

EEO PUBLIC FILE REPORT

Roser Communications Network, Inc.

A. Employment Unit Covered:

WBUG-FM, WBGK-FM, WVTL-AM, WADR-AM, WUTQ-AM, WSKS-FM, WSKU-FM

B. Reporting Period:

February 1, 2010 to February 1, 2011

C. Full-Time Vacancies Filled During Reporting Period:

Job Title	Date Filled	Positions
Sales	2/1/2010	1
Sales	3/15/10	1
Sales	10/11/10	1

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

Job Title	Date Filled	Hire Source	Recruitment Source
Sales	2/1/2010	Radio Advertising	Radio, Newspaper
Sales	3/15/2010	Radio Advertising	Radio, Newspaper
Sales	10/11/2010	Job Fair	Radio, Job Fair

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 9

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Employee Referral	0
Internet/Web Site (RCN Web Site)	0
Walk-in/Self Referral	0
Newspaper (specify which)	2
University (specify)	0
Trade Paper (specify)	0
Radio Advertising	6
Job Fair	1

ROSER COMMUNICATIONS NETWORK, INC.

EEO OUTREACH ACTIVITIES

February 1, 2010 – February 1, 2011

Roser Communications Network, Inc. has set up a comprehensive outreach and recruitment program and an EEO self-assessment program designed to widely disseminate information regarding full-time job opportunities at its stations and to ensure the compliance of the unit with the FCC's EEO rules.

Every six months, all Roser Communications Network, Inc. stations air a Public Notice Press Release inviting community groups, minority organizations and interested civic organizations to notify station management if their group would like to be notified regarding each new, full-time job opening. Roser Communications Network, Inc. also sends these same press releases, annually, to community groups, minority organizations and interested civic organizations seeking the involvement of local groups as part of the licensee's recruitment efforts. To date, one local group has expressed interest in receiving information regarding any job openings. The licensee plans to continue its advertising efforts with the hope that local groups might soon be interested in receiving such information.

Roser Communications Network, Inc. advertises all of its job openings on the air over each of its broadcast stations and, where appropriate, in the local newspapers, Utica Observer Dispatch and The Johnstown Gazette.

Roser Communications Network, Inc. has selected the following menu options as a result of self-assessment of its EEO program:

Host One Job Fair every year.

Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information about employment opportunities.

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

2010-2011 Recruitment Activities

During the period from February 1, 2010 through January 31, 2011, the unit had three full-time job openings which were filled as a result of radio advertising and the Unit's annual Job Fair.

2010-2011 Outreach Activities

The unit hosted a Job Fair on August 11, 2010 at the Hampton Inn, Utica, New York. Station personnel attending this Job Fair were Grant Roser, Sales Manager. Seven people attended this event and one salesperson was hired.

The unit also hosted an "Open House-Career Day" on August 25, 2010. Despite considerable promotion and advertising, one person attended.

During this employment period, Roxanne Roser, a senior manager of RCN stations, continued review of the book, EEO Law and Personnel by Arthur Gutman in order to provide training to ensure equal employment opportunity and discrimination prevention.

During the period, the unit continued its Internship Program which was initiated in October, 2007. During this past year, students from SUNY Oneonta, Hamilton College, Utica College, Mohawk Valley Community College, Whitesboro High School and Herkimer County Community College participated in the program. The purpose of the program was to introduce students to career opportunities in radio broadcasting.

EEO Press Release



EEO COMPLIANCE ALL STATIONS 1/24/08

ROSER COMMUNICATIONS NETWORK INC., INCLUDING RADIO STATIONS WSKS, WSKU, WBGK, WBUG, WVTL, WADR, AND WUTQ, IS SEEKING TO INVOLVE QUALIFIED COMMUNITY GROUPS IN THE DISSEMINATION OF ALL JOB VACANCY INFORMATION AT EACH STATION. IF YOUR QUALIFIED GROUP OR GOVERNMENT BUREAU WOULD LIKE TO BE KEPT INFORMED OF ALL FULL-TIME JOB OPENINGS AT THESE STATIONS, CONTACT GRANT ROSER AT 185 GENESEE STREET, SUITE 1601, UTICA, 13501. ROSER COMMUNICATIONS NETWORK WILL PUT YOUR GROUP ON A LIST OF QUALIFIED COMMUNITY ORGANIZATIONS WHICH WILL AUTOMATICALLY RECEIVE NOTIFICATION OF ALL FUTURE FULL-TIME JOB VACANCIES AT EACH STATION. ROSER COMMUNICATIONS NETWORK INCORPORATED IS AN EQUAL OPPORTUNITY EMPLOYER.

