ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning September 22, 2019 and Ending September 30, 2020*

This Report is Not Required If Unit Has Fewer Than Five Full-Time Employees.

This Report consist of:

Part 1	Station information
Part 2	Recruitment sources/interviewees for each full-time vacancy
Part 3	Recruitment initiatives

Preparer:	Renee Weems
Signature:	Renee Weems
Title:	Accounting/Business Manager
Date:	September 30, 2020
Telephone:	(863) 682-8184

*This Report, which usually covers the prior 12-month period, is to be placed in each station's public file and web site (if applicable) every year on the anniversary of the due date of the station's renewal application.

PART 1

This Report covers the following employment unit:

Call Sign	AM/FM	Facility ID#	Community of License	State	LMA
WONN	AM	25868	Lakeland	FL	No
WPCV	FM	25872	Winter Haven	FL	No
WLKF	AM	10341	Lakeland	FL	No
WWRZ	FM	72687	Ft. Meade	FL	No

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this Report.

A total of two full-time job vacancies were filled by the employment unit.

A total number of 10 persons were interviewed for all of the full-time vacancies.

PART 2

FULL –TIME VACANCY #1

Job Title: Operations Manager
Date Filled: 2/1/20
Total Number of Interviewees: 7

Recruitment Sources:[1]

The following recruitment sources were utilized to fill this vacancy:

1) x Puerto Rican Chamber of Commerce P.O. Box 742 Kathleen, FL 33849
Anna Riveria (863) 838-2084.

2) x Florida Technical College 4715 S. Florida Ave Ste. 4, Lakeland, FL 33813
Jody Gorfain (863) 619-6200.

3) x Doris Moore-Bailey 7938 Benjamin Drive, Lakeland, FL 33810
(863) 816-6480.

4) x Pinellas County Urban League 333 31st Street North, St. Petersburg, FL 33713
Anita Lewis (727) 327-2081.

5) x Connecticut School of Broadcasting 760 US Highway 1 Ste. #101 North Palm Beach, FL 33408
Rebecca Green (561) 847-4126.

6) x Florida Memorial University 15800 NW 42nd Ave, Miami Gardens, FL 33054
Kareem Coney (305) 626-3600.

7) x Central Fla Employment Council 450 Seminola Blvd, Casselberry, FL 32707
Paulette Weir (407) 834-4223.

8) x Florida Association of Broadcasters Job Line 201 South Monroe St Ste. 201, Tallahassee, FL 32301
Lindsay Varn (800) 825-5322.

9) x Central Florida Urban League 2804 Belco Drive Orlando, FL 32808-3557
Jennifer Yeltza Gonzalez (407) 841-7654.

10) x PSC Development Services 3425 Winter Lake Road Lakeland, FL 33803
Rosebud Leslie (863) 669-4908

(Use Additional pages if needed)

1 A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL –TIME VACANCY #1

Job Title: Operations Manager
Date Filled: 2/1/20
Total Number of Interviewees: 7

Recruitment Sources:[1]

The following recruitment sources were utilized to fill this vacancy:

11) x University of South Florida 4202 E Fowler Ave SVC2088, Tampa, FL 33620
(813) 974-2171.

12) x Lakeland Branch NAACP P.O. Box 91236, Lakeland, FL 33804
Reginald Ardis, Sr. (863) 682-8879.

13) x CareerSource Polk 500 Eastlake Howard Drive Winter Haven, FL 33881
Business Services Division (863) 508-1100.

14) * WONN/WPCV/WLKF/WWRZ Radio in-house bulletins 404 W. Lime Street Lakeland, FL 33815
Renee Weems (863) 682-8184. (source of 4 interviewees)

15) x WONN/WPCV/WLKF/WWRZ Radio website postings 404 W. Lime Street Lakeland, FL 33815
Renee Weems (863) 682-8184. (source of 1 interviewee)

16) x Nicholson School of Communication P.O. Box 161344, Orlando, FL 32816-1344
Tim Brown (407) 823-5273.

17) x Bethune-Cookman University 640 Doctor Mary McLeod Blvd Daytona Beach, FL 32114
Davita Bonner (386) 481-2140.

18) x Polk State College Development Services 999 Ave H NE, Winter Haven, FL 33881
Jeannette Grullon (863) 297-1000.

19) x Barry University 11300 NE 2nd Ave, Miami, FL 33161
Luis Soto (305) 899-4010.

(Use Additional pages if needed)

1 A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL –TIME VACANCY #1

Job Title: Operations Manager
Date Filled: 2/1/20
Total Number of Interviewees: 7

Recruitment Sources:[1]

The following recruitment sources were utilized to fill this vacancy:

20) x Florida A&M University 1610 University Commons Ste 104 Tallahassee, FL 32307
Christopher Anderson (850) 599-3700.

21) x Latter Day Saints Employment Resource Services 10502 Satellite Blvd Suite C Orlando, FL 32837
Keith Nash (407) 826-9375.

22) x American Advertising Federation Polk County P.O. Box 24201, Lakeland, FL 33802
Yvonne Bradley (863) 858-3736.

23) x Keiser University 2400 Interstate Drive Lakeland, FL 33805
Student Services/Carly Evans (863) 682-6020.

24) x Coleman-Bush Community Center 1104 Martin Luther King Ave Lakeland, FL 33805
Natalie Gallon (863) 834-3350.

25) x National Organization for Women 311 Hillside Drive Lakeland, FL 33803
Ann Kearton (863) 646-1972.

