

**EEO PUBLIC FILE REPORT\***  
**Habersham Broadcasting Company**  
**WCON – FM, WCON (AM)**  
**12/01/2021 – 11/30/2022**

**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 one Full-Time Hire during the reporting period: Marketing Consultant</b>	Piedmont College 1021 Central Avenue Demorest, Ga. 30535 Contact: Dr. Dale Van Canfort 706-778-3000	1	N/A
	North Georgia Tech College 1500 Highway 197 N Clarkesville, Ga. 30523 Contact: Leslie Foster 706-754-7700	0	N/A
	Habershambroadcasting.com Clayton Foster 540 North Main St. Cornelia, Ga. 30531 706-778-2241	1	N/A
	Personal Inquiry Clayton Foster 450 North Main St. Cornelia, Ga. 30531 706-778-2242	2	1
	GAB Grady College of Journalism and Mass Communication's 2021 Career Fair	0	N/A

*\*Sections 1 and 2 of this Report were revised to add the title of the full-time hire, the names of the contacts at Piedmont and North Georgia Tech College, and a clarification that interviews for this position took place in the period covered by the 2020-2021 EEO Public File Report; Section 3 was revised to add the title of the Habersham representative participating in the Career Fairs; minor typographical corrections were also made.*

**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	1
2	North Georgia Tech College 1500 Highway 197 N Clarkesville, Ga. 30523 Contact: Leslie Foster 706-754-7700	No	0
3	Habershambroadcasting.com Clayton Foster 540 North Main St. Cornelia, Ga. 30531 706-778-2241	No	1
4	GAB Grady College of Journalism and Mass Communication's 2021 Career Fair	No	0
5	Personal Inquiry Clayton Foster 450 North Main St. Cornelia, Ga. 30531 706-778-2242	No	2

\*There was one full-time hire during the reporting period December 1, 2021, to November 30, 2022; Title: Marketing Consultant. There were a total of 4 interviews for this position, all of which took place in the period covered by the 2020-2021 EEO Public File Report.



**Sponsorship of Events that we participated in for the purpose of helping the community and raising awareness of careers in broadcasting.**

**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 and the Scouts American Values Dinner, Fellowship of Christian Athletes, Habersham 911 Kids Trunk or Treat Fest, and other various Habersham County Chamber of Commerce Events.**

**WCON also participated in the following events: The Marine Corps Reserve Toy Collection, 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 and Relay for Life Songwriters Night for Charity.**

**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 Broadcasting Association. 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 Clayton Foster is the team statistician for Habersham Central High School Raider Football.**

**David Foster, VP of Sales 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, Habersham Food to Kids, and a Deacon/member of Level Grove Baptist Church.**

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