

EEO Public File Report
 Midcontinent Communications -- Isanti
 October 1, 2020-September 30,2021

Full-Time Positions Filled

Req	Posting Title	Positions		Recruitment Sources	Interviewed	Hired
		Filled				
CENTR05007	Central Construction Coordinator	3	CTAM: Cable & Telecommunications Association for Market	-	-	
			Current Employee	2	2	
			eBenefits - Dept of Veteran Affairs	-	-	
			Facebook	-	-	
			Helpwanted.com	-	-	
			Indeed	-	-	
			Keloland/VNL/KXNET Employment	-	-	
			LinkedIn	1	-	
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-	
			Midco Website	5	1	
			MinnesotaWorks (Job Service of Minnesota)	-	-	
			NCTA	-	-	
			Referred by Current Employee	-	-	
			Referred by Friend or Family	-	-	
			SCTE	-	-	
Midco Web Banners	-	-				
Women in Cable Telecommunications	-	-				
CENTR05237	Central Construction Fiber Optic Tech I	2	Current Employee	1	1	
			eBenefits - Dept of Veteran Affairs	-	-	
			Glassdoor	-	-	
			Helpwanted.com	-	-	
			Indeed	-	-	
			Keloland/VNL/KXNET Employment	-	-	
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-	
			Midco Email	1	-	
			Midco Website	1	1	
			MinnesotaWorks (Job Service of Minnesota)	-	-	
			Referred by Current Employee	-	-	
			Referred by Friend or Family	-	-	
ZipRecruiter	-	-				
CENTR05247	Centr Constr Project Mgr	2	Current Employee	1	1	
			eBenefits - Dept of Veteran Affairs	-	-	
			Glassdoor	-	-	
			Helpwanted.com	-	-	

		Indeed	1	1
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		ND Workforce Connection (Job Service of North Dakota)	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		SDWORKS (Job Service of South Dakota)	-	-
		ZipRecruiter	-	-
FIELD05090	Field Technician I	2		
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	1	-
		Helpwanted.com	-	-
		Indeed	11	1
		Keloland/VNL/KXNET Employment	-	-
		LinkedIn	1	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Billing Statement	1	-
		Midco TV Commercial	2	-
		Midco Website	1	-
		Midco Web Banners	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Forest Lake Times	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	1	-
		Womenforhire.com	-	-
		ZipRecruiter	1	1
FIELD05101	Field Technician I	2		
		CareerBuilder	1	-
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	2	-
		Helpwanted.com	-	-
		Indeed	-	-
		Keloland/VNL/KXNET Employment	4	-
		LinkedIn	1	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-

			Midco Billing Statement	1	-
			Midco Email	2	-
			Midco Website	1	1
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Sherburne County Citizen	-	-
			Scotsman	-	-
			Star News	-	-
			Referred by Current Employee	2	1
			Referred by Friend or Family	1	-
			Twitter	1	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Womenforhire.com	-	-
			ZipRecruiter	1	-
FIELD05105	Field Technician I	1	CareerBuilder	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	1
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			Anoka County Union Herald	-	-
			Anoka County Union Herald	-	-
			County News Review	-	-
			Isanti-Chisago County Star	-	-
			Scotsman	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	1	-
			Midco TV Commercial	-	-
			Womenforhire.com	-	-
FIELD05164	Field Technician I	1	Anoka - Ramsey College	-	-
			Current Employee	-	-

		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	-	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	2	-
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Email	1	1
		Midco TV Commercial	-	-
		Midco Web Banners	-	-
		Midco Website	3	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Referred by Current Employee	2	-
		Referred by Friend or Family	-	-
		Womenforhire.com	-	-
		ZipRecruiter	-	-
FIELD05191	Field Technician I	2 Anoka - Ramsey College	-	-
		CareerBuilder	-	-
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	1	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	1	-
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Billing Statement	-	-
		Midco Email	3	1
		Midco TV Commercial	-	-
		Midco Web Banners	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Referred by Current Employee	1	1
		Referred by Friend or Family	-	-
		Womenforhire.com	-	-
		ZipRecruiter	-	-