26) x Univ. of Fla. Career Resource Center P.O. Box 118507, Gainesville, FL 32611-8507
Phyllis Pena (352) 273-2300

27) x Connecticut School of Broadcasting 3901 Coconut Palm Drive Ste 105 Tampa, FL 33619
Shayna King (813) 443-5307.

28) x WONN/WPCV/WLKF/WWRZ Radio on-air ads 404 W. Lime Street Lakeland, FL 33815
Renee Weems (863) 682-8184.

29) x Florida Southern College Career Center 111 Lk Hollingsworth Dr, Lakeland, FL 33801
Melissa Kulp (863) 680-4390.

(Use Additional pages if needed)

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL –TIME VACANCY #1

Job Title: Operations Manager
Date Filled: 2/1/20
Total Number of Interviewees: *7*

Recruitment Sources:[1]

The following recruitment sources were utilized to fill this vacancy:

30) x Altierus Career College 3251 W. Hillsboro Ave Tampa, FL 33614
Cesar Caolo (813) 879-6000.

31) x Institute of Spanish Communications 4927 Southfork Drive Lakeland, FL 33813
Teresa Martinez (863) 646-5141

32) x South Florida State College 600 West College Drive B111 Avon Park, FL 33825
Don Kesterson (863) 784-7336

33) Radio Online – online website for broadcasting industry (source of 1 interviewee)

34) Country Aircheck – online website for broadcasting industry (source of 1 interviewee)

(Use Additional pages if needed)

1 **A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.**

PART 2

FULL –TIME VACANCY #2

Job Title: On Air Talent
Date Filled: 3/2/20
Total Number of Interviewees*: 3*

Recruitment Sources:[1]

The following recruitment sources were utilized to fill this vacancy:

1) x Puerto Rican Chamber of Commerce P.O. Box 2135 Bartow, FL 33830
Anna Riveria (863) 838-2084.

2) x Florida Technical College 4715 S. Florida Ave Ste. 4, Lakeland, FL 33813
Jody Gorfain (863) 619-6200.

3) x Doris Moore-Bailey 7938 Benjamin Drive, Lakeland, FL 33810
(863) 816-6480.

4) x Pinellas County Urban League 333 31st Street North, St. Petersburg, FL 33713
Anita Lewis (727) 327-2081.

5) x Connecticut School of Broadcasting 760 US Highway 1 Ste. #101 North Palm Beach, FL 33408
Kayla Salmon (561) 847-4126.

6) x Florida Memorial University 15800 NW 42nd Ave, Miami Gardens, FL 33054
Kareem Coney (305) 626-3600.

7) x Central Fla Employment Council 450 Seminola Blvd, Casselberry, FL 32707
Paulette Weir (407) 834-4223.

8) x Florida Association of Broadcasters Job Line 201 South Monroe St Ste. 201, Tallahassee, FL 32301
Lindsay Varn (800) 825-5322.

9) x African American Chamber of Commerce 122 Main Street Ste 283, Lakeland FL 33810
Polk County Inc

10) x PSC Development Services 3425 Winter Lake Road Lakeland, FL 33803
Rosebud Leslie (863) 669-4908

(Use Additional pages if needed)

1 A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL –TIME VACANCY #2

Job Title: On Air Talent
Date Filled: 3/2/20
Total Number of Interviewees*: 3*

Recruitment Sources:[1]

The following recruitment sources were utilized to fill this vacancy:

11) x University of South Florida 4202 E Fowler Ave SVC2088, Tampa, FL 33620 (813) 974-2171.

12) x Lakeland Branch NAACP P.O. Box 91236, Lakeland, FL 33804 Reginald Ardis, Sr. (863) 682-8879.

13) x CareerSource Polk 500 Eastlake Howard Drive Winter Haven, FL 33881 Business Services Division (863) 508-1100.

14) x WONN/WPCV/WLKF/WWRZ Radio in-house bulletins 404 W. Lime Street Lakeland, FL 33815 Renee Weems (863) 682-8184.

15) * WONN/WPCV/WLKF/WWRZ Radio website postings 404 W. Lime Street Lakeland, FL 33815 Renee Weems (863) 682-8184. (source of 2 interviewees)

16) x Nicholson School of Communication P.O. Box 161344, Orlando, FL 32816-1344 Tim Brown (407) 823-5273.

17) x Bethune-Cookman University 640 Doctor Mary McLeod Blvd Daytona Beach, FL 32114 Davita Bonner (386) 481-2140.

18) x Polk State College Development Services 999 Ave H NE, Winter Haven, FL 33881 Jeannette Grullon (863) 297-1000.

19) x Barry University 11300 NE 2nd Ave, Miami, FL 33161 Luis Soto (305) 899-4010.

(Use Additional pages if needed)

1 A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL –TIME VACANCY #2

Job Title: On Air Talent
Date Filled: 3/2/20
Total Number of Interviewees: *3*

Recruitment Sources:1

The following recruitment sources were utilized to fill this vacancy:

20) x Florida A&M University 1610 University Commons Ste 104 Tallahassee, FL 32307
Lakechia Mobley Edwards (850) 599-3700.

21) x Latter Day Saints Employment Resource Services 10502 Satellite Blvd Suite C Orlando, FL 32837
Keith Nash (407) 826-9375.

22) x American Advertising Federation Polk County P.O. Box 24201, Lakeland, FL 33802
Yvonne Bradley (863) 858-3736.

