

**EEO Public File Report  
Midcontinent Communications-Isanti  
September 1, 2023-August 31, 2024  
Full-Time Positions Filled**

Req #	Posting Title	Positions	Referral Sources	Interviewed	Hired
FIELD006490	Field Service Technician - North Branch, MN	1	Billboard	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Current Employee	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Facebook/Instagram	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Glassdoor	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Handshake	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Indeed	5	1
FIELD006490	Field Service Technician - North Branch, MN	1	LinkedIn	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	LocalJobNetworks (MN)	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Midco Email	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Midco TV Commercial	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Midco Website	1	-
FIELD006490	Field Service Technician - North Branch, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Referred By Current Employee	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	Referred by Friend or Family	-	-
FIELD006490	Field Service Technician - North Branch, MN	1	ZipRecruiter	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Billboard	1	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Current Employee	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Facebook/Instagram	1	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Glassdoor	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Handshake	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Helpwanted.com	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Indeed	7	-
FIELD006411	Field Service Technician - Cambridge, MN	1	LinkedIn	1	-
FIELD006411	Field Service Technician - Cambridge, MN	1	LocalJobNetworks (MN)	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Midco Email	4	1
FIELD006411	Field Service Technician - Cambridge, MN	1	Midco TV Commercial	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Midco Website	1	-
FIELD006411	Field Service Technician - Cambridge, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Referred By Current Employee	-	-
FIELD006411	Field Service Technician - Cambridge, MN	1	Referred by Friend or Family	1	-
FIELD006411	Field Service Technician - Cambridge, MN	1	ZipRecruiter	1	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Billboard	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Current Employee	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Facebook/Instagram	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Glassdoor	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Handshake	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Indeed	3	1
FIELD006539	Field Service Technician - Cambridge, MN	1	LinkedIn	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	LocalJobNetworks (MN)	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Midco Email	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Midco TV Commercial	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Midco Website	2	-
FIELD006539	Field Service Technician - Cambridge, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Referred By Current Employee	1	-
FIELD006539	Field Service Technician - Cambridge, MN	1	Referred by Friend or Family	1	-
FIELD006539	Field Service Technician - Cambridge, MN	1	ZipRecruiter	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Current Employee	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Facebook/Instagram	1	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Glassdoor	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Handshake	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Helpwanted.com	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Indeed	8	2
FIELD006332	Field Service Technician - Cambridge, MN	2	LinkedIn	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	LocalJobNetworks (MN)	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Midco Email	9	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Midco TV Commercial	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Midco Website	3	-
FIELD006332	Field Service Technician - Cambridge, MN	2	MNWORKS (Job Service of MN)	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Referred By Current Employee	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	Referred by Friend or Family	-	-
FIELD006332	Field Service Technician - Cambridge, MN	2	ZipRecruiter	1	-
FIELD006528	Field Service Technician - Annandale, MN	1	Current Employee	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	Facebook/Instagram	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	Glassdoor	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	Handshake	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	Indeed	1	-
FIELD006528	Field Service Technician - Annandale, MN	1	LinkedIn	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	LocalJobNetworks (MN)	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	Midco Email	1	-
FIELD006528	Field Service Technician - Annandale, MN	1	Midco Website	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	Referred By Current Employee	1	1
FIELD006528	Field Service Technician - Annandale, MN	1	Referred by Friend or Family	-	-
FIELD006528	Field Service Technician - Annandale, MN	1	ZipRecruiter	-	-
