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## **BOARD OF DIRECTORS**

## **ANNUAL REPORT FOR 2010**

**Prishtina, 2011**

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## **2. SPEECH OF THE BOARD PRESIDENT**

Careful and impartial examination of the Annual report of the Radio and Television of Kosova makes you notice serious movements in the right direction in the work of the only public broadcaster in the country. The increased engagement in improving professionalism, fulfillment of legal obligations of RTK and better usage of human and technical -technological resources are the work paradigms of RTK during the year 2010. The reasons for this are some actions undertaken by the RTK Board of Directors.

The Board of Directors of Radio and Television of Kosova in scope of established priorities are oriented to the following points:

1. Finding and offering of alternatives for securing sustainable funding – in which case we offered to the interested parties ( Parliament of Kosova through appropriate functional Commissions, IMC, Government of Kosova, ICO, OSCE, etc.) at least five alternative for sustainable funding of RTK outside the Budget of the Republic of Kosova. The reason why there is still no solution is the non-approval of the Law on RTK by the Parliament of Kosova. Also, the Parliament of Kosova didn't answer to the Constitutional Court regarding the Decision of suspension of collecting the fee of 3.5 Euros through the bills of KEK.
2. Appointment and completion of the management – the appointment of the General Director was successfully performed, of the two deputy General Directors, of the Director of Television and the Director of the Radio Station. The procedures of appointing the Manager of the Joint services and the Finance Manger by announcement remain to be performed. By approving the new statute of RTK and of the Organogram the path is opened for announcing the post of the Manager of the Joint Services in which the Financial Department will be included.
3. Functioning of the internal human and technological resources – has been achieved by the decision on eliminating annex-contracts and by registering all the technical equipment in which case misuse and situations of negligence were discovered.
4. Obedience of the law for the public broadcaster – in which case for the fist time in the 11 years long history of RTK the works of foreign productions were purchased by means of a public tender, by which the monopoly of certain groups was avoided and the independent productions have been given the opportunity to broadcast their products on RTK. This way for the first time after many years RTK has recruited new employees (including the new internal Marketing Department) by means of a public announcement.

Thus leaving still enough room to be satisfied the Board of RTK considers that the undertaking of these actions made possible that the work of the Radio and

Television of Kosova be put into the right tracks, so that the public broadcaster would perform its obligations before the law and before the citizens of Kosova being its viewers. The Board of RTK would like to point out the increase of the independent financial control in RTK and the improvement of quality in some field of program production such as in children's program and the cultural one.

Of course it should be pointed out here that the public status of RTK is jeopardized by the lack of sustainable funding in accordance to the best international standards and experiences. EBU has warned several times that the form of funding is of vital significance to the status of the public broadcaster and for maintaining of its editorial independence. For this reason the Parliament of Kosova as the founder of RTK should undertake necessary actions to provide the approval of the new Law on RTK which would enable sustainable funding but not from the Budget of Kosova being the essential precondition to provide editorial independence as one of the essential obligations of Radio and Television of Kosova.

Remaining of RTK in the e mercy of budget projections can be interpreted in independent reports of various organizations as pressure on editorial policies regardless of the fact how true this is. This kind of pressure together with the efforts of ICM to remove the marketing program on RTK during the seven most viewed hours at the time when RTK has no sustainable funding is an additional argument for the need of imposing lawfulness in this field.

The already started project of digitalization of RTK and the installation of the broadcasting digital network is an undertaking of the RTK management that would finally solve the issue of sustainable funding of RTK without burdening the Budget of Kosova or the budget of the citizens of Kosova who have the right on true, impartial and timely information.

Prishtina, 29 March, 2011

Prof. Ass. Dr. Rrahman Paçarizi

President of the RTK Board of Directors

### **3. OPENING SPEECH OF THE GENERAL DIRECTOR**

RTK entered the year 2010 with serious injuries such as the Decision of the Constitutional Court of the Republic of Kosova (September 2009), by which the collecting of the financial fee is suspended.

January 2010 finds RTK without a complete management. From September 2009 RTK was lead by an acting General Director. The post of the General Director of RTK- Television was vacant. There also was an acting director.

For many years the post of the Deputy General Director was vacant.

At the end of January 2010 the post of General Director of RTK was filled. At the beginning of March 2010 the post of Dep. General Director, Director of RTK-Television and Director of RTK-Radio were filled.

On the other hand, by a Decision of the Parliament of the Republic of Kosova, a provisional funding for 6 months is provided for RTK by which minimal conditions have been secured for the normal functioning of the only public Broadcaster in the country.

This financial intervention by the Parliament of Kosova and the other interventions for the second part of the year 2010 raise concerns about the status of RTK. Financing by the Budget money endangers the status of being the public independents broadcaster.

Otherwise during the year 2010 the managing structure of RTK including the Board of RTK too have been engaged in drafting the Law of RTK that among other things would provide sustainable and undisputable funding of RTK. But due to dispersal of Parliament of Kosova, the Draft Law of RTK was not proceeded to the Parliament.

The TV program, the programs of both radio stations and the Web content of RTK were in the focus of the RTK managers.

Despite all difficulties, I consider that the main program segments were not only maintained but they were also quite advanced such as the news program, the debates program and especially creating of program space for local creators and encouraging quality penetrations in affirmation of cultural and educational values.

The annual report of the performance of RTK for the year 2010 reflects the evaluation of the work of consisting units of RTK by the people have managed with the respective departments. This report in itself also contains the tendency to objectively evaluate the performance results of all the employees of RTK.

Also the report reflects a significant segment, the evaluation of the audience of the RTK programs (survey results). But this evaluation of the audience is not complete, at least not as complete as we would like it to be.

Anyway the Annual report of 2010 states all the hours and minutes of the program of Television, of both radio stations and of the RTK Web page.

The institutional and public debate that this Report will undergo will result with the most deserving evaluations of the work of RTK and the courses for further development of the Service of Public Broadcasting.

Sylejman Shaqiri,

General Director of Radio Television of Kosova

#### **4. THE MISSION**

The mission of RTK is to offer to the audience objective and balanced information, quality educational, cultural and entertainment program and to encourage the harmonic development of democracy and tolerance.

In carrying out its mission the RTK has to meet these principles and values:

- Freedom of speech, creativity and consciousness
- Independence
- Objectivity
- Correctness
- Accuracy
- Transparency
- Respecting interests and values of the society
- Respecting human dignity, individual rights, private life
- Complete information
- Personal responsibility
- Tolerance
- Various opinions

By efficiently using its own capacities the RTK insists on producing quality entertainment and educational programs as well as objective news avoiding propagation of any kind of violence, hatred and violation of other ethical norms.

## **5. ORGANIZATIONAL STRUCTURE**

### **5.1. RTK BOARD OF DIRECTORS**

Dr. Rrahman Paqarizi/ president

Aleksandar Janicievic/ vice-president

Ali Podrimja/ member

Arif Bozagji/ member

Shemsi Sylja/ member

Lindita Tahiri/ member

Shukrije Gashi/ member

Naime Beqiraj/ member

Avni Abazi/ member

### **5.2. SENIOR MANAGEMENT OF RTK**

General Director, Sylejman Shaqiri

Deputy General Director. Anamari Repic, Mentor Shala

Director of Television, Bekim Hasani

Director of the Radio Station, Arben Fetoshi

Human Resources and Legal Issues Manager, Elvana Prekazi

Finance Manager, Bujar Spahiu

## **6. TELEVISION**

### **6.1. INTRODUCTION**

RTK Television during 2010 despite many difficulties and lack of the detailed plan of work has marked satisfactory progress in meeting its own mission. Also based on the metering of the public opinion, in course of this year RTK- Television maintained its level of viewing and has strengthened the level of confidentiality of it sown viewers.

During this year, regardless of difficulties and lak of managing capacities in some departments and units, RTK- Television achieved to increase the quality of the produced program.

It's worth mentioning the achievements of the News Program as well as of the Entertainment Program, of the Music and Sports Programs. But it remains to guarantee quantity and quality in Cultural, Educational and Children' Programs.

In general more positive developments have been reached in the news part of the program and in musical-cultural programs; while in other parts of the program stagnations are evident that reflect an unsatisfactory level of devotion, responsibility and professionalism.

During 2010 in RTK – Television the Tender/Announcement for the purchase of audio-visual creations of independent producers was successfully managed as well as there were changes in the program schedule.

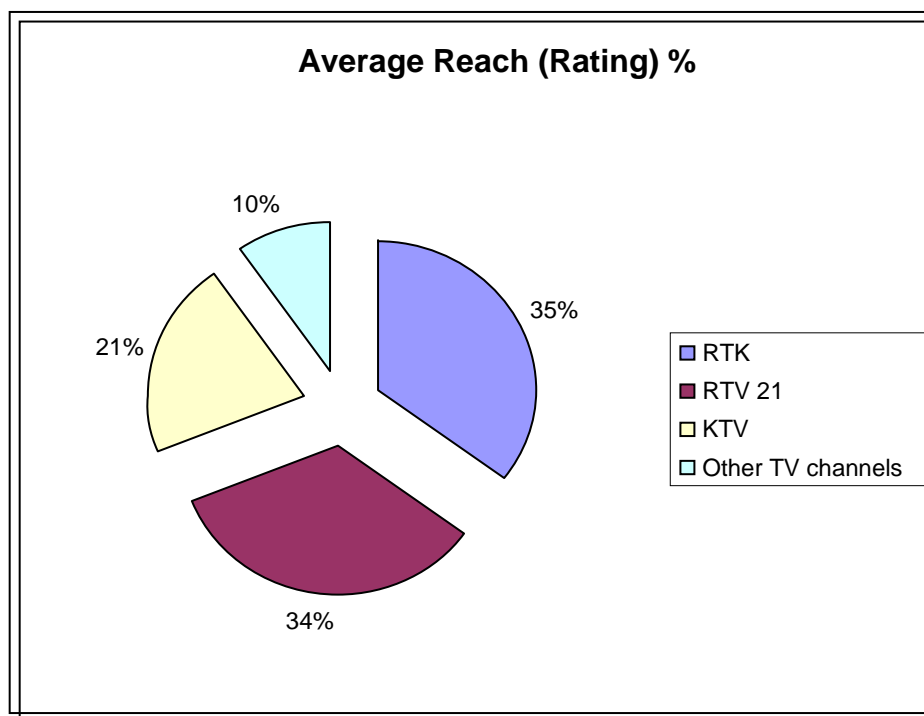
The department of the Techniques remains a problem due to vast demand for investments and the inability of RTK to meet these demands. But in the meantime during 2010 the process of preparations for the realization of transferring from the analogue to the digital system of broadcasting has started and is successfully continuing.

During 2010 some organizational deficiencies have been noticed which by the completion of the managing staff by carrying out of the changes in organogram and by obeying the regulative acts of RTK and by the devotion of the employees, it is hoped that they will be overcome in the next year.

## 6.2. RATING IN 2010

The Television of Kosova in 2010 was the most viewed and the most trusted television in Kosovo (According to the survey of Index Kosova).

*You will see the following table of the rating in 2010:*



*Fig. 1 Rating results according to the survey of " Index Kosova"*

### 6.3. PROGRAM STRUCTURE AND PRODUCTION

Planned objectives connected to the program structure of the Television of Kosova in 2010 have been carried out entirely.

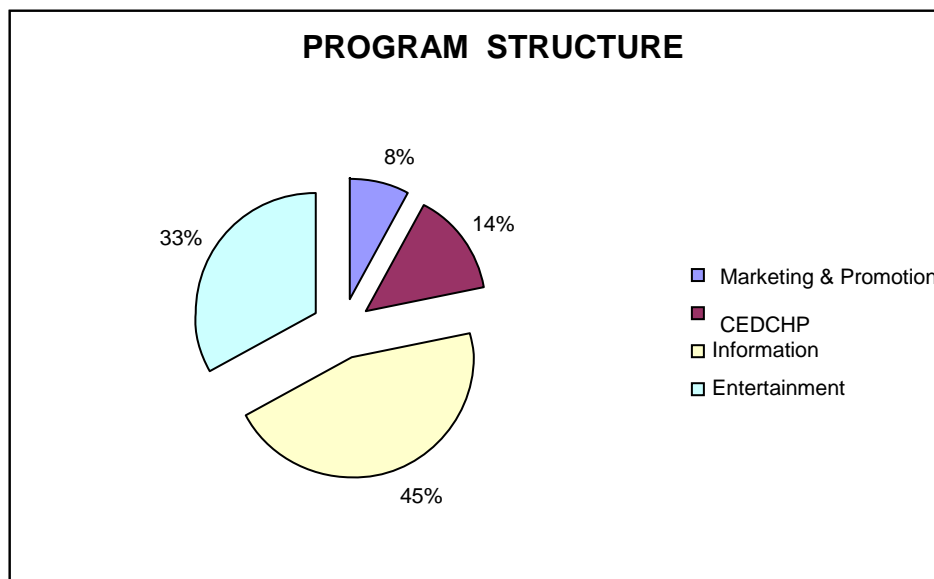


Fig. 2 Program Structure of Television of Kosova

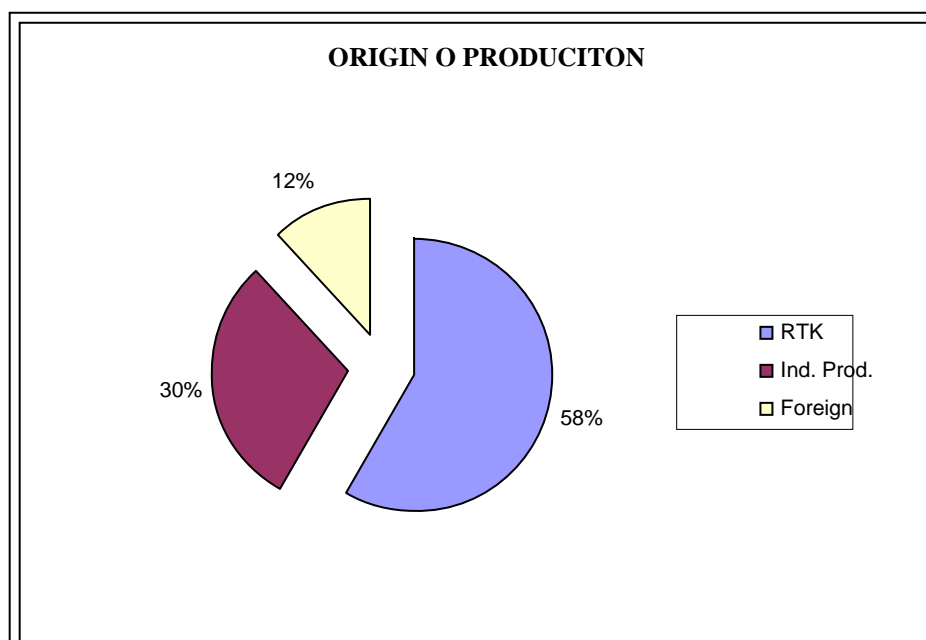


Fig.3. Production and broadcasting of programs

## 6.4. NEWS PROGRAM

For the News program of Television of Kosova (RTK) the year 2010 has been the year when the efforts have been greater to increase the quality of serving information to the public and also the volume of work of the employees at the news unit increased.

During this period we have had radical changes in the concept of visualizing of our products. We have also increased the news products for which the survey performed by various organizations show that they had a good rating and consequently they increased the rating of RTK in the media market in Kosova and wider.

### 6.4.1. NEWSROOM

#### 6.4.1.1. THE NEWS IN ALBANIAN

Within the news department of TV Kosova as the main department of the public media the Newsroom continues to be the main pillar of this unit as it always used to be.

Since 24 October, 2010 the Newsroom has grown richer with two news editions: the news at 11:00 hrs and the news at 13:00 hrs.

By the new program schedule we have six news editions in Albanian language?

News at 11:00, 13:00, 15:00, 17:00, 19:30 and 23:00 hrs.

Morning news (11:00, 13:00, 15:00, 17:00) last 10 minutes and have resulted to have been successful and efficient making TV of Kosova (RTK) increase the speed of news.

During these editions live coverage from the field have increased which before was not a feature of these editions.

The news at 19:30 hrs continues to have the primacy of informing the public of Kosova. We say this based on the surveys continually conducted by various organizations that rate us at the top of the rating and confidentiality list.

