

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, 2011 to February 1, 2012

C. Full-Time Vacancies Filled During Reporting Period:

Job Title	Date Filled	Positions
Announcer	3/14/2011	1
Sales	9/1/2011	1

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

Job Title	Date Filled	Hire Source	Recruitment Source
Announcer	3/14/2011	Internet Advertising	Internet Advertising TV Spots-WPNY Radio on Owned Stations
Sales	9/1/2011	Internet Advertising	Internet Advertising TV Spots-WPNY Radio on Owned Stations

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 8

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	3
Internet/Web Site (RCN Web Site)	5
Walk-in/Self Referral	0
Newspaper (specify which)	0
University (specify)	0
Trade Paper (specify)	0
Radio Advertising	0
Job Fair	0
TV Spots - WPNY	0

ROSER COMMUNICATIONS NETWORK, INC.

EEO OUTREACH ACTIVITIES

February 1, 2011 – February 1, 2012

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 or on local television stations.

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 other 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.

2011-2012 Recruitment Activities

During the period from February 1, 2010 through January 31, 2011, the unit had two full-time job openings which were filled as a result of internet advertising.

2011-2012 Outreach Activities

During this employment period, Grant 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 COMPLIANCE ALL STATIONS 2011

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 Assoc	202.588.1818
Native American Journalist Assoc	866.694.4264
Native American Public Telecommunications	402.472.8675
NYS Dept of Labor-Herkimer County	315.867.1411
NYS Dept of Labor-Fulton County	518.773.8202
NYS Dept of Labor-Montgomery County	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



ROSER COMMUNICATIONS SALES OPENING :15 RADIO SPOT 9/6/11

ROSER COMMUNICATIONS, A GROWING LOCAL COMPANY, HAS AN IMMEDIATE SALES OPENING AT SOME OF THE TOP RADIO STATIONS IN CENTRAL NEW YORK. EXPERIENCE IS REQUIRED. EMAIL YOUR RESUME TODAY TO GRANT @ ROSERGROUP.COM

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ROSER COMMUNICATIONS SALES OPENING TV SPOT 9/6/11

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ROSER COMMUNICATIONS TALK SHOW HOST OPENING 2/24/11

ROSER COMMUNICATIONS HAS A FULLTIME ON-AIR JOB OPENING. BROADCAST EXPERIENCE IS PREFERRED. SEND YOUR RESUME AND INFO. TO GRANT@ROSERGROUP.COM, GRANT AT (SPELL ROSER) R-O-S-E-R GROUP.COM OR MAIL IT TO 185 GENESEE STREET, SUITE 1601, UTICA, 13501. ROSER COMMUNICATIONS IS AN EQUAL OPPORTUNITY EMPLOYER.

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ROSER COMMUNICATIONS TV :15 ON-AIR OPENING 2/24/11

ROSER COMMUNICATIONS HAS A FULLTIME ON-AIR JOB OPENING. BROADCAST EXPERIENCE IS PREFERRED. SEND YOUR RESUME AND INFO. TO GRANT@ROSERGROUP.COM, GRANT AT (SPELL ROSER) R-O-S-E-R GROUP.COM OR MAIL IT TO 185 GENESEE STREET, SUITE 1601, UTICA, 13501. ROSER COMMUNICATIONS IS AN EQUAL OPPORTUNITY EMPLOYER.

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