

Habersham Broadcasting Company
WCON – FM, WCON – AM
12/01/2022 – 11/30/2023

Section 1. Vacancy List

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
WCON had No Full-Time Hires during the reporting period.	N/A	N/A	N/A

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Piedmont College 1021 Central Avenue Demorest, Ga. 30535 706-778-3000	No	0
2	North Georgia Tech College 1500 Highway 197 N Clarkesville, Ga. 30523 706-754-7700	No	0
3	Habershambroadcasting.com Clayton Foster 540 North Main St. Cornelia, Ga. 30531 706-778-2241	No	0
4	Northeast Georgian Classified 2440 Old Athens Hwy. Cornelia, Ga. 30531 706-778-4215	No	0
5	Personal Inquiry Clayton Foster 450 North Main St. Cornelia, Ga. 30531 706-778-2242	No	0
6	Internal Source	No	0

Total Number of Interviews over 12-month period:

0 Total Interviewed. WCON had no full-time hires during the reporting period. December 1, 2022, to November 30, 2023

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
<p>Internships</p>	<p>WCON extensively uses interns from local high schools and colleges. However, no interns were used during the reporting period.</p>
<p>Establishment of a Mentoring Program</p>	<p>During this reporting period two former interns were hired as part-time employees. Station staff and an outside consultant engaged them in a mentoring program. They were taught on-air skills, board operation, traffic reporting, and production skills.</p>
<p>Outreach Initiatives by Participation in Events Sponsored by Educational Institutions designed to inform and educate members of the public about careers in broadcasting.</p>	<p>WCON participated In the Georgia Association of Broadcasters Grady College of Journalism and Mass Communication's 2023 Career Fair. The Career Fair was held on February 8th, 2023. Clayton Foster and David Foster, Co-owners, attended. WCON also participated in a Career Fair at Fairview Elementary Career Day on March 10, 2023, and a Career Day at Habersham Ninth Grade Academy on March 22, 2023. In addition, WCON participated in a health fair sponsored by the Habersham County Senior Center on March 16, 2023.</p> <p>WCON regularly gives tours of the radio station ranging from Senior adults to Elementary School students.</p>
<p>Sponsorship of Events that we participated in for the purpose of helping the community and raising awareness of careers in broadcasting.</p>	<p>WCON sponsored events during the reporting period include: The National Day of Prayer at Holcomb's Office Supply and Christian Bood Store, The Chattahoochee Mountain Fair Talent Show, Habersham County Little League Sporting Events and Games, Fellowship of Christian Athletes, and various Habersham County Chamber of Commerce Events. End of year Field Day at Fairview Elementary, and the Lake Burton Fun Run to benefit the Volunteer Fire Departments.</p>

Community Involvement by Ownership

Clayton Foster, VP of Daily Operations and Corporate Secretary is active with Christ Place Church. He also serves on the Habersham County Chamber of Commerce Board of Directors, and he was the Chairman of the Chamber board this reporting period. Clayton is the team statistician for Habersham Central High School Raider Football team. This year he was also a member of Partnership Habersham Executive Committee which deals with economic development in Habersham County.

David Foster VP of Sales and CFO, is a member of The Rotary Club of Habersham County, and a District 6910 Co-Chair of Early Act. He is Chair for the Lee Arrendale Award for Vocational Excellence for Rotary District 6910. David is the radio voice of the Habersham Central High School Football team. He is active in the Habersham County Chamber of Commerce, member of the Habersham Electric Membership Corporation Board of Directors, Habersham County Football Ring of Honor President, Habersham Central Tipoff Club Treasurer, Habersham County Academic Booster Club Treasurer, Member of the Habersham County Partnership for Growth (EDC), North Georgia Technical College Foundation Board, Piedmont College Board of Trustees, and a Deacon at Level Grove Baptist Church.

John C. Foster, WCON Co-Owner & CEO, regularly participates with Habersham County Rotary Club, and is a member of Level Grove Baptist Church.