FIELD05192	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	5	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	-
			Midco Billing Statement	-	-
			Midco Web Banners	1	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			Midco TV Commercial	-	-
			ZipRecruiter	-	-
FIELD05194	Field Technician I	2	eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	5	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	3	1
			Midco Website	3	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	2	1
			Referred by Friend or Family	1	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			ZipRecruiter	-	-
FIELD05228	Field Technician I	1	Bemidji Chamber of Commerce	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	2	-

			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	1	1
			ZipRecruiter	-	-
FIELD05313	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	3	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Billing Statement	1	-
			Midco Email	-	-
			Midco TV Commercial	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
RESID05250	Residential Sales Associate	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-

		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		ZipRecruiter	-	-
FIELD05240	Field Technician I	1 Anoka - Ramsey College	-	-
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	-	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	2	-
		Keloland/VNL/KXNET Employment	-	-
		LinkedIn	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Billing Statement	-	-
		Midco Email	2	1
		Midco TV Commercial	-	-
		Midco Web Banners	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Referred by Current Employee	1	-
		Referred by Friend or Family	1	-
		ZipRecruiter	-	-
FIELD05232	Field Technician I	1 Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	-	-
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Website	1	1
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Referred by Current Employee	-	-

CUSTO05061	Customer Experience Center Representative	1	Referred by Friend or Family	-	-
			ZipRecruiter	-	-
			Bemidji Chamber of Commerce	-	-
			Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Handshake College Consortium	-	-
			Helpwanted.com	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	1	-
			MinnesotaWorks (Job Service of Minnesota)	1	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	1	-
Womenforhire.com	-	-			
FIELD05100	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Billing Statement	-	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			Patriot News	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	-	-
			Sherburne County Citizen	-	-
Womenforhire.com	-	-			
FIELD05117	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Glassdoor	-	-
				-	-

			Helpwanted.com	-	-
			Indeed	3	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Billing Statement	-	-
			Midco Web Banners	1	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			County News Review	-	-
			Kannabec County Times	-	-
			Mora Advertiser	-	-
			Pine City Pioneer	-	-
			Scotsman	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Womenforhire.com	-	-
			ZipRecruiter	-	-
FIELD05126	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Job Center of Wisconsin (Job Service of Wisconsin)	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Website	-	-
			Referred by Current Employee	1	1
			Referred by Friend or Family	-	-
			Womenforhire.com	-	-
			ZipRecruiter	1	-
FIELD05127	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Glassdoor	1	-
			Helpwanted.com	-	-
			Indeed	2	1

		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Referred by Current Employee	1	-
		Referred by Friend or Family	-	-
		Womenforhire.com	-	-
		ZipRecruiter	-	-
INVEN05096	Inventory Specialist I	1 Current Employee	1	-
		eBenefits - Dept of Veteran Affairs	-	-
		Helpwanted.com	-	-
		Indeed	-	-
		Keloland/VNL/KXNET Employment	-	-
		LinkedIn	1	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Website	2	1
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		Womenforhire.com	-	-
RESID05054	Residential Sales Associate	2 CareerBuilder	2	-
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	-	-
		Helpwanted.com	-	-
		Indeed	1	1
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Website	1	1
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		Midco TV Commercial	-	-
		Midco Web Banners	-	-
		Womenforhire.com	-	-
FIELD05065	Field Technician I	1 Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	-	-

		Helpwanted.com	-	-
		Indeed	4	-
		Keloland/VNL/KXNET Employment	-	-
		LinkedIn	2	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco TV Commercial	-	-
		Midco Web Banners	-	-
		Midco Website	2	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Patriot News	-	-
		Referred by Current Employee	2	1
		Referred by Friend or Family	-	-
		Womenforhire.com	-	-
FIELD05084	Field Service Supervisor	1 Bemidji Chamber of Commerce	-	-
		Bemidji Pioneer	-	-
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Ely Echo	-	-
		Facebook	-	-
		Helpwanted.com	-	-
		Indeed	-	-
		International Falls Area Chamber of Commerce	-	-
		International Falls Journal	-	-
		Keloland/VNL/KXNET Employment	-	-
		LinkedIn	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Billing Statement	-	-
		Midco Web Banners	-	-
		Midco Website	1	1
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		Womenforhire.com	-	-
FLEET05082	Fleet Operations Manager	1 Current Employee	4	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	1	-
		Glassdoor	1	-
		Helpwanted.com	-	-

