

**EEO Public File Report**  
**Midcontinent Communications-Isanti**  
**September 1, 2024-August 31, 2025**  
**Full-Time Positions Filled**

Requisition Number	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Current Employee	3	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	eBenefits Dept of Veteran Affairs	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Facebook/Instagram	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Glassdoor	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Handshake	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Indeed	1	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	LinkedIn	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Local Job Network - Circa	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Midco Email	3	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Midco TV Commercial	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Midco Website	3	1
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	MNWORKS (Job Service of MN)	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Referred by current employee	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	Referred by Friend or Family	-	-
CENTR007009	Central Construction Fiber Splicer / Fiber Optic Technician - West Metro, M	1	ZipRecruiter	-	-
FIELD006807	Field Technician - Cambridge, MN	2	Current Employee	-	-
FIELD006807	Field Technician - Cambridge, MN	2	eBenefits Dept of Veteran Affairs	-	-
FIELD006807	Field Technician - Cambridge, MN	2	Facebook/Instagram	-	-
FIELD006807	Field Technician - Cambridge, MN	2	Glassdoor	1	-
FIELD006807	Field Technician - Cambridge, MN	2	Handshake	-	-
FIELD006807	Field Technician - Cambridge, MN	2	Indeed	3	1
FIELD006807	Field Technician - Cambridge, MN	2	LinkedIn	-	-
FIELD006807	Field Technician - Cambridge, MN	2	Local Job Network - Circa	-	-
FIELD006807	Field Technician - Cambridge, MN	2	Midco Email	-	-
FIELD006807	Field Technician - Cambridge, MN	2	Midco TV Commercial	-	-
FIELD006807	Field Technician - Cambridge, MN	2	Midco Website	2	-
FIELD006807	Field Technician - Cambridge, MN	2	MNWORKS (Job Service of MN)	1	1
FIELD006807	Field Technician - Cambridge, MN	2	Referred by current employee	1	-
FIELD006807	Field Technician - Cambridge, MN	2	Referred by Friend or Family	-	-
FIELD006807	Field Technician - Cambridge, MN	2	ZipRecruiter	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Billboard	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Current Employee	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Glassdoor	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Handshake	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Indeed	10	1
FIELD006809	Field Technician - Forest Lake, MN	1	LinkedIn	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Local Job Network - Circa	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Midco Email	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Midco TV Commercial	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Midco Website	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	People of Color Career Fair	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Referred by current employee	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	Referred by Friend or Family	-	-
FIELD006809	Field Technician - Forest Lake, MN	1	ZipRecruiter	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Current Employee	-	-
FIELD006870	Field Technician - Plymouth, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Facebook/Instagram	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Glassdoor	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Handshake	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Indeed	7	1
FIELD006870	Field Technician - Plymouth, MN	1	LinkedIn	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Local Job Network - Circa	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Midco Email	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Midco TV Commercial	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Midco Website	-	-
FIELD006870	Field Technician - Plymouth, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006870	Field Technician - Plymouth, MN	1	People of Color Career Fair	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Referred by current employee	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Referred by Friend or Family	-	-
FIELD006870	Field Technician - Plymouth, MN	1	Women in Cable Telecommunications - WICT	-	-
FIELD006870	Field Technician - Plymouth, MN	1	ZipRecruiter	-	-
FIELD006872	Field Technician - Mound, MN	1	Current Employee	-	-
FIELD006872	Field Technician - Mound, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD006872	Field Technician - Mound, MN	1	Facebook/Instagram	-	-
FIELD006872	Field Technician - Mound, MN	1	Glassdoor	-	-
FIELD006872	Field Technician - Mound, MN	1	Handshake	-	-
FIELD006872	Field Technician - Mound, MN	1	Indeed	2	1
FIELD006872	Field Technician - Mound, MN	1	LinkedIn	-	-
FIELD006872	Field Technician - Mound, MN	1	Local Job Network - Circa	-	-
FIELD006872	Field Technician - Mound, MN	1	Midco Email	-	-
FIELD006872	Field Technician - Mound, MN	1	Midco TV Commercial	-	-
FIELD006872	Field Technician - Mound, MN	1	Midco Website	1	-
FIELD006872	Field Technician - Mound, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006872	Field Technician - Mound, MN	1	Referred by current employee	-	-