FIELD006369	Field Service Technician - Becker, MN	1	Current Employee	-	-
FIELD006369	Field Service Technician - Becker, MN	1	eBenefits - Dept of Veteran Affairs	-	-

FIELD006369	Field Service Technician - Becker, MN	1	Glassdoor	-	-
FIELD006369	Field Service Technician - Becker, MN	1	Handshake	-	-
FIELD006369	Field Service Technician - Becker, MN	1	Helpwanted.com	-	-
FIELD006369	Field Service Technician - Becker, MN	1	Indeed	3	1
FIELD006369	Field Service Technician - Becker, MN	1	LinkedIn	-	-
FIELD006369	Field Service Technician - Becker, MN	1	LocalJobNetworks (MN)	-	-
FIELD006369	Field Service Technician - Becker, MN	1	Midco Email	-	-
FIELD006369	Field Service Technician - Becker, MN	1	Midco Website	-	-
FIELD006369	Field Service Technician - Becker, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006369	Field Service Technician - Becker, MN	1	Referred By Current Employee	-	-
FIELD006369	Field Service Technician - Becker, MN	1	Referred by Friend or Family	-	-
FIELD006369	Field Service Technician - Becker, MN	1	ZipRecruiter	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Current Employee	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Facebook/Instagram	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Glassdoor	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Handshake	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Helpwanted.com	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Indeed	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	LinkedIn	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	LocalJobNetworks (MN)	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Midco Email	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Midco TV Commercial	1	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Midco Website	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Referred By Current Employee	-	-
FIELD006443	Field Service Technician - Buffalo, MN	1	Referred by Friend or Family	1	1
FIELD006443	Field Service Technician - Buffalo, MN	1	ZipRecruiter	1	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Current Employee	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Glassdoor	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Handshake	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Helpwanted.com	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Indeed	2	-
FIELD006330	Field Service Technician - Buffalo, MN	1	LinkedIn	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	LocalJobNetworks (MN)	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Midco Email	1	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Midco TV Commercial	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Midco Website	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Referred By Current Employee	-	-
FIELD006330	Field Service Technician - Buffalo, MN	1	Referred by Friend or Family	1	1
FIELD006330	Field Service Technician - Buffalo, MN	1	ZipRecruiter	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Billboard	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Current Employee	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	eBenefits - Dept of Veteran Affairs	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Facebook/Instagram	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Glassdoor	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Handshake	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Indeed	4	2
FIELD006507	Field Service Technician - Chisago City, MN	2	LinkedIn	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	LocalJobNetworks (MN)	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Midco Email	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Midco TV Commercial	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Midco Website	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	MNWORKS (Job Service of MN)	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Referred By Current Employee	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	Referred by Friend or Family	-	-
FIELD006507	Field Service Technician - Chisago City, MN	2	ZipRecruiter	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	Current Employee	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	Facebook/Instagram	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	Glassdoor	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	Handshake	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	Indeed	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	LinkedIn	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	LocalJobNetworks (MN)	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	Midco Email	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	Midco Website	1	-
FIELD006494	Field Service Technician - Clearwater, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	Referred By Current Employee	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	Referred by Friend or Family	-	-
FIELD006494	Field Service Technician - Clearwater, MN	1	ZipRecruiter	1	1
FIELD006433	Field Service Technician - Clearwater, MN	1	Current Employee	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	Facebook/Instagram	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	Glassdoor	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	Handshake	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	Helpwanted.com	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	Indeed	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	LinkedIn	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	LocalJobNetworks (MN)	1	-
