

EEO Public File Report
Midcontinent Communications-Isanti
September 1, 2022-August 31, 2023
Full-Time Positions Filled

Req #	Posting Title	Positions		Referral Sources	Interviewed	Hired
		Filled				
FIELD005854	Field Technician I - Ely, MN	1		Current Employee	-	-
FIELD005854	Field Technician I - Ely, MN	1		eBenefits - Dept of Veteran Affairs	-	-
FIELD005854	Field Technician I - Ely, MN	1		Glassdoor	-	-
FIELD005854	Field Technician I - Ely, MN	1		Handshake	-	-
FIELD005854	Field Technician I - Ely, MN	1		Helpwanted.com	-	-
FIELD005854	Field Technician I - Ely, MN	1		Indeed	-	-
FIELD005854	Field Technician I - Ely, MN	1		Keloland/VNL/KXNET Employment	-	-
FIELD005854	Field Technician I - Ely, MN	1		LinkedIn	-	-
FIELD005854	Field Technician I - Ely, MN	1		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005854	Field Technician I - Ely, MN	1		Midco Email	1	1
FIELD005854	Field Technician I - Ely, MN	1		Midco Website	-	-
FIELD005854	Field Technician I - Ely, MN	1		MN State Career Hub College Consortium	-	-
FIELD005854	Field Technician I - Ely, MN	1		MNWORKS (Job Service of MN)	-	-
FIELD005854	Field Technician I - Ely, MN	1		Referred By Current Employee	-	-
FIELD005854	Field Technician I - Ely, MN	1		Referred by Friend or Family	-	-
FIELD005854	Field Technician I - Ely, MN	1		ZipRecruiter	-	-
FIELD005921	Field Technician I	3		Current Employee	-	-
FIELD005921	Field Technician I	3		eBenefits - Dept of Veteran Affairs	-	-
FIELD005921	Field Technician I	3		Glassdoor	-	-
FIELD005921	Field Technician I	3		Handshake	-	-
FIELD005921	Field Technician I	3		Helpwanted.com	-	-
FIELD005921	Field Technician I	3		Indeed	3	2
FIELD005921	Field Technician I	3		Keloland/VNL/KXNET Employment	-	-
FIELD005921	Field Technician I	3		LinkedIn	-	-
FIELD005921	Field Technician I	3		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005921	Field Technician I	3		Midco Website	2	1
FIELD005921	Field Technician I	3		MNWORKS (Job Service of MN)	-	-
FIELD005921	Field Technician I	3		Referred By Current Employee	-	-
FIELD005921	Field Technician I	3		Referred by Friend or Family	-	-
FIELD005921	Field Technician I	3		ZipRecruiter	-	-
FIELD005947	Field Service Technician - Ely, MN	1		Current Employee	-	-
FIELD005947	Field Service Technician - Ely, MN	1		eBenefits - Dept of Veteran Affairs	-	-
FIELD005947	Field Service Technician - Ely, MN	1		Glassdoor	-	-
FIELD005947	Field Service Technician - Ely, MN	1		Handshake	-	-
FIELD005947	Field Service Technician - Ely, MN	1		Helpwanted.com	-	-
FIELD005947	Field Service Technician - Ely, MN	1		Indeed	3	1
FIELD005947	Field Service Technician - Ely, MN	1		Keloland/VNL/KXNET Employment	-	-
FIELD005947	Field Service Technician - Ely, MN	1		LinkedIn	-	-
FIELD005947	Field Service Technician - Ely, MN	1		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005947	Field Service Technician - Ely, MN	1		Midco Website	-	-
FIELD005947	Field Service Technician - Ely, MN	1		MN State Career Hub College Consortium	-	-
FIELD005947	Field Service Technician - Ely, MN	1		MNWORKS (Job Service of MN)	-	-
FIELD005947	Field Service Technician - Ely, MN	1		Referred By Current Employee	-	-
FIELD005947	Field Service Technician - Ely, MN	1		Referred by Friend or Family	-	-
FIELD005947	Field Service Technician - Ely, MN	1		ZipRecruiter	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		Current Employee	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		eBenefits - Dept of Veteran Affairs	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		Glassdoor	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		Handshake	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		Helpwanted.com	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		Indeed	1	1
FIELD005951	Field Service Technician - Forest Lake, MN	1		Keloland/VNL/KXNET Employment	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		LinkedIn	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		Midco Website	1	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		MN State Career Hub College Consortium	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		MNWORKS (Job Service of MN)	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		Referred By Current Employee	1	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		Referred by Friend or Family	-	-
FIELD005951	Field Service Technician - Forest Lake, MN	1		ZipRecruiter	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		Current Employee	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		eBenefits - Dept of Veteran Affairs	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		Glassdoor	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		Handshake	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		Helpwanted.com	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		Indeed	2	1
FIELD005952	Field Service Technician - Princeton, MN	1		Keloland/VNL/KXNET Employment	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		LinkedIn	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		Midco Website	2	-
FIELD005952	Field Service Technician - Princeton, MN	1		MN State Career Hub College Consortium	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		MNWORKS (Job Service of MN)	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		Referred By Current Employee	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		Referred by Friend or Family	-	-
FIELD005952	Field Service Technician - Princeton, MN	1		ZipRecruiter	-	-
FIELD006005	Field Service Technician - Princeton, MN	1		Current Employee	-	-
FIELD006005	Field Service Technician - Princeton, MN	1		eBenefits - Dept of Veteran Affairs	-	-
FIELD006005	Field Service Technician - Princeton, MN	1		Glassdoor	-	-
FIELD006005	Field Service Technician - Princeton, MN	1		Handshake	-	-
FIELD006005	Field Service Technician - Princeton, MN	1		Helpwanted.com	-	-
FIELD006005	Field Service Technician - Princeton, MN	1		Indeed	2	-
FIELD006005	Field Service Technician - Princeton, MN	1		Keloland/VNL/KXNET Employment	-	-
FIELD006005	Field Service Technician - Princeton, MN	1		LinkedIn	-	-
FIELD006005	Field Service Technician - Princeton, MN	1		LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006005	Field Service Technician - Princeton, MN	1		Midco Email	1	-

