

**EEO Public File Report**  
**Midcontinent Communications-Isanti**  
**October 1, 2021-September 30, 2022**  
**Full-Time Positions Filled**

Req#	Posting Title	Positions Filled	Referral Sources	Interviewed	Hired
CONST005619	Construction Technician - Cambridge, MN	1	Current Employee	0	0
CONST005619	Construction Technician - Cambridge, MN	1	eBenefits - Department of Veteran Affairs	0	0
CONST005619	Construction Technician - Cambridge, MN	1	Glassdoor	0	0
CONST005619	Construction Technician - Cambridge, MN	1	Helpwanted.com	0	0
CONST005619	Construction Technician - Cambridge, MN	1	Indeed	1	0
CONST005619	Construction Technician - Cambridge, MN	1	Keloland/VNL/KXNET Employment	0	0
CONST005619	Construction Technician - Cambridge, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005619	Construction Technician - Cambridge, MN	1	Midco Website	1	1
CONST005619	Construction Technician - Cambridge, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
CONST005619	Construction Technician - Cambridge, MN	1	MN State Career Hub College Consortium	0	0
CONST005619	Construction Technician - Cambridge, MN	1	Referred by Current Employee	0	0
CONST005619	Construction Technician - Cambridge, MN	1	Referred by Friend or Family	0	0
CONST005619	Construction Technician - Cambridge, MN	1	ZipRecruiter	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	Current Employee	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	eBenefits - Department of Veteran Affairs	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	Glassdoor	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	Handshake College Consortium	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	Helpwanted.com	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	Indeed	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	Keloland/VNL/KXNET Employment	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	LinkedIn	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	Midco Website	1	1
CONST005835	Construction Coordinator - Fairmont, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	MN State Career Hub College Consortium	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	Referred by Current Employee	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	Referred by Friend or Family	0	0
CONST005835	Construction Coordinator - Fairmont, MN	1	ZipRecruiter	0	0
FIELD005463	Field Technician I - Waseca, MN	1	Current Employee	0	0
FIELD005463	Field Technician I - Waseca, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005463	Field Technician I - Waseca, MN	1	Facebook/Instagram	2	0
FIELD005463	Field Technician I - Waseca, MN	1	Glassdoor	0	0
FIELD005463	Field Technician I - Waseca, MN	1	Helpwanted.com	0	0
FIELD005463	Field Technician I - Waseca, MN	1	Indeed	6	1
FIELD005463	Field Technician I - Waseca, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005463	Field Technician I - Waseca, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005463	Field Technician I - Waseca, MN	1	Midco Email	0	0
FIELD005463	Field Technician I - Waseca, MN	1	Midco Website	1	0
FIELD005463	Field Technician I - Waseca, MN	1	MinnesotaJobNetwork	0	0
FIELD005463	Field Technician I - Waseca, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005463	Field Technician I - Waseca, MN	1	MN State Career Hub College Consortium	0	0
FIELD005463	Field Technician I - Waseca, MN	1	Referred by current employee	1	0
FIELD005463	Field Technician I - Waseca, MN	1	Referred by Friend or Family	0	0
FIELD005463	Field Technician I - Waseca, MN	1	SnapChat	1	0
FIELD005463	Field Technician I - Waseca, MN	1	ZipRecruiter	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	Billboard	1	0
FIELD005482	Field Technician I - East Bethel, MN	1	Current Employee	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	Facebook/Instagram	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	Glassdoor	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	Helpwanted.com	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	Indeed	1	1
FIELD005482	Field Technician I - East Bethel, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	LinkedIn	1	0
FIELD005482	Field Technician I - East Bethel, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	Midco TV Commercial	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	Midco Website	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	MN State Career Hub College Consortium	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	Referred by current employee	1	0
FIELD005482	Field Technician I - East Bethel, MN	1	Referred by Friend or Family	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	Web Banner	0	0
FIELD005482	Field Technician I - East Bethel, MN	1	ZipRecruiter	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Billing Statement	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Current Employee	0	0
FIELD005497	Field Technician I - Princeton, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Facebook/Instagram	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Glassdoor	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Helpwanted.com	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Indeed	1	0
