



LOTUS FM ANNUAL COMPLIANCE REPORT

MARCH 2024

2022/2023 ANNUAL COMPLIANCE REPORT

SOUTH AFRICAN BROADCASTING CORPORATION (SABC) BROADCASTING AS LOTUS FM

Licence Period: 18 December 2018 - 17 December 2028

1. PREFACE

The Independent Communications Authority of South Africa (the Authority) has a statutory mandate in terms of the Constitution, the ICASA Act¹, the Electronic Communications Act² (ECA) and the Broadcasting Act³ to regulate broadcasting activities in South Africa in the public interest. Among the responsibilities of the Authority is the task to ensure compliance by broadcasting service Licensees with the terms and conditions of their licence and any relevant legislation and/or Regulations.

The purpose of the report is to give an account of Lotus FM's compliance with the terms and conditions as set out in its licence for the 2022/2023 financial year. Aspects of compliance that are measured comprise of Format, Local Content Obligations, General Programming Obligations and Training and Skills Development.

Furthermore, the report will measure compliance with regulations that include South African Music Content, Standard Terms and Conditions for Individual Licensees, Universal Service and Access Fund, General Licence Fees and Code of Conduct for Broadcasters.

2. BACKGROUND

Lotus FM is an Individual Sound Broadcasting Service Licensee of the South African Broadcasting Corporation (SABC). The radio station forms part of the public broadcasting service of the SABC and is licensed to provide a full spectrum service to the Greater Kwa Zulu-Natal province and parts of Gauteng. The radio station is based in Durban, in the KwaZulu-Natal province.

¹ Act No. 13 of 2000, as amended

² Act No. 36 of 2005

³ Act No. 4 of 1999

3. COMPLIANCE ASSESSMENT

3.1 Ownership and Control

Clause 1 of the licence stipulates that:

- 1.1 Name of company/entity: The South African Broadcasting Corporation*
- 1.2 Shareholders: The State shall hold one hundred (100%) percent of the shares of the Corporation*
- 1.3 Ownership by persons from historically disadvantaged groups: N/A*

There were no changes reported on the name and shareholding of the Licensee. Lotus FM forms part of the public broadcasting service of the SABC and it is 100% owned by the state.

The Licensee complies with clauses 1 of its licence.

3.2 Geographic Coverage Area

Clause 3 of the licence schedule states that:

"The geographic coverage area is as defined in the map attached to the radio frequency spectrum licence".

According to the frequency spectrum licence, the radio station's coverage area is Gauteng, KwaZulu-Natal and Cape Town. Its transmitter sites are in Durban, Durban North, Glencoe, Johannesburg, Ladysmith, Pietermaritzburg, Port Elizabeth, Port Shepstone, Sunnyside, The Bluff and Tygerberg. The Licensee maintains that its coverage area is as defined in the frequency spectrum licence.

The Licensee complies with clause 3 of its licence.

3.3 Language(s)

Clause 4 of the licence states that the language of broadcast is as follows:

"Principal Language: English with specialist programmes in Hindi, Tamil, Urdu, Gujarati and Telegu".

The Authority's monitoring exercise confirmed that Lotus FM's principal language of broadcast is English, with alternates between Hindi, Tamil, Urdu, Gujarati and Telegu during some of the radio station's specialist programmes.

The Licensee complies with clause 4 above.

3.4 Format

Clause 5.1 of the licence states that:

"The service authorised by this licence forms part of the public service division of the Licensee".

Clause 5.2 stipulates that:

"The licensed service shall provide a full spectrum service".

Lotus FM forms part of the public service radio stations of the SABC and offers a full-spectrum service to its audience as outlined in the licence. This was confirmed during the Authority's monitoring exercise which found that the radio station engages in different topical issues of national interest across its programming offerings.

The Licensee complies with clauses 5.1 and 5.2 of its licence.

3.5 Local Content Obligations

Clause 6 of the schedule to the licence stipulates that:

"In each licence year, the Licensee shall, within thirty (30) days of the end of the quarter, submit to the Authority written records indicating the extent of:

Clause 6.1 different genres; and

Clause 6.2 South African Music Content in programme material broadcast in the licensed service during that quarter, in each instance, distinguishing between genres, providing the relevant details in relation to prime time and the period between 05h00 and 23h00 daily ("the South African broadcast period"), and expressing relevant details both as an aggregate in minutes and as a percentage of the total of all such programming material".

