

EEO Public File Report -LA Communications

Covering the period from October 1, 2023 to and including September 30, 2024

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: Demitre Ellis Email: demitre@hawkrawk.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

LA Communications Stations Inc

FCC Form 296

EEO Public File

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October 1, 2023 to and including September 30, 2024

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

Section 3: Supplemental Recruitment Initiatives

‘Build Your Own Business’ Summer Camp

June 25-26, 8 am-4 pm

Shark Tank! No, really - do you have a great idea you’d like to turn into a business? Then this two day camp is your shot at a Shark Tank-style experience where you can learn basic business concepts and vocabulary, create a business plan, and pitch your ideas in a presentation to young entrepreneurs from the area. They will share their business stories and help you learn everything from a proper greeting handshake to good customer service skills to building a professional business card. Snacks provided. Students can bring a change of clothes for their shark tank presentation if they wish to dress up. Enrollment is limited to 16 students entering grades 4-6 in the fall. *Camps are offered at a reduced rate thanks to our sponsors: Allamakee County Community Foundation, Allamakee County Economic Development & Tourism, Iowa State University Extension and Outreach and Keystone AEA.





Jessica Rupp from Full Circle Services reached out about doing a station tour. They toured KVIK with Janelle Halverson on September 12 2024
Correspondence and photo below

First Name

Jessica

Last Name

Rupp

Email

jessica.rupp@fullcircleia.com

Message

Hello, I'm reaching out from Full Circle Services. We have a day program for adults with disabilities, and one of the things they said they would interested in doing during September is touring the radio station. Is this something you ever do or would be open to doing? We have between 5-10 people, plus 2-3 staff depending on the day, and our program runs from 9-1:30 Monday-Friday. Let me know either way, and thank you for considering.



We participated in this job fair on March 27th, 2024, correspondence below:



EXHIBITOR INFORMATION CAREER FAIR
3/27/24

Thank you for participating!

AGENDA

- **7:30 am | Set-up** will begin in the Upper Iowa University Recreation Center (see enclosed map #17)
- **9:30am | Students Begin to Arrive at Fair** (*schools will arrive at half hour intervals*)
- **12pm | Fair Concludes**

Remember: Students will attend a short presentation on how they can get the most of the career fair before they go to the Career Fair itself.

PLEASE BRING YOUR OWN TABLECLOTH & EXTENSION CORD (if you have requested electricity).

DIRECTIONS & PARKING (*map attached to email*)

The fair will take place in the Recreation Center. When arriving at the fair, please travel SOUTH on Union St. You can park on Union St. and enter directly into the gym area with your booth materials. There will be volunteers available to assist you in carrying your items and locating your table. Once your vehicle is unloaded, please park in any available parking spot. There is a gravel lot on the south end of the Recreation Center that will be reserved just for employer parking that day. Please do not park on Union St. in the vicinity of the Recreation Center to allow room for buses to unload students.

IMPORTANT! CAREER FAIR STUDENT ACTIVITY

The activity card for students this year is a Career Fair BINGO CARD. **A sample is attached to this email.**

In order to complete their BINGO Card and be eligible for business prizes, students must complete a Blackout by **ASK YOU QUESTIONS ABOUT YOUR CAREER.** After speaking with you about your career, mark your initials using the provided metallic sharpie.

The student will submit the completed BINGO CARD, get a scavenger prize egg at the fair. The eggs contain candy and many will contain a slip that they win a prize. They will be able to choose from donated business prizes. DONATIONS FOR THE PRIZE POOL ARE ALWAYS HAPPILY ACCEPTED – JUST BRING YOUR PRIZES ALONG TO THE FAIR!

HOSPITALITY AREA

Snacks and beverages will be available in the hospitality area (located in a cordoned off area of the bottom floor of the Recreation Center) throughout the fair. If you are interested, at the conclusion of the fair you are welcome to purchase lunch at the snack bar or UIU dining services prior to leaving campus.

OVER ◀

Spark Interest in Area Careers!

WHY A CAREER FAIR?

The purpose of the Career Fair is to increase student awareness of different occupations and the training, skills and qualifications necessary to be successful in these occupations. Personal communication with employers and professionals helps reinforce lessons that students learn in school.

The students you meet will be the employees of the future, possibly your employees! A Career Fair moves fairly quickly and you will have short periods of time with many students. The tips below will help you connect with the students and effectively promote your career area.

Have a Personal Story to Tell

Hearing about your career experiences makes an impression on students. Think about how you developed your career; your educational background; skills you use on a daily basis; work experiences that helped prepare you for your occupation, challenges, and rewards. Students want to hear these things.

