

**EEO Public File Report
For Radio Stations
WFKY, WVKY, WFRT, WKYW
Frankfort 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, 2019 the stations filled the following full-time vacancies:

Account Executive (2)
Webmaster (1)

The station interviewed a total of 26 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:

Indeed	10
Linked In	3
Facebook	2
On Air Announcements	3
Station websites	7
Industry Referral	1

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

Outreach Activities 2018-2019

1. Career Fairs & Days:
 - a. Program Director and PM Air Personality Brett Waford attended Career Fair for Shelby County Schools on to encourage youth interested in the Communications Career Cluster
 - b. Creative Director David Taylor attended Career Day at Fayette County Schools to talk about careers in broadcasting, digital media and audio production.
 - c. Our company is involved in Frankfort Impact, a program designed to educate students and teachers about career paths available in our community. We are involved in every level of this program from planning to classwork and student engagement.
2. Radio Talent Institute: Kristin Cantrell, Owner and GM, went to Bowling Green to WKU as a volunteer instructor for the WKU Radio Talent Institute in July 2018. Cantrell taught sessions in Role of the Marketing Professional, Prospecting, Getting the Appointment and Client Needs Analysis. 20 students interested in radio careers were in attendance.
3. Training and Development:
 - a. Sales staff attended Pat Bryson Sales training.
 - d. Full time programming and sales staff attended KBA conferences in October 2018 for training sessions in programming, sales and operations/engineering
 - e. Professional development: RAB conference in September 2018 was attended by Jonathan Burton, Operations Director David Taylor, Creative Director. And Kristin Cantrell, Owner.
 - f. Southern Belle paid for tuition and allowed 10 paid work days each for Brett Waford PD to attend Leadership Henry and Christine Cartwright to attend Leadership Shelby in 2017-2018.
 - g. Southern Belle invested in all RAB certification courses for staff as requested.
 - h. Southern Belle LLC paid for registration and travel for Country Radio Seminar in 2019. Staff attending: Program Director Brett Waford, VP Programming JC Burton, GSM Chris Cartwright, Kristin Cantrell Owner and Creative Director David Taylor.
4. Internship Program
 - a. Provided internship opportunities to the following students during the reporting period:

- i. Tony Tyler Goff Big Picture Learning Academy
- ii. Kentucky State University Job Shadowing Opportunities offered