In the news at 19:30 that run for 30 minutes the live coverage from the field has become quite frequent. In the edition of 19:30 news research chronicles have been introduced that local and regional media referred to.

The news at 23:00 have developed by integrating with it the interview and also by engaging field teams in order to realize chronicles that in the past was not a characteristic of this news edition.

The editorial office of international news collaborated with the other departments of the Newsroom by supplying them with information from the region and the world. In this department, during 2010 a weekly edition of main developments in the world will commence.

#### 6.4.1.2. NEWSROOMS OF OTHER COMMUNITIES

After a long period of time without a person in charge of the newsrooms and in the communities program there is now a person in charge who in collaboration with the Chief Editor of the News Program is monitoring their work and coordinating their work in order to increase the program quality. The time format of the news editions of non-Albanian communities is 10 minutes.

#### 6.4.1.3. NEWS IN SERBIAN AT 19:00 hrs

Employees of this department now take part in the morning briefing of the Newsroom and they also collaborate with the newsroom of the Albanian language by integrating in their news editions chronicles produced by the reporters of the Newsroom and at the same time by avoiding news of other media.

The RTK Editorial office in Serbian relying on contracts made with several local televisions in Serbian language supported by the OSCE project takes and broadcasts chronicles and reflects the actual situation and the problems that the Serb minority faces in various places of Kosova.

RTK- Television has extended the contracts of collaboration with its correspondents in Belgrade and Podgorica and has contracted a regular correspondent from Mitrovica too.

All of these correspondents report on daily basis about the events taking place in their respective locations.

The problem of video-coverage of these events remains.

In order to fill this gap RTK- Television has signed collaboration contracts with several news agencies that offer video and sound coverage of many of the events considered to be of interest for the viewers of the RTK –Television news in Serbian.

#### 6.4.1.4. "NEDELJNI KOLAZ "

In the weekly program in Serbian the coverage of every day problems of the life of Serb citizens has been integrated.

A project drafted by the management of RTK for the extension of the columns within these editions is being carried out.

During 2010 there have been efforts of increasing the quality of this program, by being concentrated also on increasing the quantity of the program produced by the editorial office of this program, but also by increasing the quality of the program produced and broadcasted.

The project for the extension of this program will continue and it is aimed to provide a larger quantity and quality of the program.

Also during the year 2101 RTK- Television within the program " Nedeljni Kolaz" has included the edition of the challenges of the Euro-Atlantic integration process of Kosova.

RTK – Television in 2010 in collaboration to the various international entities has realized several special programs in Serbian.

Those programs have considered various problems that the Serb ethnic community faces in Kosova.

Among the most significant program cycles realized in course of the year 2010 are the ones realized within the early parliamentary election campaign in Kosova.

The representatives of all Serb political parties in Kosova that participated in the early elections of the year 2010 in Kosova were able that twice during the period of the election campaign they present their program and their offer before the Serb voters.

Also in 2010 RTK- Television has also realized programs that elaborated special problems such as the process of decentralization and population registration of housekeeping economy and of the apartments.

#### 6.4.1.5. NEWS IN BOSNIAN AT 18:45

Employees of this department now take part in the morning briefing of the Newsroom and they also collaborate with the newsroom of the Albanian language by integrating in their news editions chronicles produced by the reporters of the Newsroom and at the same time by avoiding news of other media.

#### 6.4.1.6. “MOSTOVI”

The magazine in Bosnian has continued to be broadcasted continually during 2010 by enabling the interested viewers to get informed with real problems of Bosnian citizens. From the editorial office in Bosnian we have continually had demands for the change of the set.

#### 6.4.1.7. NEWS IN TURKISH AT 18:30

Employees of this department now take part in the morning briefing of the Newsroom and they also collaborate with the newsroom of the Albanian language by integrating in their news editions chronicles produced by the reporters of the Newsroom and at the same time by avoiding news of other media.

#### 6.4.1.8. “MOZAIK”

The program in Turkish was continually broadcasted during 2010 enabling the interested viewers to get informed with real problems of Turkish residents.

#### 6.4.1.9. EDITORIAL OFFICE IN ROMA - THE PROGRAM “YEKHIPE”

The Roma editorial office is the only editorial office in RTK not having a daily news edition. This office constantly prepared the program called Yekhipe that deals with the problems and walks of life of Roma residents of Kosova. The editor of this office expressed readiness to prepare a daily news edition on condition that the number of the reporters increases in his office. During 2010 two more Roma journalists have been employed and in the first part of 2011 the start of the news edition in this language is expected.

#### 6.4.1.10. THE LATEST NEWS

It is a news format that is not planed in the program scheme of TV Kosova. We have constantly had interruptions being the first on the media market in Kosovo in bringing the latest news from the field. Many times when interrupting for the latest news many medias have linked with RTK.

#### 6.4.2. *THE MORNING PROGRAM*

The morning program continues to be broadcasted live from 07:00 hrs to 09:30 hrs, while on Saturdays and Sundays this program starts at 08:00 and ends at 09:30 hrs. This program has continued with the same trend as in the last years. In the first part of year 2011 the Morning program will be extended till 10:00 by radically changing in form and content in order to suit the time and the needs of the viewers.

#### **6.4.3. THE EDITORIAL OFFICE OF ACTUALITIES**

During 2010 the Television of Kosova, respectively the news department, has started with two new editions “ Dhjete Minuta” (10 minutes) and “Debat” (The Debate). The actuality has increased its performance by relying on RTK productions or on co-productions with other productions. But anyway the reformation of several shows remains a challenge in itself for the department of actualities who have not reached a professional level of dealing with the issues of public interest.

#### **6.4.4. “ DHJETE MINUTA”**

The program “ Dhjete minuta” is a new format of the program in which space has been given to all the interested groups in order for them to express their ideas and at the same time enable them to face their opponents. Before all this program is of special significance for the reason that what is the perception of the viewers about RTK. The debates with arguments and counter-arguments in RTK have improved the image of the Television. But for this argument this program enabled the further elaboration of a topic that was elaborated at 19:30 news – it was usually the main topic of the day.

#### **6.4.5. “DEBAT”**

The program “ Debat” has created its own identity on the media scene in Kosova. Every Friday at 20:30 hrs issues of political actuality have been addressed. But for this, by the program “Debat” we have had interruptions in the program scheme on other days of the week when we estimated that it is of public interest to discuss about a certain issue. This made this program cohesive and actual thanks to the issues discussed. At the same time this program served to organize election debates with representative of political parties and analysts before the election campaign of 12 December, 2010, or during the campaign but also during the re-voting in some municipalities of Kosova. In order to increase the performance of this program in future the number of the staff should increase and also intensify live broadcast from outside the studio.

#### **6.4.6. “SUBVENCION”**

The program “Subvencion” that at the same time is the only program on RTK that deals exclusively with the topics from economy. It is a program that has received positive evaluations.

The problem that associated this program during 2010, with some eventual exception, was that it didn’t start on time as by the program schedule of RTK. In order to increase the performance of this program in future the number of the engaged people should increase.

#### 6.4.7. "EVROPA ME AFER " (EUROPE CLOSER)

This program is trying to create a new identity by moving into the program schedule of RTK and by extending as a show but with a different concept. During 2010 the integration of the show in Serbian and the quiz has increased the interest of the viewers.

#### 6.4.8. OTHER PROGRAMS:

"GRUAJA SOT", "PRO ET CONTRA", "BUJKU", "ZËRI YNË", "MEDIKA"

In general these programs do not have a good performance. During 2011 these programs should be radically reformed in order to meet professional broadcasting standards of RTK.

Programs: "Jeta Në Kosovë", "Drejtësia Në Kosovë", "Tv Diaspora"

"JETA NË KOSOVË" (Life in Kosova)

This program continues to be interesting for the RTK viewers considering the space that RTK offered to this program. Important topics of our society are considered in this program. A better harmonization of the contents that this program addresses and of the other programs is necessary in order to avoid the possibility of repetition.

"DREJTËSIA NË KOSOVË" (Justice in Kosova)

It is a new program that has started to be broadcasted in TV Kosova (RTK). Initially it was thought of as a field program by presenting to the viewers the actions of the Kosova Police in the field. This program would be good to continue with this concept of realization by avoiding debates in the studio.

"TV DIASPORA"

The program "TV Diaspora" that presents and addresses the problems of the Kosovar Diaspora in western countries despite constant recommendations it couldn't avoid the presentation of activities of the immigrants in the western countries in a classical and unattractive manner.

#### **6.4.9. OTHER PROJECTS OF TV KOSOVA DURING 2010**

##### **ELECTIONS 2010**

The most significant project of the year 2010 in the department of actualities was the coverage of election campaign of the year 2010.

During the 10 days of the campaign from 01.12.2010 to 10.12.2010 RTK covered 90% of the activities of political parties with enviable correctness and impartiality for every media. This is also supported by the assessment of IMC (Independent Media Commission) that ranks RTK at the top for covering the election campaign by showing objectivity and balance in reporting information from the election campaign.

But for the coverage of the campaign and presenting it in the news edition at 19:30 hrs TV Kosova - the news department has dedicated a special edition every evening during the election campaign to the activities of political parties. The seven Albanian political entities have presented themselves in rotation at the election "roundup" of the 19:30 news and also in the every night's edition dedicated to the election campaign.

The campaign of non-Albanian political entities was also presented in the news editions of the non-Albanian communities on RTK.

But for the presentation of the campaign, TV Kosova –the news department, every night held an election debate where the representatives of political parties partaking in the elections of 12 December were given the opportunity to present their program platforms. Also an interview was made with every leader of Albanian political entities. A lot of support in this direction was given by the program "Jeta ne Kosove" that enabled every political entity to present their program offer for a certain field of future governance of the country.

On TV Kosova in the afternoons we have had debates where all the other communities, respectively the representatives of their parties, presented the programs. Contrary to the Bosnian, Turkish, Roma, Ashkali and Egyptian parties, the Serb and Montenegrin political parties and Gorani were present on RTK every day of the campaign through a program prepared by a foreign production but that served to RTK – in order to cover and give space to the representatives of aforementioned communities.

During the Election Day, on 12 December, we were the television station that covered all the election activities in the most effective way.

#### **6.4.10. OTHER EXTRAORDINARY EVENTS**

During 2010 RTK- Television realized other very significant projects too on the extraordinary events of which we select the all day program on the day of the session of lawfulness of the declaration of the independence of Kosova of the International Justice Court as well as the visits of various world personalities to our country. In this context the visit of the American Secretary of the State Hillary Clinton is to be emphasized. RTK but for the professional coverage of all her agenda in Kosova it was the first European television that the State Department entrusted organizing a debate of the number one American personality of foreign affairs with the public.

#### **6.4.11. RECAPITULATION OF THE ACHIEVEMENTS AND LAGGINGS OF THE NEWS DEPARTMENT OF TV KOSOVA-RTK**

Television of Kosova (RTK) , respectively the news program, during the year 2010 has made enviable positive steps towards increased performance and quality. Introduction of some new programs, refreshment of the settings, and also the changing of credits was absorbed by the viewers as a positive change in RTK. Increase of the number of news editions also made the news department of RTK introduce real time news. "The latest news" enabled RTK to break the time clichés planned for news program broadcasting thus enabling us that at every moment there should be a cut-off of the program scheme, and this should be made possible in order to be the first of the Medias to broadcast the news. But TV Kosova despite having debates in studio that had constant increase of performance it lacks field programs, extensive field chronicles when the journalists would have a lot of space to address various problems.

For the news department the appointment of the intern journalists who day after day are increasing their importance was very useful. Despite a lot of deficiencies and laggings in the news department that are mainly as a result of irresponsibility of the employees. Another defect in the news department remains the fact that some managing editorial posts continue to be vacant.

Another problem on which the news department depends is the increase of collaboration between departments. Collaboration between the news department and the other departments of TV Kosova is not of the satisfactory level.

## **6.5. CULTURAL, EDUCATIONAL, DOCUMENTARY AND CHILDREN'S PROGRAM**

### **6.5.1. EDUCATIONAL PROGRAM**

Education program depends on borrowed programs, all reruns, because the dubbing studio is nonfunctional. In total 260 borrowed documentary –educational programs have been broadcasted, 48 original educational programs called “ Legal advices” have been broadcasted and only four educational called “ Civil education”, four programs called “ Medicine” and two programs called “ Applicable informatics” have been realized, but were not broadcasted because of the lack of operative-technical conditions to continue their realization.

### **6.5.2. CHILDREN'S PROGRAM**

356 original programs have been broadcasted in the children's program not counting the children's programs that have been realized outside this department. During this period too there has been a lot of unplanned reruns especially of the program called UNE E DI, PO TI , but of the other programs as well. In the second half of the year 2010 there have been also reruns of the program “My school”. Anyway the following programs have been realized and broadcasted: Nënat dhe mësuëset për parashkollorët”, “Festa e Abetares”, “Përvjetori i Pavarësisë”, “Semimatura”, “Agim Deva”, “Faik Konica”, “Mitrush Kuteli” and especially the quiz editions “ 1,2,3 FILLO”. But for minor changes in the setting of this program this year the character itself of the program was a novelty and its structure because the quiz had a character of individual competition.

### **6.5.3. CULTURAL PROGRAM**

In the Cultural Program over 130 programs such as KULT, PRO ARTE, ARTE PAMORE have been realized and broadcasted. This editorial staff has also realized many live recordings and broadcastings of events, manifestations, anniversaries or solemn academies, significant cultural, scientific and artistic events have been covered, books have been introduced and promoted, documentaries, films, plays and concerts and musical festivals, new artists have been introduced and so on.

### **6.5.4. DOCUMENTARY PROGRAM**

Documentaries realized by the staff of this department were not in a great number and the number of documentaries realized by outside authors was greater, as well as documentaries of foreign, local and international producers. The RTK documentaries that should be distinguished are Kodi i Jetës”, “Magji me këmbë”- two parts, “Shqiptarët e Rumanisë” – eight part, etc, - local productions and many foreign subtitled documentaries as well as documentaries dedicated to martyrs and significant anniversaries of the KLA War.

A special chapter of this program is the exchange in scope of EBU and its department ERN, i.e. with the Public Radio Television of Southeastern Europe. In scope of this collaboration unlike last year when we gave one and took 10 documentaries, this year from our offer of 3 documentaries to the Radio Televisions of EBU member countries they have chose our documentaries “Kodi i jetës” dhe “Bektashizmi” .

This year also by intermediation of the ERNO section of EBU RTK has received in exchange documentaries of Italian production about the Scampa Theatre in Naples, the Castles of Naples, The Scala Theatre of Milan and a documentary about Venice.

#### **6.5.5. THE DRAMA PROGRAM**

For many years now the Drama program is not active. In the first part of the year 2010 an effort was made to reactivate this program precisely by the TV show “Kurre me”. Also the play “Ku është populli” of the National Theatre was re-broadcasted.

## 6.6. ENTERTAINMENT, MUSICAL AND SPORTS PROGRAM

### 6.6.1. MUSIC EDITORIAL OFFICE

Music editorial office has successfully met its objectives. It has created, realized and successfully broadcasted programs, concerts and festivals that were brought to the RTK viewers professionally. It took the excellent initiative of decorating Mrs. Nexhmije Pagarusha with the medal "Meritorious Artist" by the President of the Republic of Kosova. It successfully realized the Gala Concert for Mrs. Nexhmije Pagarusha that was highly valued by the audience. The project "I love music" (7 music nights) starting from Arberesh songs and dances up to the Kosovar ones. The Gala concert in the honor of the artist Muharrem Qena. The project of the New Year program consisting 326 songs (children songs, light music, folk and classic). This editorial office has drafted all the musical contents that were broadcasted live on RTK. It has collected musical materials in forms of video-clips that it has selected for broadcasting always adhering to the professional criteria of RTK.

