

**EEO Public File Report
Midcontinent Communications-Isanti
September 1, 2025-August 31, 2026
Full-Time Positions Filled**

Requisition Number	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
25-0101	Field Technician	2	Current Employee	-	-
25-0101	Field Technician	2	eBenefits Department of Veterans Affairs	-	-
25-0101	Field Technician	2	Facebook/Instagram/Meta	-	-
25-0101	Field Technician	2	Friend/Family Referral	-	-
25-0101	Field Technician	2	Glassdoor	-	-
25-0101	Field Technician	2	Handshake	-	-
25-0101	Field Technician	2	Indeed	1	1
25-0101	Field Technician	2	LinkedIn	1	1
25-0101	Field Technician	2	Local Job Network-Circa	-	-
25-0101	Field Technician	2	Midco Billboard	-	-
25-0101	Field Technician	2	Midco Email	1	-
25-0101	Field Technician	2	Midco TV Commercial	-	-
25-0101	Field Technician	2	Midco Website	2	-
25-0101	Field Technician	2	MNWORKS (Job Service of MN)	-	-
25-0101	Field Technician	2	Referred by Current Employee	-	-
25-0204	Field Technician - Medina, MN	1	Current Employee	-	-
25-0204	Field Technician - Medina, MN	1	eBenefits Department of Veterans Affairs	-	-
25-0204	Field Technician - Medina, MN	1	Facebook/Instagram/Meta	-	-
25-0204	Field Technician - Medina, MN	1	Friend/Family Referral	1	-
25-0204	Field Technician - Medina, MN	1	Glassdoor	-	-
25-0204	Field Technician - Medina, MN	1	Handshake	-	-
25-0204	Field Technician - Medina, MN	1	Indeed	8	1
25-0204	Field Technician - Medina, MN	1	LinkedIn	1	-
25-0204	Field Technician - Medina, MN	1	Local Job Network-Circa	-	-
25-0204	Field Technician - Medina, MN	1	Midco Billboard	-	-
25-0204	Field Technician - Medina, MN	1	Midco Email	-	-
25-0204	Field Technician - Medina, MN	1	Midco TV Commercial	-	-
25-0204	Field Technician - Medina, MN	1	Midco Website	4	-
25-0204	Field Technician - Medina, MN	1	MNWORKS (Job Service of MN)	1	-
25-0204	Field Technician - Medina, MN	1	Referred by Current Employee	-	-
25-0283	Field Technician	1	Current Employee	-	-
25-0283	Field Technician	1	eBenefits Department of Veterans Affairs	-	-
25-0283	Field Technician	1	Facebook/Instagram/Meta	-	-
25-0283	Field Technician	1	Friend/Family Referral	-	-
25-0283	Field Technician	1	Glassdoor	-	-
25-0283	Field Technician	1	Handshake	-	-
25-0283	Field Technician	1	Indeed	-	-
25-0283	Field Technician	1	LinkedIn	-	-
25-0283	Field Technician	1	Local Job Network-Circa	-	-
25-0283	Field Technician	1	Midco Email	-	-
25-0283	Field Technician	1	Midco TV Commercial	-	-
25-0283	Field Technician	1	Midco Website	1	1
25-0283	Field Technician	1	MNWORKS (Job Service of MN)	-	-
25-0283	Field Technician	1	Referred by Current Employee	1	-
25-0339	Field Technician - Cambridge, MN	1	Current Employee	-	-
25-0339	Field Technician - Cambridge, MN	1	eBenefits Department of Veterans Affairs	-	-
25-0339	Field Technician - Cambridge, MN	1	Facebook/Instagram/Meta	1	-
25-0339	Field Technician - Cambridge, MN	1	Friend/Family Referral	-	-
25-0339	Field Technician - Cambridge, MN	1	Glassdoor	-	-
25-0339	Field Technician - Cambridge, MN	1	Handshake	-	-
25-0339	Field Technician - Cambridge, MN	1	Indeed	6	-
25-0339	Field Technician - Cambridge, MN	1	LinkedIn	-	-
25-0339	Field Technician - Cambridge, MN	1	Local Job Network-Circa	-	-
25-0339	Field Technician - Cambridge, MN	1	Midco Billboard	-	-
25-0339	Field Technician - Cambridge, MN	1	Midco Email	-	-
25-0339	Field Technician - Cambridge, MN	1	Midco TV Commercial	-	-
25-0339	Field Technician - Cambridge, MN	1	Midco Website	8	1
25-0339	Field Technician - Cambridge, MN	1	MNWORKS (Job Service of MN)	-	-
25-0339	Field Technician - Cambridge, MN	1	Referred by Current Employee	-	-
25-0347	Field Technician - Forest Lake, MN	1	Current Employee	-	-
25-0347	Field Technician - Forest Lake, MN	1	eBenefits Department of Veterans Affairs	-	-
25-0347	Field Technician - Forest Lake, MN	1	Facebook/Instagram/Meta	-	-