FIELD006005	Field Service Technician - Princeton, MN	1	Midco TV Commercial	-	-
FIELD006005	Field Service Technician - Princeton, MN	1	Midco Website	1	-
FIELD006005	Field Service Technician - Princeton, MN	1	MN State Career Hub College Consortium	-	-
FIELD006005	Field Service Technician - Princeton, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006005	Field Service Technician - Princeton, MN	1	Referred By Current Employee	-	-
FIELD006005	Field Service Technician - Princeton, MN	1	Referred by Friend or Family	1	1
FIELD006005	Field Service Technician - Princeton, MN	1	ZipRecruiter	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Billboard	1	1
FIELD006012	Field Service Technician - Cambridge, MN	2	Current Employee	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Glassdoor	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Handshake	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Helpwanted.com	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Indeed	1	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Keloland/VNL/KXNET Employment	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	LinkedIn	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Midco Email	2	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Midco TV Commercial	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Midco Website	3	-
FIELD006012	Field Service Technician - Cambridge, MN	2	MN State Career Hub College Consortium	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	MNWORKS (Job Service of MN)	-	-
FIELD006012	Field Service Technician - Cambridge, MN	2	Referred By Current Employee	1	1
FIELD006012	Field Service Technician - Cambridge, MN	2	Referred by Friend or Family	1	-
FIELD006012	Field Service Technician - Cambridge, MN	2	ZipRecruiter	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Billboard	1	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Current Employee	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Facebook / Instagram	1	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Glassdoor	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Handshake	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Helpwanted.com	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Indeed	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Keloland/VNL/KXNET Employment	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	LinkedIn	1	1
FIELD006013	Field Service Technician - Forest Lake, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Midco Email	1	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Midco TV Commercial	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Midco Website	1	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	MN State Career Hub College Consortium	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Referred By Current Employee	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	Referred by Friend or Family	-	-
FIELD006013	Field Service Technician - Forest Lake, MN	1	ZipRecruiter	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	Current Employee	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	Glassdoor	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	Handshake	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	Helpwanted.com	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	Indeed	2	1
FIELD006015	Field Service Technician - Cold Spring, MN	1	Keloland/VNL/KXNET Employment	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	LinkedIn	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	Midco TV Commercial	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	Midco Website	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	MN State Career Hub College Consortium	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	Referred By Current Employee	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	Referred by Friend or Family	-	-
FIELD006015	Field Service Technician - Cold Spring, MN	1	ZipRecruiter	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	Current Employee	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	Glassdoor	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	Handshake	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	Helpwanted.com	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	Indeed	1	1
FIELD006019	Field Service Technician - Clearwater, MN	1	Keloland/VNL/KXNET Employment	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	LinkedIn	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	Midco TV Commercial	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	Midco Website	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	Referred By Current Employee	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	Referred by Friend or Family	-	-
FIELD006019	Field Service Technician - Clearwater, MN	1	ZipRecruiter	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	Current Employee	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	Glassdoor	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	Handshake	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	Helpwanted.com	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	Indeed	1	1
FIELD006090	Field Service Technician - Clearwater, MN	1	Keloland/VNL/KXNET Employment	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	LinkedIn	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	Midco TV Commercial	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	Midco Website	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	MN State Career Hub College Consortium	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	Referred By Current Employee	1	-
FIELD006090	Field Service Technician - Clearwater, MN	1	Referred by Friend or Family	-	-
FIELD006090	Field Service Technician - Clearwater, MN	1	ZipRecruiter	-	-

