

Appendix A

ICASA

Independent Communications Authority of South Africa
1000 Fichard Drive, Fichard Road, Rosebank, Johannesburg 2196
Tel: +27 (0)11 785 1700 Fax: +27 (0)11 785 1701

INDIVIDUAL BROADCASTING SERVICE LICENCE
No 001/COMMERCIAL/R/SEPT/08

GRANTED AND ISSUED

TO

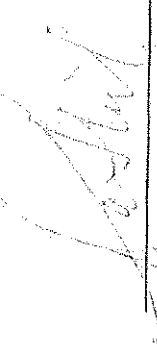
UMOYA COMMUNICATIONS (PTY) LIMITED
ALGOA FM

FOR THE PROVISION OF

A COMMERCIAL SOUND BROADCASTING SERVICE

SIGNED FOR AND ON BEHALF OF THE INDEPENDENT COMMUNICATIONS
AUTHORITY OF SOUTH AFRICA

AT SANDTON ON THIS DAY OF DECEMBER 2008


Paris Mashile
Chairperson

1 LICENSEE

The Licence is issued to:

1.1 Name of Company/Entity: Umoya Communications (Pty) Ltd

1.2 Shareholders: African Media Entertainment Limited (95%)
Staff and Management (5%)

1.3 Ownership held by persons from historically disadvantaged groups: 18.9%

2 CONTACT DETAILS

2.1 The contact person for the Licensee shall be:

2.1.1 Name: David Tiltmann

2.1.2 Tel: 041 505 9497

2.1.3 Fax: 041 568 1576

2.1.4 Cell: 082 889 1959

2.1.5 Email: dave.t@algotfm.co.za

2.2 Should the Licensee propose to replace the person so designated, the Licensee shall notify the Authority in writing within seven (7) days after appointing the new designated person.

3 NOTICES AND ADDRESSES

The Licensee chooses the following addresses as its principal addresses:

3.1 Postal Address: P.O. Box 5973

Walmere

6065

3.2 Physical Address: Algoa FM House,

Shop 2, The Boardwalk, Marine Drive

Summerstrand

Port Elizabeth

6001

SCHEDULE

1. **Name of Station**
Algoa FM
2. **Geographic Coverage Area**
The Greater Port Elizabeth, East London and Border environs, as defined in the coverage map attached to the Licensee's radio frequency spectrum licence.
3. **Broadcast Language**
Principal Language: English.
4. **Format**
4.1. The Licensee shall have a programming format of talk and music in an adult contemporary format, providing a mix of music and information.
4.2. Music shall constitute eighty percent (80%) of the average 24 hour day.
5. **Local Content Obligations**
The Licensee shall promote Eastern Cape artists and musicians by broadcasting their music and conducting live interviews.
6. **General Programming Obligations**
 - 6.1. The Licensee shall broadcast news on a regular basis for a minimum of thirty (30) minutes each day between 05h00 and 23h00.
 - 6.2. Should the Licensee source news material from a source other than itself, the source(s) thereof shall be disclosed during the news broadcast.
 - 6.3. The Licensee shall ensure that regional content of forty percent (40%) is included in news and current affairs programming.
7. **Training and Skills Development Obligations**
 - 7.1. The Licensee shall ensure that it actively recruits and increases women and Black people in its staff complement at all levels.

7.2. The Licensee shall dedicate R250 000 (two hundred and fifty thousand Rand) per annum to human resources training and development with particular emphasis on staff from historically disadvantaged groups.

8. Community-related Obligations

8.1 The Licensee shall raise at least R2 000 000 (two million Rand) for registered charities over the licence period.

8.2 The Licensee shall, at least bi-annually, hold a listeners' forum comprising at least 10 people with no affiliations to the Licensee, to ensure that the broadcasting needs of the Licensee's target audience are being met. The listeners' forums shall be held in Port Elizabeth and East London.

9. Transmitter Split

The Licensee is authorised to operate a transmitter split service known as "The Border Drive" which may not broadcast for more than four (4) hours in any 24 hour period.

10. Ownership and Control

10.1. The Licensee shall ensure that control of the station rests with people from the Eastern Cape and that at least fifty percent (50%) of its board of directors are based in the Eastern Cape.

10.2. The Licensee shall ensure that at least thirty percent (30%) of its management staff comprise women and Black people.

10.3. The Licensee shall identify black and female employees with management potential and ensure that they receive additional training to equip them for future management positions at the station.

ICASA

Independent Communications Authority of South Africa
1900, 1900 The Mall, Sandton, Johannesburg
P.O. Box 1193, Sandton, Johannesburg

RADIO FREQUENCY SPECTRUM LICENCE

No 001/COMMERCIAL/FREQ/ISEPT/08

GRANTED AND ISSUED

TO

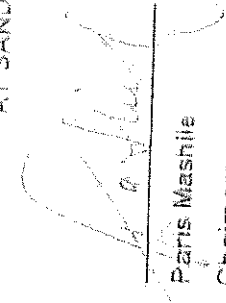
UMOYA COMMUNICATIONS (PTY) LTD
ALGOA FM

FOR THE PROVISION OF

A COMMERCIAL SOUND BROADCASTING SERVICE

SIGNED FOR AND ON BEHALF OF THE INDEPENDENT COMMUNICATIONS
AUTHORITY OF SOUTH AFRICA

AT SANDTON ON THISDAY OF DECEMBER 2008


Paris Mashile
Chairperson

1. LICENSEE

The Licence is issued to:

- 1.1 Name of Company/Entity: Umoya Communications (Pty) Limited
- 1.2 Shareholders:
 - African Media Entertainment Limited (95%)
 - Staff and Management: 5%
- 1.3 Ownership held by persons from historically disadvantaged groups: 25.9%

2 CONTACT DETAILS

2.1 The contact person for the Licensee shall be:

- 2.1.1 Name: David Tiltmann
- 2.1.2 Tel: (041) 505 9497
- 2.1.3 Fax: (041) 583 1575
- 2.1.4 Cell: 082 889 1959
- 2.1.5 Email: dave.t@algotam.co.za

2.2 Should the Licensee propose to replace the person so designated, the Licensee shall notify the Authority in writing within seven (7) days after appointing the new designated person.

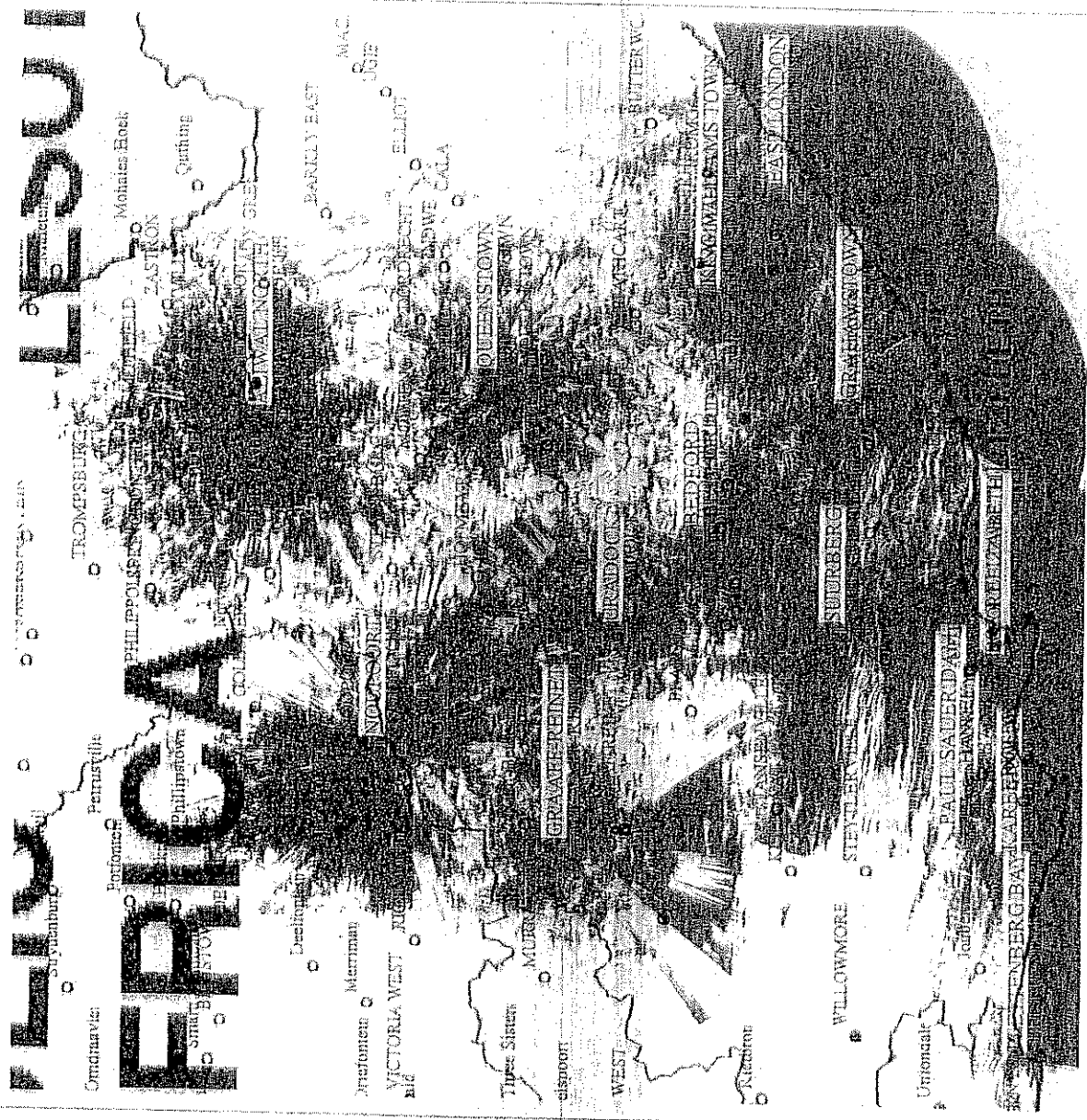
3 NOTICES AND ADDRESSES

The Licensee chooses the following addresses as its principal addresses:

- 3.1 Postal Address: P.O. Box 5979
WALMER
6065
- 3.2 Physical Address: Algor FM House, Shop 2
The Boardwalk, Marine Drive
Summerstrand
Port Elizabeth
6001

SCHEDULE

1. Name of Station
Algoa FM
2. Geographic Coverage Area
The greater Eastern Cape, including the metropolises of Nelson Mandela Bay and Buffalo City (Port Elizabeth and East London).
3. General Conditions
The Licensee must at all times observe the provisions of international telecommunications conventions, such as those governing the International Telecommunication Union (ITU) and as they apply to the Republic of South Africa.



(dB)
 Coverage
 No Coverage

SCHEDULE B3 (COVERAGE AREA)

ALGOA FM

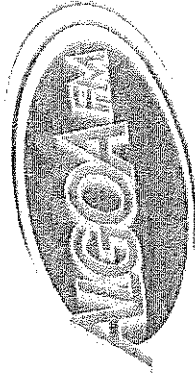
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ICASA SATARA 25/04/2010

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Appendix B



your music • your world

**MONITORING AND COMPLAINTS UNIT
COMMERCIAL RADIO GENERAL PROGRAMME LOG**

BROADCASTER: ALGOA FM FORMAT: ADULT CONTEMPORARY
LANGUAGE(S): ENGLISH/AFRIKAANS MONTH: November 2009

PROGRAMMES BROADCAST		
TIME SLOT	NAME OF PROGRAMME	DESCRIPTION OF PROGRAMME
00:00 - 03:00	KAYCEE ROSSOUW (MON - FRI)	MUSIC
01:00 - 03:00	TRAINING (SAT.)	MUSIC
01:00 - 03:00	TRAINING (SUN.)	MUSIC
03:00 - 06:00	SELWYN WILLIS (MON. TO FRI.)	MUSIC
03:00 - 06:00	TRAINING (SAT.)	MUSIC
03:00 - 06:00	TRAINING (SUN.)	MUSIC
06:00 - 09:00	DARON MANN (MON. - FRI.)	MUSIC
06:00 - 09:00	DARON MANN (SAT.)	MUSIC
06:00 - 09:00	SELWYN WILLIS (SUN.)	MUSIC
09:00 - 12:00	LANCE DU PLESSIS (MON. - FRI.)	MUSIC
09:00 - 12:00	LANCE DU PLESSIS (SAT.)	TOP THIRTY
09:00 - 12:00	CHARL LESLIE (SUN.)	GOLDEN OLDIES
12:00 - 15:00	CHARL LESLIE (MON. - FRI.)	MUSIC
12:00 - 15:00	WAYNE HART (SAT.)	MUSIC
12:00 - 15:00	GORDON GRAHAM (SUN.)	MUSIC
15:00 - 19:00	GORDON GRAHAM/VATISWA NDARA (MON.-FRI.)	MUSIC (Transmitter Split)
15:00 - 18:00	WAYNE HART/LAUREN MUNGUR (MON.-FRI.)	MUSIC
15:00 - 18:00	VIV BOZACK (SAT.)	MUSIC
15:00 - 18:00	KAYCEE ROSSOUW (SUN.)	MUSIC
18:00 - 21:00	BRJONY SPARG (MON. - FRI.)	MUSIC
18:00 - 21:00	DOREEN LOUBSER (SAT.)	MUSIC
18:00 - 21:00	BRJONY SPARG (SUN.)	MUSIC
21:00 - 24:00	VIV BOZACK (MON. - THURS.)	MUSIC
21:00 - 01:00	BULI-G (FRI.)	MUSIC
21:00 - 01:00	SLYSO (SAT.)	MUSIC
21:00 - 24:00	VIV BOZACK (SUN.)	MUSIC

Appendix C

Local music:

Algoa FM continues to meet the requirements of the 25% local content quota prescribed to commercial radio and we do so as a proudly South African radio station.