Bring Specific Information about Your Job

- Job description
 - Job shadowing or mentoring opportunities that might be available
 - Your business cards so interested students can learn more
 - **A hands-on activity or tools of your trade that students can manipulate or see demonstrated**
-

If you have questions prior to Career Fair 2024, please contact
Stephanie Dennler at dennlers@nicc.edu.

----- Forwarded message -----

From: **Stephanie Dennler** <dennlers@nicc.edu>

Date: Mon, Mar 18, 2024 at 9:31 AM

Subject: Attendee Information: 3/27/24 NICC/UIU 8th Grade Career Exploration Fair (9am-12pm)

To: Stephanie Dennler <dennlers@nicc.edu>, Puffett, Anne <puffetta@uiu.edu>

Good Morning!

Thank you for attending the NICC/UIU Career Fair on Wednesday, March 27 at Upper Iowa University in Fayette!

We have **535** 8th graders from Postville, Starmont, St. Teresa, West Delaware, Lansing, Central, Clayton Ridge, South Winn, MFL, Turkey Valley, West Central and Sumner-Fred coming.

Attached you will find Exhibitor Information, UIU Map and an example of the BINGO activity students will be participating in.

PLEASE BRING YOUR OWN TABLECLOTH & EXTENSION CORD (if you have requested electricity).

Career Exploration Fair Set-up will begin at 7:30 am. We are not able to provide an employee breakfast, as we have in the past due to a grant change, but you are more than welcome to have breakfast on your own. As noted in the invite, please make sure to provide a hands-on activity and/or something students can interact with.

Please take your prizes as soon as you get to the fair to the NICC/College & Career Connection Booth (look for the balloons) or give to any Career Fair helpers.

Beverages and snacks will be available to all presenters during the fair at a hospitality suite on the Recreation Floor.

We are looking forward to the event!

Please email me with any questions.

Thank you!

--

[RATE YOUR EXPERIENCE](#)

Stephanie Dennler

Operations Program Manager

Business and Community Solutions

Northeast Iowa Community College

P.O. Box 400 | Calmar, Iowa 52132

Phone: 844.642.2338, ext. 1219 | dennlers@nicc.edu

“A single act of kindness throws out roots in all directions, and the roots spring up and make new trees.” ~Amelia Earhart.

#	Business:
1	Pattison Company
2	NICC - Nursing
3	KNEI Radio
4	Featherlite Trailers
5	NICC - Early Childhood Education
6	Allamakee Clayton REC
7	UIU - Department of Science and Math
8	WinnMed Ambulance
9	WinnMed (HR)
10	NICC VR Googles
11	Fayette County Extension
12	UIU - Admissions
13	NICC Admissions
14	NICC - CCC
15	Keystone Area Education Agency
16	John Deere
17	UIU - Andres Department of Education
18	Green Iowa AmeriCorps
19	Croell, Inc.
20	NICC - HVAC program
21	ATEK Metal Technologies
22	AgVantage FS
23	NICC - Diesel Mechanics
24	UIU - Department of Business
25	M's Machine & Mfg. Co., Inc.
26	Maple Crest Campus
27	NICC - Automotive Technology
28	Iowa Rotocast Plastics
29	Winneshiek County Conservation
30	Regional Medical Center
31	Truck Country
32	UIU - Communications & KPCK Radio
33	Collins Aerospace
34	Northwestern Mutual

We also participated in this job fair as listed below:

9:00 AM - 12:00 PM

CAREER FAIR

MARCH 1, 2024

Waukon High School Gymnasium

Waukon, Iowa

Snow Makeup Day March 4, 2024

Questions contact: Kayla Baxter

Kayla. Baxter@iowa.gov 563-202-0178

Meet with representatives from the following companies:

Hosted By:

Allamakee Community School District

Northeast Iowa Community College

Allamakee Economic Development

Iowa Vocational Rehabilitation Services

Iowa Works

The vocational rehabilitation program in Iowa is funded with 78.7% federal funds in the amount of \$29,923,186 for FFY2022. No non-governmental funds are used to finance this program.

Driftless Cave and Campground LLC Waukon Park & Rec

Epic Wear Allamakee Clayton Electric Coop

Gemini Manpower

Iowa Rotocast Plastics Courts Administration

Iowa State Patrol Waukon Feed Ranch

M's Machine & Mfg Co. Arts Way Scientific

Northgate

LA Communications

Sodexo Opportunity Homes

Ziegler Cat Tough Tek Metals

Calmar Manufacturing Allamakee School District

Mobile Track Solutions Aerotek

Casey's R. W. Pladsen

Lansing Custom Homes Waukon State Bank

Lansing Parks and Recreation Board Veterans Memorial Hospital

CRS PRECISION FABRICATION Norplex Micarta

Truck Country WinnMed

TASC. Inc Kerndt Brothers Bank

Auxiliary Aides and Services are Available upon Request to Individuals with Disabilities Equal Opportunity

Employer/Program