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. riverradio for con

KDHK-FM: www.hawkrawk.com

Section 1: Vacancy Information

Full-time Positions Recruitment Source

Filled by Job Title Of Hiree

cruitment Source Total # of Interviewees

<u>f Hiree</u> From all sources for position

Recruitment Sources Used

To Fill Vacancy

No Full Time Vacancies Filled during this reporting period.

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

Section 2: Recruitment Source Information

1. 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 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: Region! Web@iwd.iowa.gov

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

Section 3: Supplemental Recruitment Initiatives

- Wennes Communications attended the Northeast Iowa Career Fair Upper Iowa University, Fayette, IA in April 2022 Derek Voight & Pat O'Shea attended
- 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)

Wennes Communications Stations Inc

FCC Form 296 EEO Public File

KVIK-FM: www.kvikradio.com KNEI-FM: www.kneiradio.com

KDEC-AM/FM/The River: www.river radio fm. com

KDHK-FM: 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 E EO 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:

 A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;

 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.

JECE	on 1: Vacancy Informatio		Total # of Interviewe
1.	Filled By Job Title	Recruitment Source Of Hiree	From All Sources for Position
	,		
-			
-			
+-			
			<u></u>
	number of persons interview	Indicates sources that have requested during applicable period:	sted notification of job openir
otal r	number of persons interview	Indicates sources that have requested during applicable period:	sted notification of job openir
otal r	umber of persons interview	Indicates sources that have reques red during applicable period:	sted notification of job openin
-	umber of persons interview	Indicates sources that have reques red during applicable period:	sted notification of job openin
otal r	number of persons interview	Indicates sources that have requested during applicable period:	sted notification of job openin
	number of persons interview	Indicates sources that have reques	sted notification of job openin

