

					Referred by Current Employee	1	-
					RegHelpwanted	-	-
					TeamND	-	-
					US Military Pipeline	-	-
17-0274	Retail Manager	10/23/2017	11/7/2017	1	Better Fargo Jobs	-	-
					Current Employee	2	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Indeed	1	-
					Job Service of North Dakota	1	-
					JobsHQ	-	-
					Keloland Employment	-	-
					LinkedIn	1	1
					LocalJobNetwork	-	-
					Midco Website	-	-
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					NDSCS - North Dakota State College of Science	-	-
					NDSU	-	-
					RegHelpwanted	-	-
					TeamND	-	-
17-0277	Advertising Consultant	1/5/2018	1/15/2018	1	Better Fargo Jobs	1	-
					CareerBuilder	-	-
					Current Employee	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					HireMNGrads	-	-
					Indeed	7	1
					Job Service of North Dakota	1	-
					JobsHQ	-	-
					Keloland Employment	-	-
					LinkedIn	-	-
					LocalJobNetwork	-	-
					Midco Website	3	-
					MN State Community & Technical College	-	-
					NDSCS - North Dakota State College of Science	-	-
					NDSU	-	-
					Referred by Current Employee	1	-
					Referred by Family or Friend	1	-

				RegHelpwanted	-	-	
				TeamND	-	-	
				Twitter	-	-	
				US Military Pipeline	-	-	
				ValleyNewsEmployment	-	-	
17-0286	Inventory Specialist III	11/8/2017	11/21/2017	1	Better FargoJobs	-	-
				eBenefits - Dept of Veteran Affairs	-	-	
				ExperienceND	-	-	
				HireMNGrads	-	-	
				Indeed	2	1	
				Job Service of North Dakota	-	-	
				Job Service of South Dakota	1	-	
				JobsHQ	2	-	
				Keloland Employment	-	-	
				LocalJobNetwork	-	-	
				Midco Website	-	-	
				MN State Community & Technical College	-	-	
				NDSCS - North Dakota State College of Science	-	-	
				NDSU	-	-	
				RegHelpwanted	-	-	
				TeamND	-	-	
				US Military Pipeline	-	-	
17-0299	Field Technician	12/18/2017	1/14/2018	4	Better FargoJobs	-	-
				Current Employee	3	-	
				eBenefits - Dept of Veteran Affairs	-	-	
				ExperienceND	-	-	
				Facebook	1	-	
				Glassdoor	1	-	
				Handshake College Consortium	-	-	
				HireMNGrads	-	-	
				Indeed	9	2	
				Job Service of North Dakota	-	-	
				JobsHQ	-	-	
				Keloland Employment	-	-	
				LinkedIn	-	-	
				LocalJobNetwork	1	-	
				Midco Website	4	1	
				Mitchell Technical Institute	-	-	
				MN State Community & Technical College	-	-	

					Referred by Current Employee	1	1
					Referred by Family or Friend	1	-
					RegHelpwanted	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
17-0320	Field Technician I	11/29/2017	12/19/2017	2	BismanOnline	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					HireMNGrads	-	-
					Indeed	3	-
					Job Service of North Dakota	-	-
					JobsHQ	-	-
					LocalJobNetwork	-	-
					Midco Website	2	-
					Mitchell Technical Institute	-	-
					Mn West Community & Technical College	-	-
					Northland Community and Tech College	-	-
					Referred by Current Employee	2	2
					RegHelpwanted	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
17-0321	Customer Care Support Expert	11/22/2017	12/5/2017	8	Better FargoJobs	-	-
					Current Employee	1	1
					eBenefits - Dept of Veteran Affairs	-	-
					Facebook	1	-
					Handshake College Consortium	-	-
					Indeed	13	3
					Job Service of North Dakota	2	-
					JobsHQ	2	-
					Keloland Employment	-	-
					LinkedIn	-	-
					LocalJobNetwork	-	-
					Midco Website	6	1
					MN State Community & Technical College	-	-
					Referred by Current Employee	2	-
					Referred by Family or Friend	4	3
					RegHelpwanted	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-

17-0375	Data Center Operations Specialist	3/1/2018	3/20/2018	1	Better Fargo Jobs	-	-
					Current Employee	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	3	1
					Job Service of North Dakota	-	-
					JobsHQ	1	-
					Keloland Employment	-	-
					LinkedIn	-	-
					LocalJobNetwork	-	-
					Midco Website	2	-
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					NDSCS - North Dakota State College of Science	-	-
					NDSU	-	-
					RegHelpwanted	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
18-0001	Field Technician	2/21/2018	3/13/2018	2	eBenefits - Dept of Veteran Affairs	-	-
					Facebook	-	-
					Fargo Force Game	1	-
					Glassdoor	1	1
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	2	-
					Job Service of North Dakota	-	-
					Keloland Employment	-	-
					LocalJobNetwork	-	-
					Midco Website	2	-
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					Referred by Current Employee	2	-
					Referred by Family or Friend	2	1
					RegHelpwanted	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-