FIELD006128	Field Service Technician - Forest Lake, MN	1	Current Employee	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Glassdoor	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Handshake	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Helpwanted.com	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Indeed	3	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Keloland/VNL/KXNET Employment	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	LinkedIn	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Midco Email	2	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Midco TV Commercial	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Midco Website	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	MN State Career Hub College Consortium	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Referred By Current Employee	-	-
FIELD006128	Field Service Technician - Forest Lake, MN	1	Referred by Friend or Family	1	1
FIELD006128	Field Service Technician - Forest Lake, MN	1	ZipRecruiter	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Billboard	1	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Current Employee	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Glassdoor	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Handshake	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Helpwanted.com	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Indeed	9	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Keloland/VNL/KXNET Employment	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	LinkedIn	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Midco Email	3	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Midco TV Commercial	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Midco Website	2	-
FIELD006171	Field Service Technician - Cambridge, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	Referred By Current Employee	3	1
FIELD006171	Field Service Technician - Cambridge, MN	1	Referred by Friend or Family	-	-
FIELD006171	Field Service Technician - Cambridge, MN	1	ZipRecruiter	1	-
FIELD006194	Field Service Technician - Becker, MN	1	Current Employee	-	-
FIELD006194	Field Service Technician - Becker, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006194	Field Service Technician - Becker, MN	1	Facebook / Instagram	1	-
FIELD006194	Field Service Technician - Becker, MN	1	Glassdoor	-	-
FIELD006194	Field Service Technician - Becker, MN	1	Handshake	-	-
FIELD006194	Field Service Technician - Becker, MN	1	Helpwanted.com	-	-
FIELD006194	Field Service Technician - Becker, MN	1	Indeed	-	-
FIELD006194	Field Service Technician - Becker, MN	1	LinkedIn	1	1
FIELD006194	Field Service Technician - Becker, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006194	Field Service Technician - Becker, MN	1	Midco Website	-	-
FIELD006194	Field Service Technician - Becker, MN	1	MN State Career Hub College Consortium	-	-
FIELD006194	Field Service Technician - Becker, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006194	Field Service Technician - Becker, MN	1	Referred By Current Employee	-	-
FIELD006194	Field Service Technician - Becker, MN	1	Referred by Friend or Family	-	-
FIELD006194	Field Service Technician - Becker, MN	1	ZipRecruiter	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Current Employee	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Glassdoor	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Handshake	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Helpwanted.com	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Indeed	1	1
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Keloland/VNL/KXNET Employment	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	LinkedIn	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Midco Website	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Referred By Current Employee	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	Referred by Friend or Family	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	SDWORKS (Job Service of SD)	-	-
FIELD006234	Field Technician I - Milbank, SD; Ortonville, MN; or Big Stone, MN	1	ZipRecruiter	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	Current Employee	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	Glassdoor	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	Handshake	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	Helpwanted.com	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	Indeed	1	1
FIELD006240	Field Service Technician - Annandale, MN	1	LinkedIn	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	Midco TV Commercial	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	Midco Website	1	-
FIELD006240	Field Service Technician - Annandale, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	Referred By Current Employee	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	Referred by Friend or Family	-	-
FIELD006240	Field Service Technician - Annandale, MN	1	ZipRecruiter	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	Current Employee	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	Glassdoor	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	Handshake	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	Helpwanted.com	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	Indeed	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	LinkedIn	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	Midco TV Commercial	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	Midco Website	1	1
FIELD006242	Field Service Technician - Forest Lake, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	Referred By Current Employee	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	Referred by Friend or Family	-	-
FIELD006242	Field Service Technician - Forest Lake, MN	1	ZipRecruiter	-	-