		Indeed	2	-
		KANSASWORKS (Job Service of Kansas)	-	-
		Keloland/VNL/KXNET Employment	-	-
		LinkedIn	4	1
		LocalJobNetwork(KS,MN,ND,SD,WI)	1	-
		Midco Email	2	-
		Midco Website	3	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Mitchell Technical Institute	-	-
		ND Workforce Connection (Job Service of North Dakota)	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		SDACCC	-	-
		SDWORKS (Job Service of South Dakota)	-	-
		Womenforhire.com	-	-
		ZipRecruiter	2	-
CUSTO05337	Sales & Service Associate	2		
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	1	1
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	2	1
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco Website	1	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Referred by Current Employee	1	-
		Referred by Friend or Family	-	-
		ZipRecruiter	-	-
FIELD05334	Field Technician I	2		
		Craigslist	1	-
		Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	1	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	3	1
		Keloland/VNL/KXNET Employment	-	-

			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	-
			Midco Email	-	-
			Midco Web Banners	-	-
			Midco Website	2	1
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	2	-
			Referred by Friend or Family	-	-
			Midco TV Commercial	-	-
			ZipRecruiter	-	-
FIELD05357	Field Technician I	1	Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	2	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco TV Commercial	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	1	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05369	Field Technician I	2	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	2	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	1	-
			Midco TV Commercial	-	-

		Midco Web Banners	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		Snapchat	-	-
		Twitter	-	-
		ZipRecruiter	-	-
FIELD05382	Field Technician I	1 Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	-	-
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		MN State Career Hub College Consortium	-	-
		Midco Website	1	1
		MinnesotaWorks (Job Service of Minnesota)	-	-
		Referred by Current Employee	-	-
		Referred by Friend or Family	-	-
		ZipRecruiter	-	-
FIELD05445	Field Technician I	1 Current Employee	-	-
		eBenefits - Dept of Veteran Affairs	-	-
		Facebook	-	-
		Glassdoor	-	-
		Helpwanted.com	-	-
		Indeed	3	1
		Keloland/VNL/KXNET Employment	-	-
		LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
		Midco TV Commercial	-	-
		Midco Web Banners	-	-
		Midco Website	-	-
		MinnesotaWorks (Job Service of Minnesota)	-	-
		MN State Career Hub College Consortium	-	-
		Referred by Current Employee	1	-
		Referred by Friend or Family	-	-
		Twitter	-	-

FIELD05312	Field Technician I		ZipRecruiter	-	-
		2	Current Employee	1	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	9	-
			Glassdoor	2	-
			Helpwanted.com	-	-
			Indeed	8	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Billing Statement	-	-
			Midco Email	7	-
			Midco TV Commercial	-	-
			Midco Web Banners	1	-
			Midco Website	11	-
			MinnesotaWorks (Job Service of Minnesota)	1	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	7	2
			Referred by Friend or Family	1	-
			ZipRecruiter	1	-
FIELD05333	Field Technician I	2	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	2	2
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	4	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Email	-	-
			Midco Web Banners	-	-
			Midco TV Commercial	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-

FIELD05353	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	-	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	1	1
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco TV Commercial	-	-
			Midco Web Banners	1	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
FIELD05356	Field Technician I	2	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	-
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	1	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	1	1
			Midco Web Banners	-	-
			Midco TV Commercial	-	-
			Midco Website	1	1
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	2	-
			Referred by Friend or Family	-	-
			ZipRecruiter	-	-
			FIELD05358	Field Technician I	2
eBenefits - Dept of Veteran Affairs	-	-			
Facebook	1	-			
Glassdoor	-	-			
Helpwanted.com	-	-			

