EEO Public Fi Midcontinent Commu September 1, 2023-/ Full-Time Posit	unications-Isanti August 31, 2024 tions Filled		
Req # Posting Title F FIELD006490 Field Service Technician - North Branch, MN F	Positions Referral Sources	Interviewed	Hired
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 FIELD006490 Field Service Technician - North Branch, MN	1 Handshake 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 FIELD006490 Field Service Technician - North Branch, MN	1 Midco Website 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 FIELD006411 Field Service Technician - Cambridge, MN	1 Current Employee 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 LocalJobNetworks (MN)	-	-
FIELD006411 Field Service Technician - Cambridge, 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 FIELD006539 Field Service Technician - Cambridge, MN	1 ZipRecruiter 1 Billboard	1	-
FIELD000539 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 FIELD006539 Field Service Technician - Cambridge, MN	1 Indeed 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) 1 Referred By Current Employee	- 1	-
FIELD006539 Field Service Technician - Cambridge, MN FIELD006539 Field Service Technician - Cambridge, MN	1 Referred By Current Employee 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 FIELD006332 Field Service Technician - Cambridge, MN	2 Handshake 2 Helpwanted.com	-	-
FIELD000332 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 FIELD006332 Field Service Technician - Cambridge, MN	2 Midco TV Commercial 2 Midco Website	- 3	-
FIELD006332 Field Service Technician - Cambridge, MN 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 FIELD006528 Field Service Technician - Annandale, MN	1 eBenefits - Dept of Veteran Affairs 1 Facebook/Instagram	-	-
FIELD006528 Field Service Technician - Annandale, MN FIELD006528 Field Service Technician - Annandale, MN	1 Glassdoor	-	-
FIELD00528 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 1 MNWORKS (Job Service of MN)	-	-
FIELD006528 Field Service Technician - Annandale, MN FIELD006528 Field Service Technician - Annandale, MN	1 MNWORKS (Job Service of MN) 1 Referred By Current Employee	- 1	- 1
FIELD00528 Field Service Technician - Annandale, MN	1 Referred by Current Employee	-	-
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	-	
	MNWORKS (Job Service of MN)	-	-
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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	-	-
FIELD000507 Field Service Technician - Chisago City, MN 2 FIELD006507 Field Service Technician - Chisago City, MN 2	Indeed	4	2
FIELD006507 Field Service Technician - Chisago City, MN 2 FIELD006507 Field Service Technician - Chisago City, MN 2	LinkedIn	-	-
		-	-
	LocalJobNetworks (MN)	-	
	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 FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake	-	-
FIELD006494 Field Service Technician - Clearwater, MN 1 FIELD006494 Field Service Technician - Clearwater, MN 1 FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed		- -
FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn	-	-
FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN)	- - - - -	- - -
FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email	- - - - - -	- - - -
FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website	- - - - -	- - -
FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN)	- - - - - - - - -	- - - -
FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee	- - - - - - - 1	- - - - -
FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN)	- - - - - - - - -	- - - - - - -
FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee	- - - - - - - - - - - - - - - - - - -	- - - - - - - -
FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocaJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family	- - - - - - - - - -	- - - - - - - - -
FIELD006494 Field Service Technician - Clearwater, MN 1 FIELD006494 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - -
FIELD006494 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Current Employee	- - - - - - - - - - - - - - 1	- - - - - - - - - - - 1
FIELD006494 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram	- - - - - - - - - - - - - - - - - - -	· · · · · · · · · · · · · · · · · · ·
FIELD006494 Field Service Technician - Clearwater, MN 1 FIELD006493 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
FIELD006494 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
FIELD006494 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake Helpwanted.com	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
FIELD006494 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1 FIELD006433 Field Service Technician - Clearwater, MN 1	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake Helpwanted.com Indeed	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
FIELD006494Field Service Technician - Clearwater, MN1FIELD006494Field Service Technician - Clearwater, MN1FIELD006433Field Service Technician - Clearwater, MN1<	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake Helpwanted.com Indeed LinkedIn	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
FIELD006494Field Service Technician - Clearwater, MN1FIELD006494Field Service Technician - Clearwater, MN1FIELD006495Field Service Technician - Clearwater, MN1FIELD006433Field Service Technician - Clearwater, MN1<	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Current Employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake Helpwanted.com Indeed LinkedIn LocalJobNetworks (MN)	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
