

EEO Public File Report
Midcontinent Communications -- Fargo, ND
October 1, 2019--September 30,2020
Full-Time Positions Filled

| Req | Posting Title | Positions Filled | Recruitment Sources | Interviewed | Hired |
|--------------------------|------------------------------|------------------|---|-------------|-------|
| RESID04396 | Residential Sales Associate | 1 | Better Fargo Jobs | - | - |
| | | | CareerBuilder | 1 | - |
| | | | Current Employee | 1 | - |
| | | | eBenefits - Dept of Veteran Affairs | - | - |
| | | | Ebridge - Chamber of Commerce | - | - |
| | | | Helpwanted.com | - | - |
| | | | Indeed | 1 | 1 |
| | | | JobsHQ | - | - |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | | Midco Website | 2 | - |
| | | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | | Referred by Current Employee | - | - |
| | | | Referred by Friend or Family | - | - |
| | | | TeamND | - | - |
| FIELD04720 FIELD04815 | Field Technician - Fargo, ND | 8 | Better Fargo Jobs | - | - |
| | | | Billboard | - | - |
| | | | BismanOnline | - | - |
| | | | Current Employee | 1 | 1 |
| | | | eBenefits - Dept of Veteran Affairs | - | - |
| | | | ExperienceND | - | - |
| | | | Facebook | 1 | - |
| | | | Glassdoor | 1 | - |
| | | | Handshake College Consortium | - | - |
| | | | Helpwanted.com | - | - |
| | | | HireMNGrads | - | - |
| | | | Indeed | 8 | 3 |
| | | | JobsHQ | - | - |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| Midco Email | 1 | 1 | | | |

| | | | | |
|---|---|---|---|---|
| | | Midco Website | 6 | 2 |
| | | Mitchell Technical Institute | - | - |
| | | MN State Community & Technical College | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | 1 | - |
| | | NDSCS-North Dakota State College of Science | - | - |
| | | TeamND | - | - |
| | | Referred by Current Employee | 7 | 1 |
| | | Referred by Friend or Family | 1 | - |
| | | ZipRecruiter | 1 | - |
| | | | | |
| ADVER04799 Advertising Sales Consultant - Fargo, ND | 1 | Better Fargo Jobs | - | - |
| | | CareerBuilder | - | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Ebridge - Chamber of Commerce | - | - |
| | | ExperienceND | - | - |
| | | Facebook | - | - |
| | | Glassdoor | 1 | - |
| | | Handshake College Consortium | - | - |
| | | Helpwanted.com | - | - |
| | | HireMNGrads | - | - |
| | | Indeed | 4 | - |
| | | JobsHQ | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | LinkedIn | - | - |
| | | Midco TV Commercial | 1 | - |
| | | Midco Website | 1 | 1 |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | NDSCS-North Dakota State College of Science | - | - |
| | | NDSU - North Dakota State University | - | - |
| | | Referred by Current Employee | - | - |
| | | Referred by Friend or Family | - | - |
| | | TeamND | - | - |
| | | | | |
| CUSTO03792 Customer Care Support Expert | 8 | Better Fargo Jobs | - | - |
| | | Billboard | - | - |
| | | CareerBuilder | 1 | - |

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|------------|--|---|----|---|
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | ExperienceND | - | - |
| | | Facebook | 1 | - |
| | | Glassdoor | 1 | - |
| | | Handshake College Consortium | - | - |
| | | Helpwanted.com | - | - |
| | | HireMNGrads | - | - |
| | | Indeed | 14 | 5 |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Website | 8 | 2 |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | NDSU - North Dakota State University | - | - |
| | | Referred by Current Employee | 5 | 1 |
| | | Referred by Friend or Family | - | - |
| | | TeamND | - | - |
| | | | | |
| CUSTO04821 | Customer Care Support Expert - Fargo, ND | 8 | | |
| | | Better Fargo Jobs | 1 | 1 |
| | | Billboard | - | - |
| | | CareerBuilder | 1 | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Ebridge - Chamber of Commerce | - | - |
| | | ExperienceND | - | - |
| | | Glassdoor | 1 | 1 |
| | | Facebook | 2 | 1 |
| | | Handshake College Consortium | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 5 | 1 |
| | | JobsHQ | 1 | 1 |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Billing Statement | - | - |
| | | Midco Email | 1 | - |
| | | Midco TV Commercial | - | - |
| | | Midco Website | 3 | 1 |
| | | ND Workforce Connection (Job Service of North Dakota) | 1 | - |

