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

		Full-Time Positi	ugust 31, 2025 ons Filled			
Requisition Number	Posting Title	Tun Time i Osici	Positions Filled	Referral Sources	Interviewed	Hired
CENTR007009		/ Fiber Optic Technician - West Metro, M	1	Current Employee	3	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	eBenefits Dept of Veteran Affairs	-	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	Facebook/Instagram	-	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	Glassdoor	-	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	Handshake	-	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	Indeed	1	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	LinkedIn	-	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	Local Job Network - Circa	-	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	Midco Email	3	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	Midco TV Commercial	-	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	Midco Website	3	1
ENTR007009		/ Fiber Optic Technician - West Metro, M	1	MNWORKS (Job Service of MN)	-	-
ENTR007009		/ Fiber Optic Technician - West Metro, M	1	Referred by current employee	-	-
ENTR007009	Central Construction Fiber Splicer	/ Fiber Optic Technician - West Metro, M	1	Referred by Friend or Family	-	-
ENTR007009		/ Fiber Optic Technician - West Metro, M	1	ZipRecruiter	-	-
ELD006807	Field Technician - Cambridge, MN		2	Current Employee	-	-
ELD006807	Field Technician - Cambridge, MN		2	eBenefits Dept of Veteran Affairs	-	-
ELD006807	Field Technician - Cambridge, MN		2	Facebook/Instagram	-	-
ELD006807	Field Technician - Cambridge, MN		2	Glassdoor	1	-
ELD006807	Field Technician - Cambridge, MN		2	Handshake	-	-
ELD006807	Field Technician - Cambridge, MN		2	Indeed	3	1
ELD006807	Field Technician - Cambridge, MN		2	LinkedIn	-	-
ELD006807	Field Technician - Cambridge, MN		2	Local Job Network - Circa	-	-
ELD006807	Field Technician - Cambridge, MN		2	Midco Email	-	-
ELD006807	Field Technician - Cambridge, MN		2	Midco TV Commercial	-	-
ELD006807	Field Technician - Cambridge, MN		2	Midco Website	2	-
ELD006807	Field Technician - Cambridge, MN		2	MNWORKS (Job Service of MN)	1	1
ELD006807	Field Technician - Cambridge, MN		2	Referred by current employee	1	-
ELD006807	Field Technician - Cambridge, MN		2	Referred by Friend or Family	-	-
ELD006807	Field Technician - Cambridge, MN		2	ZipRecruiter	-	-
ELD006809	Field Technician - Forest Lake, MN		1	Billboard	-	-
ELD006809	Field Technician - Forest Lake, MN		1	Current Employee	-	-
ELD006809	Field Technician - Forest Lake, MN		1	eBenefits Dept of Veteran Affairs	-	-
ELD006809	Field Technician - Forest Lake, MN		1	Glassdoor	-	-
ELD006809	Field Technician - Forest Lake, MN		1	Handshake	-	-
ELD006809	Field Technician - Forest Lake, MN		1	Indeed	10	1
ELD006809	Field Technician - Forest Lake, MN		1	LinkedIn	-	-
ELD006809				Local Job Network - Circa	-	-
ELD006809	Field Technician - Forest Lake, MN		1	Midco Email	-	-
	Field Technician - Forest Lake, MN				-	
ELD006809	Field Technician - Forest Lake, MN		1	Midco TV Commercial		-
ELD006809	Field Technician - Forest Lake, MN		1	Mildo Website	-	-
ELD006809	Field Technician - Forest Lake, MN		1	MNWORKS (Job Service of MN)	-	-
ELD006809	Field Technician - Forest Lake, MN			People of Color Career Fair		
ELD006809	Field Technician - Forest Lake, MN		1	Referred by current employee	-	-
ELD006809	Field Technician - Forest Lake, MN		1	Referred by Friend or Family	-	-
ELD006809	Field Technician - Forest Lake, MN	V.	1	ZipRecruiter	-	-
ELD006870	Field Technician - Plymouth, MN		1	Current Employee	-	-