It must be highlighted, however, that despite us going the extra mile for local musicians, the down-turn in the economy was proved difficult for musicians and Algoa FM alike. Nonetheless, we did more than meet quota.

There are various ways in which we serve our local musicians.

1. The Gig Guide:

- We offer our local musicians the FREE opportunity to inform our listeners as to where and when they will be performing "live" during our gig guide broadcasts at 18h30 daily.
- We also host the opportunity for musicians and listeners to interact with us via a Gig Guide presence on our website www.algoafm.co.za and various mentions on air to inform both musicians and listeners about these features.
- In addition to this we have a contract with a local musician called Jonathan Muller. Bounce Promotions as his company is known, provides us with a daily gig guide in addition to the info sent directly to us.

2. The Demo Bag:

- We host a regular feature called "The Demo Bag."
- During this feature we offer the opportunity to all local musicians to submit their demo recording to us for the purposes of exposure.
- We bring the musician into studio, interview them and play a song.
- Some of the songs could be strong enough for playlist submission.
- 2009, however, saw the recession prohibit many artists from recording their work.
- Here is a list of some of the artists who were featured during 2008:

1. 3 Flights Up
2. Meri Ke
3. Transkei Cowboys
4. Ten Story Fall
5. Evolver
6. Brad Peens
7. Don't Panic
8. River Road Band

3. Submissions and playlisting:

Despite a decline in recordings and submissions in 2009, three local artists made it onto the playlist: Don't Panic, Evolver and the River Road Band.

4. Media Sponsorship of local music events:

The recessionary nature of 2009 yielded fewer opportunities for Media sponsorship in 2009. Nonetheless, Algoa FM committed more than a half a million Rand to advertising the following productions:

EVENT	SPONSORSHIP VALUE
FEBRUARY	
ALGOA FM CONCERT IN THE PARK East Cape Philharmonic Orchestra	R 60 000
BEATLES Tribute Show	R 20 000
MARCH	
ABBA TRIBUTE SHOW	R 50 000
NKD	R 10 000
BEE GEES	R 70 000
APRIL	
SASHA LEE AND JASON - IDOLS	R 60 000
MAY	
MY FAIR LAIDY	R 30 000
VAGABONDS OF ROCK N ROLL	R 26 000
JULY	
PINK FLOYD TRIBUTE SHOW	R 20 000
AUGUST	
CENTRESTAGE GLORY DAYS	R 72 000
SEPTEMBER	
ABSOLUTLEY FABULOUS	R 70 000
NIANEL AND DOZI	R 60 000
OCTOBER	
GARTH TAYLOR	R 20 000
Other IDOLS 2009	R 100 000
TOTAL	R 668 000

5. Conclusion:

While we continue to encourage our local artists to provide us with quality recordings for the purpose of playlisting, we cannot guarantee that what they send us will end up on air. We are happy, however, to see that our local musicians are working harder at live gigs and are thus raising the bar.

Attached is our performance to local quota for the 12 calendar months of 2009.

ALGOA0109
ICASA Local Content Report

Station Name: ALGOA
01/01/09 To 31/01/09
Call Letters: ALGOA
Compile Date 25/02/09 Time 09:36
Performance Period: 5:00:00 - 22:59:59

FROM

Total Music Local
content % in content %

Music Other Contri. Total

in to local

Performance Local Total Music Local Music Performance
Content in Perf. content % content % content % Period Period

dur-	By	Start	By %	Stop	By %	By dur-	By dur-	By dur-	By dur-	By #	By dur-	By #	By #	By #
action	pts.	Month	Month	Month	Month	action	action	action	action	action	action	action	action	action
26.06	0	01/01/09	01/01/09	31/01/09	31/01/09	49.52	94.05	25.09	25.42	47.83	93.02	25.75		
week1	25.05	0	0.00	04/01/09	04/01/09	51.06	95.01	24.72	25.16	49.62	94.38	24.56		
week2	26.15	0	0.00	11/01/09	11/01/09	49.27	93.95	26.34	26.77	47.60	92.91	25.87		
week3	26.11	0	0.00	18/01/09	18/01/09	49.25	93.96	26.45	26.70	47.86	92.91	25.99		
week4	26.16	0	0.00	25/01/09	25/01/09	49.07	93.79	24.38	24.77	47.30	92.67	25.62		
week5	26.56	0	0.00	31/01/09	31/01/09	49.58	93.86	23.12	23.31	47.39	92.65	26.42		

Other contribution to Local Content

Promoting Promoting

tracks new tracks

SA	of SA	Date	Stop	by	by	by	by	by	by	by	by	by	by	by
artists	artists	artists	artists	artists	artists	artists	artists	artists	artists	artists	artists	artists	artists	artists
tracks	tracks	tracks	tracks	tracks	tracks	tracks	tracks	tracks	tracks	tracks	tracks	tracks	tracks	tracks
Month	01/01/09	01/01/09	31/01/09	00:00	0	0	0	0	0	0	0	0	0	0
week1	01/01/09	04/01/09	00:00	0	0	0	0	0	0	0	0	0	0	0
week2	05/01/09	11/01/09	00:00	0	0	0	0	0	0	0	0	0	0	0
week3	12/01/09	18/01/09	00:00	0	0	0	0	0	0	0	0	0	0	0
week4	19/01/09	25/01/09	00:00	0	0	0	0	0	0	0	0	0	0	0
week5	26/01/09	31/01/09	00:00	0	0	0	0	0	0	0	0	0	0	0

2 points for every five minutes coverage of live music (content type 1)
2 points for an interview lasting five minutes or more with South African musicians or composers (content type 2)

1 point per track for promoting tracks by new South African musicians (content type 3)
10 points = 1% contribution towards Local content.

ALGOA0209
ICASA Local Content Report

Station Name: ALGOA
01/02/09 To 28/02/09
Call Letters: ALGOA
Compile Date 18/03/09 Time 10:05
Performance Period: 5:00:00 - 22:59:59

Music in Performance		Other Contri.		Total		Local		Total Music		Local Music		Performance		Local	
dur-	By	Start	By %	Stop	By %	Content	in Perf.	Content	By #	By dur-	Content %	Content	By #	By dur-	Content %
Month	pts.	01/02/09	28/02/09	01/02/09	28/02/09	01/02/09	28/02/09	01/02/09	28/02/09	01/02/09	28/02/09	01/02/09	28/02/09	01/02/09	28/02/09
27.11	0	0.00	27.11	0.00	27.11	93.86	93.86	23.55	23.76	47.37	92.79	26.86	26.86	92.79	26.86
week1	0	0.00	26.50	0.00	26.50	95.83	95.83	23.00	23.17	52.79	95.72	26.43	26.43	95.72	26.43
week2	0	0.00	26.38	0.00	26.38	93.95	93.95	22.85	23.19	47.72	92.94	26.00	26.00	92.94	26.00
week3	0	0.00	26.90	0.00	26.90	93.79	93.79	23.36	23.42	46.89	92.68	26.76	26.76	92.68	26.76
week4	0	0.00	27.52	0.00	27.52	93.73	93.73	23.93	24.17	47.29	92.61	27.33	27.33	92.61	27.33
week5	0	0.00	27.88	0.00	27.88	93.62	93.62	24.26	24.46	46.65	92.37	27.57	27.57	92.37	27.57

Other contribution to Local Content

Promoting tracks new		Live music coverage		Live music coverage		Interviews		Interviews	
SA of SA	Date artists	Start by points	Stop duration	by points	by points	5 minutes or longer	5 minutes or longer	by points	by #
Month	01/02/09	28/02/09	01/02/09	28/02/09	01/02/09	28/02/09	01/02/09	28/02/09	01/02/09
week1	0	00:00	00:00	0	0	0	0	0	0
week2	0	00:00	00:00	0	0	0	0	0	0
week3	0	00:00	00:00	0	0	0	0	0	0
week4	0	00:00	00:00	0	0	0	0	0	0
week5	0	00:00	00:00	0	0	0	0	0	0

2 points for every five minutes coverage of live music (content type 1)
 2 points for an interview lasting five minutes or more with South African musicians or composers
 (content type 2)
 1 point per track for promoting tracks by new South African musicians (content type 3)
 10 points = 1% contribution towards Local content.

ALGOA0309
ICASA Local Content Report

Station Name: ALGOA
01/03/09 to 31/03/09
Call Letters: ALGOA
Compile Date 28/04/09 Time 12:08
Performance Period: 5:00:00 - 22:59:59

From

Music in Performance		Other Contri.		Total		Local Music Performance		Local Music Performance		Local Content %	
dur-	By	By	By	By	By	By	By	By	By	By	By
Month	pts.	Month	pts.	Month	pts.	Month	pts.	Month	pts.	Month	pts.
01/03/09	0	01/03/09	0	01/03/09	0	01/03/09	0	01/03/09	0	01/03/09	0
01/03/09	28.41	01/03/09	28.41	01/03/09	28.41	01/03/09	28.41	01/03/09	28.41	01/03/09	28.41
01/03/09	25.40	01/03/09	25.40	01/03/09	25.40	01/03/09	25.40	01/03/09	25.40	01/03/09	25.40
02/03/09	28.12	02/03/09	28.12	02/03/09	28.12	02/03/09	28.12	02/03/09	28.12	02/03/09	28.12
02/03/09	27.83	02/03/09	27.83	02/03/09	27.83	02/03/09	27.83	02/03/09	27.83	02/03/09	27.83
09/03/09	28.71	09/03/09	28.71	09/03/09	28.71	09/03/09	28.71	09/03/09	28.71	09/03/09	28.71
09/03/09	29.17	09/03/09	29.17	09/03/09	29.17	09/03/09	29.17	09/03/09	29.17	09/03/09	29.17
30/03/09	29.61	30/03/09	29.61	30/03/09	29.61	30/03/09	29.61	30/03/09	29.61	30/03/09	29.61

Other contribution to Local Content

Promoting tracks		Promoting new tracks		Live music coverage		Live music coverage		Interviews		Interviews	
SA artists	of SA artists	SA artists	of SA artists	SA artists	of SA artists	SA artists	of SA artists	SA artists	of SA artists	SA artists	of SA artists
Start	Stop	Start	Stop	Start	Stop	Start	Stop	Start	Stop	Start	Stop
01/03/09	31/03/09	01/03/09	31/03/09	01/03/09	31/03/09	01/03/09	31/03/09	01/03/09	31/03/09	01/03/09	31/03/09
01/03/09	0	01/03/09	0	01/03/09	0	01/03/09	0	01/03/09	0	01/03/09	0
02/03/09	0	02/03/09	0	02/03/09	0	02/03/09	0	02/03/09	0	02/03/09	0
09/03/09	0	09/03/09	0	09/03/09	0	09/03/09	0	09/03/09	0	09/03/09	0
16/03/09	0	16/03/09	0	16/03/09	0	16/03/09	0	16/03/09	0	16/03/09	0
23/03/09	0	23/03/09	0	23/03/09	0	23/03/09	0	23/03/09	0	23/03/09	0
30/03/09	0	30/03/09	0	30/03/09	0	30/03/09	0	30/03/09	0	30/03/09	0

2 points for every five minutes coverage of live music (content type 1)
2 points for an interview lasting five minutes or more with South African musicians or composers (content type 2)

1 point per track for promoting tracks by new South African musicians (content type 3)

10 points = 1% contribution towards local content.