FIELD005497	Field Technician I - Princeton, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005497	Field Technician I - Princeton, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Midco TV Commercial	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Midco Website	1	1
FIELD005497	Field Technician I - Princeton, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005497	Field Technician I - Princeton, MN	1	MN State Career Hub College Consortium	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Referred by Current Employee	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Referred by Friend or Family	0	0
FIELD005497	Field Technician I - Princeton, MN	1	SnapChat	0	0
FIELD005497	Field Technician I - Princeton, MN	1	Web Banner	0	0
FIELD005497	Field Technician I - Princeton, MN	1	ZipRecruiter	0	0

FIELD005500	Field Technician I - Buffalo, MN	1	Billboard	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Current Employee	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Facebook/Instagram	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Glassdoor	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Helpwanted.com	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Indeed	1	0
FIELD005500	Field Technician I - Buffalo, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Midco Email	1	0
FIELD005500	Field Technician I - Buffalo, MN	1	Midco TV Commercial	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Midco Website	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	MN State Career Hub College Consortium	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Referred by current employee	1	1
FIELD005500	Field Technician I - Buffalo, MN	1	Referred by Friend or Family	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Snaphcat	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Twitter	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	Web Banner	0	0
FIELD005500	Field Technician I - Buffalo, MN	1	ZipRecruiter	1	0
FIELD005561	Field Technician I - East Bethel, MN	1	Billing Statement	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	Current Employee	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	Facebook/Instagram	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	Glassdoor	1	0
FIELD005561	Field Technician I - East Bethel, MN	1	Helpwanted.com	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	Indeed	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	Midco Email	1	0
FIELD005561	Field Technician I - East Bethel, MN	1	Midco TV Commercial	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	Midco Website	3	1
FIELD005561	Field Technician I - East Bethel, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	MN State Career Hub College Consortium	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	Referred by Current Employee	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	Referred by Friend or Family	0	0
FIELD005561	Field Technician I - East Bethel, MN	1	ZipRecruiter	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Billing Statement	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Craigslist	1	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Current Employee	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	eBenefits - Department of Veteran Affairs	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Facebook/Instagram	1	1
FIELD005566	Field Technician I - Forest Lake, MN	3	Forest Lake Chamber of Commerce	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Glassdoor	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Helpwanted.com	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Indeed	4	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Keloland/VNL/KXNET Employment	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	LinkedIn	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Midco Email	2	1
FIELD005566	Field Technician I - Forest Lake, MN	3	Midco TV Commercial	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Midco Website	2	0
FIELD005566	Field Technician I - Forest Lake, MN	3	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	MN State Career Hub College Consortium	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Radio	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	Referred by current employee	1	1
FIELD005566	Field Technician I - Forest Lake, MN	3	Referred by Friend or Family	0	0
FIELD005566	Field Technician I - Forest Lake, MN	3	ZipRecruiter	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	Current Employee	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	Facebook/Instagram	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	Glassdoor	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	Helpwanted.com	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	Indeed	4	1
FIELD005576	Field Technician I - Fairmont, MN	1	Job Service	1	0
FIELD005576	Field Technician I - Fairmont, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	Midco TV Commercial	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	Midco Website	2	0
