

LA Communications, Inc.
501 West Water Street
Decorah, IA 52101

EEO Staff, Policy Division, Media Bureau
FEDERAL COMMUNICATIONS COMMISSION
Washington, DC 20554

RE: **April 2023 EEO Audit Response**
KVIK(FM) Decorah, IA; FACID 33080

Dear EEO Staff Policy Division:

Any issues concerning this response should be directed to
John Neely – 301-933-6304
johnsneely@yahoo.com

The following responds to the audit of the KVIK Decorah, Iowa, EEO Program

The station Employment Unit (“EU”) includes the following radio stations during the time period under review.

KVIK(FM) Decorah, IA; FACID 33080
KNEI-FM Waukon, IA; FACID 15734
KDHK(FM) Decorah, IA; FACID 16367
KDEC(AM) Decorah, IA; FACID 16368

Audit Paragraph 2(b)(i) The EU’s two most recent Annual EEO Public File Reports are submitted with this reply.

Audit Paragraph 2(b)(ii) station websites

KVIK: www.kvikradio.com
KNEI: www.kneiradio.com
KDEC: www.riverradiofm.com
KDHK: www.hawkrawk.com

The Annual EEO Public File Report is posted at www.kvikradio.com/employment

Audit Paragraph 2(b)(iii) The EU filled no full time vacancies during the 24-month audit review period.

Audit Paragraph 2(b)(iv) The EU filled no full time vacancies during the 24-month audit review period.

Audit Paragraph 2(b)(v) The EU is located and operates in a market population under 250,000, is considered a small market, has a total of nine full-time employees, and is required to perform two supplemental recruitment initiatives within a two-year period.

For the reporting period Oct 1, 2020 thru Sept 30,2021:

→ virtual job fair with NICC Pat O'Shea coordinated. Flier attached to this report;

→ Student internship program. A Decorah High School student work at the station for a period of time to assist student's interest in pursuing a career in radio broadcasting**student contact virtually because of COVID restrictions*** Les Askelson Coordinated

→ 4-H, Girl Scouts troops joined in Tours assisting young kids interest in radio broadcasting -some tours were done virtually and some cancelled due to COVID – Janelle Halverson Coordinated- thank you cards are attached to this report

For the reporting period Oct 1, 2021 thru Sept 30,2022:

→virtual job fair with Northeast Iowa Community Action in Nov 2022 Pat O'Shea coordinated. Flier attached to this report

→ Student internship program. A Decorah High School student work at the station for period of time to assist student's interest in pursuing a career in radio broadcasting, Les Askelson Coordinated

→ 4-H, Girl Scouts troops joined in Tours assisting young kids interest in radio broadcasting (various dates throughout the reporting period) – Janelle Halverson coordinated- thank you cards are attached to this report

Audit Paragraph 2(b)(vi) The EU does not have any such pending or resolved discrimination complaints.

Audit Paragraph 2(b)(vii) Les Askelson (Owner/Station Manager) and Casey Varpness (Owner/Office Manager) are in charge of implementing Unit EEO policies which involve advertising job openings as they may arise and giving equal interview time to potential hires race, color, national origin, religion or gender notwithstanding. Above mentioned Management also informs employees either in face to face conversation or via email regarding pay scale/promotion regardless of race, color, national origin, religion or gender.

Audit Paragraph 2(b)(viii) The EU had no full time vacancies during the reporting period under review and no recent basis to analyze the effectiveness of its recruitment efforts.

Audit Paragraph 2(b)(ix) The EU does not have any union agreements.

Pay, benefits, etc., are examined regularly by management Les Askelson (Owner/Station Manager) and Casey Varpness (Owner/Office Manager) Management looks at the scales of pay/benefits in geographic areas in our proximity and in business comparable to our in size. Promotion within the company is given on a case by case basis based on the specific performance of the employee in the company and is not at all based on race, color, national origin, religion or gender. of the employee. The EU policies handbook is given to each employee and is also available to view by employees at any time in the business office at 501 West Water St, Decorah, IA 52101

Audit Paragraph 2(b)(x) The EU is not a religious broadcaster.

Audit Paragraph 3 The EU does not have any time brokerage agreement at present.

The foregoing is certified as accurate and complete to the best of my knowledge and belief.

LA Communication, Inc.



Les Askelson, President

DATE: 5-31-2023



Virtual CAREER FAIR November 2020

Meet virtually with 60-70 local and regional employers offering career information, potential jobs, networking and internships to NICC students and alumni.