- 01/02/2010 Recital concert Hysni Klinaku
- 03/02/ - Philharmonic of Kosova – Pallati i Rinisë
- 08/02/ - Concert of independence – Studio RTK
- 17/02/ - Philharmonic of Kosova – Festive concert - live
- 25/02/ - Classical music – Catholic Church
- 28/02/ - Philharmonic of Kosova – Pallati i Rinisë
- 05/03/ - KLA Epopee – Live broadcast from "Nëna Terezë".
- 06/03/ - Live broadcast from Prekaz
- 07/03/ - Night of fires- live broadcast
- 15/03/ to 25/04/ - Chopin Fest, recordings fo 14 concerts
- 13/03/ - Concert of Sihana Badivuku – National Museum
- 27/03/ - Concert of Tusha-Xeni, live from Gjakova
- 04/04/ - Reward of Mrs. Nexhmije Pagarusha
- 09/04/ - Europe Day, live
- 18/05/ to 25/05, Re Music – recording of 9 concerts
- 23/05/ - Gala Concert for Nexhmije Pagarusha – Live from National Theatre
- 25/05/- Eurovision 2010 – Commentary
- 29/05/- Eurovision 2010 – Finals Commentary
- 03/06/- Jubilee concert of Music Academy
- 04/06/- Concert of young competitors
- 06/06/- Folk festival "I këndojmë lirisë"-Klina, recording.
- 16/06/- Folk program "Ansambli Azem Bejta", recroding
- 17/06/- Big band on the birthday of the British Queen
- 22/06/- Homage concert for Bekim Fehmiun live from " Pallati i Rinisë".
- 02/07/- 11/07- Six summer programs.
- 14/07/- 22/07- Sven summer programs ("E dua muzikën").
- 06/09/- 10/07- Ulqini badn and the Ensemble Shota, at the Balshaj Castle in Ulqin.
- 10/09/- Two folk programs of "Malësia e Madhe" in Tuz.
- 16/10/- Gala Concert for the artist Muharrem Qena.

01/11/- collecting musical material for the New Year, orchestration, rehearsals of the RTK Band and realization of 326 songs.

14/12/- 27/12/- Recording for the festive program. The show Emisioni argëtues “Shin’kallamoq” and several other shows of the regions.

#### **6.6.2. ENTERTAINMENT EDITORIAL OFFICE**

Entertainment editorial office during the season 01.01 – 30.06.2010 42 live programs have been realized of 2 hours each every Saturday and Sunday “ RTK Blue”. This program had tendencies to be realized in a more professional way but the lack of space and budget, of the setting and lighting were a handicap for its realization. The entertainment show “OXYGEN” continued with its unchangeable trend but liked by the audience. It was broadcasted every Friday at 21:30 hrs and by changing the schedule according to the needs of the program schedule of RTK. The author of the program should coordinate the work with the editor in charge.

The program “ Pa skenar” continued to be broadcasted every Monday at 23:15 hrs and has brought the nostalgia from the artistic past of the people of art and culture.

The program “ Pa rrotlla” was broadcasted every Saturday at 23:15 hrs . Due to its content this program should be systemized to another editorial office. The show “ Who will be a millionaire” continued to be broadcasted every Monday at 21:00 hrs and has always been re-broadcasted on Sunday.

#### **6.6.3. YOUTH EDITORIAL OFFICE**

Youth editorial office has designed and realized successfully the program by the name “ Rin’ on” . An entire new setting and content was realized for this show. Right at the beginning it was successful. It is worth mentioning that this editorial office during June realized three other shows with the young people of Albania. This program was broadcasted at 18:30 hrs every Saturday.

#### **6.6.4. EDITORIAL OFFICE OF FOREIGN MOVIES AND SERIES**

The home series “Familja Moderne” continued broadcasting every Sunday at 20:15 hrs. The rating of this series, according to the surveys, remains high despite remarks about its content. The expenses have been reduced for its realization and it is persisted that there should be improvement in the content in order to pay its due to the viewers.

The other series “ Kafeneja Jone” continued broadcasting every Monday at 20:30 hrs. It continues to be rated well.

The program “Telekino” continued broadcasting at its constant time schedule every Saturday at 18:30 hrs. It is worth mentioning that the trip of the team to the International Film Festival in Berlin and to the Cannes Film Festival. The team realized 6 shows about these two film festivals. Also the trip to Los Angeles to Hollywood was successful and brings us two shows that are quite valuable for Telekino and RTK. The foreign feature films and comedy series – An agreement was made with Kosova-Film that its feature films and documentaries be broadcasted only by RTK for the next 3 years. 136 foreign feature films have been purchased, 10 Circus shows for the needs of Department of the Films. The cost of these films is much lower than before.

#### **6.6.5. SPORTS EDITORIAL OFFICE**

Sports editorial office recorded, registered and broadcasted almost all national and international sports events.

The program” Sport plus” – continues to be attractive to the viewers as well as the program “AS”. The editorial office of Sports successfully prepared debate programs on sports. It is worth mentioning the programs prepared during the world championship “South Africa 2010” . The idea of only two analysts in the studio functioned well but the prize winning game did not function very well that we previously discussed about on the panel.

This editorial office in future should be managed in a much professional way and avoid the possibility of RTK remaining with significant sports events as was the case with the British Football Championship.

The editorial office of sports despite many difficulties is still covering the Champions League.

## 6.7. THE PROGRAM SERVICE OF TELEVISION OF KOSOVA

### 6.7.1. INTRODUCTION

This annual report reflects in text, tables and graphics all the activities of the Program Service during the year 2010 and addresses problems, difficulties and challenges that this service faces during the reporting year. The document is divided into separate chapters for each working unit of the Program Service. Every chapter consists of the narrative part and of the activities performed at the respective unit during the reporting year and the table part where problems and difficulties are reflected that the unit faced and the proposals of development plans for the future periods.

The annual work report is concluded with a summary of conclusions, remarks and recommendations for solution of problems and further improvement of the Program Service.

### 6.7.2. DEPARTMENT OF FOREIGN PROGRAMS

The department of foreign programs of the Program Service continued during the year 2010 to have contacts with foreign distribution companies and foreign TV channels in order to secure purchasing of the various programs, series and feature films for the needs of television that represents the essential activity of this department. In this direction a satisfactory collaboration was made with other units of television. Systematic evidence was kept of all the secured and broadcasted material. In the tables below all the activities of the Department of Foreign Programs have been shown in more details.

<b>Title</b>	<b>For the needs of department</b>	<b>Month</b>
New Year's concert of the Vienna Philharmonics	EMSP	January
Vienna Philharmonics Concert in Lublana (Kleiber)	EMSP	October
Vienna Philharmonics Concert-Shonbrun 2010	EMSP	March
Golden Globe Awards 2010	EMSP	January
Grammy Awards 2009	EMSP	February
Semifinals and Finals of Eurovision Song Contest	EMSP	May
Brit Awards 2010	EMSP	September
Contract for Emmy Awards 2010	EMSP	September
Musical Documentary MTV Staying Alive	EMSP	December

*Live broadcast of international artistic events provided by the department of foreign programs of the Program Service*

Some 2 minute documentary programs of the French channel Arte have been negotiated and purchased for the morning program “Portret” and 4 2 minutes cartoons are to be arriving from two French companies Terra Noa and AWOL. Negotiations are also ongoing and the purchase of two series of cartoons with total running time of 26 minutes with the title “ Little price” and “I.N.K.” from the French Company PGS. It is worth mentioning that 90% of French programs are financed by the French CFI that also supports the partaking of RTK representatives in international TV markets. Thus the coordinator of foreign programs and the program coordinator took part in the TV market Discop East 2010 held in Budapest in June. But for this market the coordinator also takes part at another TV market in Biarritz in France in September. This partaking of RTK in these markets was also supported by the international French channel CFI. Most of the aforementioned material has been received and is in process of preparation for broadcasting, while some of it is already ready for broadcasting.

Series/Film	Title	For Dep.
Series	Life unexpected (from Studio Moderna)	EMSP
Series	Jake 2.0 (from Studio Moderna)	EMSP
Series	Flash Gordon (from Studio Moderna)	EMSP
Series	Robinson Kruzo (from Studio Moderna)	EMSP
Series	Blind Justice (from Studio Moderna)	EMSP
Documentaries for children and adults	EBU Solpack Free from EBU	EMSP CEDCHP
Documentaries	4 documentaries of Kosovafilmi	CEDCHP
Documentaries	3 documentaries about Eurovision (Countdown before Eurovision)	EMSP
Feature film	74 films from company Smart Solutions (Albania)	EMSP
Feature film	12 films from Studio Moderna	EMSP
Feature film	11 films from Kosovafilmi	EMSP
Feature film	35 films from Promedia	EMSP
Other programs	10 circus shows from company Smart Solutions (Albania)	EMSP
Other programs	The Best of the European Opera 2010 (Will be broadcasted in February 2011)	EMSP

*Feature films and other programs provided by the department of foreign programs of the Program Service*

For the feature films in table 2 the material was received, the process of transferring form DVD to SX has been monitored and the dialog lists have been provided in cases when missing.

During this year regular handover to broadcasting has been performed on weekly basis and the evidence of the broadcasted episodes of the series that were contracted during earlier reporting periods has been kept.

### ***6.7.3. THE POSTPRODUCTION UNIT***

The postproduction unit activities consist of providing translation and proofreading services of the following materials:

- Documentaries
- Feature films
- Series
- Other programs as needed

As a part of the activities of this unit is also the regular correspondence with the contractors of the aforementioned services as well as the drafting of reports and payment procedures.

Regarding the difficulties that his unit has faced it is worth mentioning the tardiness in paying the translators and proofreaders by the financial department.

### ***6.7.4. SUBTITLING UNIT***

Main activity of this unit of Program Service is subtitling of all programs, films, documentaries and foreign serials in Albanian and languages of the communities. Functioning of this unit is closely linked with the Postproduction unit and the department of the foreign programs.

It is worth stressing that from this working unit, a subtitling operator has left who, upon completion of the university studies, has been transferred to EVN exchange unit. After this transfer, the number of the employees in the Subtitling unit has decreased from 3 to only 2.

Actual coefficient of the Subtitling operators is 1.99. Upon dissatisfaction of the employees of this unit, at the beginning of 2007, it has been agreed that this dissatisfaction to be settled by offering an annex to the contract in value coefficient of 0.25. It is a continuous request of these employees to have a long-term solution found concerning the issue of their coefficient.

Employees of this unit also have complaints in regard to the lack of their horizontal or vertical advancement, regardless their multiannual working experience in RTK. This complaint of this unit is still present, especially after the downsizing of the employees in this unit. Concerning this problem an interim solution was also found, as in the MCR unit and of the program scheme i.e. the employees have been granted an annex to the contract.

### 6.7.5. EXCHANGE UNIT - EVN

The Exchange Unit – EVN has performed its activities in connection to receiving/sending of materials to/from the world. Thus, in 2010, the following have been sent:

- 169 materials (chronicles) from Kosova for needs of EVN and ERNO, writing texts and preparing images for the exchange ,
- 21 live broadcasting from Kosova.

Besides sending of the footages as well as direct broadcasting from Kosova, the Exchange unit – EVN has also received numerous materials for the needs of the news desk concerning the reactions in the world in connection to developments in and about Kosova. The Exchange unit has closely cooperated and coordinated their work with journalists, editors and producers in order to identify the necessary program materials.

- The news desk has been informed concerning the chronicles and LIVE broadcasting from various events,
- The news desk has been and other desks using the exchange materials were regularly informed concerning chronicles concerning Kosova and other events of their interest.
- EBU has been contacted concerning various technical issues.

Besides sending materials, the Exchange unit has also received numerous materials from the world concerning developments in and about Kosova. Due to our excellent cooperation with EVN and EBS, it has been achieved to secure LIVE coverage exclusively for RTK (e.g. during the summit in Dubrovnik, held between June 9 and 11).

Month	Number of the sent chronicles and LIVE broadcasting
January	13 news chronicles and a live broadcasting from visit of Croatian president Mesic to Kosova.
February	12 news chronicles and 3 live broadcasting from the celebration of the independence day and visit of Catherine Ashton to Kosova.
March	12 news chronicles and a live broadcasting from visit of French foreign minister Bernard Kushner to Kosova.
April	13 news chronicles.
May	12 news chronicles and a live broadcasting from visit of Commissioner Stefan Fyle to Kosova.
June	14 news chronicles and 3 live broadcasting from the Prevala Summit and the visit to Kosova of the British Minister for European Issues, David Lidington
<b>July</b>	7 chronicles and a live broadcasting of visit of former British Prime-minister Blair to Kosova.
<b>August</b>	15 chronicles
<b>September</b>	18 chronicles
<b>October</b>	16 news chronicles and 2 live broadcasting from visit of the US State secretary Hillary Clinton.
<b>November</b>	14 news chronicles and 2 live broadcasting from the voting in the assembly for discharge of the Thaqi government and the visit of Turkish Prime-minister Erdogan to Kosova.
<b>December</b>	23 chronicles and 2 enlarged chronicles of 15 minutes each from pre-election campaign for parliamentary elections as well as 5 live broadcasting on parliamentary elections and the preliminary results
<b>Total:</b>	<b>169 chronicles and 21 LIVE Broadcasting</b>

*The materials sent from the exchange unit EVN during 2010*

#### **6.7.6. DAILY EDITORIAL UNIT - MCR**

Implementation of the program scheme of RTK has been performed in the daily editorial unit – MCR. The successful implementation of such a basic activity was made possible by a close cooperation with other TV units, especially of those of the program scheme and the archive. During the reporting year, the head of the unit was replaced, in which occasion the previous head of this unit has been transferred to another post within RTK, while the new head met his responsibilities and obligations in daily editorial unit – MCR successfully.

#### **6.7.7. ARCHIVE**

Archive, as a very important unit of Program Service and of the Kosova Television in general, has systemized all broadcasts of RTK, registering their main data in the electronic database of the archive and has assisted the journalists, editors, producers and organizers of the television in recovering various archive materials for the program needs. Besides the mentioned, the archive has performed searches and identification of various archive materials upon requests of natural and legal entities outside of the RTK, upon approval of Director General of the RTK or the Television Director. The archive has also served as the last resort for providing of the new cassettes for entire television.

#### **6.7.8. THE PROGRAM SCHEME UNIT**

Concerning activities of this unit of the Program Service, it may be said that it has completed its activities completely, as follows:

- Preparation of the program scheme on daily, weekly and annual basis for landline and satellite transmission
- Setting of daily and weekly program schemes in internal network for Character Generator;
- Preparation of the program scheme (Word) for needs of daily press,
- Cooperation with producers and editors of the programs for compilation of the program scheme,
- Coordination on daily basis with the Broadcasting Room/MCR and implementation of changes in the scheme;
- Adequate coverage in case of changes of the program scheme.

#### **6.7.9. THE PROMOTING UNIT**

The newest unit of the program service, the one of promoting, has continued its operations. Amongst the activities undertaken by this unit, it is worth stressing:

- Detailed promotion of the weekly program in RTK website, more precisely on the first page of and new feature TV TIP. Within this scope there are texts and images prepared for promotion of hundreds of premiere productions within the above-mentioned feature.
- Coordination and planning of broadcasting of advertizing spots of non-commercial character, broadcasted by Kosova television for various national and international organizations and institutions. During 2010, over 100 of the mentioned have been broadcasted.
- Coordination and presentation of the descriptions of television shows in website of Radio Television of Kosova.
- Processing of requests for use of various archive materials, received by private or official persons.
- Compilation of the official acknowledgments for the consumers, various national and international organizations, including audio preparation, coordination of the material with the graphic unit for preparation of the graphic design as well as broadcast planning in coordination with the program scheme.
- Coordination and broadcast planning of the information and motivation campaign by Central Election Council concerning National elections in Kosova.

#### **6.7.10. THE STATISTICS AND PROGRAM RESEARCH UNIT**

Although of a specific importance, the anticipated Statistics and Program Research Unit could not be activated during 2010. The soonest implementation possible of this unit is a paramount, as this work report would be richer with information and more detailed statistics concerning the television program of RTK, being a very important issue for a television, in general.

## 6.8. TECHNICAL SECTOR OF RTK-TELEVISION

The Technical Sector is responsible to provide technical preconditions for implementation of various programs, their technical supervision, and technical care during the broadcasting, maintenance of the production and broadcasting hardware, as well as it provides the capacity building and technological upgrading services in the course of compilation and production.

The technical staff has achieved satisfactory results in all the segments mentioned. During 2010 the tender for spare parts and additionally required hardware has been implemented.

During 2010 three editing units have been changed, a new generator was provided for Studio 1, and additional two in Studio 2 and MCR. By securing the spare parts, cameras of studios 1 and 2 have been serviced, as well as those of the broadcast vehicle (OBV).

Also most of the SX tape recorders have been serviced. There are new tape recorder ensured for the DVCAM hardware (by the tender mentioned) regarding the labor spots in AVID editing, the program view and the program transfer chamber.