ELD006870	Field Technician - Plymouth, MN		1	eBenefits Dept of Veteran Affairs	-	-
ELD006870	Field Technician - Plymouth, MN		1	Facebook/Instagram	-	-
ELD006870	Field Technician - Plymouth, MN		1	Glassdoor	-	-
ELD006870	Field Technician - Plymouth, MN		1	Handshake	-	-
ELD006870	Field Technician - Plymouth, MN		1	Indeed	7	1
ELD006870	Field Technician - Plymouth, MN		1	LinkedIn	-	-
ELD006870	Field Technician - Plymouth, MN		1	Local Job Network - Circa	-	-
ELD006870	Field Technician - Plymouth, MN		1	Midco Email	-	-
ELD006870	Field Technician - Plymouth, MN		1	Midco TV Commercial	-	-
ELD006870	Field Technician - Plymouth, MN		1	Midco Website	-	-
ELD006870	Field Technician - Plymouth, MN		1	MNWORKS (Job Service of MN)	-	-
ELD006870	Field Technician - Plymouth, MN		1	People of Color Career Fair	-	-
ELD006870	Field Technician - Plymouth, MN		1	Referred by current employee	-	-
ELD006870	Field Technician - Plymouth, MN		1	Referred by Friend or Family	-	-
ELD006870	Field Technician - Plymouth, MN		1	Women in Cable Telecommunications - WICT	-	-
ELD006870	Field Technician - Plymouth, MN		1	ZipRecruiter	-	-
ELD006872	Field Technician - Mound, MN		1	Current Employee	-	-
ELD006872	Field Technician - Mound, MN		1	eBenefits Dept of Veteran Affairs	-	-
ELD006872	Field Technician - Mound, MN		1	Facebook/Instagram	-	-
ELD006872	Field Technician - Mound, MN		1	Glassdoor	-	-
ELD006872	Field Technician - Mound, MN		1	Handshake	-	-
ELD006872	Field Technician - Mound, MN		1	Indeed	2	1
				LinkedIn	-	-
ELD006872	Field Technician - Mound, MN		1			
ELD006872	Field Technician - Mound, MN		1	Local Job Network - Circa	-	-
ELD006872	Field Technician - Mound, MN		1	Midco Email	-	-
ELD006872	Field Technician - Mound, MN		1	Midco TV Commercial	-	-
ELD006872	Field Technician - Mound, MN		1	Midco Website	1	-
ELD006872	Field Technician - Mound, MN		1	MNWORKS (Job Service of MN)	-	-
TELD006872	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		
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 Hariashake	-
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 -	-
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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	, , ,	
FIELD006945	Field Technician - Fairmont, MN	1 Referred by Friend or Family -	-
FIELD006945	Field Technician - Fairmont, MN	1 ZipRecruiter -	-
FIELD006953		1 Current Employee -	
	Field Technician - Princeton, MN		_
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 -	_
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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
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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 -	_
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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		
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) -	-
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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 -	-
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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 -	-
	Field Technician - Mound, MN	1 Midco Email -	-
FTFI D007015	Field Technician - Mound, MN		
		1 Midco Website 1	<u>- </u>
FIELD007015		1 MNIMODIC (John Coming of MNI)	1
FIELD007015	Field Technician - Mound, MN	1 MNWORKS (Job Service of MN) 1	
FIELD007015 FIELD007015	Field Technician - Mound, MN	, , , , , , , , , , , , , , , , , , , ,	- -
FIELD007015 FIELD007015 FIELD007015	Field Technician - Mound, MN Field Technician - Mound, MN	1 Referred by current employee -	-