The SABC submitted Lotus FM's quarterly reports for the period under review in line with the Compliance Procedure Manual Regulations; the reports indicated the different genres, the South African music content and programming material for the period under review.

The Licensee complies with clause 6 of the schedule to its licence.

3.6 General programming obligations

3.6.1 General

Clause 7.1.1 of the licence stipulates that:

"The Licensee shall ensure that its programming adequately reflects the diversity of South Africa's religions".

The SABC's editorial policy⁴ stipulates that:

"Religious programmes should take account of regional factors, target audiences, language and cultural preferences, and the devotional needs of specific groups."

Lotus FM broadcasts informative religious and devotional programmes that cater for different groups. Devotional music from different religions is played across different programmes on Sunday evenings. *Bhakti Sungheet* is broadcast between 17h00 and 19h00 and it is dedicated to the Hindu religion; there is *Gospel Hour* between 19h00 and 20h00 which focuses on Christianity; and *Deenyat*, between 20h00 and 21h00, which is dedicated to the Islam religion. These shows also hold discourse on various topics around the different religions.

The Licensee complies with clause 7.1.1 of its licence.

Clause 7.1.2 of the licence stipulates that:

"The Licensee shall take reasonable steps to provide programming that reflects the cultural and traditional needs of the audience".

The Licensee's provides a diverse range of programmes that demonstrate the cultural and traditional diversity of its audiences. Shows like *Qawali Hour*, which broadcasts Sufi music, and *Classic Gold* which plays classic Indian music are examples of content provided by Lotus FM to cater for cultural and traditional needs of its audience.

The Licensee complies with clause 7.1.2 of its licence.

Clause 7.1.3 of the licence stipulates that:

⁴ An extract from the Licensee's Editorial Policy

"The Licensee shall during the South African performance period, provide programme material that caters and has due regard for the interests of all sectors of South African society and shall provide programming on health-related issues, gender issues relevant to all age groups".

The following programmes were identified during the monitoring exercise, where various issues of interest to society were discussed:

- *Talk @7* is a talk show that is broadcast weekdays between 19h00 and 21h00. It holds discussions on different issues that affect society. Topics on relationship matters, loss and grief, health and wellness were heard during the monitoring period. There was also an interview with doctors, including a national manager from the Cancer Association of South Africa on different types of cancer, diagnosis, research and cancer care. Listeners were given an opportunity to call in and ask the guest some questions on the topic.
- *The Breakfast Express* is an interactive show that offers deals with different topics on lifestyle, sport, politics. It also offers fun and interesting content such as quizzes and offers a platform for listeners to discuss issues that affect them. One of the topics that was heard during the monitoring exercise was about different phobias. There was also an interview with a dietitian on healthy eating habits for people of all ages and genders.
- *The Weekend Recharge* is a Saturday breakfast show that is broadcast between 06h00 and 09h00. It has a lot of listener interaction where fun topics that include cooking, fashion, quizzes, comedy and dedications are provided.

The diversity of shows on the Licensee's line-up confirms that it addresses various issues relevant to people of all age groups and genders.

The Licensee complies with clause 7.1.3 of its licence.

3.6.2 News and Current Affairs

Clause 7.2.1 of the schedule attached to the licence stipulates that:

"The Licensee shall broadcast at least sixty (60) minutes of news programming each day during the South African performance period".

The quarterly reports submitted by the SABC show that Lotus FM broadcasts approximately seventy (70) minutes of news programming daily. The monitoring exercise confirmed that the Licensee broadcasts approximately seventy (70) minutes of news daily.

The following were among the news stories covered:

- *Two men have been arrested in Port Nolloth, in the Northern Cape, for being in possession of over three hundred thousand rands in cash. Another man gave the two men a lift. The suspects, who are undocumented, allegedly concealed the money inside of school bags and shoes. Police arrested them at a roadblock. Provincial communications head, Marcia Gebelien, says the suspects face charges of money laundering and racketeering and being in the country illegally.*
- *It has emerged that the Free State Provincial Executive Committee, PEC has resolved to recall the Mangaung Executive Mayor, Mxolisi Siyonzana. The PEC has affirmed the resolution of the Mangaung ANC which was taken in August last year. The Mangaung ANC region has also called for the removal of Siyonzana's deputy, Mapaseka Mothibi-Nkwane and Council Speaker, Stephanie Lochman-Naidoo. Siyonzana has been accused of failing to implement the financial recovery plan of the trouble torn Mangaung Metro.*
- *Several Western countries including France, Germany and Canada have ended their evacuations of people from Afghanistan. It comes a day after as many as 90 people were killed in two militant bomb attacks at Kabul Airport. Seventy-two civilians, thirteen US service personnel and a number of Taliban members were killed in yesterday's bomb attack claimed by ISIS militants. The British Defence Secretary, Ben Wallace, has warned that the threat of further attacks will increase as Western troops continue leaving the country.*
- *The Lillian Ngoyi Street in Johannesburg is a hive of activity as thousands of DA supporters march past the ANC headquarters, Luthuli House. The*

march against the rolling blackouts which the DA describes as an ANC-engineered crisis. The DA says the current rolling blackouts are as a result of the ANC's cadre deployment policy. Members of some civil society organisations have also joined in the 'power to the people march' against what the DA says is the ANC-engineered rolling blackouts."

The Licensee complies with its news obligation.

Clause 7.2.2 stipulates that:

"The Licensee shall broadcast at least sixty (60) minutes of current affairs programming each day during the South African performance period".

The Licensee's submissions indicate that Lotus FM broadcasts ninety (90) minutes of current affairs programming daily on weekdays and sixty (60) minutes daily on weekends.

The Authority's monitoring revealed that the Licensee broadcasts the following current affairs shows:

- *Newsbreak* from 05h05 to 06h00 on weekdays and from 12h05 to 13h00 on weekends.
- *The Lunch Break* on weekdays, has a current affairs slot from 13h05 to 13h30.

The Licensee complies with clause 7.2.2 of its licence.

Clause 7.2.3 stipulates that:

"The Licensee shall in the production of its news and current affairs programming:

- (i) Exercise full editorial control in respect of the contents of such programming;*
- (ii) Include matters of international, national, regional and where appropriate, local significance;*
- (iii) Meet the highest standards of journalistic professionalism;*
- (iv) Provide fair, unbiased, impartial and balanced coverage independent from governmental, commercial or other interference; and*
- (v) Provide reasonable opportunity for the public to receive a variety of points of view on matters of public concern".*

The Licensee's editorial policies indicate that the Licensee exercises full editorial control in respect of the content of its programming. The editorial policies further indicate that the Licensee endeavours to meet the highest standards of journalistic professionalism. Further, it provides fair, unbiased and impartial coverage independent from government, commercial or other interference.

The monitoring exercise revealed that Lotus FM broadcasts matters of regional, national and international significance.

The Licensee complies with clause 7.2.3 of its licence.

3.6.3 Drama

Clause 7.3 of the schedule to the licence stipulates that:

"The Licensee shall broadcast at least two and a half (2½) hours of drama per week within the South African performance period".

According to quarterly reports submitted by the SABC, Lotus FM broadcasts one hundred and fifty (150) minutes (2 hours and 30 minutes) of drama programming per week during the performance period.

The Authority's monitoring exercise confirmed that the radio station broadcasts the drama, *The Gold at the end of Rainbow Junction* on weekdays from 08h45 to 09h00 in the mornings and repeated at 21h45 to 22h00 in the evenings, which amounts to two and a half (2½) hours a week.

The Licensee complies with clause 7.3 of its licence.

3.6.4 Informal Knowledge Building

Clause 7.4 of the schedule to the licence stipulates that:

"The Licensee shall broadcast at least three (3) hours of informal knowledge building programming per week within the South African performance period".

According to quarterly reports submitted by the SABC, Lotus FM broadcasts five hundred and forty-five (545) minutes of informal knowledge building programming per week.

The *Language Shows* between 18h00 and 19h00 on weekdays, offer informal knowledge building as they teach different Indian languages (Hindi, Telegu,

Gujarati, Urdu and Tamil). The monitoring exercise also identified programmes such as *The Weekend Recharge*, *Sunday Masala*, as well as *Talk @7* as those that offer informal knowledge building content. These shows cover a diverse range of informative topics, with interviews with experts and leaders in different fields. Discussions on family matters, education and careers, consumer rights, labour matters, beauty tips, finance, marriage and relationships. There were discussions with a make-up guru, labour expert, discussions on banking safety and advances in technology were also heard.

The Licensee complies with clause 7.4 of its licence.

3.6.5 Training and Skills Development Obligations

Clause 8 of the Schedule to Lotus FM's licence stipulates that:

"8.1 *The Licensee must adopt and implement equal opportunity employment Practice.*

8.2 *The Licensee must ensure that its management and staff are representative*

of South African society and that its human resource policies take into account the development of managerial, production, technical and other skills and expertise, particularly with regard to the historically disadvantaged persons.