			Indeed	3	1
			Keloland/VNL/KXNET Employment	-	-
			LinkedIn	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Web Banners	-	-
			Midco TV Commercial	-	-
			Midco Website	2	1
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	1	-
			Referred by Friend or Family	1	-
			ZipRecruiter	-	-
FIELD05423	Field Technician I	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	2	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco TV Commercial	-	-
			Midco Web Banners	-	-
			Midco Website	-	-
			MinnesotaWorks (Job Service of Minnesota)	-	-
			MN State Career Hub College Consortium	-	-
			Referred by Current Employee	-	-
			Referred by Friend or Family	-	-
			ZipRecruiter	1	-
MAINT05388	Maintenance Tech I, II or III	1	Current Employee	-	-
			eBenefits - Dept of Veteran Affairs	-	-
			Facebook	1	1
			Glassdoor	-	-
			Helpwanted.com	-	-
			Indeed	-	-
			Keloland/VNL/KXNET Employment	-	-
			LocalJobNetwork(KS,MN,ND,SD,WI)	-	-
			Midco Web Banners	-	-
			Midco Website	-	-

	MinnesotaWorks (Job Service of Minnesota)	-	-
	MN State Career Hub College Consortium	-	-
	Referred by Current Employee	-	-
	Referred by Friend or Family	-	-
	Twitter	-	-
	ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for 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
MinnesotaWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend of Family		N
Recruitment Sources for Specific Vacancies			
Anoka - Ramsey College 300 Spirit River Drive South, Cambridge, MN 55008-5704	Contact: Sergio Aguilar Phone: 763-433-1346	http://www.anokaramsey.edu/	N
Bemidji Chamber of Commerce 102 1st Street West, Bemidji, MN 56601	Contact: chamber@paulbunyan.net Phone: 218-444-3541	https://www.bemidji.org/	N
CareerBuilder 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Sarah Jaworski Phone: 773-527-1115	sarah.jaworski@careerbuilder.com	N
CTAM: Cable & Telecommunications Association for Market 120 Waterfront Street, Suite 200, National Harbor, MD 20745	Contact: Ryan Powers Phone: 301-485-8900	info@ctam.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
International Falls Area Chamber of Commerce 301 2nd Ave, International Falls, MN 56649	Contact: Tricia Heibel Phone: 218-283-9400	tricia@intlfalls.org	N
Job Center of Wisconsin (Job Service of Wisconsin) 221 W Madison St # 140B, Eau Claire, WI 54703	jobcenterofwisconsin@dwd.wisconsin.gov Phone: 715-858-9675	https://jobcenterofwisconsin.com/	N
KANSASWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	N
Keloland/VNL/KXNET Employment 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Sam Johnson Phone: 701-532-0976	sam@classifiedverticals-com	N
Mitchell Technical Institute	Contact: Janet Greenway	janet.greenway@mitchelltech.edu	N

1800 E Spruce St, Mitchell, SD 57301	Phone: 605-995-7194		
NCTA 25 Massachusetts Avenue, NW - Suite 100, Washington, DC 20001	Contact: info@ncta.com Phone: 202-222-2300	https://www.ncta.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
SCTE - Society of Cable Telecommunications Engineers 140 Philips Road Exton, PA 19341	Contact: Tony Werner Phone: 610-884-7237	http://www.scte.org/	N
SDACCC (SD Association College Career Center) College Consortium	Contact: Heather Johnson Phone: 605-677-5381	http://www.myinterfase.com/SDACCC/employer/	N
SDWORKS (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
Women in Cable Telecommunications 2000 K St. NW Suite 350 Washington, DC 20006	Contact: Katherine Martin Phone: 866-964-2765 Ext- 2717	katherin.martin@boxwoodtech.com	N
WomenforHire Address: 155 West 72 nd Street, Suite 403, New York, NY 10023	Contact: Alexa Adair Phone: 212.290.2600	Email: alexa@toryjohnson.com	N
	Media Sources(Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)		
Anoka County Union Herald 4101 Coon Rapids Blvd., PO Box 99, Coon Rapids MN 55433	Contact: http://abcnewspapers.com/contact-us/ Phone: 763-691-6001	http://abcnewspapers.com/	N
Bemidji Pioneer 802 Paul Bunyan Drive South Suite #19, Bemidji, MN 56601	Contact: service@bemidjipioneer.com Phone: 218-333-9200	https://www.bemidjipioneer.com/	N
County News Review 234 S. Main.,Cambridge, MN 55008-1643	Contact: http://isanticountynews.com/contact/ Phone: 763-689-1981	www.isanticountynews.com	N
Ely Echo 15 E Chapman St, Ely, MN 55731	Contact: Lisa Vidal Phone: 218-365-3141	https://www.elyecho.com/	N
Forest Lake Times 146 N Lake St Suite 125, Forest Lake, MN 55025	Contact: Terri Darsow Phone: 763-712-2462	terri.darsow@ecm-inc.com	N
International Falls Journal 1602 Highway 11-71. International Falls MN 56649	Contact: Kami Kostiuk: Phone: 218-285-7411	https://www.ifallsjournal.com/	N
Isanti-Chisago County Star 930 South Cleveland, Cambridge, MN 55008	Contact: editor@countystar.com Phone: 763-689-1181	http://isanti-chisagocountystar.com	N
Kannabec County Times 107 S. Park St. , Mora, MN 55051.	Contact: editor@moraminn.com Phone: 320-225-5128	https://www.moraminn.com/	N
Mora Advertiser 107 S. Park St. , Mora, MN 55051.	Contact: editor@moraminn.com Phone: 320-225-5128	https://www.moraminn.com/	N

