

Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
FCC 397					
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. B397 -	
Legal Name of the Licensee CAPSAN MEDIA, LLC					
Mailing Address 637 HARBOR ROAD					
City WANCHESE		State or Country (if foreign address) NC		Zip Code 27981 -	
Telephone Number (include area code) 2524751888			E-Mail Address (if available)		
FCC Registration Number 001535019		Facility ID Number 50525		Call Sign WVOD	
TYPE OF BROADCAST STATION:	Commercial Broadcast Station		Noncommercial Broadcast Station		
	<input checked="" type="radio"/> Radio		<input type="radio"/> Educational Radio		
	<input type="radio"/> TV		<input type="radio"/> Educational TV		
	<input type="radio"/> Low Power TV				
	<input type="radio"/> International				
Application Purpose					
<input type="radio"/> New Program Report <input checked="" type="radio"/> Amendment to Program Report					
<p>List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.</p> <p>[Station List]</p>					
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Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
WVOD	50525	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MANTEO, NC	<input type="radio"/> Yes <input checked="" type="radio"/> No	
WZPR	12158	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	NAGS HEAD, NC	<input type="radio"/> Yes <input checked="" type="radio"/> No	

WYND-FM	51417	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	HATTERAS, NC	<input type="radio"/> Yes <input checked="" type="radio"/> No
WFMZ	39883	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	HERTFORD, NC	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name ANDREW KERSTING		Street Address 1825 EYE STREET, NW	
City WASHINGTON	State DC	Zip Code 20006-5403	Telephone Number 2024203631

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent WILLIAM WHITLOW
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Title CEO	Telephone No. (include area code) 2524751888
Date 09/12/2007	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
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: WILLIAM WHITLOW	Title: CEO
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORT

THE LICENSEE, CAPSAN MEDIA, LLC, ACQUIRED STATIONS WVOD(FM), MANTEO, NC (FACILITY ID 50525); WZPR(FM), NAGS HEAD, NC (FACILITY ID 12158); WYND-FM, HATTERAS, NC (FACILITY ID 51417); AND WFMZ(FM), HERTFORD, NC (FACILITY ID 39883) ON JUNE 30, 2006. SEE FILE NO. BALH-20060424AEA. THE LICENSEE HAS THEREFORE SUBMITTED ONLY ONE EEO PUBLIC FILE REPORT WITH THIS FCC FORM 397.

Attachment 1

Description

Amended EEO Public File Report

CapSan Media LLC

EEO Public File Report

This Report covers full-time vacancy recruitment data for the period August 1, 2006 to July 31, 2007.

1) **Employment Unit:** CapSan Media LLC (“CapSan”).

2) **Unit Members:** CapSan acquired the following stations on June 20, 2006:

WYND-FM, Hatteras, NC
WZPR-FM, Nags Head, NC
WVOD-FM, Manteo, NC
WFMZ-FM, Hertford, NC

3) **EEO Contact Information for Unit Member:**

Mailing Address: CapSan Media LLC 637 Harbor Road Wanchese, NC 27981	Telephone Number: (252) 475-1888
	Contact Personnel/Title: William Whitlow/CEO Matt Cooper/ Director of Programming Hunt Thomas/Operations Manager
	E-mail Addresses: bill@capsanmedia.com matt@capsanmedia.com hunt@capsanmedia.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**

Job Title	Recruitment Source Referring Hiree
A. Account Executive	On-Air Announcements
B. Account Executive	On-Air Announcements
C. Account Executive	On-Air Announcements
D. Account Executive	All Access
E. On-Air Announcer	On-Air Announcements

Total Hires: 5

Stations WYND-FM, WZPR-FM, WVOD-FM, and WFMZ-FM are Equal Opportunity Employers.

5) Job Title: Account Executive (A)

Referral Source(s) of Hiree: On Air Announcements

(i) Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone: Fax:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Association of Broadcasters	Jo Ann Davis Lisa Reynolds	P.O. Box 627 Raleigh, NC 27602	(919) 821-7300	0	No
Radio Stations WYND, WZPR, WFMZ, WVOD	Hunt Thomas	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	2	No
AllAccess.com	Jace Edwards jacedwards@hotmail.com	KKND/New Orleans	(504) 473-8834	0	No
CapSan Media Websites	Jason Baker	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	0	No

5) Job Title: Account Executive (B)

Referral Source(s) of Hiree: On Air Announcements

(i) Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone: Fax:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Association of Broadcasters	Lisa Reynolds	P.O. Box 627 Raleigh, NC 27602	(919) 821-7300	0	No
Radio Stations WYND, WZPR, WFMZ, WVOD	Hunt Thomas	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	2	No
AllAccess.com	Jace Edwards jacedwards@hotmail.com	KKND/New Orleans	(504) 473-8834	0	No
CapSan Media Websites	Jason Baker	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	0	No

5) Job Title: Account Executive (C)

Referral Source(s) of Hiree: On Air Announcements

(i) Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone: Fax:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Association of Broadcasters	Lisa Reynolds	P.O. Box 627 Raleigh, NC 27602	(919) 821-7300	0	No
Radio Stations WYND, WZPR, WFMZ, WVOD	Hunt Thomas	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	1	No
AllAccess.com	Jace Edwards jacedwards@hotmail.com	KKND/New Orleans	(504) 473-8834	0	No
CapSan Media Websites	Jason Baker	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	1	No

5) Job Title: Account Executive (D)

Referral Source(s) of Hire: All Access

(i) Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone: Fax:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Association of Broadcasters	Lisa Reynolds	P.O. Box 627 Raleigh, NC 27602	(919) 821-7300	0	No
Radio Stations WYND, WZPR, WFMZ, WVOD	Hunt Thomas	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	3	No
AllAccess.com	Jace Edwards jacedwards@hotmail.com	KKND/New Orleans	(504) 473-8834	1	No
CapSan Media Websites	Jason Baker	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	0	No

5) Job Title: On Air Announcer (E)

Referral Source(s) of Hire: On Air Announcements

(i) Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone: Fax:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Association of Broadcasters	Lisa Reynolds	P.O. Box 627 Raleigh, NC 27602	(919) 821-7300	0	No
Radio Stations WYND, WZPR, WFMZ, WVOD	Hunt Thomas	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	4	No
AllAccess.com	Jace Edwards jacedwards@hotmail.com	KKND/New Orleans	(504) 473-8834	1	No
CapSan Media Websites	Jason Baker	637 Harbor Road Wanchese, NC 27981	(252) 475-1888	0	No

6) Total # of Interviewees Referred: For the period from August 1, 2006 to July 31, 2007, this employment unit interviewed 15 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Annual Career Day, April 2007
Manteo Middle School – Manteo, NC

Hunt Thomas, CapSan's Operations Manager, spoke with students about a career of all aspects of radio broadcasting from news reporting, on-air announcing, programming to radio sales.

(b) Internships with CapSan Media

From September 2006 to June 2007, a Manteo High School student was recommended by the High School's Career Placement program and was hired initially as an on-air board operator. Over the course of school year he learned many more aspects of radio broadcasting and was able to take on more responsibilities at the radio stations.