FIELD007015 FIELD007015 FIELD007015 FIELD007015	Field Technician - Mound, MN Field Technician - Mound, MN Field Technician - Mound, MN	1 Referred by current employee - 1 Referred by Friend or Family -	
FIELD007015 FIELD007015 FIELD007015 FIELD007015 FIELD007015 FIELD007015	Field Technician - Mound, MN Field Technician - Mound, MN	1 Referred by current employee -	-

FREDOTOX4 Field Teachions - Zimmeman, MR					
FIELDONDOW Field Technician - Zumeman, NN 1 Glascotor -	FIELD007024	Field Technician - Zimmerman, MN	1 eBenefits Dept of Veteran Affairs	-	-
FIELDONDOW Field Technician - Zumeman, NN 1 Glascotor -	FIELD007024	Field Technician - Zimmerman, MN	1 Facebook/Instagram	-	-
File Disposition Filed Technician - Zimmerman, NN		,			
FEBOOD24					
FEB.000724				-	-
FIELDO07024	FIELD007024	Field Technician - Zimmerman, MN	1 Hiring Flyer	-	-
FEB.000704 Field Technican - Jammenna, Mr. 1	FIELD007024	Field Technician - Zimmerman, MN	1 Indeed	-	-
FELDOD724 Ped Technican - Zemmerran, NN	FIEL D007024			_	
FILE DUDYNAM		, ,			
PRIDEODYCAL Field Technician - Zommerman, NN 1					-
File Distriction	FIELD007024	Field Technician - Zimmerman, MN	1 Midco Email	5	1
File Distriction	FTFI D007024	Field Technician - Zimmerman, MN	1 Midco TV Commercial	-	-
FIELDOOPSIA Fold Technican - Zammerana, NN 1 NNVOINS (26) Service of NN -					
FREDORDIZED Field Technician - Zimmerman, NN 1 Referred by current employee -					
FIELDO07024 Field Technican - Zimmerman, NN 1 Zepfecruter -	FIELD007024	Field Technician - Zimmerman, MN	1 MNWORKS (Job Service of MN)	-	-
FIELDO07024 Field Technican - Zimmerman, NN 1 Zepfecruter -	FIFI D007024	Field Technician - 7immerman MN	Referred by current employee	1	_
PREDIODIZAS					
FIREDO07266 Field Technican S. Cloud, NN 3 Current Employes -			, ,		
FIELDO07026 Field Technician - St. Coud, MN 3 Current Employee -	FIELD007024	Field Technician - Zimmerman, MN	1 ZipRecruiter	-	-
FIELDO07026 Field Technician - St. Coud, MN 3 Current Employee -	FIFI D007026	Field Technician - St Cloud, MN	3 Billboard	-	-
FIELDD07726		•			
FIELDD07026 Field Technican - St Cloud, MN 3 Glassdoor			. ,		
FIELDD07026 Field Technican SC Coud, MN 3 Hendehake	FIELD007026	Field Technician - St Cloud, MN	3 eBenefits Dept of Veteran Affairs	-	-
FIELDD07026 Field Technican SC Coud, MN 3 Hendehake	FIELD007026	Field Technician - St Cloud, MN	3 Facebook/Instagram	1	-
FIELDO07026 Field Technician - SC Cloud, MN 3 Indeed 7 3 3 FIELDO07026 Field Technician - SC Cloud, MN 3 LinkedIn 1 - - 1					
FielD007026 Field Technican - St Cloud, NM 3 Indeed 7 3 1					-
Field Technican - St Coud, NN	FIELD007026	Field Technician - St Cloud, MN	3 Handshake	-	-
Field Technican - St Coud, NN	FIELD007026	Field Technician - St Cloud, MN	3 Indeed	7	3
FIELD007026 Field Technician - St. Coold, NN					
FIELDO07026 Field Technican - SC Cloud, NN 3 Mictor Two Commercial - - FIELDO07026 Field Technican - SC Cloud, NN 3 Mictor Website 1 - FIELDO07026 Field Technican - SC Cloud, NN 3 Mictor Website 1 - FIELDO07026 Field Technican - SC Cloud, NN 3 Mictor Website 1 - FIELDO07026 Field Technican - SC Cloud, NN 3 Referred by current employee - FIELDO07026 Field Technican - SC Cloud, NN 3 Referred by current employee - FIELDO07026 Field Technican - SC Cloud, NN 3 Referred by current employee - FIELDO07026 Field Technican - SC Cloud, NN 3 Referred by Fieldon of Firmity - FIELDO07026 Field Technican - SC Cloud, NN 3 Referred by Fieldon of Firmity - FIELDO07026 Field Technican - SC Cloud, NN 3 Referred by Fieldon of Firmity - FIELDO07026 Field Technican - Wabasha, MN 1 Gaechool/Instagram - FIELDO07026 Field Technican - Wabasha, MN 1					
FIELD007026 Field Technican - St. Cloud, MN		•		-	-