23) x Keiser University 2400 Interstate Drive Lakeland, FL 33805
Student Services/Carly Evans (863) 682-6020.

24) x Coleman-Bush Community Center 1104 Martin Luther King Ave Lakeland, FL 33805
Natalie Gallon (863) 834-3350.

25) x National Organization for Women 311 Hillside Drive Lakeland, FL 33803
Ann Kearton (863) 646-1972.

26) x Univ. of Fla. Career Connection Center P.O. Box 118507, Gainesville, FL 32611-8507
Phyllis Pena (352) 273-2300

27) x Connecticut School of Broadcasting 3901 Coconut Palm Drive Ste 105 Tampa, FL 33619
Shayna King (813) 443-5307.

28) x WONN/WPCV/WLKF/WWRZ Radio on-air ads 404 W. Lime Street Lakeland, FL 33815
Renee Weems (863) 682-8184.

29) x Florida Southern College Career Center 111 Lk Hollingsworth Dr, Lakeland, FL 33801
Christina Ingrassia (863) 680-4390.

(Use Additional pages if needed)

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL –TIME VACANCY #2

Job Title: On Air Talent
Date Filled: 3/2/20
Total Number of Interviewees: *3*

Recruitment Sources:[1]

The following recruitment sources were utilized to fill this vacancy:

30) x Altierus Career College 3251 W. Hillsboro Ave Tampa, FL 33614
Cesar Caolo (813) 879-6000.

31) x Institute of Spanish Communications 4927 Southfork Drive Lakeland, FL 33813
Teresa Martinez (863) 646-5141

32) x South Florida State College 600 West College Drive B111 Avon Park, FL 33825
Don Kesterson (863) 784-7336

33) Radio Online – online website for broadcasting industry (source of 1 interviewee)

(Use Additional pages if needed)

1 A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

Part 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY #1

Activity: Robert M. Hall Scholarship Program

Date: May 2020 **Preparer:** Arthur J. Rowbotham, President

Host/Sponsor of Activity: Stations WONN/WPCV/WLKF/WWRZ (Hall's "Florida Stations")

Participating Station Personnel: Bonnie H. Rowbotham (Chairman of the Licensee), Arthur J. Rowbotham (President of the licensee of Hall's Florida stations), Renee Weems, Hall's Business Manager and EEO Compliance Officer, and William L. Healy, Director of Financial Aid at Florida Southern College.

Description of activity and scope of station participation: Attachment B hereto reflects the written guidelines for the effectuation of the Robert M. Hall Scholarship Program. These guidelines, which were adopted on May 13, 2003, establish the procedures for the annual selection by representatives of the Florida stations and representatives of Florida Southern College of the scholarship recipient. Scholarship candidates are those students who need financial assistance to pursue careers in broadcast journalism. Candidates are solicited by the College and by on-air announcements provided by the Florida Stations. Qualified African American students and students from other racial and/or cultural minorities and qualified female applicants are encouraged to apply.

Due to COVID-19 the panel was not able to interview applicants at Florida Southern College. In May 2020 Hall Communications Inc. donated $5000 to Florida Southern College towards awarding scholarships.

2020 Public File Report
Stations WONN/WPCV/WLKF/WWRZ
Lakeland/Winter Haven/Fort Meade, Florida
Attachment B

Attached are the Guidelines for the Establishment of the Robert M. Hall Scholarship Program.

GUIDELINES FOR THE ESTABLISHMENT AND EFFECTUATION OF THE ROBERT M. HALL SCHOLARSHIP PROGRAM IN BROADCAST COMMUNICATIONS AT FLORIDA SOUTHERN COLLEGE

1. Florida Southern College (the "College") gratefully acknowledges the establishment of the above-named scholarship fund to assist and encourage worthy students who are in financial need.

2. Bonnie H. Rowbotham, Chairman of Hall Communications, Inc. ("Hall"), and Arthur J. Rowbotham, President of Hall and General Manager of Hall's Florida stations,[1] in conjunction with another management-level employee of the Stations and two representatives of the College, shall meet annually to evaluate the procedures by which the candidates for the Hall Scholarship Program (the "Program") are selected.

3. Hall Scholarship candidates must meet the standards of admission to the College and must be students of ability and good character who show promise of future worth to society.

4. Scholarship candidates must also be planning careers in broadcast journalism.

5. Qualified African-American students, students from other racial and/or cultural minorities and qualified female applicants will be encouraged to apply.

6. Candidates will be solicited by the College and by on-air promotions provided by the Stations.

7. Candidates will be interviewed by Bonnie Rowbotham, Arthur Rowbotham, another management-level employee of the Stations and by the College's Scholarship Committee. The selection shall be by unanimous agreement of Bonnie and Arthur Rowbotham, the Stations' other representative, and the members of the Scholarship Committee.

8. The Scholarship can be awarded to a freshman or upperclassman and can be renewed if warranted.

9. It is intended that the Scholarship consist of an endowed fund with the principal invested by the College and only the income available each year for the Scholarship grant(s) and that no grants be made until the Scholarship is fully endowed at Ten Thousand Dollars ($10,000.00).

10. The amount of the Scholarship grant will vary depending upon each student's financial needs and the amount of income available in any given year.

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[1] Currently Hall's Florida stations include WONN(AM), Lakeland, Florida; WPCV(FM), Winter Haven, Florida; WWRZ(FM), Fort Meade, Florida; and WLKF(AM), Lakeland, Florida (the "Stations").