ALGOA0309

ALGOA0409
ICASA Local Content Report

Station Name: ALGOA
01/04/09 To 30/04/09
Call Letters: ALGOA
Compile Date 05/05/09 Time 15:36
Performance Period: 5:00:00 - 22:59:59

From

Music in Performance		Other Content		Total		Local Music Performance		Local Music Content		Total Music Performance		Local Music Content		Total Music Content	
dur-	By	Start	By %	Stop	By %	dur-	By	Start	By %	dur-	By	Start	By %	dur-	By
Month	pts.	01/04/09	30/04/09	46.11	92.06	Month	pts.	01/04/09	30/04/09	46.11	92.06	Month	pts.	01/04/09	30/04/09
27.33	0	0.00	27.33		23.86	23.81	43.33	90.71	27.40	43.33	90.71	27.40	43.33	90.71	27.40
week1	0	0.00	28.58		24.67	24.65	45.57	92.89	28.60	45.57	92.89	28.60	45.57	92.89	28.60
week2	0	0.00	28.65		25.23	25.06	47.89	92.84	28.89	47.89	92.84	28.89	47.89	92.84	28.89
week3	0	0.00	26.50		22.92	22.80	46.22	91.49	26.58	46.22	91.49	26.58	46.22	91.49	26.58
week4	0	0.00	26.19		23.26	22.99	45.13	90.24	26.54	45.13	90.24	26.54	45.13	90.24	26.54
week5	0	0.00	26.93		23.22	23.79	31.34	84.83	26.39	31.34	84.83	26.39	31.34	84.83	26.39

Other contribution to Local Content

Promoting tracks new tracks		Promoting tracks		Live music coverage		Live music coverage		Interviews 5 minutes or longer		Interviews 5 minutes or longer		Interviews new	
SA of SA	Date	SA of SA	Date	SA of SA	Date	SA of SA	Date	SA of SA	Date	SA of SA	Date	SA of SA	Date
artists	artists	artists	artists	artists	artists	artists	artists	artists	artists	artists	artists	artists	artists
Start	Stop	Start	Stop	Start	Stop	Start	Stop	Start	Stop	Start	Stop	Start	Stop
by points	by points	by points	by points	by points	by points	by points	by points	by points	by points	by points	by points	by points	by points
Month	01/04/09	01/04/09	30/04/09	00:00	00:00	00:00	00:00	0	0	0	0	0	0
week1	01/04/09	05/04/09	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0
week2	06/04/09	12/04/09	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0
week3	13/04/09	19/04/09	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0
week4	20/04/09	26/04/09	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0
week5	27/04/09	30/04/09	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0

2 points for every five minutes coverage of live music (content type 1)
2 points for an interview lasting five minutes or more with South African musicians or composers
(content type 2)
1 point per track for promoting tracks by new South African musicians (content type 3)
10 points = 1% contribution towards Local content.

ALGOA0509
ICASA Local Content Report

Station Name: ALGOA
01/05/09 To 31/05/09
Call Letters: ALGOA
Compile Date 17/06/09 Time 08:31
Performance Period: 5:00:00 - 22:59:59

From
Total Music Local
content % in content %

Music Other Contri. Total

in to local		Total Music content %		Local Music content %		Performance Period		Total Music Local content %	
dur-	By %	Start	Stop	By #	By dur-	By #	By dur-	By #	By #
action	pts.	pts.	pts.	By %	action	action	action	action	action
Month	01/05/09	31/05/09	48.21	91.95	23.41	23.16	45.87	90.90	26.61
26.33	0	0.00	26.33						
week1	01/05/09	03/05/09	49.86	93.23	22.34	22.15	48.81	92.87	25.16
24.82	0	0.00	24.82						
week2	04/05/09	10/05/09	47.35	90.27	23.81	23.50	44.95	89.36	27.23
25.98	0	0.00	26.98						
week3	11/05/09	17/05/09	48.30	91.97	23.37	23.08	45.96	90.90	26.39
26.11	0	0.00	26.11						
week4	18/05/09	24/05/09	47.92	91.98	23.72	23.49	45.20	90.71	27.19
26.87	0	0.00	26.87						
week5	25/05/09	31/05/09	48.52	93.01	23.28	23.06	46.03	91.73	26.34
26.11	0	0.00	26.11						

Other contribution to Local Content

Promoting tracks new tracks

SA artists	Date artists	Start Stop	Live music coverage		Interviews		IntervIEWS new of 5 minutes or longer
			by duration	by points	5 minutes or longer	by points	
Month	01/05/09	31/05/09	00:00	0	0	0	0
week1	01/05/09	03/05/09	00:00	0	0	0	0
week2	04/05/09	10/05/09	00:00	0	0	0	0
week3	11/05/09	17/05/09	00:00	0	0	0	0
week4	18/05/09	24/05/09	00:00	0	0	0	0
week5	25/05/09	31/05/09	00:00	0	0	0	0

2 points for every five minutes coverage of Live music (content type 1)
2 points for an interview lasting five minutes or more with South African musicians or composers
(content type 2)
1 point per track for promoting tracks by new South African musicians (content type 3)
10 points = 1% contribution towards local content.

ALGOA0609
ICASA Local Content Report

Station Name: ALGOA From
01/06/09 To 30/06/09
Call Letters: ALGOA
Compile Date 14/07/09 Time 10:09
Performance Period: 5:00:00 - 22:59:59

Music Other Contri. Total		Local		Total Music		Local Music		Total Music		Local	
in	to	Performance	Local	Content	Local	Content %	Performance	Content %	Performance	Content %	Period
dur-	By	By %	Stop	By #	By dur-	By #	By dur-	By #	By dur-	By #	By
action	Start	By %	action	By %	action	By %	action	By %	action	By %	By
Month	01/06/09	30/06/09	48.51	93.82	24.68	24.32	45.87	92.45	27.96	27.55	27.55
week1	01/06/09	07/06/09	48.44	93.75	24.80	24.36	45.71	92.35	28.05	27.51	27.51
week2	08/06/09	14/06/09	48.49	94.00	24.69	24.52	45.75	92.68	28.09	27.85	27.85
week3	15/06/09	21/06/09	48.96	93.95	25.18	24.90	46.56	92.68	28.53	28.27	28.27
week4	22/06/09	28/06/09	47.95	93.53	23.95	23.41	45.14	92.03	26.86	26.24	26.24
week5	29/06/09	30/06/09	49.17	93.92	24.96	24.56	46.91	92.60	28.94	28.54	28.54

Other contribution to Local Content

Promoting		Live music		Interviews		Interviews	
tracks	Promoting	coverage	by	5 minutes	or longer	5 minutes	or longer
SA	of SA	by	by	points	or longer	by	points
artists	Date	artists	Stop	duration	00:00	00:00	00:00
tracks	Start	Stop	by points	00:00	00:00	00:00	00:00
Month	01/06/09	30/06/09	00:00	0	0	0	0
week1	01/06/09	07/06/09	00:00	0	0	0	0
week2	08/06/09	14/06/09	00:00	0	0	0	0
week3	15/06/09	21/06/09	00:00	0	0	0	0
week4	22/06/09	28/06/09	00:00	0	0	0	0
week5	29/06/09	30/06/09	00:00	0	0	0	0

2 points for every five minutes coverage of live music (content type 1)
2 points for an interview lasting five minutes or more with South African musicians or composers (content type 2)
1 point per track for promoting tracks by new South African musicians (content type 3)
10 points = 1% contribution towards Local content.

ALGOA0709
ICASA Local Content Report

Station Name: ALGOA From
01/07/09 To 31/07/09
Call Letters: ALGOA
Compile Date 31/07/09 Time 10:36
Performance Period: 5:00:00 - 22:59:59

Music in		Other Contri.		Total		Total Music	Local	Music	Local	Music	Performance	Local	Music	Performance	Local
to		to		to		content %	content %	content %	content %	content %	Period	content %	content %	Period	content %
dur-	By	Start	By	Stop	By	By #	By dur-	By #	By dur-	By #	By dur-	By #	By dur-	By #	By #
ation	pts.	Date	%	Period	%	ation	ation	ation	ation	ation	ation	ation	ation	ation	ation
Month	01/07/09	31/07/09	41.45	91.41	21.57	21.91	37.98	89.34	24.73						
25.02	0	0.00	25.02												
week1	01/07/09	05/07/09	51.53	94.84	21.78	21.69	48.73	93.77	24.37						
24.21	0	0.00	24.21												
week2	06/07/09	12/07/09	48.45	93.91	21.76	21.59	45.94	92.63	25.09						
24.92	0	0.00	24.92												
week3	13/07/09	19/07/09	48.71	93.86	21.79	21.73	46.17	92.49	25.16						
25.04	0	0.00	25.04												
week4	20/07/09	26/07/09	36.07	88.21	21.20	21.76	32.34	85.20	24.14						
24.92	0	0.00	24.92												
week5	27/07/09	31/07/09	30.78	86.20	21.37	23.05	27.01	82.83	24.86						
26.12	0	0.00	26.12												

Other contribution to Local Content

Promoting		Promoting		Live music		Live music		Interviews		Interviews	
tracks	new	tracks	new	coverage	by	coverage	by	5 minutes	or longer	5 minutes	or longer
SA	of SA	Date	artists	duration	points	duration	points	by points	by points	by points	by points
artists	Start	Stop	Stop	00:00	0	00:00	0	0	0	0	0
tracks	by points	by points	by points	00:00	0	00:00	0	0	0	0	0
Month	01/07/09	31/07/09	0	00:00	0	00:00	0	0	0	0	0
week1	01/07/09	05/07/09	0	00:00	0	00:00	0	0	0	0	0
week2	06/07/09	12/07/09	0	00:00	0	00:00	0	0	0	0	0
week3	13/07/09	19/07/09	0	00:00	0	00:00	0	0	0	0	0
week4	20/07/09	26/07/09	0	00:00	0	00:00	0	0	0	0	0
week5	27/07/09	31/07/09	0	00:00	0	00:00	0	0	0	0	0

2 points for every five minutes coverage of live music (content type 1)
2 points for an interview lasting five minutes or more with South African musicians or composers (content type 2)

1 point per track for promoting tracks by new South African musicians (content type 3)
10 points = 1% contribution towards local content.

ALGOA0809
ICASA Local Content Report

FROM

Station Name: ALGOA
01/08/09 To 31/08/09
Call Letters: ALGOA
Compile Date 17/09/09 Time 08:42
Performance period: 5:00:00 - 22:59:59

Music Other Contri.		Total		Local Music		Performance	
in	to	Local	Local	Local Music	Performance	Local	Local
dur-	By %	Start	Stop	By #	By dur-	By #	By dur-
ation	pts.	By %	By %	By dur-	ation	ation	ation
Month	01/08/09	31/08/09	49.43	94.24	24.14	23.56	47.37
26.69	0	0.00	26.69	96.02	20.00	19.85	49.01
week1	01/08/09	02/08/09	49.80	94.22	24.50	24.11	46.93
22.50	0	0.00	22.50	94.27	24.98	24.22	47.73
week2	03/08/09	09/08/09	49.28	93.94	24.06	23.51	46.93
27.41	0	0.00	27.41	94.05	24.39	23.62	47.19
week3	10/08/09	16/08/09	49.61	93.88	23.73	23.27	48.71
27.19	0	0.00	27.19	26.34	26.34	26.34	27.05
week4	17/08/09	23/08/09	48.96	94.05	24.39	23.62	47.19
26.96	0	0.00	26.96	93.88	23.73	23.27	48.71
week5	24/08/09	30/08/09	49.49	94.05	24.39	23.62	47.19
26.61	0	0.00	26.61	93.88	23.73	23.27	48.71
week6	31/08/09	31/08/09	51.30	93.88	23.73	23.27	48.71
26.34	0	0.00	26.34				

Other contribution to Local Content

Promoting		Live music		Interviews		Interviews	
tracks	new tracks	coverage	by	5 minutes	or longer	5 minutes	or longer
SA	of SA	by	points	or longer	by points	by #	of
artists	Date	artists	duration	points	or longer	by points	by #
tracks	by points	Start	Stop	duration	00:00	00:00	00:00
Month	01/08/09	31/08/09	00:00	0	0	0	0
week1	01/08/09	02/08/09	00:00	0	0	0	0
week2	03/08/09	09/08/09	00:00	0	0	0	0
week3	10/08/09	16/08/09	00:00	0	0	0	0
week4	17/08/09	23/08/09	00:00	0	0	0	0
week5	24/08/09	30/08/09	00:00	0	0	0	0
week6	31/08/09	31/08/09	00:00	0	0	0	0

2 points for every five minutes coverage of live music (content type 1)
 2 points for an interview lasting five minutes or more with South African musicians or composers (content type 2)
 1 point per track for promoting tracks by new South African musicians (content type 3)

ALSOA0809
10 points = 1% contribution towards local content.