| | | | | | |
|------------|--|--------------------------------------|---|---|---|
| | | NDSU - North Dakota State University | - | - | |
| | | Referred by Current Employee | 1 | 1 | |
| | | Referred by Friend or Family | 1 | 1 | |
| | | TeamND | - | - | |
| | | | | | |
| CUSTO04867 | Customer Care Support Expert - Fargo, ND | 4 | Better Fargo Jobs | 1 | - |
| | | | Billboard | - | - |
| | | | eBenefits - Dept of Veteran Affairs | - | - |
| | | | Ebridge - Chamber of Commerce | - | - |
| | | | ExperienceND | - | - |
| | | | Facebook | 1 | - |
| | | | Helpwanted.com | - | - |
| | | | Indeed | 8 | 3 |
| | | | JobsHQ | 1 | - |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | | Midco Billing Statement | - | - |
| | | | Midco Email | - | - |
| | | | Midco TV Commercial | - | - |
| | | | Midco Website | 1 | - |
| | | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | | NDSU - North Dakota State University | - | - |
| | | | Referred by Current Employee | 3 | - |
| | | | Referred by Friend or Family | 1 | 1 |
| | | | TeamND | - | - |
| | | | | | |
| FIELD04811 | Field Technician I - Grafton | 1 | BismanOnline | - | - |
| | | | CareerBuilder | - | - |
| | | | eBenefits - Dept of Veteran Affairs | - | - |
| | | | ExperienceND | - | - |
| | | | Facebook | 2 | 1 |
| | | | Handshake College Consortium | - | - |
| | | | Helpwanted.com | - | - |
| | | | HireMNGrads | - | - |
| | | | Indeed | - | - |

| | | | | | |
|------------|------------------|---|---|----|---|
| | | JobsHQ | - | - | |
| | | Keloland/VNL/KXNET Employment | - | - | |
| | | Midco Billing Statement | - | - | |
| | | Midco Website | - | - | |
| | | Mitchell Technical Institute | - | - | |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - | |
| | | Northland Community & Tech College | - | - | |
| | | Referred by Current Employee | - | - | |
| | | Referred by Friend or Family | - | - | |
| | | TeamND | - | - | |
| | | Walsh County Recorder | - | - | |
| | | | | | |
| FIELD04800 | Field Technician | 6 | Billboard | 1 | - |
| | | | BismanOnline | - | - |
| | | | CareerBuilder | 1 | - |
| | | | Current Employee | 1 | 1 |
| | | | eBenefits - Dept of Veteran Affairs | - | - |
| | | | ExperienceND | - | - |
| | | | Facebook | 1 | - |
| | | | Glassdoor | 1 | 1 |
| | | | Handshake College Consortium | - | - |
| | | | Helpwanted.com | - | - |
| | | | HireMNGrads | - | - |
| | | | Indeed | 11 | 2 |
| | | | JobsHQ | - | - |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LinkedIn | 1 | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | 1 | - |
| | | | Midco Billing Statement | - | - |
| | | | Midco TV Commercial | 1 | 1 |
| | | | Midco Website | 6 | 1 |
| | | | Mitchell Technical Institute | - | - |
| | | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | | Northland Community & Tech College | - | - |

