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1. Preface

RTK provides public service media and it is an important and valuable catalyst in developing democracy, and contributes in all processes through which our country is going through.

Public broadcaster portrays the entirety Kosovo society, it presents social and ethnic mosaic of Kosovo, including various communities, as well as special groups like: children, youth, marginalized groups, etc. Though it is the youngest public television in the region, what makes us proud is the fact that RTK leads to the advancement of cultural diversity, interethnic tolerance and social integration in general, by fulfilling in the most possible way also the legal obligation it has.

Also this year, RTK have been followed by major challenges, and in this context, the Board together with Management have been focused on issues dealing with content aspect, with its functionality, and especially with the change of legal infrastructure and technology in domestic production.

RTK Board addressed the issue of maintaining its balance program and respecting professional standards, and principles for ethical journalism. This because RTK, as a medium, is facing by domination of political developments in country, and as a result of those circumstances in RTK dominate information part that includes news, current issues, and debate shows. RTK paid special attention youth, entertainment and cultural programs. In this regard, RTK with its editorial staff policy, based on the values of objectivity and impartiality has managed to maintain credibility. Research conducted twice in 2015 confirm the fact that, RTK still holds the primacy of media for viewership and audience credibility.

In order to improve the legal infrastructure, and due to the completion of the three year period of total budget cut from Kosovo, budget from 0.7 %, we worked on amending the Law on RTK, addressing our proposals to Parliament. Also, in context of raising responsibilities, exercise of powers, and better function, Board and Management amended many intern regulations, as well as completing of new ones. This year OAG did the RTK audit performance, which was very necessary, and conductor in addressing many issues that has helped Public Broadcaster. Action plan is prepared by Board and Management, and implementation of this plan has given results, particularly in reducing financial risk, and increasing the way of communication between the Board and Management on functioning of internal mechanisms, etc.

However, reemphasized that RTK since the beginning of the year stars with a non-satisfactory position, because was followed by inherited debts and repeated problems from previous year, as well as not solving issue of financing and property. Given this, and low budget, RTK walks with difficulty in achieving objectives, while Public Broadcasters in Europe and beyond walk with recent technological steps, and to become an important factor in the future.

Kosovo is the only country that has not yet begun transition from analogue to digital transmission. For this reason, RTK has not been given the opportunity to fulfill needs of the audience, which from the wide range of services that this platform offers, would benefit greatly. On the other hand, this new technological dimension would be achieved as soon as issue of funding and property would be chosen.

The Board and Management will continue to work to increase transparency, better services, expansion into new platforms, strict implementation of standards by ensuring listenership, viewership, and representation of audience, which is the permanent guardian of the Public Broadcaster.

Ismet Bexheti
RTK Board Chairman
2. General description

Radio Television of Kosovo (RTK) during the period 01.01.2015 - 31.12.2015, it has operated very successfully, taking into account all the difficulties faced this year. For a year only, TV programs established in 2004, in terms of functionality, are developed largely and becoming almost independent from each other. Leading RTK-TV1 program continued with regular scheme fulfilling its program legal obligation. The greatest importance is given to political news and debate shows due to major political developments in the country. But, have not missed entertainment, educational and cultural programs. Due to budget deficit RTK reduced sport program, which has affected budget savings, but viewership missed it. RTK-TV3 is being developed every day more and more. But, has not been lack of entertainment, educational, and cultural programs. Besides news programs, started with preparation of TV info magazines (INFO3) and targets are to start even more programs in the right time (prime time). It is worth mentioning that RTK has been very professional and balanced in terms of reporting politics. Space and equal importance is given as parties in power as well as opposition parties. (See table below, monitoring Prime DB).

![RTK % of mentions](image)

RTK-TV4 due to budgetary impossibilities remained somewhat behind in term of a consolidated program scheme.

TV program in Serbian-language TV2 RTK has largely consolidated its program scheme and added its own production to over 10 hours a day. Journalists and editors in this TV channel are demonstrating high professionalism in their reports, despite huge pressure they have by Serbian political parties in Kosovo and from Serbia. It is worth mentioning that the monitoring which is done by Association for Research BIRODI from Serbia, on reporting of Serbian televisions in Kosovo and Serbia, RTK-TV2 is assessed as medium which reported in most professional and correct way, compared to other Serbian televisions in Kosovo, in terms of political reporting.

RTK-Radio has continued to maintain the primacy of listenership, especially the show "Metropol", while web-site, every day more and more, is turning to online media. RTK programs on YouTube, have begun to increase the budget of RTK, while RTK programs are exceptionally good promoted in the RTK-face book, where web traffic reaches 400 thousand.

Technology investments have been limited due to small budget. RTK staff drafted developing projects, and are trying to find possibilities of financing these projects (network digitalization, production and archives) through bank loans under the applicable laws of the Republic of Kosovo.

In 2015 have started implementation of Japanese project, which is being developed much better than Japanese experts have expected. In 2016 will end the first part of the project that is an investment for Master Control Room, to continue with another assistance that deals with staff training for new technologies, that is a part of project. RTK...
will be the first broadcaster in the world that will implement the most advanced technologies in Master Control Room.

Independ external auditor in his thinking after audit of RTK financial statements has concluded that financial statements of RTK present fairly in all aspects, material, company financial position December 31, 2015, and its financial performance, equity changes, and cash flow for year that ends on that date, in accordance with International Standards of Financial Reporting.

RTK management has been constantly involved in finding a sustainable financial solution, contributing for RTK drafting law, which is expected to be completed in 2016.

RTK property remains most painful issue for which no solution is found. Due to lack of property, we are forced to develop our activity in vehicle garages and warehouses which have been adopted for program needs. It belongs the founder (Assembly of Kosovo) as the highest institution in the country, to find a solution for RTK property also foreseen by law.

Mentor Shala
General Director
3. The Legal Framework

- Radio television of Kosovo is regulated by RTK law 04/L-046, RTK Statute, Professional Standards and Journalism Ethical Principles in RTK programs.

- Other laws by which the public broadcaster works are:

1. Labor Law Nr. 03/L-212;
2. Law Nr. 04/L-161 on Safety and Health at Work;
3. Law Nr. 04/L – 44 on the Independent Media Commission;
5. Criminal Procedure Code of the Republic of Kosovo;
6. Law Nr. 02/L-065 Civil Law Against Defamation and insult;
7. Law Nr. 03/L-048 on Public Financial Management and Accountability;
8. Law Nr. 04/L-194 on amendments and supplements of Law nr. 03/L-048 on Public Financial Management and Accountability;
9. Law 03/L-006 on Contested Procedure;
10. Law 04/L-077 on Obligational Relationship;
11. Law 04/L-139 Executive Procedure;
12. Law Nr. 02/L-28, on the Administrative Procedure;
13. Law 03/L-202 on Administrative Conflicts;
14. Law on Access to Public Documents Nr. 03/L-215;
15. Law on Copyright and Related Rights Nr. 04/L-065;
16. Law on Protection of Journalism sources Nr. 04/L-137;
17. Law on Public Procurement;
And if necessary we consult with all applicable laws in the Republic of Kosovo.

- **Bylaws:**

1. Administrative Instruction nr. 14/2011 for Regulation of procedures for the establishment of labor relation in the public sector, Administrative Instruction (MPMS ) Nr. 05/2014 on amendments and supplement of Administrative Instruction;
2. Administrative Instruction Nr. 13/2011 for determination of tasks and duties with harmful impact precondition for extension of annual leave;
3. Administrative Instruction Nr. 11/2011 for classification and systematization of dangerous work which serious damage the health of the employees;
4. IMC (KPM )2014/ 03 Regulation on level and manner of payment of license fee;
5. IMC (KPM) 2013 -01 Regulation for protection of children and minors in audiovisual media services
6. IMC (KPM) 2013-02 Copyright Regulation;
7. IMC (KPM) 2013-03 Regulation on audiovisual commercial communication;
8. IMC (KPM) 2010/01 Code of Cunduct for audio visual media services in Republic of Kosovo;

As well as all other by-laws which regulate the functioning of the public sector in Kosovo.

- **Internal sub-legal acts of institution:**

1. Regulation on internal regulation;
2. Regulation on systematization of workplaces;
3. Regulation on competences and responsibilities;
4. Methodology for determining complexity of job;
5. Regulation on traveling in RTK;
6. Regulation on procedures and criteria for selection of audio visual content of independent producers;
7. Regulation on material and disciplinary responsibilities;
8. Regulation on allocation for use of archival materials;
9. Regulation on fire protection;
10. Regulation on compensation of employees in public sector;
11. Regulation on prevention of conflict interest in RTK;
12. Regulation on evaluation and implementation for regular annual meetings among leader and collaborator;
13. Regulation on progress;
14. Regulation on internal order;
15. Regulation on procurement in RTK;
16. Collective agreement (which is ready for implementation, but one of the unions of RTK-SPRTK did not sign, is pending).

- **Improvement of legal basis in reporting period:**

During 2014 - 2015, Radiotelevision of Kosovo, did completion and amendment of some other internal regulation of RTK:

1. Regulation on internal organisation;
2. Regulation on systematization of workplaces;
3. Regulation on competences and responsibilities;
4. Methodology for determining complexity of job;
5. Regulation on procedures and criteria for selection of audio visual content of independent producers.

- Legal difficulties encountered in meeting the institution's own mission:

  - During 2015 Assembly of Kosovo adopted Law on Budget of Republic of Kosovo, on proposal by the Ministry of Finance, due to proposal from the Ministry of Finance, because of this RTK budget is allocated only for first (6) six months of 2016, of 50% of the amount allocated in 2015. The Ministry of Finance during justification for such a decision has taken into account Article 21, paragraph 4 on Law of RTK, this Article provides for a transitional period, up to three years, up to providing funding through in advance payment, every year for RTK are allocated zero point seven (0.7%) of revenues from budget of Kosovo, excluding budget revenues from privatization processes, revenues for Kosovo budget and own source revenues of central and local level. Given the fact that Law entered into the force in April 2012, the Ministry of Finance has taken into account three-year period, which expired in 2015. However, we are must note that Board of RTK based on Management proposals, since in 2013 and in 2014 submitted its proposals to Assembly of Kosovo on the possibilities of financing RTK, always based on legal obligation stipulated in Article 22 Paragraph 2 Law on RTK, but this issue has never been reviewed.

  - During 2015, upon the request of the Parliamentary Commission for Public Administration, Local Government and Media, RTK has submitted proposals concerning the amendment of Law on RTK, which should be adopted before June 2016, given that also funding is determined until June 31, 2016.

  - Amendment of Law on RTK it is necessary to be executed into account best practices and especially when it comes to financing, to be taken into account developments that RTK have had during the last three years, including starting of 3 additional TV channels of which one is in Serbian language, to which is allocated 10% of the RTK overall budget. This budget not only is not sufficient for this channel, but at the same time is budget cut off, even though already to small budget to be dedicated for three other TV channels and two radio and online media.

  - Always starting from the fact that budget is too small, RTK constantly facing by debts incurred since 2011 and the impossibility of debt repayment, RTK facing with law enforcement request.

  - Component development and RTK projects are impossible to be realized due to lack of Law infrastructure, where among other things RTK is missing the Regulation on property issues. This is a serious obstacle to further development of Public Broadcaster, given that becomes impossible even to borrow from different banks, where is required to be fulfilled essential condition, RTK property. Therefore, Government of Kosovo needs to be guarantor for borrowing.
4. Description of Institution

Radio Television of Kosovo (RTK) is a public broadcaster if Kosovo. RTK is a non-profit legal institution, with the status of independent public institution and special importance, which provides public service in media activity field, as defines by this Law and other relevant acts and sub-legal acts.

Radio Television of Kosovo currently consists of:

Two (2) radio channels of Kosovo
Four (4) television channels, of which the second channel (RTK TV2) is a television channel in Serbian language.

RTK television channels RTK TV 1 and TV 2 are required to share fifteen percent (15%) of their program scheme for languages of other communities of Kosovo. RTK also offers satellite programs for Kosovars living abroad.