During 2010. the process of transmission of the video signal through VPN lines for IP streaming has been intensified by using the optical cable of the governmental network. By implementation of this technology a greater flexibility is provided, enabling direct connections for various broadcasting and projects. A sooner consolidation of this technical section is required, in sense of completion of the system with necessary hardware and stable contracts with the connection providers. During this year two satellite dishes of larger dimensions (D=3m) have been obtained and installed, enabling a better quality of reception of satellite programs in general, and the World Football Tournament, specifically.

Besides the programs from the usual scheme, during 2010 there was a successful coverage of major domestic and international events, especially:

General elections,  
World Football Tournament  
Visits of major personalities of the globe,  
Mini-summit of presidents of the neighboring countries etc, etc.

The technical staff, during the annual meetings with their direct superiors, have presented their objections and suggestions (mainly concerning with harmonization and increase of the coefficients). Even the vacant post of the retired personnel has not been filled, thus causing problems of covering of the shifts. Also, during this year no training of the staff has been organized, in regards to preparations for the changes in technology. 1

During 2010 there were numerous complaints concerning reception of the satellite broadcasting. These problems were mainly caused by the failure of Eutelsat with satellite W3. Also narrowing of the frequency belt due to the dumping prices (the two last contracts) made the problems more vivid.

Regardless to the capital investments in technology undertaken, it is necessary to have allocation of the budget funds for:  
Technical completion of the “internet based connection” system, which implies connection of the decoders and satellite receivers in the distribution system, to the mixer in ST1 and ST2.

Having the digital technology servicing operational, which implies purchase of necessary parts and instruments will enable maintenance to be performed in optimal timeframe.

General servicing of the satellite transmission line including purchase of spare amplifiers and changing of the UPS batteries.

#### **6.8.1. BROADCASTING UNIT**

During this year (2010) the TX unit, besides broadcasting and monitoring of (RTK) program, has also broadcasted directly important domestic and international events from politics, sports, culture, etc.

Concerning political events, there were live broadcastings from the presidency, Parliament, Prishtina Airport, seats of political parties, “1 Tetori” hall, “Grand” Hotel, The Red Hall, Elections 2011 etc.

Concerning international broadcasting, there were live reporting arranged and produced from Vienna, Brussels, New York, Security Council (OUN) as well as numerous live reporting of our reporters as well as obtaining of materials for RTK from various regional and global centers.

From sports, the following have been broadcasted: domestic football matches, tennis, volleyball, semi-marathon, box etc., and from international events: football matches, World Football Championship as well as the Champions’ League, box etc.

From culture: The Book Fair, concerts and from the world: Vienna New Year’s Concert, Golden Globe, Bafta Awards, Berlin Film Festival, GREMMY AWARDS, The Eurovision Song, Emy Awards, Cannes Festival, Mother Theresa Gala Humanitarian Concert etc.

Every week there were direct broadcastings for the weather forecast.  
There were live broadcasting on the landline from:

The Prishtina Airport, Grand Hotel, Philology Faculty, Sports Hall “1 Tetori”, Youth Palace, Prishtina Stadium, Velania, Dragodan, KPC, KFOR, ABC Cinema, TENIS – from school “Ismail Qemali”,

During this year also, there was unhindered receipt of signal from CFI and VOA (Voice of America), the 23:00 news recorded by the TX team. Also there were signals received and recorded from TVSH, EBS, BBC, TRT1, EBU (H1) etc.

The TX unit has had live unilateral broadcasting and sending of the RTK material to various TV centers worldwide.

This year, during the Elections 2010, there were numerous reporting from various locations outside and inside Prishtina.

Following are the data of broadcastings performed during 2010.

Broadcasting from Kosova Parliament: 54 times;  
FID for EBU ----- 60;  
FID for foreign Televisions ----- 77;  
LIVE broadcasting for foreign televisions ----- 43 times;  
Commemorative Academies --- 12 times;  
SNG Broadcasting --- 33 times;  
Live Broadcastings – From Government, Parliament, Skenderbeu Square with CAMPLEX;  
FIDA received from foreign TV's ----- 43;  
Live reporting of our reporters out of Kosova --- 57;  
Broadcasting from The Hague ----- 2 times;  
The Champions' League ---- 63 matches;  
The Champions' League Summaries ---- 53 broadcastings (goals);  
Prishtina semi-marathon – Broadcasting;  
Visit of Hillary Clinton to Kosova;  
Visit of Turkish Prime-minister to Kosova;  
Broadcasting of the Bayram feast;  
Broadcasting of Christmas.

### **6.8.2. THE STUDIO HARDWARE**

During 2010 in internal broadcasting sector that includes 2 studios, MCR, Editing, as well as other TV equipment (including FTP, the subtitling unit, the material control unit, etc.), servicing, maintenance of the equipment as well as the control of the live broadcasting process and the recorded programs of RTK have been performed.

Within the scope of the planned programs, the control and preparation of the equipment and studios for news broadcasting, the morning program, live shows and of recordings as well as controlling of other equipment has been performed, including units of editing, subtitling, graphics, MCR etc.

#### **Studio 1:**

Inscriber cg has been purchased, assembled and incorporated to the system, 3 cameras have been repaired, and the periodic service has been performed to other equipments. An urgent need for Studio 1 is the change of the prompter's computer, changing of the monitors.

**Studio 2 :**

During 2010 cg inca has been installed in Studio 2, solving the problems of graphics; general servicing of Yamaha mixer has been performed, repair of the cameras. As an urgent need appears changing of the prompter's computer, changing of most of the monitors.

**MCR:**

In MCR during 2010, CG inscribers and geevs have been serviced, as the consequence of defects in the HDD as well as in the power supply. As an urgent need appears changing of the monitors and purchase of spare HDD-ies.

**EDITING:**

In editing, three new non-linear units (an AVID NITRIS and two AVID MOJO-es) have been installed. During 2010, the need for purchase of spare parts for new units occurred, as during the first year of use, two AVID HDD's broke down. During 2011 it is required that a part of audio equipment in linear editing, i.e. microphones, audio mixers and monitors need to be changed.

Periodical maintenance of the equipment has been carried out upon the maintenance list , including 30 VTR SX of type dn a75p, 8 players dn a-65p and 4 dn a-30p. This maintenance includes also equipment of type DV CAM located in units of editing, transport and control.

As an additional part of engagement during this year was coverage of World Football Championship as well as general elections held in December.

The equipments in studios and in MCR have already passed 10 years of use, i.e. 24/7 exploitation for over 10 years, without essential changes. Although their conditions, due to periodical servicing and maintenance is satisfactory, as a result of changing technologies in TV area, there is a need of switching to the tapeless technology as soon as possible.

### **6.8.3. SECTOR OF EXTERNAL BROADCASTING**

During the period January – December 2010, in the sector of external Broadcasting of Radio Television of Kosova that includes the broadcasting vehicle (OB VAN), ENG cameras and Studio cameras, their condition was as follows

BROADCASTING VEHICLE (OB VAN) –during the aforementioned period, there were 237 live broadcastings or field recordings, carried our fulfilling all required technical and professional criteria. During the period mentioned, two general inspections of the technique and the equipment have been performed, including testing, according and repairs the VTR-s, cameras, CCU, Triax-es and accessories. There is a functional Character Generator in OBV, though it has a low performance; the audio mixer Yamaha, as a result of amortization has a low performance and some of the input slots are not usable.

Triax-es, in general, are in a bad shape; as a result of the exploitation, they are damaged and amortized and have frequent defects.

In general, this unit is in a good shape, and has a good operational performance.

ENG cameras- this unit has some 30 cameras Eng of type DNW 7p, DSR and JVC, all functional but with relatively high amortization level of their accessories, while some of the JVC cameras, although operable, are not being used, due to the low performance.

The projected scheme for monthly and quarterly maintenance has not been carried out, due to the lack of spare parts.

Tripods, microphones, loudspeakers, batteries and other accessories are, generally speaking, amortized and damaged.

STUDIO CAMERAS- there are 10 cameras in total and 11 CCU. All are in a good technical shape, after the reparations and purchase of the spare parts during this period. Some of the CCU-s had defects in their SDI boards, but they have been provisionally repaired with SDI adapters. A special problem in this part consists in lack of the Triax cables and respective connectors, as well as respective handles of zooms and camera focuses that are amortized. Cameras and CCU-s have undergone tunings.

Crane used in the external broadcasting is pretty much depreciated. It has been repaired several times, but is out of use now.

In conclusion, it may be said that the operational plans in this sector have been realized well.

The technology we are in possession of, has been exploited for 10 years now and has undergone a large scale of downgrading. In future projection, we consider that there should be investments in new technologies, especially taking into consideration that the spare parts that we are in possession of are in the last limits.

#### **6.8.4. POWER UNIT**

The operational equipment and apparatuses, as well as the non-functional electric appliances, due to capital defects, malfunction due to configurative reasons and their capacities.

#### **High voltage power field 10/04 kV and converter 630 kVA**

During 2011 periodical control of power station equipments has been performed, including the outlet chamber of tension of 10 kV and 0,4 kV as well as the chamber where the converter 630 kV is located. Outlets, both the 10 kV as well as the 0,4 kV one, are in a good working condition. In the converter chamber, we are more focused in checking of the oil of the power station, that has been within the foreseen normative levels. Conditions in the power plant are stabile.

## **Generators 315 kVA, 125 kVA and 50 kVa**

In cases where there are power cuts from the KEK network, we use alternative resources i.e. generators. In order to have them work properly, they need maintenance. During 2010 the motor oil, air filters and belts have been changed after each 200 hours of operation, as well as the antifreeze in the cooling system during the period January – December 2010.

In the 125 kVA generator, except for the abovementioned works, water radiator has been changed. Also, as the water heater of this generator has never functioned, we were forced to change the bedding of the heater. Also, the bedding of the heater has been adapted by adding another heater, which was available in the domestic market. The new equipment functions normally and a very important solution has been found.

In the 50 kVA generator in the annex, the motor oil, air filters and belts have been changed, based on the working hours, during the period January – December 2010. The condition of this generator is stabile.

## **UPS 315 kVA and 20 kVA**

For the time being UPS 315 kVA is operational. But its capacity during the course of the battery operation, has decreased. For the time being, there are only two chambers with 35 batteries each functioning, while the third chamber does not function, i.e., out of 105 batteries needed there are 70 operational, or 2/3 of its capacity. This is an outcome of financial difficulties. At the same time, extending the operational life (5 years) under grave circumstances with frequent power cuts, it should be contemplated that in the near future to intervene, obtaining the batteries required, in order to enhance the performance and operational security of the UPS. UPS 20 kVA is in a good working condition. This is due to its connection in series with UPS 315 kVA, which makes the UPS 20 kVA work continuously.

## **Stabilizer 250 kVA**

Is in a good operational shape. It is in the standby mode and may be put in function at any given time, upon requirements or problems that may occur the the functioning UPS.

## **Chiller**

Is out of function. In order to make it operable, capital investments are required. We consider that the rationality of this investment should be evaluated, compared to the total change of the system.

Otherwise, during 2010 electric installation maintenance has been performed in the entire premises of the RTK.

6.9. TV PRODUCTION

6.9.1. NUMBER OF BROADCASTS REALIZED

DESCRIPTION	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	TOTAL HOURS REALIZED
PCR 1 and 2 / recordings	65	68	95	86	69	70	59	52	75	82	67	79	867
PCR 1 and 2 / Live	15	18	26	47	41	41	32	40	47	43	46	46	442
Vehicle reportage /recordings	12	15	18	16	13	16	17	9	14	14	21	22	187
Vehicle reportage /Live	3	4	7	6	9	3	8	2	5	8	7	8	70

6.9.2. HOURS REALIZED

DESCRIPTION	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMB.	OCTOBER	NOVEMB.	DECEMBER	TOTAL
PCR 1 and 2 / recordings	85.00	82.00	112.00	116.30	112.00	79.40	62.30	54.00	94.00	96.30	86.30	106.30	1085.90
PCR 1 and 2 / Live	13.20	19.30	24.20	30.00	23.20	21.10	14.30	21.00	32.20	39.00	46.00	67.00	350.50
Vehicle reportage /recordings	41.00	45.00	42.00	62.00	49.00	59.00	64.00	21.00	38.00	46.00	128.00	196.00	791.00
Vehicle reportage /Live	6.00	7.00	13.00	11.00	14.00	4.00	15.00	2.00	40.00	35.30	24.00	28.00	199.30

### 6.9.3. INFORMATIVE PROGRAMS - HOURS REALIZED

DESCRIPTION	Morning Program	INFO NEWS 17:00	News minorities	NEWS Central	BLIC - NEWS 23:00	NEWS 11:00	NEWS 13:00	TOTAL
December Hours of broadcast	912.5	70.15	134.5	182.5	92.25	8.2	8.2	1408.3

### 6.9.4. TOTAL/ PKDAF/ P.A.M.S. / INFORMATICS / NEWS

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	TOTAL/ HOURS
h3621.00	3227.00	2639.00	3501.00	3539.00	2234.00	1802.00	1696.00	3793.00	4150.00	3926.00	4108.00	38236.00
3141.00	3141.00	2315.00	3457.00	3232.00	2195.00	1653.00	1559.00	3246.00	4189.00	3118.00	4350.00	35596.00

### 6.9.5. GRAPHIC DESIGN

1. Designing of show promos
2. Design of credits: 10 minutes, Debate, Projection, I Love Music, Gala concerts of RTK, Elections, Elections, New Years Celebration Shows etc.
3. The change of the graphic identity of the RTK: Credits of the broadcasts and of all news editions.

### 6.9.6. PRODUCTION DESIGN

Production design for shows: "1, 2, 3 Go", "Debate", "10 minutes", "I Love Music", "Projection", Morning program, News 19:30, New Years Celebration Shows (studio and the exterior), Elections 2010 etc...

## **7. RADIO KOSOVA AND RADIO BLUE SKY**

### **7.1. INTRODUCTION**

RTK-Radio (Radio Kosova and Radio Blue Sky) has realized its annual plan for 2010 with considerable results concerning the increase of the audibility and advancement of the programs' quality. The most positive developments have been achieved in part of the information program and musical – entertaining programs, while in other program parts there are shortfalls evident that reflect unsatisfactory level of dedication, responsibility and professionalism.

### **7.2. RADIO KOSOVA**

#### **7.2.1. INFORMATIVE PROGRAM**

Radio Kosova during 2010 has professionally and generally covered the most important events from the country, region and the globe, offering the audiences prompt, balanced and exact information.

Information program has paid special attention to the important events and topics, such as second Anniversary of Independence (February 17<sup>th</sup> 2010), Epopee of KLA, commencement of construction of Vërmica-Merdarë highway (April 25<sup>th</sup> 2010), EULEX intervention in Ministry of transport because of suspicions on corruption, decision of The Hague Tribunal for partial re-judgment of the AAK leader, Ramush Haradinaj (July 21<sup>st</sup> 2010), the opinion of International Court of Justice concerning legitimacy of independence of Kosova (July 22<sup>nd</sup> 2010), institutional crisis after resignation of the President of the country (September 27<sup>th</sup> 2010), visit of the US State secretary Hillary Clinton to Kosova (October 13<sup>th</sup> 2010), early general elections (December 12<sup>th</sup> 2010) and the report of Dick Marty, reporter at Parliamentary Assembly of European Council for Kosova.

Concerning the most important events, Radio Kosova has applied the change of the regular program scheme and had produced special all-day programs. On marking of the second anniversary of the independence of the country, for the special program of February 17<sup>th</sup>, there were special broadcastings prepared, exclusive interviews, and reportage from the field and live debates from 07:00 of the morning to 01:00 past midnight. For the twelfth anniversary of KLA Epopee, besides the careful arrangement of music program, information program has covered all commemorative activities and there was live broadcasting from the academy in Prishtina. A similar method of the program preparation has been applied for commencement of construction of the Vërmica highway, the ICJ opinion, and the visit of the US State Secretary to Kosova.

In the last trimester of the Informative Program was focused primarily in the institutional crisis upon resignation of the President and withdrawal of LDK from governing coalition. This topic has been followed up continuously, along with accompanying events and through analysis of developments through debates, interviews and special programs. On the other hand, as it concerns the coverage of the general elections of December 12<sup>th</sup>, Radio Kosova has formed a special team of journalists, has added the number of information editions, dedicated for the election rally (Election Chronicle) and has broadcasted the special program on the Election Day from 7:00 to 2:00 past midnight. Elections 2010 have had the main focus of the informative program, both before and after December 12<sup>th</sup>. From monitoring of IMC, Radio Kosova had the best evaluations possible for the space and balanced reporting during the elections rally.