FIELD005576	Field Technician I - Fairmont, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	MN State Career Hub College Consortium	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	Referred by Current Employee	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	Referred by Friend or Family	0	0
FIELD005576	Field Technician I - Fairmont, MN	1	ZipRecruiter	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	Current Employee	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	Facebook/Instagram	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	Glassdoor	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	Helpwanted.com	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	Indeed	2	1
FIELD005618	Field Technician I - Fairmont, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	Midco Website	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	MinnesotaWorks (Job Service of Minnesota)	1	0
FIELD005618	Field Technician I - Fairmont, MN	1	MN State Career Hub College Consortium	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	Referred by Current Employee	0	0

FIELD005618	Field Technician I - Fairmont, MN	1	Referred by Friend or Family	0	0
FIELD005618	Field Technician I - Fairmont, MN	1	ZipRecruiter	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	Current Employee	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	Glassdoor	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	Helpwanted.com	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	Indeed	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	Midco Email	1	1
FIELD005655	Field Technician I - Clearwater, MN	1	Midco TV Commercial	1	0
FIELD005655	Field Technician I - Clearwater, MN	1	Midco Website	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	MN State Career Hub College Consortium	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	Referred by Current Employee	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	Referred by Friend or Family	0	0
FIELD005655	Field Technician I - Clearwater, MN	1	ZipRecruiter	0	0
FIELD005698	Field Technician I - Becker, MN	1	Current Employee	0	0
FIELD005698	Field Technician I - Becker, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005698	Field Technician I - Becker, MN	1	Glassdoor	0	0
FIELD005698	Field Technician I - Becker, MN	1	Helpwanted.com	0	0
FIELD005698	Field Technician I - Becker, MN	1	Indeed	0	0
FIELD005698	Field Technician I - Becker, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005698	Field Technician I - Becker, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005698	Field Technician I - Becker, MN	1	Midco TV Commercial	1	1
FIELD005698	Field Technician I - Becker, MN	1	Midco Website	0	0
FIELD005698	Field Technician I - Becker, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005698	Field Technician I - Becker, MN	1	MN State Career Hub College Consortium	0	0
FIELD005698	Field Technician I - Becker, MN	1	Referred by Current Employee	0	0
FIELD005698	Field Technician I - Becker, MN	1	Referred by Friend or Family	0	0
FIELD005698	Field Technician I - Becker, MN	1	ZipRecruiter	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Current Employee	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Facebook/Instagram	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Glassdoor	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Helpwanted.com	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Indeed	1	1
FIELD005726	Field Technician I - Forest Lake, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	LinkedIn	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Midco Email	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Midco TV Commercial	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Midco Website	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	MN State Career Hub College Consortium	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Referred by Current Employee	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	Referred by Friend or Family	0	0
FIELD005726	Field Technician I - Forest Lake, MN	1	ZipRecruiter	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Bayside Solutions	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Beyond.com	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Current Employee	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Facebook/Instagram	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Glassdoor	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Handshake College Consortium	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Helpwanted.com	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Indeed	6	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Midco Website	1	0
FIELD005748	Field Technician I - Zimmerman, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	MN State Career Hub College Consortium	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	Referred by current employee	2	1
FIELD005748	Field Technician I - Zimmerman, MN	1	Referred by Friend or Family	0	0
FIELD005748	Field Technician I - Zimmerman, MN	1	ZipRecruiter	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	Current Employee	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	Glassdoor	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	Handshake College Consortium	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	Helpwanted.com	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	Indeed	1	1
FIELD005784	Field Technician I - East Bethel, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	Midco TV Commercial	1	0
FIELD005784	Field Technician I - East Bethel, MN	1	Midco Website	1	0
FIELD005784	Field Technician I - East Bethel, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	Referred by Current Employee	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	Referred by Friend or Family	0	0
FIELD005784	Field Technician I - East Bethel, MN	1	ZipRecruiter	1	0
FIELD005834	Field Technician I - Buffalo, MN	1	Current Employee	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	Glassdoor	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	Handshake College Consortium	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	Helpwanted.com	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	Indeed	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	Keloland/VNL/KXNET Employment	0	0

FIELD005834	Field Technician I - Buffalo, MN	1	LinkedIn	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	Midco TV Commercial	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	Midco Website	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	MN State Career Hub College Consortium	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	Referred by current employee	1	1
FIELD005834	Field Technician I - Buffalo, MN	1	Referred by Friend or Family	0	0
FIELD005834	Field Technician I - Buffalo, MN	1	ZipRecruiter	0	0
FIELD005842	Field Service Technician	1	Current Employee	0	0
FIELD005842	Field Service Technician	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005842	Field Service Technician	1	Glassdoor	0	0
FIELD005842	Field Service Technician	1	Handshake College Consortium	0	0
FIELD005842	Field Service Technician	1	Helpwanted.com	0	0
FIELD005842	Field Service Technician	1	Indeed	0	0
FIELD005842	Field Service Technician	1	Keloland/VNL/KXNET Employment	0	0
FIELD005842	Field Service Technician	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005842	Field Service Technician	1	Midco Website	1	0
FIELD005842	Field Service Technician	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005842	Field Service Technician	1	MN State Career Hub College Consortium	0	0
FIELD005842	Field Service Technician	1	Referred by current employee	1	1
FIELD005842	Field Service Technician	1	Referred by Friend or Family	0	0
FIELD005842	Field Service Technician	1	ZipRecruiter	0	0
FIELD005844	Field Service Technician	1	Current Employee	0	0
FIELD005844	Field Service Technician	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005844	Field Service Technician	1	Facebook/Instagram	1	0
FIELD005844	Field Service Technician	1	Glassdoor	0	0
FIELD005844	Field Service Technician	1	Helpwanted.com	0	0
FIELD005844	Field Service Technician	1	Indeed	1	0
FIELD005844	Field Service Technician	1	Keloland/VNL/KXNET Employment	0	0
FIELD005844	Field Service Technician	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005844	Field Service Technician	1	Midco Email	3	0
FIELD005844	Field Service Technician	1	Midco TV Commercial	0	0
FIELD005844	Field Service Technician	1	Midco Website	1	0
FIELD005844	Field Service Technician	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005844	Field Service Technician	1	MN State Career Hub College Consortium	0	0
FIELD005844	Field Service Technician	1	Referred by current employee	1	1
FIELD005844	Field Service Technician	1	Referred by Friend or Family	0	0
FIELD005844	Field Service Technician	1	ZipRecruiter	0	0
FIELD005845	Field Technician I - Hudson, WI	1	Current Employee	0	0
FIELD005845	Field Technician I - Hudson, WI	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005845	Field Technician I - Hudson, WI	1	Handshake College Consortium	0	0
FIELD005845	Field Technician I - Hudson, WI	1	Helpwanted.com	0	0
FIELD005845	Field Technician I - Hudson, WI	1	Indeed	2	1
FIELD005845	Field Technician I - Hudson, WI	1	Job Center of Wisconsin (Job Service of Wisconsin)	0	0
FIELD005845	Field Technician I - Hudson, WI	1	Keloland/VNL/KXNET Employment	0	0
FIELD005845	Field Technician I - Hudson, WI	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005845	Field Technician I - Hudson, WI	1	Midco Website	0	0
FIELD005845	Field Technician I - Hudson, WI	1	Referred by Current Employee	0	0
FIELD005845	Field Technician I - Hudson, WI	1	Referred by Friend or Family	0	0
FIELD005845	Field Technician I - Hudson, WI	1	WIPCCCC (Wisconsin College Consortium)	0	0
FIELD005921	Field Technician I	3	Billboard	0	0
FIELD005921	Field Technician I	3	Current Employee	0	0
FIELD005921	Field Technician I	3	eBenefits - Department of Veteran Affairs	0	0
FIELD005921	Field Technician I	3	Glassdoor	0	0
FIELD005921	Field Technician I	3	Handshake College Consortium	0	0