11. Bonnie Rowbotham, Arthur Rowbotham, another management-level representative of the Stations, and two representatives of the College shall meet at least once a year to evaluate the effectiveness of the Scholarship Program and adjust the procedures for the implementation of the Program (if necessary).

12. These Guidelines can be amended at any time by the mutual consent of Bonnie and Arthur Rowbotham, another management-level employee of the Stations, and by two representatives of the College.

HALL COMMUNICATIONS, INC.

Bonnie H. Rowbotham
By: Bonnie H. Rowbotham, Chairman

Witness

Date: 5/13/03

STATIONS WONN/WPCV/WWRZ/WLKF

Arthur J. Rowbotham
By: Arthur J. Rowbotham, President and General Manager

Melissa Letanosky
Witness

Date: 5/13/03

FLORIDA SOUTHERN COLLEGE

Thomas Reuschling
By: Thomas L. Reuschling, President

Patricia Dodge
Witness

Date: 5-13-03

P:\Hall Communications\Florida\Reports\ScholarshipGuidelines.050203.wpd

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

Activity 2

Activity: Internship

Dates: October 2019 – December 2019 Preparer: Jessica Brown

Host/Sponsor of Activity: Florida Southern College

Participating Employees: Eric Michaels, On Air Personality
Mike Lee, On Air Personality
Jessica Brown, Promotions Director
Chris Rhoden, On Air Personality

Description of Activity and Station Participation:

One student split her time between Promotions and serving as an intern for WWRZ's Morning Show. Throughout the semester, she acted as the Promotions Asst – filing papers, helping to execute contests, some voicework, unpacking promotional items, organizing closets, attended meetings with clients, working at Music Ranch Listener Appreciation Events, a truck giveaway, attending remote broadcasts, etc. She also spent two mornings a week with WWRZ. She answered phones, worked the social media, assisted guests, edited audio clips, and took winner information.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

Activity 3

Activity: Internship

Dates: October 2019 – December 2019 Preparer: Jessica Brown

Host/Sponsor of Activity: Florida Southern College

Participating Employees: Len Erickson, On Air Personality
Talonda Yates, On Air Personality
Jessica Brown, Promotions Director
Chris Rhoden, On Air Personality

Description of Activity and Station Participation:

One student split her time between Promotions and serving as an intern for WLKF's Morning Show. Throughout the semester, he acted as the Promotions Asst – filing papers, helping to execute contests, some voicework, unpacking promotional items, organizing closets, attended meetings with clients, working at Music Ranch Listener Appreciation Events, a truck giveaway, attending remote broadcasts, etc. She also spent two mornings a week with WLKF. She answered phones, helped with show prep, assisted guests, and took winner information.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

Activity 4

Activity: Project Interview

Dates: October 21, 2019 Preparer: Jessica Brown

Host/Sponsor of Activity: Full Sail University

Participating Employees: Jessica Brown, Promotions Director

Description of Activity and Station Participation:

Student needed to conduct an interview on management in entertainment for her final project. Jessica answered questions regarding procedural and cultural practices in the industry and gave advice on getting started in the field.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

Activity 5

Activity: Panel Discussion

Dates: October 25, 2019 Preparer: Jessica Brown

Host/Sponsor of Activity: Southeastern University

Participating Employees: Andrea Oliver, News Director

Description of Activity and Station Participation:

Some 200 students were in attendance at the first ever Communications Day event held at Southeastern University. During the first half of the day, students heard from panelists who came from a wide cross section of area businesses and who worked in the Public Relations and Communications field.

The latter half of the day was divided up according to students area of study. Andrea had an opportunity to share work as a Broadcast Journalist including information about our stations with students studying a similar protocol. The event ended with a question and answer session and some one on one conversations.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

Activity 6

Activity: Class Lecture and Q&A

Dates: November 19, 2019 Preparer: Jessica Brown

Host/Sponsor of Activity: Lake Gibson Middle School

Participating Employees: Mike Lee, On-Air Personality

Description of Activity and Station Participation:

Mike spoke during three different middle school classes of varying grades, offering insight on a career in Radio. He talked about how he got started in the business, what it takes to be a Radio DJ, and how they can use what they're learning in school to apply to radio. Students were then encouraged to ask questions.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

Activity 7

Activity: Class Lecture and Q&A

Dates: November 22, 2019 Preparer: Jessica Brown

Host/Sponsor of Activity: Bruce Wagner Elementary

Participating Employees: Hannah Greer, On-Air Personality

Description of Activity and Station Participation:

Grant visited a 3rd grade classroom, offering insight on a career in Radio. She talked about how he got started in the business, what it takes to be a Radio DJ, and how they can use what they're learning in school to apply to radio. Students were then encouraged to ask questions.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

Activity 8

Activity: Internship

Dates: January 2020 – March 2020 Preparer: Jessica Brown

Host/Sponsor of Activity: Florida Southern College

Participating Employees: Jessica Brown, Promotions Director
Roger Todd, On Air Personality
Julie Kay, On Air Personality
Dale Sellers, On Air Personality
Nick Stone, Sales

Description of Activity and Station Participation:

One student acted as a part-time intern with WPCV's morning show. The student participated on-air, worked on special projects, managed social media, attended events, and learned about listener interaction. Two mornings a week, the student worked in the Promotions Department, filing papers, helping to execute contests, unpacking promotional items, organizing closets, and calling contest winners. She also planned and assisted with the execution of our St Jude Radiothon and Benefit Concert. Unfortunately, the COVID-19 pandemic cut the internship short of other planned involvement.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