FIELD007026 Field Technican - St. Cloud, MN	FIELD007026	Field Technician - St Cloud, MN	3 Midco Email	-	-
FIELD007026 Field Technician - St. Cloud, MN				-	-
FIELD007026 Field Technician - St. Cloud, MN 3 Referred by Friend or Family -					
FIELD007026 Field Technician - St. Cloud, NM 3 Referred by current employee - FIELD007026 Field Technician - St. Cloud, NM 3 Referred by current employee - FIELD007026 Field Technician - St. Cloud, NM 3 ZipRecruster - 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 Glassdoor - FIELD007056 Field Technician - Wabasha, MN 1 Glassdoor - FIELD007056 Field Technician - Wabasha, MN 1 Indeed 1 FIELD007056 Field Technician - Wabasha, MN 1 Indeed 1 FIELD007056 Field Technician - Wabasha, MN 1 Indeed 1 FIELD007056 Field Technician - Wabasha, MN 1 Indeed 1 FIELD007056 Field Technician - Wabasha, MN 1 Indeed 1 FIELD007056 Field Technician - Wabasha, MN 1 Indeed 1 FIELD007056 Field Technician - Wabasha, MN 1 Midoo Brail Field Technician - Wabasha, MN 1 Midoo Brail Field Technician - Wabasha, MN 1 Midoo Website - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Website - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Website - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Website - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD0070					
FIELD007026 Field Technician - St Cloud, MM 3 Referred by current employee - FIELD007026 Field Technician - St Cloud, MM 3 ZipRecruiter - FIELD007026 Field Technician - St Cloud, MM 3 ZipRecruiter - FIELD007056 Field Technician - Wabasha, MN 1 Referred Family - FIELD007056 Field Technician - Wabasha, MN 1 Referred Family - FIELD007056 Field Technician - Wabasha, MN 1 Referred Family - FIELD007056 Field Technician - Wabasha, MN 1 Glassdoor - FIELD007056 Field Technician - Wabasha, MN 1 Glassdoor - FIELD007056 Field Technician - Wabasha, MN 1 Lindeating - FIELD007056 Field Technician - Wabasha, MN 1 Lindeating - FIELD007056 Field Technician - Wabasha, MN 1 Lindeating - FIELD007056 Field Technician - Wabasha, MN 1 Lindeating - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Email - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Email - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Email - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Email - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Email - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Email - FIELD007056 Field Technician - Wabasha, MN 1 Midoo Website - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee - FIELD007079 Field Technician - Princeton, MN 1 Referred by Company	FIELD007026	Field Technician - St Cloud, MN	3 MNWORKS (Job Service of MN)	-	-
FIELD070726 Field Technician - St Cloud, MM 3 Referred by Friend or Family -		•		-	-
FIELD070726 Field Technician - St. Coud, NM			, , ,		
FIELD007056 Field Technician - Wabasha, MN			, ,		
FIELD007056 Field Technician - Wabasha, MM	FIELD007026	Field Technician - St Cloud, MN	3 ZipRecruiter	-	
FIELDO07056 Field Technician - Wabasha, MN	FIFI D007056	Field Technician - Wahasha MN	1 Current Employee	_	-
FIELD007056 Field Technician - Wabasha, NM			, ,		
FIELD007056 Field Technician - Wabasha, MN					
FIELD007056 Field Technician - Wabasha, MN	FIELD007056	Field Technician - Wabasha, MN	1 Facebook/Instagram	-	-
FIELD007056 Field Technician - Wabasha, MN	FIFI D007056	Field Technician - Wahasha, MN	1 Glassdoor	-	-
FIELD007056 Field Technician - Wabasha, MN				_	
FIELD007056 Field Technician - Wabasha, NM				_	
FIELD007056 Field Technician - Wabasha, MN	FIELD007056	Field Technician - Wabasha, MN	1 Indeed	1	1
FIELD007056 Field Technician - Wabasha, MN	FIELD007056	Field Technician - Wabasha, MN	1 LinkedIn	-	-