8.3 *The Licensee shall endeavour to achieve fair and reasonable participation by historically disadvantaged persons with respect to:*

(a) *its management and control structures*

(b) *skills development*

(c) *enterprise development; and*

(d) *procurement*

8.4 *The Licensee must, within thirty (30) days of the end of each financial year, provide the Authority the written information regarding its compliance with the above requirements."*

The SABC's Employment Equity and Transformation report for the year that ended February 2023 outlines the Licensee's efforts to comply with clause 8 and

the subclauses. The Licensee continues to maximise its employment of people from historically disadvantaged backgrounds.

In the year that ended February 2023, the SABC absorbed into its workforce, one hundred and twenty six (126) interns out of one hundred and sixty-three (163) that completed the 2022/2023 internship programme with the Licensee.

Women continue to get into high positions within the Licensee and people from previously disadvantaged groups make up the majority at executive level. The Licensee's five-year target is to have at least 51.7% women making up the entire workforce by September 2025. The SABC has already reached the 2025 target; currently, women make up 52% of the Licensee's employees, and they are represented at all occupational levels. The SABC's Employment Equity report shows that the Licensee's employment practices strive to promote a fair and equitable representation of race and gender at all levels.

Table 1: SABC's 2025 Employment Equity Targets (Control/Management Echelon) against 2023 Actuals

Employment Category	September 2025 Target	February 2023 Actual
Black Board of Directors with Voting Rights	50%	85.72%
Female Board of Directors with Voting Rights	25%	33%
Black Executive Directors (GCEO, COO, CFO)	50%	66.67%
Black Female Executive Directors (GCEO, COO, CFO)	25%	0%
Black Executive Managers / Senior Management	60%	88 %
Black Female Executive Managers/Senior Management	30%	32%
Black Middle Management	75%	83%
Black Female Middle Management	38%	42%

Black Junior Managers	88%	93%
Black Female Junior Managers	44%	49%
Black People with Disabilities	2%	2%

Towards its obligation as laid out in clause 8.3 (b) and its Workplace Skills Plan, the SABC delivered one thousand three hundred and sixty-eight (1368) training interventions in the past reporting year. Eight hundred and seventy-six (876) employees took part in the training interventions and 96.5% of the participants were persons from historically disadvantaged groups.

The SABC's reports on employment equity and skills development were received within the time frame specified in the License, thus complying with clause 8.4.

The Licensee complies with the entirety of clause 8 of the schedule of its Licence.

3.6.6 Submission of Audited Financial Statements to the Authority:

Clause 9 of the service licence provides that:

"The Licensee shall provide the Authority with the audited annual financial statements of the licensed service within six (6) months of the end of the Licensee's financial year, provided that the Licensee may on good cause apply to the Authority for an extension."

The Licensee submitted its audited annual financial statements to the Authority within the prescribed period.

The Licensee complies with clause 9 of the schedule to its licence.

4. REGULATIONS

4.1 ICASA South African Music Content Regulations, 2016

On 23 March 2016, the Authority published the ICASA South African Music Content Regulations.

Regulation 3 (1) of the South African Music Content⁵ as published on 23 March 2016 stipulates that:

"A holder of a public sound broadcasting service licence must ensure that after eighteen (18) months from the date of gazetting of these Regulations, a minimum of 60% increasing to 70% in the following year, of the musical works broadcast in the performance period, consist of South African music and that South African music is spread evenly throughout the performance period."

On 6 February 2019, the Authority approved the exemption request authorising Lotus FM to only broadcast 35% South African music content for their licence period, with special conditions.

The SABC's quarterly reports indicated that Lotus FM played an average of 35% South African music during the performance period, supplemented by interviews with South African artists.

Featured artists during the period under review include *Sunil Beharie, DJ Avesh, Kabelo Segomelo, Nathaniel Casey, Pritisha M, Brendan Nagin, Mandoza, Vivesh Singh* and many more.

The Licensees complies with the ICASA South African Music Content Regulations.

4.2 Special Conditions Regarding South African Music Content

Clause 10.1 of the schedule to the licence states the following:

"10.1. In line with the exemption granted in terms of Regulation 44.1-3 of the 2016 Music Regulations, the Licensee shall broadcast 35% of local music and further do the following:

10.1.1 Create four (4) bi-annual lyric writing competitions;

⁵ ICASA South African Music Content Regulations, 2016 as published in *Government Gazette* No. 39844 dated, 23 March 2016.