18-0003	Field Technician I	4/11/2018	5/8/2018	1	Better Fargo Jobs	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Facebook	2	-
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	2	-
					Job Service of North Dakota	1	-
					JobsHQ	-	-
					Keloland Employment	-	-
					LocalJobNetwork	-	-
					Midco Website	2	1
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					NDSCS - North Dakota State College of Science	-	-
					NDSU	-	-
					Referred by Family or Friend	1	-
					RegHelpwanted	-	-
18-0048	Field Technician I	6/19/2018	7/10/2018	6	TeamND	-	-
					ValleyNewsEmployment	-	-
					BismanOnline	-	-
					CareerBuilder	2	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Facebook	-	-
					Glassdoor	1	-
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	16	3
					Job Service of North Dakota	1	-
					JobsHQ	-	-
					Keloland Employment	-	-
					LinkedIn	1	-
					LocalJobNetwork	-	-
					Midco Website	3	1
					Midwest Radio of Fargo-Moorhead	1	-
					Mitchell Technical Institute	-	-
					NDSU	-	-
					Northland Community and Tech College	-	-
					Referred by Current Employee	3	-

					Referred by Family or Friend	3	2
					RegHelpwanted	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
18-0060	Customer Experience Center Representative	5/4/2018	5/22/2018	1	eBenefits - Dept of Veteran Affairs	-	-
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	1	-
					Job Service of North Dakota	1	-
					JobsHQ	1	-
					LocalJobNetwork	-	-
					Midco Website	1	1
					MN State Community & Technical College	-	-
					Referred by Current Employee	1	-
					Referred by Family or Friend	1	-
					RegHelpwanted	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
18-0119	Field Technician I	5/29/2018	7/17/2018	1	ExperienceND	-	-
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	1	-
					JobsHQ	-	-
					Job Service of North Dakota	2	-
					LocalJobNetwork	-	-
					Midco Website	1	-
					Midwest Radio of Fargo-Moorhead	1	1
					Mitchell Technical Institute	-	-
					Northland Community and Tech College	-	-
					RegHelpwanted	-	-
					ValleyNewsEmployment	-	-
18-0137	Customer Care Manager	4/20/2018	4/30/2018	1	Better Fargo Jobs	-	-
					Current Employee	5	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	1	-

					Job Service of North Dakota	-	-
					JobsHQ	-	-
					Keloland Employment	-	-
					LinkedIn	1	-
					LocalJobNetwork	-	-
					Midco Website	1	1
					MN State Community & Technical College	-	-
					NDSU	-	-
					RegHelpwanted	-	-
					ValleyNewsEmployment	-	-
18-0139	Customer Care Support Expert	5/2/2018	5/8/2018	14	Better Fargo Jobs	-	-
					CareerBuilder	3	-
					Craigslist	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Facebook	5	2
					Handshake College Consortium	1	-
					HireMNGrads	-	-
					Indeed	19	5
					Job Service of North Dakota	1	1
					JobsHQ	-	-
					Keloland Employment	-	-
					LocalJobNetwork	-	-
					Midco Website	8	4
					Midwest Radio of Fargo-Moorhead	-	-
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					NDSCS - North Dakota State College of Science	-	-
					NDSU	-	-
					Referred by Current Employee	5	2
					Referred by Family or Friend	8	-
					RegHelpwanted	-	-
					ValleyNewsEmployment	-	-
18-0169	Customer Service Rep I	4/18/2018	5/8/2018	1	eBenefits - Dept of Veteran Affairs	-	-
					Indeed	1	1
					Job Service of Minnesota	-	-
					LocalJobNetwork	-	-
					Midco Website	1	-
					Referred by Family or Friend	1	-

