

**(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, 2015 to and including September 30, 2016 (the "Applicable Period") for (KWKY(AM), KIHS(FM).

### **Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
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 Area Chamber of Commerce and Iowa Work Force and 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.



**Section 2. Recruitment Source List**

<b>RS Number</b>	<b>RS Information</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
1	ICR EEO Announcement 2900 Westown Parkway #220 West Des Moines, Iowa	No	0
2	ICR webpage Iowacatholicradio.com	No	0
3	Craigslist.com	Yes	1
4	Carreerbuilder.com	No	0
5	Indeed.com	Yes	2
6	Catholic Churches Bulletin in Des Moines Diocese. (10) Churches were used.	Yes	1
7	KWKY / KIHS Direct Recruitment on air	Yes	9
8	Internal Promotion	No	0
9	All Access.com	Yes	2
<b>Total Number of Interviews over 12-month period: 14</b>			

SAINT GABRIEL COMMUNICATIONS  
2900 WESTOWN PARKWAY #220  
WEST DES MOINES, IOWA 50266  
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OCTOBER 1,2016

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, General Manager, 40 hours per week
2. Kim Lehman, Underwriting and Promotions Manager, 40 hours per week
3. Kristin Dalin, Production/Scheduling Manager, 40 hours per week
4. Gary Haselton, Account Executive, 40 hours per week
5. Brian Sweeney, Business Manager, 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