FIELD007956 Field Technician - Wabasha, MN					
FIELD007956 Field Technician - Wabasha, MN					
FIELD0070756 Field Technician - Wabasha, MN	FIELD007056	Field Technician - Wabasha, MN	1 Midco Email	-	-
FIELD0070756 Field Technician - Wabasha, MN	FIELD007056	Field Technician - Wabasha, MN	1 Midco TV Commercial	-	-
FIELD0070756 Field Technician - Wabasha, MN		•			
FIELD007056 Field Technician - Wabasha, MN 1 Referred by current employee FIELD007056 Field Technician - Wabasha, MN 1 ZipRecrutter FIELD007056 Field Technician - Wabasha, MN 1 ZipRecrutter FIELD007079 Field Technician - Princeton, MN 1 Billiboard FIELD007079 Field Technician - Princeton, MN 1 Current Employee FIELD007079 Field Technician - Princeton, MN 1 General Employee FIELD007079 Field Technician - Princeton, MN 1 Facebook/Instagram 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 Handshake FIELD007079 Field Technician - Princeton, MN 1 Linkedfin FIELD007079 Field Technician - Princeton, MN 1 Linkedfin FIELD007079 Field Technician - Princeton, MN 1 Linkedfin FIELD007079 Field Technician - Princeton, MN 1 Mictor Email FIELD007079 Field Technician - Princeton, MN 1 Mictor Email FIELD007079 Field Technician - Princeton, MN 1 Mictor Email FIELD007079 Field Technician - Princeton, MN 1 Mictor Tockmand FIELD007079 Field Technician - Princeton, MN 1 Mictor Works (bub Service of MN) FIELD007079 Field Technician - Princeton, MN 1 Mictor Works (bub Service of MN) FIELD007079 Field Technician - Princeton, MN 1 Mictor Works (bub Service of MN) FIELD007079 Field Technician - Princeton, MN 1 Mictor Works (bub Service of MN) FIELD007079 Field Technician - Princeton, MN 1 Mictor Works (bub Service of MN) FIELD0071079 Field Technician - Princeton, MN 1 Mictor Works (bub Service of MN) FIELD0071079 Field Technician - Princeton, MN 1 Mictor Works (bub Service of MN) FIELD0071079 Field Technician - Cannon Falls, MN 1 Princeton, MN 1 Referred by Current employee FIELD007105 Field Technician - Cannon Falls, MN 1 Lin					
FIELD0070756 Field Technician - Wabasha, MN 1 ZipRecruiter	FIELD007056	Field Technician - Wabasha, MN	1 MNWORKS (Job Service of MN)	-	-
FIELD0070756 Field Technician - Wabasha, MN 1 ZipRecruiter	FIELD007056	Field Technician - Wabasha, MN	 Referred by current employee 	-	-
FIELD0070796 Field Technician - Wabasha, MN	ETEL D007056		, , ,	_	
FIELD007079 Field Technician - Princeton, MN 1 Current Employee FIELD007079 Field Technician - Princeton, MN 1 Current Employee FIELD007079 Field Technician - Princeton, MN 1 FiELD007079 Field Technician - Princeton, MN 1 Facebook/Instagram FIELD007079 Field Technician - Princeton, MN 1 Glassdoor FIELD007079 Field Technician - Princeton, MN 1 Glassdoor					
FIELD007079 Field Technician - Princeton, MN		Field Technician - Wabasha, MIN		-	-
FIELD007079 Field Technician - Princeton, MN 1 Pacebook/Instagram	FIELD007079	Field Technician - Princeton, MN	1 Billboard	-	-
FIELD007079 Field Technician - Princeton, MN 1 Pacebook/Instagram	FIEL DO07079			_	_
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FIELD007118 Field Technician - Mound, MN 1 Current Employee	FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007118 FIELD007118	Field Technician - Cannon Falls, MN Field Technician - Mound, MN Field Technician - Mound, MN	1 Referred by Friend or Family 1 ZipRecruiter 1 Billboard 1 Current Employee	- - - -	- - -
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FIELD007118 Field Technician - Mound, MN 1 Current Employee	FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007105 FIELD007118 FIELD007118	Field Technician - Cannon Falls, MN Field Technician - Mound, MN Field Technician - Mound, MN	1 Referred by Friend or Family 1 ZipRecruiter 1 Billboard 1 Current Employee	- - - -	- - -