Kosovo’s public broadcaster mission is informative, educational, and cultural and entertainment and is obliged to:
- to encourage, promote, produce and co-produce all modalities and content of audio visual creativity, which contribute to the development and advancement of culture, art, science and all other sublime values of Kosovo citizens and to affirm those values abroad;
- ensure conditions and opportunities for maximum achievement in visual creativity;
- to prepare and broadcast programs that permeated with values, with professional and ethical achievements, which are in full compliance with standards and codes of ethics of investigative, objective, free and independent journalism;
- to contribute on promoting democracy freedoms, human rights, harmony and co-existence in Kosovo and beyond;
- To promote respect for the dignity, integrity and privacy of the individual; honor and socio-economic welfare of his / her;
- provide the right of reply of interested citizens;
- not broadcast programs with intonations, even discrete nor ambiguous, especially nature, character bias and political propaganda, religious and / or ethnic.

Comply with the obligations stipulated by special laws..
5. Institution scope cover

Radio Television of Kosovo consists of the governing bodies and leadership and these are the RTK Board and the CEO.

The RTK Board consists of eleven (11) members.

The Board of RTK

The RTK Board is a collegial body and head of Radio Television Kosovo, and consists of eleven (11) members. RTK Board members are appointed by the Assembly of Kosovo on the basis of open and transparent procedures, which are defined by the Law on RTK. RTK Board composition reflect the multiethnic gender and character of Kosovo. During 2015, the Board of RTK is completed with new members due to the completion of five (5) members of this body, on 31 August 2015.

RTK Board members:
1. Ismet Bexheti, Board Chairman: August 2012- August 2015
2. Rahman Paçarizi - member: August 2012 – August 2015
3. Fadil Bajraktar - member: August 2012- August 2015
4. Ivan Veljkovic - vice chairman: August 2012- August 2015- November 2018
5. Majlinda Hajrullahu - member: August 2012 August 2015
11. Aleksandar Janičeviq - member February 2014- February 2017

After expiry of mandate of some members of the Board on August 31, 2015, this body is completed with three new members and a mandate has been expanded for a member, and in November was re-elected member of the Board, Ivan Veljkovic:
1. Ismet Bexheti, Board Chairman: September 2015- September 2018
2. Hisen Berisha, member: September 2015- September 2018
3. Mimoza Hasani, member: September 2015- September 2018

BOARD COMPETENCES

The Board of Radio Television of Kosovo (RTK) works and acts in accordance with Law provisions and the Statute of RTK.

RTK Board competences according to Law on RTK, Article 29 are:
- Approves the RTK Statute;
- Approves the Rules of Procedure of the Board and other regulations set by statute;
- Reviews and approves programs, foundation and program standards in accordance with program
policy, law and international standards of public information, according to the proposal of the General Director; examine and approve project program of RTK production, which must be in accordance with the financial possibilities of RTK;
- examines and approves the overall scheme of the program;
- appoints and dismisses the General Director of RTK; appoints and dismisses the Deputy General Directors, Radio and Television Directors and the Head of mutual Services with a simple majority of votes, proposed by General Director; approves the organizational structure and program concept of RTK;
- examines and approves the annual budget and scheme of salaries and personnel management, and assures RTK expenditures do not exceed their financial resources. RTK's budget is a public document, which after the Board reviews, is addressed the founders for review and approval; examines and publishes the latest, by March 31 of each year, an annual financial report of income and expenditures for the previous year prepared by RTK management, which is subjected to an independent external audit. The report then is sent founders for treatment and action; approves an annual program plan proposed by General Director, in accordance with international law and standards and RTK mandate, as defined by this law;
- adopt the Code of Conduct for RTK and ensures its effective implementation;
- oversee the impartiality, objectivity and accuracy of information in RTK program; approves professional criteria for employment of staff, policies and procedures of performance evaluation;
- ensures that remedial action is taken upon a determination by his own or IMC that have had violation of standards, regulations and applicable laws; decide on other important matters in accordance with authorisation and competences which are regulated by law and statute;

FUNCIONALISATION

During 2015, RTK Board held regular meetings established by Law, and other meeting, by a few in months, depending on the needs of work and effort in order to respond challenges which this year were numerous. Also, the purpose of efficiency and work operationalizing, RTK Board members held meetings in commissions that operate within this body, as well as ad-hoc working groups on specific issues. In addition to meetings with parliamentary committees, Board held meetings also with other organizations such as: RTK unions, EBU representatives and Special Representative of the European Union (EU) in Kosovo, Samuel Zbogar. During 2015, the Board of RTK with RTK management, worked on amending the Law on RTK, where have submitted comments in Parliamentary Committee for Public Administrations, Local Government and Media; in the action plan, which has emerged from the recommendations of the Auditor General (OAG) for performance. Also, together with the Management Board, he has been working to change the old regulations on the preparation of new regulations, including regulation of communication between the Board and Management. In this regard, several workshops were held at home and abroad. In order to increase the efficiency and effectiveness of the RTK Board of Radio Television of Kosovo, within the scope that, in 2015 issued a number of decisions, conclusions and recommendations for the Management of RTK.

Below are listed some of the decisions, conclusions and recommendations issued Board:

• To handle in Board the pricelist of purchased program products;
• Improve Web page edits rtklive.com;
• The suggestions submitted in writing to the annual plan of RTK for 2015;
• Establish working groups to amend the Law on RTK;
• Nine (9) votes in favor and two abstentions, has been approved annual Curriculum plan 2015;
• There have been proposals for amending the Law on RTK; Due to overcome of procedures during competition for selection of editors, RTK Board, in its meeting held on March 3, 2015, took a decision to ask General Director to repeal decision, dated 02.03.2015, for choosing chief editors. This request of the Board in any case has nothing to do with names of candidates and elected, who are encouraged to be part of upcoming process for election of chief editors;
- To handle the report on treated cases by the Disciplinary Committee for the past two years, and how they have been treated;
- To handle the list of employees with their names;
- In the shortest time to start the procedure for resolving the issue of minorities in TV2's editorial staff board, to meet 15 percent of the program;
- In RTK's website are published Statute and all regulations in force
- To draft a Regulation for communication between the Board and Management;
- Review of the project budget - it is implemented;
- Prohibit all double employment;
- Temporary Committees of the Board of RTK, should prepare a work plan;
- A working group is established for OAG recommendations;
- Audit Plan is unanimously approved; By special decision organogram of RTK Board is amended ; Unanimously is approved the Action Plan of RTK according to the recommendations of the Auditor General (OAG);
- The Board made a decision that general director's cabinet turn into: Department of strategy and development. From this department are divided, respectively, are not part of the Department of Strategy and Development:
  a. Communication Office, and
  b. Office of External Relations.

