

(REFERENCE COPY - Not for submission)

# Broadcast Equal Employment Opportunity Program Report

FRN: **0004374534** | File Number: **0000083178** | Submit Date: **10/01/2019** | Call Sign: **WPOZ** | Facility ID: **9876** | City: **ORLANDO** | State: **FL**  
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **10/01/2019** | Filing Status: **Active**

## General Information

Section	Question	Response
<b>Application Description</b>	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	Central Fl. Ed. Foundation 2019 EEO Report
<b>Attachments</b>	Are attachments (other than associated schedules) being filed with this application?	Yes

## Licensee Information

### Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
<b>CENTRAL FLORIDA EDUCATIONAL FOUNDATION, INC.</b> Doing Business As: CENTRAL FLORIDA EDUCATIONAL FOUNDATION, INC.	1065 RAINER DRIVE ALTAMONTE SPRINGS, FL 32714 United States	+1 (407) 869-8000	gm@zradio.org	NFP

## Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
JAMES S. Hoge PRESIDENT Central Florida Educational Foundation	WPOZ 1065 RAINER DR ALTAMONTE SPRINGS, FL 32714 United States	+1 (407) 869-8000	GM@ZRADIO.ORG	Technical Representative
DAVINA S. Sashkin ESQ. FLETCHER, HEALD & HILDRETH, PLC	1300 North 17th Street Arlington, VA 22209 United States	+1 (703) 812-0400	SASHKIN@FHHLAW.COM	Legal Representative

## Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
92508	WHYZ	PALM COAST	FL	No
176311	WDOZ	PIERSON	FL	No
9876	WPOZ	ORLANDO	FL	No
27291	WMYZ	THE VILLAGES	FL	No

## Program Report Questions

Section	Question	Response
---------	----------	----------

<b>Discrimination Complaints</b>	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No
<b>Full-time Employees</b>	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No

**Additional Program Report Questions**

**Responsibility for Implementation**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Cynthia McInvale	Human Resources

**Certification**

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	10/01 /2019
Certified Title	President
Authorized Party Name	James S. Hoge

**Attachments**

File Name	Uploaded By	Attachment Type	Description	Upload Status
<a href="#">01356128.PDF</a>	Applicant	EEO Public File Report	2017-2018 EEO Public File Report	Done with Virus Scan and/or Conversion
<a href="#">01356130.PDF</a>	Applicant	EEO Public File Report	2016-2017 EEO Public File Report	Done with Virus Scan and/or Conversion
<a href="#">01359553.PDF</a>	Applicant	Narrative Statement	EEO Narrative Statement	Done with Virus Scan and/or Conversion
<a href="#">01359828.PDF</a>	Applicant	EEO Public File Report	2018-2019 EEO Public File Report	Done with Virus Scan and/or Conversion