

EEO PUBLIC FILE REPORT

Roser Communications Network, Inc.

A. Employment Unit Covered:

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

B. Reporting Period:

February 1, 2020 to February 1, 2021

C. Full-Time Vacancies Filled During Reporting Period: 0

Job Title	Date Filled	Positions
None		

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy: None

Job Title	Date Filled	Hire Source	Recruitment Source
N/A			

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 0

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: 0

Recruitment Source	Number of Interviewees Referred
Employee Referral	0
0	0
Walk-in/Self Referral	0
Newspaper (specify which)	0
Cable TV	0
Trade Paper (specify)	0
Radio	0
Job Fair	0
TV Spots – WPNY	0
Facebook	0

ROSER COMMUNICATIONS NETWORK, INC.

EEO OUTREACH ACTIVITIES

February 1, 2020– February 1, 2021

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, twelve local groups have expressed interest in receiving information regarding job openings. The licensee plans to continue its advertising efforts with the hope that more local groups might soon be interested in receiving such information.

Roser Communications Network, Inc. advertises all of its full-time job openings on a variety of media seeking the broadest possible recruitment. Some positions are advertised on the air and some are through Internet services. The unit seeks to continue experimentation to continue to adjust its outreach and recruitment efforts.

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.

2020 - 2021 Outreach Activities

This period, the Unit had no full-time job openings.

Open House

Due to the pandemic, the unit did not hold an Open House Event during the past year. The Unit has had satisfactory attendance at its Open House Events, in the past. The Open House is one of the best ways to introduce people to careers in broadcasting because attendees are able to see the entire station functioning and have the opportunity to talk with all of the Unit's employees. The Open House event and the Job Fair event are rotated so that each event happens every other year.

Job Fair

Due to the pandemic, the unit did not hold an Open House Event during the past year. It was canceled.

Management EEO Training

During this employment period, Grant Roser, the General Manager reviewed the book, EEO Law and Personnel by Arthur Gutman in order to provide training to ensure equal employment opportunity and discrimination prevention. Mr. Roser reviewed chapters one and two: Introduction to EEO Law and Major Title VII Judicial Scenarios.

Internships

During the period, the unit suspended its internship program due to the pandemic. The unit had an intern working at the unit shortly before the pandemic but the relationship was ended for health reasons. That intern was from Herkimer A.R.C., a special needs organization.

Public Notice Press Releases

KISS FM
97.9 105.5
The #1 Hit Music Station

TALK!
100.7 FM

RCN

BUG COUNTRY
99.7 101.1
TODAY'S NEW COUNTRY

WVTL ★ 1570 AM
CLASSIC COUNTRY RADIO
104.7 FM

WSKS • WSKU • WUTQ Roser Communications Network, Inc. WBUG • WBGK • WVTL

EEO COMPLIANCE ALL STATIONS

Roser Communications Network, Inc., including radio stations WSKS, WSKU, WBGK, WBUG, WUTQ, and WVTL, 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, please reply to this email. 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 Studios: Canal Park • 215 Leland Avenue • Suite 101 • Utica, New York 13502
Amsterdam Studios: 5816 State Route 30 South • Amsterdam, New York 12010
Utica Office 315.734.9245 • Amsterdam Office 518.843.9284
www.rosergroup.com

EEO COMPLIANCE LIST ALL STATIONS updated August 2020

Roser Communications Network, Inc., including radio stations WSKS, WSKU, WBGK, WBUG, WUTQ, and WVTL, 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, please reply to this email. 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.

Center for Asian American Media

sgong@caamedia.org

Latino Public Broadcasting

info@lpbp.org

National Black Programming Consortium

info@nbpc.tv

Vision Maker Media (Native American)

visionmaker@unl.edu

Firelight Media (For underrepresented in media)

info@firelightmedia.org

African-American Public Radio Consortium

LERucker@aol.com

Association of Independents in Radio (diversity)

membership@airmedia.org

Latino Public Radio Consortium

mag@latinopublicradioconsortium.org

Radio Bilingüe

chuyag@radiobilingue.org

National Association of Black Journalists

?????