Covering the period from October 1, 2021 to and including _September 30, 202 Station(s) comprising Station Employment Unit: KVIK-FM, KDHK-FM Decoral Iowa and KNEI-FM & /KDEC-AM, Waukon, Iowa Section 1: Recruitment Source Information 1. Name of Source:		EEO Public File Report - Appendix 2
Section 1: Recruitment Source Information 1. Name of Source: Contact Person: 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? 2. Name of Source: Contact Person: Fax: Total # of interviewees this source has provided during this period (if any): Phone: Fax: Total # of interviewees this source was utilized: Did this source request notification of job openings? 3. Name of Source: Contact Person: Email: Address: Phone: Fax: Total # of interviewees this source has provided during this period (if any): Will time positions for which this source was utilized: Did this source request notification of job openings? If yes [] No Name of Source: Contact Person: Email: Did this source request notification of job openings? Email: Interviewees this source has provided during this period (if any): Ull time positions for which this source was utilized: Interviewees this source has provided during this period (if any): Ull time positions for which this source was utilized: Interviewees this source has provided during this period (if any): Ull time positions for which this source was utilized: If the positions for which this source was utilized: If this source request notification of job openings? Email: Name of Source: Fax: Total # of interviewees this source has provided during this period (if any): Ull time positions for which this source was utilized: If this source request notification has provided during this period (if any): If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions		
Address; 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: 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: Fax: Total # of interviewees this source has provided during this period (if any): Fold this source request notification of job openings? [] Yes [] No 3. Name of Source: Fax: Total # of interviewees this source has provided during this period (if any): Fold this source request notification of job openings? [] Yes [] No 3. Name of Source: Fax: Total # of interviewees this source was utilized: Fax: Fax: Fax: Fax: Fax: Fax: Fax: Fax	Section 1: Recruitment	Salima Information
Phone:Fax:		
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: Address: Phone: Fax: Total # of interviewees this source has provided during this period (if any): Full time positions for which this source wes utilized: Did this source request notification of job openings? [] Yes [] No 3. Name of Source: Contact Person: Email: didress: Phone: Fax: Otal # of interviewees this source has provided during this period (if any): util time positions for which this source was utilized: id this source request notification of job openings? [] Yes [] No Name of Source: Ontact Person: Email: ddress: Ontact Person: Email: ddress: Ontact Person: Email: ddress: Ontact Person: Email: ddress: Ontact Person: Email: Did this source request notification of job openings? [] Yes [] No Name of Source: Ontact Person: Email: Did this source request notification of job openings? [] Yes [] No Name of Source: Ontact Person: Email: Did this source request notification of job openings? [] Yes [] No Name of Source: Ontact Person: Email: Did this source request notification of job openings? [] Yes [] No Name of Source: Ontact Person: Did this source was utilized: Did this source request notification of job openings? [] Yes [] No Name of Source: Ontact Person: Did this source was utilized: Did this source request notification of job openings? [] Yes [] No	Address:	CIIBII
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: 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: Otal # of interviewees this source has provided during this period (if any): If it is source request notification of job openings? [] Yes [] No Name of Source: Ontact Person: Email: In interviewees this source has provided during this period (if any): If it is positions for which this source was utilized: If interviewees this source has provided during this period (if any): If time positions for which this source was utilized: If this source request notification of job openings? [] Yes [] No Name of Source: Ontact Person: Email: If time positions for which this source was utilized: If this source request notification of job openings? [] Yes [] No Name of Source: If any: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this source was utilized: If the positions for which this pource was utilized: If the positions	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 B. Name of Source: Contact Person: Email: Address: Phone: Fax: Fotal # of interviewees this source has provided during this period (if any): ull time positions for which this source was utilized: In the positions for which this source was utilized: Email: Address: Fax: Fax: Did this source request notification of job openings? [] Yes [] No Name of Source: Did # of interviewees this source has provided during this period (if any): Ull time positions for which this source was utilized: In this source request notification of job openings? [] Yes [] No Name of Source: Did H of interviewees this source has provided during this period (if any): Email: In this source: Did H of interviewees this source has provided during this period (if any): Email: It time positions for which this source was utilized: It time positions for which this source was utilized: It time positions for which this source was utilized: It time positions for which this source was utilized: It time positions for which this source was utilized: It time positions for which this source was utilized:	Full time positions for which	th this source was utilized:
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: Address: Phone: Fax: Fotal # of interviewees this source has provided during this period (if any): Juli time positions for which this source was utilized: Joint this source request notification of job openings? [] Yes [] No Name of Source: John # of interviewees this source has provided during this period (if any): Juli time positions for which this source was utilized: Juli time positions for which this source was utilized: John # of interviewees this source has provided during this period (if any): Joint # of interviewees this source has provided during this period (if any): John Name of Source: John So	2. Name of Source:	
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: Address: Phone: Fax: Fotal # of interviewees this source has provided during this period (if any): Juli time positions for which this source was utilized: Joint this source request notification of job openings? [] Yes [] No Name of Source: John # of interviewees this source has provided during this period (if any): Juli time positions for which this source was utilized: Juli time positions for which this source was utilized: John # of interviewees this source has provided during this period (if any): Joint # of interviewees this source has provided during this period (if any): John Name of Source: John So	Address:	Email:
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: Address: Phone: Fax: Total # of interviewees this source has provided during this period (if any): Full time positions for which this source was utilized: Joid this source request notification of job openings? [] Yes [] No Name of Source: Source was utilized: Source: Sou	Phone:	
3. Name of Source: Contact Person: Address: Phone: Fax: Fotal # of interviewees this source has provided during this period (if any): Ull time positions for which this source was utilized: Oid this source request notification of job openings? Email: Otal # of interviewees this source has provided during this period (if any): Contact Person: Email: Otal # of interviewees this source has provided during this period (if any): Ull time positions for which this source was utilized: Id this source request notification of job openings? Name of Source: Did this source request notification of job openings? Name of Source: Did this source request notification of job openings? Name of Source: Did this source in this source was utilized: Di	Total # of interviewees this Full time positions for which	source has provided during this period (if any):
23. Name of Source: Contact Person: Address: Phone: Fax: Fotal # 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 I. Name of Source: Contact Person: Email: didress: hone: Fax: otal # of interviewees this source has provided during this period (if any): ull time positions for which this source was utilized: id this source request notification of job openings? [] Yes [] No Name of Source: Ontact Person: Email: Indicate Person: Fax: Indicate Person: Indicate	Did this source request not	ilication of job openings? [1 Van (2 Ma
Fax: Fotal # 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 I Name of Source: Contact Person: Contact Person: Contact Person: Contact Person: Contact Person: Contact # of interviewees this source has provided during this period (if any): Contact # of interviewees this source was utilized: Contact Person: Contact Person:	Contact Person: Address:	Email:
Did this source request notification of job openings? [] Yes [] No Name of Source: Contact Person: Contact		
Name of Source: contact Person: ddress: hone:	ull time positions for which	source has provided during this period (if any):
ddress:	Old this source request notif	fication of job openings? [] Yes [] No
hone:Fax: otal # of interviewees this source has provided during this period (if any): ull time positions for which this source was utilized: id this source request notification of job openings? [] Yes [] No Name of Source:	Name of Source:	
hone:Fax: otal # of interviewees this source has provided during this period (if any): ull time positions for which this source was utilized: id this source request notification of job openings? [] Yes [] No Name of Source:	ddress.	Email:
Name of Source: Indicate Person: Indicate Pers	hone:	C->
Name of Source: ontact Person: Iddress: none: Fax otal # of interviewees this source has provided during this period (if any): Ill time positions for which this source was utilized:	ull time positions for which	fource has provided during this period (if any):
tal # of interviewees this source has provided during this period (if any):		
tal # of interviewees this source has provided during this period (if any):	Name of Source:	
tal # of interviewees this source has provided during this period (if any):	ontact Person:	Email:
Il time positions for which this source was utilized:	Idress:	
ill time positions for which this source was utilized:	tone:	Fax:
which beginning the Miller time schilds was industry		
The second reduces the second of lon obenings \[\frac{1}{2} \] \[\frac{1}{2} \] \[\frac{1}{2} \] \[\frac{1}{2} \]	which beginned for Miller H	IDS SCHICE Was Indoper
	and the tednest tinffill	and or lon obeuings (] Les [] 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, lowa and KNEI-FM &/KDEC-AM, Waukon, lowa Section 1: Supplemental (non-vacancy specific) Recruitment Activities Undertaken by: : KVIK-FM, KDHK-FM Decorah, lows and KNEI-FM & KDEC-AM, Waukon, lowa Description of Activities: