

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

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.

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)

inquiry@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@nlgja.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

gbreen@fmsworkforcesolutions.org

Send job openings to these:

Women's Employment & Resource Center

cboxall@wercmv.org

Working Solutions

mfay@workingsolutionsrome.org

NY State Dept of Labor,

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

asavino@working-solutions.org

National Federation of Community Broadcasters (Latino & Native)

ernesto@nfcfb.org

Latino Public Radio Consortium

mag@latinopublicradioconsortium.org

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

INVOICE (#27D0032688)
 Calendar Period: 12/1/2017 - 12/31/2017
 Account #: 991

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

Product: EEO Compliance			Script: 7911 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
25-Dec-17	2:37:00 PM		25-Dec-17	3:37:00 PM		25-Dec-17	6:24:30 PM	
26-Dec-17	9:35:00 AM		26-Dec-17	10:37:30 AM		26-Dec-17	3:23:30 PM	
27-Dec-17	6:38:15 AM		27-Dec-17	3:53:00 PM		27-Dec-17	4:38:00 PM	
28-Dec-17	6:37:30 AM		28-Dec-17	7:38:00 AM		28-Dec-17	4:24:30 PM	
29-Dec-17	7:03:30 AM		29-Dec-17	3:37:30 PM		29-Dec-17	6:38:00 PM	
30-Dec-17	8:24:15 AM		30-Dec-17	1:38:00 PM		30-Dec-17	4:24:00 PM	
31-Dec-17	8:16:00 AM		31-Dec-17	9:46:00 AM		31-Dec-17	11:16:00 AM	

21 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 (#2810032688)
 Calendar Period: 1/1/2018 - 1/31/2018
 Account #: 991

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

Product: EEO Compliance			Script: 7911 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
01-Jan-18	6:24:30 AM		01-Jan-18	11:24:30 AM		01-Jan-18	3:37:00 PM	
02-Jan-18	6:37:00 AM		02-Jan-18	9:23:15 AM		02-Jan-18	4:25:10 PM	
03-Jan-18	1:25:00 PM		03-Jan-18	5:24:30 PM		03-Jan-18	6:53:00 PM	
04-Jan-18	11:25:00 AM		04-Jan-18	4:24:00 PM		04-Jan-18	5:37:30 PM	
05-Jan-18	12:37:30 PM		05-Jan-18	2:25:00 PM		05-Jan-18	4:37:30 PM	
06-Jan-18	9:25:00 AM		06-Jan-18	10:24:30 AM		06-Jan-18	10:37:30 AM	
07-Jan-18	7:32:00 AM		07-Jan-18	9:16:00 AM		07-Jan-18	4:24:30 PM	
08-Jan-18	8:37:30 AM		08-Jan-18	4:37:30 PM		08-Jan-18	5:24:30 PM	
09-Jan-18	11:24:00 AM		09-Jan-18	4:25:00 PM		09-Jan-18	6:36:00 PM	
10-Jan-18	9:24:30 AM		10-Jan-18	1:25:00 PM		10-Jan-18	4:38:00 PM	
11-Jan-18	11:37:00 AM		11-Jan-18	1:37:30 PM		11-Jan-18	2:38:00 PM	
12-Jan-18	11:36:30 AM		12-Jan-18	2:38:30 PM		12-Jan-18	6:24:30 PM	
13-Jan-18	9:38:00 AM		13-Jan-18	1:38:00 PM		13-Jan-18	4:37:30 PM	
14-Jan-18	7:31:30 AM		14-Jan-18	9:46:00 AM		14-Jan-18	4:24:30 PM	
15-Jan-18	12:24:30 PM		15-Jan-18	1:54:00 PM		15-Jan-18	6:36:45 PM	

45 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 (#4770031597)
 Calendar Period: 7/10/2017 - 7/19/2017
 Account #: 991