25-0347	Field Technician - Forest Lake, MN	1	Friend/Family Referral	-	-
25-0347	Field Technician - Forest Lake, MN	1	Glassdoor	-	-
25-0347	Field Technician - Forest Lake, MN	1	Google	1	-
25-0347	Field Technician - Forest Lake, MN	1	Handshake	-	-
25-0347	Field Technician - Forest Lake, MN	1	Indeed	1	-
25-0347	Field Technician - Forest Lake, MN	1	LinkedIn	-	-
25-0347	Field Technician - Forest Lake, MN	1	Local Job Network-Circa	-	-
25-0347	Field Technician - Forest Lake, MN	1	Midco Billboard	-	-
25-0347	Field Technician - Forest Lake, MN	1	Midco Email	-	-
25-0347	Field Technician - Forest Lake, MN	1	Midco TV Commercial	-	-
25-0347	Field Technician - Forest Lake, MN	1	Midco Website	2	1
25-0347	Field Technician - Forest Lake, MN	1	MNWORKS (Job Service of MN)	-	-
25-0347	Field Technician - Forest Lake, MN	1	Referred by Current Employee	-	-
25-0348	Field Technician	2	Current Employee	-	-
25-0348	Field Technician	2	eBenefits Department of Veterans Affairs	-	-
25-0348	Field Technician	2	Facebook/Instagram/Meta	-	-
25-0348	Field Technician	2	Friend/Family Referral	-	-
25-0348	Field Technician	2	Glassdoor	-	-
25-0348	Field Technician	2	Handshake	-	-
25-0348	Field Technician	2	Indeed	2	1
25-0348	Field Technician	2	LinkedIn	-	-

25-0348	Field Technician	2	Local Job Network-Circa	-	-
25-0348	Field Technician	2	Midco Billboard	-	-
25-0348	Field Technician	2	Midco Email	-	-
25-0348	Field Technician	2	Midco TV Commercial	-	-
25-0348	Field Technician	2	Midco Website	3	1
25-0348	Field Technician	2	MNWORKS (Job Service of MN)	-	-
25-0348	Field Technician	2	Referred by Current Employee	-	-
25-0386	Field Technician - Princeton, MN	3	Current Employee	-	-
25-0386	Field Technician - Princeton, MN	3	eBenefits Department of Veterans Affairs	-	-
25-0386	Field Technician - Princeton, MN	3	Facebook/Instagram/Meta	-	-
25-0386	Field Technician - Princeton, MN	3	Friend/Family Referral	-	-
25-0386	Field Technician - Princeton, MN	3	Glassdoor	-	-
25-0386	Field Technician - Princeton, MN	3	Handshake	-	-
25-0386	Field Technician - Princeton, MN	3	Indeed	5	2
25-0386	Field Technician - Princeton, MN	3	LinkedIn	-	-
25-0386	Field Technician - Princeton, MN	3	Local Job Network-Circa	-	-
25-0386	Field Technician - Princeton, MN	3	Midco Billboard	-	-
25-0386	Field Technician - Princeton, MN	3	Midco Email	2	-
25-0386	Field Technician - Princeton, MN	3	Midco TV Commercial	-	-
25-0386	Field Technician - Princeton, MN	3	Midco Website	3	1
25-0386	Field Technician - Princeton, MN	3	MNWORKS (Job Service of MN)	-	-
25-0386	Field Technician - Princeton, MN	3	Referred by Current Employee	1	-
25-0456	Field Technician - Brainerd, MN	1	Current Employee	-	-
25-0456	Field Technician - Brainerd, MN	1	eBenefits Department of Veterans Affairs	-	-
25-0456	Field Technician - Brainerd, MN	1	Facebook/Instagram/Meta	-	-
25-0456	Field Technician - Brainerd, MN	1	Friend/Family Referral	-	-
25-0456	Field Technician - Brainerd, MN	1	Glassdoor	-	-
25-0456	Field Technician - Brainerd, MN	1	Handshake	-	-
25-0456	Field Technician - Brainerd, MN	1	Indeed	5	1
25-0456	Field Technician - Brainerd, MN	1	LinkedIn	-	-
25-0456	Field Technician - Brainerd, MN	1	Local Job Network-Circa	-	-
25-0456	Field Technician - Brainerd, MN	1	Midco Email	-	-
25-0456	Field Technician - Brainerd, MN	1	Midco TV Commercial	-	-
25-0456	Field Technician - Brainerd, MN	1	Midco Website	2	-
25-0456	Field Technician - Brainerd, MN	1	MNWORKS (Job Service of MN)	-	-
25-0456	Field Technician - Brainerd, MN	1	Referred by Current Employee	-	-
26-0105	Field Technician - Victoria, MN	1	Current Employee	-	-
26-0105	Field Technician - Victoria, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0105	Field Technician - Victoria, MN	1	Facebook/Instagram/Meta	-	-
26-0105	Field Technician - Victoria, MN	1	Friend/Family Referral	-	-
26-0105	Field Technician - Victoria, MN	1	Glassdoor	-	-