The Licensee submitted that the competitions could not be held due to the following challenges:

- Financial challenges - it stated that the cuts in marketing budget have led to financial challenges, which also resulted in the radio station's expenses outweighing its revenue;
- Loadshedding and power cuts - it stated that the breaks in transmission due to power cuts because of cable theft and generator malfunction, pose a challenge when it comes to running the lyric writing competitions on air; and
- Lack of sponsorship – the Licensee stated that due to the high expenses of running these competitions, sponsorship is needed; however, none of the advertising clients that were offered sponsorship opportunities took up any sponsorship.

10.1.2 Record religious music to fulfil the religious programming needs;

The Licensee reported that religious outside broadcasts have resumed after being halted due to Covid-19. It provided the following list of recorded artists:

Religious Recordings and Music Received for F22/23	
Artist	Song
Mahendra Shamaparsadh	Vel Muruga
Mahendra Shamaparsadh	Siya Ram Milen
Religious Recitals Received for F22/23	
Artist	Song
Ramadaan Recitals	Pundit Lokesh Maharaj
Ramadaan Recitals	The IIFRI organization
Purtasi Recitals	Guru Kriba Vayapuri

10.1.3 Co-ordinate workshops for South African artists with visiting overseas artists;

The Licensee reported that post-Covid-19 only a few international concerts were held; however, it became difficult to engage with promoters due to budget constraints. The budget issue also poses a challenge where the overseas artists expect to be paid for hosting the workshops, as they are in the country for specific commercial events.

A big international event that was organised and where Lotus FM was going to be a parent, had to be cancelled due to the availability of some of the artists who were scheduled to perform. The event was scheduled to take place on 26 August 2023, which will fall outside this monitoring period.

10.1.4 Offer special package to South African artists who want to promote their albums on Lotus FM;

The Licensee submitted that it has developed an airtime sales package with the purpose to promote and develop local musicians and music. This airtime package includes a 3 – 5-minute interview as well as between 6 to 15 radio commercials. Artists can choose between three packages: a Monday to Friday package, a Saturday and a Sunday package. Details of the different packages were provided in the report submitted to the Authority/

10.1.5 Promote local concerts through publicising them in the station's community news slots;

The Licensee submitted all its shows, including the South African music show Local Vocal, have afforded South African Musicians the chance to be profiled, and have given them opportunities to showcase their music as well as give-away cd's to promote their albums. It sated that this has been a very successful exercise that also assisted with its music quotas.

It provided a list of more than one hundred (100) artists who were interviewed during the period under review. The following as some of the artists who have been interviewed:

No.	Artist interviewed 2022	Date	Time	Duration
1	Leon Ramsamy	09-04-2022	19h00	60min

2	Dodo Bugwandeem	23-04-2022	19h00	60 min
3	DJ Avesh	30-04-2022	10h00	60min
4	Natalie	18-04-2022	14H30	25 min
5	Rungan Kabelo Segomelo	22-04-2022	14h30	25 min
6	DJ Da Divo	21-05-2022	22H00	40 min
7	Will B	27-05-2022	20h00	30 min
8	Avijay	14-05-2022	18H00	50min
9	Imraan Qamar	14-05-2022	19h00	50 min
10	Lloyd	07-05-2022	18h30	15 min
11	Pinky	07-05-2022	19h05	15 min
12	Shalini Singh	07-05-2022	19h30	15 min
13	Sewnarrain	21-05-2022	18h30	15 min
14	Baby s	21-05-2022	19h05	15 min
15	Jay B	21-05-2022	19h30	15 min
16	Nathaniel Casey	12-06-2022	10h15	10min
17	Ashley Kiston	04-06-2022	19h05	50 min
18	Omesh Mohanpersad	11-06-2022	19h05	50min
19	Jacky Ballaram	25-06-2022	19H05	50 min
20	Ashleigh J	08-06-2022	20h00	40 min
21	Yashna International	15-06-2022	18H00	40min
22	Jamie Lee	22-06-2022	19h00	40 min
23	Aewon Wolf	29-06-2022	18h30	40 min

10.1.6 Profile at least one local artist/group per week;

The Licensee reported that local artists are regularly profiled on the station, including quarterly virtual meetings with South African artists. However, to avoid repetition of artists, profiling and interviews will be done during launches, special milestones and/or launching of new artists. These are some of the artists the Licensee held meetings with during the period under review: *Tansen Neapul, Freddy Teeka, Segai Kisten, Hussein Valley, Mahendra Shamapersad, Edward Reddy, Mershin Ramaloo, Avish Ramkisson, Ashley Kiston and Rajive Moha.*

10.1.7 Encourage local music producers to participate in competitions where they will submit completed works as part of year-end South African Hit Makers programme;

The Licensee did not report on its compliance with this sub-clause.