ALGOA1109
ICASA Local Content Report

Station Name: ALGOA
01/11/09 To 30/11/09
Call Letters: ALGOA
Compile Date 28/01/10 Time 08:50
Performance Period: 5:00:00 - 22:59:59

Music in		Other Contr.		Total		Local Music		Performance		Local Music		Performance		Local Music		Performance	
dur-	By	Start	By %	Stop	pts.	By #	By dur-	By #	By dur-	By #	By dur-	By #	By dur-	By #	By #	By dur-	By #
Month	26.04	01/11/09	0.00	30/11/09	48.79	94.04	22.85	22.89	46.53	92.79	25.98	22.85	22.89	46.53	92.79	25.98	22.85
week1	22.01	01/11/09	0.00	01/11/09	51.62	96.30	20.13	19.59	51.69	96.16	22.61	20.13	19.59	51.69	96.16	22.61	20.13
week2	25.03	02/11/09	0.00	08/11/09	48.69	93.64	21.67	21.52	46.59	92.27	25.21	21.67	21.52	46.59	92.27	25.21	21.67
week3	26.03	09/11/09	0.00	15/11/09	48.94	94.12	22.35	22.46	46.66	92.92	25.86	22.35	22.46	46.66	92.92	25.86	22.35
week4	26.99	16/11/09	0.00	22/11/09	48.12	93.93	22.84	23.06	45.50	92.62	26.82	22.84	23.06	45.50	92.62	26.82	22.84
week5	26.87	23/11/09	0.00	29/11/09	49.15	94.12	24.55	24.65	46.68	92.84	26.64	24.55	24.65	46.68	92.84	26.64	24.55
week6	26.35	30/11/09	0.00	30/11/09	47.50	93.73	25.96	25.87	45.52	92.39	26.42	25.96	25.87	45.52	92.39	26.42	25.96
Month	26.35	01/11/09	0.00	30/11/09	48.79	94.04	22.85	22.89	46.53	92.79	25.98	22.85	22.89	46.53	92.79	25.98	22.85

Other contribution to Local Content

Promoting tracks new		SA of SA		Date artists		Start Stop		by points		duration		Live music coverage		Interviews 5 minutes or longer		Interviews new	
Month	week1	week2	week3	week4	week5	week6	01/11/09	30/11/09	01/11/09	30/11/09	01/11/09	30/11/09	01/11/09	30/11/09	01/11/09	30/11/09	01/11/09
0	0	0	0	0	0	0	01/11/09	30/11/09	01/11/09	30/11/09	00:00	00:00	0	0	0	0	0
0	0	0	0	0	0	0	01/11/09	30/11/09	01/11/09	30/11/09	00:00	00:00	0	0	0	0	0
0	0	0	0	0	0	0	01/11/09	30/11/09	01/11/09	30/11/09	00:00	00:00	0	0	0	0	0
0	0	0	0	0	0	0	01/11/09	30/11/09	01/11/09	30/11/09	00:00	00:00	0	0	0	0	0
0	0	0	0	0	0	0	01/11/09	30/11/09	01/11/09	30/11/09	00:00	00:00	0	0	0	0	0
0	0	0	0	0	0	0	01/11/09	30/11/09	01/11/09	30/11/09	00:00	00:00	0	0	0	0	0
0	0	0	0	0	0	0	01/11/09	30/11/09	01/11/09	30/11/09	00:00	00:00	0	0	0	0	0

2 points for every five minutes coverage of live music (content type 1)
2 points for an interview lasting five minutes or more with South African musicians or composers (content type 2)

1 point per track for promoting tracks by new South African musicians (Content type 3)

10 points = 1% contribution towards local content.

ALGOA1109

ALGOA1209
ICASA Local Content Report

Station Name: ALGOA
01/12/09 To 31/12/09
Call Letters: ALGOA
Compile Date 28/01/10 Time 08:56
Performance Period: 5:00:00 - 22:59:59

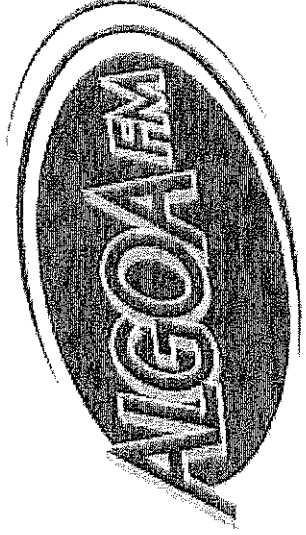
FROM

Music in to Local Performance		Other Contri. Local		Total Music Content		Local Music Content		Total Music Performance	
dur-	By	Start	Stop	By	dur-	By	dur-	By	dur-
Month	pts.	01/12/09	31/12/09	By %	01/12/09	31/12/09	By %	01/12/09	31/12/09
25.96	0	0.00	25.96	48.74	94.04	25.05	25.74	46.39	92.80
27.10	0	0.00	27.10	48.38	94.02	25.63	26.26	46.27	92.74
26.59	0	0.00	26.59	48.20	93.89	25.59	26.17	45.61	92.53
26.27	0	0.00	26.27	49.06	94.19	25.01	26.00	46.72	92.99
25.04	0	0.00	25.04	49.17	94.26	24.21	24.90	47.00	93.19
24.53	0	0.00	24.53	48.87	93.68	24.85	25.36	46.25	92.36

Other contribution to Local Content

Promoting tracks new tracks		Promoting Live music coverage		Live music coverage		Interviews 5 minutes or longer		Interviews new	
SA of SA	date artists	Start	Stop	by	by	by	by	by	by
Month	01/12/09	31/12/09	31/12/09	duration	points	points	or longer	by	points
week1	01/12/09	06/12/09	06/12/09	00:00	0	0	0	0	0
week2	07/12/09	13/12/09	13/12/09	00:00	0	0	0	0	0
week3	14/12/09	20/12/09	20/12/09	00:00	0	0	0	0	0
week4	21/12/09	27/12/09	27/12/09	00:00	0	0	0	0	0
week5	28/12/09	31/12/09	31/12/09	00:00	0	0	0	0	0

2 points for every five minutes coverage of live music (content type 1)
2 points for an interview lasting five minutes or more with South African musicians or composers (content type 2)
1 point per track for promoting tracks by new South African musicians (content type 3)
10 points = 1% contribution towards local content.



your music • your world

ALGOA FM

NEWS REPORT

2009

AIALGOA FM

DAILY NEWS 2009

Month	South African	International	% Self	Other	Total	Local	National	International
	min/18 hrs		originated	Sources	mtn/18 hrs			
January	42	7	52%	48%	49	52%	33%	15%
February	45	4	61%	39%	49	61%	31%	8%
March	45	4	61%	39%	49	61%	30%	9%
April	45	4	51%	49%	49	51%	40%	9%
May	43	6	52%	48%	49	52%	36%	12%
June	43	6	54%	46%	49	54%	34%	12%
July	44	5	52%	48%	49	52%	38%	10%
August	44	5	52%	48%	49	52%	38%	10%
September	45	4	57%	49%	49	51%	40%	9%
October	45	4	51%	49%	49	51%	40%	9%
November	43	6	52%	48%	49	52%	36%	12%
December	44	5	58%	42%	49	58%	31%	11%

Z:\pam.d\Excel\ICASA\AnnRep 2009/newsRep 2009AJ

**PLEASE READ THIS FIRST****PURPOSE OF THIS FORM**

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998

This form contains the format for employment equity reporting by employers to the Department of Labour. Both small employers (i.e. employers employing fewer than 150 employees) and large employers (i.e. employers employing 150 or more employees) are required to use this form. Those employers who are not designated but wish to voluntarily comply, must also use this reporting form.

Although all sections of this form apply to large employers, only certain sections of this form should be completed by small employers. Employers who report for the first time are not required to complete the progress report section of this form.

WHO SHOULD COMPLETE THIS FORM?

All designated employers that have to submit a report in terms of the Employment Equity Act, 55 of 1998. Employers who wish to voluntarily comply with the reporting requirements of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

- Large employers must submit their first report within six months of being designated, and thereafter annually on the first working day of October; and
- Small employers must submit their first report within twelve months of being designated, and thereafter on the first working day of October of every year that ends with an even number.

ESSENTIAL REQUIREMENTS

Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. All relevant areas of the form must be fully and accurately completed by employers. **Designated employers who fail to observe this provision will be deemed not to have reported.** Guidance to overcome difficulties on how to complete the form properly must be obtained from the Department prior to completing and submitting the report.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117

SECTION A: EMPLOYER DETAILS

Trade name	RADIO ALGOA
DTI registration name	RADIO ALGOA
DTI registration number	960670807
PAYE/SARS number	7950727307
UIF reference number	3974988
EE reference number	5071
Industry/Sector	INDUSTRY SECTOR NOT SET
Seta classification	BANKING SECTOR
Telephone number	5059497
Fax number	5835555
Email address	info@algoaim.co.za
Postal address	P o box 5973 Walmer
Postal code	6065
City/Town	-
Province	EASTERN CAPE
Physical address	Algoa FM House Shop No. 2, The Boardwalk summerstrand, Port Elizabeth
Postal code	6070
City/Town	-
Province	EASTERN CAPE
Details of CEO at the time of submitting this report	
Name and surname	DAVE MARK TILTMANN
Telephone number	0415059497
Fax number	0415835555
Email address	dave.t@algoaim.co.za
Details of Equity Manager at the time of submitting this report	
Name and surname	Thuli Mtsha
Telephone number	0415059497
Fax number	0415835555
Email address	thuli.m@algoaim.co.za

Business type

Private Sector
 National Government
 Local Government
 Non-profit Organization

Parastatal
 Provincial Government
 Educational Institution

Information about the organization at the time of submitting this report

Number of employees in the organization	0 to 49 <input type="checkbox"/> 50 to 149 <input checked="" type="checkbox"/> 150 or more <input type="checkbox"/>
In terms of Section 14 of the Act, are you voluntarily complying?	No <input type="checkbox"/>
Is your organization an organ of State?	No <input type="checkbox"/>
Date of submitting this report	1/13/2009

Pratibha DASH
Telephone: 012 3084000
Facsimile: 012 3084737 / 3084188
e-mail: pr@labour.gov.in

UNION OF INDIA



Please indicate the preceding twelve-month period (in the case of large employers) or twenty-four month period (in the case of small employers) covered by this report, except for first time reporting where this may not be possible:

From (date): 10/1/2006 To (date): 9/30/2008

Please indicate below the duration of your current employment equity plan:

From (date): 10/1/2006 To (date): 9/30/2011

PLEASE READ THIS FIRST

- a. The preceding twelve-month period (in the case of large employers) or twenty-four month period (in the case of small employers) covered by employment equity employer reports must be the same for every reporting period.
- b. A summary providing guidelines on occupational categories and levels is provided in annexure 3 and annexure 4 of the regulations. Employers must complete the EEA2 form and the EEA4 form in accordance with Annexure 3 and Annexure 4.
- c. Temporary workers refer to those workers who are employed to work for less than 24 hours per month, or those workers engaged to work for not more than 3 continuous months.
- d. In Section B, the subtotals in terms of race and gender in the row dealing with **total permanent** employees in the table on occupational categories for **all employees**, which includes people with disabilities, must be exactly the same as the subtotals in the table on occupational levels for **all employees**. The same must apply to the subtotals in the **grand total** rows for occupational categories and levels as well.
- e. In Section B, the subtotals in terms of race and gender in the row dealing with **total permanent** employees in the table on occupational categories for **people with disabilities** must be exactly the same as the subtotals in the table on occupational levels for **people with disabilities**. The same must apply to the subtotals in the **grand total** rows for occupational categories and levels as well.
- f. Employers, from the second cycle of reporting onwards, must complete Section G that deals with progress reports.
- g. Employers must complete Section H that deals with **numerical goals and numerical targets**. **Numerical goals** are the workforce profile the employer is striving to achieve in the workplace at the end of the duration of the employer's current employment equity plan. The numerical goals of the employer must be the same for the entire duration of the employment equity plan. **Numerical targets** are the workforce profile the employer is striving to achieve at the end of the period following the period covered by the current report of the employer.
- h. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Areas that only apply to small employers shall be made available by the Department in a separate form as well. All relevant areas of the form must be fully and accurately completed by employers.
- i. The alphabets "A", "C", "I" and "W" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians" and "Whites" respectively.
- j. "**Designated groups**" means Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are natural persons and are citizens of the Republic of South Africa by birth or descent; or are citizens of the Republic of South Africa by naturalization before the commencement date (i.e. 27 April 1994) of the Constitution of the Republic of South Africa Act of 1993; or became citizens of the Republic of South Africa from the commencement date of the Constitution of the Republic of South Africa Act of 1993, but who, not for Apartheid policy that had been in place prior to that date, would have been entitled to acquire citizenship by naturalization prior to that date.
- k. All population groupings who are not part of the Black group, but in substance fall within the definition described in paragraph (j) in terms of citizenship or descent, must be counted and included in the column of each table in the form that require data on the White group.
- l. Foreign nationals and South African citizens that fall outside the definition described in paragraphs (j) or (k) must be counted and included in the column of each table in the form that require data on foreign nationals.

