

EEO Public File Report -LA Communications

Covering the period from October 1, 2022 to and including September 30, 2023

KVIK-FM: www.kvikradio.com

KNEI-FM: www.kneiradio.com

KDEC/The River: www.riverradiofm.com

KDHK-FM: www.hawkrawk.com

Section 1: Vacancy Information

<u>Full-time Positions Filled by Job Title</u>	<u>Recruitment Source Of Hiree</u>	<u>Total # of Interviewees From all sources for position</u>	<u>Recruitment Sources Used To Fill Vacancy</u>
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No Full Time Vacancies Filled during this reporting period.

Total number of persons interviewed during applicable period: _N/A

Section 2: Recruitment Source Information

- Name of Source: Employee Referral
Contact Person: Les Askelson Email: Les@kvikradio.com
Address: 501 W. Water Street, Decorah, IA 52101
Phone: 563-382-5845 Fax: 563-382-5581
- Name of Source: On Air KNEI-FM KVIK-FM KMRV-AM
Contact Person: Janelle Halverson Email: nell@kvikradio.com
Address: 501 W. Water Street, Decorah, IA 52101
Phone: 563-382-5845 Fax: 563-382-5581
- Name of Source: Station Website
Contact Person: Pete Wennes Email: Pete@kvikradio.com
Address: 501 W. Water Street, Decorah, IA 52101
Phone: 563-382-5845 Fax: 563-382-5581
- Name of Source: Iowa Workforce Development Job Fair
Contact Person: Wendy Hearld
Address: 111 Pine Street, Decorah, IA 52101
Phone: 563-382-0457 Fax: 563-387-0905
- Name of Source: Iowa Workforce Development Office
Contact: Iowa Workforce Region Office
Address: 1111 Paine St # G , Decorah, IA 52101
Phone: 563-382-2411 Email: Region1.Web@iwd.iowa.gov

EEO Public File Report KVIK-FM, KNEI-FM, KDEC-AM, KDHK

Section 3: Supplemental Recruitment Initiatives

June 2023

[NICC Waukon Center hosts “Build Your Own Business” Summer Camp ... | The Standard Newspaper \(waukonstandard.com\)](#)

Northeast Iowa Community College (NICC) Waukon Center held its “Build Your Own Business” Summer Camp June 27-28 for students entering third through fifth grades this fall. This two-day camp was a “Shark Tank”-style experience (based on the “Shark Tank” television series) where students learned basic business concepts and vocabulary in formulating a business idea, created their own business plan, discussed customer service and created their own logo and business cards, printed by The Copy Shoppe in Waukon. Students listened to presentations from local businesses and also visited Aztec Parlor, Epic Wear, Hello Sunshine, LA Communications Radio and Paws Up Pet Supplies in downtown Waukon to witness what they were learning at the camp being utilized in a real business setting. The students concluded camp by presenting their own business ideas to area business leaders who represented the “sharks” that provided feedback on those business ideas. Build Your Own Business Camp is sponsored by Northeast Iowa Community College, Allamakee County Economic Development & Tourism and the Allamakee County Community Foundation.

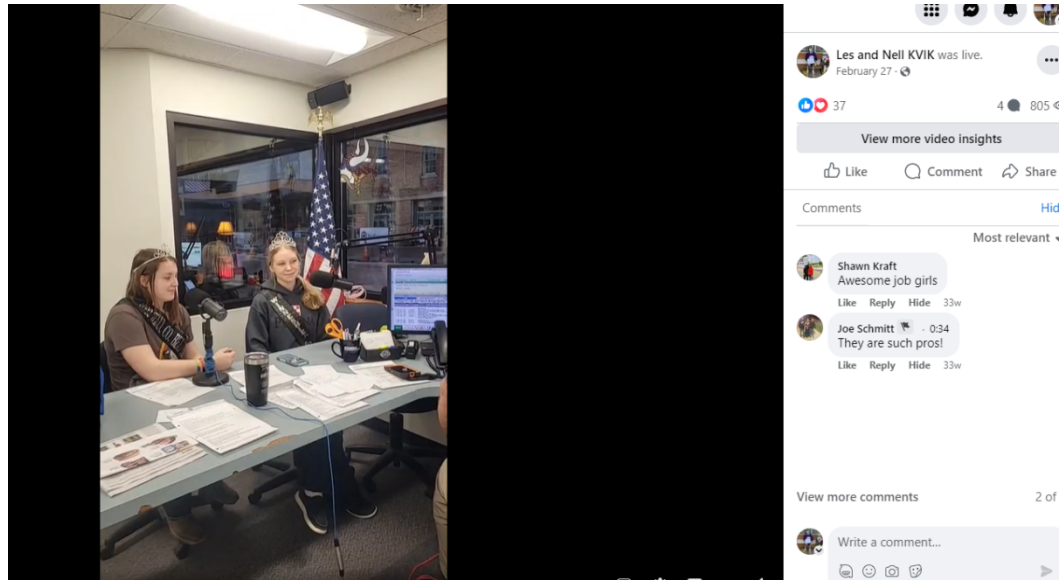
Pictured above are the camp’s participating youth with the area business leader “sharks”. Those “sharks” included: Back row - left to right: Brenda Hackman of Allamakee-Clayton Electric Cooperative, Jeremy Troendle of The Standard Newspaper, Lara Berryman of Hello Sunshine, Barb Shull of Freedom Bank, Tracey Tepesch of Paws Up Pet Supplies, and Tyler Halverson of Epic Wear. The business ideas pitched by the camp participants this year included such names as CH Mowing, GW Sports, Karts 4 Kids, Kara’s Kat Kafé, Brooke’s Hen House, BeYOUtiful Jewelry by Addi, Cam’s Pet Center, M’s Creative Shop, Kayden’s Doggy Daycare and Zephyr Café. Submitted photo.

