

**Prong 3 Longer-Term Recruitment Initiatives
Implemented During Previous Year**

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|------------|-------------|--|---|--|---|
| 1 | Ongoing | College Internship Program | Local university students can acquire necessary skills for radio/media employment | Students from Indiana-Purdue University Fort Wayne (IPFW) and University of St. Francis have participated in the production of broadcast and online content. | Program Director: Katy Anderson |
| 2 | Ongoing | High School Internship Program- programs with educational institutions relating to career opportunities in broadcasting. | Area public school students experience working in public radio | Students from Homestead and Northrup high schools in Fort Wayne have received training in audio production and journalism. | Program Director: Katy Anderson Producer: Julia Meek |
| 3 | Ongoing | Volunteer recruitment- events for those interested in broadcast employment / volunteerism. | Promote general outreach through events, online, social media and on-air announcements. | Approximately 90 community volunteers support the stations in many different areas of operations throughout the year. | All station employees. |
| 4 | Ongoing | Other activities to promote outreach. | Develop collaborative projects with other local non-profit entities. | Maintain programs with Science Central, IPFW, University of St. Francis, ARCH/Heritage Trail, and the Fort Wayne Philharmonic. | Program Director: Katy Anderson |