National Association of Hispanic Journalists

NAHJ@NAHJ.ORG

National American Journalists Association

rebeccalandsberry@naja.com

National Lesbian and Gay Journalists Association

info@nlqja.org

Asian American Journalism Association

national@aja.org

National Federation of Press Women

info@nfpw.org

National Association of Black Owned Broadcasters

nabobinfo@nabob.org

NY State Dept of Labor, Fulton/Montgomery/Schoharie Counties

nreccio@fmsworkforcesolutions.org

Send job openings to these:

Women's Employment & Resource Center

cboxall@wercmv.org

NY State Dept of Labor,

Herkimer/Oneida/Madison/Chenango/Otsego/Delaware Counties

asavino@working-solutions.org

idelapaz@working-solutions.org

mheaton@working-solutions.org

National Federation of Community Broadcasters (Latino & Native)

ernesto@nfcfb.org

Latino Public Radio Consortium

mag@latinopublicradioconsortium.org

National Lesbian and Gay Journalists Association

info@nlqja.org

[Nora Rosati <nora@mathison.io>](mailto:nora@mathison.io)

For email:

**sgong@caamedia.org; info@lpbp.org; info@nbpc.tv;
visionmaker@unl.edu; info@firelightmedia.org; LERucker@aol.com;
membership@airmedia.org; mag@latinopublicradioconsortium.org;
membership@nfcfb.org; chuyag@radiobilingue.org; dberry@nabj.org;
NAHJ@NAHJ.ORG; rebeccalandsberry@naja.com;
national@aaja.org; info@nfpw.org; nabobinfo@nabob.org;
gbreen@fmsworkforcesolutions.org**

WBUG FM/WBGK FM
 Roser Communications Network, Inc.
 215 Leland Ave.
 Suite 101
 Utica, NY 13502

INVOICE (#2080038782)
 Calendar Period: 8/17/2020 - 8/23/2020
 Account #: 1072

Station Promo

Product: EEO			Script: 4221 (1:00)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
17-Aug-20	1:19:00 PM	\$0.00	17-Aug-20	5:18:00 PM	\$0.00	17-Aug-20	10:18:00 PM	\$0.00
18-Aug-20	7:18:00 AM	\$0.00	18-Aug-20	11:18:00 AM	\$0.00	18-Aug-20	3:18:00 PM	\$0.00
18-Aug-20	8:18:00 PM	\$0.00	19-Aug-20	12:19:00 PM	\$0.00	19-Aug-20	4:18:00 PM	\$0.00
19-Aug-20	8:18:00 PM	\$0.00	19-Aug-20	11:18:00 PM	\$0.00	20-Aug-20	9:18:00 AM	\$0.00
20-Aug-20	1:18:00 PM	\$0.00	20-Aug-20	5:18:00 PM	\$0.00	20-Aug-20	10:18:00 PM	\$0.00
21-Aug-20	7:54:30 AM	\$0.00	21-Aug-20	2:48:00 PM	\$0.00	21-Aug-20	5:48:00 PM	\$0.00
21-Aug-20	10:18:00 PM	\$0.00	22-Aug-20	1:18:00 PM	\$0.00	22-Aug-20	5:18:00 PM	\$0.00
22-Aug-20	10:18:00 PM	\$0.00	23-Aug-20	7:54:30 AM	\$0.00	23-Aug-20	12:18:00 PM	\$0.00
23-Aug-20	4:18:00 PM	\$0.00	23-Aug-20	8:18:00 PM	\$0.00			

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

Gross Total: \$0.00

Net Total: \$0.00

WBUG FM/WBGK FM
 Roser Communications Network, Inc.
 215 Leland Ave.
 Suite 101
 Utica, NY 13502

INVOICE (#2110039837)
 Calendar Period: 2/1/2020 - 1/31/2021
 Account #: 991

Station Promos
 Accounts Payable
 185 Genesee St
 Utica, NY 13501
 (1 3 5 0 1 0)

