

EEO PUBLIC FILE REPORT
Habersham Broadcasting Company
WCON – FM, WCON (AM)
12/01/2023 – 11/30/2024

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 Consultant	Piedmont College 1021 Central Avenue Demorest, GA 30535 Contact: Dr. Dale Van Cantfort 706-778-3000	1	N/A
	North Georgia Technical College 1500 Highway 197 N Clarkesville, GA 30523 Contact: Emily Sullens 706-754-7728	0	N/A
	Habershambroadcasting.com Clayton Foster 540 North Main St. Cornelia, GA 30531 706-778-2241	2	N/A
	Personal Inquiry Clayton Foster 540 North Main St. Cornelia, GA 30531 706-778-2241	2	1
	GAB - University of Georgia Grady College of Journalism and Mass Communication's 2024 Career Fair	2	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 Contact: Dr. Dale Van Cantfort 706-778-3000	No	1
2	North Georgia Tech College 1500 Highway 197 N Clarkesville, GA 30523 Contact: Emily Sullens 706-754-7728	No	0
3	Habershambroadcasting.com Clayton Foster 540 North Main St. Cornelia, GA 30531 706-778-2241	No	2
4	GAB Grady College of Journalism and Mass Communication's 2021 Career Fair	No	2
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, 2023, to November 30, 2024; Title: Marketing Consultant. There were a total of 7 interviews for this position, all of which took place in the period covered by the 2023-2024 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 Chattahoochee Mountain Fair Talent Show, White County United Way Golf Tournament, Fellowship of Christian Athletes, Fried Apple Pie 5K, Dashing Through the Lights Habersham Rotary 5K, Northeast Georgia Health Systems Foundation Marketplace, and multiple Habersham County Chamber of Commerce Events.

WCON also participated in the following events: The Marine Corps Reserve Toy Collection, Christmas in Cornelia sponsor and public address system, Cornelia Christmas Tree lighting PA in Downtown Cornelia, Leadership Habersham, Demorest July 4th Parade, 5th Grade Fun Day at Fairview Elementary, The Jarrard Burch Lake Show, Lake Burton Fun Run to benefit Volunteer Fire Departments and Gwinnett Stripers Trunk or Treat.

Community Involvement by Ownership

Clayton Foster, VP of Daily Operations Corporate Secretary and Co-Owner -- is active with Christ Place Church, the Georgia Association of Broadcasters, and National Association of Broadcasters. He also served on the Habersham County Chamber of Commerce Board of Directors as immediate past Chair, and Clayton is the team statistician for Habersham Central High School Raider Football.

David Foster, VP of Sales, CFO, and Co-Owner -- 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 football, 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 CEO, and Co-Owner, is active with the Habersham County Rotary Club. Mr. Foster is a member of Level Grove Baptist Church.