- approved adjustment of the organogram of RTK;
- Approved unanimously Commission Work Plan for C programming issues;
- Approved unanimously Commission's Work Plan for Digitalization;
- MCR and program scheme to be part of the program service and is a sector;
- Announces competition for: Legal Office, Official certification (according to the recommendations of the Office of the Auditor General), Auditor (as recommended by the Office of the Auditor General), Journalist in editorial Turkish Radio staff and find a solution for workers with specific contracts by Union law and requirements;
- RTK Board has elected Chair of the Board for a term of two years; Is formed ad-hoc committee on the issue of financing;
- General Director to address the issues of association under the law on RTK and internal regulations;
- The Board has completed commissions after expiry mandate of some members and the arrival of new members;
- Announces competition for General Director, from 5 to October 19, 2015
- Important decisions of the Board are published in rtklive.com;
- It was established Commission for opening and verification of applications for general director;
- The Board electes General Director of Radio Television of Kosovo; The Board approved in principle the budget projection, asking the management to make some additional changes;
- The Board asks the General Director of RTK to ensure if action was taken for violation of professional standards, internal regulations and applicable law.
- Unanimously approved internal regulations of RTK;
- The Board has formed an ad hoc committee to verify the applications and interviewing candidates for two positions, internal auditor of RTK;
- The Board elects the Vice President of the Board (Serb minority) term of two years mandate from the date of appointment;
- Unanimously approved the recommendations of the Program Committee for progra issues;
  a) Draft a 3-5 year strategic development plan, within which enters the Annual Plan;
  b) To respect duration of programs (except important events announced);
c) To reduce political shows and their programs should not be consecutive;
d) To have programs to promote human rights in accordance with national documents for the protection and promotion of human rights;
e) Reorganize the Department of Education and stimulate the production of educational programs;
f) To stimulate production of documentaries from internal resources;
i) annual curriculum in 2016, to be handled to Board, before New Year;

• Unanimously approved the recommendations of the Commission for digitalization.
a) Management shall notify the Board as to what stage has reached internal digitization process;
b) Commission for digitizing requires from Board to ensure of Management, that the process of internal Digitizing not be partial, but based on an overall plan for digitalization;

• ad-hoc committee has tested, interviewed candidates for Internal Auditor, and based on higher results announced the names of two candidates for the Internal Auditor who were forwarded to management, and
• Review Board's Rules of Procedure and Regulation of communication between the Board and Management of RTK.

General Director

General Director of RTK is appointed by RTK Board under the law and according to certain procedures prescribed by public competition. General Director of RTK shall be appointed and dismissed by a 2/3 vote of the Board members. Its mandate is three (3) years with the possibility of re-election on a competitive basis, just for a second term.

The Board of RTK elects the Director of the Television Channel in Albanian, Director of the Television Channel in Serbian, Director of Radio and Head of Joint Services on the basis of professional qualifications after an open and transparent employment and taking into consideration recommendation of General Director of RTK.

Directors

Director of TV channel in Albanian, director of Serbian-language television channel and radio, leads the director of professional program of the institution and harmonizes the work of the editor and elected for three (3) years which may be reappointed.

Chief Editors

Each Editor of RTK is appointed by General Director of RTK based on public competition and the recommendation of Albanian TV channel director, director of Serbian-language television channel, as well as of RTK radio Director. RTK Chief Editors are dismissed by General Director of, in accordance with procedures established by the Statute. RTK General Director reports to the Board in detail regarding procedures and appointment manner of Chief Editor.

Editors

Upon the recommendation of Chief Editor, responsible Editor and editor of the respective program unit appoints and dismisses the director of the TV channel in Albanian, director of TV channel in Serbian language and director of radio, with the approval of the General Director in accordance with the procedures set with this law and statute RTKsë.
ORGANIZATIONAL LEVELS:

1. PUBLIC SERVICE
   RADIO TELEVISION OF KOSOVO
2. UNIT PROGRAM
3. SECTOR
4. PROGRAM
5. SERVICE
6. EDITORIAL STAFF
   GROUP, UNIT
7. WORKPLACE

**LEVEL ONE**
RTK is a single entirety program, economic, technical-technological, working and organization, which carries out his activity of television and radio programs with importance for Kosovo citizens, as defined in the Law on RTK. General Director, in accordance with the law, this regulation and other acts, organizes and manages the work process and the work of RTK.

**SECOND LEVEL**
Program unit is entirety program, working and functionally rounded, in which they are carried out interconnected and interdependent works, which ensure implementation of the program.
Unit program is unit editing programs consisting of two Radio channels and four TV channels, in which, under the rules, are included program areas, such as programs and the editorial staff.
In sector are organized mutual services which includes sectors as: financial, human resources, administration and legal offices.

**LEVEL THREE**
The program is an entirety as a part of working unit, which ensures the implementation of this type program and particular topics. Program may comprise several editorial staff. At the unit program level are organized program or service, production, techniques and maintenance. In their composition are the sectors or working groups.

**LEVEL FOUR**
Editorial staff is an entirety program that ensures realization of programs of certain type of thematic areas.
Editorial Office, in its composition, there may have more rubrics - thematic areas.

LEVEL FIVE
The workplace is the basic level of the working process, the content of which is determined by the totality of duties. All jobs are described accurately in the jobs Catalogue, which is part of systematization Act.

TABLE / ORGANOGRAM
After opening the channels RTK2, RTK3, RTK4, webpage expansion, technological change, RTK has had changes in its organizational structure, respectively changing its organogram. Organogram is attached to this report (Annex 1).