Students/Alumni should Have copies of their resumes and be professionally dressed..

Watch for updated information about the career fair including the list of employers attending at: www.NICC.edu: We offer career development and preparation to enter the workforce or transfer to a four-year college and beyond. Career Services partners with area employers and transfer colleges to help all students and alumni succeed.



Virtual CAREER FAIR November 2021

Meet virtually with 60-70 local and regional employers offering career information, potential jobs, networking and internships to NICC students and alumni.

Students/Alumni should Have copies of their resumes and be professionally dressed..

Watch for updated information about the career fair including the list of employers attending at: www.NICC.edu: We offer career development and preparation to enter the workforce or transfer to a four-year college and beyond. Career Services partners with area employers and transfer colleges to help all students and alumni succeed.

Here are some thank you cards received after having Girl Scout, 4H, Cattlemen groups in the station for tours and that type of educational promotion as referenced above in (b) (v)

2022
Dear Sir,
Thank you for your continued support of the Wounded Warrior Project. We appreciate the assistance of providing our needs and letting us go to the store. Thanks again!
With Love,
Sincerely,
Denny H.H.

2021
Dear Sir,
Thank you for your continued support of the Wounded Warrior Project. We appreciate the assistance of providing our needs and letting us go to the store. Thanks again!
With Love,
Sincerely,
Denny H.H.

2021
Dear Sir,
Thank you so much for your continued support in our organization and our members. Your donation is greatly appreciated. All needs went toward our youth Scholarship Program. Thank you for always coming in to visit the radio station!
Sincerely,
The Wounded Warrior Project

2022
Dear Sir,
Thank you for your continued support of the Wounded Warrior Project. We appreciate the assistance of providing our needs and letting us go to the store. Thanks again!
With Love,
Sincerely,
Denny H.H.

EEO Public File Report -Wennes Communications/LA Communications

Covering the period from October 1, 2021 to and including September 30, 2022

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

Full-time Positions Sources Used	Recruitment Source	Total # of Interviewees	Recruitment
<u>Filled by Job TitleOf Hiree</u>	<u>From all sources for position</u>	<u>To Fill Vacancy</u>	

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

3. 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

4. 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

5. 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

Section 3: Supplemental Recruitment Initiatives

1. Wennes Communications attended the Northeast Iowa Career Fair Upper Iowa University, Fayette, IA in April 2022 Derek Voight & Pat O'Shea attended
2. Wennes Communications is listed at Radio 1 Broadcasting School in La Crosse, Wisconsin for possible job openings in the future. www.radio1school.com
3. Co-sponsor a virtual job fair with Northeast Iowa Community Action in August 2022 Pat O'Shea attended
4. Student internship program. A Decorah High School student work at the station for a semester to assist student's interest in pursuing a career in radio broadcasting. Les Askelson
5. 4-H, Girl Scouts troops joined in Tours assisting young kids interest in radio broadcasting (various dates through out the reporting period)

EEO Public File Report

KVIK-FM, KNEI-FM, KDEC-AM, KDHK

Wennes Communications

Covering the period from October 1, 2020 to and including September 30, 2021

Section 1: Vacancy Information

Full-time Positions Sources Used	Recruitment Source	Total # of Interviewees	Recruitment
<u>Filled by Job TitleOf Hiree</u>	<u>From all sources for position</u>	<u>To Fill Vacancy</u>	

No Full Time Vacancies Filled during this reporting period.

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

Section 2: Recruitment Source Information

4. 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

2. Name of Source: On Air KVIK-FM, KNEI-FM, KDEC-AM, KDHK

Contact Person: Janelle Halverson Email: nell@kvikradio.com
Address: 501 W. Water Street, Decorah, IA 52101
Phone: 563-382-5845 Fax: 563-382-5581

5. 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

Section 3: Supplemental Recruitment Initiatives

6. Wennes Communications attended the Northeast Iowa Career Fair Upper Iowa University, Fayette, ***Job Fair cancelled due to COVID restrictions
7. Wennes Communications is listed at Radio 1 Broadcasting School in La Crosse, Wisconsin for possible job openings in the future. www.radio1school.com
8. Co-sponsor a virtual job fair with Northeast Iowa Community Action in August 2021
9. Student internship program. A Decorah High School student work at the station for a semester to assist student's interest in pursuing a career in radio broadcasting**student contact virtually because of COVID restrictions***
10. 4-H, Girl Scouts troops joined in Tours assisting young kids interest in radio broadcasting - cancelled due to COVID