

**EEO PUBLIC FILE REPORT
FOR RADIO STATIONS
WFKY (FM) Frankfort KY
WFRT (FM) (formerly WSTV) Frankfort KY
WKYW (AM/FM) Frankfort KY
WVKY (FM) Shelbyville 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

- | | |
|---|----------------|
| 1. Traffic Director/Social Media Specialist | January 2019 |
| 2. Sales Account executive | April 2019 |
| 3. Sales Account Executive | September 2019 |
| 4. Webmaster | January 2019 |

The station interviewed a total of 24 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:

Walk- ins/ Referrals (2)

All Access

KY Broadcasters Association

ON Air ads WFRT FM (formerly WSTV), WFKY FM, WVKY FM, WKYW AM (4)

Seven Mountains Creative website

Linked In (7)

Stations Websites (3)

Indeed (8)

National Radio Talent Institute

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

- The recruitment source that referred the hire 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
Owner/General Manager
Southern Belle LLC/CAP City Communications
115 West Main Street
Frankfort KY 40601
502-875-1130 ext 104
kristin@capcityradio.com

Attachment A

Full-Time Vacancy EEO Information

Job Title of Vacancy: Traffic Director/Admin Assistant/Social Radio Digital Specialist (1) Katharine Northern

Date Vacancy Opened: 8/23/2018

Date Vacancy Filled: 1/25/2019

Recruitment source that referred the hire: Hired as a part time receptionist, this candidate showed potential to learn the skills required to operate our traffic system, which she could do in a part time capacity. We continued to give her projects, so her workload developed into a full time position.

Total persons interviewed for the vacancy: This position was filled by internal promotion from a part time position to a full time position.

Full-Time Vacancy EEO Information

Job Title of Vacancy: Sales Account Executive
(2) Jennifer Wasserzug

Date Vacancy Opened: 2/18/18

Date Vacancy Filled: 4/12/2018

Recruitment source that referred the hire: Inside referral

Total persons interviewed for the vacancy: 13

Full-Time Vacancy EEO Information

Job Title of Vacancy: Sales Account Executive (3) Candice Chumley

Date Vacancy Opened: 8/9/18

Date Vacancy Filled: 9/12/2018

Recruitment source that referred the hire: Moved to Frankfort and walked by the station which prompted her to visit our station websites where the position was posted.

Total persons interviewed for the vacancy: 13

Full Time Vacancy EEO Information

Job Title of Vacancy: Webmaster
(4) Joshua McKenzie

Date Vacancy Opened: 9/4/2018

Date Vacancy Filled: 1/8/2019

Recruitment source that referred the hire: Indeed

Total persons interviewed for the vacancy: 3

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