SECTION B: WORKFORCE PROFILE

1. Occupational Categories

1.1 Please report the total number of employees (including employees with disabilities) in each of the following occupational categories: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male				Female				White Male		Foreign National		TOTAL
	A	C	I	W	A	C	I	W	W	Male	Female	TOTAL	
Legislators, senior officials and managers	0	1	0	1	1	0	0	1	5	0	0	8	
Professionals	1	0	0	0	0	0	0	1	1	0	0	3	
Technicians and associate professionals	1	0	0	0	0	1	0	1	3	0	0	6	
Clerks	2	0	0	0	5	1	0	3	0	0	0	11	
Service and sales workers	1	1	1	0	0	1	0	4	1	0	0	9	
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0	0	
Craft and related trades workers	0	0	0	0	0	0	0	0	0	0	0	0	
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0	0	0	0	
Elementary occupations	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	5	2	1	6	3	3	0	10	10	0	0	37	
Temporary employees	0	0	0	0	0	0	0	0	0	0	0	0	
GRAND TOTAL	5	2	1	6	3	3	0	10	10	0	0	37	

1.2 Please report the total number of employees with disabilities only in each of the following occupational categories: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male				Female				Foreign National		TOTAL	
	A	C	I	W	A	C	I	W	Male	Female		TOTAL
Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	
Technicians and associate professionals	0	0	0	0	0	0	0	0	0	0	0	
Clerks	0	0	0	0	0	0	0	0	0	0	0	
Service and sales workers	0	0	0	0	0	0	0	0	0	0	0	
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0	
Craft and related trades workers	0	0	0	0	0	0	0	0	0	0	0	
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0	0	0	
Elementary occupations	0	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	0	
Temporary employees	0	0	0	0	0	0	0	0	0	0	0	
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	0	

2. Occupational Levels

2.1 Please report the total number of employees (including employees with disabilities) in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				White Male		Foreign National		TOTAL
	A		C		I		W		W		Male	Female	
	A	C	I	W	A	C	I	W					
Top management	0	0	0	0	0	0	0	0	2		0	0	2
Senior management	0	1	0	0	1	0	0	1	3		0	0	6
Professionally qualified and experienced specialists and mid-management	1	0	0	0	0	1	0	1	3		0	0	6
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	1	1	0	3	2	0	8	2		0	0	20
Semi-skilled and discretionary decision making	1	0	0	0	2	0	0	0	0		0	0	3
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0		0	0	0
TOTAL PERMANENT	5	2	1	0	6	3	0	10	10		0	0	37
Temporary employees	0	0	0	0	0	0	0	0	0		0	0	0
GRAND TOTAL	5	2	1	0	6	3	0	10	10		0	0	37

2.2 Please report the total number of employees (including employees with disabilities) in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL		
	A		C		I		W		W			Male	Female
	A	C	I	W	A	C	I	W					
Top management	0	0	0	0	0	0	0	0	0		0	0	0
Senior management	0	0	0	0	0	0	0	0	0		0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0		0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0		0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0		0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0		0	0	0
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0		0	0	0
Temporary employees	0	0	0	0	0	0	0	0	0		0	0	0
GRAND TOTAL	0	0	0	0	0	0	0	0	0		0	0	0

Core operation functions and Support functions by occupational level

Job evaluation or grading systems, as illustrated in the EEA9, are used to measure a job in terms of content in order to establish its worth or value in relation to other jobs in an organization. The worth or value of a job is represented on a vertical axis as an occupational level. A job could either be a **Core operation** function or a **Support** function.

Core Operation Function positions are those that directly relate to the core business of an organization and may lead to revenue generation, e.g. sales, production, etc. Whereas **Support Functions** positions provide infrastructure and other enabling conditions for revenue generation, e.g. human resources, corporate services, etc. Please indicate on table 2.3.1 the number of employees that are in **Core Operation Function** positions and in table 2.3.2 the number of employees that are in **Support Function** positions at each occupational level.

2.3.1 Please indicate the total number of employees (including people with disabilities), that are involved in Operational/Core Function positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male			Female			White Male W	Foreign National		TOTAL	
	A	C	I	A	C	I		W	Male		Female
Top management	0	0	0	0	0	0	0	0	0	0	
Senior management	0	1	0	0	0	0	2	0	0	3	
Professionally qualified and experienced specialists and mid-management	0	0	0	0	1	0	2	0	0	3	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	1	1	0	1	0	5	1	0	10	
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	1	2	1	0	2	0	5	0	0	16	
Temporary employees	0	0	0	0	0	0	0	0	0	0	
GRAND TOTAL	1	2	1	0	2	0	5	0	0	16	

2.3.2 Please indicate the total number of employees (including people with disabilities), that are involved in Support Function positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male			Female			White Male W	Foreign National		TOTAL	
	A	C	I	A	C	I		W	Male		Female
Top management	0	0	0	0	0	0	2	0	0	2	
Senior management	0	0	0	1	0	0	1	0	0	3	
Professionally qualified and experienced specialists and mid-management	1	0	0	0	0	0	1	0	0	3	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	0	0	3	1	0	3	1	0	10	
Semi-skilled and discretionary decision making	1	0	0	2	0	0	0	0	0	3	
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	4	0	0	6	1	0	5	0	0	21	
Temporary employees	0	0	0	0	0	0	0	0	0	0	
GRAND TOTAL	4	0	0	6	1	0	5	0	0	21	

SECTION C: WORKFORCE MOVEMENT

3. Recruitment

3.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male			Female			White Male		Foreign National		TOTAL
	A	C	I	A	C	I	W	W	Male	Female	
	Top management	0	0	0	0	0	0	0	0	0	
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	0	0	0	1	0	1	0	0	0	3
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	0	0	2	1	0	3	1	0	0	9
Semi-skilled and discretionary decision making	1	0	0	1	0	0	0	0	0	0	2
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	4	0	0	3	2	0	4	1	0	0	14
Temporary employees	0	0	0	0	1	0	1	0	0	0	2
GRAND TOTAL	4	0	0	3	3	0	5	1	0	0	16

3.2 Please report the total number of new recruits with disabilities only in each of the following occupational levels:

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male			Female			White Male		Foreign National		TOTAL
	A	C	I	A	C	I	W	W	Male	Female	
	Top management	0	0	0	0	0	0	0	0	0	
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	0
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	0

4. Promotion

4.1 Please report the total number of promotions into each occupational level, including people with disabilities.

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				White Male		Foreign National		TOTAL		
	A		C		I		W		W		Male			Female	
	A	C	I	W	A	C	I	W	W	W	Male	Female		Male	Female
Top management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	1	0	0	0	0	2	0	0	0	0	0	0	4
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	1	0	1	0	0	0	0	3	1	0	0	0	0	0	6
Temporary employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1	0	1	0	0	0	0	3	1	0	0	0	0	0	6

4.2 Please report the total number of promotions involving people with disabilities only in each occupational level.

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				White Male		Foreign National		TOTAL		
	A		C		I		W		W		Male			Female	
	A	C	I	W	A	C	I	W	W	W	Male	Female		Male	Female
Top management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

5. Termination

5.1 Please report the total number of terminations in each occupational level, including people with disabilities.
 Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male			Female			White Male		Foreign National		TOTAL
	A	C	I	A	C	I	W	Male	Female		
	Top management	0	0	0	0	0	0	0	0	0	
Senior management	0	0	0	0	0	1	0	0	0	1	
Professionally qualified and experienced specialists and mid-management	1	0	0	0	1	0	1	0	0	3	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	1	0	2	0	0	2	0	0	8	
Semi-skilled and discretionary decision making	1	0	0	0	0	0	0	0	0	1	
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	3	1	0	2	1	0	4	2	0	13	
Temporary employees	0	0	0	0	1	0	1	0	0	2	
GRAND TOTAL	3	1	0	2	2	0	5	2	0	15	

5.2 Please report the total number of terminations involving people with disabilities only in each occupational level. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male			Female			White Male		Foreign National		TOTAL
	A	C	I	A	C	I	W	Male	Female		
	Top management	0	0	0	0	0	0	0	0	0	
Senior management	0	0	0	0	0	0	0	0	0	0	
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	
Temporary employees	0	0	0	0	0	0	0	0	0	0	
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	

SECTION E: SKILLS DEVELOPMENT (THIS SECTION IS NOT APPLICABLE TO SMALL EMPLOYERS)

7. Training

7.1 Please report the total number of people who received training, including for people with disabilities, and not the number of training courses attended, in each occupational category.

Occupational Categories	Male			Female			White Male W	Foreign National		TOTAL
	A	C	I	A	C	I		W	Male	
Legislators, senior officials and managers										
Professionals										
Technicians and associate professionals										
Clerks										
Service and sales workers										
Skilled agricultural and fishery workers										
Craft and related trades workers										
Plant and machine operators and assemblers										
Elementary occupations										
TOTAL PERMANENT										
Temporary employees										
GRAND TOTAL										

7.2 Please report the total number of people with disabilities only, and not the number of training courses attended, who received training in each occupational category.

Occupational Categories	Male			Female			White Male W	Foreign National		TOTAL
	A	C	I	A	C	I		W	Male	
Legislators, senior officials and managers										
Professionals										
Technicians and associate professionals										
Clerks										
Service and sales workers										
Skilled agricultural and fishery workers										
Craft and related trades workers										
Plant and machine operators and assemblers										
Elementary occupations										
TOTAL PERMANENT										
Temporary employees										
GRAND TOTAL										

7.3 Please report the total number of people, including for people with disabilities, and not number of training courses attended, who received training in each occupational level.

Occupational Levels	Male			Female			White Male		Foreign National		TOTAL
	A	C	I	A	C	I	W	W	Male	Female	
	Top management										
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											
Semi-skilled and discretionary decision making											
Unskilled and defined decision making											
TOTAL PERMANENT											
Temporary employees											
GRAND TOTAL											

7.4 Please report the total number of people with disabilities only, and not the number of training courses attended, who received training in each occupational level.

Occupational Levels	Male			Female			White Male		Foreign National		TOTAL
	A	C	I	A	C	I	W	W	Male	Female	
	Top management										
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											
Semi-skilled and discretionary decision making											
Unskilled and defined decision making											
TOTAL PERMANENT											
Temporary employees											
GRAND TOTAL											

SECTION F: QUALITATIVE ASSESSMENT (THIS SECTION IS NOT APPLICABLE TO SMALL EMPLOYERS)

8. Awareness of Employment Equity

8.1 Please indicate which of the following awareness measures were implemented by your organization:

	No. of employees covered	Yes	No	Please explain
Formal written communication	0			
Policy statement includes reference to employment equity	0			
Summary of the Act displayed	0			
Employment Equity training	0			
Diversity management programmes	0			
Discrimination awareness programmes	0			
Other (please specify):	0			
Total				

9. Consultation

9.1 Please indicate which stakeholders were involved in the consultation process prior to the development of your employment equity plan:

	Yes	No	Please explain
Workplace forum (in terms of the LRA)			
Consultative body or employment equity forum			
Registered trade union (s)			
Employees			
Other (Please specify):			

9.2 What was the level of agreement reached in the formulation of the plan? Please choose one:

Total	Sufficient	Some	None

9.3 How regularly do you meet with the stakeholders mentioned in 9.1? Please choose one.

Weekly	Monthly	Quarterly	Yearly	Other

10. Analysis

10.1 Please indicate in which categories of employment policy or practices barriers to employment equity were identified:

Categories	Yes	No	Please explain
Recruitment procedures			
Advertising positions			
Selection criteria			
Appointments			
Job classification and grading			
Remuneration and benefits			
Terms and conditions of employment			
Job assignments			
Work environment and facilities			
Training and development			
Performance and evaluation systems			
Promotions			
Transfers			
Demotions			
Succession and experience planning			
Disciplinary measures			
Dismissals			
Corporate culture			
HIV and AIDS education and prevention programmes			
Other (please specify):			

11. Affirmative Action measures

11.1 Please indicate in which categories affirmative action measures have been implemented:

Categories	Yes	No	Please explain
Recruitment procedures			
Advertising positions			
Selection criteria			
Appointments			
Job classification and grading			
Remuneration and benefits			
Terms and conditions of employment			
Job assignments			
Work environment and facilities			
Training and development			
Performance and evaluation systems			
Setting numerical goals			
Promotions			
Transfers			
Demotions			
Succession and experience planning			
Disciplinary measures			
Diversity programme and sensitization			
Community investment and bridging programme			
Retention measures			
Reasonable accommodation			
Other (please specify):			

12. Resources

12.1 Please indicate what resources have been allocated to the implementation of employment equity during the past year:

Allocation of Resources	Yes	No	Please explain
Appointed a designated officer to manage the implementation			
Allocated a budget to support the implementation goals of employment equity			
Time off for employment equity consultative committee (or equivalent) to meet on a regular basis			
Other (Please specify)			

13. Monitoring and evaluation of implementation:

13.1 How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

Weekly	Monthly	Quarterly	Yearly	Other

SECTION G: PROGRESS REPORT

(Section G to be completed from the second cycle of reporting onwards)

14. Reporting period: From 10/1/2006 to 9/30/2008

14.1 Did you achieve the numerical goals as set out in your employment equity plan for this period?

Yes	No
Yes	

14.2 Did you achieve the affirmative action objectives as set out in your employment equity plan for this period?

Yes	No
Yes	

14.3 If not, what were the obstacles you experienced:

What were the obstacles to reaching the employment equity goals and objectives during the past year?