Product: EEO COMPLIANCE			Script: 2287 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
04-Jan-21	7:42:00 AM	\$0.00	04-Jan-21	9:20:00 AM	\$0.00	04-Jan-21	4:19:00 PM	\$0.00
04-Jan-21	6:20:00 PM	\$0.00	05-Jan-21	7:20:30 AM	\$0.00	05-Jan-21	8:21:30 AM	\$0.00
05-Jan-21	10:20:30 AM	\$0.00	05-Jan-21	12:20:00 PM	\$0.00	06-Jan-21	7:21:00 AM	\$0.00
06-Jan-21	9:20:30 AM	\$0.00	06-Jan-21	10:20:30 AM	\$0.00	06-Jan-21	1:20:00 PM	\$0.00
07-Jan-21	12:20:00 PM	\$0.00	07-Jan-21	1:21:00 PM	\$0.00	07-Jan-21	3:20:30 PM	\$0.00
07-Jan-21	4:20:30 PM	\$0.00	08-Jan-21	7:42:30 AM	\$0.00	08-Jan-21	3:20:00 PM	\$0.00
08-Jan-21	4:20:30 PM	\$0.00	08-Jan-21	6:20:30 PM	\$0.00	09-Jan-21	7:20:30 AM	\$0.00
09-Jan-21	9:21:00 AM	\$0.00	09-Jan-21	11:21:00 AM	\$0.00	09-Jan-21	1:21:30 PM	\$0.00
10-Jan-21	7:21:30 AM	\$0.00	10-Jan-21	9:20:30 AM	\$0.00	10-Jan-21	10:20:30 AM	\$0.00
10-Jan-21	12:20:30 PM	\$0.00						

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

Gross Total: \$0.00

Net Total: \$0.00

WSKS FM/ WSKU FM
 Roser Communications Network, Inc.
 215 Leland Ave.
 Suite 101
 Utica, NY 13502

INVOICE (#4080038782)
 Calendar Period: 8/17/2020 - 8/23/2020
 Account #: 1072

Station Promo

Product: EEO			Script: 4221 (1:00)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
17-Aug-20	6:54:30 AM	\$0.00	17-Aug-20	10:31:00 AM	\$0.00	17-Aug-20	2:48:00 PM	\$0.00
17-Aug-20	7:31:00 PM	\$0.00	18-Aug-20	6:54:30 AM	\$0.00	18-Aug-20	11:31:00 AM	\$0.00
18-Aug-20	2:31:00 PM	\$0.00	18-Aug-20	7:31:00 PM	\$0.00	19-Aug-20	8:40:00 AM	\$0.00
19-Aug-20	11:31:00 AM	\$0.00	19-Aug-20	12:31:00 PM	\$0.00	19-Aug-20	5:18:00 PM	\$0.00
20-Aug-20	8:40:00 AM	\$0.00	20-Aug-20	11:48:00 AM	\$0.00	20-Aug-20	5:48:00 PM	\$0.00
20-Aug-20	10:31:00 PM	\$0.00	21-Aug-20	6:54:30 AM	\$0.00	21-Aug-20	10:31:00 AM	\$0.00
21-Aug-20	2:31:00 PM	\$0.00	21-Aug-20	7:31:00 PM	\$0.00	22-Aug-20	1:48:00 PM	\$0.00
22-Aug-20	4:31:00 PM	\$0.00	22-Aug-20	5:48:00 PM	\$0.00	22-Aug-20	11:45:00 PM	\$0.00
23-Aug-20	12:48:00 PM	\$0.00	23-Aug-20	2:48:00 PM	\$0.00	23-Aug-20	3:31:00 PM	\$0.00
23-Aug-20	6:31:00 PM	\$0.00						

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

Gross Total: \$0.00

Net Total: \$0.00

WSKS FM/ WSKU FM
 Roser Communications Network, Inc.
 215 Leland Ave.
 Suite 101
 Utica, NY 13502

INVOICE (#4110039837)
 Calendar Period: 2/1/2020 - 1/31/2021
 Account #: 991

Station Promos
 Accounts Payable
 185 Genesee St
 Utica, NY 13501
 (1 3 5 0 1 0)

Product: EEO COMPLIANCE			Script: 2287 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
04-Jan-21	6:56:30 AM	\$0.00	04-Jan-21	11:50:00 AM	\$0.00	04-Jan-21	1:50:00 PM	\$0.00
04-Jan-21	4:50:00 PM	\$0.00	05-Jan-21	6:42:30 AM	\$0.00	05-Jan-21	8:41:30 AM	\$0.00
05-Jan-21	4:33:00 PM	\$0.00	05-Jan-21	6:32:00 PM	\$0.00	06-Jan-21	7:19:30 AM	\$0.00
06-Jan-21	9:43:00 AM	\$0.00	06-Jan-21	3:33:45 PM	\$0.00	06-Jan-21	6:33:30 PM	\$0.00
07-Jan-21	6:56:30 AM	\$0.00	07-Jan-21	7:56:30 AM	\$0.00	07-Jan-21	10:33:00 AM	\$0.00
07-Jan-21	6:33:30 PM	\$0.00	08-Jan-21	6:42:30 AM	\$0.00	08-Jan-21	9:42:30 AM	\$0.00
08-Jan-21	10:50:30 AM	\$0.00	08-Jan-21	11:34:00 AM	\$0.00	09-Jan-21	8:32:30 AM	\$0.00
09-Jan-21	9:49:30 AM	\$0.00	09-Jan-21	4:32:30 PM	\$0.00	09-Jan-21	6:32:30 PM	\$0.00
10-Jan-21	7:32:30 AM	\$0.00	10-Jan-21	8:32:30 AM	\$0.00	10-Jan-21	9:32:30 AM	\$0.00
10-Jan-21	4:32:30 PM	\$0.00						