Activity 9

Activity: Internship

Dates: January 2020 – March 2020 Preparer: Jessica Brown

Host/Sponsor of Activity: Southeastern University

Participating Employees: Eric Michaels, On Air Personality
Mike Lee, On Air Personality
Dale Sellers, On Air Personality
Roger Todd, On Air Personality
Julie Kay, On Air Personality
Jessica Brown, Promotions Director
Chris Rhoden, On Air Personality

Description of Activity and Station Participation:

One student split her time between Promotions and serving as an intern for WWRZ's Morning Show. Throughout the semester, she acted as the Promotions Asst – filing papers, helping to execute contests, some voicework, unpacking promotional items, organizing closets, attended meetings with clients, as well as, assisting with execution of our St Jude Radiothon and Benefit Concert. She also spent two mornings a week with WWRZ. She answered phones, worked the social media, assisted guests, edited audio clips, and took winner information. Unfortunately, the COVID-19 pandemic cut the internship short of other planned involvement.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

Activity 10

Activity: Internship

Dates: January 2020 – March 2020 Preparer: Jessica Brown

Host/Sponsor of Activity: Florida Southern College

Participating Employees: Len Erickson, On Air Personality
Talonda Yates, On Air Personality
Jessica Brown, Promotions Director
Chris Rhoden, On Air Personality

Description of Activity and Station Participation:

One student split her time between Promotions and serving as an intern for WLKF's Morning Show. Throughout the semester, he acted as the Promotions Asst – 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 St Jude Radiothon and Benefit Concert. She also spent two mornings a week with WLKF. She answered phones, helped with show prep, assisted guests, and took winner information. Unfortunately, the COVID-19 pandemic cut the internship short of other planned involvement.

2020 Public File Report
Stations WONN/WPCV/WLKF/WWRZ
Lakeland/Winter Haven/Fort Meade, Florida
Attachment C

Attached are copies of the stations' and licensee's websites utilized for recruitment purposes.

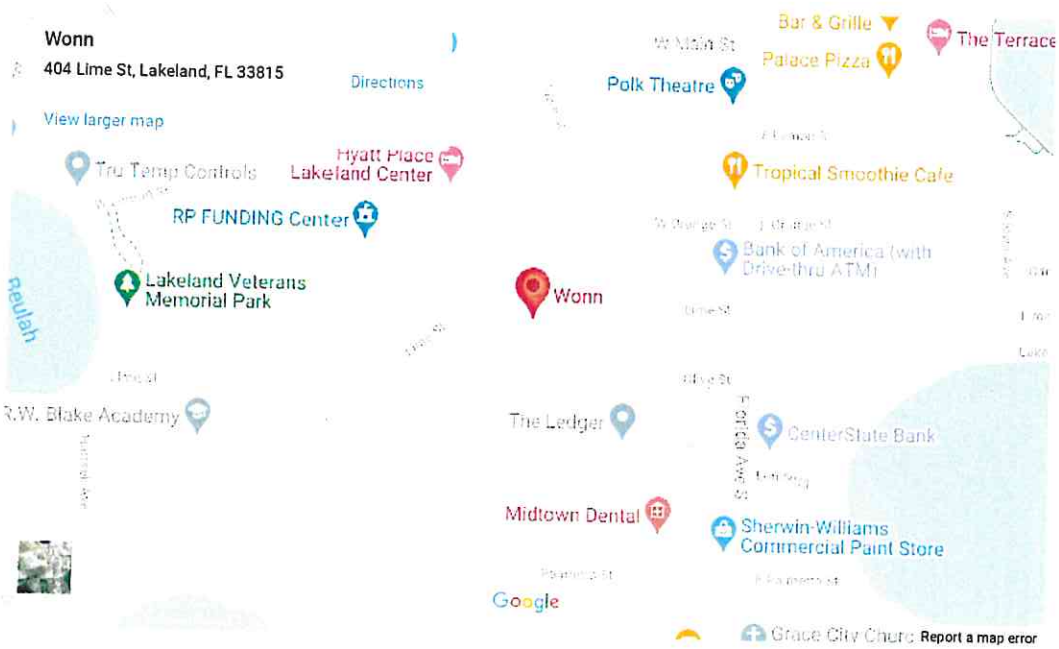
Phone Numbers

Business Office
Phone: 863-682-8184 (tel:8636828184)
Fax: 863-683-2409 (tel:8636832409)
(Station information & sales)

Address

WONN 1230 AM & 107.1 FM
Hall Communications, Inc.
404 W. Lime Street
Lakeland, FL 33815

Business Hours
Monday – Friday: 8:30AM – 4:30PM
Closed Saturday & Sunday
Closed on federal holidays



Staff Links & General Information

Office Staff:
Program Director: Bob Walker
Promotions Director: Jessica Brown
General Manager: Nancy Cattarius
Web questions/problems: Christopher Rhoden

More Information:
WONN Media Kit (https://wonn.com/wp-content/uploads/2018/05/WONN-Media-Kit.pdf)
Local HCI Employment Opportunities (https://www.hallradio.com/Job-Opportunities)

