

## Z88.3 EEO Public File

This Report lists full time recruiting activity for positions open between October 1, 2022-October 1, 2023.  
Also included is the date hired and advertising sources utilized.

Licensee: Central Florida Educational Foundation, Inc.  
Address: 1065 Rainer Drive  
Altamonte Springs, FL 32714  
Phone Number: 407-869-8000  
Call Sign: WPOZ/WMYZ/WHYZ/WDOZ/WHGV/WCYZ

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### MASTER RECRUITMENT SOURCE LIST

October 2022 - October 2023

Recruitment Source Number Recruitment Source Information

- 1] Z88.3 Website- Judy Stephan, 1065 Rainer Drive, Altamonte Springs, FL 32714, 407-869-8000
- 2) The Apopka Chief and The Apopka Planter 400 N Park Avenue, Apopka, FL 32712, 407-886-2777
- 3] Hisair.net
- 4) Central Florida Employment Council, cfec.org
- 5) cmbonline.org
- 6) NorthlandChurch.net
- 7) Handshake

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### Z88.3

#### VACANCY DATA FORM FOR FULL-TIME POSITIONS

**Job Title:** Afternoon Producer

**Date Filled:** 2/20/23

Recruitment Source Referring Hiree: Z Website

Total Number of Interviewees: 2

RECRUITMENT SOURCE Name: Z88.3 Website

Mailing Address: 1065 Rainer Drive, Altamonte Springs, FL 32714

Contact Person: Judy Stephan Telephone No.: 407-869-8000

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 2

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted on website zradio.org.

RECRUITMENT SOURCE Name: The Apopka Chief and The Apopka Planter

Mailing Address: Chief 400 N Park Avenue, Apopka, FL 32712

Contact Person: N/A Telephone No.: 407-886-2777

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): email

RECRUITMENT SOURCE Name: Hisair.net

Mailing Address: N/A

Contact Person: N/A Telephone No.: N/A

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted directly on-line

RECRUITMENT SOURCE Name: cmbonline.org  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted directly on-line

RECRUITMENT SOURCE Name: Northlandchurch.net/employment  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

**Job Title:** Evening Air Personality

**Date Filled:** 1/30/23

Recruitment Source Referring Hiree: Z Website

Total Number of Interviewees: 1

RECRUITMENT SOURCE Name: Z88.3 Website  
Mailing Address: 1065 Rainer Drive, Altamonte Springs, FL 32714  
Contact Person: Judy Stephan Telephone No.: 407-869-8000  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 1  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted on website zradio.org.

RECRUITMENT SOURCE Name: The Apopka Chief and The Apopka Planter  
Mailing Address: Chief 400 N Park Avenue, Apopka, FL 32712  
Contact Person: N/A Telephone No.: 407-886-2777  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): email

RECRUITMENT SOURCE Name: CFEC.org  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Hisair.net  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted directly on-line

RECRUITMENT SOURCE Name: Northlandchurch.net/employment  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Cmbonline.org/jobs/  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

**Job Title:** Accounting Specialist

**Date Filled:** 3/13/2023

Recruitment Source Referring Hiree: Z Website

Total Number of Interviewees: 1

RECRUITMENT SOURCE Name: Z88.3 Website

Mailing Address: 1065 Rainer Drive, Altamonte Springs, FL 32714

Contact Person: Judy Stephan Telephone No.: 407-869-8000

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 1

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted on website zradio.org.

RECRUITMENT SOURCE Name: The Apopka Chief and The Apopka Planter

Mailing Address: Chief 400 N Park Avenue, Apopka, FL 32712

Contact Person: N/A Telephone No.: 407-886-2777

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): email

RECRUITMENT SOURCE Name: Central Florida Employment Council

Mailing Address: N/A

Contact Person: N/A Telephone No.: N/A

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: HisAir.net

Mailing Address: N/A

Contact Person: N/A Telephone No.: N/A

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Cmbonline.org/jobs/

Mailing Address: N/A

Contact Person: N/A Telephone No.: N/A

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Northlandchurch.net/employment

Mailing Address: N/A

Contact Person: N/A Telephone No.: N/A

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

**Job Title:** Station Engineer

**Date Filled:** 6/29/23

Recruitment Source Referring Hiree: Z Website

Total Number of Interviewees: 3

RECRUITMENT SOURCE Name: Z88.3 Website

Mailing Address: 1065 Rainer Drive, Altamonte Springs, FL 32714

Contact Person: Judy Stephan Telephone No.: 407-869-8000

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 3

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted on website zradio.org.

RECRUITMENT SOURCE Name: The Apopka Chief and The Apopka Planter  
Mailing Address: Chief 400 N Park Avenue, Apopka, FL 32712  
Contact Person: N/A Telephone No.: 407-886-2777  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): email

RECRUITMENT SOURCE Name: cfec.org  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Northlandchurch.net/employment  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: HisAir.net  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Cmbonline.org/jobs/  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

**Job Title:** Front Office Assistant

**Date Filled:** 6/26/23

Recruitment Source Referring Hiree: Z Website

Total Number of Interviewees: 2

RECRUITMENT SOURCE Name: Z88.3 Website  
Mailing Address: 1065 Rainer Drive, Altamonte Springs, FL 32714  
Contact Person: Judy Stephan Telephone No.: 407-869-8000  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 4  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted on website zradio.org.