10.1.8 Offer local artists releasing new albums interviews on the station to publicise the album;

The Licensee submitted that new music is not forthcoming despite all the efforts it has put in place. It provided a list of artists who released new music and were provided a platform at the radio station. These include: *Edward Reddy (Yen Arumay Thamthay), Avijay (Chand Ke Paas), Roy Mahabeer (Mehandi), Imran Qamar (Wallah), Mariam Mohamed (Madiba)* and many more.

10.1.9 Give away local CDs/tapes as a way of increasing support among the audiences for local Indian music;

The Licensee did not report on this sub-clause.

Lotus FM was not fully compliant with the Special Conditions Regarding South African Music Content. It has submitted a detailed report on the efforts it has made to comply with the special conditions; it has also highlighted the challenges it has faced when it comes to complying with certain clauses under this obligation and has stated its commitment to programmes that seek to promote and advance South African Indian music and artist.

The Licensee did not fully comply with clause 10 of the schedule to the licence.

4.3 Regulations regarding Standard Terms and Conditions for Individual Broadcasting Service Licensees

During the period under review, the Authority could not find any non-compliance by the Lotus FM with the Standard Terms and Conditions for individual Licensees.

4.4 Universal Service and Access Fund Regulations

Regulation 3 of the USAF Regulations, 2011⁶ stipulates that:

⁶ Published in *Government Gazette* No. 34010 dated, 10 February 2011.

- (1) *"Every holder of a licence granted in terms of Chapters 3, 4 and/or 9 or converted in terms of Chapter 15 of the Act, must pay an annual contribution of 0.2% of its Annual Turnover to the Fund".*
- (2) *"A BS Licensee who has paid an annual contribution to the MDDA must set off that contribution against its USAF Contribution, provided that the MDDA contribution and the USAF contribution against which it is set off are for the same financial year".*

The Licensee made the prescribed payment directly to the MDDA and submitted proof thereof to the Authority.

The Licensee complies with Regulations 3(1) and 3(2) of the USAF Regulations.

4.5 Complaints

A Licensee is required, in terms of the Compliance Procedure Manual Regulations, 2011, to submit a Form 12A⁷ ECN/S and BS Complaints Reporting form, which a Licensee should complete with details of all complaints received in each financial year.

The SABC submitted its complaints report in accordance with the Regulations regarding the Code of Conduct for Broadcasting Service Licensees, 2009⁸.

5. CONCLUSION

For the period under review, the Licensee substantially complied with its licence terms and conditions and related Regulations that govern public broadcasters. There are still some challenges with the Special Conditions regarding the South African Music content, the Compliance Department will continue to monitor the Licensee's compliance with this obligation.

⁷ Provided for in the ICASA Compliance Procedure Manual Regulations, 2011 as published in *Government Gazette* No. 34863 dated, 15 December 2011.

⁸ Code of Conduct for Broadcasting Service Licensees, 2009 as published in *Government Gazette* No. 32381 dated, 06 July 2009.

6. TERMS OF REFERENCE

Annexure A : Lotus FM's Service and Spectrum Licences;

Annexure B : Training & Skills Development Report;

Annexure C : Regulations on Standard Terms and Conditions for Individual Broadcasting & Individual Electronic Communications Services, 2010 as published in *Government Gazette* No. 33294 dated, 14 June 2010, as amended;

Annexure D : USAF Regulations 2011, published in *Government Gazette* No. 34010 dated, 10 February 2011;

Annexure E : Processes and Procedures Regulations for Individual licences published in *Government Gazette* No. 33293 dated, 14 June 2010, as amended;

Annexure F : ICASA South African Music Content Regulations, 2016 as published in *Government Gazette* No.39844 dated, 23 March 2016;

Annexure G : Proof of SABC's Contribution to USAF; and

Annexure H :The ICT COVID-19 National Disaster Regulations, 2020 as published in *Government Gazette* No. 43207 dated, 06 April 2020, as amended.

END