Another constant subject that had the largest space in informative program throughout the year was liberalization of visas to EU. All the developments mentioned above have been broadly treated without the debating program “Forum” and in regular features “Special” and “The Dot Above I”.

As it concerns the regional and international cooperation, Radio Kosova during 2010 has realized common broadcasting with Radio Tirana (daily show within the morning program “Another Morning” and Radio Shkupi (weekly debating show “Without Limits”), advancing the topic content, and rise the number of audience in all three countries. In order to prove this, it is sufficient to mention the interest of Radio “Deutsche Welle” to be part of the “Without Limits” show and signing of the contract with this radio in December 2010.

The informative program during 2010 has regularly applied live broadcasting also, enabling the audience to follow up the main events in real time. In the plan for organizing the work, the Information Program during 2010 has enforced the daily and weekly planning. It has paid a special attention to enriching of the content in news programs and has continued with profiling of the journalists, as a way for rising of the quality. As a result of these engagements, a better performance has been noted as well as an upgrade in discipline, although there are still certain deficiencies at a small number of the journalists’ staff.

For the purpose of a more efficient organization of work, within the Informative Program an Actualities’ Editorial has been founded, which coordinates the debate programs, and also there have been positive changes in the manners of reporting of the correspondents from centers of Kosova and the countries of the region.

### ***7.2.2. OTHER BROADCASTING AND SHOWS***

Stabilization of the program scheme, general coverage and diversity in accordance with the legal obligations for educational and entertainment programs, continues efforts for upgrading of the professional quality and consolidation of diverse profile of Radio Kosova as a “radio for all”, have characterized the other part of broadcasting during 2010. The Morning Program has continued with the same scenario, offering selected music and service subjects from the everyday’s life of

citizens. The most important part within this program is live connection with Radio Tirana in show “Another Morning”, whereby the first information concerning the contents of the daily press, weather forecast, daily cultural activities, and the exchange rate are being exchanged. Although the presentation quality is yet to be desired, during 2010 an added dynamics as well as a greater discipline in work has been noticed.

Cultural and entertaining program “ON AIR”, broadcasted on daily basis from 12:15 to 16:00 represents the most liked part by the audience, which is shown by their extraordinary interest for the topics and the broadcasted music (the SMS number). Professional combination of the entertainment format with actual events from the culture, literature, cinematography, sport, show-biz etc., has made the audience become indivisible part of this show.

During 2010 Radio Kosova, has also applied the summer scheme, reviving the six-hour program “Summer with Radio Kosova” during the last two days of the week. This program has contained numerous features from domains of arts and culture, reportages from the most beautiful places of Kosova, from beaches of Albania, Montenegro and Turkey, influencing further growth of the audience.

Concerning the entertainment shows, after the summer it has been decided that the show “Metropol”, broadcasted for several years now by Radio Blue Sky, to be broadcasted simultaneously on waves of Radio Kosova, also. This decision has been proven as positive, as it influenced the immediate rise of the audience in the both radion programs.

Important space in other programs of Radio Kosova also belongs to the sports program, with two main shows within it “The Sports Marathon” (Saturday) and “Sports Afternoon” (Sunday). Enriching of the contents with new features, except for the direct broadcasting of Kosova Super League in football made this program become the unique platform for entertainment and information on sports.

During 2010 radio Kosova has dedicated a special attention to children programs, also. Except for the regular features that have already been consolidated in sense of the content, the Editorial office of Children Program has broadcasted special editions, such as for 100 anniversary of birth of mother Theresa, World Children’s Day, as well as broadcasting from various kindergartens of Kosova.

On the other side, the educational program “Eruditio” continued to be a weak point of the radio Kosova Broadcast. Despite colorful subjects and regular features from literature, geography and arts, this feature could not raise the interest of the audience.

In the Night Program the same situation prevailed, regardless of the increase of the number of guests from various fields in Kosova. The realization of the night program lacked the required rhythm, dynamics and content to attract the audience at late night hours.

Year 2010 has been concluded with Special Festive Program on December 31<sup>st</sup> (to continue on the 1<sup>st</sup> and 2<sup>nd</sup> of January 2011), prepared by a team from all desks

with entertainment, music, humor and numerous interviews dedicated for the longest night of the year.

### ***7.2.3. PROGRAM IN LANGUAGES OF THE COMMUNITIES***

During 2010, the program in Languages of the Communities has achieved satisfactory results in cooperation and exchange of materials with the program in Albanian, and the quality of their broadcasting has been vividly upgraded in the internet, in the web page of RTK [rtklive.com](http://rtklive.com).

The program in Languages of the Communities is broadcasted in radio Kosova on FM for Prishtina region, and AM (frequency 549 KHz), as well as in Radio Blue Sky in primary belt. It is worth stressing the urgent requirement for a new middle wave transmitter, in order to upgrade the signal output and easier access of the audience to radio programs by the minority communities.

### ***7.2.4. PROGRAM IN SERBIAN LANGUAGE***

The program in Serbian is broadcasted in Radio Blue Sky every day from 14:00 to 16:00. The contents of the production by the staff of the desk and the network of correspondents has fulfilled in a considerable extent the program requirements of the Serb community in Kosova. News editions, and regular features such as the press release, the world of movies, culture, sports and chosen music, have concluded an overall circle dedicated to the Serb audience in Kosova.

Main developments that the program in Serbian has focused during 2010 were: anniversary of the Independence, commencement of construction of highway Vërmica – Merdarë, the ICJ opinion on independence of Kosova, sessions of SC of OUN on Kosova, institutional crisis after resignation of the President of Kosova and general elections of December 12<sup>th</sup>. In special manners the topics from everyday's life in enclaves has been focused, also. Regular correspondents from Mitrovica, Prizren, Leposaviq, Graçanica, Belgrade and Podgorica, have achieved satisfactory results in quality of the reporting.

### ***7.2.5. PROGRAM IN TURKISH LANGUAGE***

The program in Turkish in Radio Kosova (from 14:00 to 15:00) and in Radio Blue Sky (from 16:00 to 17:00), has fulfilled all the program anticipations with the work plan for 2010. The desk staff and the regular correspondents have achieved favorable results in coverage of the main developments in the country, region and the world, focusing to main political, economic and cultural developments of the Turkish community in Kosova. Programs such as “Politika Duragi” (Station of Politics) and “Sali Randevusu” (The Tuesday Rendezvous) have been produced with dedication and professionalism.

During 2010, the cooperation with the program in Albanian language has been enhanced, especially in respect to the exchange of reportages and other materials from important political visits.

#### ***7.2.6. PROGRAM IN BOSNIAN LANGUAGE:***

Year 2010 has been quite successful for the program in Bosnian, also. This program is being broadcasted from 12:00 to 14:00 in waves of Radio Kosova. Except for the difficulties in access of the audience outside of the Prishtina region, the program in Bosnian has no other problem.

The content of the program, with news editions and regular features from culture, education, science and chosen music, satisfactorily fulfill requirements of the Bosnian audience in Kosova. Excellent cooperation during the year with the program in Albanian has influenced very positively to upgrading of the quality and the overall content of this program.

#### ***7.2.7. PROGRAM IN ROMA LANGUAGE:***

Also, the Program in Roma language of Radio Kosova (broadcasted every day from 15:00 to 16:00) has scored satisfactory results during the year mentioned. The desk staff and the regular correspondents of this program have successfully covered all main events in the country, region and the globe that concern Roma community, focusing to their grave social position.

This desk has put special emphasis to educational and children programs.

From the main events of 2010, professional coverage of activities for International Roma Day (April 8<sup>th</sup>) and the concert of famous singer Esma Rexhepova in Prishtina should be highlighted.

During 2010 the cooperation of the Roma community with Swedish public radio has continued, also.

### 7.3. RADIO BLUE SKY

#### 7.3.1. INFORMATION PROGRAM

The Information Program in 2010 has intensified its efforts in regard to a wider content dedicated to young people. Along with the same informational content and due to the joint editorial policy with Radio Kosova, the staff of Information Program is seriously engaged in the themes and stories which have addressed the problems, concerns and preoccupations of the young people in Kosova, focusing on the promotion of successful high school and university students in our schools.

However, the most important developments which were also focused by the Information Program of Blue Sky Radio were the following: the second anniversary of the independence (17 February 2010), twelfth anniversary of the KLA Epopee, the beginning of construction of highway Vërmicë – Merdare (25 April 2010), EULEX intervention in the Ministry of Transport because of corruption allegations, the decision of the Hague Tribunal for the partial retrial of the AAK leader Ramush Haradinaj (21 July 2010), the opinion of the International Court of Justice on the legitimacy of Kosovo's independence (22 July 2010), institutional crisis following the resignation of the President of the country (27 September 2010), the visit of U.S. Secretary of State, Hillary Clinton to Kosova (13 October 2010), early general elections (12 December 2010) and the report of Dick Marty, the reporter of the Parliamentary Assembly of the Council of Europe on Kosovo. But unlike Radio Kosova and because of its distinctive program profile as "youth radio" Blue Sky was not engaged in the broader and systematic coverage of the above-mentioned stories.

Another feature of this program is its joint capacity to join Radio Kosova, which has resulted with the enrichment of programs, increase of dynamics and high efficiency at work.

Blue Sky Radio has continued with a more dynamic concept of information, short programs, exclusive interviews, special programs and various thematic materials, achieving significant results in increasing the numbers of listeners in 2010. Several polls conducted by various organizations in the country, ranked Blue Sky in third position in terms of listeners.

#### 7.3.2. SHOWS AND OTHER PROGRAMS

Specific changes in the scheme and systematic efforts to advance the professional quality of the staff in the implementation of programs have marked year 2010 in regard to the programming part of Radio Blue Sky.

However, the morning program "Mëngjesi Blu" has maintained a low number of listeners due to its unattractive format, although efforts were made to change the concept of the program. Meanwhile, the show "Metropol" has continued to maintain its pace and dynamics while remaining the main pillar of the Radio's ratings. In

February, the staff of this show carried out the live broadcasting of the musical ceremony "British Awards" and at the same time continued with the activity "Java e Metropolit në Londër" (The week of "Metropol" in London).

In order to increase the average ratings of the programs following "Metropol" show, it was decided to start a new show of mixed format from 11:00 until 13:00 "Mesdita me Blue Sky" (with various topics, guests in studio and Vox Pop) which was received particularly well by the listeners.

Meanwhile, in order to quickly regain the attention of the listeners, after three hours of program in community languages, the afternoon program was introduced with a new 90-minute show "N' Perëndim me Blue Sky," which contains selected information from the world of showbiz and cultural developments in the country.

The Cultural Programs in the evening and the night program, which was prolonged for an hour (broadcasted every night from 23:00 to 01:00), has continued without a high level of average ratings. According to the editors, the reasons for the actual situation in the abovementioned shows, relates mainly to the need to review the concept of these shows and the professional capabilities of the staff engaged in these shows.

Furthermore, the musical program, which forms the "spinal cord" of Blue Sky program, has not been satisfactory. This is because of the poor performance of the staff engaged in Editorial Office of Music.

The constant aim for having a rich and quality music program of both international and local music, according to preplanning, continues to be the main challenge of the program, which has a direct influence in the average ratings of the Radio.

Furthermore, Blue Sky Radio, concluded the year 2010 with a special festive program on 31 December (that continued on 1 and 2 January 2011), which contained music-entertainment and comedy shows and many features and interviews dedicated to the New Years Eve.

#### 7.4. TECHNICAL EQUIPMENT - RTK RADIO

The biggest technological success during year 2010 relates to the start of RDS broadcasting, which has provided easier access to the programs of Radio Kosova and Blue Sky Radio to the mobile listeners (transportation vehicles). During the passing from one area to another, this system automatically switches to the frequency of the same program without being noticed by the listener.

An important development in this area is also the running of Digital Audio Archive, which enables the safe storage and an easy recovery of various materials, as required. Meanwhile, concerning the digitization of audio tapes, this process has reached its last stage with the launch of the digitalization of the tapes of verbal audio archive.

Furthermore, during year 2010 RTK-Radio has purchased new equipment (Handy flash recorder), which has significantly increased the audio quality of the recordings from the field.

## 8. RTK WEBSITE

During year 2010 the website of Radio Television Kosovo, [www.rtklive.com](http://www.rtklive.com), has held the reputation as one of the most visited and trusted sites.

Statistics show that the average number of visitors during the day remains above 40 thousand, with a tendency to increase, although the market and competition in this field have significantly advanced from the time of its beginning.

The efforts of [Rtklive.com](http://Rtklive.com) have shown respect for professional standards, and have kept in foreground the reliability and credibility of the information.

The [Rtklive.com](http://Rtklive.com) posts the latest news from the newsrooms of Kosova television, Radio Kosova and Blue Sky Radio, and additionally it posts the news from other agencies, by initially presenting the performance of the RTK on the internet in the most quality way.

The [Rtklive.com](http://Rtklive.com) website has promoted the balance between textual contents and video format, while retaining the richest offer in the market for online visitors.

The main events and developments, like the elections of 2010, were covered with special commitment, while respecting the professional standards of the RTK.

During 2010 the [Rtklive.com](http://Rtklive.com), presented the developments and the daily events from politics, economy, culture and sport, through their respective departments in a comprehensive manner.

Other important media especially the printed ones, have used the media products presented in [Rtklive.com](http://Rtklive.com), after considering the RTK website as a serious and reliable source of public information.

Moreover, [Rtklive.com](http://Rtklive.com) has regularly met other duties of the presentation of all the activities of the company, by increasing the part of the organic component of the RTK.

During year 2010 we discussed and envisaged the updating of the design and the enrichment of the offered media with entertaining content that remains to be accomplished during 2011.

## 9. JOINT SERVICES

### 9.1. ADMINISTRATIVE SERVICE / PERSONNEL RTK - TV

- RTK-TV started the year 2010 with a total of 313 regular employees under three years of employment contracts;
- RTK-TV started the year 2010 with a total of 3 employees, members of the TOP management;
- RTK-TV started the year 2010 with a total of 40 external associates under contracts on deed;
- RTK-TV during year 2010 has engaged a total of 186 external associates under other contracts on programming cooperation;
- RTK-TV television project "Familja Moderne" in 2010, according to the needs of the script, has engaged 26 external associates: in actors, screenwriter, director, playwright, pros, stylist, etc.
- RTK-TV, RTK orchestra "BIG BAND" in 2010 has had a total of 21 associates / instrumentalists, conductors, etc and the engagement of two regular employees of the television as the part of the orchestra.
- Project program "Oxygen O2" engaged two external associates,
- RTK-TV in 2010 employed a total of 358 regular employees, 6 members of the TOP management and 12 interns / journalists.
- RTK-TV concluded the year 2010 with a total of 345 regular employees, 12 interns / journalists and six members of TOP Management.
- RTK-TV concluded the year 2010 with a total of 14 external associates under contracts on deed.
- In April, the contracts were prepared for all regular employees for a term of three years, as they had expired after the 3 year term.
- RTK-TV completion of the project for the anniversary of the foundation of the RTK. The "Gala" concert engaged a total of 23 external associates, such as instrumentalist, arrangers, singers, the choral group etc.
- Realization of the election project "Parliamentary Elections in Kosovo 2010" a project conducted during December 2010. In realization of this program an electoral team of 54 employees in total was formed and was headed by a team leader.
- Realization of the TV program "Festive program of New Year 2010" engaged in total 41 external associates, such as actors, moderators, directors, makeup artists, stylists, arrangers, screenwriters, etc and the additional engagement of 50 regular employees.

- Realization of the musical project "E dua muzikën" (I love music) in July 2010, in which 20 external associates were engaged joined by an additional engagement of 20 employees.

- Realization of the musical project "Gala" concert, in honor of singer Ms. Nexhmije Pagarusha, which engaged 24 external associates.

- Project Program "Kurrë më" (Never again), engaged 7 external associates.

- RTK-TV, in 2010, after reaching the age of retirement, a total of 6 employees retired. All the retired employees were given the payments of 3 average salaries of the positions which they held during the last three months of their employment.