Your Name

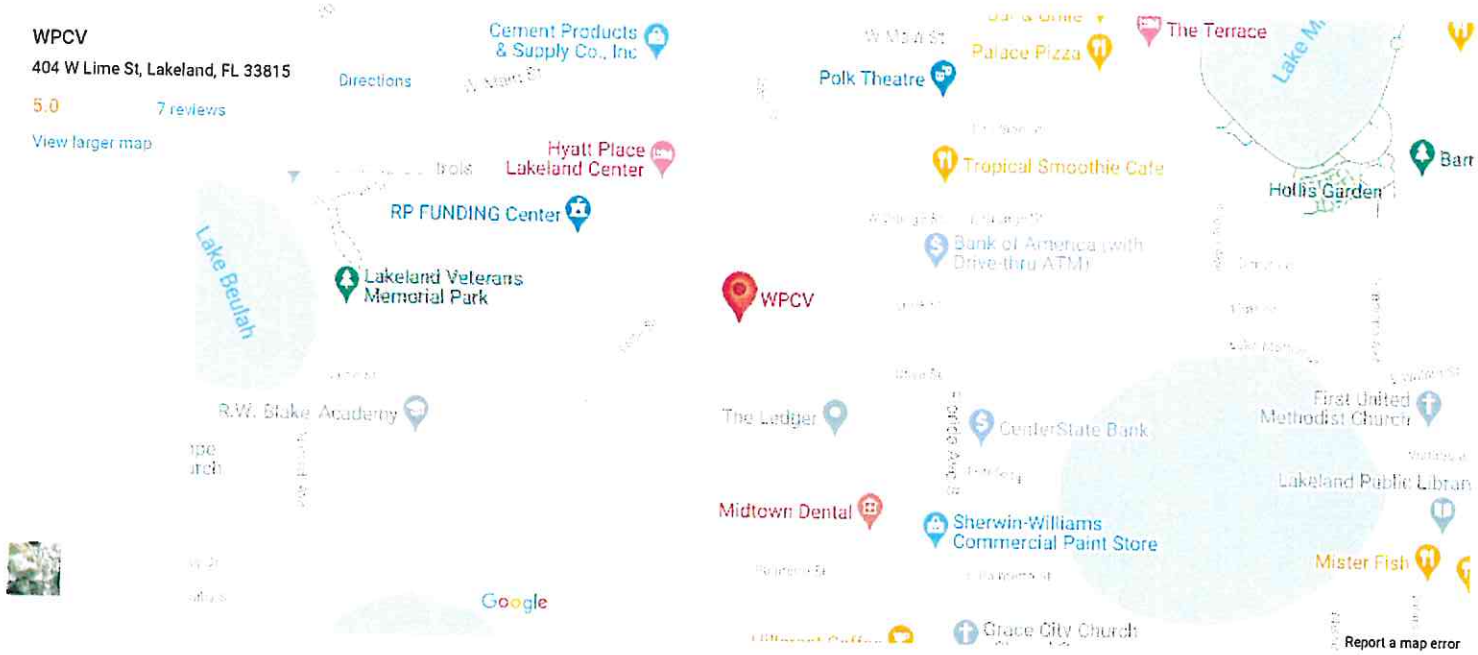
Your Email

Select Person

Your Message

Send

wonn.com/contact/



Staff Links & General Information

Office Staff:
Program Director: Bob Walker
Promotions Director: Jessica Brown
General Manager: Nancy Cattarius
Web questions/problems: Christopher Rhoden

More Information:
WPCV Media Kit (https://www.wpcv.comwp-content/uploads/2019/06/WPCV-Media-Kit.pdf)
Local HCI Employment Opportunities (https://www.hallradio.com/Job-Opportunities)
General Contest Rules (https://www.wpcv.comcontests/)