RECRUITMENT SOURCE Name: The Apopka Chief and The Apopka Planter  
Mailing Address: Chief 400 N Park Avenue, Apopka, FL 32712  
Contact Person: N/A Telephone No.: 407-886-2777  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): email

RECRUITMENT SOURCE Name: cfec.org  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 1  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Northlandchurch.net/employment

Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

**Job Title:** Afternoon Show Co-Host

**Date Filled:** Open

Recruitment Source Referring Hiree: Z Website

Total Number of Interviewees: 2

RECRUITMENT SOURCE Name: Z88.3 Website  
Mailing Address: 1065 Rainer Drive, Altamonte Springs, FL 32714  
Contact Person: Judy Stephan Telephone No.: 407-869-8000  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 18  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted on website zradio.org.

RECRUITMENT SOURCE Name: The Apopka Chief and The Apopka Planter  
Mailing Address: Chief 400 N Park Avenue, Apopka, FL 32712  
Contact Person: N/A Telephone No.: 407-886-2777  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): email

RECRUITMENT SOURCE Name: cfec.org  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Northlandchurch.net/employment  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: HisAir.net  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Cmbonline.org/jobs/  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

**Job Title:** Facilities Technician

**Date Filled:** 8/28/2023

Recruitment Source Referring Hiree: Z Website

Total Number of Interviewees: 1

RECRUITMENT SOURCE Name: Z88.3 Website  
Mailing Address: 1065 Rainer Drive, Altamonte Springs, FL 32714  
Contact Person: Judy Stephan Telephone No.: 407-869-8000  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 1  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted on website zradio.org.

RECRUITMENT SOURCE Name: The Apopka Chief and The Apopka Planter  
Mailing Address: Chief 400 N Park Avenue, Apopka, FL 32712  
Contact Person: N/A Telephone No.: 407-886-2777  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): email

RECRUITMENT SOURCE Name: cfec.org  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Northlandchurch.net/employment  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

**Job Title:** IT Network Manager

**Date Filled:** cancelled (contracted outside company)  
Recruitment Source Referring Hiree: Z Website

Total Number of Interviewees: 0

RECRUITMENT SOURCE Name: Z88.3 Website  
Mailing Address: 1065 Rainer Drive, Altamonte Springs, FL 32714  
Contact Person: Judy Stephan Telephone No.: 407-869-8000  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted on website zradio.org.

RECRUITMENT SOURCE Name: The Apopka Chief and The Apopka Planter  
Mailing Address: Chief 400 N Park Avenue, Apopka, FL 32712  
Contact Person: N/A Telephone No.: 407-886-2777  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): email

RECRUITMENT SOURCE Name: Central Florida Employment Council  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: HisAir.net  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE: 0  
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Cmbonline.org/jobs/  
Mailing Address: N/A

Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   0    
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Northlandchurch.net/employment  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   0    
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Handshake  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   0    
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

**Job Title:** Sr. Software Developer

**Date Filled:** Open  
Recruitment Source Referring Hiree: Z Website

Total Number of Interviewees:   1  

RECRUITMENT SOURCE Name: Z88.3 Website  
Mailing Address: 1065 Rainer Drive, Altamonte Springs, FL 32714  
Contact Person: Judy Stephan Telephone No.: 407-869-8000  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   0    
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): Posted on website zradio.org.

RECRUITMENT SOURCE Name: The Apopka Chief and The Apopka Planter  
Mailing Address: Chief 400 N Park Avenue, Apopka, FL 32712  
Contact Person: N/A Telephone No.: 407-886-2777  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   0    
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): email

RECRUITMENT SOURCE Name: Central Florida Employment Council  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   1    
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: HisAir.net  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   0    
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Cmbonline.org/jobs/  
Mailing Address: N/A  
Contact Person: N/A Telephone No.: N/A  
NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   0    
HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Northlandchurch.net/employment  
Mailing Address: N/A

Contact Person: N/A Telephone No.: N/A

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   0  

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

RECRUITMENT SOURCE Name: Handshake

Mailing Address: N/A

Contact Person: N/A Telephone No.: N/A

NUMBER OF INTERVIEWEES PRODUCED BY SOURCE:   0  

HOW NOTICE SENT TO SOURCE (e.g. regular mail, fax, email, etc.): posted online

### **Non-vacancy Specific Outreach Initiatives**

This organization is exempt from fulfilling this requirement as a religious broadcaster with a religious belief qualification for employees.

Z Ministries, Inc. is an Equal Opportunity Employer. Z Ministries, Inc. and Central Florida Educational Foundation, Inc., WPOZ-FM/HD, WMYZ-FM/HD, WHYZ-FM/HD, WDOZ-FM, WCYZ-FM, WHGV-FM has established religious faith as a qualification for employment, as permitted by the Federal Communications Commission (FCC).