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|---|---|---|---|---|
| | | Referred by Current Employee | 7 | - |
| | | Referred by Friend or Family | - | - |
| | | TeamND | - | - |
| | | | | |
| VIDEO005013 Videographer/Producer | 1 | Better Fargo Jobs | - | - |
| | | BismanOnline | - | - |
| | | Current Employee | 1 | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Ebridge - Chamber of Commerce | - | - |
| | | ExperienceND | - | - |
| | | Handshake College Consortium | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 3 | - |
| | | JobsHQ | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LinkedIn | 1 | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Website | 1 | - |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Referred by Current Employee | 1 | 1 |
| | | Referred by Friend or Family | - | - |
| | | TeamND | - | - |
| | | TVJobs | 1 | - |
| | | Twitter | 1 | - |
| | | | | |
| CUSTO05026 Customer Care Support Expert - Fargo, ND | 8 | Better Fargo Jobs | 1 | - |
| | | Billboard | - | - |
| | | BismanOnline | - | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Ebridge - Chamber of Commerce | - | - |
| | | ExperienceND | - | - |
| | | Facebook | 2 | 1 |
| | | Handshake College Consortium | 1 | 1 |

| | | | | |
|--|---|---|---|---|
| | | Helpwanted.com | - | - |
| | | Indeed | 2 | - |
| | | JobsHQ | 1 | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LinkedIn | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Billing Statement | - | - |
| | | Midco Email | - | - |
| | | Midco TV Commercial | - | - |
| | | Midco Web Banner | - | - |
| | | Midco Website | 3 | 1 |
| | | Midwest Radio of Fargo-Moorhead | 5 | 2 |
| | | MN State Career Hub College Consortium | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | NDSCS-North Dakota State College of Science | - | - |
| | | NDSU - North Dakota State University | - | - |
| | | Northland Community & Tech College | - | - |
| | | Referred by Current Employee | 5 | 2 |
| | | Referred by Friend or Family | 2 | 1 |
| | | TeamND | - | - |
| | | ZipRecruiter | 1 | - |
| | | | | |
| ADVER04942 Advertising Account Executive - Fargo, ND | 1 | Better Fargo Jobs | - | - |
| | | BismanOnline | - | - |
| | | CareerBuilder | - | - |
| | | Current Employee | - | - |
| | | Ebridge - Chamber of Commerce | - | - |
| | | ExperienceND | - | - |
| | | Handshake College Consortium | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 2 | 1 |
| | | JobsHQ | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |

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|---|---|---|---|---|
| | | Midco Website | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Referred by Current Employee | - | - |
| | | Referred by Friend or Family | - | - |
| | | TeamND | - | - |
| | | | | |
| SENIO04874 Senior IT Specialist | 1 | BismanOnline | - | - |
| | | CareerBuilder | - | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | ExperienceND | - | - |
| | | Glassdoor | 2 | - |
| | | Handshake College Consortium | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 2 | 1 |
| | | JobsHQ | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Website | - | - |
| | | Minnesota Works (Job Service of MN) | - | - |
| | | MN State Career Hub College Consortium | - | - |
| | | NDSU - North Dakota State University | - | - |
| | | Northland Community & Tech College | - | - |
| | | Referred by Current Employee | - | - |
| | | Referred by Friend or Family | - | - |
| | | TeamND | - | - |
| | | ZipRecruiter | 1 | - |
| | | | | |
| DATAC04990 Data Center Operations Associate | 1 | Better Fargo Jobs | - | - |
| | | BismanOnline | - | - |
| | | Current Employee | 2 | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Ebridge - Chamber of Commerce | - | - |
| | | ExperienceND | - | - |

