

KFFX-KCYU-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Non-Employee Referral	No	0
2	Company Careers Page (Rincon Broadcasting Group) 301 S McDowell St, Suite 125 #1645 Charlotte, NC 28204	No	0
3	Employee Referral	No	0
4	Internal	No	0
5	On-Air Promotion on KFFX\KCYU	No	0
6	Job & Resource Fairs <i>(see Sec. III)</i>	No	0
7	ZipRecruiter 604 Arizona Ave Santa Monica, Ca 90401	No	0
8	LinkedIn (Rincon Page) 1000 W Maude Ave Sunnyvale, CA 90485	No	0
9	Indeed 6433 Champion Grandview Way Building 1 Austin, TX 78750 www.indeed.com	No	0
10	Station Website www.fox41yakima.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in events sponsored by community groups:	Activity: People for People Office Date: January 22, 2026 KCYU TV Account Executive, Shawnee Olson, spoke to a group of women who were either coming out of domestic abuse situations, coming back into the work force or are now sober and looking for careers. Shawnee spoke about the TV stations positions, careers within the company (Rincon) and in broadcasting. The presentation was one hour long. Shawnee told them about her background (poverty, life on the reservation, etc) and how she found out that she had a knack for sales and her career move from retail to newspaper to television. Shawnee talked about what it's like to build relationships, selling air-time and matching clients with programming that makes sense. She also talked about how easy it would have been to not try when things were really bad but instead I set a goal and moved forward. There was a Q&A session where career opportunities were discussed including in the sales and marketing departments and other station positions. One attendee was interested in Sales and Shawnee explained how she could pursue and apply for a Sales\Account Executive position.
2	Participation in Job Fair/Career Fair	Activity: Indian Hills Community College Career Expo March 12, 2026: Human Resources Generalist, Melissa Billington and KTVO\KHQA News Director, Jessica Childs, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI in Springfield, IL, WVTM in Milwaukee WI, KFFX/KCYU in Tri-Cities Yakima and KAYU in Spokane WA, as well as all of Rincon Broadcasting Group at the Indian Hills Community College Career Expo on Thursday March 12, 2026, in Ottumwa Iowa. Melissa and Jessica reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		Code that took them to the Rincon Broadcasting Group Careers Page.
3	Participation in Job Fairs/Career Fairs	Activity: Culver Stockton College Career Expo March 19, 2026: Human Resources Generalist, Melissa Billington and KTVO\KHQA Assistant News Director, Mack Pierce, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI, WVTW in Milwaukee, KFFX/KCYU in Tri-Cities Yakima and KAYU in Spokane Washington as well as all of Rincon Broadcasting Group at the Culver Stockton College Career Expo on Thursday March 19, 2026, in Canton Missouri. Melissa and Mack reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR Code that took them to the Rincon Broadcasting Group Careers Page.
4	Participation in Job Fairs/Career Fairs	Activity: Truman State University Fall Career Expo September 24, 2026: Human Resources Generalist, Melissa Billington and KTVO\KHQA News Director, Jessica Childs, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI in Springfield, IL, WVTW in Milwaukee WI, KFFX/KCYU in Tri-Cities Yakima and KAYU in Spokane WA, as well as all of Rincon Broadcasting Group at the Truman State University Career Expo on Thursday September 24, 2026, in Kirksville MO. Melissa and Jessica reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR Code that took them to the Rincon Broadcasting Group Careers Page.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Activity: EEO Training for Managers September 30, 2026: EEO Training was conducted by Rincon Broadcasting Group's SVP – Legal. He spoke with Station Management and HR Team Members about EEO guidelines, recruitment requirements and FCC Rules and Regulations pertaining to EEO. Those in attendance were Gordy Cummings, General Manager, Jeremy Loyd, Station Manager, San Juana Fernandez, HR Generalist, Melissa Billington, HR Generalist, and Holly Johnson, Sr. Director, Human Resources & Talent Management.

