

(KWKY-AM), (KIHS-FM)

DES MOINES, IOWA / ADEL, IOWA
2900 WESTOWN PARKWAY #220

**SAINT GABRIEL COMMUNICATIONS/ANNUAL EEO PUBLIC FILE
REPORT
DBA: IOWA CATHOLIC RADIO**

The purpose of this EEO Public File Report is to comply with Section 73.2080 (0(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 stations: (KWKY (AM) (Des Moines, Iowa), KIHS(FM) (ADEL, IOWA), and is required to be placed in the public inspection files of the above listed stations, and posted on their websites.

The information contained in this Report covers the time period beginning October 1, 2018 to and including September 30, 2019 (the "Applicable Period") for (KWKY(AM), KIHS(FM).

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Use of training/mentoring program designed to enable station personnel to acquire skills that could qualify them for higher level positions.	ICR implemented an accounting/traffic system with broader accessibility for the CCR staff. ICR offers web based training for staff desiring to elevate their knowledge in various technical aspects of the business. Ideally, these new skill sets will qualify staff for higher level positions.
Participation in other programs designed to promote outreach.	ICR has developed a program in conjunction with Des Moines Dowling Catholic High School in which ICR staff interact with the Communications Program and talk about the skill sets required for careers in radio communications.
Participation in other activities reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcast.	In conjunction with Iowa Catholic Radio Corporate Directive. Iowa Catholic Radio Des Moines, Ia and Adel, Iowa has proactively implemented a program for cold calling on clients, associates of the stations and community leaders, to seek referrals for the Account Executive position. The premise is that local contacts have specific knowledge on viable candidates, broadening our search while narrowing our target to candidates with established strong selling skills. Set up (2) Iowa Workforce Development Job Fairs at Merle Hay Mall,(Spring 2019) Valley West Mall (Fall 2019) and Cedar Rapids Catholic Women’s Conference in January 2019 and 7 Events sponsored by ICR throughout the year.

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	ICR EEO Announcement 2900 Westown Parkway #220 West Des Moines, Iowa	No	0
2	ICR webpage Iowacatholicradio.com	Yes	5
3	Craigslist.com	Yes	0
4	Carreerbuilder.com	No	0
5	Indeed.com	Yes	0
6	Catholic Churches Bulletin in Des Moines Diocese. (10) Churches were used.	Yes	3
7	KWKY / KIHS Direct Recruitment on air	Yes	4
8	Internal Promotion	yes	0
9	All Access.com	No	0
10	Iowa Workforce Development (2) Job Fairs in Spring and Fall	Yes	0
Total Number of Interviews over 12-month period: 12			

SAINT GABRIEL COMMUNICATIONS
2900 WESTOWN PARKWAY #220
WEST DES MOINES, IOWA 50266
TELEPHONE (515) 223-1150

OCTOBER 1,2019

EEO Staff Policy Division
Media Bureau
Federal Communications Commission
Washington, DC 20554

RE: KWKY (AM) & KIHS (FM)

Dear Madame Secretary:

Our employment unit is required now to have an EEO recruitment program because we do employ 5 full time employees. Here is a list of our full- time employees, their job titles and number of hours they are regularly assigned to work per week.

1. Tony Calumet, Executive Director/General Manager, 40 hours per week
2. Belle Chase, Development Director, 40 hours per week
3. Tony Valdez, Program Director, 40 hours per week
4. Mike Downer, Account Executive, 40 hours per week
5. Brian Sweeney, Business Manager, 40 hours per week
6. Jimmy Olsen, Assistant Program Director 40 hours per week
7. Madeline Maher Office Assistant, 40 hours per week

There are no pending complaints, nor have there been any resolved complaints, filed during the current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices based on race, color, religion, national origin or sex.

Very truly yours,

SAINT GABRIEL COMMUNICATIONS

By _____
Tony Calumet
General Manager