FIELD006277	Field Service Technician - Clearwater, MN	1	Current Employee	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	Glassdoor	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	Handshake	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	Helpwanted.com	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	Indeed	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	LinkedIn	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	Midco Website	1	1
FIELD006277	Field Service Technician - Clearwater, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	Referred By Current Employee	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	Referred by Friend or Family	-	-
FIELD006277	Field Service Technician - Clearwater, MN	1	ZipRecruiter	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Current Employee	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Glassdoor	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Handshake	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Helpwanted.com	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Indeed	7	1
FIELD006278	Field Service Technician - Cambridge, MN	1	LinkedIn	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Midco Digital Advertisement	1	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Midco Email	1	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Midco TV Commercial	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Midco Website	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Referred By Current Employee	1	-
FIELD006278	Field Service Technician - Cambridge, MN	1	Referred by Friend or Family	-	-
FIELD006278	Field Service Technician - Cambridge, MN	1	ZipRecruiter	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Current Employee	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Glassdoor	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Handshake	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Helpwanted.com	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Indeed	5	1
FIELD006333	Field Service Technician - Princeton, MN	1	LinkedIn	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Midco Digital Advertisement	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Midco Email	4	-
FIELD006333	Field Service Technician - Princeton, MN	1	Midco TV Commercial	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Midco Website	1	-
FIELD006333	Field Service Technician - Princeton, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Referred By Current Employee	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	Referred by Friend or Family	-	-
FIELD006333	Field Service Technician - Princeton, MN	1	ZipRecruiter	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	Current Employee	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	eBenefits - Dept of Veteran Affairs	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	Glassdoor	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	Handshake	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	Helpwanted.com	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	Indeed	4	1
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	Keloland/VNL/KXNET Employment	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	LinkedIn	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	Midco Website	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	MN State Career Hub College Consortium	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	MNWORKS (Job Service of MN)	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	Referred By Current Employee	-	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	Referred by Friend or Family	1	-
INVEN005959	Inventory Specialist I, II or III - Cambridge, MN	1	ZipRecruiter	-	-
REGIO006233	Regional Sales Manager-Business	1	Current Employee	1	-
REGIO006233	Regional Sales Manager-Business	1	eBenefits - Dept of Veteran Affairs	-	-
REGIO006233	Regional Sales Manager-Business	1	Glassdoor	-	-
REGIO006233	Regional Sales Manager-Business	1	Handshake	-	-
REGIO006233	Regional Sales Manager-Business	1	Helpwanted.com	-	-
REGIO006233	Regional Sales Manager-Business	1	Indeed	-	-
REGIO006233	Regional Sales Manager-Business	1	Keloland/VNL/KXNET Employment	-	-
REGIO006233	Regional Sales Manager-Business	1	KSWORKS (Job Service of KS)	-	-
REGIO006233	Regional Sales Manager-Business	1	LinkedIn	2	-
REGIO006233	Regional Sales Manager-Business	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
REGIO006233	Regional Sales Manager-Business	1	Midco Website	-	-
REGIO006233	Regional Sales Manager-Business	1	MNWORKS (Job Service of MN)	-	-
REGIO006233	Regional Sales Manager-Business	1	NDWORKS (Job Service of ND)	-	-
REGIO006233	Regional Sales Manager-Business	1	Referred by Current Employee	1	1
REGIO006233	Regional Sales Manager-Business	1	Referred by Friend or Family	-	-
REGIO006233	Regional Sales Manager-Business	1	SDWORKS (Job Service of SD)	-	-
REGIO006233	Regional Sales Manager-Business	1	ZipRecruiter	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	Current Employee	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	eBenefits - Dept of Veteran Affairs	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	Glassdoor	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	Handshake	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	Helpwanted.com	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	Indeed	1	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	Keloland/VNL/KXNET Employment	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	LocalJobNetwork (KS,MN,ND,SD,WI)	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	Midco Website	1	1
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	MNWORKS (Job Service of MN)	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	Referred by Current Employee	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	Referred by Friend or Family	-	-
SALES006111	Sales Associate (Internet, TV, & Phone) - St. Cloud, MN or St. Joseph, MN	1	ZipRecruiter	-	-

