

Exhibit 14.1

Compliance with Radiofrequency Radiation Guidelines

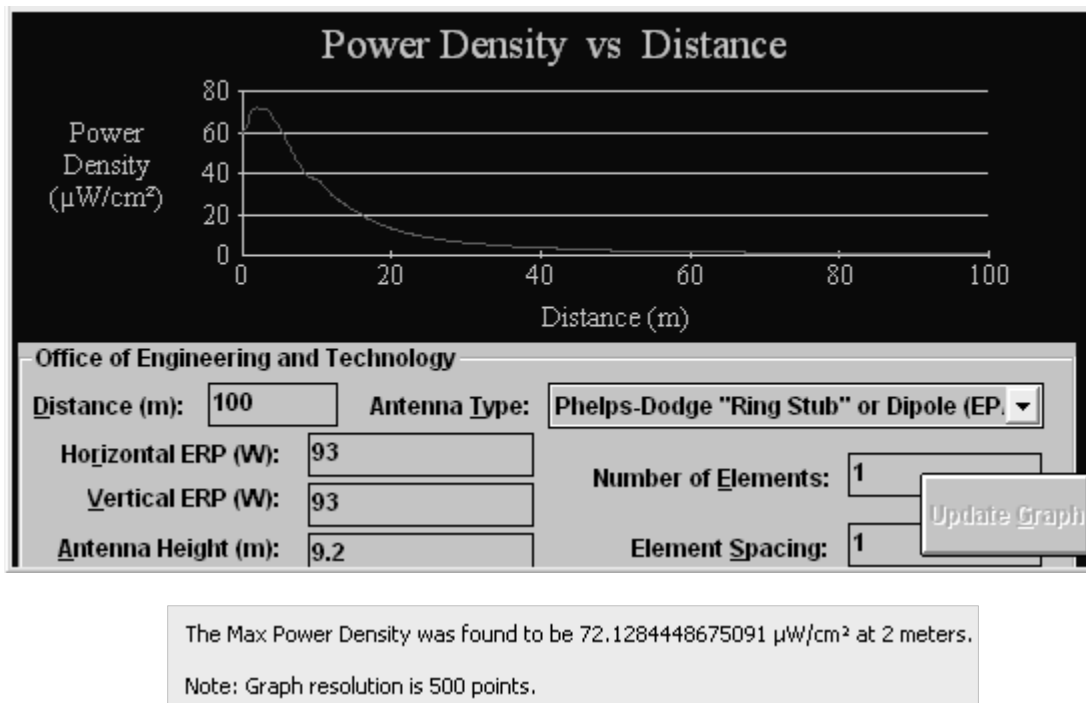
The RF Compliance Study for CH245L1.P – Waterloo, WI has been evaluated for human exposure to non-ionizing radiofrequency radiation at the transmitter site. The potential for human exposure to non-ionizing radiofrequency radiation at the proposed transmitter site has been evaluated with regards to §1.1310 concerning contributions for single source sites. There are no other sources of RF radiation within 315 meters of this site.

The proposed facility will operate on CH245L1 (96.9 MHz) with a maximum effective radiated power (ERP) of 0.093 kW circular polarization. The facility will operate with a one (1) bay antenna mounted 9.2 meters above ground level (AGL). The spacing for the element will be 1.0λ (wavelength). For purposes of this RF Compliance Study, a worst case EPA type 1 element as defined by FCC program FM Model Version 2.10b¹ has been assumed.

To evaluate the total exposure to non-ionizing radio-frequency radiation with regards to the single source contribution rules, the individual contribution may be expressed directly in $\mu\text{W}/\text{cm}^2$ units relative to the maximum permissible uncontrolled environment limit of $200 \mu\text{W}/\text{cm}^2$. If the resulting contribution is less than or equal to $200 \mu\text{W}/\text{cm}^2$, the exposure is concluded to be within the guidelines of OET Bulletin No. 65 (Edition 97-01) and §1.1310 for the more restrictive uncontrolled limit. Protection of the uncontrolled limit ($200 \mu\text{W}/\text{cm}^2$) implies protection of the controlled limit ($1000 \mu\text{W}/\text{cm}^2$).

Inspection of the graph below shows the maximum contribution for the uncontrolled environment to be less than $200 \mu\text{W}/\text{cm}^2$ as set forth by §1.1310. Therefore, the facility is in compliance with FCC guidelines. In addition to the protection afforded by the proposed antenna height above ground, the facility is or will be properly marked with signs, and/or entry to the facility will be restricted by means of fencing with locked doors and/or gates if required. Any other means that may be required to protect employees and the general public will also be employed.

In the event work is required in proximity to the antenna(s) such that the person or persons working in the area will be potentially exposed to fields in excess of the current guidelines, an agreement signed by all broadcast parties at the site will be in effect for the offending transmitter(s) to reduce power, or cease operation during the critical period.



1. FM Model Version 2.1b employs the standards as detailed in OET Bulletin No. 65 (Edition 97-01). FM radiofrequency radiation levels have been predicted using both the array pattern, the calculations of which are based on the number of bays in the antenna and wavelength spacing between the bays, and the element pattern. The element pattern has been determined by using measured element data prepared by the EPA and published in "An Engineering Assessment of the Potential Impact of Federal Radiation Protection Guidance on the AM, FM and TV Services," by Paul C. Gailey and Richard Tell - April 1985, U.S. Environmental Protection Agency.