FIELD006433	Field Service Technician - Clearwater, MN	1	Midco Email	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	Midco Website	1	-
FIELD006433	Field Service Technician - Clearwater, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006433	Field Service Technician - Clearwater, MN	1	Referred By Current Employee	-	-

FIELD006433	Field Service Technician - Clearwater, MN	1	Referred by Friend or Family	2	1
FIELD006433	Field Service Technician - Clearwater, MN	1	ZipRecruiter	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	Current Employee	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	Facebook/Instagram	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	Glassdoor	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	Handshake	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	Helpwanted.com	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	Indeed	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	LinkedIn	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	LocalJobNetworks (MN)	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	Midco Email	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	Midco Website	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006471	Field Service Technician - Clearwater, MN	1	Referred By Current Employee	1	1
FIELD006471	Field Service Technician - Clearwater, MN	1	Referred by Friend or Family	1	-
FIELD006471	Field Service Technician - Clearwater, MN	1	ZipRecruiter	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	Current Employee	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	Facebook/Instagram	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	Glassdoor	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	Handshake	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	Indeed	4	1
FIELD006551	Field Service Technician - Clearwater, MN	1	LinkedIn	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	LocalJobNetworks (MN)	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	Midco Email	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	Midco Website	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	Referred By Current Employee	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	Referred by Friend or Family	-	-
FIELD006551	Field Service Technician - Clearwater, MN	1	ZipRecruiter	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	Current Employee	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	Glassdoor	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	Handshake	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	Indeed	1	-
FIELD006630	Field Technician - Cold Spring, MN	1	LinkedIn	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	LocalJobNetworks (MN)	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	Midco Email	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	Midco TV Commercial	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	Midco Website	1	1
FIELD006630	Field Technician - Cold Spring, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	Referred By Current Employee	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	Referred by Friend or Family	-	-
FIELD006630	Field Technician - Cold Spring, MN	1	ZipRecruiter	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Current Employee	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Facebook/Instagram	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Glassdoor	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Handshake	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Helpwanted.com	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Indeed	10	1
FIELD006396	Field Service Technician - Cold Spring, MN	1	LinkedIn	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	LocalJobNetworks (MN)	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Midco Email	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Midco Website	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Referred By Current Employee	1	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	Referred by Friend or Family	-	-
FIELD006396	Field Service Technician - Cold Spring, MN	1	ZipRecruiter	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Billboard	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Current Employee	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Facebook/Instagram	3	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Glassdoor	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Handshake	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Indeed	7	1
FIELD006493	Field Service Technician - Forest Lake, MN	1	LinkedIn	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	LocalJobNetworks (MN)	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Midco Email	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Midco TV Commercial	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Midco Website	2	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Referred By Current Employee	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	Referred by Friend or Family	-	-