Your Name

Your Email

Select Person

Your Message

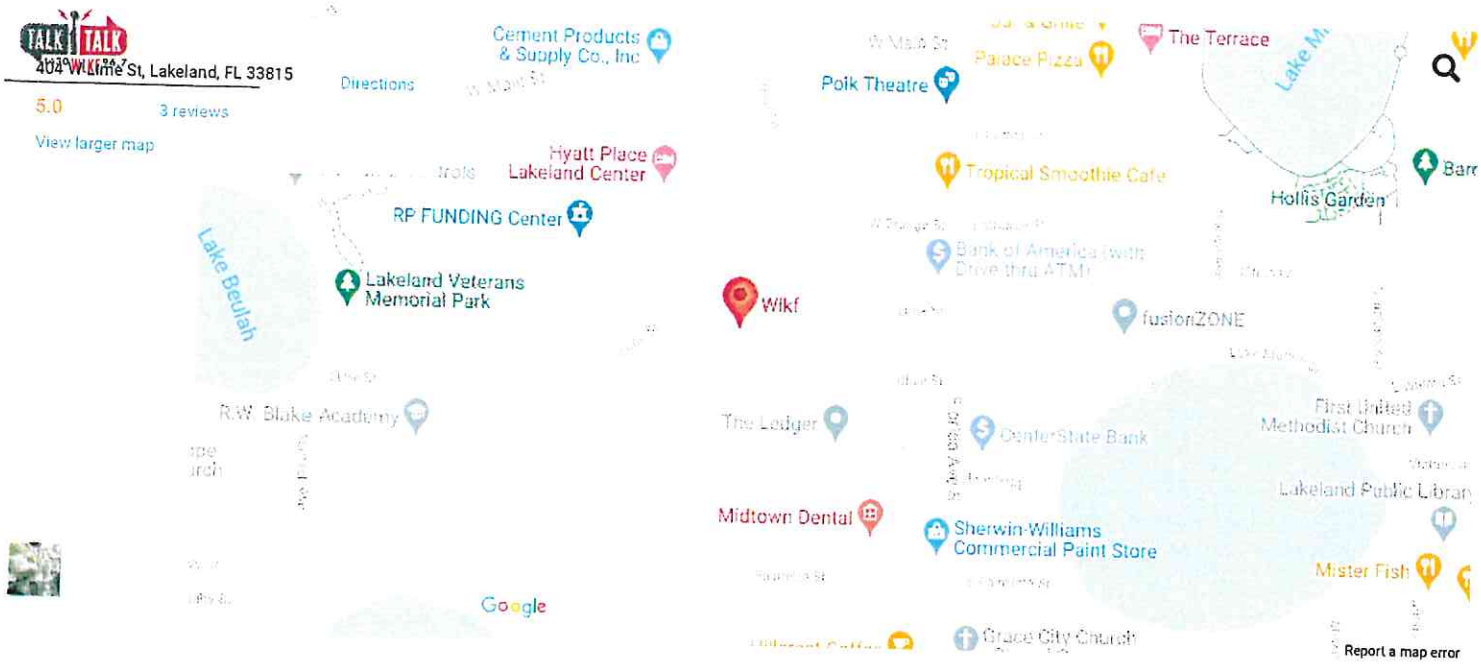
Send

Hall Communications does not discriminate in advertising contracts on the basis of race or ethnicity. Any provision in any order or agreement for advertising that purports to discriminate on the basis of race or ethnicity, even if handwritten, typed, or otherwise made a part of a particular contract, is hereby rejected.

(https://www.wpcv.com/local/bay-news-9-weather/)

(https://nam04.safelinks.protection.outlook.com/?url=http%3A%2F%2Fabcnewsradioonline.com%2Fcovid-19-news%2Frss.xml&

www.wpcv.com/contact/



Staff Links & General Information

Office Staff:
Program Director: Len Erickson
Promotions Director: Jessica Brown
General Manager: Nancy Cattarius
Web questions/problems: Christopher Rhoden

More Information:
WLKF Media Kit (https://www.wlkf.com/wp-content/uploads/2017/08/WLKFmediakit.pdf)
Local HCI Employment Opportunities (https://www.hallradio.com/Job-Opportunities)

Your Name

Your Email

Select Person

Your Message

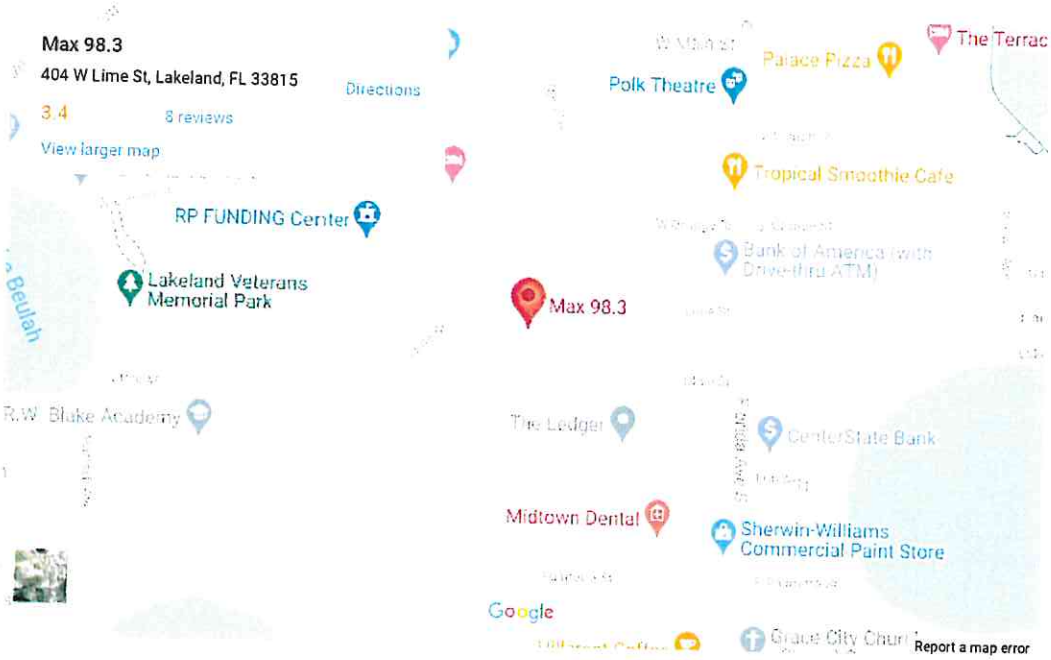
Send

Hall Communications does not discriminate in advertising contracts on the basis of race or ethnicity. Any provision in any order or agreement for advertising that purports to discriminate on the basis of race or ethnicity, even if handwritten, typed, or otherwise made a part of a particular contract, is hereby rejected.

