

**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 15, 2020 the stations filled the following full-time vacancies:

Account Executive (1)
Webmaster (1)
Administrative Asst/Social Media Manager (1)

The station interviewed a total of 28 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	13
Linked In	4
Facebook	3
On Air Announcements	3
Station websites	4
Job Fair	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

Full-Time Vacancy EEO Information

Job Title of Vacancy: Admin Asst/Social Media Mgr

Recruitment Source That Referred the Hiree: Indeed

Date Filled: 3/15/2020

Total Number of Persons Interviewed for the
Vacancy: 11

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?
Indeed.com (Sponsored Job)	Indeed.com		Indeed.com	7	No
Linked In (Sponsored Job)	LinkedIn.com		LinkedIn.com	1	No
Radio Station websites	115 West Main Street Frankfort KY	Kristin Cantrell	502-875-1130		No
Facebook	Facebook.com		Facebook.com	2	No
Job Fair	Wapping Street Frankfort	Christine Cartwright		1	No

Outreach Activities 2019-2020

1. Career Fairs & Days:
 - a. 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. In October 2019, we participated in a full day of hands on exposure to all aspects of our industry with students in Franklin County. This is sponsored by the Frankfort Chamber of Commerce.
 - b. Job Fair on March 4, 2020 at Paul Sawyer Public Library. Programming and sales staff in attendance. Job Fair promoted on all stations.
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 2019. 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 KBA conferences in October 2019 for training sessions in programming, sales and operations/engineering. Attendees included Christine Cartwright, GSM, Kristin Cantrell, Owner and three sales people: Jennifer Wasserzug, Marly Cammack, & Jeri Hines
 - b. Professional development: RAB conference in September 2019 was attended by Jonathan Burton, Operations Director David Taylor, Creative Director.
 - c. Southern Belle invested in all RAB certification courses for staff as requested.
 - d. Southern Belle LLC paid for registration and travel for Country Radio Seminar in 2020. Staff attending: VP Programming JC Burton, VP Programming Assistant Stephanie Waford, Kristin Cantrell Owner and Creative Director David Taylor.
4. Internship Program
 - a. Provided internship opportunities to the following students during the reporting period:
 - i. Chandler Davenport
 - ii. Chamberlain Davenport