26-0105	Field Technician - Victoria, MN	1	Handshake	1	-
26-0105	Field Technician - Victoria, MN	1	Indeed	5	-
26-0105	Field Technician - Victoria, MN	1	LinkedIn	-	-
26-0105	Field Technician - Victoria, MN	1	Local Job Network-Circa	-	-
26-0105	Field Technician - Victoria, MN	1	Midco Email	-	-
26-0105	Field Technician - Victoria, MN	1	Midco TV Commercial	-	-
26-0105	Field Technician - Victoria, MN	1	Midco Website	1	-
26-0105	Field Technician - Victoria, MN	1	MNWORKS (Job Service of MN)	-	-
26-0105	Field Technician - Victoria, MN	1	Referred by Current Employee	1	1
26-0109	Field Technician - Aitkin, MN	1	Current Employee	-	-
26-0109	Field Technician - Aitkin, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0109	Field Technician - Aitkin, MN	1	Facebook/Instagram/Meta	-	-
26-0109	Field Technician - Aitkin, MN	1	Friend/Family Referral	-	-
26-0109	Field Technician - Aitkin, MN	1	Glassdoor	-	-
26-0109	Field Technician - Aitkin, MN	1	Handshake	-	-
26-0109	Field Technician - Aitkin, MN	1	Indeed	1	1
26-0109	Field Technician - Aitkin, MN	1	LinkedIn	-	-
26-0109	Field Technician - Aitkin, MN	1	Local Job Network-Circa	-	-
26-0109	Field Technician - Aitkin, MN	1	Midco Email	1	-
26-0109	Field Technician - Aitkin, MN	1	Midco TV Commercial	-	-
26-0109	Field Technician - Aitkin, MN	1	Midco Website	1	-
26-0109	Field Technician - Aitkin, MN	1	MNWORKS (Job Service of MN)	-	-
26-0109	Field Technician - Aitkin, MN	1	Referred by Current Employee	-	-
26-0126	Field Technician - Cambridge, MN	1	Current Employee	-	-
26-0126	Field Technician - Cambridge, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0126	Field Technician - Cambridge, MN	1	Facebook/Instagram/Meta	-	-
26-0126	Field Technician - Cambridge, MN	1	Friend/Family Referral	-	-
26-0126	Field Technician - Cambridge, MN	1	Glassdoor	-	-
26-0126	Field Technician - Cambridge, MN	1	Handshake	-	-
26-0126	Field Technician - Cambridge, MN	1	Indeed	1	1
26-0126	Field Technician - Cambridge, MN	1	LinkedIn	-	-
26-0126	Field Technician - Cambridge, MN	1	Local Job Network-Circa	-	-
26-0126	Field Technician - Cambridge, MN	1	Midco Billboard	-	-
26-0126	Field Technician - Cambridge, MN	1	Midco Email	3	-
26-0126	Field Technician - Cambridge, MN	1	Midco TV Commercial	1	-
26-0126	Field Technician - Cambridge, MN	1	Midco Website	3	-
26-0126	Field Technician - Cambridge, MN	1	MNWORKS (Job Service of MN)	-	-
26-0126	Field Technician - Cambridge, MN	1	Referred by Current Employee	-	-
26-0127	Field Technician - Forest Lake, MN	1	Current Employee	-	-
26-0127	Field Technician - Forest Lake, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0127	Field Technician - Forest Lake, MN	1	Facebook/Instagram/Meta	-	-
26-0127	Field Technician - Forest Lake, MN	1	Friend/Family Referral	-	-
26-0127	Field Technician - Forest Lake, MN	1	Glassdoor	-	-
26-0127	Field Technician - Forest Lake, MN	1	Handshake	-	-
26-0127	Field Technician - Forest Lake, MN	1	Indeed	2	1
26-0127	Field Technician - Forest Lake, MN	1	LinkedIn	1	-
26-0127	Field Technician - Forest Lake, MN	1	Local Job Network-Circa	-	-

26-0127	Field Technician - Forest Lake, MN	1	Midco Billboard	-	-
26-0127	Field Technician - Forest Lake, MN	1	Midco Email	-	-
26-0127	Field Technician - Forest Lake, MN	1	Midco TV Commercial	-	-
26-0127	Field Technician - Forest Lake, MN	1	Midco Website	-	-
26-0127	Field Technician - Forest Lake, MN	1	MNWORKS (Job Service of MN)	-	-
26-0127	Field Technician - Forest Lake, MN	1	Referred by Current Employee	-	-
26-0128	Field Technician - New Richmond, WI	1	Current Employee	-	-
26-0128	Field Technician - New Richmond, WI	1	eBenefits Department of Veterans Affairs	-	-
26-0128	Field Technician - New Richmond, WI	1	Facebook/Instagram/Meta	-	-
26-0128	Field Technician - New Richmond, WI	1	Friend/Family Referral	2	1