1. 2 Drivers
2. 1 Archivist,
3. 1 Set designer
4. 1 Warehouse keeper
5. 1 Energetics technician PKL

- RTK-TV in 2010, according to the Rules of RTK on promotion, a total of 50 employees were promoted/re-systematized to a higher salary grade, some of the employees were re-systematized in other positions within the RTK, 2 employees were re-systematized from RTK radio, while one employee, self-willingly, was downgraded in his position, (with effect on salary).

- RTK-TV during 2010, the contracts on deed or programming cooperation of a total number of 34 external associates, were converted to regular employment contracts in duration of three years.

- RTK-TV was active during year 2010, a total of 18 decisions on solidarity assistance were issued for employees under the Collective Agreement of RTK for various occasions such as death of employees, cases of death of close family members, cases of serious illness of employees and cases of serious illness of close family members.

- RTK-TV the following contracts on programming cooperation with independent producers were drafted:

- "Cak Consulting" – series of show "Një frymë";
- Memorandum of cooperation with James Berisha;
- D.P.T - "Klaster";
- N.P.SH. "Alaron" series of show "Kodi SHOW";
- P.R. Solutions – for the show "Avenye";
- NGO "Handicap Kosova", the series of show "Mundësi";
- N.SH "Ajo Pictures" documentary film "Gjurmët e humbura";
- Musical Production "Octet PLUS" engagement for the final night on the commentary of the "Euro song";

- Musical Production "Octet PLUS" engagement in musical project "E dua muzikën";
- N.T.P. "Oaza" purchase of gifts for children on New Year 2010;
- Basketball team "Sigal Prishtina" broadcasting of the game;
- O.J.Q. "Tradita" comedy-movie "Mos e prek";
- Sh.P.K. "Servisimi i gjeneratoreve" borrowing of a generator;
- "The agency productions" series of show "Sve je moguce sa Anom"
- N.SH. "IliraFilm & Theatre" documentary film "Një rrëfim për nënën";
- NGO ART Universal "UniART"- series of documentaries "Luftë për jetën";
- Musical Production "CORONA" orchestration of the songs for the "GALA" concert;
- DPT "Klaster" the recording of songs for the programming needs of the television;
- DPT "Klaster" production of the CD with instrumental music for the programming needs of the television;
- N.SH. "Lighting Design Studio" Technical services for lighting;
- "Kosova Philharmonics and Opera";
- N.SH. "Art-4production" documentary film "Mendje ndrituri sojnik";
- N.SH. "C.S.O. Solution" technical services for simultaneous interpretation;
- Translation Office "ENOR" translations of films, serials, etc;
- Musical Production "Kroni" series of musical show "Folk Show";
- "Kosova Production" series of show "Afër";
- N.SH. "ORION" series of show for children "Super GoGo"

RTK-TV during year 2010: according to the regular procedure of job vacancies, a total of 14 regular applicants were employed, 4 of which were appointed, according to the Law, to managerial positions, and two external associates:

- General Manager-1 position;
- Director of RTK-Television-1 position,
- Deputy General Manager -2 positions;
- Proofreader-3positions;
- Driver 1-position (job vacancy from year 2009);
- Music Editor-1 position (job vacancy from year 2009);
- Professional Associate for Archiving-1 position;
- External associates in capacity of journalists-2 positions;
- Legal Officer 2 -1 position (job vacancy from year 2009);
- Head of Marketing-1 position;

**Explanation:**

- the position of general Director General was an internal employment with the procedure of public vacancy;
- 2 positions for the Deputy General Directors were an internal employment with the procedure of public vacancy;
- The position of professional associate for archiving was an employment of an external associate with the procedure of internal vacancy.

Based on the regular procedure on vacancies and according to the internal rules on education, 12 interns/journalists were employed following a regular procedure on public vacancy.

Without a vacancy procedure, an external associate was engaged with contract on deed, as editor-journalist on the website – 1 position.

RTK-TV during 2010, 5 employment contracts, following the request from the employees, were terminated for the following positions:

- 1 Head of the sound department,
- 1 Journalist
- 1 Journalist - editor
- 1 Sport Journalist
- 1 Journalist 2.

Death of employees:

- 1-VT Transfer operator

**Explanation:**

- No extension of the contract was made after the expiration of the mandate of the Acting General Director and the Acting Director of RTK-1 position;
- One employment contract was terminated with the Acting Chief Editor in RTK-TV-1 position, due to his appointment to the position of General Director.
- One employment contract was terminated with the Acting Editor 1 in RTK-TV- 1 position, due to his appointment to the position of Deputy General Director.

RTK-TV during year 2010, announced job vacancies for the following positions:

- General Manager-1 position (announced at the end of year 2009, opened till 2010);
- Deputy General Director -1 position;
- Director of RTK-Television-1 position,
- Chief Editor -1 position
- Proofreader- 3 positions;
- Journalist -2-2 positions;
- Intern Journalists -10 positions;
- Head of marketing services-1 position;
- Warehouse keeper-1 position;
- Marketing officials - 4 positions;
- Marketing assistants- 2 positions.

RTK-TV, the vacancies which have remained unprocessed for the following job openings:

The processed vacancies are:

- Marketing officials - 4 positions (being processed);
- Marketing assistants- 2 positions (being processed);
- Chief Editor in RTK -Television-1 position (being processed);
- Warehouse keeper-1 position (being processed).

Official meetings with the legal office of the MPMS were held in regard to the provisions of the new labor law in Kosova, and its reflection in the internal rules of the RTK, the regular contracts and the contracts on deed.

We worked intensively on proposals for the amendment of the rules, the employment contracts and the contracts on deed, immediately after the entry into force of the new labor law in Kosova, based on suggestions and recommendations from the Legal Office of the MPMS.

Samples of the contracts according to the obligations from the MPMS were prepared, while the specific requirements of the public media were harmonized with the new provisions.

Official meetings and regular contacts were held with the respective officials from the Ministry of Education Science and Technology, in regard to the verification of various diplomas that were presented by the newly hired employees of the RTK.

## 9.2. ADMINISTRATIVE SERVICE / PERSONNEL IN RTK RADIO

RTK Radio started the year 2010 with a total of 139 regular employees under three year employment contracts;

RTK Radio started the year 2010 with a total of 31 contractors under contracts on deed;

- RTK-Radio in 2010 engaged a total of 78 external associates under contracts on programming cooperation:
- RTK-Radio in 2010 had a total of 164 regular employees and one member of senior management.
  
- RTK-Radio concluded year 2010 with a total of 164 regular employees and one member of senior management.
  
- Realization of the election project "Parliamentary elections in Kosova 2010", a project conducted for a certain period of time from 01.12 - 31.12.2010. In realization of this program, an election team consisting of 32 regular employees and 15 others engaged employees under contract on programming cooperation – mainly correspondents from Kosova, was formed.
  
- Realization of the project "Festive program of New Year 2011" engaged a total of 24 regular employees.
  
- During 2010, a total number of 2 employees from RTK Radio, retired.
  
- RTK-Radio during 2010, according to the Rules of RTK on promotions, a total number of 17 employees were advanced to a higher grade salary, with some of them being re-systematized in other position within the RTK.
  
- A total number of 4 employees were re-systematized in other positions within the RTK with effect to the salary of few employees.
  
- RTK-Radio, in 2010 a total of 24 contractors were advanced in contracts/converted from the contract on deed into a regular employment contract.
  
- RTK-Radio, in 2010 a total of 3 contractors were advanced in contracts/converted from the contract on programming cooperation into a regular employment contract.
  
- RTK-Radio, a total of 5 decisions for disciplinary measures were imposed, according to the RTK Rules on material and disciplinary responsibility.

RTK-Radio during year 2010, according to the regular procedure for job vacancies a total of 6 regular applicants were employed:

- 1 Sound technician 2
- 1 Handyman
- 1 Cleaner
- 1 Driver
- 1 Proofreader
- 1 Journalist 2/editorial office for communities - Serbian language

RTK-Radio during 2010, 5 employment contracts and 1 contract on deed were terminated:

Re-systemization in other positions within RTK –TV, following the request of employees:

- 1 Editor in charge of Information Program of Radio Kosova
- 1 Editor in charge of Information Program of Blue Sky
- 1 Editor of the Editorial Office 2/ Editorial Office for Communities – Serbian Language
- 1 Security Guard

Death of employees:

- 1 Journalist – Editor in the website
- 1 Security guard (contract on deed)

During year 2010, after reaching the age of 65 years, a total of 2 regular employees retired:

- 1 Maintenance technician
- 1 Energetics technician

All the retired employees were given the payments of 3 average salaries of the positions which they held during the last three months of their employment.

RTK Radio during year 2010, announced job vacancies for the following positions:

- 1 Sound technician 2
- 1 Handyman
- 1 Cleaner
- 1 Driver
- 1 Proofreader
- 1 Journalist 2/editorial office for communities - Serbian language

The following four new positions were formed:

Audio Archivist in Radio and Correspondent - these openings have not been filled yet. The positions of Music associate and Chief-technician in production were filled by the internal resources of RTK Radio.

### 9.3. IT SERVICE

During 2010 the IT service responded to all requests for assistance made by the employees of RTK and also maintained the progress of the system work (server room) as a whole thus marked a highly successful year without any serious issues. The request for interventions during this year was clearly higher compared to the previous year (circa 2000 interventions more).

#### 9.3.1. IT UNIT - RADIO

During 2010, the IT unit in Radio intervened in approximately 2262 problems, which are categorized in three groups: 1046 light interventions, 822 average interventions and 394 interventions that are more complex.

Month	Working days	Average no. of interventions per day	Total no. of interventions per month	Light interventions	Average interventions	Complex interventions
January	20	8	160	64	73	23
February	19	11	209	105	69	35
March	23	7	161	58	61	42
April	22	11	242	118	88	36
May	21	9	189	91	58	40
June	22	7	200	120	63	17
July	22	6	132	66	47	19
August	22	7	154	61	58	35
September	23	10	230	99	82	49
October	21	9	189	89	77	23
November	22	11	242	113	83	46
December	22	7	154	62	63	29
<b>Total</b>	<b>259</b>	<b>103</b>	<b>2262</b>	<b>1046</b>	<b>822</b>	<b>394</b>

*As a part of the light interventions group, we enlisted the following tasks:*

CD recordings, mouse problems, keyboard problems, electrical energy supplies, earphones problems, Box problems, change of passwords, email problems, etc.

*As a part of the average interventions group, we enlisted the following tasks:*

Audio file problems, driver problems, applicative programs problems, more precisely in this group we enlisted all the problems with software that we use for our daily work at RTK - RADIO.

*As a part of the complex interventions group, we enlisted the following tasks:*

PC formatting, replacement of broken parts, miscellaneous interventions in (Motherboards, UPS, etc), more precisely in this group we enlisted all hardware problems which we use for our daily work in RTK – RADIO.

During this year, the IT service in radio finished the entire wiring/full infrastructure in the fifth floor of the building preparing it for the offices of the new unit of Marketing.

See below other important maintenance daily tasks performed by this service:  
 Maintenance of the radio service (Domain Controller);  
 Maintenance of Proxy Servers, through which internet distribution is managed;  
 Maintenance of Console-server, which serves as protection of the computer network from different viruses;  
 Maintenance of the servers of both our internet radio-stations;  
 Maintenance and monitoring of the radio-phonetic programs through recordings in three computers;  
 Maintenance of the music archive.

### 9.3.2. IT UNIT IN TV

During 2010, the IT unit in the TV building has intervened in circa 5169 problems, which are categorized in three groups: light interventions 2409, average interventions 1816 and more complex interventions 944.

Month	Working days	Average no. of interventions per day	Total no. of interventions per month	Light interventions	Average interventions	Complex interventions
January	31	14	434	248	136	50
February	28	15	420	204	150	66
March	31	14	434	217	155	62
April	30	15	450	210	160	80
May	31	17	527	180	205	142
June	30	13	390	150	180	60
July	31	12	372	190	110	72
August	31	12	372	200	90	82
September	30	13	390	210	120	60
October	31	13	403	190	110	103
November	30	15	450	200	180	70
December	31	17	527	210	220	97
			5169	2409	1816	944

**As a part of the light interventions group, we enlisted the following tasks:**

Problems with printer, problems with mouse, problems with keyboard, rename of TV-monitoring, problems with electrical power supplies, opening of telephone pin codes, problems with earphones, change of passwords, problems with email – outlook express, cleaning of computers – disk cleanups, defragmentation, disk space, miscellaneous updates, network problems, etc.

**As a part of the average interventions group, we enlisted the following tasks:**

Driver problems, problems with applicative programs, work on the monthly telephone reports system, problems with telephone devices, programming of telephone operator, and installations of telephone and computer connections, more precisely in this group we enlisted all the software problems that we use in our daily work in RTK - TV.

**As a part of the complex interventions group, we enlisted the following tasks:**

PC formatting, replacement of broken parts in different servers, various interventions in motherboard, switches, opening of new accounts (clients) in DC and attributes, setting of different filters in the ISA server, new networks, wireless, in television computer devices such as inscriber, autocue, video servers, etc., more precisely in this group we have enlisted all the problems with hardware which we use in our daily work in RTK - TV.

See below other important maintenance daily tasks performed by this service:

Maintenance of rkit.local server (Domain Controller);

Maintenance of proxy servers, through which internet distribution is managed;

Maintenance of console - server, which serves as protection of the computer network from different viruses;

Maintenance of servers File, ftp, sql,

Maintenance of the TV monitoring system

Maintenance of the software of telephone operator and fee-system

During 2010 the IT service in TV also assisted in various TV projects such as the realization of direct transmission through optic fiber from different points of Kosovo for the 2010 elections, interventions in different computer TV technique devices i.e. Autocue, units of Avid editing, units of editing and graphics, etc.

### ***9.3.3. DEVELOPMENTS IN IT DURING 2010***

During 2010, the IT service was a member of the group for digitalization, planning and drafting of projects, which, due to financial reasons was not carried out. This project is ready and can be implemented with minimum interventions (application of the latest developments).

One of the projects that is worth mentioning is the agreement between the RTK and the Ministry of Public Services for the use of governmental optic fiber in order to carry out the transmission and the transfer of AV material. The IT service was a member of the working group.

During 2010, the IT service completed all the stages of connecting the two buildings of RTK through optic fiber by preparing the area for further progress. The RTK fiber that connects the two objects consists of 48 optic fibers.

One of the projects carried out by the IT service in 2010 that is noteworthy is also the lottery implemented for the 2010 World Cup Final during which the RTK donated a vehicle (through sponsoring) to a viewer of World Cup.

Among most important projects during 2010 was also the building of the automatic printing system for modern ID Cards, which the IT service carried out in cooperation with the security service.

During 2010, the unit of applicative development within IT has successfully maintained the Intranet modules that have been running for 3 years. There was not a single failure that lasted longer than 12 hours.

During 2010, the following 3 new modules were added to intranet: ID card Module, Task Manager Module and Property Module. Some of these modules are in full use while others are still developing.

#### **9.3.4. WEB UNIT**

During the entire year, the development staff of the web unit in rtklive.com has performed all duties on daily basis, the development and maintenance of the rtklive webpage requires continuous work throughout the whole year to look after the design, refreshing of requests and supervision of different attacks.

Various interventions in rtklive.com

- Processing of pictures
- Change of promotion materials during the week
- Announcement of job openings in television and radio
- Publications or amendments in Marketing
- Opening of email accounts
- Changing passwords

Video Recordings

LAJMET E MËNGJESIT (Morning News), INFO (News In Albanian) , HABER (News In Turkish) , VIJESTI (News In Bosnian) , VESTI (News In Serbian) MOSTOVI (Bridges) , LAJMET QËNDRORE (Central News) , SPORT PLUS , FAMILJA MODERNE (Modern Family) ,-KAFENEJA JONË (Our Café) , JETA NË KOSOVË (Life In Kosovo) ,YEKHIPE (Weekly News Magazine In Roma) , OXYGEN SHOW (Entertainment) , INTERVISTA (Interviews) , PA RROTLLA (Talk Show) , DEBAT (Debate) , SUBVENCION (Subvention) , EVROPA MË AFËR (Closer To Europe) , 10 MINUTA (10 Minutes) , TELEKINO (Tele-Cinema) , SPECIALE (Specials) ,

#### **Web page of South Africa 2010**

Within the rtklive.com web page, we designed and developed a completely new page for the World Cup South Africa 2010.