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

Product: EEO Compliance			Script: 7485 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
10-Jul-17	10:34:30 AM		10-Jul-17	11:51:30 AM		10-Jul-17	2:34:00 PM	
11-Jul-17	10:34:30 AM		11-Jul-17	11:51:45 AM		11-Jul-17	12:34:45 PM	
12-Jul-17	7:58:30 AM		12-Jul-17	11:52:10 AM		12-Jul-17	2:51:40 PM	
13-Jul-17	7:58:00 AM		13-Jul-17	12:34:30 PM		13-Jul-17	2:49:00 PM	
14-Jul-17	7:22:00 AM		14-Jul-17	1:35:00 PM		14-Jul-17	2:51:00 PM	
15-Jul-17	7:49:30 AM		15-Jul-17	3:33:30 PM		15-Jul-17	5:34:00 PM	
16-Jul-17	8:19:30 AM		16-Jul-17	11:50:30 AM		16-Jul-17	7:47:00 PM	
17-Jul-17	10:33:30 AM		17-Jul-17	12:51:30 PM		17-Jul-17	2:34:30 PM	
18-Jul-17	11:35:00 AM		18-Jul-17	12:51:00 PM		18-Jul-17	10:34:30 PM	
19-Jul-17	8:44:00 AM		19-Jul-17	11:52:30 AM		19-Jul-17	7:52:00 PM	

30 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 (#47D0032688)
Calendar Period: 12/1/2017 - 12/31/2017
Account #: 991

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

Product: EEO Compliance			Script: 7911 (:30)		
Date	Time	Rate	Date	Time	Rate
25-Dec-17	11:49:30 AM		25-Dec-17	1:34:00 PM	
26-Dec-17	7:56:00 AM		26-Dec-17	9:42:00 AM	
27-Dec-17	6:19:30 AM		27-Dec-17	7:57:00 AM	
28-Dec-17	7:42:00 AM		28-Dec-17	11:34:00 AM	
29-Dec-17	11:34:00 AM		29-Dec-17	12:33:15 PM	
30-Dec-17	10:33:00 AM		30-Dec-17	4:34:00 PM	
31-Dec-17	7:49:00 AM		31-Dec-17	9:49:45 AM	
			25-Dec-17	2:34:00 PM	
			26-Dec-17	1:34:00 PM	
			27-Dec-17	11:33:30 AM	
			28-Dec-17	3:50:30 PM	
			29-Dec-17	4:50:15 PM	
			30-Dec-17	5:33:30 PM	
			31-Dec-17	2:32:15 PM	

21 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.
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 Utica, NY 13502

INVOICE (#4810032688)
 Calendar Period: 1/1/2018 - 1/31/2018
 Account #: 991

Station Promos
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 185 Genesee St
 Utica, NY 13501
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Product: EEO Compliance			Script: 7911 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
01-Jan-18	6:43:00 AM		01-Jan-18	11:51:30 AM		01-Jan-18	2:33:00 PM	
02-Jan-18	6:43:00 AM		02-Jan-18	11:34:00 AM		02-Jan-18	1:33:30 PM	
03-Jan-18	6:42:15 AM		03-Jan-18	10:33:45 AM		03-Jan-18	12:34:30 PM	
04-Jan-18	10:35:00 AM		04-Jan-18	3:33:10 PM		05-Jan-18	10:50:30 AM	
05-Jan-18	11:51:00 AM		05-Jan-18	2:50:30 PM		06-Jan-18	9:49:30 AM	
06-Jan-18	10:34:30 AM		06-Jan-18	6:33:30 PM		07-Jan-18	7:32:00 AM	
07-Jan-18	10:34:00 AM		07-Jan-18	5:32:45 PM		08-Jan-18	8:42:00 AM	
08-Jan-18	2:51:00 PM		08-Jan-18	5:50:00 PM		09-Jan-18	9:56:30 AM	
09-Jan-18	1:50:00 PM		09-Jan-18	6:49:10 PM		10-Jan-18	9:41:00 AM	
10-Jan-18	2:34:00 PM		10-Jan-18	3:50:30 PM		11-Jan-18	8:57:15 AM	
11-Jan-18	11:51:15 AM		11-Jan-18	4:33:00 PM		12-Jan-18	9:58:00 AM	
12-Jan-18	1:51:00 PM		12-Jan-18	4:51:00 PM		13-Jan-18	10:34:00 AM	
13-Jan-18	11:51:00 AM		13-Jan-18	12:49:30 PM		14-Jan-18	8:32:00 AM	
14-Jan-18	10:51:00 AM		14-Jan-18	2:33:15 PM		15-Jan-18	6:58:00 AM	
15-Jan-18	11:51:00 AM		15-Jan-18	2:51:00 PM				

44 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 (#5770031597)
 Calendar Period: 7/10/2017 - 7/19/2017
 Account #: 991

Station Promos
 Accounts Payable
 185 Genesee St
 Utica, NY 13501
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Product: EEO Compliance			Script: 7485 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
10-Jul-17	6:47:00 AM		10-Jul-17	8:17:00 AM		10-Jul-17	9:16:30 AM	
11-Jul-17	6:47:00 AM		11-Jul-17	8:47:00 AM		11-Jul-17	12:20:00 PM	
12-Jul-17	7:47:00 AM		12-Jul-17	9:17:00 AM		12-Jul-17	3:34:45 PM	
13-Jul-17	6:47:00 AM		13-Jul-17	8:17:00 AM		13-Jul-17	9:47:00 AM	
14-Jul-17	6:17:30 AM		14-Jul-17	7:47:00 AM		14-Jul-17	9:17:00 AM	
15-Jul-17	10:54:00 AM		15-Jul-17	11:54:00 AM		15-Jul-17	2:46:00 PM	
16-Jul-17	1:34:30 PM		16-Jul-17	3:46:00 PM		16-Jul-17	10:47:00 PM	
17-Jul-17	6:17:30 AM		17-Jul-17	9:17:00 AM		17-Jul-17	6:48:00 PM	
18-Jul-17	6:17:30 AM		18-Jul-17	7:47:00 AM		18-Jul-17	9:17:30 AM	
19-Jul-17	6:17:30 AM		19-Jul-17	7:47:00 AM		19-Jul-17	9:17:00 AM	

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Gross Total: \$0.00

Net Total: \$0.00

WUTQ 100.7 FM
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INVOICE (#57D0032688)
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Product: EEO Compliance			Script: 7911 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
25-Dec-17	6:47:00 AM		25-Dec-17	10:48:00 AM		25-Dec-17	5:36:30 PM	
26-Dec-17	8:47:00 AM		26-Dec-17	10:48:00 AM		26-Dec-17	7:34:30 PM	
27-Dec-17	12:50:30 PM		27-Dec-17	2:48:00 PM		27-Dec-17	4:47:30 PM	
28-Dec-17	6:47:00 AM		28-Dec-17	10:19:00 AM		28-Dec-17	11:34:00 AM	
29-Dec-17	12:20:00 PM		29-Dec-17	1:48:00 PM		29-Dec-17	4:47:30 PM	
30-Dec-17	9:32:00 AM		30-Dec-17	1:32:00 PM		30-Dec-17	2:32:00 PM	
31-Dec-17	6:47:00 AM		31-Dec-17	12:48:00 PM		31-Dec-17	6:58:50 PM	

21 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.
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INVOICE (#5810032688)
 Calendar Period: 1/1/2018 - 1/31/2018
 Account #: 991

Station Promos
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Product: EEO Compliance			Script: 7911 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
01-Jan-18	6:17:30 AM		01-Jan-18	8:17:00 AM		01-Jan-18	9:47:00 AM	
02-Jan-18	6:17:00 AM		02-Jan-18	7:47:00 AM		02-Jan-18	9:17:00 AM	
03-Jan-18	6:17:00 AM		03-Jan-18	8:17:00 AM		03-Jan-18	10:34:30 AM	
04-Jan-18	6:17:00 AM		04-Jan-18	8:47:00 AM		04-Jan-18	10:34:30 AM	
05-Jan-18	6:17:00 AM		05-Jan-18	7:47:00 AM		05-Jan-18	9:17:00 AM	
06-Jan-18	6:54:00 AM		06-Jan-18	9:32:00 AM		06-Jan-18	6:33:30 PM	
07-Jan-18	6:47:00 AM		07-Jan-18	12:34:00 PM		07-Jan-18	5:46:00 PM	
08-Jan-18	12:20:00 PM		08-Jan-18	1:47:00 PM		08-Jan-18	2:33:30 PM	
09-Jan-18	6:47:00 AM		09-Jan-18	10:34:30 AM		09-Jan-18	12:10:30 PM	
10-Jan-18	12:20:00 PM		10-Jan-18	1:47:00 PM		10-Jan-18	6:34:30 PM	
11-Jan-18	10:34:00 AM		11-Jan-18	1:48:00 PM		11-Jan-18	2:47:00 PM	
12-Jan-18	9:17:00 AM		12-Jan-18	10:34:00 AM		12-Jan-18	2:34:30 PM	
13-Jan-18	8:32:00 AM		13-Jan-18	9:44:00 AM		13-Jan-18	6:33:00 PM	
14-Jan-18	12:33:00 PM		14-Jan-18	1:48:00 PM		14-Jan-18	9:34:30 PM	
15-Jan-18	6:47:00 AM		15-Jan-18	8:17:00 AM		15-Jan-18	9:47:00 AM	

45 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 (#37D0032688)
 Calendar Period: 12/1/2017 - 12/31/2017
 Account #: 991

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

Product: EEO Compliance			Script: 7911 (:30)		
Date	Time	Rate	Date	Time	Rate
25-Dec-17	8:37:00 AM		25-Dec-17	12:38:00 PM	
26-Dec-17	9:37:30 AM		26-Dec-17	2:37:00 PM	
27-Dec-17	8:03:45 AM		27-Dec-17	9:03:45 AM	
28-Dec-17	8:33:00 AM		28-Dec-17	5:38:00 PM	
29-Dec-17	2:37:00 PM		29-Dec-17	3:37:00 PM	
30-Dec-17	6:38:00 AM		30-Dec-17	2:37:00 PM	
31-Dec-17	10:37:00 AM		31-Dec-17	2:36:30 PM	

21 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 (#3810032688)
 Calendar Period: 1/1/2018 - 1/31/2018
 Account #: 991

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

Product: EEO Compliance			Script: 7911 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
01-Jan-18	6:37:30 AM		01-Jan-18	9:36:30 AM		01-Jan-18	11:36:30 AM	
02-Jan-18	7:03:45 AM		02-Jan-18	9:38:00 AM		02-Jan-18	10:37:30 AM	
03-Jan-18	7:33:00 AM		03-Jan-18	9:38:00 AM		03-Jan-18	12:37:30 PM	
04-Jan-18	6:33:00 AM		04-Jan-18	10:37:00 AM		04-Jan-18	3:37:00 PM	
05-Jan-18	11:38:00 AM		05-Jan-18	1:38:00 PM		05-Jan-18	3:37:30 PM	
06-Jan-18	7:36:00 AM		06-Jan-18	1:36:00 PM		06-Jan-18	3:36:30 PM	
07-Jan-18	7:36:30 AM		07-Jan-18	10:36:30 AM		07-Jan-18	1:38:00 PM	
08-Jan-18	7:33:00 AM		08-Jan-18	8:33:00 AM		08-Jan-18	11:37:00 AM	
09-Jan-18	8:33:00 AM		09-Jan-18	9:38:00 AM		09-Jan-18	12:37:00 PM	
10-Jan-18	6:32:30 AM		10-Jan-18	8:03:15 AM		10-Jan-18	9:38:00 AM	
11-Jan-18	9:03:45 AM		11-Jan-18	12:37:00 PM		11-Jan-18	4:37:00 PM	
12-Jan-18	6:32:30 AM		12-Jan-18	9:37:30 AM		12-Jan-18	12:38:00 PM	
13-Jan-18	6:38:00 AM		13-Jan-18	8:37:00 AM		13-Jan-18	9:37:00 AM	
14-Jan-18	10:36:30 AM		14-Jan-18	11:37:00 AM		14-Jan-18	1:37:00 PM	
15-Jan-18	6:33:00 AM		15-Jan-18	9:37:30 AM		15-Jan-18	12:37:00 PM	

45 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 (#2770031946)
 Calendar Period: 7/10/2017 - 7/16/2017
 Account #: 991

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

Product: EEO Compliance			Script: 7485 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
11-Jul-17	5:53:00 AM		11-Jul-17	9:52:00 AM		11-Jul-17	1:22:00 PM	
11-Jul-17	3:52:00 PM		11-Jul-17	4:35:00 PM		11-Jul-17	5:35:00 PM	
11-Jul-17	6:35:00 PM		11-Jul-17	11:45:00 PM		12-Jul-17	6:01:15 AM	
12-Jul-17	7:35:00 AM		12-Jul-17	11:22:00 AM		12-Jul-17	2:23:00 PM	
12-Jul-17	3:55:00 PM		12-Jul-17	4:36:00 PM		12-Jul-17	6:35:00 PM	
13-Jul-17	5:53:00 AM		13-Jul-17	7:35:00 AM		13-Jul-17	9:22:00 AM	
13-Jul-17	12:35:00 PM		13-Jul-17	2:22:00 PM		13-Jul-17	3:22:00 PM	
13-Jul-17	8:19:00 PM		13-Jul-17	11:16:00 PM		14-Jul-17	1:24:00 AM	
14-Jul-17	7:35:00 AM		14-Jul-17	8:22:00 AM		14-Jul-17	9:35:00 AM	
14-Jul-17	10:53:00 AM		14-Jul-17	12:22:00 PM		14-Jul-17	2:55:00 PM	
14-Jul-17	6:55:00 PM		15-Jul-17	7:54:00 AM		15-Jul-17	10:53:00 AM	
15-Jul-17	2:52:00 PM		15-Jul-17	6:57:00 PM		15-Jul-17	7:18:00 PM	
15-Jul-17	8:17:30 PM		15-Jul-17	9:18:30 PM		15-Jul-17	10:45:00 PM	
16-Jul-17	10:48:00 AM		16-Jul-17	1:35:00 PM		16-Jul-17	2:35:00 PM	
16-Jul-17	6:22:00 PM		16-Jul-17	7:22:00 PM		16-Jul-17	9:22:00 PM	
16-Jul-17	10:00:00 PM		16-Jul-17	11:36:00 PM				