26-0128	Field Technician - New Richmond, WI	1	Glassdoor	-	-
26-0128	Field Technician - New Richmond, WI	1	Handshake	-	-
26-0128	Field Technician - New Richmond, WI	1	Indeed	-	-
26-0128	Field Technician - New Richmond, WI	1	Job Center of Wisconsin	-	-
26-0128	Field Technician - New Richmond, WI	1	LinkedIn	1	-
26-0128	Field Technician - New Richmond, WI	1	Local Job Network-Circa	-	-
26-0128	Field Technician - New Richmond, WI	1	Midco Email	-	-
26-0128	Field Technician - New Richmond, WI	1	Midco TV Commercial	-	-
26-0128	Field Technician - New Richmond, WI	1	Midco Website	-	-
26-0128	Field Technician - New Richmond, WI	1	Referred by Current Employee	-	-
26-0136	Field Technician - Buffalo, MN	2	Current Employee	-	-
26-0136	Field Technician - Buffalo, MN	2	eBenefits Department of Veterans Affairs	-	-
26-0136	Field Technician - Buffalo, MN	2	Facebook/Instagram/Meta	3	-
26-0136	Field Technician - Buffalo, MN	2	Friend/Family Referral	3	2
26-0136	Field Technician - Buffalo, MN	2	Glassdoor	-	-
26-0136	Field Technician - Buffalo, MN	2	Handshake	-	-
26-0136	Field Technician - Buffalo, MN	2	Indeed	2	-
26-0136	Field Technician - Buffalo, MN	2	LinkedIn	-	-
26-0136	Field Technician - Buffalo, MN	2	Local Job Network-Circa	-	-
26-0136	Field Technician - Buffalo, MN	2	Midco Email	2	-
26-0136	Field Technician - Buffalo, MN	2	Midco TV Commercial	-	-
26-0136	Field Technician - Buffalo, MN	2	Midco Website	5	-
26-0136	Field Technician - Buffalo, MN	2	MNWORKS (Job Service of MN)	-	-
26-0136	Field Technician - Buffalo, MN	2	Referred by Current Employee	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Current Employee	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Facebook/Instagram/Meta	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Friend/Family Referral	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Glassdoor	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Handshake	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Indeed	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	LinkedIn	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Local Job Network-Circa	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Midco Email	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Midco TV Commercial	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Midco Website	2	1
26-0147	Construction Coordinator - Hinckley, MN	1	MNWORKS (Job Service of MN)	-	-
26-0147	Construction Coordinator - Hinckley, MN	1	Referred by Current Employee	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Bisman Online	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Current Employee	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Facebook/Instagram/Meta	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Friend/Family Referral	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Glassdoor	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Handshake	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Indeed	3	1
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	LinkedIn	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Local Job Network-Circa	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Midco Billboard	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Midco Email	1	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Midco TV Commercial	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Midco Website	2	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	MNWORKS (Job Service of MN)	-	-
26-0230	Equipment Operator - Underground Construction - Moose Lake, MN	1	Referred by Current Employee	1	-
26-0241	Fixed Wireless Field Engineer	1	Current Employee	-	-
26-0241	Fixed Wireless Field Engineer	1	eBenefits Department of Veterans Affairs	-	-
26-0241	Fixed Wireless Field Engineer	1	Facebook/Instagram/Meta	-	-
26-0241	Fixed Wireless Field Engineer	1	Friend/Family Referral	-	-