Recruitment Source	Contact	Email	Entitled to
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 College Consortium https://www.joinhandshake.com/	Internet Posting		N
Helpwanted.com 1085 Route 55 Unit 14 Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted-com	N
Indeed https://www.indeed.com/	Internet Posting		N
LocalJobNetwork(KS,MN,ND,SD, WI) 1000 N- Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather-homa@localjobnetwork-com	N
Midco Website	Contact: Susan Thomas Phone: 952-358-3547	www-midcocareers-com	N
MNWorks (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	N
Referred by Current Employee	Referral from Current Employee		N
Referred by Friend or Family	Referral from Friend of Family		N
ZipRecruiter https://ziprecruiter.com/	Internet Posting		N
Recruitment Sources for Specific Vacancies			
Billboard Newman Outdoor Advertising, 2211 S. Washington St., Suite D, G	Contact: Bill Kvasager Phone: 701-746-5436	billk@newmanoutdoor.com	N
KSWORKS (Job Service of Kansas) 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	N
Keloland/VNL/KXNET Employment (Hire Click) 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	N
NDWORKS (Job Service of North Dakota) PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	N

SDWORKS (Job Service of South Dakota) 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troudt Phone: 605-394-2296	carla.troudt@state.sd.us	N
WiWORKS (Job Service of Wisconsin) 221 W Madison St # 140B, Eau Claire, WI 54703	jobcenterofwisconsin@dwd.wisconsin.gov Phone: 715-858-9675	https://jobcenterofwisconsin.com/	
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
Midco Digital Advertisement	Digital banner Midco marketing creates		N
Midco Email	Email Blasts to customers who have opted in and weekly email sent to all employees		N
Midco TV Commercial	TV Commerical Midco airs		N
People of Color Career Fair-Sponsorship 1301 2nd Ave S, Minneapolis, MN 55403	Contact: Sharon Smith-Akinsanya Phone: 612-916-2673	sharon@rmgaccess-com	N
Internet Sources			
Facebook / Instagram https://www.facebook.com/	Internet Posting		N
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
MN State Career Hub College Consortium https://www.collegecentral.com/msch/	Internet Posting		N

Long Term Initiatives

Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2022 - on going	Advertising to target a wide range of candidates	We advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Recruiting
9/1/2022 - 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. During this reporting period, 54 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
1/25/2023 - on going	Employee Relations and Compliance Training for Leaders	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, ADA, leaves, Termination Process/Exit Interview.	Compliance Training Professional Development Opportunities for Midco Leaders	on-demand training
9/1/2022 - 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/ https://sd.gov/ https://jobcenterofwisconsin.com/ https://usmilitarypipeline.com/ https://www.ebenefits.va.gov/ VetConnect (LVER/DVOPS)
9/1/2022 - on going	Workplace Harassment Prevention Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination	Compliance Training	Midco leadership & entire staff
9/15/2022	Cambridge Appreciation Event	Participation in Cambridge Appreciation Event - discuss career opportunities	Broad Outreach	Sam Lyle Jason Sachs Jason Gruber Casey Morris Carolyn Stelter-Gangl
10/27/2022	People of Color Career Fair-Sponsorship	One of four main sponsors. Share information about open positions, career site, how to apply, company paid benefits, etc.	General Recruiting, Minorities	Patti Hawkey Noelle Tieszen Alicia Hartke Husam Kakish Ann McGlennen Pat McAdaragh Oliver Chacon Pao Lo Masai Turner

4/27/2023	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.	General Recruiting, Minorities	Patti Hawkey Noelle Tieszen Moses Hodgeson Sue Punke Ben Dold Susan Thomas Husam Kakish Tom McAdaragh Pao Lo Otis Priester Berlynn Bitengo Suzie O'Meara
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