This module of the page contains plenty of relevant information about the world cup such:

- News about the matches
- Calendar of matches
- Results
- The tables of matches divided in groups
- A survey on who is going to win World Cup 2010
- A complete new design compatible with the design of World Cup 2010

Besides these necessary pieces of information for the user and the admirer of football in rtklive.com/world cup 2010, the visitors could be updated on series of news regarding the world championship.

A high number of visitors have voted in the survey, which was posted in the World Cup 2010 module on who is going to win the title of the world champion, there were 9327 votes.

### **Radio Kosova and Radio BlueSky**

Based on the requests of our listeners we have changed the format of the two rtklive.com online radios, we moved from Winamp to Flash Player for an easier online listening considering that almost every computer that runs with Windows Operating System has Flash Player, however, we did leave an option for the fans of listening to online internet radio through Winamp Application.

### **Rudolf Sopi award – Rudi 2011**

A page was built for the prestigious award Rudolf Sopi – Rudi 2010 which contains information on participation in the competition for the best camera of 2010.

### **Public Announcements**

The category of public announcements contains materials that the Radio and Television of Kosovo is obliged to publish online i.e. job vacancies in RTK, purchase of audio-visual works from independent producers, competition for the Rudolf Sopi–Rudi award, publications of the European Commission, etc.

### **Frequency of Visits**

If we look into the overall traffic based on the number of visitors then rtklive.com has 53000 up to 67000 visitors per day, which is the normal daily traffic. On the other hand if we look into the number of clicks considering that each visitor has an average navigation inside the web page for 7 up to 10 links for different information then we gain circa half a million clicks per day.

#### 9.4. LEGAL OFFICE

During 2010 the RTK attended and was represented in 10 (ten) legal matters.

1. On 15 September 2010 participation at main trial at the Municipal Court in Prishtinë in the legal matter – compensation of damage. RTK as respondent.

At the main trial, the authorized representative of the plaintiff withdrew the statement of claim.

2. On 4 October 2010 participation at the main trial at the Municipal Court in Prishtinë in the legal matter – annulment of contract. RTK as respondent.

The authorized representative of the plaintiff at the main trial withdrew the statement of claim.

3. On 18 October 2010 at the District Commercial Court in Prishtinë RTK filed a statement of claim in the legal matter – debt recovery under a service contract.

The main trial has finished, the decision of the Court is pending.

4. On 14 October 2010 the RTK filed an appeal at the Special Chamber of the Supreme Court against the Judgment of the Municipal Court in Prishtinë in the legal matter of the plaintiff (former employee of the RTP) – for ownership. RTK still has not received any response.

5. Legal matter – for annulment of bid “Health Insurance” at the District Commercial Court in Prishtinë. The Commercial Court refuted the statement of claim of the plaintiff as ungrounded. The plaintiff filed an appeal against this judgment to the Supreme Court. The RTK filed a response to that Appeal.

6. Legal matter – compensation of damage at the District Commercial Court in Prishtinë. RTK as respondent. The Commercial Court refuted the statement of claim of the plaintiff as ungrounded. The plaintiff filed an appeal against this judgment to the Supreme Court. The RTK filed a response to that Appeal.

7. Legal matter for violation of copyright – compensation of damage at the District Court in Prishtinë. RTK as respondent. Next hearing scheduled on 28 April 2011.

8. RTK filed a statement of claim at the Municipal Court in Prishtinë in the legal matter – return of monetary means earned without legal grounds. We still have not received any response.

9. Drafting of Appeal against the Decisions of the Council of the IMC (Independent Media Commission) addressed to the Media Appeals Board of the IMC.

10. On 9 February 2011, the RTK has filed a Request for procedural review of the decisions of the Media Appeals Board of 11 January 2001 at the Supreme Court of Kosovo. We still have not received any response.

**Incorporation and harmonization of legal provisions of the Labor Law no. 03/L-212**

The legal provisions of the Labor Law are incorporated in the Internal Rules of RTK and the Collective Contract.

The amendments were incorporated in:

The rules for the working hours and the records at work;

Rules for material and disciplinary responsibility;

Rules for overtime work;

Rules for categorization of working places;

The employment contracts and special tasks and duties contracts.

Pursuant to the submitted requests, different legal interpretations were provided along with reviews of different requests and the drafting of various decisions.

Different cooperation and service contracts were drafted as well as memorandums of cooperation.

Correspondence with various institutions

## 9.5. EDUCATION AND TRAINING UNIT

### 9.5.1. GENERAL SUMMARY

The planning of training and education for 2010 was done at the beginning of the year and was later on supplemented based upon the requests of the employees from the annual conversations.

A positive step was made at the beginning of the work of the Center for Professional Training of the RTK, but there were also irregularities, negligence and policy clashes.

Compared to previous years more participants attended trainings in Kosovo and abroad always giving priority to current technology trends: the process of digitalization, television journalism, European integrations, etc.

### 9.5.2. EDUCATION 2010

In the field of formal education the RTK did not finance the studies of its employees. The only agreement for financial support of studies of the employees remains the one with AAB Riinvest University. The agreement foresees finalization of three-year studies, which is the duration of basic studies, and a two-year term for master studies. RTK has signed a contract on education with all the employees.

Practically, based on the findings of the administration of AAB Riinvest University it results that 66 students have finished their studies so far, 12 have several exams remaining and 3 of them have discontinued the studies.

### 9.5.3. TRAINING

In 2010 the employees of RTK have had the opportunity to follow a series of trainings. Despite budgetary constraints, training has been oriented primarily in priority areas, such as digitalization.

In January, three radio journalists have attended the training “Judiciary” organized by AIM. In February two radio journalists attended the training “Corruption in Kosovo”, organized by the AIM, while in March they attended the training on the topic of “The role of international factors in the north (ICO, EULEX)”. Two radio journalists have attended a training session on environmental protection in Budva, Montenegro.

In early June a team of RTK has represented television in a reporters’ competition held in Hungary. Majlinda Aliu, journalist and Bedri Meha, cameraman stayed 5 days in Budapest, where together with 12 teams from other regional television stations have participated in this challenging competition. A portion of expenses, i.e. 80% of travel costs were covered by the organizer, Reporter’s Cup.

Another particularly important training in Germany within the European Summer Academy (CESA) organized by CIRCUM and Robert Bosch Foundation, was attended by two journalists (one from the morning program and one from the news room) who for the first time attended a training abroad.

All costs were covered by the organizers, while it represented a very good opportunity for both RTK journalists, to gain international experience in three European countries Germany, France and Italy.

Another three trainings, two abroad and one held in the premises of RTK were part of the package of the EBU's program to help public broadcasters.

The first training was held in Hamburg, Germany from June 16 to 19, on the topic of digitalization of news where RTK was represented by two participants, while the second training was held in Budapest, Hungary where RTK also sent two of its representatives.

All the costs of these trainings were covered by the EBU.

The third training within this program was held in Prishtina, which aimed the training of the top management and managers of unit heads of RTK for the governance and public service management.

This training was attended by 22 members of senior and middle management of RTK.

An experience in 2010 that is to be highlighted from the others is that of Albin Xharra, editor, who was selected among hundreds of competitors as trainer for video-journalism in a project of CIRCUM to train the personnel of Portuguese television. The participation of Albin in such a project is professional appreciation not only for him but for the entire RTK.

Two journalists from the television newsrooms attended two training sessions, organized by the OSCE.

Meanwhile several internal trainings were held for the security personnel of RTK, as response in emergencies, fire protection etc.

Seven employees attended the training on labor law in Ohrid, Macedonia, while training on project management was followed by an employee.

Moreover in 2010, RTK has become part of the initiative for establishment of Regional Training Committee. At the end of September, RTK has participated in a conference organized by the Croatian television in Zagreb, where it was decided about the establishment of Regional Training Centre.

At the end of the year there was active engagement on the completion of the infrastructure of the Centre for Professional Training in RTK.

This center is equipped with all necessary infrastructures, including two offices for delivery of trainings, a monitor, a projector etc.

Twelve journalists - interns were trained for more than 3 months on basic television journalism modules such as writing for TV, standard language on television, facilitation, direct appearance. Management has established a list of internal trainers for these trainings. Also there was a practice book designed in accordance with the Rules on professional training of RTK.

But still, there is not any decision signed for the trainers, and there is a lack of a clear policy if we shall continue as foreseen in the program of the practice book, as journalists-interns are already engaged in reporting.

RTK has continued the tradition of accepting interns in the newsroom on TV and the radio from the branch of journalism faculty at UP and AAB with whom we have signed agreements.

Thirty students from the Department of Journalism of the University of Prishtinë have completed internships in the news room, 151 students from the Department of Mass Communication and Journalism from the University AAB, and 22 students from technical high school in Prishtinë, attended trainings in design and graphics.

## **10. PROCUREMENT DEPARTMENT**

During 2010, referring to the procurement table in Television and Radio, we have had 923 requests in television and additional 115 requests in the radio. Of these requests, the RTK has a total of 52 signed contracts for services, goods and works which were subjected to procurement activities for contracts of low, medium and high values and without publications of notifications for contracts (50 in TV and 2 in Radio), whereas the lowest value contracts are 106 (99 in TV and 7 in Radio) which are incorporated in the list of contracts of high and medium value, low and those with the lowest values.

Procurement Department has four employees and its director.

## **11. INTERNAL AUDIT**

In accordance with the current RTK internal organization all of its activities the office of the Internal Audit coordinated with the Director General.

The work of Internal Audit as well as other RTK departments was affected by the changes in the RTK management, by the end of 2009 and beginning of 2010.

The internal Audit has drafted the plan of work and it was presented to Director General for further instructions and adoption.

In this report are presented in chronological order the activities of the internal audit

Attendance in the training organized by “Financial Law Smart Agency” concerning the Public-Private partnership, Concessions and public procurement, held on 25-28 February 2010, Durres Albania

With the request of Director General we performed an audit concerning the tender for tapes supply. The audit was performed on 12/04 – 16/04/ 2010.

Training “Performance managing on public procurement and Audit”, 25 – 28 November 2010, Vlora, Albania.

The role of new Labor Law in regulating the Labor Relations in the Republic of Kosova, 02- 05 December 2010, Ohrid Macedonia.

Kosova Management Institute training on “Internal Control and Audit”, held on 16 – 19 December 2010, Ohrid Macedonia.

During the year we gave advise to all departments for all sort of issues, we monitored changes and amendments of Laws by the parliament of Kosova, and we monitored the implementation of RTK internal regulations.

## **12. FINANCES**

Primary incomes of RTK in 2010 come from the Kosovo budget.

The expenses of RTK made during 2010 are lower than the incomes realized during this year. The expenses in the RTK are initiated and realized based on written procedures, which allows control, justification and permanent supervision of expenses, which are produced in the RTK throughout the year.

Since 2002, RTK has established the Office of Procurement, with three professional employees, employed by this office, who in accordance with applicable regulations, supervise and strictly implement the procurement procedures.

Since 2006, RTK has employed an Internal Auditor, who in accordance with the applicable regulations and procedures conducts the supervision and the internal auditing of the business of RTK.

From 1 October 2009, following the decision from the Constitutional Court, RTK was completely put out from the prepayment with now focusing on the funds from the Kosovo budget, as a source of temporary financing.

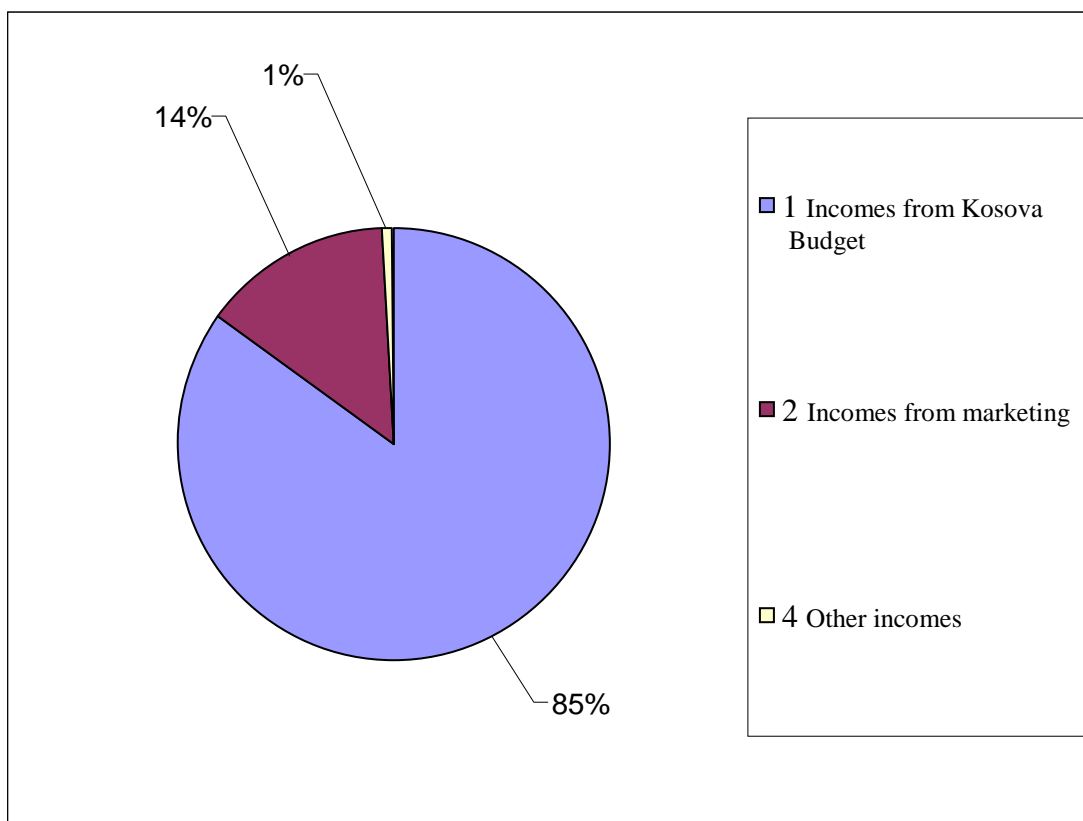
During 2010, the RTK initiated a number of measures in terms of maximum reduction of expenses, which enabled the RTK to close the financial year 2010 with a positive balance amounting to € 1,081,293.

### **12.1. INCOMES AND EXPENSES OF RTK FOR 2010**

#### **12.1.1. INCOMES**

The main incomes of RTK in 2010 derived from Kosova budget, which represents 85% of the total incomes of RTK. The incomes from marketing, generated to 14% of the total incomes. Incomes from reimbursements and all other incomes, present 1% of the total incomes.

In the following chart we shall present the structure of the incomes of RTK, during year 2010:



### 12.1.2. EXPENSES

RTK pursues a policy of cautious control of expenses and aims to provide services that have a greater value than the spent funds.

