

**Last Frontier Mediactive, LLC**  
**KMVN (FM), KZND (FM)**  
**EEO Public File Report**  
**October 01, 2019 – September 30, 2020**

**This report covers the following employment unit:**

Call Sign	Facility ID Number	Location City, State
KMVN	49628	Anchorage, AK
KZND-FM	10770	Houston, AK

<b>Full-Time Positions Filled</b>					
Full-Time Position	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Account Executive	12/3/2019	Indeed.com	2	1
			State of Alaska Jobs -Department of Labor	0	0
			Alaska Broadcasters Association	0	0
			National Alliance of State Broadcasters Association	0	0
			Last Frontier Mediactive LLC On air announcements (KMVN FM / KZND FM)	2	0
			Last Frontier Mediactive LLC Websites (2 station websites)	0	0
			Anchorage Chamber of Commerce Website	0	0
			Handshake College Posting - University of Alaska Anchorage	0	0
			Handshake College Posting - Seattle Pacific University	0	0
			Handshake College Posting -University of Washington	0	0
			Facebook - Anchorage Alaska Jobs and Careers Page	0	0
			Internal Posting - Word of Mouth	1	0
Full-Time Position	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
2	Production Manager	8/26/2020	Last Frontier Mediactive LLC On air announcements (KMVN FM / KZND FM)	3	1
			Allaccess.com (All Access Job Board)	0	0
			Facebook - Anchorage Alaska Jobs and Careers Page	0	0
			Internal Posting - Word of Mouth	1	0

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\* See Following List of Recruitment Sources for Contact Information

**Information Regarding Recruitment Sources Contacted for Full-Time Vacancies**

No.	Recruitment Source	Contact	Total Interviewed	Entitled to
1	Anchorage Daily News	Classified Department  Preferred Method – Online	0	N
2	Anchorage Chamber of Commerce  <a href="https://business.anchoragechamber.org/jobs">https://business.anchoragechamber.org/jobs</a>	Emily Ford  Preferred Method – Online	0	N
3	Indeed.com  www.indeed.com	Joshua Dennard 602-682-8799  Preferred Method – Online	2	N
4	State of Alaska Jobs  Alaska Department of Labor  www.jobs.state.ak.us	*access thru MyAlaska  Preferred Method – Online	0	N
5	Alaska Broadcasters Association  P.O. Box 102424 Anchorage Alaska 99510  www.akbroadcasters.org	Cathy Hiebert akbagold@gci.net (907) 258-2424  Preferred Method – Email	0	N
6	National Alliance of State Broadcasters Association P.O. Box 102424 Anchorage Alaska 99510  careerpage.org	Cathy Hiebert akbagold@gci.net (907) 258-2424  Preferred Method – Email	0	N
7	Last Frontier Mediactive Station Websites (2)  movin1057.com alternativeanchorage.com	Program Director(s)  Internally Posted  Preferred Method –	0	N
8	Last Frontier Mediactive Stations (2) (On air advertisements)  KMVN FM Movin 105.7 KZND FM Alternative Anchorage 94.7	Traffic  Preferred Method – Order Entry	5	N

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
9	Handshake - Network for Students  www.handshake.com <a href="#">University of Alaska Anchorage</a>	Preferred Method – Online	0	N
10	Handshake - Network for Students  www.handshake.com <a href="#">University of Washington</a>	Preferred Method – Online	0	N
11	Handshake - Network for Students  www.handshake.com <a href="#">Seattle Pacific University</a>	Preferred Method – Online	0	N
12	Craigs List  www.craigslist.com	Preferred Method – Online	0	N
13	All Access Music Group  www.allaccess.com	(310) 457-6616 Preferred Method – Online	0	N
14	Facebook Group: Anchorage Alaska Jobs and Careers <a href="https://www.facebook.com">https://www.facebook.com</a>	Preferred Method- Posted on social media site	0	N
15	Internal Posting - Last Frontier Mediactive, LLC	Preferred Method- Posted at Front Desk	2	N

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**Prong 3 Longer-Term Recruitment Initiatives**

**Implemented During Previous Year**

No.	Date/Event	Initiative	Description	Scope of Involvement	Personnel Involved
1	ThinkHR Webinar: COVID-19 Updates & Employer FAQ March, 31 2020	Other Activity	ThinkHR hosted a virtual webinar via Zoom at 2:00pm EDT. Business owners and HR professionals were in attendance. The webinar shared current guidance from the CDC, answered COVID-19 related questions, and covered the The Families First Coronavirus Response Act as well as the latest state and federal updates pertaining to COVID-19.	Business Manager	Michelle Wagner
2	Humana Webcast: Navigating the Physical & Mental Impacts of COVID-19 April 27, 2020	Other Activity	Humana hosted a virtual webcast at 3:00pm EDT. Business owners and HR professionals were in attendance. The Chief Medical Officer for Humana shared tools and resources available to employers to address the physical and mental health needs facing employees during the COVID-19 pandemic. The webinar discussed what role telemedicine plays and what employers could do to support their employees during the pandemic.	Business Manager	Michelle Wagner
3	Humana Webcast: Helping Employers Develop Safe COVID-19 Return to Work Plans May 7, 2020	Other Activity	Humana hosted a virtual webcast at 3:00pm EDT. Business owners and HR professionals were in attendance. The webcast provided information on educating employees about COVID-19 exposure and symptoms. It also covered protocols for handling suspected and confirmed cases, how to properly clean the workplace, and designing a socially distanced work space for employees.	Business Manager	Michelle Wagner
4	ABA & APBI 2019 Convention Sheraton Anchorage Hotel Anchorage, Alaska November 14 & 15, 2019	Broadcasting Convention	Attended the 2019 Alaska Broadcasters Association Convention of which we are a current and active member. The ABA holds these conventions partly to accomplish their objectives stated in their mission statement which are as follows: to educate members and the public about the opportunities available and advances possible through the efforts of free, over the air, broadcasting; expand job opportunities in the field of broadcasting; encourage students to enter the profession through scholarships and educational programs. Classes included: EEO, 2020 Political Advertising, Advertising controversial products by ABA's legal counsel Dan Kirkpatrick, of Fletcher/Heald/Hildreth	Market Manager, Market Coordinator, Senior Account Executive	Michael Dukes, Brigitte Lewis, Erin Noonan
5	University of Alaska Wednesday, February 19th, 2020 11:00 AM – 3:00 PM	Job Fair	Career Services at the University of Alaska hosted its spring job and internship fair Wednesday, Feb. 19, from 11 a.m.-3 p.m. in the Wood Center on campus. The free event was open to students, alumni and members of the public. More than 60 employers and university departments attended.	General Manager	Perry Walley