</b> 1307 12th Ave NE, Suite 3	Contact: Danica Chaput Phone: 701-253-6205	dchaput@nd.gov	<b>N</b>
<b>Lawrence Journal World</b> 645 New Hampshire, KS 66044	Contact: Peter Steimle Phone: 785-832-7119	jobs.lawrence.com	<b>N</b>
<b>Midco Digital Advertisement</b>	Digital banner Midco marketing creates		<b>N</b>
<b>Midco Email</b>	Email Blasts to customers who have opted in and weekly email sent to all employees		<b>N</b>
<b>Midco TV Commercial</b>	TV Commerical Midco airs		<b>N</b>

<b>University of North Dakota Part-Time Job Fair</b> McCannel Hall, Room 190. 2891 2nd Ave N Stop 9014, Grand Forks, ND 58202-9014	Contact: Kyle Braun Phone: 701-213-8768	kyle.braun@UND.edu	<b>N</b>
---	--	--------------------	----------

Internet Sources			
------------------	--	--	--

<b>Craigslist</b> <a href="https://craigslist.org/">https://craigslist.org/</a>	Social Media - Internet Posting		<b>N</b>
--	---------------------------------	--	----------

<b>Facebook / Instagram</b> <a href="https://www.facebook.com/">https://www.facebook.com/</a>	Social Media - Internet Posting		<b>N</b>
--	---------------------------------	--	----------

<b>Handshake College Consortium</b> <a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>	Internet Posting		<b>N</b>
--	------------------	--	----------

<b>LinkedIn</b> <a href="https://www.linkedin.com/feed/">https://www.linkedin.com/feed/</a>	Internet Posting		<b>N</b>
--	------------------	--	----------

<b>MN State Career Hub College Consortium</b> <a href="https://www.collegecentral.com/msch/">https://www.collegecentral.com/msch/</a>	Internet Posting		<b>N</b>
--	------------------	--	----------

<b>Snapchat</b> <a href="https://www.snapchat.com/">https://www.snapchat.com/</a>	Posting		<b>N</b>
--	---------	--	----------

Cited by Job Applicant			
------------------------	--	--	--

<b>Job Fair</b>			<b>N</b>
-----------------	--	--	----------

<b>Simplicity Recruiting</b>			<b>N</b>
------------------------------	--	--	----------

**Long Term Initiatives**

Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2022 - on going	Advertising to target a wide range of candidates	We advertise available positions with the state Job Service (through the Department of Labor).	Broad Outreach	Recruiting
9/1/2022- on going	Career Progression Program for Technicians	This program provides career progression opportunities for technicians to strengthen and expand their abilities in their field, and enables them to control their own career progression and wages. We partner with the National Cable Television Institute along with implementing our own in house curriculum. During this reporting period, 72 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
1/25/2023- on going	Employee Relations and Compliance Training for Leaders	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, ADA, leaves, Termination Process/Exit Interview.	Compliance Training	on-demand training
9/1/2022 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa, formerly LocalJobNetwork. 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	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
9/1/2022- on going	Workplace Harassment Prevention Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination.	Compliance Training	Midco leadership & entire staff
5/25/2023	Jamestown Workforce Hiring Event	In partnership with Jamestown Job Service, hosted an in-person job fair to discuss open opportunities for Jamestown and surrounding area	Job Fair in Person	Patti Hawkey Ken Bakke Andrew Lamoureux
6/13/2023	Jamestown Workforce Hiring Event	In partnership with Jamestown Job Service, hosted an in-person job fair to discuss open opportunities for Jamestown and surrounding area	Job Fair in Person	Patti Hawkey Ken Bakke Andrew Lamoureux
8/30/2023	University of North Dakota Part-Time Job Fair	University of North Dakota Part-time Job Fair. Job opportunities for UND students/community	Job Fair In Person	Mike Derman Craig Enkers