FIELD005921	Field Technician I	3	Helpwanted.com	0	0
FIELD005921	Field Technician I	3	Indeed	3	2
FIELD005921	Field Technician I	3	Keloland/VNL/KXNET Employment	0	0
FIELD005921	Field Technician I	3	LinkedIn	0	0
FIELD005921	Field Technician I	3	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005921	Field Technician I	3	Midco Website	2	1
FIELD005921	Field Technician I	3	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005921	Field Technician I	3	Referred by Current Employee	0	0
FIELD005921	Field Technician I	3	Referred by Friend or Family	0	0
FIELD005921	Field Technician I	3	ZipRecruiter	0	0
FIELD005945	Field Service Technician	1	Current Employee	0	0
FIELD005945	Field Service Technician	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005945	Field Service Technician	1	Glassdoor	0	0
FIELD005945	Field Service Technician	1	Handshake College Consortium	0	0
FIELD005945	Field Service Technician	1	Helpwanted.com	0	0
FIELD005945	Field Service Technician	1	Indeed	0	0
FIELD005945	Field Service Technician	1	Keloland/VNL/KXNET Employment	0	0
FIELD005945	Field Service Technician	1	LinkedIn	0	0
FIELD005945	Field Service Technician	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005945	Field Service Technician	1	Midco Website	0	0
FIELD005945	Field Service Technician	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005945	Field Service Technician	1	MN State Career Hub College Consortium	0	0
FIELD005945	Field Service Technician	1	Referred by current employee	1	1
FIELD005945	Field Service Technician	1	Referred by Friend or Family	0	0
FIELD005945	Field Service Technician	1	ZipRecruiter	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	Current Employee	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	Facebook/Instagram	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	Forest Lake Chamber of Commerce	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	Glassdoor	0	0



FIELD005951	Field Service Technician - Forest Lake, MN	1	Handshake College Consortium	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	Helpwanted.com	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	Indeed	1	1
FIELD005951	Field Service Technician - Forest Lake, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	LinkedIn	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	Midco Website	1	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	MN State Career Hub College Consortium	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	Referred by current employee	1	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	Referred by Friend or Family	0	0
FIELD005951	Field Service Technician - Forest Lake, MN	1	ZipRecruiter	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	Current Employee	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	eBenefits - Department of Veteran Affairs	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	Glassdoor	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	Handshake College Consortium	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	Helpwanted.com	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	Indeed	2	1
FIELD005952	Field Service Technician - Princeton, MN	1	Keloland/VNL/KXNET Employment	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	LinkedIn	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	Midco Website	2	0
FIELD005952	Field Service Technician - Princeton, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	MN State Career Hub College Consortium	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	Referred by Current Employee	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	Referred by Friend or Family	0	0
FIELD005952	Field Service Technician - Princeton, MN	1	ZipRecruiter	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	Current Employee	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	eBenefits - Department of Veteran Affairs	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	Glassdoor	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	Helpwanted.com	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	Indeed	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	Keloland/VNL/KXNET Employment	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	Midco Email	1	1
INVEN005738	Inventory Specialist - St Joseph, MN	1	Midco Website	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	Referred by Current Employee	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	Referred by Friend or Family	0	0
INVEN005738	Inventory Specialist - St Joseph, MN	1	ZipRecruiter	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Current Employee	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	eBenefits - Department of Veteran Affairs	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Facebook/Instagram	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Glassdoor	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Helpwanted.com	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Indeed	1	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Keloland/VNL/KXNET Employment	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	LinkedIn	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Midco Email	1	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Midco Website	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	MN State Career Hub College Consortium	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Referred by Current Employee	0	0