UTICA STUDIO AND OFFICE
185 GENESEE STREET, SUITE 1601
UTICA, NEW YORK 13501
(315) 734-9245 FAX (315) 624-9245

AMSTERDAM STUDIO AND OFFICE
5816 STATE ROUTE 30 SOUTH
AMSTERDAM, NEW YORK 12010
(518) 843-9284 FAX (518) 843-5225

EEO PRESS RELEASE CONTACT LIST FEBRUARY 2011

American Woman in Radio and Television	703.506.3266
Asian American Journalists Association	415.346.6343
Intl Women's Media Foundation	202.496.1977
Natl Assoc of Black College Broadcasters	404.523.5467
Natl Assoc of Black Journalists	301.445.7101
Natl Lesbian and Gay Journalists Association	202.588.1818
Native American Journalists Association	866.694.4264
Native American Public Affairs	102.472.8675
NYS Dept of Labor	15.867.1411
NYS Dept of Labor	18.773.8202
NYS Dept of Labor-	518.842.3802
NYS Dept of Labor-Oneida County/Utica	315.793.2509
NYS Dept of Labor-Oneida County/Rome	315.339.7349
NYS Dept of Labor-Otsego County	607.432.8130
NYS Dept of Labor-Schoharie County	518.234.4256

Public Notice

SENT 7/19/10
12/2/10

Open House Advertising

WBGK-FM
 Roser Communications Network, Inc.
 185 Genesee Street
 Suite 1601
 Utica, NY 13501

INVOICE (#1008024097)
 Calendar Period: 8/1/2010 - 8/31/2010
 Account #: 991

KISS FM
97.9 105.5
WSKS / WSKU

101.1 **WBUG** **BUG** 99.7 **WBGK**
 Country

WVTL
The Valley's Talk Leader
AM1570

Beautiful
MUSIC
 1300AM 1400AM
 WUTQ/WADR

Station Promos
 Accounts Payable
 185 Genesee St
 Utica, NY 13501
 |||||

Product: Open House 2010 Script: 3119 (:30)

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
19-Aug-10	10:22:00 AM		19-Aug-10	11:22:00 AM		19-Aug-10	1:22:00 PM	
20-Aug-10	7:22:00 AM		21-Aug-10	10:22:00 AM		21-Aug-10	3:25:30 PM	
21-Aug-10	4:25:00 PM		22-Aug-10	10:22:00 AM		22-Aug-10	1:22:00 PM	
22-Aug-10	6:21:00 PM		23-Aug-10	8:37:00 AM		23-Aug-10	9:37:00 AM	
23-Aug-10	1:22:00 PM		24-Aug-10	11:38:00 AM		24-Aug-10	12:38:15 PM	
24-Aug-10	3:23:30 PM		25-Aug-10	11:35:00 AM		25-Aug-10	3:23:00 PM	

18 SPOT(S) AT A RATE OF \$0.00 = \$0.00
 Gross Total: \$0.00 Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.
 Subscribed and sworn to before me on this 21st day of February, 2011

Notary Public
 Grant N. Roser

Station Official
 Roxanne Roser



ROSER COMMUNICATIONS OPEN HOUSE 7/30/10

SURE, YOU'VE HEARD OF AN OPEN HOUSE....BUT AT A RADIO STATION? ROSER COMMUNICATIONS NETWORK, THE PARENT COMPANY OF BUG COUNTRY, KISS-FM, WVTL, WADR, AND WUTQ IS HAVING AN OPEN HOUSE AND CAREER DAY, THIS WEDNESDAY AFTERNOON FROM 1 TILL 4. THE FREE OPEN HOUSE AND CAREER DAY INCLUDES A TOUR OF OUR STUDIO AND OFFICES IN DOWNTOWN UTICA. PLEASE MAKE AN APPOINTMENT BY CALLING 315-734-9245 OR EMAIL JOBS AT ROSERGROUP.COM. IF YOU'VE EVER HAD AN INTEREST IN THE BEHIND THE SCENES WORKING OF A RADIO STATION, COME TO OUR OPEN HOUSE AND CAREER DAY THIS WEDNESDAY FROM 1 TILL 4.

*2 appointments
1 attended (+
"hired" as an intern)*

*8/19 - 8/25/10
went 8/25/10*

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586 STATE ROUTE 30 SOUTH
AMSTERDAM, NEW YORK 12010
(518) 843-9284 FAX (518) 843-5225

Job Fair Advertising

WBGK-FM
Roser Communications Network, Inc.
185 Genesee Street
Suite 1601
Utica, NY 13501

INVOICE (#1008023928)
Calendar Period: 8/1/2010 - 8/31/2010
Account #: 991

Station Promos
Accounts Payable
185 Genesee St
Utica, NY 13501
|||||

Product: JOB FAIR 2010 Script: 7989 (:30)