14.4 If yes, what factors promoted the accomplishment of your goals and objectives:

What were the factors that contributed to the accomplishment of the employment equity goals and objectives during the past year?

* The following programmes were implemented: 1. Internship programme: Junior Management development training

14.5 Please indicate the numerical goals you have set to achieve for the total number of employees (including people with disabilities) at the end of your current employment equity plan in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male				Female				White Male		Foreign National		TOTAL
	A	C	I	W	A	C	I	W	W	Male	Female		
	Legislators, senior officials and managers	0	1	0	1	0	0	0	1	5	0	0	
Professionals	1	1	0	0	0	0	0	1	1	0	0	4	
Technicians and associate professionals	1	0	0	0	2	0	0	1	3	0	0	7	
Clerks	2	0	0	4	1	0	0	5	1	0	0	13	
Service and sales workers	1	1	1	0	1	0	0	2	1	0	0	7	
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0	0	
Craft and related trades workers	0	0	0	0	0	0	0	0	0	0	0	0	
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0	0	0	0	
Elementary occupations	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	5	3	1	5	4	0	0	10	11	0	0	39	
Temporary employees	0	0	0	1	0	0	0	0	0	0	0	1	
GRAND TOTAL	5	3	1	6	4	0	0	10	11	0	0	40	

14.6 Please indicate the numerical goals you have set to achieve for the total number of employees with disabilities only at the end of your current employment equity plan in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male				Female				White Male		Foreign National		TOTAL
	A	C	I	W	A	C	I	W	W	Male	Female		
	Legislators, senior officials and managers	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Technicians and associate professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Clerks	0	0	0	0	0	0	0	0	0	0	0	0	
Service and sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0	0	
Craft and related trades workers	0	0	0	0	0	0	0	0	0	0	0	0	
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0	0	0	0	
Elementary occupations	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	0	0	
Temporary employees	0	0	0	0	0	0	0	0	0	0	0	0	
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	

14.11 Please indicate the numerical targets you have set to achieve for the total number of employees (including people with disabilities) for the end of the period following the period covered by the current report in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				White Male		Foreign National		TOTAL
	A		C		I		W		W	Male	Female		
	A	C	I	W	A	C	I	W					
Top management	0	0	0	0	0	0	0	0	3	0	0	3	
Senior management	0	1	0	0	1	0	0	1	2	0	0	5	
Professionally qualified and experienced specialists and mid-management	1	0	1	0	0	1	0	1	3	0	0	7	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	1	1	0	2	2	0	8	2	0	0	19	
Semi-skilled and discretionary decision making	1	0	0	0	2	0	0	0	0	0	0	3	
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	5	2	2	0	5	3	0	10	10	0	0	37	
Temporary employees	1	0	0	0	1	0	0	0	0	0	0	2	
GRAND TOTAL	6	2	2	0	6	3	0	10	10	0	0	38	

14.12 Please indicate the numerical targets you have set to achieve for the total number of employees with disabilities only for the end of the period following the period covered by the current report in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Designated								Non-designated				TOTAL		
	Male				Female				Foreign National		Male			Female	
	A	C	I	W	A	C	I	W	Male	Female	Male	Female			
Top management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Senior management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Temporary employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SECTION H: SIGNATURE OF THE CHIEF EXECUTIVE OFFICER

Chief Executive Officer

I hereby declare that I have read, approved and authorized this report.

Signed on this 5 day of December year 2006

At place: PORT ELIZABETH

Signature Chief Executive Officer

DAVE MARK TILTMANN
Full Name



ANNUAL TRAINING REPORT: JANUARY - DECEMBER 2009

EMPLOYEE NAME	DESIGNATION	COURSE ATTENDED	SERVICE PROVIDER	DATE	
Chris Wright	Technical & Multimedia Manager	New Media Conference	Kagiso Broadcasting	Jan-09	R 2,743.68
Dave Tiltmann	Managing Director	New Media Conference	Kagiso Broadcasting	Jan-09	R 1,827.89
Kevin Reed	Financial Director	Tax Seminar	VIP Payroll	Jan-09	R 1,595.00
Tracey Lynch	Accountant	Tax Seminar	VIP Payroll	Jan-09	R 1,595.00
Larissa Schameck	Promotions Co-ordinator	BA Communications	University of South Africa	Feb-09	R 2,360.00
Thuli Mtila	HR Manager	Directorship - Induction	East Cape Training Centre	Mar-09	R 295.83
Dave Tiltmann	Managing Director	New Revenue Solutions	NRS - Australia	Apr-09	R 22,319.64
Dennis Karantges	Sales Manager	New Revenue Solutions	NRS - Australia	Apr-09	R 10,956.00
Thuli Mtila	HR Manager	Strategic Profitability	East Cape Training Centre	Apr-09	R 354.99
Chris Wright	Technical & Multi media Manager	RCS & Axia Training	Warren Cooper - In house training	May-09	R 1,692.70
Siyethemba Shozi	OB Engineer	RCS & Axia Training	Warren Cooper - In house training	May-09	R 575.80
Wayne Hart	Production Engineer	RCS & Axia Training	Warren Cooper - In house training	May-09	R 584.20
Kay Nayagar	IT Systems Administrator	RCS & Axia Training	Warren Cooper - In house training	May-09	R 591.40
Sibusiso Dlamini	Production Engineer	RCS & Axia Training	Warren Cooper - In house training	May-09	R 807.70
Jason Perelson	Copywriter	RCS & Axia Training	Warren Cooper - In house training	May-09	R 504.80
Andile Pamla	OB Engineer	RCS & Axia Training	Warren Cooper - In house training	May-09	R 188.30
Toinette Koumpan	Marketing Manager	A - Z Branding	VEGA The Brand Communication School	Jun-09	R 6,351.18
Thuli Mtila	HR Manager	Labour law update	Global Business Solution	Jun-09	R 1,800.00
Toinette Koumpan	Marketing Manager	New Media Conference	Kagiso Broadcasting	Jun-09	R 1,637.63
Kevin Reed	Financial Director	New Media Conference	Kagiso Broadcasting	Jun-09	R 2,500.39
Toinette Koumpan	Marketing Manager	New Media Conference	Kagiso Broadcasting	Jun-09	R 2,731.23

Compiled by: Thuli Mtila

Alfie Jay	Programming Director	New Media Conference	Kagiso Broadcasting	Jun-09	R 649.91
Kevin Reed	Financial Director	New Media Conference	Kagiso Broadcasting	Jun-09	R 633.46
Dennis Karantges	Sales Manager	NRS Sales Techniques	NRS	Jul-09	R 2,918.02
Cheri Crous	Senior Account Executive	NRS Sales Techniques	NRS	Jul-09	R 1,615.32
Janice Kruger	Senior Account Executive	NRS Sales Techniques	NRS	Jul-09	R 1,021.30
Suren Packery	East London Branch Manager	NRS Sales Techniques	NRS	Jul-09	R 1,380.40
Lesley Ann Fortuin	Account Executive	NRS Sales Techniques	NRS	Jul-09	R 947.66
Andy Iverson	Account Executive	NRS Sales Techniques	NRS	Jul-09	R 958.16
Dario Knock	Account Executive	NRS Sales Techniques	NRS	Jul-09	R 715.40
Kgotso Thipa	Account Executive	NRS Sales Techniques	NRS	Jul-09	R 564.34
Candice Bradfield	Account Executive	NRS Sales Techniques	NRS	Jul-09	R 541.94
Koliswa Pemba	Sales Co-ordinator	NRS Sales Techniques	NRS	Jul-09	R 666.40
EMPLOYEE NAME	DESIGNATION	COURSE ATTENDED	SERVICE PROVIDER	DATE	
Thuli Mtila	HR Manager	ETC Annual General Meeting	East Cape Training Centre	Jul-09	R 376.66
Warren Cooper	Senior IT Administrator	New Technology Expo	Media Tech	Jul-09	R 1,114.04
Chris Wright	Technical & Multi media Manager	New Technology Expo	Media Tech	Jul-09	R 1,858.31
Andile Nduna	Promotions Co-ordinator: EI	Induction Programme	Algoa FM	Jul-09	R 2,460.00
Dave Tiltmann	Managing Director	Emotional Intelligence	X - Treme Learning Academy	Aug-09	R 2,131.22
Kevin Reed	Financial Director	Emotional Intelligence	X - Treme Learning Academy	Aug-09	R 2,131.22
Alfie Jay	Programme Director	Emotional Intelligence	X - Treme Learning Academy	Aug-09	R 2,131.22
Shadley Nash	News Editor	Emotional Intelligence	X - Treme Learning Academy	Aug-09	R 2,131.22
Chris Wright	Technical & Multi media Manager	Emotional Intelligence	X - Treme Learning Academy	Aug-09	R 2,131.22
Dennis Karantges	Sales Manager	Emotional Intelligence	X - Treme Learning Academy	Aug-09	R 2,131.22
Thuli Mtila	HR Manager	Emotional Intelligence	X - Treme Learning Academy	Aug-09	R 2,131.22
Suren Packery	East London Branch Manager	Emotional Intelligence	X - Treme Learning Academy	Aug-09	R 2,131.22
Toinette Koumpan	Marketing Manager	Emotional Intelligence	X - Treme Learning Academy	Aug-09	R 2,131.22
Howard Mali	Driver	PDP Licence	Traffic Dept.	Aug-09	R 373.00
Andile Pamla	OB Engineer	PDP Licence	Traffic Dept.	Aug-09	R 341.00
Chris Wright	Technical & Multi media Manager	Technical Team Building	WAT	Aug-09	R 1,026.20
Warren Cooper	Senior IT Systems Administrator	Technical Team Building	WAT	Aug-09	R 2,778.20
Andile Pamla	OB Engineer	Technical Team Building	WAT	Aug-09	R 1,026.20
Kamendrin Nayagar	IT Systems Administrator	Technical Team Building	WAT	Aug-09	R 1,026.20

Compiled by: Thuli Mtila

TRAINING COSTS

Total Spent	R 160,658.46
Total Spent on Black people & Women	R 64,994.71

Notes:

Costs include the following.

Course Fees

In house training costs

Travelling Costs

Accommodation and S&T

Overseas course fees and travelling

Appendix G

Woyisa Ngalwa

From: Thuli Mtla [Thuli.M@algoafm.co.za]
Sent: 13 August 2010 03:43 PM
To: Woyisa Ngalwa
Subject: RE: A shortfall of R89 341.54 on the training allocation.

Importance: High

Dear Woyisa

The reason for the shortfall is, we have quite seasoned and professional employees in our company who some of them have been in the industry for many years, and also low staff turnover (which we pride ourselves with) contributes immensely to the minimal spent on our training.

As a learning organisation we strongly believe and encourage our employees to sharpen their skills periodically and always keep abreast with the changes.

Radio regards

THULI MTILA
HUMAN RESOURCES MANAGER
TEL: (041) 505 - 9497
FAX: 0866504743
CELL: 082 4424 738

From: Woyisa Ngalwa [mailto:WNgaiwa@icasa.org.za]
Sent: 13 August 2010 12:43 PM
To: Thuli Mtla
Subject: RE: A shortfall of R89 341.54 on the training allocation.

Dear Thulie

As per our conversation earlier, the Unit has observed that in the year ending December 2009, the radio station fell below the R250 000 benchmark as mandated by the Licence on training of staff members. The shortfall was calculated to be R89 341.54. Could you please provide us with a written explanation as to why Algoa FM couldn't spend the R250 000 as required by the License. I'd appreciate it if you could get back to me with this explanation at your earliest convenience. The report is due for submission on Monday 16 August 2010.

Your Assistance in this regard is highly appreciated.

Kindest Regards,

Woyisa Ngalwa
Compliance Officer. (Broadcasting)
Independent Communications Authority of SA
Tel: 011 566 3239
Fax: 011 566 3240
Cell: 072 573 3868

CORPORATE SOCIAL RESPONSIBILITY

ALGOA CARES/INFO SLOT REPORT 2009

OVERVIEW:

As a leading commercial radio station in the Eastern Cape, with close on a million listeners, Algoa FM has a very well-established social responsibility program, which focuses on charitable organizations throughout the region.

The Algoa Cares feature has been a major vehicle for social responsibility on Algoa FM for a number of years. It is dedicated to assisting non-profit organizations generate funds through on-air drives. Algoa FM donates 20 minutes of prime airtime on alternate Wednesdays (12:30 – 12:50) for this purpose.

Algoa FM's social responsibility is, in the main, driven by two programs, namely Algoa Cares and Media Sponsorship.

Algoa Cares was officially launched in July 1997.

Purpose:

- To create awareness among Algoa FM listeners of worthy charitable and community service organizations operating in this region.
- To highlight their causes, activities and, especially, their needs.
- To encourage local commerce & industry to demonstrate their public spiritedness by contributing cash, goods or services towards those needs.
- To demonstrate Algoa FM's concern for those who are in need.