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

Gross Total: \$0.00

Net Total: \$0.00

WUTQ 100.7 FM
 Roser Communications Network, Inc.
 215 Leland Ave.
 Suite 101
 Utica, NY 13502

INVOICE (#5080038782)
 Calendar Period: 8/17/2020 - 8/23/2020
 Account #: 1072

Station Promo

Product: EEO			Script: 4221 (1:00)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
17-Aug-20	6:16:00 AM	\$0.00	17-Aug-20	9:15:00 AM	\$0.00	18-Aug-20	6:15:00 AM	\$0.00
18-Aug-20	9:15:00 AM	\$0.00	18-Aug-20	11:29:00 AM	\$0.00	18-Aug-20	3:30:00 PM	\$0.00
19-Aug-20	6:16:00 AM	\$0.00	19-Aug-20	9:15:00 AM	\$0.00	19-Aug-20	11:29:00 AM	\$0.00
19-Aug-20	3:30:00 PM	\$0.00	20-Aug-20	6:16:00 AM	\$0.00	20-Aug-20	9:15:00 AM	\$0.00
20-Aug-20	11:29:00 AM	\$0.00	20-Aug-20	3:30:00 PM	\$0.00	21-Aug-20	6:15:00 AM	\$0.00
21-Aug-20	9:15:00 AM	\$0.00	21-Aug-20	11:29:00 AM	\$0.00	21-Aug-20	2:30:00 PM	\$0.00
21-Aug-20	3:32:00 PM	\$0.00	22-Aug-20	8:30:00 AM	\$0.00	22-Aug-20	11:30:00 AM	\$0.00
22-Aug-20	2:29:00 PM	\$0.00	22-Aug-20	5:30:00 PM	\$0.00	23-Aug-20	12:30:00 PM	\$0.00
23-Aug-20	3:29:00 PM	\$0.00	23-Aug-20	6:30:00 PM	\$0.00	23-Aug-20	9:30:00 PM	\$0.00

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

Gross Total: \$0.00

Net Total: \$0.00

WUTQ 100.7 FM
 Roser Communications Network, Inc.
 215 Leland Ave.
 Suite 101
 Utica, NY 13502

INVOICE (#5110039837)
 Calendar Period: 2/1/2020 - 1/31/2021
 Account #: 991

Station Promos
 Accounts Payable
 185 Genesee St
 Utica, NY 13501
 (1 3 5 0 1 0)

Product: EEO COMPLIANCE			Script: 2287 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
04-Jan-21	9:17:00 AM	\$0.00	04-Jan-21	12:20:00 PM	\$0.00	04-Jan-21	2:34:30 PM	\$0.00
04-Jan-21	5:18:00 PM	\$0.00	05-Jan-21	6:17:30 AM	\$0.00	05-Jan-21	9:17:00 AM	\$0.00
05-Jan-21	12:20:00 PM	\$0.00	05-Jan-21	5:26:00 PM	\$0.00	06-Jan-21	6:17:30 AM	\$0.00
06-Jan-21	7:47:00 AM	\$0.00	06-Jan-21	9:17:00 AM	\$0.00	06-Jan-21	12:20:00 PM	\$0.00
07-Jan-21	6:17:30 AM	\$0.00	07-Jan-21	7:47:00 AM	\$0.00	07-Jan-21	9:17:00 AM	\$0.00
07-Jan-21	12:20:00 PM	\$0.00	08-Jan-21	8:17:00 AM	\$0.00	08-Jan-21	9:47:00 AM	\$0.00
08-Jan-21	12:20:00 PM	\$0.00	08-Jan-21	4:34:30 PM	\$0.00	09-Jan-21	6:32:30 AM	\$0.00
09-Jan-21	7:32:30 AM	\$0.00	09-Jan-21	8:32:30 AM	\$0.00	09-Jan-21	3:32:30 PM	\$0.00
10-Jan-21	1:34:00 PM	\$0.00	10-Jan-21	4:32:30 PM	\$0.00	10-Jan-21	6:32:30 PM	\$0.00
10-Jan-21	10:33:30 PM	\$0.00						

