

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

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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.
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