

Federal Communications Commission

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Description: 2015 SALISBURY-OCEAN CITY, MD. SEU
Application Reference Number: 20150601ACL
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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. - 20150601ACL	
Legal Name of the Licensee CAPSTAR TX LLC					
Mailing Address 2625 S. MEMORIAL DRIVE SUITE A					
City TULSA		State or Country (if foreign address) OK		Zip Code 74129 -	
Telephone Number (include area code) 9186644581		E-Mail Address (if available)			
FCC Registration Number 0019362953		Facility ID Number 4674		Call Sign WKZP	
TYPE OF BROADCAST STATION:		Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV	
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
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.					
[Station List]					
Station List					
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.					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
WKZP	4674	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BETHANY BEACH, DE	<input type="radio"/> Yes <input checked="" type="radio"/> No	
WWFG	74179	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	OCEAN CITY, MD	<input type="radio"/> Yes <input checked="" type="radio"/> No	

WQHQ	28166	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	OCEAN CITY-SALISBURY, MD	<input type="radio"/> Yes <input checked="" type="radio"/> No
WSBY-FM	13673	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SALISBURY, MD	<input type="radio"/> Yes <input checked="" type="radio"/> No
WTGM	28165	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	SALISBURY, MD	<input type="radio"/> Yes <input checked="" type="radio"/> No
WJDY	13672	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	SALISBURY, MD	<input type="radio"/> Yes <input checked="" type="radio"/> No

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

Name ELIZABETH GOLDIN			Street Address 1776 K STREET, N.W.		
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027193199		

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

ROBERT H. WALLS, JR.

Title

EXECUTIVE VICE PRESIDENT

Telephone No. (include area code)

9186644581

Date

6/1/2015

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: CHRISTOPHER J. WALUS

Title: REGIONAL MARKET PRESIDENT

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-PERF, 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 REPORTS

Attachment 1

Description
2015 EEO Public File Report
2014 EEO Public File Report

**WJDY(AM), WKZP(FM), WQHQ(FM), WSBY-FM, WTGM(AM), WWFG(FM),
EEO PUBLIC FILE REPORT
June 1, 2014 – May 31, 2015¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
<i>No job openings were posted and filled during this reporting period.</i>		

¹ This Report provides recruitment data collected from June 1, 2014 through May 27, 2015.

**WJDY(AM), WKZP(FM), WQHQ(FM), WSBY-FM, WTGM(AM), WWFG(FM),
EEO PUBLIC FILE REPORT
June 1, 2014 – May 31, 2015**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
<i>As noted in Section I, no job openings were posted and filled during this reporting period.</i>			

**WJDY(AM), WKZP(FM), WQHQ(FM), WSBY-FM, WTGM(AM), WWFG(FM),
EEO PUBLIC FILE REPORT
June 1, 2014 – May 31, 2015**

III. RECRUITMENT INITIATIVES

RS Number	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Summer Semester: During the Summer 2014 semester, our SEU hosted two interns, one from Salisbury University and one from Regent University. The interns assist the Promotions Department, Programming Department, Sales Department and Production Department in various tasks, including assisting with remote events, listener meet-and-greets, database input, contest and event planning, on-air production and promotions. The interns work under the direction and supervision of our SEU's Program Director.</p> <p>Fall Semester: During the Fall 2014 semester, our SEU hosted two interns from Salisbury University. The interns assist the Promotions Department, Programming Department, Sales Department and Production Department in various tasks, including assisting with remote events, listener meet-and-greets, database input, contest and event planning, on-air production and promotions. The interns work under the direction and supervision of our SEU's Program Director.</p> <p>Winter Semester: During the Winter 2015 semester, our SEU hosted four interns, one from Delaware Tech and three from Salisbury University. The interns assist the Promotions Department, Programming Department, Sales Department and Production Department in various tasks, including assisting with remote events, listener meet-and-greets, database input, contest and event planning, on-air production and promotions. The interns work under the direction and supervision of our SEU's Program Director.</p>
2	Participate in Job Fairs	<p>During this reporting period, our SEU participated in the following Job Fairs to speak with prospective applicants:</p> <ul style="list-style-type: none"> On October 23, 2014 our SEU participated in a job fair at The Centre at Salisbury in Salisbury, Maryland in collaboration with the Salisbury Chamber of Commerce. Station participants included our Senior Vice President of Sales, Senior Vice President of Programming and four (4) Account Executives, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes. On October 25, 2014 our SEU participated in a job fair at Syracuse University, Syracuse, NY. Station participants included our SEU's Vice President of Programming, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes.

