

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: None

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: None

Recruitment Source	Number of Interviewees Referred
Employee Referral	None
Internet/Web Site	
Walk-in/Self Referral	
Newspaper (specify which)	
University (specify)	
Trade Paper (specify)	
Other	

ROSER COMMUNICATIONS NETWORK, INC.

EEO OUTREACH ACTIVITIES

February 1, 2004 – February 1, 2005

Roser Communications Network, Inc., during the past year, has set up a comprehensive outreach and recruitment program designed to widely disseminate information regarding full-time job opportunities at its stations.

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, every six months, 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, no local groups have expressed any 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.

Roser Communications Network, Inc. has selected the following menu options:

List every upper-level opening in a job bank or newsletter of a media trade group whose membership include substantial participation of women and minorities.

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

During the next employment period, upper-level management will commence training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Toward this end, upper-level management will review the book, EEO Law and Personnel by Arthur Gutman.

OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2004

Name of Activity: Feb '04 Account Executive opening

Description of Initiative:

Account executive position open

- sent press release to attached list

- ran ad on B&B + Bug

**EEO Press Release contact list
November 10, 2003**

✓ American Woman in Radio and Television 703.506.3266
✓ Asian American Journalists Association 415.346.6343
✓ The Assoc for Women in Communications, Inc 410.544.4640
✓ Indigenous Broadcast Center 907.263.7456
✓ Black Broadcasters Alliance 412.829.0313
✓ California Chicago News Media Assoc 213.743.4989
✓ 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 Assoc of Hispanic Journalists 202.662.7144
✓ Natl Assoc of Minority Media Executives 703.893.2414
✓ Natl Lesbian and Gay Journalists Assoc 202.588.1818
✓ Native American Journalist Assoc 866.694.4264
✓ Native American Public Telecommunications 402.472.8675
✓ South Asian Journalists Assoc 212.854.5979
✓ 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

Westaff
3 Ellinwood Court, Suite 202
New Hartford, NY 13413

Veteran's Administration
800 Park Ave.
Utica, NY 13501

Manpower
4947 Commercial Drive
Yorkville, NY 13495



PRESS RELEASE

For immediate release

Contact: Grant Roser, General Sales Manager
315.734.9245 x3015
February 19, 2004

Looking for more money? Are you motivated and outgoing? Do you think outside the box? Then we're looking for you. Bug Country is looking to hire energetic, results oriented sales team members to add to our growing group of stations. Experience preferred, but if you think you have the stuff, then we want to hear from you. E-mail your resume to grant.roser@rosergroup.com or call 315.734.9245 extension 3015. Roser Communications Network is an equal opportunity employer.

Bug Country is owned by Roser Communications Network, Inc., based at 185 Genesee Street, Suite 1601, Utica, New York 13501. It is comprised of two 6,000 watt frequencies, including WBGK-FM, Newport Village/Utica/Rome on 99.7, and WBUG-FM, Fort Plain/Amsterdam on 101.1.

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Business Office - 185 Genesee St. Suite 1601 Utica, N.Y. 13501
Phone: (315) 734-9245 Fax: (315) 624-9245

ROSER COMMUNICATIONS NETWORK

y) : (315) 734-9245

: Type : C - Contract

Date : 02/29/04

Stop Date : 03/06/04

Rate : CC - COMMERCIAL CLASSIFIED 9/2003

Ad Cost : \$289.80

Extra : \$0.00

Publication : DG - DAILY GAZETTE

Class Code : 0035 - HELP WANTED

Ad # : 733046

Acct# : 167946

Depth : 23

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INVESTMENT][

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we want to hear from
you. E-mail resume to
grant.rosier@rosier-
group.com or call
315.734.9245 ext. 3015.
Roser Communications
Network is an equal op-
portunity employer.