26-0241	Fixed Wireless Field Engineer	1	Glassdoor	-	-
26-0241	Fixed Wireless Field Engineer	1	Handshake	-	-
26-0241	Fixed Wireless Field Engineer	1	Indeed	-	-
26-0241	Fixed Wireless Field Engineer	1	LinkedIn	-	-
26-0241	Fixed Wireless Field Engineer	1	Local Job Network-Circa	-	-
26-0241	Fixed Wireless Field Engineer	1	Midco Email	-	-
26-0241	Fixed Wireless Field Engineer	2	Midco TV Commercial	-	-
26-0241	Fixed Wireless Field Engineer	1	Midco Website	-	-
26-0241	Fixed Wireless Field Engineer	1	MNWORKS (Job Service of MN)	-	-
26-0241	Fixed Wireless Field Engineer	1	Referred by Current Employee	1	1
26-0288	Field Technician - Zimmerman, MN	3	Current Employee	-	-
26-0288	Field Technician - Zimmerman, MN	3	eBenefits Department of Veterans Affairs	-	-
26-0288	Field Technician - Zimmerman, MN	3	Facebook/Instagram/Meta	-	-
26-0288	Field Technician - Zimmerman, MN	3	Friend/Family Referral	-	-
26-0288	Field Technician - Zimmerman, MN	3	Glassdoor	-	-
26-0288	Field Technician - Zimmerman, MN	3	Handshake	-	-
26-0288	Field Technician - Zimmerman, MN	3	Indeed	5	-
26-0288	Field Technician - Zimmerman, MN	3	LinkedIn	-	-
26-0288	Field Technician - Zimmerman, MN	3	Local Job Network-Circa	-	-
26-0288	Field Technician - Zimmerman, MN	3	Midco Billboard	-	-

26-0288	Field Technician - Zimmerman, MN	3	Midco Email	1	1
26-0288	Field Technician - Zimmerman, MN	3	Midco TV Commercial	-	-
26-0288	Field Technician - Zimmerman, MN	3	Midco Website	3	2
26-0288	Field Technician - Zimmerman, MN	3	MNWORKS (Job Service of MN)	-	-
26-0288	Field Technician - Zimmerman, MN	3	Referred by Current Employee	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Current Employee	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	eBenefits Department of Veterans Affairs	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Facebook/Instagram/Meta	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Friend/Family Referral	1	1
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Glassdoor	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Handshake	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Indeed	2	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	LinkedIn	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Local Job Network-Circa	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Midco Email	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Midco TV Commercial	1	1
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Midco Website	2	1
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	MN State Career Hub College Consortium	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	MNWORKS (Job Service of MN)	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	Referred by Current Employee	-	-
26-0333	Laborer - Underground Construction - Moose Lake, MN	3	SDACCC (SD Association College Career Center)	-	-
26-0371	Field Technician - Hinckley, MN	2	Current Employee	-	-
26-0371	Field Technician - Hinckley, MN	2	eBenefits Department of Veterans Affairs	-	-
26-0371	Field Technician - Hinckley, MN	2	Facebook/Instagram/Meta	-	-
26-0371	Field Technician - Hinckley, MN	2	Friend/Family Referral	2	-
26-0371	Field Technician - Hinckley, MN	2	Glassdoor	-	-
26-0371	Field Technician - Hinckley, MN	2	Handshake	-	-
26-0371	Field Technician - Hinckley, MN	2	Indeed	2	2
26-0371	Field Technician - Hinckley, MN	2	LinkedIn	-	-
26-0371	Field Technician - Hinckley, MN	2	Local Job Network-Circa	-	-
26-0371	Field Technician - Hinckley, MN	2	Midco Email	-	-
26-0371	Field Technician - Hinckley, MN	2	Midco TV Commercial	-	-
26-0371	Field Technician - Hinckley, MN	2	Midco Website	-	-
26-0371	Field Technician - Hinckley, MN	2	MNWORKS (Job Service of MN)	-	-
26-0371	Field Technician - Hinckley, MN	2	Referred by Current Employee	-	-
26-0385	Field Technician - Forest Lake, MN	1	Career Fair	1	-