| | | | | |
|------------|--|---|----|---|
| | | Handshake College Consortium | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 2 | - |
| | | JobsHQ | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LinkedIn | 2 | 1 |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | 1 | - |
| | | Midco Website | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Referred by Current Employee | - | - |
| | | Referred by Friend or Family | - | - |
| | | TeamND | - | - |
| | | | | |
| CUSTO04923 | Customer Care Support Expert - Fargo, ND | 24 | | |
| | | Better Fargo Jobs | - | - |
| | | Billboard | - | - |
| | | BismanOnline | - | - |
| | | CareerBuilder | 1 | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Ebridge - Chamber of Commerce | - | - |
| | | ExperienceND | - | - |
| | | Facebook | 2 | - |
| | | Glassdoor | 1 | - |
| | | Helpwanted.com | - | - |
| | | Indeed | 18 | 8 |
| | | JobsHQ | 1 | 1 |
| | | Keloland/VNL/KXNET Employment | 2 | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | 1 | - |
| | | Midco TV Commercial | 2 | 1 |
| | | Midco Website | 12 | 4 |
| | | Midwest Radio of Fargo-Moorhead | 2 | 1 |
| | | ND Workforce Connection (Job Service of North Dakota) | 5 | 2 |
| | | Referred by Current Employee | 10 | 5 |
| | | Referred by Friend or Family | 3 | 1 |

| | | | | | |
|------------|------------------------------------|--------------|---|----|---|
| | | TeamND | - | - | |
| | | ZipRecruiter | 1 | 1 | |
| | | | | | |
| FIELD04824 | Field Technician - Grand Forks, ND | 6 | Craigslist | 1 | - |
| | | | Current Employee | - | - |
| | | | eBenefits - Dept of Veteran Affairs | - | - |
| | | | Facebook | 2 | - |
| | | | Glassdoor | 1 | - |
| | | | Helpwanted.com | - | - |
| | | | Indeed | 8 | 3 |
| | | | JobsHQ | - | - |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LinkedIn | - | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | | Midco Billing Statement | 3 | - |
| | | | Midco TV Commercial | - | - |
| | | | Midco Web Banner | - | - |
| | | | Midco Website | 5 | 2 |
| | | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | | Referred by Current Employee | 3 | 1 |
| | | | Referred by Friend or Family | 1 | - |
| | | | TeamND | - | - |
| | | | Twitter | - | - |
| | | | | | |
| FIELD04883 | Field Technician - Fargo, ND | 6 | Billboard | - | - |
| | | | Current Employee | - | - |
| | | | eBenefits - Dept of Veteran Affairs | - | - |
| | | | Facebook | - | - |
| | | | Helpwanted.com | - | - |
| | | | Indeed | 14 | 3 |
| | | | Keloland/VNL/KXNET Employment | - | - |
| | | | LocalJobNetwork(KS,MN,ND,SD, WI) | 1 | - |
| | | | Midco Billing Statement | - | - |
| | | | Midco Website | 8 | 2 |

| | | | | |
|--|---|---|---|---|
| | | ND Workforce Connection (Job Service of North Dakota) | 2 | - |
| | | Referred by Current Employee | 3 | 1 |
| | | Referred by Friend or Family | - | - |
| | | | | |
| ADVAN04987 Advanced Market Account Executive | 1 | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Website | 1 | 1 |
| | | ND Workforce Connection (Job Service of North Dakota) | - | - |
| | | Referred by Current Employee | - | - |
| | | Referred by Friend or Family | - | - |
| | | | | |
| FIELD05088 Field Technician I | 1 | Better Fargo Jobs | - | - |
| | | Current Employee | - | - |
| | | eBenefits - Dept of Veteran Affairs | - | - |
| | | ExperienceND | - | - |
| | | Handshake College Consortium | - | - |
| | | Helpwanted.com | - | - |
| | | Indeed | - | - |
| | | JobsHQ | - | - |
| | | Keloland/VNL/KXNET Employment | - | - |
| | | LocalJobNetwork(KS,MN,ND,SD, WI) | - | - |
| | | Midco Website | - | - |
| | | ND Workforce Connection (Job Service of North Dakota) | 1 | 1 |
| | | Referred by Current Employee | 1 | - |
| | | Referred by Friend or Family | - | - |
| | | TeamND | - | - |

| Recruitment Source | Contact | Email | Entitled to |
|---|---|----------------------------------|-------------|
| 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 | | | |
| 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@bisanonline.com | N |
| CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001 | Contact: Sarah Jaworski Phone: 773-527-1115 | sarah.jaworski@careerbuilder.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 |
| eBridge-Fargo Chamber of Commerce 202 First Ave N, Moorhead, MN 56560 | Contact: Tracey Powell Phone: 218-233-1100 | info@fmwfcchamber.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 |
| Keloland/VNL/KXNET Employment 501 S Phillips Ave, Sioux Falls, SD 57104 | Contact: Sam Johnson Phone: 605-334-4327 | sam@classifiedverticals.com | N |