Human resource
RTK 2015 has started with 697 (six hundred and ninety-seven) employees who are divided in services:

<table>
<thead>
<tr>
<th>Sector</th>
<th>The number of employees on 01.01.2015</th>
<th>Number of employees 31.12.2015</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Directorate</td>
<td>54</td>
<td>58</td>
<td>+04</td>
</tr>
<tr>
<td>Management</td>
<td>7</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>Department for strategy and development</td>
<td>6</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>The Office for Foreign Relations and Communication</td>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Marketing</td>
<td>8</td>
<td>9</td>
<td>+01</td>
</tr>
<tr>
<td>Procurement</td>
<td>17</td>
<td>20</td>
<td>+03</td>
</tr>
<tr>
<td>TI</td>
<td>7</td>
<td>8</td>
<td>+01</td>
</tr>
<tr>
<td>WEB site</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Auditor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>697</strong></td>
<td><strong>701</strong></td>
<td><strong>+04</strong></td>
</tr>
</tbody>
</table>

RTK has finished 2015 with 701 (seven hundred and one) regular employees.
Radio Television of Kosovo, in 2015 has functioned with four television program channels, 24 hours each, and also two radio channels 24 hours each program.

RTK 3 is a channel dedicated to information, and has begun to expand, where besides newscasts, has started to present weather forecast, with system ORAD 3 D.

RTK generally based on research, conducted by Novus Consulting Group, has made progress in viewership and credibility to audience, leaving behind the commercial channels. They are covered in the best way possible periods about political cramp and created situations in Parliament, being the only public media in the region and beyond, that offered the audience a greater percentage of the presence of opposition parties. RTK4 has continued by broadcasting program with existing materials.

RTK has brought its viewers the most important sporting events, prestigious festivals.

RTK program scheme enriched with several new shows and a TV serial.

It started implementing the project phase of Japanese donors, with training in field of journalism and preliminary assessments of the existing system, by the Japanese experts for changing technology in some fields.

Competition stages were completed successfully for candidates, to meet the commitments on increasing work volume in RTK staff.
RTK 1
INFORMATION PROGRAM

During 2015, RTK1 programs have continued to broadcast actual debates like: Debat, Subvencion, Kapital and Target. To refresh with something new some preparations were made to start with two new debate shows Monitor and Pa Fund.

Also they continued to be broadcasted as special in all events valuated as important by RTK editorial staff in Prime Time.

RTK 3 as a news channel started to increase the volume of existing news programs, while the mid-year has started to broadcast a type of program for information INFO 3.
Within this magazine in RTK3, is offered new possibility for viewers to have more information about the event of the day or week, where besides TV chronicles, has had even studio debates, an expanded version of world news presented by relevant editorial. Through this, beside that RTK has grown faster response information, has created a new window of news presentation and debate at this time of day, from 17:15 to 19:00.

Also, preparations are being made to start new programs in central time (Prime time) as Prime Time; Interviews and 10 n ‘10.

Editorial staff engaged in covering daily events, special days. Beside this there were prepared various reportages and chronicles extended for citizens' problems. Throughout the year there were direct references to various cities in the country, as well as abroad for the most important event.

This continues to be broadcasted at 07:00; 8:00; 9:00; 10:00; 11:00; 12:00; 13:00 14:00; 15:00 16:00; 17:00 central news at 19:30 and 21:00; news 22:00 and 23:00. While at 24:00 pm to 07:00 broadcasts a summary of the day’s news which can be changed if there is a remarkable event.

International Editorial News is expanding and has been appointed a new editor of world editorial and EVN, to coordinate the activities and for this editorial coverage.
MUTUAL PROGRAMS

During 2015, the department with its two editorial staff continued to cover about four and a half hour live broadcast on weekdays, in the first television program of Kosovo, and about two hours of live broadcasting over the weekend. There has been innovations in both two programs of this sector.

The morning program “Mirëmëngjesi Kosovë”

The program "Good Morning Kosovo" has continued with regular and sustainable programming scheme. Journalists have realized chronicle, which then were transmitted in RTK3. The program has addressed various topics from politics, economy, European integration, minorities, to social issues, culture and sport. Also, the morning program team is also engaged in special broadcasts. At the end of the year it has been resolved the issue of correspondents from the major centers of Kosovo. Morning program within RTK agreement with DW, every Sunday continues to transmit a dedicated to automobiles. During this period, in every Sunday is being broadcasted the show "Home", which deals with the appearance of the interior and exterior of modern homes in Kosovo. It is worth noting that studio scenography is being changed, in consultation with the staff of these editorial staff.
The afternoon program "IMAZH"

In 2015, Imazh show has brought different rubrics. They improved and brought the new rubrics in the studio, but twice a week has been left space for discussion part and debates on current topics, but also some topics were selected by the editorial staff of Imazh, in coordination with the Editor which is responsible for Mutual Programs.

Through IMAGE we continue to perform live music with different singers, for which also are prepared different materials about the singer's biography and career. It is also introducing a new rubric Female which is about successful women.
PROGRAM IN COMMUNITY LANGUAGES

In Program of Communities in RTK1 are recorded successes in the six editorial staff, always taking into account great responsibility of all, professional work and the implementation of requirement to raise accountability and efficiency in work process, which resulted in increasing quality as for news, as well as in weekly magazines in Serbian, Bosnian, Turkish, Roma, Ashkali and Egyptians. In the editorial staff, in 2015, they were broadcasted debates, interviews, stories and chronicles which have been subject to important processes through which Kosovo is going through. They have discussed with different topics, as the dialogue between Kosovo and Serbia, topics on security issues, unemployment, education, health and topics that in focus have community problems.

Editorial staff in Serbian language

Serbian Editorial continued working on News, and in weekly magazine newspaper “Nedeljni Kolaž”, where had chronicles facing daily problems in localities inhabited by Serb majority. These materials are dominated by topics of integration of the Serb community in the country’s institutions, the visits of international and local officials in these municipalities (reported to USAID projects, the US Embassy, German, British and others ...), and also daily problems of Kosovo Serbs. Also, daily cooperation with RTK 2 has brought more dynamic and freshness, which can be illustrated with praise and willingness of officials and Serbian citizens to speak freely about their problems. It also noted from requirements reaching to cover events or visits to Kosovo, but also abroad.

Editorial in Bosnian

Editorial staff in Bosnian language lacks of journalists, which results in the inability to bring more stories from the field, apart from Prizren municipality, since, in the absence of the budget did not have journalist-collaborator in other cities. So, still is required a journalist in Peja, specifically in Gorazdevac, to meet the demands of the audience there. The staff is willing to work with reporter-intern in this editorial staff, in order to have well prepared staff, if this will be financially possible to afford for RTK.