26-0385	Field Technician - Forest Lake, MN	1	Current Employee	-	-
26-0385	Field Technician - Forest Lake, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0385	Field Technician - Forest Lake, MN	1	Facebook/Instagram/Meta	-	-
26-0385	Field Technician - Forest Lake, MN	1	Friend/Family Referral	1	-
26-0385	Field Technician - Forest Lake, MN	1	Glassdoor	-	-
26-0385	Field Technician - Forest Lake, MN	1	Handshake	-	-
26-0385	Field Technician - Forest Lake, MN	1	Indeed	-	-
26-0385	Field Technician - Forest Lake, MN	1	LinkedIn	-	-
26-0385	Field Technician - Forest Lake, MN	1	Local Job Network-Circa	-	-
26-0385	Field Technician - Forest Lake, MN	1	Midco Email	1	-
26-0385	Field Technician - Forest Lake, MN	1	Midco TV Commercial	-	-
26-0385	Field Technician - Forest Lake, MN	1	Midco Website	1	-
26-0385	Field Technician - Forest Lake, MN	1	MNWORKS (Job Service of MN)	-	-
26-0385	Field Technician - Forest Lake, MN	1	Referred by Current Employee	1	1
26-0386	Field Technician - North Branch, MN	2	Current Employee	-	-
26-0386	Field Technician - North Branch, MN	2	eBenefits Department of Veterans Affairs	-	-
26-0386	Field Technician - North Branch, MN	2	Facebook/Instagram/Meta	-	-
26-0386	Field Technician - North Branch, MN	2	Friend/Family Referral	1	1
26-0386	Field Technician - North Branch, MN	2	Glassdoor	-	-
26-0386	Field Technician - North Branch, MN	2	Handshake	-	-
26-0386	Field Technician - North Branch, MN	2	Indeed	-	-
26-0386	Field Technician - North Branch, MN	2	LinkedIn	1	1
26-0386	Field Technician - North Branch, MN	2	Local Job Network-Circa	-	-
26-0386	Field Technician - North Branch, MN	2	Midco Email	-	-
26-0386	Field Technician - North Branch, MN	2	Midco TV Commercial	-	-
26-0386	Field Technician - North Branch, MN	2	Midco Website	1	-
26-0386	Field Technician - North Branch, MN	2	MNWORKS (Job Service of MN)	-	-
26-0386	Field Technician - North Branch, MN	2	Referred by Current Employee	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Current Employee	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	eBenefits Department of Veterans Affairs	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Facebook/Instagram/Meta	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Friend/Family Referral	1	1
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Glassdoor	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Handshake	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Indeed	3	1
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	LinkedIn	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Local Job Network-Circa	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Midco Billboard	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Midco Email	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Midco TV Commercial	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Midco Website	1	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	MN State Career Hub College Consortium	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	MNWORKS (Job Service of MN)	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Referred by Current Employee	2	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	SDACCC (SD Association College Career Center)	-	-
26-0531	Laborer - Underground Construction - Moose Lake, MN	3	Zip Recruiter	1	1
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Current Employee	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Facebook/Instagram/Meta	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Friend/Family Referral	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Glassdoor	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Handshake	-	-

