

**EEO PUBLIC FILE REPORT\***  
**Habersham Broadcasting Company**  
**WCON – FM, WCON (AM)**  
**12/01/2020 – 11/30/2021**

**Section 1. Vacancy List**

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

*\* Section 2 of this Report was revised to add the names of the contacts at Piedmont and North Georgia Tech College; Section 3 of this Report was revised to add the title of the Habersham representative participating in Career Fairs; typographical corrections were made elsewhere and extraneous information removed.*

**Section 2. Recruitment Source List**

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

**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>Internships</b>	<p>WCON extensively uses interns from local high schools and colleges. A student from Toccoa Falls Bible College was used by WCON from December 2020 to November 30, 2021. This intern assisted with on air and production duties.</p>
<b>Outreach Initiatives by Participation in Events Sponsored by Educational Institutions designed to inform and educate members of the public about careers in broadcasting.</b>	<p>WCON Vice President/Manager participated in the Georgia Association of Broadcasters Grady College of Journalism and Mass Communication's 2021 Career Fair. The Career Fair was held on February 18<sup>th</sup>, 2021. WCON Vice President/Manager also participated in a Job and Career Fair at North Georgia Technical College on November 3<sup>rd</sup>, 2021.</p> <p>WCON regularly gives tours of the radio station ranging from Senior adults to Elementary School students.</p>
<b>Sponsorship of Events that we participated in for the purpose of helping the community and raising awareness of careers in broadcasting.</b>	<p>WCON sponsored events during the reporting period include: The National Day of Prayer at the Cornelia Depot, The Chattahoochee Mountain Fair Talent Show, Habersham County Little League Sporting Events and Games, Local Scout Troops, Fellowship of Christian Athletes, Habersham 911 Kids Truck or Treat Fest, and other various Habersham County Chamber of Commerce Events. Life South Blood Mobile Donation with Hayes of Baldwin, Banks County Sherriff's Office Toy Distribution, 5<sup>th</sup> Grade Fun Day at Fairview Elementary, 5<sup>th</sup> Grade Fun Day at Cornelia Elementary, Hall County Relay for Life, Lake Burton Fun Run to benefit Volunteer Fire Departments, Forsyth County Relay for Life Kickoff event.</p>

**Community Involvement by Ownership**

**Clayton Foster, VP of Daily Operations and Corporate Secretary; Clayton is active with Christ Place Church, Boy Scouts, and the Georgia Association of Realtors. He also serves on the Habersham County Chamber of Commerce Board of Directors (2023 Chairman Elect), member of the Dream Source Partnership at Cherokee Bluff High School in Hall County and finally Clayton Foster is the team statistician for Habersham Central High School Raider Football.**

**David Foster, VP of Sale and CFO, is a member of The Rotary Club of Habersham County; and a Co-Chair of Early Act and the Chair for the Lee Arrendale Award for Vocational Excellence for Rotary District 6910. David is the radio voice of Habersham Central, regularly active in the Habersham County Chamber of Commerce, member of the Habersham EMC 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 member of Level Grove Baptist Church.**

**John C. Foster, WCON Co Owner & CEO, is regularly active in participation with Rotary Club of Habersham County, and the Habersham County Chamber of Commerce. Mr. Foster is a member of Level Grove Baptist Church.**