Editorial staff in Turkish

This four-person editorial staff and a journalist in Prizren, with all diversity in news and weekly magazine, fears that could not cover the requirements of Turkish community in Kosovo. Turkish editorial staff continues to be support in professional aspect, by Turkish Embassy in Kosovo, also which often supported financially staff to travel in Turkey and elsewhere. Turkish editorial staff also requires the program to be expanded, to be able to increase staff and have a camera, which would be used with other community editorial staff in RTK. At the end of the year, is published a job announcement for journalists and at beginning of the year will the staff completed.

Editorial staff in Roma language

Editorial staff in Roma language continues working on news, and RTK remains the only public broadcaster in the world which gives space for news edition in Roma language. Editorial staff prepares the weekly 45-minute magazine, based on the requirements of the audience. Otherwise noteworthy their willingness to cooperate (the staff of radio and television), which have proven effective in the work process, especially during the holidays and in need of staff. The number of employees is required to be increased and to solve
issue of lack of a camera.

Editorial staff, Roma communities

This editorial staff was founded in 2015. There are only two employees, which means that chronicles are edited by responsible editor staff in the absence of editor from editorial staff. Show "Voice of Ashkali" is broadcasted once a week and lasts 15 minutes. This show is prepared in Albanian language, which is the official language of the Roma communities, which exclusively deals with topics about community, hoping to increase its timing in the future.

Editorial Egyptian community

Editorial staff of two workers, a journalist-moderator and cameramen-montage, was established in September of 2015 after continuous demand of community representatives that the public broadcaster to give space for a program in RTK, and for RTK management decision to respond positively to this request. Weekly program, 15-minute "Egiptain Spectrum" is prepared in the studio of Radio Prosperity in Gjakova, and meet professional criteria required by RTK.

Finally there are also similar request from the Gorani community, a 15-minute airtime per month, which is expected to be placed in a near future.
CULTURAL PROGRAM - ARTISTIC CHILDREN’S DOCUMENTARY

Editorial staff for Culture program

During 2015, Editorial staff for Culture has conducted two weekly programs KULT and Ars. Cult is broadcasted weekly in its form of TV program magazine to follow cultural events from different areas of the cultural taking place in Kosovo, which includes events from the fields of literature, various cultural events as in annual calendar, presentation of theatrical performances, promotion of literary innovations in various branches of art as well as live broadcasts of events of public interest, according to weekly and annual planning. There are broadcasted live conferences and symposiums important with cultural character - science. Various anniversaries and date listed on state and national calendar.

Editorial staff for Educational program

Within this editorial staff are conducted programs with educational character. The program " Kuizi 123 Fillo", a weekly program, competitive knowledge, according to the educational curricula of the Ministry of Education of the Republic of Kosovo, held between students of primary schools from the entire territory of Kosovo. Another program of educational, Magic Box is a two-week program dedicated to preschool age. The show "WE", a weekly program dedicated to teen age that aims concerns of their same, age as well as their skills in the field of knowledge, inovancionit cultural and entertainment life. New program, in every second week, "Filozofema" which is realized in cooperation with the Association of Philosophers Kosovo, bringing many innovations to the recognition of different phenomena social, cultural and political philosophy from the genesis to the present day. This program is a new format of great interest for the next generation to become better acquainted with many phenomena of everyday life.
Program "Multimedia" is a weekly program, cognitive character from the world of computing and technology. Show in question has also implemented some new stories around international fairs. This program also has been transmitted on RTK and RTK4. Within this editorial staff, are broadcasted some programs borrowed from foreign productions; the animal world, the environment, age-mate trends and exact sciences. Another show is "Nje Univers" external production which is conversation children's concerns of their in school, home and society.

**Editorial staff for Children and Youth program**

Within this editorial staff are being prepared some programs for the younger ones, from kindergartens, activities, festivals for children with festive character, as well as music festivals and songs for younger children. It has started broadcasting the show for teenagers. This is a weekly program titled "N'za" for teenagers who represents the youth activities in the field of creation and everyday life in Kosovo and abroad.

Editorial staff is concerned to make sure to bring the audience also animated films, most desirable part of this age. For 2016 is foreseen to borrow the second edition of animated film for children “KNIÇE” - world's smallest Philosophe, German production. During 2015, within this editorial staff are broadcasted artistic films for children.

**Documentary Editorial staff**

Documentary Editorial staff for a year achieved to prepare dozens of documentaries and reports, dealing with the promotion of heritage tourism, nature and documentaries for various events and personalities that have given in one way or another contribution in various fields. Documentary Editorial staff synchronizes foreign documentaries by ARTE-TV in the framework of the cooperation agreement with RTK and ARTE-TV by the end of 2016. From this editorial staff are achieved seasonal cycles documentary “Shqipëria sipas Gjinovci”; "Pema e Jetës", the Albanian efforts to maintain ties with their homeland and reports, organizing for their children schools within the system of the country where they live. Dozens of documentaries have been realized "Gjurmët" external product, with various country profiles for contributors from the fields of art, science, music.
MUSIC ENTERTAINMENT PROGRAM

Films and serials Editorial staff

During 2015 in the film and series editorial staff are performed these tasks:
- Are translated and subtitled art film 42
- Are translated and subtitled 16 feature films for end of the year.
- Are translated and subtitled 4 seasons of 23 episodes of the American series "The Mentalist"
- It is planned and supervised the performance of broadcasting feature films and serials every day as local "Çka ka shpjaja", "Zyrja për Gjithçka" and finally "Labirinth" and "192"
- Has been doing promo for the premiere films, especially during special holidays.
- Was realized film program show TELEKINO which lasts 45 minutes, which is arranged after the set design, selected guests have been presented as Uliks Fehmiu, Uran Selimi, Marko Caka, Arben Bajraktari etc. Debates were held in the studio with topics of interest about local cinematography as the Law on cinematography, making this program to maintain the primacy of quality and professionalism in this area compared to other television channels.