INVEN005817	Inventory Specialist - Fairmont, MN	1	Referred by Friend or Family	1	1
INVEN005817	Inventory Specialist - Fairmont, MN	1	ZipRecruiter	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Current Employee	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	eBenefits - Department of Veteran Affairs	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Facebook/Instagram	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Glassdoor	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Helpwanted.com	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Indeed	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Keloland/VNL/KXNET Employment	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Midco TV Commercial	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Midco Website	2	1
MAINT005501	Maintenance Technician - Cambridge, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	MN State Career Hub College Consortium	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Referred by Current Employee	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Referred by Friend or Family	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Twitter	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	Web Banner	0	0
MAINT005501	Maintenance Technician - Cambridge, MN	1	ZipRecruiter	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Billboard	1	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Current Employee	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	eBenefits - Department of Veteran Affairs	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Facebook/Instagram	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Glassdoor	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Handshake College Consortium	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Helpwanted.com	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Indeed	1	1
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Keloland/VNL/KXNET Employment	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	LocalJobNetwork (KS, MN, ND, SD, WI)	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Midco TV Commercial	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Midco Website	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	MinnesotaWorks (Job Service of Minnesota)	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Referred by Current Employee	0	0

SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	Referred by Friend or Family	0	0
SALES005762	Sales Associate (Internet, TV & Phone) - Cambridge, MN	1	ZipRecruiter	0	0

Recruitment Source	Contact	Email	Entitled to Notification
Recruitment Sources Used for All Openings			
<b>Current Employee</b>	Current Employee application	www.midcocareers.com	<b>N</b>
<b>Helpwanted.com</b> 1085 Route 55 Unit 14 Lagrangeville, NY 12540	Contact: Maureen Daley Phone: 605-956-4158 Ext- 9002	Maureen@RegionalHelpWanted-com	<b>N</b>
<b>Indeed</b> https://www.indeed.com/	Internet Posting		<b>N</b>
<b>LocalJobNetwork(KS,MN,ND,SD, WI)</b> 1000 N- Water St Suite 1100 Milwaukee, WI 53202	Contact: Heather Homa Phone: 800-984-3775	heather-homa@localjobnetwork-com	<b>N</b>
<b>Midco Website</b>	Contact: Patti Hawkey Phone: 605-271-7604	www.midcocareers-com	<b>N</b>
<b>MinnesotaWorks (Job Service of Minnesota)</b> 318 9th Street, Worthington, MN 56187	Contact: Neng Lee Phone: 763-536-6000	neng-lee@state-mn-us	<b>N</b>
<b>Referred by Current Employee</b>	Referral from Current Employee		<b>N</b>
<b>Referred by Friend or Family</b>	Referral from Friend of Family		<b>N</b>
Recruitment Sources for Specific Vacancies			
<b>Anoka - Ramsey College</b> 300 Spirit River Drive South, Cambridge, MN 55008-5704	Contact: Sergio Aguilar Phone: 763-433-1346	http://www.anokaramsey.edu/	<b>N</b>
<b>Bayside Search Group</b> 511 West Bay Street, Tampa, FL 33606	Contact: Louann Gordan Phone: 952-937-6969	louann@baysidesearchgroup.com	<b>N</b>
<b>Bemidji Chamber of Commerce</b> 102 1st Street West, Bemidji, MN 56601	Contact: chamber@paulbunyan.net Phone: 218-444-3541	https://www.bemidji.org/	<b>N</b>
<b>Beyond.com</b> 1060 First Ave, Suite 100, King of Prussia, PA 19406	Contact: Ronette Phone: 866-694-JOBS	https://www.beyond.com	<b>N</b>
<b>CareerBuilder</b> 2501, 200 N LaSalle Blvd, Chicago, IL 606001	Contact: Mauricio Mino Phone: 773-527-1115	<a href="mailto:Mauricio.Mino@careerbuilder.com">Mauricio.Mino@careerbuilder.com</a>	<b>N</b>
<b>CTAM: Cable &amp; Telecommunications Association for Market</b> 120 Waterfront Street, Suite 200, National Harbor, MD 20745	Contact: Ryan Powers Phone: 301-485-8900	info@ctam.com	<b>N</b>
<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	<b>N</b>
