

Annual EEO Public File

WPCV-FM, WONN-AM, WLKF-AM

October 1, 2025 - September 30, 2026

Stations WPCV, WONN, and WLKF licensee is MARC Radio Lakeland, LLC. We are an equal opportunity employer.*

We have a two-part plan to reach all segments of the population to fill full-time positions.

1. The dissemination of full-time openings via the top job application websites.
2. Our engagement in a number of outreach initiatives.

*MARC Radio Lakeland, LLC entered into a Leasing Media Agreement for the named stations beginning March 5, 2026. The prior operator was Hall Communications, Inc. This report covers activity since Marc Radio Lakeland, LLC operated or owned the stations.

SECTION I

Job Postings

The following chart shows employment positions filled during the reporting period. During the reporting period, we used Clear Company, which assists with posting jobs on multiple platforms including Indeed, Glassdoor, LinkUp, ZipRecruiter and Monster. Indeed Sponsorships are resumes that are shared and we do ask people to apply if they meet our requirements.

Acquisitions of new stations hired the following on 3/5/2026:

<u># of people hired</u>	<u>Position Title</u>	<u>Hire Date</u>
1	General Manager	3/5/2026
1	Programming Director	3/5/2026
1	Promotions Director	3/5/2026
4	Media Advisors	3/5/2026
4	On Air Full Time	3/5/2026
2	On Air Part Time	3/5/2026
1	Receptionist	3/5/2026
1	Production Director	3/5/2026
1	Office Manager	3/5/2026
1	Street Team	3/5/2026
1	Traffic & IT Manager	3/5/2026
1	Engineer	3/5/2026
1	Business Manager	3/5/2026

Programming Manager:

<u>#</u>	<u>POSTING SITE</u>	<u>Posting Date</u>	<u># of Applicants</u>	<u>Close out</u>	<u>Hired from</u>
1	Clear Company	6/10/2026	6	8/6/2026	0

Media Advisor:

<u>#</u>	<u>POSTING SITE</u>	<u>Posting Date</u>	<u># of Applicants</u>	<u>Close out</u>	<u>Hired from</u>
1	Clear Company	3/24/2026	1	3/27/2026	0
1	Clear Company	3/31/2026	30	Present	2
2	Sponsored on Indeed	7/08/2026	90	7/22/2026	0
3	Sponsored on Indeed	4/1/2026	196	4/30/2026	0

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request Marc Media provide them with information about current full-time openings at the station. Such requests must include the organization's name, mailing address, email address, telephone number and contact person and identify the category or categories of job openings for which it requests notice. Requests should be direct to Dan Markiewicz – Daniel.markiewicz@hollerclassic.com

SECTION II

Outreach Initiatives

The following chart describes the Community Outreach initiatives undertaken by the above stations during the reporting period.

1. **NRB 2026, The FCC: What's Happening and What It Means for You: February 2026**

General Counsel Chelsie Pickett attended this session by Joe Chautin III and David Oxenford, regarding current FCC regulations and expected changes.

2. **Florida Southern College - Internships: January 2026 – April 2026**

Two students split their time between Promotions and serving as interns for WPCV's Morning Shows. Throughout the semester, they worked in the Promotions Office – filing papers, helping to execute contests, some voicework, unpacking promotional items, organizing closets, attended meetings with clients, attending remote broadcasts, as well as, assisting with execution of our social media filming/editing. They also each spent two mornings a week with WPCV. They answered phones, helped with show prep, assisted guests, and took winner information.

3. **Florida Southern College - Employability Skills Series: April 1, 2026**

Promotions Director Jessica Brown attended this session as the guest speaker for this series, hosted by the college's Career Services Department. The topic of discussion was "Adaptability." Jessica shared general information on how important adaptability is in the workplace and real-world examples of how this has been key in her job, and answered questions on how to handle theoretical situations where adaptability would be required.

4. **Radio Remotes attended with career cards available:**

<u>Client Name</u>	<u>Station</u>	<u>Start</u>	<u>End</u>
Rural King - Sebring	WPCV-FM	06-20-2026 10:00 AM	06-20-2026 12:00 PM
WH Dodge	WPCV-FM	06-23-2026 12:00 PM	06-23-2026 02:00 PM
Sawgrass Equipment - New Holland Dealership	WPCV-FM	07-02-2026 10:00 AM	07-02-2026 01:00 PM
Galaxy Fireworks - Swindell Location	WPCV-FM	07-02-2026 04:00 PM	07-02-2026 07:00 PM
Galaxy Fireworks - Swindell Location	WPCV-FM	07-03-2026 01:00 PM	07-03-2026 04:00 PM
Galaxy Fireworks - US-92 Location	WPCV-FM	07-03-2026 04:00 PM	07-03-2026 07:00 PM
Lakeland Automall	WPCV-FM	07-04-2026 10:00 AM	07-04-2026 01:00 PM
Galaxy Fireworks - Hwy 60 Location	WPCV-FM	07-04-2026 01:00 PM	07-04-2026 04:00 PM
Tractor Supply - Winter Haven	WPCV-FM	07-11-2026 10:00 AM	07-11-2026 12:00 PM
Tier 1 Firearms and Ammo Sales	WPCV-FM	08-01-2026 11:00 AM	08-01-2026 01:00 PM
Aqua Shine Express Carwash	WPCV-FM	08-14-2026 11:00 AM	08-14-2026 01:00 PM

Central Florida Flooring	WPCV-FM	08-26-2026 11:00 AM	08-26-2026 02:00 PM
Flying Tigers	WPCV-FM	08-29-2026 04:00 PM	08-29-2026 07:00 PM