FIELD006872	Field Technician - Mound, MN	1	Referred by Friend or Family	-	-
FIELD006872	Field Technician - Mound, MN	1	ZipRecruiter	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Billboard	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Current Employee	-	-
FIELD006904	Field Technician - St Cloud, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Facebook/Instagram	6	1
FIELD006904	Field Technician - St Cloud, MN	1	Glassdoor	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Handshake	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Indeed	-	-
FIELD006904	Field Technician - St Cloud, MN	1	LinkedIn	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Local Job Network - Circa	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Midco Email	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Midco TV Commercial	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Midco Website	-	-
FIELD006904	Field Technician - St Cloud, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Referred by current employee	-	-
FIELD006904	Field Technician - St Cloud, MN	1	Referred by Friend or Family	-	-
FIELD006904	Field Technician - St Cloud, MN	1	ZipRecruiter	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Current Employee	-	-
FIELD006945	Field Technician - Fairmont, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Facebook/Instagram	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Glassdoor	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Handshake	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Indeed	5	1
FIELD006945	Field Technician - Fairmont, MN	1	LinkedIn	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Local Job Network - Circa	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Midco Email	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Midco TV Commercial	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Midco Website	-	-
FIELD006945	Field Technician - Fairmont, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Referred by current employee	-	-
FIELD006945	Field Technician - Fairmont, MN	1	Referred by Friend or Family	-	-
FIELD006945	Field Technician - Fairmont, MN	1	ZipRecruiter	-	-
FIELD006953	Field Technician - Princeton, MN	1	Current Employee	-	-
FIELD006953	Field Technician - Princeton, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD006953	Field Technician - Princeton, MN	1	Facebook/Instagram	-	-
FIELD006953	Field Technician - Princeton, MN	1	Glassdoor	-	-
FIELD006953	Field Technician - Princeton, MN	1	Handshake	-	-
FIELD006953	Field Technician - Princeton, MN	1	Indeed	2	-
FIELD006953	Field Technician - Princeton, MN	1	LinkedIn	-	-
FIELD006953	Field Technician - Princeton, MN	1	Local Job Network - Circa	-	-
FIELD006953	Field Technician - Princeton, MN	1	Midco Email	-	-
FIELD006953	Field Technician - Princeton, MN	1	Midco TV Commercial	-	-
FIELD006953	Field Technician - Princeton, MN	1	Midco Website	-	-
FIELD006953	Field Technician - Princeton, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006953	Field Technician - Princeton, MN	1	Referred by current employee	-	-
FIELD006953	Field Technician - Princeton, MN	1	Referred by Friend or Family	1	1
FIELD006953	Field Technician - Princeton, MN	1	ZipRecruiter	1	-
FIELD006955	Field Technician - Annandale, MN	1	Billboard	-	-
FIELD006955	Field Technician - Annandale, MN	1	Current Employee	-	-
FIELD006955	Field Technician - Annandale, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD006955	Field Technician - Annandale, MN	1	Facebook/Instagram	-	-
FIELD006955	Field Technician - Annandale, MN	1	Glassdoor	-	-
FIELD006955	Field Technician - Annandale, MN	1	Handshake	-	-
FIELD006955	Field Technician - Annandale, MN	1	Indeed	1	1
FIELD006955	Field Technician - Annandale, MN	1	LinkedIn	-	-
FIELD006955	Field Technician - Annandale, MN	1	Local Job Network - Circa	-	-
FIELD006955	Field Technician - Annandale, MN	1	Midco Email	-	-
FIELD006955	Field Technician - Annandale, MN	1	Midco TV Commercial	-	-
FIELD006955	Field Technician - Annandale, MN	1	Midco Website	-	-
FIELD006955	Field Technician - Annandale, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006955	Field Technician - Annandale, MN	1	Referred by current employee	-	-
FIELD006955	Field Technician - Annandale, MN	1	Referred by Friend or Family	-	-
FIELD006955	Field Technician - Annandale, MN	1	ZipRecruiter	-	-
FIELD007015	Field Technician - Mound, MN	1	Billboard	-	-
FIELD007015	Field Technician - Mound, MN	1	Current Employee	-	-
FIELD007015	Field Technician - Mound, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD007015	Field Technician - Mound, MN	1	Facebook/Instagram	-	-
FIELD007015	Field Technician - Mound, MN	1	Glassdoor	-	-
FIELD007015	Field Technician - Mound, MN	1	Handshake	-	-
FIELD007015	Field Technician - Mound, MN	1	Hiring Flyer	-	-
FIELD007015	Field Technician - Mound, MN	1	Indeed	4	-
FIELD007015	Field Technician - Mound, MN	1	LinkedIn	-	-
FIELD007015	Field Technician - Mound, MN	1	Local Job Network - Circa	-	-
FIELD007015	Field Technician - Mound, MN	1	Midco Email	-	-
FIELD007015	Field Technician - Mound, MN	1	Midco Website	1	-
FIELD007015	Field Technician - Mound, MN	1	MNWORKS (Job Service of MN)	1	1
FIELD007015	Field Technician - Mound, MN	1	Referred by current employee	-	-
FIELD007015	Field Technician - Mound, MN	1	Referred by Friend or Family	-	-
FIELD007015	Field Technician - Mound, MN	1	ZipRecruiter	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Current Employee	-	-