FIELD006493	Field Service Technician - Forest Lake, MN	1	ZipRecruiter	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Billboard	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Current Employee	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Facebook/Instagram	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Glassdoor	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Handshake	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Helpwanted.com	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Indeed	4	1
FIELD006441	Field Service Technician - Forest Lake, MN	1	LinkedIn	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	LocalJobNetworks (MN)	-	-

FIELD006441	Field Service Technician - Forest Lake, MN	1	Midco Digital Advertisement	1	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Midco Email	3	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Midco TV Commercial	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Midco Website	1	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Referred By Current Employee	-	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	Referred by Friend or Family	1	-
FIELD006441	Field Service Technician - Forest Lake, MN	1	ZipRecruiter	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Current Employee	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Glassdoor	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Handshake	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Helpwanted.com	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Indeed	4	2
FIELD006329	Field Service Technician - Forest Lake, MN	3	LinkedIn	1	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	LocalJobNetworks (MN)	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Midco Digital Advertisement	1	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Midco Email	6	1
FIELD006329	Field Service Technician - Forest Lake, MN	3	Midco TV Commercial	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Midco Website	2	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	MNWORKS (Job Service of MN)	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Referred By Current Employee	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	Referred by Friend or Family	-	-
FIELD006329	Field Service Technician - Forest Lake, MN	3	ZipRecruiter	-	-
SALES006652	Sales Account Executive (Business Sales)	1	Current Employee	-	-
SALES006652	Sales Account Executive (Business Sales)	1	eBenefits - Dept of Veteran Affairs	-	-
SALES006652	Sales Account Executive (Business Sales)	1	Facebook/Instagram	1	-
SALES006652	Sales Account Executive (Business Sales)	1	Glassdoor	-	-
SALES006652	Sales Account Executive (Business Sales)	1	Handshake	-	-
SALES006652	Sales Account Executive (Business Sales)	1	Indeed	4	1
SALES006652	Sales Account Executive (Business Sales)	1	LinkedIn	-	-
SALES006652	Sales Account Executive (Business Sales)	1	LocalJobNetworks (MN)	-	-
SALES006652	Sales Account Executive (Business Sales)	1	Midco Email	-	-
SALES006652	Sales Account Executive (Business Sales)	1	Midco Website	-	-
SALES006652	Sales Account Executive (Business Sales)	1	MNWORKS (Job Service of MN)	-	-
SALES006652	Sales Account Executive (Business Sales)	1	Referred by Current Employee	-	-
SALES006652	Sales Account Executive (Business Sales)	1	Referred by Friend or Family	-	-
SALES006652	Sales Account Executive (Business Sales)	1	ZipRecruiter	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Billboard	1	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Current Employee	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Facebook/Instagram	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Glassdoor	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Handshake	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Helpwanted.com	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Indeed	1	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	LinkedIn	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	LocalJobNetworks (MN)	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Midco Email	1	1
FIELD006462	Field Service Technician - Zimmerman, MN	1	Midco TV Commercial	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Midco Website	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Referred By Current Employee	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	Referred by Friend or Family	-	-
FIELD006462	Field Service Technician - Zimmerman, MN	1	ZipRecruiter	-	-
FIELD006629	Field Technician - Princeton, MN	1	Billboard	-	-
FIELD006629	Field Technician - Princeton, MN	1	Current Employee	-	-
FIELD006629	Field Technician - Princeton, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006629	Field Technician - Princeton, MN	1	Glassdoor	-	-
FIELD006629	Field Technician - Princeton, MN	1	Handshake	-	-
FIELD006629	Field Technician - Princeton, MN	1	Indeed	1	1
FIELD006629	Field Technician - Princeton, MN	1	LinkedIn	1	-
FIELD006629	Field Technician - Princeton, MN	1	LocalJobNetworks (MN)	-	-
FIELD006629	Field Technician - Princeton, MN	1	Midco Email	-	-
FIELD006629	Field Technician - Princeton, MN	1	Midco TV Commercial	-	-
FIELD006629	Field Technician - Princeton, MN	1	Midco Website	-	-
FIELD006629	Field Technician - Princeton, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006629	Field Technician - Princeton, MN	1	Referred By Current Employee	-	-
FIELD006629	Field Technician - Princeton, MN	1	Referred by Friend or Family	1	-
FIELD006629	Field Technician - Princeton, MN	1	ZipRecruiter	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	Current Employee	1	1
