

**FCC Form 396
Appendix 3
April 2025- March 2026**

Station Outreach Initiatives

During the time period beginning on April 1, 2025 and ending on March 31, 2026, WVIA undertook various outreach initiatives to support our EEO program.

1. Internship Program

WVIA maintains an active internship program, offering career prep training to students from many regional colleges in a variety of departments. These are structured internship educational experiences, with paid on-the-job training and/or for-credit classes as required for graduation. This year, WVIA supervised four interns in our news department. One is continuing as of this report date.

Eric Walsh of White Haven, Wilkes University. WVIA News internship January 2025 – May 2025. Supervisor: Faith Golay, Managing Editor. Creating news stories and providing audio for radio.

Sydney Allabaugh, of Hanover, Wilkes University. WVIA News internship January 2025 – May 2025. Supervisor: Faith Golay, Managing Editor. Creating news stories and providing audio for radio.

Samara Carey, of Nanticoke, Wilkes University. WVIA News internship August - December 2025. Covering news stories, interviewing sources, writing and rewriting for digital and radio platforms. Supervisor: Faith Golay, Managing Editor.

Morgan Masters, of Jessup, University of Scranton. WVIA News internship January - May 2026. Covering news stories, interviewing sources, writing and rewriting for digital and radio platforms, including hosting solo on NPR's All Things Considered segment live for local broadcast. Supervisor: Faith Golay, Managing Editor.

2. Participation in Career Fairs

WVIA Sr. VP Chris Norton participated in a Trades and Tech job fair at Luzerne County Community College April 9, 2025, and a Trades and Tech Advisory Board meeting afterward. He spoke with 10-12 students interested in radio/TV internships, part-time, or full-time jobs. He referred students WVIA's online application portal and followed up by forwarding contact information to appropriate WVIA department leaders.

On March 26, 2026, WVIA's Kara Washington, Faith Golay and Caitlin Mackiewicz participated in Keystone College's Career Fair in LaPlume, Pennsylvania. They spoke about their own experiences working for WVIA and also referred students to WVIA's online application portal.

3. Events with Educational Institutions related to Careers in Broadcasting

WVIA filmmaker and promotion manager Kara Washington was on a panel of 6 women presenting three sessions, Inspiring Careers of NEPA at Wilkes-Barre Area High School May 8, 2025. Approximately 100-150 high school students in grades 11-12 heard about media and other careers and the panelists' paths to prepare for them.

WVIA's Education Department hosted a local Homeschool Group on December 17, 2025 for a station tour (40 students) so that the students could learn about WVIA, public media and careers in public media.

Haley O'Brien from the WVIA News Department participated in a multimedia communication experience on February 13, 2026 for high school students at Marywood University in Scranton, Pennsylvania.

School Visits – The WVIA News Department and the Education Team visited Scranton High School and the Scranton School for the Deaf and talked to students about career opportunities in public media.

Chrissy Olsen, a sophomore production major at Hofstra University on the Dean's List spent two days job-shadowing at WVIA in December 2025. She met with production, news and education teams.

On March 13, 2026, Ethan Ferdinand, a student currently enrolled in the film program at Kutztown University, participated in a job shadow at WVIA with WVIA's Tim Novotney from approximately 10:00 a.m. to 2:00 p.m. During Ethan's visit, Tim gave him a tour of the studios, showed him camera equipment and discussed the types of projects WVIA is currently producing. Tim and Ethan also talked about Ethan's career goals in film/media, and Tim offered guidance on pathways into the field and advice on how Tim can work toward the type of career he is interested in pursuing.

4. Content Promoting Career Opportunities

WVIA has launched a major media content initiative Careers that Work, producing and distributing short videos highlighting in-demand jobs important in our region. These resources are made available to local schools and the general public with particular promotion at regional job fairs. <https://www.wvia.org/careers-that-work>

Broadcast Dates:

There were 36 TV airdates for the Careers that Work programming.

Events:

Manufacturing Day at Mohegan Sun - Friday, October 3rd, 2025

Girl Power in Stem at Penn State Hazleton - Tuesday, April 8, 2025

Social Media:

We continue to add new Careers That Work videos to our Youtube Playlist:

https://www.youtube.com/playlist?list=PLneQ5D_QomlwAHgCRn97_2te7NOgVVidQ

Each new episode of Careers That Work premieres on our Facebook Page and is reshared to our Instagram Page.