26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Indeed	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	LinkedIn	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Local Job Network-Circa	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Midco Email	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Midco TV Commercial	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Midco Website	1	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	MNWORKS (Job Service of MN)	-	-
26-0528	Direct Sales Representative-Fiber Telecom - Isanti, MN	1	Referred by Current Employee	1	1
26-0587	Field Technician - Aitkin, MN	1	Current Employee	-	-
26-0587	Field Technician - Aitkin, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0587	Field Technician - Aitkin, MN	1	Facebook/Instagram/Meta	-	-
26-0587	Field Technician - Aitkin, MN	1	Friend/Family Referral	-	-
26-0587	Field Technician - Aitkin, MN	1	Glassdoor	-	-
26-0587	Field Technician - Aitkin, MN	1	Handshake	-	-
26-0587	Field Technician - Aitkin, MN	1	Indeed	2	1
26-0587	Field Technician - Aitkin, MN	1	LinkedIn	-	-
26-0587	Field Technician - Aitkin, MN	1	Local Job Network-Circa	-	-
26-0587	Field Technician - Aitkin, MN	1	Midco Billboard	-	-
26-0587	Field Technician - Aitkin, MN	1	Midco Email	-	-
26-0587	Field Technician - Aitkin, MN	1	Midco TV Commercial	-	-
26-0587	Field Technician - Aitkin, MN	1	Midco Website	-	-
26-0587	Field Technician - Aitkin, MN	1	MNWORKS (Job Service of MN)	-	-
26-0587	Field Technician - Aitkin, MN	1	Referred by Current Employee	-	-
26-0593	Field Technician - Brainerd, MN	1	Current Employee	-	-
26-0593	Field Technician - Brainerd, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0593	Field Technician - Brainerd, MN	1	Facebook/Instagram/Meta	-	-
26-0593	Field Technician - Brainerd, MN	1	Friend/Family Referral	-	-
26-0593	Field Technician - Brainerd, MN	1	Glassdoor	-	-
26-0593	Field Technician - Brainerd, MN	1	Handshake	-	-
26-0593	Field Technician - Brainerd, MN	1	Indeed	5	1
26-0593	Field Technician - Brainerd, MN	1	LinkedIn	-	-
26-0593	Field Technician - Brainerd, MN	1	Local Job Network-Circa	-	-
26-0593	Field Technician - Brainerd, MN	1	Midco Email	-	-
26-0593	Field Technician - Brainerd, MN	1	Midco TV Commercial	-	-
26-0593	Field Technician - Brainerd, MN	1	Midco Website	1	-
26-0593	Field Technician - Brainerd, MN	1	MNWORKS (Job Service of MN)	-	-
26-0593	Field Technician - Brainerd, MN	1	Referred by Current Employee	-	-
26-0570	Field Technician - Monticello, MN	1	Current Employee	-	-
26-0570	Field Technician - Monticello, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0570	Field Technician - Monticello, MN	1	Facebook/Instagram/Meta	-	-
26-0570	Field Technician - Monticello, MN	1	Friend/Family Referral	1	-
26-0570	Field Technician - Monticello, MN	1	Glassdoor	-	-
26-0570	Field Technician - Monticello, MN	1	Handshake	-	-
26-0570	Field Technician - Monticello, MN	1	Indeed	3	-
26-0570	Field Technician - Monticello, MN	1	LinkedIn	-	-
26-0570	Field Technician - Monticello, MN	1	Local Job Network-Circa	-	-
26-0570	Field Technician - Monticello, MN	1	Midco Email	-	-
26-0570	Field Technician - Monticello, MN	1	Midco TV Commercial	-	-
26-0570	Field Technician - Monticello, MN	1	Midco Website	2	1
26-0570	Field Technician - Monticello, MN	1	MNWORKS (Job Service of MN)	-	-
26-0570	Field Technician - Monticello, MN	1	Referred by Current Employee	-	-
26-0425	Field Technician - St Cloud, MN	1	Current Employee	-	-
26-0425	Field Technician - St Cloud, MN	1	eBenefits Department of Veterans Affairs	-	-
26-0425	Field Technician - St Cloud, MN	1	Facebook/Instagram/Meta	-	-
26-0425	Field Technician - St Cloud, MN	1	Friend/Family Referral	-	-
26-0425	Field Technician - St Cloud, MN	1	Glassdoor	-	-
26-0425	Field Technician - St Cloud, MN	1	Handshake	-	-
26-0425	Field Technician - St Cloud, MN	1	Indeed	4	-
26-0425	Field Technician - St Cloud, MN	1	LinkedIn	1	-
26-0425	Field Technician - St Cloud, MN	1	Local Job Network-Circa	-	-
26-0425	Field Technician - St Cloud, MN	1	Midco Email	1	-