FIELD006333	Field Service Technician - Princeton, MN	3	eBenefits - Dept of Veteran Affairs	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	Glassdoor	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	Handshake	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	Helpwanted.com	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	Indeed	13	1
FIELD006333	Field Service Technician - Princeton, MN	3	LinkedIn	1	-
FIELD006333	Field Service Technician - Princeton, MN	3	LocalJobNetworks (MN)	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	Midco Email	1	-
FIELD006333	Field Service Technician - Princeton, MN	3	Midco TV Commercial	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	Midco Website	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	MNWORKS (Job Service of MN)	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	Referred By Current Employee	3	1
FIELD006333	Field Service Technician - Princeton, MN	3	Referred by Friend or Family	-	-
FIELD006333	Field Service Technician - Princeton, MN	3	ZipRecruiter	-	-
RESID006459	Residential Sales Associate - MDU	1	Current Employee	-	-

RESID006459	Residential Sales Associate - MDU	1	eBenefits - Dept of Veteran Affairs	-	-
RESID006459	Residential Sales Associate - MDU	1	Glassdoor	-	-
RESID006459	Residential Sales Associate - MDU	1	Handshake	-	-
RESID006459	Residential Sales Associate - MDU	1	Helpwanted.com	-	-
RESID006459	Residential Sales Associate - MDU	1	Indeed	-	-
RESID006459	Residential Sales Associate - MDU	1	LocalJobNetworks (MN)	-	-
RESID006459	Residential Sales Associate - MDU	1	Midco Email	-	-
RESID006459	Residential Sales Associate - MDU	1	Midco Website	-	-
RESID006459	Residential Sales Associate - MDU	1	MNWORKS (Job Service of MN)	-	-
RESID006459	Residential Sales Associate - MDU	1	Referred by Current Employee	1	1
RESID006459	Residential Sales Associate - MDU	1	Referred by Friend or Family	-	-
RESID006459	Residential Sales Associate - MDU	1	ZipRecruiter	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	Current Employee	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	Glassdoor	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	Handshake	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	Indeed	1	1
FIELD006615	Field Technician - Albert Lea, MN	1	LinkedIn	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	LocalJobNetworks (MN)	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	Midco Email	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	Midco TV Commercial	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	Midco Website	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	Referred By Current Employee	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	Referred by Friend or Family	-	-
FIELD006615	Field Technician - Albert Lea, MN	1	ZipRecruiter	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Billboard	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Current Employee	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	eBenefits - Dept of Veteran Affairs	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Facebook/Instagram	1	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Glassdoor	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Handshake	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Indeed	1	1
MAINT006511	Maintenance Technician - Fairmont, MN	1	LinkedIn	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	LocalJobNetworks (MN)	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Midco Email	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Midco Website	1	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	MNWORKS (Job Service of MN)	1	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Referred By Current Employee	-	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	Referred by Friend or Family	1	-
MAINT006511	Maintenance Technician - Fairmont, MN	1	ZipRecruiter	-	-
FIELD006407	Field Technician - Ely, MN	1	Current Employee	-	-
FIELD006407	Field Technician - Ely, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006407	Field Technician - Ely, MN	1	Glassdoor	-	-
FIELD006407	Field Technician - Ely, MN	1	Handshake	-	-
FIELD006407	Field Technician - Ely, MN	1	Helpwanted.com	-	-
FIELD006407	Field Technician - Ely, MN	1	Indeed	1	1
FIELD006407	Field Technician - Ely, MN	1	LinkedIn	-	-
FIELD006407	Field Technician - Ely, MN	1	LocalJobNetworks (MN)	-	-
FIELD006407	Field Technician - Ely, MN	1	Midco Email	-	-
FIELD006407	Field Technician - Ely, MN	1	Midco TV Commercial	-	-
FIELD006407	Field Technician - Ely, MN	1	Midco Website	-	-
FIELD006407	Field Technician - Ely, MN	1	MN State Career Hub College Consortium	-	-
FIELD006407	Field Technician - Ely, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006407	Field Technician - Ely, MN	1	Referred By Current Employee	-	-
FIELD006407	Field Technician - Ely, MN	1	Referred by Friend or Family	-	-
FIELD006407	Field Technician - Ely, MN	1	ZipRecruiter	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	Current Employee	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	Glassdoor	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	Handshake	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	Helpwanted.com	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	Indeed	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	LinkedIn	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	LocalJobNetworks (MN)	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	Midco Email	3	1