LA Communications CEO, Les Askelson, was approached by an individual who had an interest in radio. Les arranged for this individual to meeting and job shadow with Joe Deschler who works part time for the radio station group and has also owned a radio training program. Deschler met with the individual several time from August thru September 2023 showing them how to run the board in a studio to do a live air shift, how to record ads, and other general radio information.

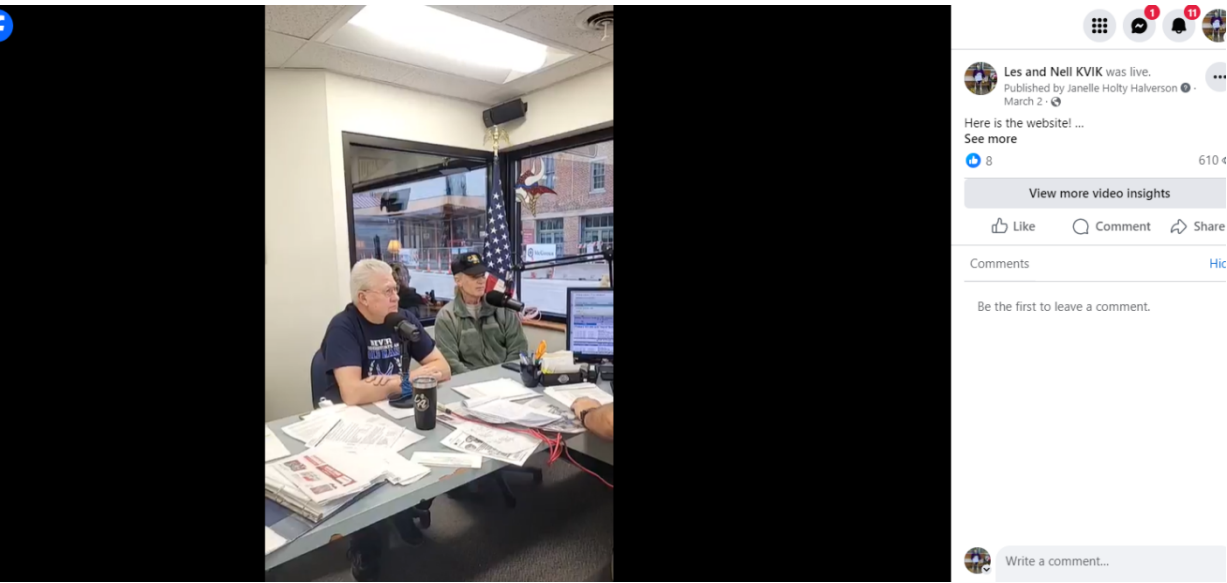
Screenshot of a promotion event supporting the Winneshiek County Celebration of Life Nov 2022, Interview done by Station Owner/Manager/CEO Les Askelson, assisted by Janelle Halverson



Screenshot of promotional Interview done with the Winneshiek County Cattlemen Royalty promotion their annual banquet, Interview done by Station Owner/Manager/CEO Les Askelson, assisted by Janelle Halverson










Screenshot of Live Interview done to assist the Winneshiek County Veterans Group, March 2023, Interview done by Station Owner/Manager/CEO Les Askelson, assisted by Janelle Halverson



Promotion of the Allamakee County Fair, July 2023: Interview conducted by Erik Kelly/Derek Voight and assisted by Kathy Renk












**KNEI 103.5 FM Bluff Country**
Published by Derek Walter Voight · July 21 · 



More Allamakee County Fair royalty joined us this morning! Thanks to Queen Natalie Byrnes and Riley Troendle for coming in to give us more fun details about events!








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**Lois Evans**
Congratulations Natalie 
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LA Communications Stations Inc

FCC Form 296

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KDEC-AM/FM/The River: www.riverradio.com

KDHK-FM: www.hawkbrowns.com

October 1, 2022 to and including September 30, 2023

Full Time Employees

Les Askelson	On Air/Sales/Manager and Owner	Hire Date Feb 1, 2001
Casey Varpness	Station Manager/Owner	Hire Date Feb 1, 2001
Janelle Halverson	On Air/Traffic Manager	Hire Date Nov 13, 2001
Derek Voight	On Air/Program Manger	Hire Date Feb 5, 2005
Pete Wennes	On Air/Program Manger	Hire Date may 25, 2010
Josh Johnson	On Air/Program Manger	Hire Date May 19, 2006
Pat O'Shea	Sales	Hire Date March 1, 2013
Ryan Tyler	Sales	Hire Date March 1, 2013