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

## 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 one Full-Time Hire during the reporting period: Marketing	Piedmont College 1021 Central Avenue Demorest, Ga. 30535 Contact: Dr. Dale Van Canfort 706-778-3000	1	N/A
Consultant	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.

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 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

## Section 2. Recruitment Source List

\*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.

Type of Recruitment Initiative	Brief Description of Activity
Internships	WCON extensively uses interns from local high schools and colleges. One student from Habersham Central High School and one student from Charter Mountain Education were used by WCON from December 2021 to November 30, 2022. These interns assisted with on air and production duties.
Outreach Initiatives by Participation in Events Sponsored by Educational Institutions designed to inform and educate members of the public about careers in broadcasting.	<ul> <li>WCON Vice President/Manager participated in the Georgia Association of Broadcasters Grady College of Journalism and Mass Communication's 2022 Career Fair. The Career Fair was held on February 8<sup>th</sup>, 2022.</li> <li>WCON Vice President/Manager participated in a Job and Career Fair at the Habersham Ninth Grade Academy on April 6<sup>th</sup>, 2022.</li> <li>WCON Vice President/Manager also participated in a Job and Career Fair at Fairview Elementary School on May 20<sup>th</sup>, 2022.</li> <li>WCON regularly gives tours of the radio station ranging from Senior adults to Elementary School students.</li> <li>WCON management spoke to the Habersham County Kiwanis Club on April 27<sup>th</sup>, 2022, with topics covering the history of WCON and Careers in Broadcasting.</li> </ul>

## Section 3. Recruitment Initiatives

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.
Community Involvement by Ownership	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.
	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

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.