Patriot News 14054 Bank St, Becker, MN 55308	Contact: sales.carol@patriotnewsmn.com Phone: 763-261-5880	https://patriotnewsmn.com/	N
Pine City Pioneer 405 2nd Avenue SE, Pine City, MN 55063	Contact: ads@pinecitymn.com Phone: 320-629-6771	https://www.pinecountynews.com/site/contact.html	N
Scotsman 234 Main St S, Cambridge, MN 55008	Contact: editor@countystar.com Phone: 320-515-1529	https://local.hometownsource.com/places/view/218531/scotsman.html	N
Sherburne County Citizen 14054 Bank St, Becker, MN 55308	Contact: citizennewspaper@sherbtl.net Phone: 763-261-5880	www.citizennewspaper.com	N
Star News 506 Freeport Ave., Suite A, Elk River, MN 55330	Contact: http://erstarnews.com/contact-us/ Phone: 763-441-3500	www.erstarnews.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 Banners	Digital banner Midco marketing creates		N
Internet Sources			
Craigslist https://craigslist.org/	Social Media - Internet Posting		N
Facebook https://www.facebook.com/	Internet Posting		N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake College Consortium https://www.joinhandshake.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
MN State Career Hub College Consortium https://www.collegecentral.com/msch/	Internet Posting		N
Snapchat https://www.snapchat.com/	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
10/1/2020 - on going	Advertising to target a wide range of candidates	We advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Recruiting
10/1/2020 - on going	Career Progression Program for Technicians	This program provides career progression opportunities for Technicians to strengthen and expand their abilities in their field, and enables them to control their own career progression and wages. We partner with the National Cable Television Institute along with implementing our own in house curriculum	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
10/1/2020 - on going	FastStart Leader Training	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, hiring practices ADA, leaves , Termination Process/Exit Interview.	Compliance Training Professional Development Opportunities for Midco Leaders	HR staff & Midco leaders
10/1/2020 - on going	Internship Program	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 areas: Prodcut Management	Broad Outreach	Kelly Myrick Sara Combs Traci Thompson Alicia Hartke
10/1/2020 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa. All positions are posted throughto diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment site. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level	Broad Outreach Females Minorities Veterans IWD	Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaworks.net/ www.ndworkforceconnection.com/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (LVER/DVOPS)
10/1/2020 - on going	Workplace Harassment Prevention Training	OnlineTraining 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
10/27-10/29-2020	NE Minnesota Virtual Job Fair	Shared information with general public about open positions, company benefits & culture, how to apply and career progression opportunities.	General Recruiting Broad Outreach	Sam Lyle
10/12/2020	MN West Community and Technical Classroom Presentation	Shared information with students about company and career options in telecommunications industry.	College Recruiting	Stan Sebring
11/17/2020	MN DOL Veteran's Virtual Career Fair	Shared information with general public about open positions, company benefits & culture, how to apply and career progression opportunities.	General Recruiting Broad Outreach	Sam Lyle Jess Costello Jeanne Hassel