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
05-Aug-10	6:03:45 AM		05-Aug-10	1:35:00 PM		05-Aug-10	4:22:00 PM	
06-Aug-10	1:22:00 PM		06-Aug-10	5:22:00 PM		07-Aug-10	6:43:50 PM	
08-Aug-10	10:54:00 AM		08-Aug-10	1:22:00 PM		08-Aug-10	6:02:30 PM	
09-Aug-10	8:03:15 AM		09-Aug-10	9:38:00 AM		10-Aug-10	9:38:00 AM	
11-Aug-10	7:38:30 AM		11-Aug-10	9:38:00 AM		11-Aug-10	6:37:30 PM	

15 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 21st day of February, 2011

Notary Public
Grant N. Roser

Station Official
Roxanne Roser

WVTL-AM
Roser Communications Network, Inc.
185 Genesee Street
Suite 1601
Utica, NY 13501

INVOICE (#1008023931)
Calendar Period: 8/1/2010 - 8/31/2010
Account #: 991

Station Promos
Accounts Payable
185 Genesee St
Utica, NY 13501
|||||

Product: JOB FAIR 2010 Script: 7989 (:30)

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
05-Aug-10	10:22:00 AM		05-Aug-10	12:22:00 PM		05-Aug-10	1:22:00 PM	
05-Aug-10	3:22:00 PM		06-Aug-10	6:32:00 AM		06-Aug-10	7:33:30 AM	
06-Aug-10	12:37:00 PM		06-Aug-10	4:24:00 PM		07-Aug-10	9:35:00 AM	
07-Aug-10	12:35:00 PM		07-Aug-10	2:35:00 PM		08-Aug-10	8:22:00 AM	
08-Aug-10	9:22:00 AM		08-Aug-10	11:22:30 AM		08-Aug-10	3:35:30 PM	
09-Aug-10	6:32:00 AM		09-Aug-10	7:23:30 AM		09-Aug-10	7:32:00 AM	
09-Aug-10	5:22:00 PM		10-Aug-10	6:32:00 AM		10-Aug-10	7:33:00 AM	
10-Aug-10	11:22:00 AM		10-Aug-10	2:22:30 PM		11-Aug-10	6:32:00 AM	
11-Aug-10	7:23:30 AM		11-Aug-10	1:36:00 PM		11-Aug-10	3:36:30 PM	

27 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 21st day of February, 2011

Notary Public
Grant N. Roser

Station Official
Roxanne Roser



ROSER COMMUNICATIONS 2010 EEO JOB FAIR 7/30/10

ROSER COMMUNICATIONS NETWORK, THE PARENT COMPANY OF SOME OF THE TOP RADIO STATIONS IN CENTRAL NEW YORK IS HOLDING A JOB FAIR THIS WEDNESDAY, 10AM – 2PM AT THE HAMPTON INN, GENESEE STREET, UTICA. IF YOU'RE INTERESTED IN A CAREER IN BROADCASTING, INCLUDING SALES, PROGRAMMING, AND ON-AIR, PLEASE ATTEND THE FREE JOB FAIR, THIS WEDNESDAY, 10AM – 2PM, AT THE HAMPTON INN, GENESEE STREET, UTICA. FOR MORE INFORMATION, EMAIL JOBS@ROSERGROUP.COM..... JOBS@ROSERGROUP.COM. ROSER COMMUNICATIONS NETWORK IS AN EQUAL OPPORTUNITY EMPLOYER.

7 attended event

STATION ATTENDEES:

TINAMARIE VEDDER

ROB KANE

event 8/11/10

HIRED

JIM

HARTNETT

STARTED 10/11/10

UTICA STUDIO AND OFFICE
5816 STATE ROUTE 30 SOUTH
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Recruitment Advertising



ROSER COMMUNICATIONS SALES FOLK 2/5/08

YA THINK YOU COULD SELL IF YOU HAD A LARGE AREA? HOW ABOUT IF YOUR TERRITORY EXTENDED FROM SYRACUSE TO ALBANY? THAT'S WHAT'S AVAILABLE, AND RIGHT NOW. ROSER COMMUNICATIONS NETWORK, THE PARENT COMPANY OF SOME OF THE TOP RADIO STATIONS IN CENTRAL NEW YORK IS LOOKING FOR QUALIFIED SALES PEOPLE. IF YOU WANT TO LEAVE LATE AND COME BACK EARLY, PLEASE TRY ELSEWHERE. BUT IF YOU DON'T WATCH THE CLOCK AND ARE COMMITTED TO BEING THE BEST, THEN WE WANT TO TALK TO YOU. CONTACT GRANT ROSER, SALES MANAGER AT 315-525-8276 OR EMAIL GRANT @ ROSERGROUP.COM. ROSER COMMUNICATIONS IS AN EQUAL OPPORTUNITY EMPLOYER.

exp. required
1998
6/23/10

UTICA STUDIO AND OFFICE
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