18-0174	Residential Sales Associate	7/30/2018	8/14/2018	1	BismanOnline	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	2	-
					Job Service of North Dakota	1	1
					Keloland Employment	-	-
					LocalJobNetwork	-	-
					Midco Website	-	-
					NDSU	-	-
					Northland Community and Tech College	-	-
					RegHelpwanted	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
18-0214	Field Technician	6/15/2018	7/17/2018	1	Better FargoJobs	1	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Handshake College Consortium	-	-
					HireMNGrads	-	-
					Indeed	3	1
					Job Service of North Dakota	1	-
					Keloland Employment	-	-
					LocalJobNetwork	-	-
					Midco Website	-	-
					Mitchell Technical Institute	-	-
					MN State Community & Technical College	-	-
					NDSCS - North Dakota State College of Science	-	-
					NDSU	-	-
					Referred by Family or Friend	1	-
					RegHelpwanted	-	-
					TeamND	-	-
					ValleyNewsEmployment	-	-
18-0300	Field Technician I	6/15/2018	9/25/2018	1	Better FargoJobs	-	-
					eBenefits - Dept of Veteran Affairs	-	-
					ExperienceND	-	-
					Facebook	-	-
					Handshake College Consortium	-	-

		HireMNGrads	-	-
		Indeed	1	-
		Job Service of North Dakota	2	1
		Keloland Employment	-	-
		LocalJobNetwork	-	-
		Midco Website	-	-
		Midco TV Commerical	-	-
		Mitchell Technical Institute	-	-
		MN State Community & Technical College	-	-
		NDSCS - North Dakota State College of Science	-	-
		NDSU	-	-
		Referred by Family or Friend	1	-
		RegHelpwanted	-	-
		TeamND	-	-
		Twitter	-	-
		ValleyNewsEmployment	-	-

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for Openings			
Current Employee	Current Employee application	www.midcocareers.com	N
eBenefits-Dept of Veteran Affairs 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
Job Service of Minnesota 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng.lee@state.mn.us	N
Job Service of North Dakota PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N
Job Service of South Dakota 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	N
Keloland Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@classifiedverticals.com	N
LocalJobNetwork 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
RegionalHelpwanted 1085 Route 55, Unit 14, Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted.com	N
Recruitment Sources for Specific Vacancies			
BetterFargoJobs 2255 Green Vista Drive Suite 402, Sparks NV 89431	Contact: Carly Mensesses Phone: 800-225-1372	carly@betterfargojobs.com	N
BismanOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Contact: Jamie Thrasher Phone: 701-222-0370	jthrasher@bismanonline.com	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	N
ExperienceND 1600 E Century Ave Suite 2, Bismarck, ND 58503	Contact: Amanda Remyse 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
Mitchell Technical Institute 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	N
Minnesota West Community & Technical College 1450 College Way, Worthington, MN 56187	Contact: Kip Thorson Phone: 507-372-3460	Kip-Thorson@mnwest-edu	N
MN State Community and Technical College 1900 28th Ave S, Moorhead, MN 56560	Contact: Sue Zurn Phone: 218-299-6512	sue.zurn@minnesota.edu	N
NDSCS-North Dakota State College of Science 800 6th St N, Wahpeton, ND 58076	Contact: Lisa Wixo Phone: 701-671-2272	Lisa.Wixo@ndscs.edu	N
NDSU - North Dakota State University 1340 Administration Ave, Fargo, ND 58105	Contact: Karen Jevning Phone: 701-231-8464	karen.jevning@ndsu.edu	N
Northland Community and Technical College 1101 MN-1, Thief River Falls, MN 56701	Contact: Lynn Phone: 218-683-8555	career.center@northlandcollege.edu	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Family or Friend	Referral from Family or Friend		N
TeamND 1200 S. Jay St Aberdeen, SD 57401	Contact: Jay Meier Phone: 701-224-5666	www.teamnd.org	N
US Military Pipeline 4819 Emperor Blvd Durham, North Carolina 27703	Contact: Erica Garrick Phone: 508-523-3415	Erica.Garrick@futuresinc.com	N
ValleyNewsEmployment 1350 21st Ave S, Fargo, ND 58103	Contact: Samantha Johnson Phone: 701-532-0976	sam@classifiedverticals.com	N
Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Force Game 5225 31st Ave S Fargo ND 58104	Contact: Whitney Baumgartner Phone: 701.356.7645	whitneyb@fargoforce.com	N
Hiring Flier	Handouts at Customer Experience Centers/Events		N

Midco TV Commercial	TV Commerical Midco airs	N
MN State Community and Technical College Job Fair 1900 28th Ave S, Moorhead, MN 56560	Contact: Sue Zurn Phone: 218-299-6512	sue.zurn@minnesota.edu N
Midwest Radio of Fargo-Moorhead 1020 S 25th St, Fargo, ND 58103	Contact: Roberto Quintero Phone: 701-297-5864	https://www.radiofmmedia.com/stations N
Internet Sources		
Craigslist https://craigslist.org/	Social Media - Internet Posting	N
Facebook https://www.facebook.com/	Social Media - Internet Posting	N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting	N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting	N
HireMNGrads https://hiregrads.com/	Internet Posting	N
Indeed https://www.indeed.com/	Internet Posting	N
LinkedIn https://www.linkedin.com/feed/	Internet Posting	N
Twitter https://twitter.com/	Internet Posting	N