<b>Forest Lake Chamber of Commerce</b> 838 Lake Street South, Forest Lake, MN 55025	Contact: chamber@flacc.org Phone: (651) 464-3200	<a href="mailto:chamber@flacc.org">chamber@flacc.org</a>	<b>N</b>
<b>International Falls Area Chamber of Commerce</b> 301 2nd Ave, International Falls, MN 56649	Contact: Tricia Heibel Phone: 218-283-9400	<a href="mailto:tricia@intfalls.org">tricia@intfalls.org</a>	<b>N</b>
<b>Job Center of Wisconsin (Job Service of Wisconsin)</b> 221 W Madison St # 140B, Eau Claire, WI 54703	jobcenterofwisconsin@dwd.wisconsin.gov Phone: 715-858-9675	https://jobcenterofwisconsin.com/	
<b>KANSASWORKS (Job Service of Kansas)</b> 2920 Haskell Ave, Suite 2 Lawrence, KS 66046	Contact: Eric Flowers Phone: 785-840-9675	eflowers@kansasworks.com	<b>N</b>
<b>Keloland/VNL/KXNET Employment (Hire Click)</b> 501 S Phillips Ave, Sioux Falls, SD 57104	Contact: Manda Kokales Phone: 605-334-4327	manda@hireclick.com	<b>N</b>
<b>Mitchell Technical Institute</b> 1800 E Spruce St, Mitchell, SD 57301	Contact: Janet Greenway Phone: 605-995-7194	janet.greenway@mitchelltech.edu	<b>N</b>
<b>NCTA</b> 25 Massachusetts Avenue, NW - Suite 100, Washington, DC 20001	Contact: info@ncta.com Phone: 202-222-2300	https://www.ncta.com/	<b>N</b>
<b>ND Workforce Connection (Job Service of North Dakota)</b> PO Box 5507, Bismarck, ND 58506	Contact: General Contact Phone: 701-352-4450	infojsgr@nd.gov	<b>N</b>
<b>SCTE - Society of Cable Telecommunications Engineers</b> 140 Philips Road Exton, PA 19341	Contact: Tony Werner Phone: 610-884-7237	http://www.scte.org/	<b>N</b>
<b>SDACCC (SD Association College Career Center)</b> College Consortium	Contact: Heather Johnson Phone: 605-677-5381	http://www.myinterfase.com/SDACCC/employer/	<b>N</b>
<b>SDWORKS (Job Service of South Dakota)</b> 123 W. Missouri Av, .Pierre, SD 57501-0405	Contact: Carla Troutd Phone: 605-394-2296	carla.troutd@state.sd.us	<b>N</b>
<b>Women in Cable Telecommunications</b> 2000 K St. NW Suite 350 Washington, DC 20006	Contact: Katherine Martin Phone: 866-964-2765 Ext- 2717	katherin.martin@boxwoodtech.com	<b>N</b>
<b>WomenforHire</b> Address: 155 West 72 <sup>nd</sup> Street, Suite 403, New York, NY 10023	Contact: Alexa Adair Phone: 212.290.2600	Email: alexa@toryjohnson.com	<b>N</b>
Media Sources (Newspaper, Billboards, Radio, Flyers, Events, Job Fairs)			
<b>Anoka County Union Herald</b> 4101 Coon Rapids Blvd., PO Box 99, Coon Rapids MN 55433	Contact: http://abcnewspapers.com/contact-us/ Phone: 763-691-6001	http://abcnewspapers.com/	<b>N</b>
<b>Bemidji Pioneer</b> 802 Paul Bunyan Drive South Suite #19, Bemidji, MN 56601	Contact: service@bemidjipioneer.com Phone: 218-333-9200	https://www.bemidjipioneer.com/	<b>N</b>
<b>Billboard-Fargo</b>	Contact: Scott Strecker	sstrecker@lamar.com	<b>N</b>

Lamar Outdoor, 2005 N Westport Ave., Sioux Falls, SD 57107		Phone: 785.234.0501	
<b>Billboard-SF</b> Newman Outdoor Advertising, 2211 S. Washington St., Suite D, Gran	Contact: Bill Kvasager Phone: (701) 746-5436	billk@newmanoutdoor.com	<b>N</b>
<b>County News Review</b> 234 S. Main.,Cambridge, MN 55008-1643	Contact: http://isanticountynews.com/contact/ Phone: 763-689-1981	www.isanticountynews.com	<b>N</b>
<b>Ely Echo</b> 15 E Chapman St, Ely, MN 55731	Contact: Lisa Vidal Phone: 218-365-3141	https://www.elyecho.com/	<b>N</b>
<b>Forest Lake Times</b> 146 N Lake St Suite 125, Forest Lake, MN 55025	Contact: Terri Darsow Phone: 763-712-2462	terri.darsow@ecm-inc.com	<b>N</b>
<b>International Falls Journal</b> 1602 Highway 11-71. International Falls MN 56649	Contact: Kami Kostiuik: Phone: 218-285-7411	https://www.ifallsjournal.com/	<b>N</b>
<b>Isanti-Chisago County Star</b> 930 South Cleveland, Cambridge, MN 55008	Contact: editor@countystar.com Phone: 763-689-1181	http://isanti-chisagocountystar.com	<b>N</b>
<b>Kannabec County Times</b> 107 S. Park St. , Mora, MN 55051.	Contact: editor@moraminn.com Phone: 320-225-5128	https://www.moraminn.com/	<b>N</b>
<b>Mora Advertiser</b> 107 S. Park St. , Mora, MN 55051.	Contact: editor@moraminn.com Phone: 320-225-5128	https://www.moraminn.com/	<b>N</b>
<b>Patriot News</b> 14054 Bank St, Becker, MN 55308	Contact: sales.carol@patriotnewsmn.com Phone: 763-261-5880	https://patriotnewsmn.com/	<b>N</b>
<b>Pine City Pioneer</b> 405 2nd Avenue SE, Pine City, MN 55063	Contact: ads@pincitymn.com Phone: 320-629-6771	https://www.pinecountynews.com/site/contact.html	<b>N</b>
<b>Scotsman</b> 234 Main St S, Cambridge, MN 55008	Contact: editor@countystar.com Phone: 320-515-1529	https://local.hometownsource.com/places/view/218531/scotsman.html	<b>N</b>
<b>Sherburne County Citizen</b> 14054 Bank St, Becker, MN 55308	Contact: citizennewspaper@sherbtl.net Phone: 763-261-5880	www.citizennewspaper.com	<b>N</b>
<b>Star News</b> 506 Freeport Ave., Suite A, Elk River, MN 55330	Contact: http://erstarnews.com/contact-us/ Phone: 763-441-3500	www.erstarnews.com	<b>N</b>
<b>Midco Billing Statement</b>	Advertising open positions in billing statement		<b>N</b>
<b>Midco Email</b>	Email Blasts to customers who have opted in		<b>N</b>
<b>Midco TV Commercial</b>	TV Commerical Midco airs		<b>N</b>