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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	· · · · · · · · · · · · · · · · · · ·	2		-	-
	Sales Associate (Internet, TV, & Phone) - Cambridge, MN		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	· · · · · · · · · · · · · · · · · · ·	2	Referred by Friend or Family	-	-
	Sales Associate (Internet, TV, & Phone) - Cambridge, MN				
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	-	-
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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	-	-
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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	-	-
	Field Technician - Zimmerman, MN				
FIELD007173	·	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)	-	-
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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	-	-
FIELD007173	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	-	-
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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
Current Employee	Recruitment Sources Used for Op Current Employee application	www.midcocareers.com	N
Descrite Dest of National Affairs			
eBenefits-Dept of Veteran Affairs 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		N
Handshake https://www.joinhandshake.com/	Internet Posting		N
Indeed https://www.indeed.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
Local Job Network - Circa	Contact: Brett Royal Phone: 414-293-8521	brett.royal@miltracech.com	N
Midco Email	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
Midco Website	Contact: Susan Thomas Phone: 952-358-3547	www-midcocareers-com	N
MNWORKS (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	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 V	acancies	
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

Media S	Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)				
Billboard	Contact: Paige Baskerville	Paige.Baskerville@midco.com	N		
Contracted through Flynn-Wright					
Job Fair - Northwood Technical College	Contact: Paul Kostner	paul.kostner@northwoodtech.edu	N		
	Phone: (715) 234-7082 x5298				
Job Fair - SDACCC BIG Job Fair, Sioux Falls	Contact: Ashlin Schoenfelder	ashlin.schoenfelder@usd.edu	N		
JOB I all - SDAGGO BIG JOB I all, Gloux I alls	Contact. Ashin Schoemeider	asiliii.scriberiielder@dsd.edd	IV		
Midco Digital Advertisement	Digital banner Midco marketing creates		N		
mado Digital Mavortiosmont	Digital parmer image mantering ereates				
Midco TV Commercial	Contact: Christian Begeman	christian.begeman@midco.com	N		
ass i v commoroidi	Phone: (605) 357-5505	omonamo gomana massissim			
	1 Holle. (000) 007 0000				
People of Color Career Fair	Contact: Sharon Smith-Akinsanya	sharon@rmgaccess-com	N		
1301 2nd Ave S, Minneapolis, MN 55403	Phone: 612-916-2673				
100 1 Zha Ave O, Milineapons, Mil 00-100	1 Hone. 012-010-2010				
	Internet Sources				
Facebook / Instagram	Internet Posting		N		
https://www.facebook.com/	, and the second				
ZipRecruiter	Internet Posting		N		
https://ziprecruiter.com/					

		Long Term Initiatives		
Date	Initiative	Description	Scope of Involvement	Personnel Involved
	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.WisconsinDiversity.com www.NorthDakotaJobNetwork.com www.SouthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.MisconsinJobNetwork.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