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| MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187 | Contact: Neng Lee Phone: 763-536-6000 | neng-lee@state-mn-us | 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 Community & 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 & Technical College 1101 MN-1, Thief River Falls, MN 56701 | Contact: Lynn Phone: 218-683-8555 | career.center@northlandcollege.edu | N |
| TeamND 1200 S. Jay St Aberdeen, SD 57401 | Contact: Jay Meier Phone: 701-224-5666 | www.teamnd.org | N |
| TVJobs.com P.O. Box 4116 Oceanside, CA 92052 | Contact: admin@tvjobs-com Phone: 800-374-0119 | admin@tvjobs.com | N |
| Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs) | | | |
| Billboard Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Grand Forks, ND 58201 | Contact: Bill Kvasager Phone: (701) 746-5436 | billk@newmanoutdoor.com | 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 Banner | Digital banner Midco marketing creates | | 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 |
| Walsh County Recorder 402 Hill Avenue, Grafton, ND 58237 | Contact: Brian LeClerc Phone: 701-352-0640 | brianl@wcrecord.com | N |
| Internet Sources | | | |
| Craigslist https://craigslist.org/ | Social Media - Internet Posting | | N |

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|--|---------------------------------|----------|
| 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 |
| LinkedIn https://www.linkedin.com/feed/ | Internet Posting | N |
| MN State Career Hub College Consortium https://www.collegecentral.com/msch/ | Internet Posting | N |
| Twitter https://twitter.com/ | Internet Posting | N |
| ZipRecruiter https://ziprecruiter.com/ | Internet Posting | N |

| Long Term Initiatives | | | | |
|-----------------------|--|---|--|--|
| Date | Initiative | Description | Scope of Involvement | Personnel Involved |
| 10/1/2019 - 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 |
| 10/1/2019 - 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 | Field Technicians(all Levels) |
| 10/1/2019 - on going | FastStart Supervisor 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. | Professional Development Opportunities | Business Techs (all levels) |
| | | | Compliance Training/ Professional Development | Erin Shaw |
| | | | Opportunities for Midco Leaders | Alex Loberg |
| | | | | Matt Thompson |
| | | | | HR Staff |
| 10/1/2019 - 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. The interns worked in the following area: Midco Sport Network. | Broad Outreach | Jacob Tensen |
| | | | | Aimee York |
| | | | | Mike Derman |
| | | | | Greg Enkers |
| | | | | Alicia Hartke |
| 10/1/2019 - 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 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://isd.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 & All of Staff |
| 10/29/19 | American Crystal FM Radio Media Job Fair | Shared information about open positions, upcoming internships career site, how to apply, company paid benefits, etc | General Recruiting Board Outreach | Jess Costello |
| 02/19/20 | Minnesota State Community & Tech College Moorhead Spring 2020 Career Fair | Shared information about open positions, upcoming internships career site, how to apply, company paid benefits, etc | General Recruiting Board Outreach | Greg Enkers |
| 03/02/20 | YWCA Cass Clay Women's Job Fair | Shared information about open positions, upcoming internships career site, how to apply, company paid benefits, etc | General Recruiting Board Outreach | Jody Norstedt |
| 9/17/2020 | NDSU Business Studies Virtual Career Fair | Shared information about open positions, upcoming internships career site, how to apply, company paid benefits, etc | College Recruiting | Erin Shaw |
| | | | | Ashley Goebel |
| 9/24/2020 | NDSU IT & Computer Science Virtual Career Fair | Shared information about open positions, upcoming internships career site, how to apply, company paid benefits, etc | College Recruiting | Jess Costello |
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