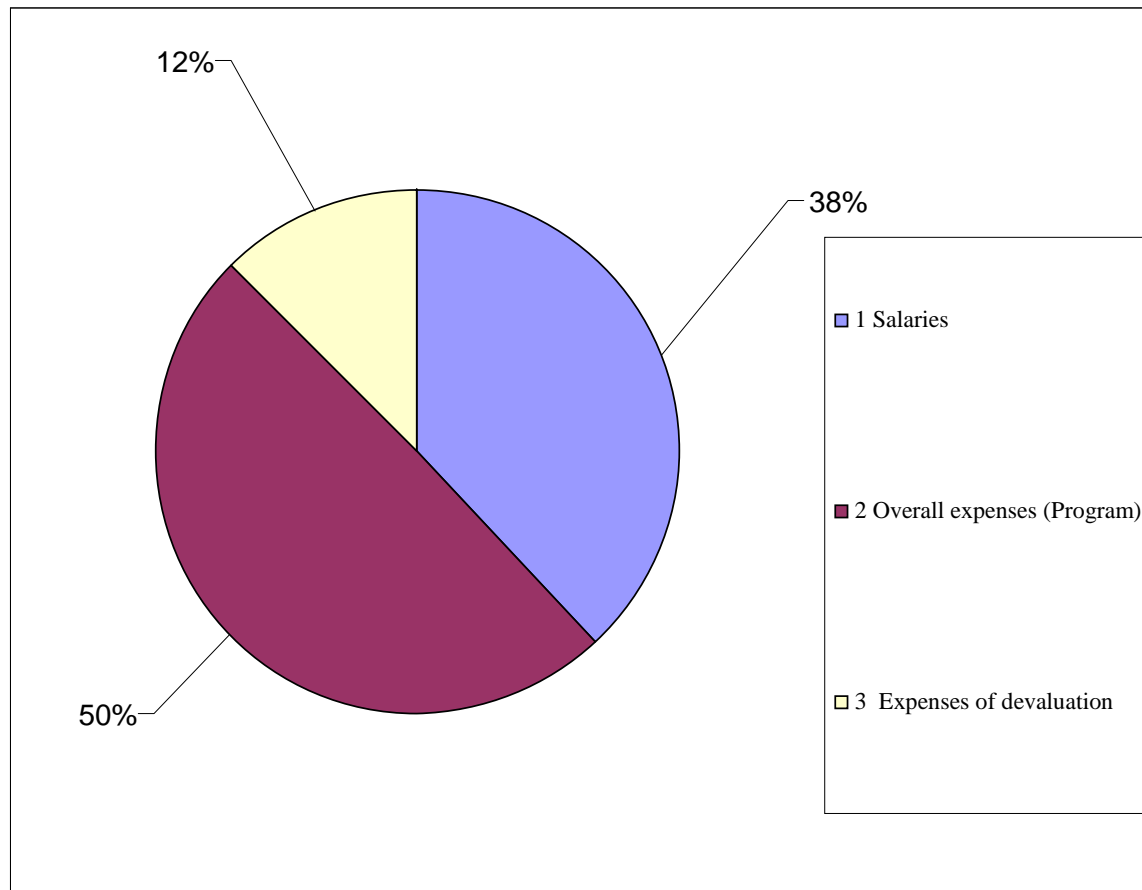
The accounting is led by international accounting standards and in compliance with respective Regulations, which are in force. The Department of Financing in the RTK, in addition to the annual report, also drafts the quarterly financial reports, which are regularly analyzed and discussed in the Management of RTK and approved by the Board of Directors of RTK. There are written policies and procedures on strict financial control of expenses. No expense shall be allowed and paid without prior written approval of at least two authorized persons.

The payment of salaries of regular workers, those under contracts on deed and fees, as well as all other types of expenses are completed through the banking accounts. Cash payments are made only in exceptional and necessary occasions and only in small amounts. Payment of allowances for official travel within and outside the country, are completed under the written Rules.

At the end of each business year, the RTK forms an inventory commission that registers the property, assets, cash funds and requests of requirements. Following the registration, the commission matches the ascertained condition subsequent to registration with the accounting condition and drafts respective reports on the

situation established. These reports are reviewed by the Central Commission and, where appropriate, by the Management of RTK. The decisions taken by the Central Commission and/or the Management are necessarily reapplied with the relevant records in the accounting records of RTK.

In the following chart we shall present the structure of the expenses of RTK, during year 2010:



In the following table we will present the financial statements of RTK in 2010 under international accounting standards:

- 1) Balance sheet,
- 2) Statement of incomes,
- 3) Statement of changes in equity,
- 4) Statement of cash flows and
- 5) Disclosure of financial statements

Radio and Television of Kosova		
Financial statement for the year ending on 31 December 2010		
<b>1) Balance sheet</b>		
	31-Dec-10	31-Dec-09
<b><u>Assets</u></b>		
<b>Immovable property</b>		
Property, plants and equipment	2,475,826	2,769,981
Chattel-Series	2,577,509	1,871,442
<b>Total immovable property</b>	<b>5,053,335</b>	<b>4,641,423</b>
<b>Movable property</b>		
Stocks of expenditure material	38,092	261,728
Accounts payable and other	1,153,417	1,451,687
Unpaid expenditure	207,183	98,310
Money and monye equivalents	538,093	124,773
<b>Total movable property</b>	<b>1,936,785</b>	<b>1,936,498</b>
<b>Total assets</b>	<b>6,990,120</b>	<b>6,577,921</b>
<b><u>Equities and liabilities</u></b>		
<b>Equity</b>		
Social capital	8,224,255	8,224,255
Accumulated deficit	(3,258,089)	(1,007,071)
Annual positive balance/deficit	1,081,293	(2,251,018)
<b>Total equity</b>	<b>6,047,458</b>	<b>4,966,166</b>
<b>Liabilities</b>		
<b>Movable liabilities</b>		
Long-term liabilities	166,757	266,265
<b>Totali immovale liabilites</b>	<b>166,757</b>	<b>266,265</b>
<b>Movable liabilities</b>		
Accounts payable and other	673,178	1,266,528
Taxes payable	102,727	78,963
<b>Total movable liabilities</b>	<b>775,905</b>	<b>1,345,491</b>
<b>Total liabilities</b>	<b>942,662</b>	<b>1,611,756</b>
<b>Total equities and liabilities</b>	<b>6,990,120</b>	<b>6,577,921</b>
Board of Radio and Television of Kosova approved these financial statements on _____ and are signed by the RTK Management:		
Sylejman Shaqiri	Bujar Spahiu	
General Director	Financial Director	





Radio and television of Kosova		
Financial balance for the year ending on 31 December 2010		
<b>4)Cash Flow</b>		
	31-Dec-10	31-Dec-09
<b>Operating acitivities</b>		
Annual Surplus/deficit	1,081,293	(2,251,018)
<i>Adapted for</i>		
Devaluation	1,396,092	1,409,765
Bad debt fees		1,826,005
Liability fees revenues		(851,966)
Shlyrja e kërkesave		(188,175)
<b><i>Fitimi operativ para ndryshimeve në kapital punues</i></b>	<b>2,477,385</b>	<b>(55,389)</b>
<i>Changes in working capital:</i>		
Stocks	(223,635)	(37,438)
Other market receivables	413,033	1,838,012
Other and market liabilites	(569,586)	237,668
	<b>(380,188)</b>	<b>2,038,242</b>
<b>Investment activities</b>		
Purchase of property, plants and equipment	(282,295)	(722,079)
Purchase of chattel properties	(1,302,076)	(1,336,406)
	<b>(1,584,370)</b>	<b>(2,058,486)</b>
<b>Financial activities</b>		
Long-term loans	(99,508)	146,774
	<b>(99,508)</b>	<b>146,774</b>
<b>Net changes in cash and cash equivalents</b>	<b>413,319</b>	<b>71,141</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>124,773</b>	<b>53,632</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>538,093</b>	<b>124,773</b>



## 5. Financial statements

### 1. Notes on assets situation and flow

Description	Broadcasting equipment	Vehicles	Equipment and computers	Inventory	Total
<b>Cost</b>					
On 01 January 2009	7,603,035	304,341	289,630	228,386	<b>8,425,392</b>
Purchases in course of the year	84,643	231,810	144,894	271,732	<b>733,079</b>
<b>On 31 Dec. 2009</b>	<b>7,687,678</b>	<b>536,152</b>	<b>434,523</b>	<b>500,118</b>	<b>9,158,472</b>
<b>Accumulated depreciation</b>					
On 01 January 2009	(5,451,200)	(127,413)	(133,975)	(107,942)	<b>(5,820,530)</b>
Depreciation in course of the year	(442,073)	(39,249)	(41,591)	(45,049)	<b>(567,962)</b>
<b>On 31 Dec. 2009</b>	<b>(5,893,273)</b>	<b>(166,662)</b>	<b>(175,565)</b>	<b>(152,991)</b>	<b>(6,388,492)</b>
<b>Net value</b>					
On 01 January 2009	2,151,835	176,928	155,655	120,444	<b>2,604,862</b>
<b>On 31 Dec. 2009</b>	<b>1,794,405</b>	<b>369,489</b>	<b>258,958</b>	<b>347,127</b>	<b>2,769,980</b>
<b>Cost</b>					
On 01 January 2010	7,687,678	536,152	434,523	500,118	<b>9,158,472</b>
Purchases in course of the year	190,056	0	55,788	36,450	<b>282,295</b>
<b>On 31 Dec. 2010</b>	<b>7,877,735</b>	<b>536,152</b>	<b>490,311</b>	<b>536,569</b>	<b>9,440,766</b>
<b>Accumulated depreciation</b>					
On 01 January 2010	(5,893,273)	(166,662)	(175,565)	(152,991)	<b>(6,388,492)</b>
Depreciation in course of the year	(374,933)	(73,898)	(53,777)	(73,840)	<b>(576,448)</b>
<b>On 31 Dec. 2010</b>	<b>(6,268,206)</b>	<b>(240,560)</b>	<b>(229,343)</b>	<b>(226,831)</b>	<b>(6,964,940)</b>
<b>Net value</b>					
On 01 January 2010	1,794,405	369,489	258,958	347,127	<b>2,769,980</b>
<b>On 31 Dec. 2010</b>	<b>1,609,528</b>	<b>295,592</b>	<b>260,969</b>	<b>309,738</b>	<b>2,475,826</b>

<b>2. Chatte property</b>						
Description	Familja modererne	Kafeneja Jone	Oksigjeni	Frekuenca e quzes	Other and archive material	Totali
<b>Net value on 01 January 2009</b>	<b>374,568.78</b>	<b>637,566.12</b>	<b>121,829.72</b>	<b>110,938.65</b>	<b>367,225.60</b>	<b>1,612,128.87</b>
Purchases in course of the year	283,236.00	546,000.00	427,148.92	13,624.00	92,835.02	1,362,843.94
Depreciation in course of the year	(189,935.45)	(365,365.00)	(277,646.46)	(8,856.00)		(841,802.91)
<b>Net value on 31 Dec. 2009</b>	<b>467,869.33</b>	<b>818,201.12</b>	<b>271,332.18</b>	<b>115,706.65</b>	<b>460,060.62</b>	<b>2,133,169.90</b>
<b>Vlera neto me 01 Janar 2010</b>	<b>467,869.33</b>	<b>818,201.12</b>	<b>271,332.18</b>	<b>115,706.65</b>	<b>460,060.62</b>	<b>2,133,169.90</b>
Purchases in course of the year	217,476.00	578,969.81	464,545.24		41,084.46	1,302,075.51
Depreciation in course of the year	(141,359.40)	(376,330.38)	(301,954.40)			(819,644.18)
<b>Net value on 31 Dec. 2010</b>	<b>543,985.93</b>	<b>1,020,840.55</b>	<b>433,923.02</b>	<b>115,706.65</b>	<b>501,145.08</b>	<b>2,615,601.23</b>

<b>3. Accounts receivable and other</b>			
		<b>Me 31 Dhjetor 2010</b>	<b>Me 31 Dhjetor 2009</b>
3.1	Accounts receivable	55,164	588,907
3.2	Other requirements	110,424	166,109
3.3	Subscriptions	209,861	98,310
3.4	Requirements for TVSH	984,107	696,671
		<b>1,359,556</b>	<b>1,549,997</b>
<b>3.1 Accounts receivable</b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
	Accountns receivable KEK	1,701,753	2,223,970
	Bad and suspicious debts commission KEK	(1,701,753)	(1,701,753)
	Cilent requierements - Marketing (with compensation)	97,317	110,913
	Marketing requirements	42,271	42,490
	Broadcasters' requirements	40,388	39,847
	Bad and suspicious debts commission KEK	(124,813)	(126,559)
		<b>55,164</b>	<b>588,907</b>
<b>commission flow of bad debts</b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
	Balance on 1 January	(1,828,312)	(190,482)
	Commissioned in course of year		(1,826,005)
	Debts paid in course of year		188,175
<b>Balance on 31 December</b>		<b>(1,828,312)</b>	<b>(1,828,312)</b>
<b>3.2 Other requirements</b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2010</b>
	Requirements towards donors	10,358	10,358
	Requirements towards the users fo the building	87,318	136,182
	Requierements towards archives	120	120
	Other requirements	12,627	19,449
		<b>110,424</b>	<b>166,109</b>

<b><u>3.3 Subscriptions</u></b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
Employee advances		2,678	
Subscriptions- Outside providers		204,715	97,843
Subscriptions- local providers		2,468	468
		<b>209,861</b>	<b>98,310</b>
<b><u>4. Cash</u></b>			
		<b>On 31 Dec 2010</b>	<b>Me 31 Dec 2009</b>
Banak accottns		401,403	
Bank account- Television		134,514	124,638
Bank account- Radio		2,108	
Main treasure TV			
Main treasure Radio		67	135
		<b>538,093</b>	<b>124,773</b>
<b><u>5.Accounts payable and other</u></b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
5.1 liabilities towards providers		1,485,977	1,195,669
5.2Other liabilities		23,187	35,890
5.3 Obligatiosn towards clients		9,813	34,969
		<b>1,518,978</b>	<b>1,266,528</b>
<b><u>5.1 Accounts payable -liabilities towards providers</u></b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
Marketing liabilities		107,694	110,208
Providers - legal persons		926,757	906,978
Providers- local		376,117	696,887
Providers - foreign		75,408	331,134
Commissioning of accounts payable			(849,538)
		<b>1,485,977</b>	<b>1,195,669</b>

<b><u>5.2 Other liabilities</u></b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
Liabilities to social security		11,638	20,764
Salary liabilities		2,228	5,450
Employee liabilities		9,248	8,487
Honorarium Liabilities			1,099
Other liabilities		73	90
		<b>23,187</b>	<b>35,890</b>
<b><u>6.commission and contribution liabilities</u></b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
Detyrime per tatimin ne paga- Stafi i rregullt		28,395	20,281
Saralary tax liabilities -Secondary staff		8,372	10,910
Pension contribution liabilities - Employer		27,153	23,919
Pension contribution liabilities - employee		27,153	23,853
		<b>91,073</b>	<b>78,963</b>
<b><u>7. Service revenues</u></b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
Kosova Budget revenues		10,464,000	
Revenues from KEK-u (PEP)			7,080,276
Marketing revenues		473,438	737,381
Greetings revenues		3,377	6,945
Sponsorship revenues		1,260,379	1,803,063
Antenna installation revenues		26,764	24,389
Broadcasting revenues		25,763	19,631
Parking revenues		11,405	13,664
Revenues form usage of shops		25,601	48,044
Other revenues		14,435	51,649
		<b>12,305,162</b>	<b>9,785,042</b>

<b><u>8.Expenditures</u></b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
Expenditures for provided material		56,127	46,896
Electrical power expenditures		85,210	78,006
Water and waste expenditures		43,202	36,103
Board per diems		97,396	51,067
Reforms,education and training		17,927	12,637
Translation and dubbing expenditures		27,631	34,562
Contracting services-corespondents		275,309	265,717
Big Band of RTK		73,540	76,740
Phone expenditures		95,479	107,701
Inernet and web page expenditures		28,306	25,727
KTTN(Territorial broadcasting networrk of Kosova)		40,425	40,026
Other expendituresfor business trips		46,115	19,627
Per diem expenditures		75,928	96,628
Trave expenditures-tickets		37,706	32,614
Fuel expenditures		102,377	81,081
Vehicle maintenance		35,804	45,041
Equipment maintenance		50,468	57,891
Renovation		18,474	
Commission towards KEK			424,817
Marketing commission		207,572	368,090
Bank commission		6,787	8,557
Medical Services		9,862	9,000
Property tax		19,367	17,293
Operational Baord expenditures		12,785	12,559
Licence expenditures-KPM		27,568	30,834
Hosting guests		24,163	24,967
Contrats with EBU and Feeds		136,028	123,418
Other expenditures- Satellite		183,143	182,400
Various expenditures		44,046	48,522
5% from the prime-minister's office subscription			329,419
Announcment expenditures		35,815	109,458
Program expenditures		2,475,402	1,854,092
Sports rights expenditures		617,217	483,314
Scenography expenditures		92,770	28,098
Subscription for Kosova Live & Kosova Press		25,127	14,040
New Year's Program		73,757	94,859
Independent productions (20%)		234,000	116,000
		<b>5,432,833</b>	<b>5,387,802</b>

<b><u>9. Salary expenditures</u></b>			
		<b>On 31 Dec 2010</b>	<b>On 31 Dec 2009</b>
Salaries of regular employees		3,373,945	3,076,348
One year contract salaries		268,736	483,246
Contracted salaries-Management		140,780	101,900
Health insurance expenditures - Employer		64,539	30,557
Contribution expenditures on the burden of employer		256,912	251,539
Allowances-Collective contracts		290,031	320,863
		<b>4,394,943</b>	<b>4,264,454</b>