**WJDY(AM), WKZP(FM), WQHQ(FM), WSBY-FM, WTGM(AM), WWFG(FM),
EEO PUBLIC FILE REPORT**

June 1, 2014 – May 31, 2015

RS Number	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
	Participate in Job Fairs	<ul style="list-style-type: none"> On October 28, 2014 our SEU participated in a job fair/speed interviewing program at Salisbury University, Salisbury, Maryland. Station participants included our SEU's Vice President of Sales, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes. On November 6, 2014 our SEU participated in a job fair at Wilmington University in Dover, Delaware. Station participants included our SEU's Senior Vice President of Programming and Assistant Operations Manager, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes. On November 28, 2014 our SEU participated in a job fair at University of Maryland-Eastern Shore, Salisbury, Maryland. Station participants included our SEU's Vice President of Sales, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes. On February 26, 2015 our SEU participated in a job fair in collaboration with the Greater Wilmington Radio Association at University of Delaware Newark, DE. Station participants included our SEU's Senior Vice President of Sales, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes. On March 7-8, 2015 our SEU participated in a job fair at Ocean City Restaurant and Hotel Fair Ocean City, Maryland. Station participants included our SEU's Vice President of Sales, Senior Vice President of Programming, and five (5) Account Executives, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes. On March 16, 2015 our SEU participated in a job fair at Salisbury University, Salisbury, Maryland. Station participants included our SEU's Vice President of Sales, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes.

**WJDY(AM), WKZP(FM), WQHQ(FM), WSBY-FM, WTGM(AM), WWFG(FM),
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Operations Manager	3, 5-8, 12	5

¹ This Report was revised in May 2015 to address formatting issues.

**WJDY(AM), WKZP(FM), WQHQ(FM), WSBY-FM, WTGM(AM), WWFG(FM),
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	On-Air Announcements (one or more SEU stations)	N	0
2	Monster.com 5 Clock Tower Place, Suite 500 Maynard, MA 1754 www.monster.com	N	0
3	Station Websites (one or more SEU stations)	N	0
4	The Daily Times 115 E. Carroll Street Salisbury, MD 21801 Attn: Classifieds 410-749-7171	N	0
5	Clear Channel Careers Website www.clearcareers.com	N	8
6	All Access 28955 Pacific Coast Highway 210-5 Malibu, California 90265 www.allaccess.com Career Services	N	0
7	Job Fairs (See Section III)	N	0
8	Word-of-Mouth Referral	N	2
9	Wilson HCG 400 N. Ashley Drive Ste. 3000 Tampa, FL 33602 813-600-4303	N	0
10	INDEED.COM	N	0
11	Salisbury University 1101 Camden Avenue Salisbury, MD 21801 Dr. Michael Moeder	N	0
12	SEU Internship Program (See Section III)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

**WJDY(AM), WKZP(FM), WQHQ(FM), WSBY-FM, WTGM(AM), WWFG(FM),
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014**

III. RECRUITMENT INITIATIVES

RS Number	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Fall Semester: During the Fall 2014 semester, our SEU hosted three interns from Salisbury University. The interns assist the Promotions Department, Programming Department, Sales Department and Production Department in various tasks, including assisting with remote events, listener meet-and-greets, database input, contest and event planning, on-air production and promotions. The interns work under the direction of our SEU's Program Director.</p> <p>Winter Semester: During the Winter 2014 semester, our SEU hosted four interns from Salisbury University. The interns assist the Promotions Department, Programming Department, Sales Department and Production Department in various tasks, including assisting with remote events, listener meet-and-greets, database input, contest and event planning, on-air production and promotions. The interns work under the direction of our SEU's Program Director.</p>
2	Participate in Job Fairs	<p>During this reporting period, our SEU participated in the following Job Fairs to speak with prospective applicants:</p> <ul style="list-style-type: none">• On October 2, 2013 our SEU participated in a job fair at Wilmington University in Dover, Delaware. Station participants included our Regional Market Manager, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes.• On January 23, 2014 our SEU participated in the Congressional Delegation sponsored job fair on the campus of Wilmington University in Dover, Delaware. Station participants included our Regional Market Manager, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes.• On March 7, 2014 our SEU participated in the Congressional Delegation job fair at the Chase Center on the Riverfront, Wilmington, Delaware. Station participants included our Regional Market Manager, who spoke with attendees about careers and internships in radio and digital platforms and collected resumes.