In the course of a process such as this, a great deal of goodwill is generated and, naturally, that is of benefit to all parties concerned.

Mechanics:

Once an organization has been selected, a representative is invited to appear on the appeal feature, which is broadcast fortnightly on Wednesdays at 12:30. Roy Williams and lunchtime presenter Charl Leslie then chat to them on-air about their organizations and their needs. At this point, an appeal is made for offers of assistance, by way of goods, services or cash and the telephone lines are opened. Callers are taken live on air and any businesses that come forward to make donations are given 30 seconds of free airtime to promote their products and services.

Growth & Achievement:

Algoa Cares also includes a 10-minute charity-related Information Slot on the in-between Wednesdays, which features charities and other related organizations that have relevant information for the public, but who do not particularly warrant an appeal slot. This feature has also proved to be very successful and well-supported.

To date, almost a thousand charities have benefitted from Algoa Cares. In the early stages, the value of monthly donations seldom exceeded R2000 and fairly rigorous behind-the-scenes canvassing was necessary to achieve that!

However, since the feature has become firmly established, donations have become totally spontaneous and much more substantial, despite the current less-than-favourable economic climate. The year-end total value of goods donated on Algoa Cares for 2009 was just short of R160 000, equating to some R13000 per month.

Additional Features:

Included in the Algoa Cares portfolio are two additional annual features which have become very successful in their own right.

One of these is Bloodline Day, a collaboration with the SA National Blood Service in the Eastern Cape. It aired for the first time in 1998.

On Bloodline Day, the SANBS sets up blood donor clinics throughout the region. The event is then promoted on-air throughout the day, with regular updates on the number of units donated at the various clinics. This engenders a vibrant competitive spirit between clinics and donors and, as a result, approximately 800 units are collected annually. According to SANBS, this is an outstanding achievement.

The other additional feature is Winter Woolly Week. Algoa FM's annual collaboration with the PE Community Chest. The idea is, with the help of listeners, to collect warm clothing, blankets and non-perishable foods for the destitute among the 80 charities supported by Community Chest. On-air promotions take place throughout the week, with updates on the number of items collected, plus a dedicated Algoa Cares phone-in feature. During Winter Woolly Week 2009, over a thousand bags of assorted clothing and blankets were collected, with additional donations to the value of over R30000 on Algoa Cares.

ALGOA CARES REPORT 2009

JANUARY:

7 Jan: INFO: PE Surf Rescue Squad
Mark Ackermann, Dean Biddulph
& Gordon Smart R 7 535

14 Jan: CARES: Blue Crane Hospice (Som. East)
Rev Jean Underwood R 7 535

21 Jan: INFO: Umzi Wethu Academy
Pinky Kondlo & Paul Longe R 7 535

28 Jan: CARES: Cat Care (East London)
Melanie Fraser R 4 250

Donations total value for month: R 11 785

FEBRUARY:

4 Feb: INFO: Operation Smile
Ananda Nel R 8 615

11 Feb: CARES: Netcare Cuyler Youth Centre (Ulg)
Andre van der Merwe & Walter Kurten R 8 615

18 Feb: INFO: SAMREC (SA Marine Rehabilitation
& Education Centre)

25 Feb: CARES: Masifunde Sponsorships
Eva Goss. R 7 065

Donations total value for month: R 15 680

MARCH:

4 Mar: INFO: Wings & Wishes
Tracey Potgieter & Linda Jensen

11 Mar: CARES: Vistarus Lodge R 5 300
Fatima Collins & Anton Potgieter

18 Mar: INFO: Ironman 4 Kidz
Garth Wright & Gary Stephenson

19 Mar: SP. INFO: Montego Classic Dam Day
Chris Verheul & Clive Buckell

25 Mar: CARES: Born Free Foundation R 8 600
Christine le Roux

Donations total value for month: R 13 900

APRIL:

1 Apr: INFO: Domestic Animal Care
Ellen Dunning

8 Apr: CARES: GADRA (Grahamstown Area Distress
Relief Association) R 2 300
Pauline Mitchell

15 Apr: INFO: Summerstrand Cheshire Home
Les Kirkland

22 Apr: CARES: SADD (South Africans Against
Drunk Driving) R 650

29 Apr: INFO: FAMSA
Erna Jonker

Donations total value for month: R 2 950

MAY:

6 May: CARES: ACW R 2 700
Alet Stevens & Annemarie Terblanche

13 May: INFO: PE Community Chest
Beulah Lumkwana 7 Colette Keevy

20 May: CARES: Graceland Kibbutz R 4 900
Rev Kenneth Claassen

27 May: INFO: Cerebral Palsy Fete & Fun Run
Lona Blackman & Joey Deyssel

Donations total value for month: R 7 600

JUNE:

3 June: CARES: Childline PE R 2 900
Anna-Louise Olivier

10 June: INFO: HIV/AIDS Hope Project
Dr Norma van Niekerk

17 June: CARES: Winter Woolly Week R 28 000
Beulah Lumkwana & Andre Niemand

24 June: INFO: Winter Woolly Week (follow-up)
Beulah Lumkwana & Colette Keevy

Donations total value for month: R 30 900

JULY:

1 July: CARES: Cerebral Palsy Association (EC) R 3 400
Lauren Donley

8 July: INFO: Jabez Aids Health Centre
Goodwill Featherstone

15 July: CARES: Bloodline 2009 (with SANBS)
Maritisa Griesel
Total Donation: 794 units of blood

22 July: INFO: Head & Neck Injury Prevention Program
Dave Levey

29 July: CARES: Fresh Waters Sports Initiative R 3 950
(Storms River)
Colin Garnett

Donations total value for month: R 7 350

AUGUST:

5 Aug: INFO: Child Welfare SA
Delene Ritter & Ashley Theron

12 Aug: CARES: Ringer Rozy Daycare Centre R 3 150
Esme Carelsen

19 Aug: INFO: The Hope Factory
Maurita Odendaal

26 Aug: CARES: Care Haven Psychiatric Centre R 3 850
Elmo Steyn & Diane Robb

Donations total value for month: R 7 000

SEPTEMBER:

- 2 Sept: INFO: Casual Day
Anneliese de Jager
- 9 Sept: CARES: The Red Cross (Eastern Cape) R 2 900
Coralie Peo-Swartz & Winnie Ndebele
- 10 Sept: Special INFO: Nkosinathi Foundation for the Blind
Jeremy Dawes & Faith Jensen
- 16 Sept: INFO: Delta Women & Youth Development
Gerald Maree
- 23 Sept: CARES: KWT Child & Youth Care Centre R 3 400
Emily Schwarz & heather Schreiber
- 30 Sept: INFO: PE Community Chest (WWW Feedback)
Beulah Lumkwana & Colette Keevy

Donations total value for month: R 6 300

OCTOBER:

- 7 Oct: CARES: Babies Behind Bars R14 850
Susan de Kock
- 14 Oct: INFO: Living Waters (East London)
Angela Flemmer & Michelle Lotter

Donations total value for month to date: R 14 850

NOVEMBER:

4 Nov: CARES: Quad House R 3 200
Johan Steyn

11 Nov: INFO: Ironman 4 Kidz
Gary Stephenson

18 Nov: CARES: Little Angels Educare R 5 665
Shamin Jacobs & Deon Jacobs

25 Nov: INFO: La Leche League
Dr Nan Jolly

Donations total value for month to date: R 14 530

DECEMBER:

2 Dec: CARES: Uitenhage SPCA R 7 350
Kees Croucamp

9 Dec: INFO: Animals in Wonderland
Jeru & Juan Greenfingers

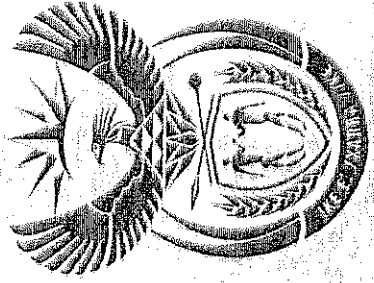
16 Dec: CARES: St Francis Hospice (Kouga) R 8 500
Sr Elina de Bruyn

Donations total value for month to date: R 15 850

Year Total: R 156 494.90 (plus 794 units of blood)

In addition to the money raised through Algoa Cares., below is a table of other contributions raised ...

SOCIAL RESPONSIBILITY CONTRIBUTIONS:	
PE Golf Day	65,000.00
EL Golf Day	20,000.00
Toy Run	125,000.00
Algoa Cares	156,494.00
CANSA Big Walk	50,000.00
Spar Ladies Race	30,000.00
Hemmingways Charity Night Race	12,500.00
Algoa FM Chevrolet cycle challenge	92,000.00
Business Against Crime Golf day	62,839.00
Vodacom Fame	500,000.00
Total	1,133,833.00



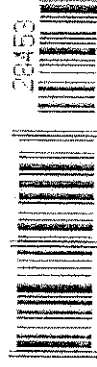
Vol. 487

Pretoria, 31 January 2006
Januarie

No. 28453



AIDS HELPLINE: 0800-0123-22 Prevention is the cure



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GENERAL NOTICE

NOTICE 153 OF 2006



ICASA SOUTH AFRICAN MUSIC CONTENT REGULATIONS

The Independent Communications Authority of South Africa has under sections 53 (3), 53 (4) and 53 (5) read with section 78 (1) of the Independent Broadcasting Authority Act, 1993 (Act 153 of 1993), made the regulations in the Schedule.

SCHEDULE

1. Definitions

In these regulations any word to which a meaning has been assigned to it in the independent Broadcasting Authority Act, 1993 (Act No. 153 of 1993) and the Broadcasting Act (Act No.4 of 1999), shall have that meaning and, unless the context indicates otherwise-

- 1.1 "Bouquet" means a collection of video and / or audio channels marketed as a single package, often transmitted in a single data stream, or a thematic environment where channels are devoted to a specific programming genre;
- 1.2 "Documentary" means a factual presentation or analysis of musicians or composers, whether past or present, with a normal minimum duration of five minutes;
- 1.3 "Interview" means conversation between a radio presenter and musician(s) or composer(s) used as a basis of a broadcast, with a normal minimum duration of five minutes;
- 1.4 "New Musician" means a musician whose debut album has been on the market for six months or less;
- 1.5 "Performance Period" means the period of 126 hours in one week measured between the hours 05h00 and 23h00 each day;
- 1.6 "Sound Broadcasting Licence" means a broadcasting licence granted and issued for the purpose of providing a sound broadcasting service;

- 1.7 "the Broadcasting Act" means the Broadcasting Act, 1999 (Act No.4 of 1999);
- 1.8 "the IBA Act" means the Independent Broadcasting Authority Act, 1993 (Act No.153 of 1993).

2. Application of these Regulations

These regulations shall apply to the holder of any category of sound broadcasting licence, which devotes 15% or more of its broadcasting time during the performance period to the broadcasting of music and shall be incorporated in the licence:

- 2.1 In the case of a licensee holding a valid licence at the date of commencement of these regulations.
- 2.2 In the case of a licence issued on or after the date of commencement of these regulations, from the date of commencement of broadcasting.

3. Imposition of Sound Broadcasting Licence Conditions Regarding South African Music

3.1 Public Sound Broadcasting Licensees

Every holder of a public sound broadcasting licence to which these regulations apply must ensure that after eighteen months of the gazetting of these regulations, a minimum of 40% of the musical works broadcast in the performance period consist of South African music and that such South African music is spread reasonably evenly throughout the said period.

3.2 Commercial Sound Broadcasting Licensees

Every holder of a commercial sound broadcasting licence to which these regulations apply must ensure that after eighteen months of the gazetting of these regulations, a minimum of 25% of the musical works broadcast in the performance period consist of South African music and that such South African music is spread reasonably evenly throughout the said period.

3.3 Community Sound Broadcasting Licensees

Every holder of a community sound broadcasting licence to which these regulations apply must ensure that after eighteen months of the gazetting of these regulations, a minimum of 40% of the musical works broadcast in the performance period consist of South African music and that such South African music is spread reasonably evenly throughout the said period.

3.4 Subscription Sound Broadcasting Licensees

Every holder of a subscription sound broadcasting licence to which these regulations apply must ensure that after eighteen months of the gazetting of these regulations, a minimum of 10% of their bouquets consist of channels made up of South African music content.

3.5 Public Broadcasting Commercial Services

The commercial services provided by the holder of a public sound broadcasting licence shall be subject to the same regulatory requirements as in these regulations for commercial sound broadcasting services and subscription sound broadcasting services.

3.6 Exemption

The Authority may, upon written application and good cause shown by the holder of a sound broadcasting licence, vary any condition imposed by 3.1, 3.2 3.3, 3.4, and 3.5, if it is satisfied that the variation is consistent with the objects of the IBA Act, 1993 and the Broadcasting Act, 1999, and any regulations made thereunder.

4. Formulas (Format Factors)

4.1 The Music Points for 4.1 (a) are calculated using the following formula: Format Factor (unit) x Duration.

(a) for every five minutes of coverage of live music = 2

(b) for an interview with South African musician(s) or composer(s) with a normal minimum of five minutes = 2

Ten points are worth 1% towards the South African music content quota on a weekly basis.