-are held training / internship for people interested in this editorial staff.
- It reported from the Berlin Film Festival in 2015 and Tirana Film Festival.
- Innovations were followed-new cinematic projects supporting by motivating young filmmakers, carried film stories from our editorial staff of RTK newscast and in other RTK programs.
- It is a one-hour program LIVE daily from Prizren during DOKUFEST Film Festival, filmmakers with most familiar filmmakers with local and international. (For the program “Dokufest Speciale “in News and Morning Program.
- Some movies were given by local authors for free RTK broadcast.
- It is realized 1h festive show TELEKINO with selected local filmmakers about the successes of 2015 where they were symbolically awarded by the Telekino editorial staff with Telekino Movie logo (also for film producer of Oscar nominee film SHOK).
MUSIC EDITORIAL STAFF

Music Editorial staff in 2015 has realized the following tasks:

January 2015

On January 25 Concert: Kosovo Symphony Orchestra music conductor Nathalie Marin two montage shows.
On January 31 Flaka e Janarit live.

February 2015

17 February - The Kosovo Philharmonic Orchestra concert live.
On February 22 - Symphony of Kosovo Philharmonic, in piano Lule Elezi, montage.

March 2015

March 7 - Epopee of KLA live.
March 15 - Philharmonic - 15 Years, composer Karl Jenkins Jubilee concert
THE ARMED MAN - A MASS FOR PEACE - NJERIU ME ARMË - MESHË PËR PAQE conductor Baki Jashari montage.
March 29 - Kosovo Philharmony – Festival DAM montage.

April 2015

April 18 - Chopin Piano Fest, piano student, montage.
April 24 - Chopin Piano Fest, Piano concert Ardita Statovci, montage.
April 26 - Chopin Piano Fest, Kosovo Philharmony: in piano, Florita Dërguti Nadejda Vlaeva

May 2015

May 17 - Eurovision Milestones documentary broadcasted May 17.
May 19 - Euro song, the first semi-final - live.
May 21 - Euro song, the second semi-final - live.
May 23 - Euro song, grand finale - live.
May 16 - Festival Remusica, Japanese choir, montage.
May 24 - Festival Remusica, Albanian night, montage.
May 28 - Festival Remusica, Philharmony choir, montage.
May 30 - Festival Remusica, Kosovo Philharmony, Le FiFi conductor Jonian Ilias Kadesha, violin, montage.

June 2015

June 2 musical opus doc. Prof. Seniha Spahiu
June 2 live Manchester Orchestra, with Sinan and Kastriot Tusha
June 7 folk festival "I këndojmë lirisë"
June 17 of Song and Dance Ensemble "Shota", broadcasted.
June 22 Concert - Students of Music Academy and Kosovo Philharmony, montage.
On June 25 live music festival "Zambaku Prizrenit" 2015.

July 2015
July 2 Evergreen Thursday at 21.00 guest Corona.
July 9 Evergreen Thursday at 21.00 Song and Dance Ensemble “Shota”
July 16 Evergreen Thursday at 21.00 Qazim Dushku
July 23 Evergreen Thursday at 21.00 Nazmije Hoxha, Luan Hajra dhe Ajshe Zuka
July 30 Evergreen Thursday at 21.00 Fitnete Rexha

August 2015
August 1, live Diaspora “Një lule për Jasharajt” concert, Elina Duni
September 5, live Diaspora beer Fest - Arbëresh song concert

September 2015
Me 5 September, live concert dedicated to Mother Teresa
Me 27 September Philharmonic Symphony Orchestra of Kosovo, montage.

October 2015
On October 28th, the Kosovo Philharmony Orchestra concert in cooperation with the Embassy of Austria,
  piano Pula Leljla conductor Robert Lehrbaumer
Kosovo Kamerfest 2015
October 28 Symphony Orchestra with Stephen Prutsman US piano, montage.
On October 31 the Festival String Ensemble PRUTSMAN STEPHEN piano soloist.

November 2015
November 1 KamerFest concert Kosovo 2015 “Quintet”
November 6 concert was recorded with Flame Goranci, Albanian the Flowers of songs from Kosovo and Albania. Broadcasted on December 8.
On 25 November record of Song and Dance Ensemble “Shota”. It was broadcast on 28 November.

December 2015
During December it is working intensively on preparation of the program of the New Year.

ENTERTAINMENT EDITORIAL STAFF
Within the entertainment editorial staff during 2015 prepared show ‘Reflex’ - production of Radio Television of Kosovo. Show 'Weekend' is produced by Radio Television of Kosovo and show 'Super Challenge' is foreign production and which according to poll have high viewership. During summer was produced show ‘Konak’ and New Year festive program in 2016.

Special projects within the editorial staff:

Summer program "KONAK"

- Summer program was prepared during June / July, bringing the two-hour program every Saturday and Sunday. These program are carried out in different cities of the Albanian territories, aiming that public television viewers to bring their culture, tradition and most prominent figures of those countries. Programs are realized in Ulcin, Shkodra, Tirana, Berat, Pristina, Peja, Prizren, Gjakova and brings prominent figures in various profiles as Fatbardh Smaja, Ndriqim Xhepa, Ema Andrea and many other guests who have not been earlier part of the program of Radio Television Kosovo.
The New Year program in 2016
- Within the editorial staff realized the show ‘Darka Festive “show which has been the most successful show in 2015. Filming is realized in Brezovica.
- In cooperation with the Youth Section was made the show ‘RTK Party’, where they performed the most famous singers of RNB, Rap and Hip Hop from Kosovo and Albania. Filming is realized in Tirana.
- Assisting in the preparation of ‘New Year’s Night’ and other festive programs.

New projects:

Night show

- Was worked on the concept, scenery of the night show which will be led by Fatmir Spahiu. Head meetings were held with the production, lighting, scenery, producers and others where the main show issues were defined.
Weekend show

Was worked on the concept of the show weekend, a show of entertaining character who is scheduled to be broadcast every Sunday from 14:00 until 19:00. The show will have some rubrics that have already been defined. It worked in the scenery, staff and other important issues. Once complete procedural issues / technical stage, with emissions can begin.
SPORTS PROGRAM

The sports program has performed hours of sports program. Made sure to bring viewers program most interesting and quality program of local and international sports. The sports program together with the management of RTK is ensuring that its program to cover all most important events locally and internationally.

International events have been: Qualifiers for the EURO 2016 European Championship Basketball, World Championship Athletics, European Games Baku 2015 (Special Program Baku 2015), Albania nation matches, box matches Haxhi Krasniqi, Fight Night Kick Box (Dardan Morina and events from Switzerland).
Apart from these international events broadcasts are also prepared special programs. These events is given on merit instead of TVK's program.