FIELD007024	Field Technician - Zimmerman, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Facebook/Instagram	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Glassdoor	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Handshake	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Hiring Flyer	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Indeed	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	LinkedIn	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Local Job Network - Circa	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Midco Email	5	1
FIELD007024	Field Technician - Zimmerman, MN	1	Midco TV Commercial	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Midco Website	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	Referred by current employee	1	-
FIELD007024	Field Technician - Zimmerman, MN	1	Referred by Friend or Family	-	-
FIELD007024	Field Technician - Zimmerman, MN	1	ZipRecruiter	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Billboard	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Current Employee	-	-
FIELD007026	Field Technician - St Cloud, MN	3	eBenefits Dept of Veteran Affairs	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Facebook/Instagram	1	-
FIELD007026	Field Technician - St Cloud, MN	3	Glassdoor	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Handshake	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Indeed	7	3
FIELD007026	Field Technician - St Cloud, MN	3	LinkedIn	1	-
FIELD007026	Field Technician - St Cloud, MN	3	Local Job Network - Circa	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Midco Email	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Midco TV Commercial	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Midco Website	1	-
FIELD007026	Field Technician - St Cloud, MN	3	MNWORKS (Job Service of MN)	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Referred by current employee	-	-
FIELD007026	Field Technician - St Cloud, MN	3	Referred by Friend or Family	-	-
FIELD007026	Field Technician - St Cloud, MN	3	ZipRecruiter	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Current Employee	-	-
FIELD007056	Field Technician - Wabasha, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Facebook/Instagram	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Glassdoor	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Handshake	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Indeed	1	1
FIELD007056	Field Technician - Wabasha, MN	1	LinkedIn	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Local Job Network - Circa	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Midco Email	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Midco TV Commercial	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Midco Website	-	-
FIELD007056	Field Technician - Wabasha, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Referred by current employee	-	-
FIELD007056	Field Technician - Wabasha, MN	1	Referred by Friend or Family	-	-
FIELD007056	Field Technician - Wabasha, MN	1	ZipRecruiter	-	-
FIELD007079	Field Technician - Princeton, MN	1	Billboard	-	-
FIELD007079	Field Technician - Princeton, MN	1	Current Employee	-	-
FIELD007079	Field Technician - Princeton, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD007079	Field Technician - Princeton, MN	1	Facebook/Instagram	-	-
FIELD007079	Field Technician - Princeton, MN	1	Glassdoor	-	-
FIELD007079	Field Technician - Princeton, MN	1	Handshake	-	-
FIELD007079	Field Technician - Princeton, MN	1	Indeed	1	-
FIELD007079	Field Technician - Princeton, MN	1	LinkedIn	-	-
FIELD007079	Field Technician - Princeton, MN	1	Local Job Network - Circa	-	-
FIELD007079	Field Technician - Princeton, MN	1	Midco Email	-	-
FIELD007079	Field Technician - Princeton, MN	1	Midco TV Commercial	-	-
FIELD007079	Field Technician - Princeton, MN	1	Midco Website	-	-
FIELD007079	Field Technician - Princeton, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD007079	Field Technician - Princeton, MN	1	Referred by current employee	1	1
FIELD007079	Field Technician - Princeton, MN	1	Referred by Friend or Family	-	-
FIELD007079	Field Technician - Princeton, MN	1	ZipRecruiter	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Current Employee	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Facebook/Instagram	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Glassdoor	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Handshake	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Indeed	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	LinkedIn	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Local Job Network - Circa	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Midco Email	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Midco TV Commercial	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Midco Website	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	Referred by current employee	2	1
FIELD007105	Field Technician - Cannon Falls, MN	1	Referred by Friend or Family	-	-
FIELD007105	Field Technician - Cannon Falls, MN	1	ZipRecruiter	-	-
FIELD007118	Field Technician - Mound, MN	1	Billboard	-	-
FIELD007118	Field Technician - Mound, MN	1	Current Employee	-	-
FIELD007118	Field Technician - Mound, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD007118	Field Technician - Mound, MN	1	Facebook/Instagram	-	-