26-0425	Field Technician - St Cloud, MN	1	Midco TV Commercial	-	-
26-0425	Field Technician - St Cloud, MN	1	Midco Website	4	1
26-0425	Field Technician - St Cloud, MN	1	MNWORKS (Job Service of MN)	-	-
26-0425	Field Technician - St Cloud, MN	1	Referred by Current Employee	2	-
26-0594	Field Technician - Zimmerman, MN	2	Current Employee	-	-
26-0594	Field Technician - Zimmerman, MN	2	eBenefits Department of Veterans Affairs	-	-
26-0594	Field Technician - Zimmerman, MN	2	Facebook/Instagram/Meta	-	-
26-0594	Field Technician - Zimmerman, MN	2	Friend/Family Referral	-	-
26-0594	Field Technician - Zimmerman, MN	2	Glassdoor	-	-
26-0594	Field Technician - Zimmerman, MN	2	Handshake	-	-
26-0594	Field Technician - Zimmerman, MN	2	Indeed	-	-
26-0594	Field Technician - Zimmerman, MN	2	LinkedIn	1	-
26-0594	Field Technician - Zimmerman, MN	2	Local Job Network-Circa	-	-
26-0594	Field Technician - Zimmerman, MN	2	Midco Email	-	-
26-0594	Field Technician - Zimmerman, MN	2	Midco TV Commercial	-	-
26-0594	Field Technician - Zimmerman, MN	2	Midco Website	-	-
26-0594	Field Technician - Zimmerman, MN	2	MNWORKS (Job Service of MN)	-	-
26-0594	Field Technician - Zimmerman, MN	2	Referred by Current Employee	2	2

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for Openings			
Current Employee	Current Employee application	www.midcocareers.com	N
eBenefits-Dept of Veteran Affairs 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
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: Tyler Kaplan Phone: 414-293-8521	tyler.kaplan@mitratech.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 MN) 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
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Midco Billboard Contracted through Flynn-Wright	Contact: Paige Baskerville	paige.baskerville@midco.com	N

Midco TV Commercial	Contact: Christian Begeman Phone: (605) 357-5505	christian.begeman@midco.com	N
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Internet Sources

BisManOnline 316 N 5th St Floor 6 Bismarck, ND 58501	Phone: 701-222-0370		N
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Facebook / Instagram / Meta https://www.facebook.com/	Internet Posting		N
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Job Center of Wisconsin	Contact: Beth Norris Phone: 414-840-5342	bnorris1@wctc.edu	N
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MN State Career Hub College Consortium		CareerHub@MinnState.edu	N
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People of Color Career Fair 1301 2nd Ave S, Minneapolis, MN 55403	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673	sharon@rmgaccess-com	N
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SDACCC (SD Association College Career Center) College Consortium	Contact: Heather Johnson Phone: 605-677-5381	mployer/	N
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Cited by Candidate

Zip Recruiter			N
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Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2025 - 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
9/1/2025 - 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)
9/1/2025 - on going	Respect in the Workplace	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
9/1/2025 - 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
10/28/2025	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	Sam Lyle, Jess Costello, Susan Thomas, Jordan Maetche, Sue Punke, Patti Hawkey, Kalyan Boinapalli, Eric Tijerina, Oliver Chacon Corona, Joseph Rysavy, Noelle Tieszen, Ann McGlennen
4/28/2026	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	Sam Lyle, Jess Costello, Sue Punke, Sandeep Bowenapally, Eric Tijerina, Oliver Chacon Corona, Teresa Lai, Patti Hawkey, Sharon Koenig, Husam Kakish, Ann McGlennen, Reza Mohammadi