

**EEO Public File Report
For Radio Stations
WFKY-FM (Facility ID: 54567) Frankfort, KY
WVKY-FM (Facility ID: 60081) Shelbyville, KY
WFRT-FM (Facility ID: 1037) Frankfort, KY
WKYW-AM (Facility ID: 74609) Frankfort, KY
WKYL-FM (Facility ID: 22938) Lawrenceburg, KY**

This EEO Public File Report is filed in the stations' public inspection file pursuant to Section 73.2080 (c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period ending on March 31, 2024 the stations filled the following full-time vacancies:

Multi Media Specialist (1)

The station interviewed a total of 4 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Linked In
Station websites
Indeed
Facebook
Chamber of Commerce
Radio Stations on Air
Internal referrals from staff

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number.
- The recruitment source that referred the hiree for each full-time vacancy.
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu options activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

If your organization would like to be contacted regarding future vacancies, please contact:

Kristin Cantrell
115 West Main Street
Frankfort KY 40601
502-875-1130
kristin@capcityradio.com

Attachment A

Full-Time Vacancy EEO Information

Job Title of Vacancy: Multi Media Specialist Recruitment Source That Referred the Hire: WFRT/WKYL Radio

Date Filled: 1/22/2024

Total Number of Persons Interviewed for the
Vacancy: 4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Linked In	LinkedIn.com	n/a	LinkedIn.com		No
Radio Station websites	115 West Main Street Frankfort KY	Dave Taylor	502-875-1130	0	No
Indeed	Indeed.com	n/a	Indeed.com		No
Radio Station Advertising	115 West Main Street Frankfort KY	Kristin Cantrell	502-875-1130	2	No
Facebook	Facebook.com	n/a			No
Internal Referral	115 West Main	Kristin Cantrell	502-875-1130	2	

Attachment B

Outreach Activities 2023-2024

1. Training and Development:
(73.2080(c)(2)(viii) Initiatives)
 - a. Sales staff attended virtual conferences and webinars for RAB, State Broadcast Assns (KBA). These sessions were promoted to and available for all employees.
 - b. Programming staff attended CRS in Nashville in Feb 2024, in conjunction with the owner Kristin Cantrell, Chief Creative officer David Taylor and the Chief Programming Officer, Jonathan Burton. This included Stephanie Waford and Jacqueline Palizzi in attendance.
 - c. Southern Belle invested in all RAB certification courses for staff as requested.
 - d. Mentoring system to develop audio production and voiceover talent to the next level throughout our company, providing internal syndication opportunities for advancement.
 - e. Southern Belle produced a leadership summit for all management personnel in the company in September 2023. From this employment unit the following were in attendance for the 3 day development seminar: Christine Cartwright, Brett Waford, David Taylor, Kristin Cantrell, Jonathan Burton, Lacy Wilson and Josh McKenzie.

2. Internship Program:
 - a. Internships are available in all departments from programming to sales.
 - b. We provided a paid internship to a high school senior from Frankfort Independent School District.

3. Outreach programs:

- a. Frankfort High School Job Shadowing
- b. Shelby County Schools Job Shadowing
- c. Speed networking at Chamber events in Franklin, Shelby, Henry, Spencer, Anderson, Scott and Woodford counties.
- d. Owner and GM, Kristin Cantrell, now serves as the Chair of the National Radio Talent System. This is part of a nationwide initiative to fill the workforce pipeline for the next generation of broadcasters. WKU has suspended their participation until 2024, due to pandemic restrictions, funding and complications. There are 5 institutes this spring and summer throughout the country. Cantrell taught at the 2023 Institute in PA, and she is slated to teach in 2024 in KY and PA.
- e. Kristin Cantrell also serves as a mentor with the Broadcasters Education Association RAB Scholars Program, which includes in person coaching sessions with students during NAB April 2023.
- f. Kristin Cantrell taught at the Rising through the Ranks RAB program in Nashville, August 2023.
- g. Partner with 4H students through Kentucky State University. We are working with them to teach students about broadcasting and podcasting, as well as improving their studio set up on campus so it's a more appropriate training ground for young broadcasters.