<b>Midco Web Banners</b>	Digital banner Midco marketing creates		<b>N</b>
<b>Radio KCLD FM St Cloud</b> 619 West St. Germain, St. Cloud, MN 56302	Contact: Amy Foss Phone: 320-251-1450	afoss@leightonbroadcasting.com	<b>N</b>
<b>Radio WWJO FM St Cloud</b> 640 SE Lincoln Avenue, St. Cloud, MN 56304	Contact: John Schroeder Phone: 320-257-7201	john.schroeder@townsquaremedia.com	<b>N</b>
Internet Sources			
<b>Craigslist</b> https://craigslist.org/	Social Media - Internet Posting		<b>N</b>
<b>Facebook</b> https://www.facebook.com/	Internet Posting		<b>N</b>
<b>Glassdoor</b> https://www.glassdoor.com/index.htm	Internet Posting		<b>N</b>
<b>Handshake College Consortium</b> https://www.joinhandshake.com/	Internet Posting		<b>N</b>
<b>LinkedIn</b> https://www.linkedin.com/feed/	Internet Posting		<b>N</b>
<b>MN State Career Hub College Consortium</b> https://www.collegecentral.com/msch/	Internet Posting		<b>N</b>
<b>Snapchat</b> https://www.snapchat.com/	Internet Posting		<b>N</b>
<b>Twitter</b> https://twitter.com/	Internet Posting		<b>N</b>
<b>WIPCCCC (Wisconsin College Consortium)</b> https://www.waicucareerconnect.org/organizer/wisconsin-private-colleges-career-consortium-wipccc/	Internet Posting		<b>N</b>
<b>ZipRecruiter</b> https://ziprecruiter.com/	Internet Posting		<b>N</b>
Cited by Job Applicant			
<b>Radio</b>			<b>N</b>



Long Term Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/1/2020 - on going	Advertising to target a wide range of candidates	We advertise available positions with the state Job Service (through the Department of Labor)	Broad Outreach	Recruiting
10/1/2020 - on going	Career Progression Program for Technicians	This program provides career progression opportunities for technicians to strengthen and expand their abilities in their field, and enables them to control their own career progression and wages. We partner with the National Cable Television Institute along with implementing our own in house curriculum. During this reporting period, 54 employees participated in this program.	Supplemental Recruiting Efforts Professional Development Opportunities	Field Technicians(all Levels) Business Techs (all levels)
10/1/2020 - on going	FastStart Leader Training	Onboarding and training program for new managers at Midco via web-ex including an overview of employment law, hiring practices, ADA, leaves, Termination Process/Exit Interview.	Compliance Training Professional Development Opportunities for Midco Leaders	Steve Johnson HR Staff
10/1/2020 - on going	Internship Program	Offer hands-on experience and give students the skills to prepare for future employment. The program serves as an important resource in fostering long-term partnerships with educational institutions to help develop our future workforce. During this reporting period, the unit sponsored 1 intern. The intern worked in Marketing Analytics.	Broad Outreach	Milan Paswan Kristin Duesterhoeft Tonya Swenson Sam Lyle
10/1/2020 - 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: <a href="http://www.NorthDakotaDiversity.com">www.NorthDakotaDiversity.com</a> <a href="http://www.SouthDakotaDiversity.com">www.SouthDakotaDiversity.com</a> <a href="http://www.WisconsinDiversity.com">www.WisconsinDiversity.com</a> <a href="http://www.NorthDakotaJobNetwork.com">www.NorthDakotaJobNetwork.com</a> <a href="http://www.SouthDakotaJobNetwork.com">www.SouthDakotaJobNetwork.com</a> <a href="http://www.MinnesotaJobNetwork.com">www.MinnesotaJobNetwork.com</a> <a href="http://www.WisconsinJobNetwork.com">www.WisconsinJobNetwork.com</a> <a href="http://www.MinnesotaDiversity.com">www.MinnesotaDiversity.com</a> <a href="http://www.minnesotaworks.net/">www.minnesotaworks.net/</a> <a href="http://www.ndworkforceconnection.com/">www.ndworkforceconnection.com/</a> <a href="https://sd.gov/">https://sd.gov/</a> <a href="https://jobcenterofwisconsin.com/">https://jobcenterofwisconsin.com/</a> <a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a> <a href="https://www.ebenefits.va.gov/">https://www.ebenefits.va.gov/</a> VetConnect (LVER/DVOPS)
10/1/2020 - on going	Workplace Harassment Prevention Training	Online Training overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, including the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination	Compliance Training	Midco leadership & entire staff
1/1/2021 - on going	Field Ops Community of Practice	Build ongoing skill sets for leaders in Employee Relations matters.	Compliance Training Professional Development Opportunities for Midco Leaders	Kim Beck Chelsea Engstrom Field Ops leaders
8/25/2022	I.Falls Bass Tournament	Sponsorship of Kid Zone at the International Falls Bass Tournament	Broad Outreach	Rhonda Erickson Tammy Hasse Jae Kelsey Sam Lyle
4/20/2022	Minnesota State Technical College - Moorhead	Spread awareness about job opportunities in our MN locations	Broad Outreach	In Person- Russ Volk
9/15/2022	Cambridge Appreciation Event	Participation in Cambridge Appreciation Event - discuss career opportunities	Broad Outreach	Jason Sachs Jason Gruber Casey Morris Sam Lyle Carolyn Stelter-Gangl