(/local/bay-news-9-weather/)

Explore Talk 1430 & Talk 96.7:

- Mayhem In The AM (https://www.wlkf.com/mayhem-in-the-am/)



Staff Links & General Information

Office Staff:
Program Director: Eric Michaels
Promotions Director: Jessica Brown
General Manager: Nancy Cattarius
Web questions/problems: Christopher Rhoden

More Information:
Max Media Kit (https://www.max983fm.com/wp-content/uploads/2017/08/WWRZmediakit.pdf)
Local HCI Employment Opportunities (https://www.hallradio.com/Job-Opportunities)
General Contest Rules (https://www.max983fm.com/contests/)

Your Name

Your Email

Select Person

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(https://www.max983fm.com/bay-news-9-weather/)

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(/)

JOB OPENING

(Feb. 7, 2020) Hall Communications, Inc. Lancaster, PA owners/operators of fun 101.3 (WROZ-FM) and ESPN Radio 92.5 & 92.7 (WONN-FM/WLPA) is currently seeking a candidate for a full time sales position. Anyone with experience in sales, marketing or advertising sales are encouraged to apply. This position is responsible for selling advertising time on stations by prospecting clients, developing and selling new business accounts, performing collections, making sales presentations, maintaining sales relations and sales. Candidates for this position must have their own reliable transportation and a valad driver's license. Hall Communications offers a 401K retirement plan and medical benefits. ***Our Ideal candidate***: Has a professional, outgoing personality with a desire to meet and interact wityh people. Has follow-up skills. Is a goal driven and self-motivated individual that challenges self to exceed targets. Has excellent written, verbal, communication and interpersonal skills. Has strong written, presentation, marketing AND closing skills. Is comfortable with computers and software including Outlook, Word and Excel. Is someone who wants to become an integral part of a family-owned business. **To apply**, email resume and cover letter to Sales Manager Loren Good at lgood@hallradio.net (mailto:lgood@hallradio.net)

Because Hall Communications, Inc. is an equal opportunity employer, we encourage members of minority groups and women to apply for this position.

(Jan.31, 2020) Hall Communications Radio-Burlington, dba, **WIZN/WBTZ/WJOY/WOKO/WKOL** has an immediate opening for a Marketing Consultant. Duties would include selling both radio and digital platforms. Great benefits including health insurance, 401K with employer match. Experience in sales or hospitality helpful. A great opportunity to be your own boss! Resume to General Manager Dan Dubonnet at ddubonnet@hallradio.net (mailto:ddubonnet@hallradio.net). Hall Communications is an equal opportunity employer, we encourage members of minority groups and women to apply.

WONN/WPCV/WLKF/WWRZ RADIO in Lakeland, Florida has a job opening for a full time account executive. Sales experience required. This position will be filled shortly. Therefore, any applications should be sent to us as soon as possible. Email resume to lgifford@hallradio.net (mailto:lgifford@hallradio.net) Because Hall Communications, Inc., the licensee of stations WONN/WPCV/WLKF/WWRZ is a equal opportunity employer, we encourage members of minority groups and women to apply for this position.

Hall Communications, Inc. stations in New London/Norwich/Willimantic are serching for a Regional Sales Manager.

WICH/WCTY/WKNL/WNLC/WILI-AM-FM

Regional Sales Manager will work with the General Manager to:

*Work with management on creating and communicating a sales and marketing strategy that will take the station on-air and on-line to the next level. *Provide strategic input to setting sales targets for Local Sales. Have the ability to develop reports to support the strategy. *Personally, hamdle local and regional account list. *Drive expected revenue performance as well as create new ideas and 'outside the box' revenue streams and business models to monetize these revenue streams. *Clearly communicate performance expectations and establish and maintain a motivated sales staff. Ensure that employees work and sell with integrity and uphold the Hall Communications sales standards. *Work cooperatively and in partnership with the other station departments such as Programming, Promotions, and Traffic to ensure growth in revenue and increaced profitability theough station avenues. *Oversee the planning and execution of sales meetings, attend community and goodwill events and represent the station at trade association meetings and professional organization events. *Deliver presentations as required internally and externally, maintain sales relationships, help negotiate and close deals when needed. *Recruit, hire and retain sales talent to build future pipeline. Coach and mentor Account Executives to identify and communicate areas of strength and needed improvment.

BASIC QUALIFICATIONS:

*5 Years of prior experience in media sales preferred. *Experience managing a sales team, including experience in strategic planning and direct responsibility for growing revenue in the radio industry.

ELIGIBILITY REQUIREMENTS:

*Must be willing to submit to a background check. *Must have reliable transportation and a valad driver's license. *Must have unrestricted work authorization to work in the United States.

DESIRED CHARACTERISTICS:

*Knowledge of Eastern Connecticut. *Must possess a 'want -to-win' attitude with a proven track record of Sales/Marketing achievements. *Solid background in building and cultivating skills as well as superior project management skills. *Knowledge of how ad agencies, marketing/promotion companies and direct clients operate. *Experience with and an understanding of the digital/new media world. *Through understanding of local businesses, business issues in Eastern Connecticut. *A result-driven focus and a detail-oriented mindset are necessary. *Proficient computer skills, including all Microsoft Office applications, as well as the ability to learn new software applications is important.

Because Hall Communications, Inc. is an equal opportunity employer, we encourage members of minority groups and women to apply for this position. Contact Andy Russell, arussell@hallradio.net (mailto:arussell@hallradio.net) ***A decision on this position will be made by February 28th, 2020. Therefore, applications should be sent to us by February 24h, 2020***

https://www.hallradio.com/job-opportunities

Fill out the form below to send us a message or submit your resume.

Which Market Would You Like to Contact? *

Lakeland, FL

Name

Phone Number

- ### -

Email

Upload Your Resume

Browse... No file selected.

Message

Lancaster, PA / Providence, RI / Lakeland, FL / Burlington, VT / Norwich, CT / Willimantic, CT

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