Date	Initiative	Long Term Initiatives		Scope of Involvement	Personnel Involved
		Description			
10/1/2017 - on going	Advertising to target a wide range of candidates throughout the area	Midco has created a regional recruitment video featuring current employees and the community. (Field Tech & Customer Care Support Agent Videos)	Broad Outreach	Midco Production, Marketing and Recruiting	
10/1/2017 - on going	Advertising to target a wide range of candidates throughout the area	Midco has created a regional recruitment video featuring current employees and the community. (Midco TV Commercial)	Broad Outreach	Midco Production, Marketing and Recruiting	
10/1/2017 - on going	Advertising to target a wide range of candidates throughout the area	We advertise available positions with the state Job Service (through the Department of Labor).	Broad Outreach	Recruiting	
10/1/2017-on going	Career Progression Program for Technicians	This program provides career progression opportunities for Technicians to strengthen and expand their abilities in their field, and enables them to control their own career progression and wages. We partner with the National Cable Television Institute along with implementing our own in house curriculum	Supplemental Recruiting Efforts/Professional Development Opportunities	Field Technicians(all Levels), Business Techs (all levels),	
10/1/2017 - on going	FastStart Supervisor Training	Onboarding and training program for new managers at Midco via web-ex including an overview of employment laws, ADA, leaves and D&I statement	Compliance Training/ Professional Development Opportunities for Midco Leaders	Managers, Supervisors & HR Staff	
10/1/2017 - on going	F-M Area Contact Center Council	Share information with other contact center professionals to attract, retain, and grow contact center personnel within the Fargo-Moorhead area.	Broad Outreach and Professional Development Opportunities for Midco Leaders	Call Center professionals	
10/1/2017 - on going	Internship Programs	Offer hands-on experience and give students the skills to prepare for future employment. The program serves as an important resource in fostering long-term partnerships with educational institutions to help develop our future workforce. Interns worked in the following areas: Field Operations, Fargo(2) & Video Production	Broad Outreach	Managers and Supervisors, HR Professionals-Recruiting , Interns & Executive Leadership	
10/1/2017 - on going	Online advertising to target diverse candidates in North Dakota, South Dakota, Kansas, Minnesota and Wisconsin	An annual membership is maintained with LocalJobNetwork. All positions are posted through the LocalJobNetwork to diversity sites, disability sites, military network sites, state and federal sites,global sites, college networks and many other employment site. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level	Broad Outreach, Females, Minorities, Veterans, IWD	LocalJobNetwork agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.SouthDakotaJobNetwork.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)	
10/1/2017 - on going	Sponsorship & Support of local events	Sponsor and attend local events in the community, influencing a wide range of candidates throughout our regions. Share information with other professionals to attract, retain, and grow personnel within the perspective area	Broad Outreach and Professional Development Opportunities for Midco Leaders	Midco Leadership & Staff	
10/1/2017 - on going	Women in Cable Telecommunications (WICT)	Membership and participation in this organization which offers training, networking opportunities, and job resources for individuals within the Cable Telecommunications industry	Supplemental Recruiting Efforts/Professional Development Opportunities	Midco Leadership & Staff	
10/1/2017- on going	Workplace Harassment Prevention Training	Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination	Compliance Training	Midco Leadership & All of Staff	
2/1/2018	HERE Job Fair	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Recruiting & Hiring Managers	
2/22/2018	NDSOS	Shared information with students about internships, company, how to apply, etc	General Recruiting	Recruiting & Hiring Managers	
3/7/2018	MN State Community & Technical College Job Fair/Moorhead Campus	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Recruiting & Hiring Managers	
4/13/2018	Spring Job Fair/Grand Forks	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Hiring Managers	
4/16/2018	ValleyNewsLive Employee Spotlight	Shared information about open positions, career site, how to apply, company paid benefits, etc	General Recruiting	Recruiting & Hiring Manager	
9/7/2018	NDSU Meeting with Recruiting	Met with College representatives to discuss possible partnership between college and Midco. Discussed areas of alignment between degrees offered and potential opportunities for partnership between NDSU and Midco.	General Recruiting	Recruiting	
9/26/2017	NDSU Engineering and Tech Expo	2019 Summer Internship Shared information about open positions, upcoming internships career site, how to apply, company paid benefits, etc	General Recruiting	Recruiting	