FIELD006336	Field Service Technician - Faribault, MN	1	Midco TV Commercial	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	Midco Website	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	Referred By Current Employee	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	Referred by Friend or Family	-	-
FIELD006336	Field Service Technician - Faribault, MN	1	ZipRecruiter	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	Current Employee	1	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	eBenefits - Dept of Veteran Affairs	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	Glassdoor	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	Handshake	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	Indeed	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	LinkedIn	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	LocalJobNetworks (MN)	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	Midco Email	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	Midco Website	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	MNWORKS (Job Service of MN)	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	MN State Career Hub College Consortium	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	Referred By Current Employee	1	1
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	Referred by Friend or Family	-	-
CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	SDACCC (SD Association College Career Center)	-	-

CENTR006649	Central Construction Fiber Splicer / Fiber Optic Technician - St. Joseph, M	1	ZipRecruiter	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	Current Employee	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	Facebook/Instagram	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	Glassdoor	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	Handshake	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	Indeed	1	-
FIELD006483	Field Service Technician - Owatonna, MN	1	LinkedIn	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	LocalJobNetworks (MN)	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	Midco Email	1	1
FIELD006483	Field Service Technician - Owatonna, MN	1	Midco Website	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	Referred By Current Employee	1	-
FIELD006483	Field Service Technician - Owatonna, MN	1	Referred by Friend or Family	-	-
FIELD006483	Field Service Technician - Owatonna, MN	1	ZipRecruiter	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	Billboard	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	Current Employee	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	Facebook/Instagram	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	Glassdoor	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	Handshake	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	Indeed	1	-
FIELD006522	Field Service Technician - Wabasha, MN	1	LinkedIn	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	LocalJobNetworks (MN)	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	Midco Email	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	Midco Website	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	Referred By Current Employee	1	1
FIELD006522	Field Service Technician - Wabasha, MN	1	Referred by Friend or Family	-	-
FIELD006522	Field Service Technician - Wabasha, MN	1	ZipRecruiter	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Billboard	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Current Employee	-	-
FIELD006675	Field Technician - Wabasha, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Glassdoor	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Handshake	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Indeed	3	-
FIELD006675	Field Technician - Wabasha, MN	1	LinkedIn	-	-
FIELD006675	Field Technician - Wabasha, MN	1	LocalJobNetworks (MN)	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Midco Email	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Midco TV Commercial	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Midco Website	-	-
FIELD006675	Field Technician - Wabasha, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Referred By Current Employee	-	-
FIELD006675	Field Technician - Wabasha, MN	1	Referred by Friend or Family	-	-
FIELD006675	Field Technician - Wabasha, MN	1	ZipRecruiter	1	1
FIELD006381	Field Service Technician - New Richmond, WI	1	Current Employee	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	Glassdoor	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	Handshake	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	Helpwanted.com	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	Indeed	3	-
FIELD006381	Field Service Technician - New Richmond, WI	1	LinkedIn	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	LocalJobNetworks (MN)	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	Midco Email	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	Midco Website	1	1
FIELD006381	Field Service Technician - New Richmond, WI	1	MNWORKS (Job Service of MN)	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	Referred By Current Employee	-	-
FIELD006381	Field Service Technician - New Richmond, WI	1	Referred by Friend or Family	1	-
FIELD006381	Field Service Technician - New Richmond, WI	1	ZipRecruiter	-	-