FIELD007118	Field Technician - Mound, MN	1	Glassdoor	-	-
FIELD007118	Field Technician - Mound, MN	1	Handshake	-	-
FIELD007118	Field Technician - Mound, MN	1	Indeed	3	1
FIELD007118	Field Technician - Mound, MN	1	LinkedIn	-	-
FIELD007118	Field Technician - Mound, MN	1	Local Job Network - Circa	-	-
FIELD007118	Field Technician - Mound, MN	1	Midco Email	-	-
FIELD007118	Field Technician - Mound, MN	1	Midco TV Commercial	-	-
FIELD007118	Field Technician - Mound, MN	1	Midco Website	1	-
FIELD007118	Field Technician - Mound, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD007118	Field Technician - Mound, MN	1	Referred by current employee	-	-
FIELD007118	Field Technician - Mound, MN	1	Referred by Friend or Family	-	-
FIELD007118	Field Technician - Mound, MN	1	ZipRecruiter	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Current Employee	1	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	eBenefits Dept of Veteran Affairs	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Facebook/Instagram	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Glassdoor	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Handshake	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Indeed	2	1
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	LinkedIn	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Local Job Network - Circa	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Midco Email	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Midco TV Commercial	1	1
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Midco Website	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	MNWORKS (Job Service of MN)	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Referred by current employee	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	Referred by Friend or Family	-	-
SALES006743	Sales Associate (Internet, TV, & Phone) - Cambridge, MN	2	ZipRecruiter	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Current Employee	-	-
FIELD007128	Field Technician - Cambridge, MN	1	eBenefits Dept of Veteran Affairs	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Facebook/Instagram	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Glassdoor	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Handshake	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Indeed	9	-
FIELD007128	Field Technician - Cambridge, MN	1	LinkedIn	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Local Job Network - Circa	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Midco Email	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Midco TV Commercial	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Midco Website	1	1
FIELD007128	Field Technician - Cambridge, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Referred by current employee	-	-
FIELD007128	Field Technician - Cambridge, MN	1	Referred by Friend or Family	1	-
FIELD007128	Field Technician - Cambridge, MN	1	ZipRecruiter	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Billboard	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Current Employee	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	eBenefits - Department of Veteran Affairs	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Facebook/Instagram	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Glassdoor	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Handshake	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Indeed	3	1
FIELD007173	Field Technician - Zimmerman, MN	1	LinkedIn	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Local Job Network - Circa	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Midco Email	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Midco TV Commercial	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Midco Website	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Referred by current employee	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	Referred by Friend or Family	-	-
FIELD007173	Field Technician - Zimmerman, MN	1	ZipRecruiter	-	-
FIELD007191	Field Technician - North Branch, MN	2	Billboard	-	-
FIELD007191	Field Technician - North Branch, MN	2	Current Employee	-	-
FIELD007191	Field Technician - North Branch, MN	2	eBenefits - Department of Veteran Affairs	-	-
FIELD007191	Field Technician - North Branch, MN	2	Facebook/Instagram	-	-
FIELD007191	Field Technician - North Branch, MN	2	Glassdoor	-	-
FIELD007191	Field Technician - North Branch, MN	2	Handshake	-	-
FIELD007191	Field Technician - North Branch, MN	2	Indeed	1	1
FIELD007191	Field Technician - North Branch, MN	2	LinkedIn	-	-
FIELD007191	Field Technician - North Branch, MN	2	Local Job Network - Circa	-	-
FIELD007191	Field Technician - North Branch, MN	2	Midco Email	-	-
FIELD007191	Field Technician - North Branch, MN	2	Midco TV Commercial	-	-
FIELD007191	Field Technician - North Branch, MN	2	Midco Website	1	1
FIELD007191	Field Technician - North Branch, MN	2	MNWORKS (Job Service of MN)	-	-
FIELD007191	Field Technician - North Branch, MN	2	Referred by current employee	-	-
FIELD007191	Field Technician - North Branch, MN	2	Referred by Friend or Family	-	-
FIELD007191	Field Technician - North Branch, MN	2	ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for Openings			
<b>Current Employee</b>	Current Employee application	www.midcocareers.com	<b>N</b>
<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	<b>N</b>
<b>Glassdoor</b> <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	Internet Posting		<b>N</b>
<b>Handshake</b> <a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>	Internet Posting		<b>N</b>
<b>Indeed</b> <a href="https://www.indeed.com/">https://www.indeed.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>Local Job Network - Circa</b>	Contact: Brett Royal Phone: 414-293-8521	brett.royal@miltracech.com	<b>N</b>
<b>Midco Email</b>	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	<b>N</b>
<b>Midco Website</b>	Contact: Susan Thomas Phone: 952-358-3547	www-midcocareers-com	<b>N</b>
<b>MNWORKS (Job Service of Minnesota)</b> 318 9th Street, Worthington, MN 56187	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	<b>N</b>
<b>Referred by Current Employee</b>	Referral from Current Employee		<b>N</b>
<b>Referred by Friend or Family</b>	Referral from Friend of Family		<b>N</b>
Recruitment Sources for Specific Vacancies			
<b>Women in Cable Telecommunications</b> 2000 K St. NW Suite 350 Washington, DC 20006	Contact: Katherine Martin Phone: 866-964-2765 Ext- 2717	katherin.martin@boxwoodtech.com	<b>N</b>

#### Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)

<b>Billboard</b> Contracted through Flynn-Wright	Contact: Paige Baskerville Paige.Baskerville@midco.com	<b>N</b>
<b>Job Fair - Northwood Technical College</b>	Contact: Paul Kostner Phone: (715) 234-7082 x5298 paul.kostner@northwoodtech.edu	<b>N</b>
<b>Job Fair - SDACCC BIG Job Fair, Sioux Falls</b>	Contact: Ashlin Schoenfelder ashlin.schoenfelder@usd.edu	<b>N</b>
<b>Midco Digital Advertisement</b>	Digital banner Midco marketing creates	<b>N</b>
<b>Midco TV Commercial</b>	Contact: Christian Begeman Phone: (605) 357-5505 christian.begeman@midco.com	<b>N</b>
<b>People of Color Career Fair</b> 1301 2nd Ave S, Minneapolis, MN 55403	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673 sharon@rmgaccess-com	<b>N</b>

#### Internet Sources

<b>Facebook / Instagram</b> <a href="https://www.facebook.com/">https://www.facebook.com/</a>	Internet Posting	<b>N</b>
<b>ZipRecruiter</b> <a href="https://ziprecruiter.com/">https://ziprecruiter.com/</a>	Internet Posting	<b>N</b>

Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2024 - 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	Talent Acquisition Team
9/1/2024 - 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 Techs (all Levels) Business Techs (all levels) Maintenance Techs (all levels)
9/1/2024 - on going	Workplace Discrimination and Harassment 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
9/1/2024 - on going	Online advertising to target diverse candidates in: North Dakota South Dakota Kansas Minnesota and Wisconsin	An annual membership is maintained with Circa. All positions are posted to diversity sites, disability sites, military network sites, state and federal sites, global sites, college networks and many other employment site. Posted positions are emailed daily through the Community and Diversity Outreach program connecting our jobs with active and passive job seekers from community partners. The community and diversity outreach partners receive jobs that match criteria they specifically requested and share the positions with the appropriate members of their organizations. Open jobs are automatically scraped and cross-posted to the list of sites provided to provide exposure to diverse local applicants at a targeted geographic level	Broad Outreach Females Minorities Veterans IWD	Circa agreement maintains membership: www.NorthDakotaDiversity.com www.SouthDakotaDiversity.com www.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.WisconsinJobNetwork.com www.MinnesotaDiversity.com www.minnesotaworks.net www.ndworkforceconnection.com www.jobcenterofwisconsin.com www.ebenefits.va.gov
10/22/2024	People of Color Career Fair-Sponsorship	One of three main sponsors. Share information about open positions, career site, how to apply, company paid benefits, etc.	In Person Job Fair General Recruiting Minorities	Jessica Costello Sam Lyle Jordan Maetche Teresa Lai Kaylan Boinapalli Eric Tijerina Ben Dold Jeannie Thurston Kalyan Boinapalli, Moses Hodgson Susan Thomas
4/15/2025	People of Color Career Fair-Sponsorship	Premiere sponsor. Share information about open positions, career site, how to apply, company paid benefits, etc.	In Person Job Fair General Recruiting	Ben Dold Ann McGlennen Pao Lo Sandeep Bowenapally Oliver Charcon Garrett Wilson Patti Hawkey Noelle Tieszen Moses Hodgson Sam Lyle Susan Thomas Jessica Costello Jordan Maetche