4.2 The Music Points for 4.2(a) are calculated using the following formula): Format Factor (unit) x number of tracks:

(a) for promoting new musicians whose debut albums have been on the market for six months or less = 1

Ten points are worth 1% towards the South African music content quota on a weekly basis.

5. Records

5.1 The holder of a sound broadcasting licence shall keep and maintain logs, statistical forms and programme records to the satisfaction of the Authority containing:

- a) particulars of –
 - (i) the percentages of South African music broadcast in the performance period;
 - (ii) the time and duration of every such broadcast;
 - b) such other particulars as may be required by the Authority.
- 5.2 The logs, statistical forms and records contemplated in sub-regulation (1) shall be preserved in original for a period of not less than 12 months after the date of last entry.

6. Review of Regulations

- 6.1 The Authority may, three years after these regulations have come into effect, hold an inquiry to review these regulations.
- 6.2 In reviewing the regulations the Authority shall determine the procedure to be followed during the inquiry.
- 6.3 The Authority shall consider submissions made by the licensee and any interested person on its capacity to fulfill the South African content quotas and may make such determination as it considers equitable in the circumstances.

7. Effective Date

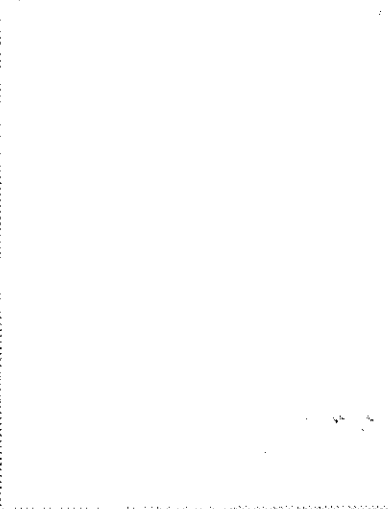
These Regulations replace the ICASA South African Music Content Regulations of 2002 which came into effect on 22 August 2003. The effective date of these amended Regulations shall, therefore, be the date of publication in the Gazette.

8. Short Title

These regulations will be called the ICASA South African Music Content Regulations.

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Appendix 3




Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

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Vol. 540 Pretoria, 14 June 2010 No. 33294

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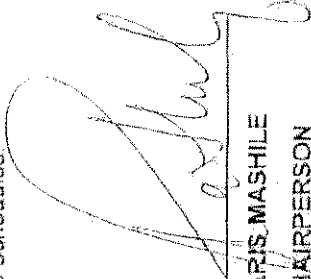
14 June 2010



ELECTRONIC COMMUNICATIONS ACT, 2005 (NO. 36 OF 2005): REGULATIONS

**REGULATIONS REGARDING STANDARD TERMS AND CONDITIONS FOR
INDIVIDUAL LICENCES UNDER CHAPTER 3 OF THE ELECTRONIC
COMMUNICATIONS ACT, 2005 (NO. 36 OF 2005)**

The Independent Communications Authority of South Africa, in terms of section 8 read with section 4 of the Electronic Communications Act, 2005 (No. 36 of 2005) and 17E(2)(b) of the ICASA Act, 2000 (No. 13 of 2000), hereby prescribes regulations in the schedules.


PARIS MASHILE
CHAIRPERSON

ICASA

SCHEDULE 1

INDIVIDUAL BROADCASTING SERVICES LICENCES

1. Definitions

In these regulations, unless the context otherwise indicates, a word or expression to which a meaning has been assigned in the Act has the meaning so assigned:

"Act" means the Electronic Communications act, 2005 (No. 36 of 2005) as amended;

"BS" means a broadcasting service; as defined in the Electronic Communications Act 2005 (Act No. 36 of 2005)

"Effective date" means the date on which the Licence is issued;

"Licence" means the Individual Broadcasting Service Licence issued to the Licensee in the form contained in Annexure A of these regulations;

"Licensee" means a person named in the Licence and issued with a licence to provide services in terms of Chapter 3 of the Act;

"Public Service Announcement" means an announcement broadcast by a broadcasting service licensee aimed at imparting knowledge or information concerning a disaster or immediate grave danger to the public or in the interests of public welfare; and

"Schedule" means the schedule to the Licence containing the specific terms and conditions which the Authority has imposed upon the Licensee in terms of section 9(7) of the Act and the related legislation.

2. NOTIFICATION OF LICENSEE DETAILS AND INFORMATION

(1) A Licensee must submit written notice to the Authority within seven (7) days of the occurrence of the following changes in its licensee:

- (a) the name of the Licensee;
- (b) contact details;
- (c) shareholding; and
- (d) notices and addresses.

(2) Any transfer of shares undertaken in terms of 2(1)(c) above must comply with all licence terms and conditions and the Act.

3. LICENCE AREA

The licence area is as specified in the Schedule.

4. DURATION OF THE LICENCE

The following Licences are valid for the following periods from the effective date:

- (a) Public or commercial free to air television BS: fifteen (15) years;
- (b) Subscription BS: fifteen (15) years; and
- (c) Public or commercial free to air sound BS: ten (10) years.

5. COMMENCEMENT OF OPERATIONS

A Licensee must commence operation of the BS specified in the Licence within the following periods, unless the Authority grants, on good cause shown, an extended commencement period on written application, prior to the expiry of the period referred in sub-clause (a) and (b) and (c) below:

- (a) six (6) months from the effective date in respect of free to air sound BS;
- (b) twelve (12) months from the effective date in respect of free to air television BS; or
- (c) twelve (12) months from the effective date in respect of subscription BS.

6. HOURS OF OPERATIONS

(1) A Licensee must provide broadcast services for twenty four (24) hours per day unless the Authority has approved a shorter schedule of daily broadcast operations as specified in the Schedule.

(2) Where a Licensee cannot provide the licensed service due to circumstance beyond its control, for a continuous period of twelve (12) hours or longer, a Licensee must notify the Authority in writing of such circumstances within twenty four (24) hours of the occurrence thereof.

7. SERVICES TO BE PROVIDED BY THE LICENSEE

A Licensee must in terms of these regulations provide one of the following BS:

- (a) Public free to air television BS;
- (b) Commercial free to television BS;
- (c) Public free to air sound BS;
- (d) Commercial free to air sound BS; or
- (e) Subscription (sound and/or television) BS.

8. SAFETY MEASURES

A Licensee must, in respect of all apparatus, equipment and installations that it owns, leases or uses, take such safety measures as may be prescribed and in any event such reasonable and necessary safety measures to safeguard life or property, and to limit exposure to electromagnetic emission, radiation and related risks.

9. PROVISION OF INFORMATION

(1) The Authority may, in the course of carrying out its obligations under the Act, require a Licensee to provide information, so as to enable it to:

- (a) monitor and enforce consumer protection, quality of service, competition, compliance with licence conditions and other requirements of the Act and related legislation;
- (b) allow for the assessment and allocation of applicable fees and related requirements;
- (c) facilitate the efficient use of scarce resources; and
- (d) collect and compile information to be used for purposes of sectoral analysis, planning, reporting and conducting inquiries.

- (2) in respect of each information request referred to in sub-clause (1), except where otherwise addressed in applicable regulations, the Authority will provide, among other things, detailed specifications of its information request, applicable response times and a contact person to whom queries will be addressed.
- (3) The licensee must provide the information in accordance with such format as may be prescribed by the Authority.

10. PUBLIC SERVICE ANNOUNCEMENTS

- (1) The Licensee must broadcast public service announcements in the public interest as may be requested by the Authority in writing.
- (2) The Licensee may broadcast public service announcements in the public interest as may be requested by a Public Service Institution in writing.

11. GENERAL OBLIGATIONS OF LICENSEES

- (1) A Licensee shall inform the Authority, in writing, within fourteen (14) days of:
 - (a) any judgement or judgements given in a court of law against it; and
 - (b) any conviction in respect of an offence involving dishonesty of any of its directors or senior managers.
- (2) A Licensee shall keep the following records, in accordance with the template determined by the Authority and provided to a Licensee, relating to its broadcasting activities and provide same to the Authority on a quarterly basis:
 - (a) a log of all advertisements broadcast;
 - (b) a log of the percentage of air-time per hour allocated to advertisements;
 - (c) a log of all sponsorships received for programmes, news, game shows, welfare activities or similar programming together with details of payment, financial or otherwise, received for such sponsorship; and
 - (d) a log of programmes broadcast.
- (3) A station must clearly identify itself at intervals of not more than thirty (30) minutes.

12. SPECIFIC TERMS AND CONDITIONS

The Authority may impose additional specific terms and conditions upon a Licensee in terms of section 9(7) of the Act, and the related legislation. These specific terms and conditions will be contained in the Schedule and may include but are not limited to:

- (a) geographic coverage area of the licensed BS setting out the scope of coverage (regional or national) and universal service and access targets, if any;
- (b) technology platform to be used in providing the licensed BS (e.g. terrestrial analogue, terrestrial digital, cable, satellite etc);
- (c) language (s) of the licensed BS;
- (d) format of the licensed BS, including but not limited to the content and presentation type of the sound and/or television BS e.g. full service, adult contemporary, talk radio etc;
- (e) local content obligations of the licensed BS in addition to those prescribed by the Authority;
- (f) other general programming obligations of the licensed BS, including without limitation, obligations in respect of news, actuality programming, political issues of public interest, educational programming and programming to meet the needs of children, the youth, women and disabled persons etc;
- (g) ownership and control structure of the Licensee;
- (h) obligations in respect of ownership and control by persons from historically disadvantaged groups in respect of the Licensee, in addition to those prescribed by the Authority;
- (i) human resources training and skills development undertaken by the licensee;
- (j) community-related obligations of the licensed BS;
- (k) broadcast hours of the licensed BS if fewer than twenty four (24) hours per day; and
- (f) in relation to the South African Broadcasting Corporation:
 - (i) its obligations in respect of publicising the Television Licence fee;
 - (ii) cross-subsidisation issues as between its public commercial and public services; and
 - (iii) the provision of audited financial statements to the Authority

13. OBLIGATIONS THAT APPLY IN RESPECT OF SUBSCRIPTION BROADCASTING SERVICES ONLY

- (1) A subscription BS Licensee may not provide a subscription service, unless the price
- (c) for the service and other terms and conditions of the provision of such service have been made known to the public by:
 - (a) making such prices and terms and conditions available for inspection at its offices during business hours;
 - (b) providing such details to anyone who requests same at no charge; and
 - (c) providing such details on its website, if any
- (2) A subscription BS Licensee must submit to the Authority:

- (a) details of the price(s) for its service and other terms and conditions of the provision of such service within 30 days of commencing such service; and
 - (b) on bi-annual basis, a record of the actual services provided and the actual tariffs charged therefore during the previous six months.
- (3) Billing Obligations of Subscriptions BS Licensees:
- (a) The Licensee must at no charge provide an accurate invoice with a detailed statement of services rendered to any subscriber.
 - (b) Such invoice must include, among other things, the following information for the entire period covered by such invoice or statement:
 - (i) detail of all services rendered to the customer or subscriber;
 - (ii) the breakdown of the different charges associated with such services; and
 - (iii) the applicable service pricing for the period of use covered by such invoice or statement.

14. CONTRAVENTION AND FINES

- (1) Upon a determination of non-compliance by the Complaints and Compliance Committee in terms of the ICASA Act, the Authority may impose a fine not exceeding:
 - (a) One Million Rand (R1 000 000) for contravention of regulations 3, 4, 5(a-c), 7, 9, 10(1-2), and 12
 - (b) One Hundred Thousand Rands (R100 000) for contravention of all the regulations not specified in the regulation 14(1)(a); and
 - (c) Additional One Hundred Thousand Rands (R100 000) for repeated contravention of the regulations

15. NOTICES AND ADDRESSES

- (1) Any notice or certification given by the Authority or the Licensee shall be in writing and:
 - (a) if delivered by hand to the recipient's address, it shall be deemed, until the contrary is proven, that it has been received at the time of delivery;
 - (b) if posted by pre-paid registered post from an address within the Republic of South Africa, it shall be deemed, until the contrary is proven, to have been received on the 14th day after the date of posting; or
 - (c) if sent by facsimile transmission during normal business hours, proof of successful transmission shall be deemed to be proof of receipt, unless the contrary is proven.

(2) A Licensee shall provide the Authority with an address where it will accept formal service of letters, documents and legal process in this regard as well as a fax and telephone number on which it can be contacted as set out in the Licence.

16. SHORT TITLE AND COMMENCEMENT

These regulations are called the Standard Terms and Conditions for Individual Broadcasting Services, 2010 and will come into operation by notice in the gazette.

17. REPEAL OF REGULATIONS

These regulations repeal Government Gazette No. 30530 containing the Standard Terms and Conditions for Individual licences published 30 November 2007, in its entirety.