FIELD006494Field Service Technician - Clearwater, MN1FIELD006494Field Service Technician - Clearwater, MN1FIELD006433Field Service Technician - Clearwater, MN1<	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Criend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake Helpwanted.com Indeed LinkedIn LocalJobNetworks (MN) Midco Email	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
FIELD006494Field Service Technician - Clearwater, MN1FIELD006494Field Service Technician - Clearwater, MN1FIELD006433Field Service Technician - Clearwater, MN1<	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake Helpwanted.com Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
FIELD006494Field Service Technician - Clearwater, MN1FIELD006494Field Service Technician - Clearwater, MN1FIELD006433Field Service Technician - Clearwater, MN1<	Glassdoor Handshake Indeed LinkedIn LocalJobNetworks (MN) Midco Email Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Criend or Family ZipRecruiter Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake Helpwanted.com Indeed LinkedIn LocalJobNetworks (MN) Midco Email	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -

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FIELD006433 Field Service Technician - Clearwater, MN 1		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		-	-
FIELD006471 Field Service Technician - Clearwater, MN 1		-	-
FIELD006471 Field Service Technician - Clearwater, MN 1		-	-
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		-	-
FIELD006471 Field Service Technician - Clearwater, MN 1		-	-
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		-	-
FIELD006471 Field Service Technician - Clearwater, MN 1	· · · ·	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		-	-
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FIELD006551 Field Service Technician - Clearwater, MN 1			
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		4	1
FIELD006551 Field Service Technician - Clearwater, MN 1		-	-
FIELD006551 Field Service Technician - Clearwater, MN 1	LocalJobNetworks (MN)	-	-
FIELD006551 Field Service Technician - Clearwater, MN 1	· · ·	-	-
FIELD006551 Field Service Technician - Clearwater, MN 1		-	-
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FIELD006551 Field Service Technician - Clearwater, MN 1	. Referred By Current Employee	-	-
FIELD006551 Field Service Technician - Clearwater, MN 1	· · · ·	-	-
FIELD006551 Field Service Technician - Clearwater, MN 1		-	-
FIELD006630 Field Technician - Cold Spring, MN 1	• •	-	-
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		-	-
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FIELD006630 Field Technician - Cold Spring, MN 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		-	-
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FIELD006630 Field Technician - Cold Spring, MN 1		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	· · · · ·	-	-
FIELD006630 Field Technician - Cold Spring, MN 1		-	-
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		-	-
FIELD006396 Field Service Technician - Cold Spring, MN 1		-	-
FIELD006396 Field Service Technician - Cold Spring, MN 1		-	-
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			-
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FIELD006396 Field Service Technician - Cold Spring, MN 1		-	-
FIELD006396 Field Service Technician - Cold Spring, MN 1	MNWORKS (Job Service of MN)	-	-
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FIELD006396 Field Service Technician - Cold Spring, MN 1		-	-
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		-	-
FIELD006493 Field Service Technician - Forest Lake, MN 1		-	-
FIELD006493 Field Service Technician - Forest Lake, MN 1		3	-
FIELD006493 Field Service Technician - Forest Lake, MN 1		-	-
FIELD006493 Field Service Technician - Forest Lake, MN 1	Handshake	-	-
		7	1
FIELD006493 Field Service Lechnician - Forest Lake, MN			
FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1		-	-
FIELD006493 Field Service Technician - Forest Lake, MN 1	LinkedIn	-	-
FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1	LinkedIn LocalJobNetworks (MN)	-	-
FIELD006493 Field Service Technician - Forest Lake, MN 1	LinkedIn LocalJobNetworks (MN)		
FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1	LinkedIn LocalJobNetworks (MN) Midco Email	-	-
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FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN	LinkedIn LocalJobNetworks (MN) Midco Email Midco TV Commercial Midco Vebsite MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Billboard Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
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FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006493 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN	LinkedIn LocalJobNetworks (MN) Midco Email Midco TV Commercial Midco Website MNWORKS (Job Service of MN) Referred By Current Employee Referred by Friend or Family ZipRecruiter Billboard Current Employee eBenefits - Dept of Veteran Affairs Facebook/Instagram Glassdoor Handshake Helpwanted.com Indeed	- - - - - - - - - - - - - - - - - - -	- - - - - - - - - - - - - - - - - - -
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FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1 FIELD006441 Field Service Technician - Forest Lake, MN 1	
FIELD006441 Field Service Technician - Forest Lake, MN 1	Midco Digital Advertisement 1 -
	Midco Email 3 -
FIELD006441 Field Service Technician - Forest Lake MN 1	Midco TV Commercial
	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
	neipwanted.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	
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	
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	
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	
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	
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	