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

Gross Total: \$0.00

Net Total: \$0.00

Initiatives

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ROSER COMMUNICATIONS EEO OPEN HOUSE 2017-18

**SURE, YOU'VE HEARD OF AN OPEN HOUSE....BUT AT A RADIO STATION?
ROSER COMMUNICATIONS IS HAVING AN OPEN HOUSE AND CAREER DAY,
JANUARY 10TH, FROM 1 TILL 3. THE FREE OPEN HOUSE AND CAREER DAY
INCLUDES A TOUR OF OUR STUDIO AND OFFICES IN 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 JANUARY 10TH, FROM 1 TILL 3. EMAIL
JOBS@ROSERGROUP.COM**

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

Recruitment

Talk 100.7FM (WUTQ) in Utica, NY is seeking an intelligent, enthusiastic, and energetic individual to complete our local Morning News/Talk Team. Necessary skills include website content, social media engagement, local show prep, newscasts, and a natural willingness to dig into our community. Beautiful new facility and a small, local company. Please send resume, picture, writing sample, and demo displaying newscasting, interviewing and conversational skills to jobs@rosergroup.com. EOE

Allaccess.com ad 5/4/17

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IT/Engineer Fulltime Opening Ad October 2017

Roser Communications has an opening for a fully capable radio engineer/IT person to maintain our radio facilities in Utica, New York. The position includes, among other things: radio computer automation, digital and analog audio platforms, equipment maintenance, repair and installation, IT and studio maintenance. We have a new state of the art facility that you'll be working in, maintaining, troubleshooting and improving broadcast equipment, building out projects and helping to ensure FCC compliance. You need to be up to date on all IT technologies and be willing to make work a priority and be on call 24/7. A Chief Engineer and higher-level IT company are already with our company, but you'll handle all the day-to-day tasks.

You need a can-do attitude and the ability to solve problems quickly and creatively. Solid, competitive compensation package for the right candidate with a full array of benefits. Email your letter, qualifications, and resume to grant@rosergroup.com.

Roser Communications is an equal opportunity employer.

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ROSER COMMUNICATIONS SALES OPENING ONLINE AD

YOU HATE YOUR JOB.....WE ALL HEAR IT ALL THE TIME. WE SEE IT ON FACEBOOK. YOU'RE STUCK IN A BORING, DEAD END JOB. I'VE GOT AN OPENING RIGHT NOW, WITH A GREAT OFFER SITTING ON MY DESK WAITING FOR THE RIGHT PERSON. IS IT YOU? I'M GRANT ROSER, GENERAL MANAGER OF KISS-FM, BUG COUNTRY AND WUTQ AND I'M LOOKING FOR SOMEONE TO JOIN OUR AWESOME SALES TEAM. EXPERIENCE IS NEEDED, EXCUSES AREN'T. I'VE GOT A GREAT LIST WAITING AND A GREAT OPPROTUNITY. WE WORK HARD BUT WE ALSO HAVE A FUN TIME HERE WITH SOME OF THE BEST EVENTS IN CENTRAL NEW YORK. INTERESTED? EMAIL GRANT@ROSERGROUP.COM. ROSER COMMUNICATIONS IS AN EQUAL OPPORTUNITY EMPLOYER.

