

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, 2017 to February 1, 2018

C. Full-Time Vacancies Filled During Reporting Period:

Job Title	Date Filled	Positions
Announcer	6/19/2017	1
Announcer	9/5/2017	1
Announcer	9/25/2017	1
Sales Person	6/1/2017	1
Engineer	11/6/2017	1

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

Job Title	Date Filled	Hire Source	Recruitment Source
Announcer	6/19/2017	Internet Ad	Internet Ads– All Access.com and Facebook
Announcer	9/5/2017	Internet Ads	Internet Ads– All Access.com and Facebook
Announcer	9/25/2017	Internet Ads	Internet Ads– All Access.com and Facebook
Sales person	6/1/2017	Radio Ads	Radio Ads on all Stations, Internet Ads– All Access.com
Engineer	11/6/2017	Internet Ad	Internet Ads– All Access.com

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 10

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: 10

Recruitment Source	Number of Interviewees Referred
Employee Referral	0
Internet/All Access	8
Walk-in/Self Referral	0
Newspaper (specify which)	0
Cable TV	0
Trade Paper (specify)	0
Radio Advertising	2
Job Fair	0
TV Spots – WPNY	0

ROSER COMMUNICATIONS NETWORK, INC.

EEO OUTREACH ACTIVITIES

February 1, 2017– February 1, 2018

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, six local groups have expressed interest in receiving information regarding 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 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.

2017 - 2018 Recruitment Activities

This period, the Unit had five, full-time job openings. The Announcer positions were advertised through internet services and the sales position was advertised on-air on the Unit's stations.

2017 - 2018 Outreach Activities

Open House

This year, the hosted an Open House event. The Open House was held on January 9, 2018. No one attended this event. The event was fully supported by on-air promotional announcements.

Management EEO Training

During this employment period, Kenneth Roser, the President 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. Mr. Roser reviewed chapter Three (Major Title Seven Protected Class Issues) and chapter Four (Constitutional Claims).

During the period, the unit continued its Internship Program which was initiated in October, 2007. During this past year, students from Herkimer College and Utica College served as interns. The purpose of the program was to introduce students to career opportunities in radio broadcasting.

Public Notice Pres Releases

Initiatives

Recruitment