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

Gross Total: \$0.00

Net Total: \$0.00

WVTL AM/FM
 Roser Communications Network, Inc.
 215 Leland Ave.
 Suite 101
 Utica, NY 13502

INVOICE (#3080039837)
 Calendar Period: 8/17/2020 - 8/23/2020
 Account #: 1072

Station Promo

Product: EEO			Script: 4221 (1:00)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
17-Aug-20	2:33:00 PM	\$0.00	17-Aug-20	4:24:00 PM	\$0.00	17-Aug-20	6:45:00 PM	\$0.00
18-Aug-20	6:52:00 AM	\$0.00	18-Aug-20	10:32:00 AM	\$0.00	18-Aug-20	3:18:00 PM	\$0.00
18-Aug-20	5:19:00 PM	\$0.00	19-Aug-20	12:28:00 PM	\$0.00	19-Aug-20	5:22:00 PM	\$0.00
19-Aug-20	6:54:00 PM	\$0.00	19-Aug-20	7:24:00 PM	\$0.00	20-Aug-20	7:33:00 AM	\$0.00
20-Aug-20	9:45:00 AM	\$0.00	20-Aug-20	12:32:00 PM	\$0.00	20-Aug-20	4:20:00 PM	\$0.00
21-Aug-20	7:54:30 AM	\$0.00	21-Aug-20	10:34:00 AM	\$0.00	21-Aug-20	5:18:00 PM	\$0.00
21-Aug-20	10:23:00 PM	\$0.00	22-Aug-20	7:22:00 AM	\$0.00	22-Aug-20	9:46:00 AM	\$0.00
22-Aug-20	10:52:00 AM	\$0.00	23-Aug-20	7:18:30 AM	\$0.00	23-Aug-20	11:22:00 AM	\$0.00
23-Aug-20	3:33:00 PM	\$0.00	23-Aug-20	5:27:00 PM	\$0.00			

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

Gross Total: \$0.00

Net Total: \$0.00

WVTL AM/FM
 Roser Communications Network, Inc.
 215 Leland Ave.
 Suite 101
 Utica, NY 13502

INVOICE (#3110039837)
 Calendar Period: 2/1/2020 - 1/31/2021
 Account #: 991

Station Promos
 Accounts Payable
 185 Genesee St
 Utica, NY 13501
 (1 3 5 0 1 0)

Product: EEO COMPLIANCE			Script: 2287 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
04-Jan-21	6:31:02 AM	\$0.00	04-Jan-21	10:36:02 AM	\$0.00	04-Jan-21	12:36:02 PM	\$0.00
04-Jan-21	4:36:02 PM	\$0.00	05-Jan-21	7:31:02 AM	\$0.00	05-Jan-21	12:36:02 PM	\$0.00
05-Jan-21	2:36:02 PM	\$0.00	05-Jan-21	5:36:02 PM	\$0.00	06-Jan-21	10:36:02 AM	\$0.00
06-Jan-21	1:36:02 PM	\$0.00	06-Jan-21	4:36:02 PM	\$0.00	06-Jan-21	6:35:02 PM	\$0.00
07-Jan-21	9:36:02 AM	\$0.00	07-Jan-21	12:36:02 PM	\$0.00	07-Jan-21	2:36:02 PM	\$0.00
07-Jan-21	4:36:02 PM	\$0.00	08-Jan-21	7:31:02 AM	\$0.00	08-Jan-21	12:36:02 PM	\$0.00
08-Jan-21	2:36:02 PM	\$0.00	08-Jan-21	5:36:02 PM	\$0.00	09-Jan-21	8:31:02 AM	\$0.00
09-Jan-21	12:36:02 PM	\$0.00	09-Jan-21	2:36:02 PM	\$0.00	09-Jan-21	4:36:02 PM	\$0.00
10-Jan-21	8:31:02 AM	\$0.00	10-Jan-21	11:36:02 AM	\$0.00	10-Jan-21	1:36:02 PM	\$0.00
10-Jan-21	3:36:02 PM	\$0.00						

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

Gross Total: \$0.00

Net Total: \$0.00