

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

(For FCC Use Only)

Code No.

Legal Name of the Licensee Encarnacion A. Guerra		
Mailing Address 6402 N. Bartlett Suite #1		
City Laredo	State or Country (if foreign address) TX	ZIP Code 78041
Telephone Number (include area code) 956-726-9393	E-Mail Address (if available) bguerra@kjbz.com	
	Facility ID Number 19545	Call Sign KRRG

TYPE OF BROADCAST STATION :

Commercial Broadcast Station

Noncommercial Broadcast Station

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Radio | <input type="checkbox"/> TV | <input type="checkbox"/> Educational Radio |
| <input type="checkbox"/> Low Power TV | <input type="checkbox"/> International | <input type="checkbox"/> Educational TV |

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through IV should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (city, state)	Time Brokerage Agreement (check applicable box)
KRRG	19545	<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV	Laredo, TX	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name Belinda Guerra		Street Address 6402 N. Bartlet Suite #1	
City Laredo	State TX	Zip Code 78041	Telephone No. (956) 726-9393

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

Does your station employment unit employ fewer than five full-time employees?

Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

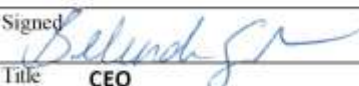
CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT
(U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Name of Respondent Belinda Guerra
Title CEO	Telephone No. (include area code) 956-726-9393
Date 3/10/2021	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME Robert Estrada	TITLE General Manager
----------------------------	------------------------------

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT

Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

Exhibit No.

II. NARRATIVE STATEMENT

Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

Exhibit No.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour, 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

FCC EEO PUBLIC FILE REPORT

Call Sign	Type of Station	Location: City/ State	Station ID
KRRG/KJBZ	Radio	Laredo, TX	19545
For the reporting period of: April 2019 – March 2020			

I. Vacancy List

- Full Time Positions Filled

Job Title	Recruitment Source (RS)	RS for Person Hired
Radio DJ	1-5	5
Maintenance	1-5	3
Promotions Coordinator	1-5	4
Production Assistant	1-5	4
Radio DJ	1-5	2

II. Master Recruitment Source List (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification	No. of Interviewers Referred by RS over 12-month period
1.	Texas Workforce Commission Employment Services 2389 E. Saunders St.	Y	3
2.	Texas A & M International University	Y	2
3.	Station On Air Commercials KRRG 98.1 FM KJBZ 92.7 FM	Y	8
4.	Word of Mouth Referral	Y	5
5.	Walk-Ins	Y	12

FCC EEO PUBLIC FILE REPORT

Call Sign	Type of Station	Location: City/ State	Station ID
KRRG/KJBZ	Radio	Laredo, TX	19545
For the reporting period of: April 2019 – March 2020			

III. Recruitment Initiatives

	Type Of Recruitment	Brief Description of Activity
1	Participation in Events Sponsored by Educational Institutions and Local Community Agencies	<p>April 16, 2019 Guerra Communications participated in an outdoor vehicle career exhibition at Ruiz Elementary Career Day.</p> <p>April 17, 2019 Guerra Communications participated in Career Day at Zackery Elementary.</p> <p>April 26, 2019 Guerra Communications participated in Career Day at Santo Niño Elementary.</p> <p>September 27, 2019 Guerra Communications participated in an outdoor vehicle career exhibition at Zackery Elementary.</p> <p>October 11, 2019 Guerra Communications attended Cigarroa High School Career Day. Radio personnel and sales executives spoke to students in different classrooms about careers in radio and sales.</p>
2	Participate in Job Fairs	<p>On June 19, 2019 Guerra Communications participated in Workforce Solutions for South Texas Summer Job Fair at Uni-Trade Stadium.</p>
3	Internship Programs	<p>Texas A & M International University offers a course for students in broadcasting studies in which students intern at Guerra Communications for school credit.</p> <p>Traffic Internship: During the summer a student interned in our traffic department. The student was able to acquire a vast knowledge of the business of the radio station and the importance of air times of spots.</p>

		Promotion Team Internship: In the spring students were able to be part of the promotions team. Learning the importance of listener relations.
--	--	---

FCC EEO PUBLIC FILE REPORT

Call Sign	Type of Station	Location: City/ State	Station ID
KRRG/KJBZ	Radio	Laredo, TX	19545
For the reporting period of: April 2020 – March 2021			

I. Vacancy List

- Full Time Positions Filled

Job Title	Recruitment Source (RS)	RS for Person Hired
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

II. Master Recruitment Source List (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification	No. of Interviewers Referred by RS over 12-month period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

FCC EEO PUBLIC FILE REPORT

Call Sign	Type of Station	Location: City/ State	Station ID
KRRG/KJBZ	Radio	Laredo, TX	19545
For the reporting period of: April 2020 – March 2021			

III. Recruitment Initiatives

	Type Of Recruitment	Brief Description of Activity
1	Participation in Events Sponsored by Educational Institutions and Local Community Agencies	<p>March 4, 2020 Guerra Communications participated in Prada Elementary School Career on Wheels Event, DJ's had opportunity to inspire our Pre-kinder through 5th grade (750) students with many aspects of our profession.</p> <p>Nov 16, 2020 Guerra Communications DJ's appeared on Clark Middle School Virtual Career Day and Showed Students behind the scene look on how the Radio Industry works.</p> <p>November 5, 2020 Guerra Communications DJ's appeared on Sanchez Ochoa Elementary Virtual Career Day and Showed Students behind the scene look on how the Radio Industry works.</p>
2	Participate in Job Fairs	<p>March 10, 2021 Guerra Communications DJ's Promoted The South Texas Work Force Virtual Hire Event.</p>