

2026

ANNUAL EEO PUBLIC FILE REPORT

Lehigh Valley Community Broadcasters Association, Inc.

April 1, 2025 to March 31, 2026

Station: WDIY (FM-NCE)

Community of License: Allentown, PA

No. of Full-time Employees: 5 – 10

Small Market Exemption: No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

0 Full Time Employees were hired during this period and 0 Full Time Employees departed. No additional hires are anticipated.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

WDIY maintained our internship program designed to assist college-level members of the community to acquire skills needed for multiple facets of broadcasting and future broadcast employment. Some of our internship work in the area of internet social media posting was conducted by an intern at home. The WDIY College Internship Program gives students real career experience in broadcasting, both on the content side and on the engineering side. We have graduates of the WDIY intern program who have progressed on to become broadcast professionals at a number of different stations. Internship periods include Fall, Spring and Summer of each year. During the period covered by this report, WDIY has had three (3) student interns involved in this program — one in the summer of 2025 and two who started in February of 2026.

WDIY Participated in online job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

WDIY established and maintains an Internet presence with our own website, through which our radio programming also is streamed. We are present on the following social media sites: Facebook (6.1K followers), Instagram (3K followers), YouTube (170 subscribers), BlueSky (170 followers), LinkedIn (692 followers) and Threads (702 followers). The WDIY website and social media include information about all of WDIY's Culture Calendar series, our online Community Calendar, and our weekly E-Waves newsletter covering our upcoming on-air programming features and other station announcements. The WDIY website also contains information regarding employment opportunities when these opportunities exist, financial reports, EEO reports and various committee meeting schedules. In September 2025, we won 17 Keystone Media Awards for various Public Affairs and news programs. In February 2026 we were awarded the Excellence in Broadcasting Award from the PA Association of Broadcasters: R-6 Local Radio Newscast. All of our programming and information is also available on the WDIY App.

Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

WDIY is proud of its Youth Media training program for high-school-level and middle school-level students to be trained in and gain practical, hands-on experience in various radio reporting, interviewing, production and broadcast skills. As of March 2025, we have 5 YMP programs: Teen Scientist (airs monthly), Teen Connect (6 times a year), and Teen Money Matters (6 times a year), Roots and Resilience (airs monthly), and Environmental Minutes (weekly short feature every Monday). In this time period we brought on a new host for Teen Connect. We also added Roots and Resilience in April 2025. Our teen hosts are from three different area school districts.

Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

WDIY sponsored and had exhibit tables at 30 various community events where we shared information about opportunities at the station.

1. Friday, April 25th 2025 - Hearthsong Folk Arts presents: A May Day Celebration with the Chivalrous Crickets @ The Charles A. Brown IceHouse
2. Friday, May 2nd 2025 - 10th Annual Lehigh Valley Mental Health Awareness Walk @ Daniel Rice Memorial Field, Bethlehem

3. Sunday, May 11th 2025 - Hearthsong Folk Arts presents a Spring Contemplative Gathering @ The Charles A. Brown IceHouse
4. June 10th through the 14th 2025 - South Side Film Festival @ Deja Brew, Bethlehem
5. Saturday, June 21st 2025 - Hearthsong Folk Arts presents: A Summer Solstice Community Dance with Son Jarocho, guitarist and dancer, Lupita Nunez @ The Charles A. Brown IceHouse
6. Saturday, July 19th and Sunday July 20th - Historic Bethlehem Blueberry Festival @ Burnside Plantation
7. Saturday, July 19th 2025- Lehigh University's Neurosalon project presents the 3rd Annual IceHouse Jazz and Arts Festival @ Charles A. Brown IceHouse
8. July 31st through August 3rd 2025 - Appalachian Fiddle and Bluegrass Association presents their 36th Annual AFBA Bluegrass Festival @ Mountain View Park, 206 East Mountain Road, Wind Gap
9. July 31st 2025 - Musikfest Preview Night @ ArtsQuest Steel Stacks Campus
10. Sunday, August 17th 2025 - Lehigh Valley Pride @ ArtsQuest Steel Stacks
11. Saturday, September 13th 2025 @ Art in the Park – West Park, Allentown
12. Sunday, September 21st 2025 - Bethlehem – Patillas Sister Cities Celebration @ Artsquest Steel Stacks
13. Sunday, September 21st 2025 – A Night of Stars, A Celebration of the Music of Steve Brosky @ Charles A. Brown Icehouse
14. Friday, September 26th through the 28th 2025 – Celtic Cultural Alliance’s Celtic Classic and Highland Games @ Grounds of Historic Bethlehem
15. Sunday, September 28th 2025 - College Hill Porch Fest @ City of Easton
16. October 4th and 5th 2025 - Easton Garlic Festival @ Downtown Easton
17. Saturday, October 11th 2025 - Northampton Community Festival – volunteer recognition @ Louise Moore Park, Easton
18. Saturday, October 11th 2025 - WDIY Presents - "Lawrence-The Family Business Tour" @ Archer Music Hall
19. Tuesday, November 4th 2025 - Hearthsong Folk Arts presents: a Celtic All Hallows Gathering @ Charles A. Brown Icehouse
20. Friday, December 5th 2025 - WDIY Presents: The Wood Brothers: Puff of Smoke Tour @ Archer Music Hall
21. Friday, December 12th 2025 - Jazz Upstairs presents: The Eric Mintel Quartet @ Miller Symphony Hall
22. Saturday, December 20th 2025 - Roots Music Concert Fundraiser for WDIY @ The Gas House Dance Hall, Catasauqua
23. Saturday, January 31st 2026 - Lehigh River Blues Jam @ Days Hotel, Allentown
24. Saturday, January 31st 2026 - Defend Public Radio Winter Jam @ Charles A. Brown IceHouse, Bethlehem
25. Saturday, February 14th 2026 - Community Options, Inc. Cupids Chase 5k in support of people with disabilities @ ArtsQuest’s Steel Stacks

- 26. Sunday, February 15th 2026 - Dan Tyminski Band @ State Theatre Center for the Arts
- 27. Friday, February 27th 2026 Listen to the Dissonance Songs and Conversations about Mental Health @ Charles A. Brown Icehouse
- 28. Friday, February 27th 2026 - Humanitarian Social Innovations “Share the Love” Breakfast event @ Lehigh University, Iacocca Conference Center
- 29. Saturday, March 14th 2026 - Bethlehem’s Parade of Shamrocks @ Center City Bethlehem

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

WDIY maintains a broadcast training program to serve our employees and volunteer hosts and producers. WDIY currently has over 140 volunteers, over 90 participating in on-air hosting or production. Training with current volunteers occurs on a regular basis with our Operations Director and News and Public Affairs Director. In this time period, we have also brought on and trained 18 volunteers who did not have previous broadcast experience. They were trained one-on-one with staff, and then apprenticed with other volunteers until they were ready to work on their own.

LIST OF POSITIONS FILLED – 0 open positions this year

Date of Hire	Job Title	Recruitment Source Referring Hiree

INTERVIEWEE REFERRAL SOURCE SUMMARY – N/A

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred

RECRUITING SOURCES USED – N/A

REFERRAL SOURCE *	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.