FIELD006769	Field Technician - Cambridge, MN	1	AgWeek	1	-
FIELD006769	Field Technician - Cambridge, MN	1	Current Employee	-	-
FIELD006769	Field Technician - Cambridge, MN	1	eBenefits - Dept of Veteran Affairs	-	-
FIELD006769	Field Technician - Cambridge, MN	1	Glassdoor	-	-
FIELD006769	Field Technician - Cambridge, MN	1	Handshake	-	-
FIELD006769	Field Technician - Cambridge, MN	1	Indeed	3	1
FIELD006769	Field Technician - Cambridge, MN	1	LinkedIn	-	-
FIELD006769	Field Technician - Cambridge, MN	1	LocalJobNetworks (MN)	-	-
FIELD006769	Field Technician - Cambridge, MN	1	Midco Email	-	-
FIELD006769	Field Technician - Cambridge, MN	1	Midco TV Commercial	-	-
FIELD006769	Field Technician - Cambridge, MN	1	Midco Website	6	-
FIELD006769	Field Technician - Cambridge, MN	1	MNWORKS (Job Service of MN)	-	-
FIELD006769	Field Technician - Cambridge, MN	1	Referred By Current Employee	1	-
FIELD006769	Field Technician - Cambridge, MN	1	Referred by Friend or Family	1	-
FIELD006769	Field Technician - Cambridge, MN	1	ZipRecruiter	-	-
REGIO006751	Regional Construction Project Manager - MN	1	Current Employee	3	-
REGIO006751	Regional Construction Project Manager - MN	1	eBenefits - Dept of Veteran Affairs	-	-
REGIO006751	Regional Construction Project Manager - MN	1	Facebook/Instagram	1	-
REGIO006751	Regional Construction Project Manager - MN	1	Glassdoor	-	-
REGIO006751	Regional Construction Project Manager - MN	1	Handshake	-	-
REGIO006751	Regional Construction Project Manager - MN	1	Indeed	-	-
REGIO006751	Regional Construction Project Manager - MN	1	LinkedIn	-	-
REGIO006751	Regional Construction Project Manager - MN	1	LocalJobNetworks (MN)	-	-
REGIO006751	Regional Construction Project Manager - MN	1	Midco Email	-	-
REGIO006751	Regional Construction Project Manager - MN	1	Midco Website	1	1
REGIO006751	Regional Construction Project Manager - MN	1	MNWORKS (Job Service of MN)	-	-
REGIO006751	Regional Construction Project Manager - MN	1	MN State Career Hub College Consortium	-	-

REGIO006751	Regional Construction Project Manager - MN	1	Referred By Current Employee	-	-
REGIO006751	Regional Construction Project Manager - MN	1	Referred by Friend or Family	-	-
REGIO006751	Regional Construction Project Manager - MN	1	SDACCC (SD Association College Career Center)	-	-
REGIO006751	Regional Construction Project Manager - MN	1	ZipRecruiter	1	-

Recruitment Source	Contact	Email	Entitled to
Recruitment Sources Used for Openings			
<b>Current Employee</b>	Current Employee application	www.midcocareers.com	N
<b>eBenefits-Dept of Veteran Affairs</b> 810 Vermont Ave NW Washington, D.C. 20420	Contact: Lori Adams Phone: 800-342-9647	www.careeronestop.org	N
<b>Glassdoor</b> https://www.glassdoor.com/index.htm	Internet Posting		N
<b>Handshake</b> https://www.joinhandshake.com/	Internet Posting		N
<b>Indeed</b> https://www.indeed.com/	Internet Posting		N
<b>LinkedIn</b> https://www.linkedin.com/feed/	Internet Posting		N
<b>LocaJobNetworks (MN)</b>	Contact:Ronnie Bernhardt Phone: 800-984-3775	<a href="mailto:Ronnie.Bernhardt@CircaWorks.com">Ronnie.Bernhardt@CircaWorks.com</a>	N
<b>Midco Email</b>	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	N
<b>Midco Website</b>	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers-com	N
<b>MNWORKS (Job Service of Minnesota)</b> 318 9th Street, Worthington, MN 56187	Contact: Ronnie Bernhardt Phone: 800-984-3775	<a href="mailto:Ronnie.Bernhardt@CircaWorks.com">Ronnie.Bernhardt@CircaWorks.com</a>	N
<b>Referred by Current Employee</b>	Referral from Current Employee		N
<b>Referred by Friend or Family</b>	Referral from Friend of Family		N
<b>ZipRecruiter</b> https://ziprecruiter.com/	Internet Posting		N
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			



Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
9/1/2023 - 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
9/1/2023 - 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)
9/1/2023 - 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
9/1/2023 - 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
10/17/2023	People of Color Career Fair-Sponsorship	One of the main sponsors. Share information about open positions, career site, how to apply, company paid benefits, etc.	General Recruiting, Minorities	Patti Hawkey Noelle Tieszen Sam Lyle Garrett Wilson Husam Kakish Tom McAdaragh Oliver Chacon Ben Dold Kalyan Boinapalli Pao Lo Malissa Lamah
11/7/2023	Northwood Technical College	Presentation to college students on industry, company, and career opportunities	General Recruiting - Broad Outreach	Casey Morris Jon Mollet
11/14/2023	Minnesota West Community & Technical College Presentation	Presentation to college students on industry, company, and career opportunities	General Recruiting - Broad Outreach	Jeremy Brady
2/27/2024	B.I.G. Career & Internship Fair	Event advertised to college-level students in the state of SD and is also open to alumni, community members, and candidates from surrounding states. Attendees are looking for internships and full-time jobs in the fields of Business, Industry and Government.	General Recruiting - Broad Outreach	Sam Lyle, Jordan Bjorkland
4/24/2024	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.	General Recruiting, Minorities	Patti Hawkey Noelle Tieszen Moses Hodgson Sam Lyle Ben Dold Susan Thomas Ann McGlennen Tom McAdaragh Pao Lo Kalyan Boinapalli Oliver Charcon Jessica Costello Malissa Lamah