

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with Section 73.2080(e) (6) of the FCC's 2002 EEO Rule. This EEO Public File Report is on behalf of the Station Employment Unit that is comprised of the following stations:

KBRF AM, Fergus Falls, MN
KZCR FM, Fergus Falls, MN
KJJK AM, Fergus Falls, MN
KJJK FM, Fergus Falls, MN
KPRW FM, Perham, MN

The information contained in this EEO Public File Report covers the period from December 1, 2008 to, and including November 30, 2009. The FCC's 2002 EEO Rule requires that this EEO Public File Report contain the following information:

1. A list of full-time vacancies filed by the Stations comprising the Station Employment Unit during the applicable period.
2. For each vacancy, the recruitment sources utilized to fill the vacancy;
3. The recruitment source that referred the hire for each full-time vacancy;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by recruitment sources utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(e) (2) of the FCC Rules.

Appendices 1, 2 and 3 which follow provide the required information.

Result Radio Group, Inc.
728 Western Ave.
Fergus Falls, MN 56537

Appendix 1

Result Radio, Inc.
Annual EEO Public File Report
Period Covered December 1, 2008 to November 30, 2009

Vacancy Information:

Full Time Positions By Job Title	Recruitment Source Hire	Total Number of Interviewees
Sales Representative	Staff Referral	3 Total Interviews

Appendix 2

Annual EEO Public File Report Form
 Covering the Period from December 1, 2008 to November 30, 2009
 Station(s) Comprising Station Employment Unit: KBRF AM, KZCR FM, KJJK AM, KJJK
 FM, KPRW FM

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
MN Workforce Center Rick Schara 218-739-7560	0	Sales Representative
Radio Recruitment – KBRF, KZCR, KJJK A/F, KPRW Doug Gray, Gen Mgr. 218-736-7596	2	Sales Representative
MN Broadcasters Assn. Job Bank – Jim DuBois 1-800-	0	Sales Representative
Staff Referral Doug Gray, Gen Mgr 218-736-7596	1	Sales Representative
Walk-Ins	0	

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Appendix 3

Result Radio Group, Inc.
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Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Result Radio Group, Inc. has and will continue to be an Equal Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

1. Operations Manager Greg Brady participated in the Brown College Graduate Career Fair, 1440 Northland Drive, Mendota Heights, MN on Thursday, September 17th, 2009 from 10:30 am to 1:30 pm. Greg provided information on job opportunities available at Lakes Radio and gave students the opportunity to submit resumes and audition tapes.
2. Operations Manager Greg Brady participated in a Job Fair on Wednesday, November 18, 2009, at the Ashby High School. Greg provided information on education and job opportunities. Greg also had hands-on interaction with students by giving them an opportunity to record their voice and see step-by-step how a radio commercial is produced.
3. Operations Manager Greg Brady conducted a station tour for Fergus Falls Cub Scouts on Tuesday, May 12th, 2009 at 5:00 pm. Greg gave the scouts an opportunity to record their voices and to see step-by-step how a radio commercial is produced, as well as how a radio station operates.
4. Lakes Radio participates in the Adopt-A-Class program with the Fergus Falls School District as an outreach activity. Operations Manager Greg Brady visited the class regularly and talked to them about broadcast careers and opportunities, as well as gave the class a tour of the radio station and had them produce public service announcements.
5. Lakes 99.5 Manager David Howey conducted a station tour for Frazee 5th graders on Tuesday, September 8th, 2009. David explained how radio works, talked to them about broadcast careers and opportunities, and recorded the class's voices.
6. Lakes Radio established a "Broadcast Career Opportunity" center in the lobby with brochures from broadcast schools and scholarship opportunities.