

## 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](http://www.kvikradio.com)

KNEI-FM: [www.kneiradio.com](http://www.kneiradio.com)

KDEC/The River: [www.riverradiofm.com](http://www.riverradiofm.com)

KDHK-FM: [www.hawkrawk.com](http://www.hawkrawk.com)

### Section 1: Vacancy Information

<u>Full-time Positions Filled by Job Title</u>	<u>Recruitment Source Of Hire</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](mailto: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](mailto: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](mailto: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](mailto:Region1.Web@iwd.iowa.gov)

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

**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](http://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)

Wennes Communications Stations Inc

FCC Form 296

EEO Public File

**KVIK-FM: [www.kvikradio.com](http://www.kvikradio.com)**

**KNEI-FM: [www.kneiradio.com](http://www.kneiradio.com)**

**KDEC-AM/FM/The River: [www.riverradiofm.com](http://www.riverradiofm.com)**

**KDHK-FM: [www.hawkrawk.com](http://www.hawkrawk.com)**

October 1, 2021 to and including September 30, 2022

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
Jane Thurston	Sales	Hire Date April 28, 2005
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

## EEO Public File Report Form

**Wennes Communications, Inc, LA Communications Inc  
KVIK-FM, KDHK-FM Decorah, Iowa and KNEI-FM & KDEC-AM, Waukon,  
Iowa**

### **Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **KVIK-FM, KDHK-FM Decorah, Iowa and KNEI-FM & KDEC-AM, Waukon, Iowa** and is required to be placed in the public inspection files of these stations, and posted on their websites.

The information contained in this Report covers the time period beginning October 1, 2021 to and including September 30, 2022 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

**EEO Public File Report – Appendix 1**

Covering the period from **October 1, 2021** to and including **September 30, 2022**  
Station(s) comprising Station Employment Unit: **KVIK-FM, KDHK-FM Decorah, Iowa and KNEI-FM & KDEC-AM, Waukon, Iowa**

**Section 1: Vacancy Information**

	Full-time Positions Filled By Job Title	Recruitment Source Of Hiree	Total # of Interviewees From All Sources for Position
1.			
2.			
3.			
4.			
5.			

\* Indicates sources that have requested notification of job openings.

Total number of persons interviewed during applicable period:   0  

- 1. \_\_\_\_\_  
\_\_\_\_\_
- 2. \_\_\_\_\_  
\_\_\_\_\_
- 3. \_\_\_\_\_  
\_\_\_\_\_
- 4. \_\_\_\_\_  
\_\_\_\_\_
- 5. \_\_\_\_\_  
\_\_\_\_\_

EEO Public File Report - Appendix 2

Covering the period from October 1, 2021 to and including September 30, 2022  
Station(s) comprising Station Employment Unit: KVIK-FM, KDHK-FM Decorah,  
Iowa and KNEI-FM & /KDEC-AM, Waukon, Iowa

Section 1: Recruitment Source Information

1. Name of Source: \_\_\_\_\_  
Contact Person: \_\_\_\_\_ Email: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Total # of interviewees this source has provided during this period (if any): \_\_\_\_\_  
Full time positions for which this source was utilized: \_\_\_\_\_  
Did this source request notification of job openings? [ ] Yes [ ] No

2. Name of Source: \_\_\_\_\_  
Contact Person: \_\_\_\_\_ Email: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Total # of interviewees this source has provided during this period (if any): \_\_\_\_\_  
Full time positions for which this source was utilized: \_\_\_\_\_  
Did this source request notification of job openings? [ ] Yes [ ] No

3. Name of Source: \_\_\_\_\_  
Contact Person: \_\_\_\_\_ Email: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Total # of interviewees this source has provided during this period (if any): \_\_\_\_\_  
Full time positions for which this source was utilized: \_\_\_\_\_  
Did this source request notification of job openings? [ ] Yes [ ] No

4. Name of Source: \_\_\_\_\_  
Contact Person: \_\_\_\_\_ Email: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Total # of interviewees this source has provided during this period (if any): \_\_\_\_\_  
Full time positions for which this source was utilized: \_\_\_\_\_  
Did this source request notification of job openings? [ ] Yes [ ] No

5. Name of Source: \_\_\_\_\_  
Contact Person: \_\_\_\_\_ Email: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Total # of interviewees this source has provided during this period (if any): \_\_\_\_\_  
Full time positions for which this source was utilized: \_\_\_\_\_  
Did this source request notification of job openings? [ ] Yes [ ] No

EEO Public File Report - Appendix 3

Covering the period from **October 1, 2021** to and including **September 30, 2022**  
Station(s) comprising Station Employment Unit: **KVIK-FM, KDHK-FM Decorah, Iowa and KNEI-FM & KDEC-AM, Waukon, Iowa**

Section 1: Supplemental (non-vacancy specific) Recruitment Activities Undertaken by:  
: **KVIK-FM, KDHK-FM Decorah, Iowa and KNEI-FM & KDEC-AM, Waukon, Iowa**

Description of Activities:

1. \_\_\_\_\_  
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2. \_\_\_\_\_  
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