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ROSER COMMUNICATIONS FULLTIME ON-AIR OPENING APRIL 2017

ROSER COMMUNICATIONS IN UTICA HAS A FULLTIME ON-AIR OPENING AT THE AREA'S ONLY FM TALK RADIO STATION, TALK 100.7FM. WE'RE LOOKING FOR SOMEONE WHO IS VERY ARTICULATE, CAN CONTRIBUTE TO A DAILY, LOCAL MORNING TALK SHOW, DELIVER THE NEWS ON-AIR, AND WHO IS ADEPT AT SOCIAL MEDIA. IT'S A 3 PERSON SHOW, AND YOU'D BE A BIG PART OF IT, BOTH ON AND OFF THE AIR. SEND YOUR MATERIALS TO: [JOBS @ ROSERGROUP.COM](mailto:JOBS@ROSERGROUP.COM). JOBS AT [R-O-S-E-R GROUP.COM](http://R-O-S-E-R.GROUP.COM). ROSER COMMUNICATIONS IS AN EQUAL OPPORTUNITY EMPLOYER.

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

INVOICE (#2770031597)
 Calendar Period: 7/10/2017 - 7/19/2017
 Account #: 991

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

Product: EEO Compliance			Script: 7485 (:30)					
Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
10-Jul-17	11:37:30 AM		10-Jul-17	6:55:00 PM		11-Jul-17	8:02:30 AM	
11-Jul-17	8:55:00 AM		11-Jul-17	10:38:30 AM		12-Jul-17	3:52:00 PM	
13-Jul-17	6:38:30 AM		13-Jul-17	4:55:30 PM		13-Jul-17	6:38:30 PM	
14-Jul-17	5:02:45 AM		14-Jul-17	6:55:00 AM		14-Jul-17	8:54:30 AM	
15-Jul-17	11:24:30 AM		15-Jul-17	12:38:00 PM		15-Jul-17	10:18:00 PM	
16-Jul-17	5:35:00 AM		16-Jul-17	7:31:00 AM		16-Jul-17	10:36:00 PM	
17-Jul-17	6:55:00 AM		17-Jul-17	8:19:00 PM		17-Jul-17	11:18:00 PM	
18-Jul-17	10:37:30 AM		18-Jul-17	3:52:15 PM		19-Jul-17	6:25:00 AM	
19-Jul-17	12:52:00 PM		19-Jul-17	4:55:30 PM				

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

Gross Total: \$0.00

Net Total: \$0.00

WSKS-WSKU Opening May 2017

979/1055 KISS-FM IN UTICA, NY HAS A RARE PRIMETIME AFTERNOON DRIVE OPENING JUST WAITING FOR THE RIGHT PERSONALITY. THIS IS THE #1 RATED AFTERNOON DRIVE SLOT ON THE #2 STATION IN THE MARKET AND YOU'LL HAVE BIG SHOES TO FILL. DO YOU LIVE AND BREATHE THE CHR LIFESTYLE? CAN YOU EXECUTE A PERSONALITY DRIVEN AFTERNOON DRIVE SHOW WHILE RULING THE WORLD ON SOCIAL MEDIA? YOU WILL ALSO BE HEAVILY INVOLVED PLANNING AND EXECUTING STATION PROMOTIONS AND EVENTS. WE ARE A LOCALLY OWNED, LIVE AND LOCAL RADIO STATION THAT'S SUPER ACTIVE IN THE COMMUNITY, SO IF YOU'RE LOOKING TO JUST DO YOUR SHOW AND GO THIS ISN'T FOR YOU. BUT IF YOU WANT TO BE PART OF A TEAM THAT WORKS TOGETHER TO MAKE THE STATION AND COMPANY BE THE BEST IT CAN BE, AND THEN STRIVE FOR MORE THEN WE WANT TO HEAR FROM YOU. MUST HAVE AT LEAST 2 YEARS OF FULL TIME ON-AIR EXPERIENCE. EMAIL YOUR RESUME, PHOTO AND AIRCHECK (2 MINS OR LESS) TO SHAUN@CNYKISS.COM

ROSER COMMUNICATIONS IS AN EOE EMPLOYER.

All Access.com ad 5/3/17

WUTQ Opening – Social Media post.

Talk 100.7FM in Utica has an opening on “The Talk of the Town” morning show. We’re looking for someone with a dynamic, outgoing personality, who can contribute to the show, help book guests, write the news for on-air and our website, and help produce a great, 4 hour, daily talk show. Are you up on current events? Have some thoughts about what’s going on in our area? Can you call it down the middle? Can you write well? Send your resume and other materials to jobs@rosergroup.com.