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	614664667
FIELD006629 Field Technician - Princeton, MN 1	
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
FIELD00029 Field Technician - Princeton, MN 1	Midco Website
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FIELD006629 Field Technician - Princeton, MN 1	MNWORKS (Job Service of MN)
FIELD006629 Field Technician - Princeton, MN 1	Referred By Current Employee
FIELD006620 Field Technician Dringston MN	Referred by Friend or Family 1 -
FIELD006629 Field Technician - Princeton, MN 1	ZipRecruiter
FIELD00629 Field Technician - Princeton, MN 1	
	Current Employee 1 1
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs Glassdoor
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs - Glassdoor - Handshake -
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs - Glassdoor - Handshake - Helpwanted.com -
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs - Glassdoor - Handshake - Helpwanted.com - Indeed 13
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs - Glassdoor - Handshake - Helpwanted.com -
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs Glassdoor Handshake Helpwanted.com Indeed 13 1
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs - - Glassdoor - - Handshake - - Helpwanted.com - - Indeed 13 1 LinkedIn 1 - LocalJobNetworks (MN) - -
FIELD006629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs - - Glassdoor - - Handshake - - Helpwanted.com - - Indeed 13 11 LinkedIn 1 - LocalboNetworks (MN) - - Midco Email 1 -
FIELD00629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3	eBenefits - Dept of Veteran Affairs
FIELD00629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3 F	eBenefits - Dept of Veteran Affairs - - Glassdoor - - Handshake - - Helpwanted.com - - Indeed 13 1 LinkedIn 1 - LocalJobNetworks (MN) - - Midco Email 1 - Midco Website - -
FIELD00629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3 F	eBenefits - Dept of Veteran Affairs - - Glassdoor - - Handshake - - Helpwanted.com - - Indeed 13 1 LinkedIn 1 - Midco Email 1 - Midco TV Commercial - - Midco Website - -
FIELD00629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3 F	eBenefits - Dept of Veteran Affairs - - Glassdoor - - Handshake - - Helpwanted.com - - Indeed 13 1 LinkedIn 1 - LocalJobNetworks (MN) - - Midco Email 1 - Midco Website - -
FIELD00629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3 F	eBenefits - Dept of Veteran Affairs - - Glassdoor - - Handshake - - Helpwanted.com - - Indeed 13 1 LinkedIn 1 - LocalJobNetworks (MN) - - Midco TV Commercial - - Midco TV Commercial - - Midco Website - - NNWORKS (Job Service of MN) - - Referred By Current Employee 3 1
FIELD00629 Field Technician - Princeton, MN 1 FIELD006333 Field Service Technician - Princeton, MN 3 F	eBenefits - Dept of Veteran Affairs - - Glassdoor - - Handshake - - Helpwanted.com - - Indeed 13 1 LinkedIn 1 - Midco Email 1 - Midco TV Commercial - - Midco TV Commercial - - Midco Website - - MNWORKS (Job Service of MN) - - Referred By Current Employee 3 1

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	-	-
		-	-
	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	-	-
MAINTO06511 Maintenance Technician - Fairmont, MN 1	Referred by Friend or Family	1	-
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	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)	-	-
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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)	-	-
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FILLDOODE Feb Service Technican - Owsterne, NM 1 MetVORKS (Do Service of H9) - FILLDOODE Feb Service Technican - Owsterne, NM 1 Reference - FILLDOODE Feb Service Technican - Owsterne, NM 1 Reference - FILLDOODE Feb Service Technican - Wastella, NM 1 Reference - FILLDOODE Feb Service Technican - Wastella, NM 1 Reference - FILLDOODE Feb Service Technican - Wastella, NM 1 Carrent Employee - FILLDOODE Feb Service Technican - Wastella, NM 1 Carrent Employee - FILLDOODE Feb Service Technican - Wastella, NM 1 Carrent Employee - FILLDOODE Feb Service Technican - Wastella, NM 1 Carrent Employee - FILLDOODE Feb Service Technican - Wastella, NM 1 Metch Wastella - FILLDOODE Feb Service Technican - Wastella, NM 1 Metch Employ - FILLDOODE Feb Service Technican - Wastella, NM 1 Metch Employ - <tr< td=""><td></td><td></td><td></td><td></td></tr<>				
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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 Recruitment Sources Used for	Email	Entitled to
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	Ν
Glassdoor https://www.glassdoor.com/index.htm	Internet Posting		Ν
Handshake https://www.joinhandshake.com/	Internet Posting		N
Indeed https://www.indeed.com/	Internet Posting		Ν
LinkedIn https://www.linkedin.com/feed/	Internet Posting		N
LocaUobNetworks (MN)	Contact:Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	Ν
Midco Email	Contact: Susan Thomas Phone: 952-358-3547	www.midcocareers.com	Ν
Midco Website	Contact: Susan Thomas Phone: 952-358-3547	www-midcocareers-com	Ν
MNWORKS (Job Service of Minnesota) 318 9th Street, Worthington, MN 56187	Contact: Ronnie Bernhardt Phone: 800-984-3775	Ronnie.Bernhardt@CircaWorks.com	Ν
Referred by Current Employee	Referral from Current Employee		Ν
Referred by Friend or Family	Referral from Friend of Family		Ν
ZipRecruiter https://ziprecruiter.com/	Internet Posting		Ν

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.NorthDakotaJobNetwork.com www.NorthDakotaJobNetwork.com www.MinnesotaJobNetwork.com www.MinnesotaJobNetwork.com www.MinnesotaDiversity.com www.minnesotaDiversity.com www.ndworkforceconnection.com www.iobcenterofwisconsin.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 Kaylan 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