Alongside a rich sports program with live broadcasts, the sports program is ensuring that in its program have also sporting events of the country.

TVK Sports Program in particular has followed national team matches of the Albania national team, preceding the event with special programs in studio, with invited guests.

Such programs have been devised with guests even when in our program were box matches of Haji Krasniqi.

The sports program has prepared SPORT PLUS.

Also in its own program, sports program has its weekly program Sports Arena.

In the following we are presenting sports events covered by KTV during January-December 2015.

Local sports
- Athletics - International Half marathon “Pristina 2006”
- Football - representative of Kosovo, FC Pristina
- Local Basketball - (international matches, championships and Cup)
- Handball (international matches Local)
- Volleyball (International matches, cup finals championship and Kosovo)
- Football - championship matches, Cup and the various events and international matches.
- Box Adem Jashari - international sport even
- Tennis - Local tour (Sun OPEN).

**International sport**
- Baku - LOE 2015
- European Basketball Championship - Euro basket 2015
- Qualifications for EURO 2016
- Box - Haxhi Krasniqi.
- Fight Night Kick Box
- Football - Albania national team matches.
- World Athletics - Championship.
- Football - Swiss League (Championship and Cup)
RTK4 during 2015 mainly broadcasted program produced by RTK1 and very few premiere programs.

Based on program content RTK4 during this time were broadcasted programs as: educational, cultural, historical documentary, scientific, informative programs and national and international sports events.

Programs broadcasted during 2015.

**Educational programs** broadcast educational during this time in RTK4 are (Yjet e pashuara, Ne, Kutia Magjike, Kuizi 123 Fillo, Alfabeti, Një Univers, Libri Hapur, Edukata Qytetare,, literature and physics).

Cultural programs broadcast (Etnika, Ars, Pa Skenar, Kult Art, Tingulli, Muza).

**Entertainment programs** broadcast in RTK4 this year are: (Telekino, Gjurmët, Vikendi, Ditari Peshkatarit, Supersfida, Multimedia, Refleksi dhe Sonte).

Regarding **premier products** are currently only 2 products (DW's programs and TVP archive) while others are RTK1 products.

RTK4 continued broadcasting **music entertainment programs** of various genres, such as (original music, folklore, serious, classical, local and foreign video clips).

**Films and serials** that are broadcast on RTK4 are also those who are broadcast in RTK1 as (“Zyra për gjithçka”, “Çka ka shpïja”, “Stinë Dashurie”, “Labirinthi”, “192”, “The Mentalist” “Lexi në Qytet” si dhe filmat Shqiptarë e të huaj).

Films for children broadcasted during 2015:

1. Panda
2. Winks
3. Princi vogël (Little Prince)

**Documentaries broadcast during this period are:**
1. Documentary Memorial.
2. Documentaries produced by "ARTE" "URTI"
3. Research Documentaries "FBI-FILES"
Informative broadcasted programs of DW:
1. EUROMAXX - Premiere
2. PROJEKT ZUKUNFT - Premiere
3. MOTOR MOBIL – Repeat

Sporting events which are broadcast in RTK4 during 2015 are:
1. Football, Euro 2016 qualifiers
2. Football - Champions League live
3. Football - Europa League live
4. Football - Live - League and cup of Switzerland
5. Football - Live - Super League of Kosovo Raifaisen
8. Volleyball - Live: Kosovo Championship - Women
9. Volleyball - Live - Kosovo Championship-Men
10. Futsall - Live: Sport event "Shkelzen Haradinaj"

Problems encountered in RTK4

Because of the outdated equipment and a lack of sufficient financial means, during the year RTK TV 4 have begun to appear some technical problems, dealing with voice and picture. At the same time there is a need for new purchases of premiere programs like movies, series and documentary films.
PRODUCTION 2015

Production has continued to work with the volume increased due to the large number of programs and live filming. Works are coordinated with all sectors. They are planned and implemented all the requirements of certain departments in RTK.

The following table presents the events that are covered by production, except in studios RTK events, such as day programs and coverage of news events from the room with terrain cameras. It is noteworthy that a total of 320 events were filmed with working team.

TEKNOLOGY TV 2015

Broadcast and direct line

During 2015, unit Broadcasting and Communications insured RTK signal transmission channels on all platforms such as: terrestrial broadcast channel RTK1 for its distribution is responsible KTTN, then transmitting RTK1, RTK2, RTK3 and Net RTK4 cable platforms, IPKO, KUJTESA, Art motion and satellite broadcasting program through satellite, Eutelsat 16 degrees. Also this unit has insured and made realization of direct lines for all channels in various forms of broadcasts, such as optical fiber transmissions, transmissions with 4G, coaxial power cord, microwave links and satellite Uplink. Due to the advancement of 4G services by operators IPKO and Vala, this year we started with 4G broadcasts trough cameras from areas that support such technology.

Maintenance of satellite Uplink systems for broadcast of RTK programs, Uplink for exchange with EBU and mobile SNG uplink. It should be noted that broadcast of satellite program is accomplish still in the format DVBS, so as soon as possible, we should change technology broadcasting and switch to the format DVBS2, which would result in improving the quality of the signal and reduce the cost of satellite broadcast.

Technical care for exchanging materials through the system with EBU, through system FEP, Reuters and feed broadcast, to exchange news with EBU.

Coordination with INGES unit and delegation of all necessary signals for recording that are received by broadcast unit and programs produced by our studios.

Realization of regular lines within the program Morning Program with DW Bonn twice a week, for RTK 1 and RTK 2.
Are received various local and international signals from sports such as: qualification for Euro 2016, Swiss League, cup of Switzerland, European plays Baku 2015, Euro basketball, Euro leagues in football, basketball Balkan League, Broadcasting Security Council UN, broadcast od Dancing with the stars Albania, Broadcast of Semi marathon of Pristina by 7 broadcasting points and different broadcasting from the country. It should be noted that during the reception of the signal from the Swiss Cup broadcasts, we had several times technical problems, due to the inappropriate position of satellites broadcasting to our region because coverage it is not of a satisfactory level.

Broadcasts all plenary sessions of the Assembly, including frequent LIVE reporting of journalists and technical care for broadcasting of sessions from alternative hall of the Assembly by a mini direction installed by our technical staff.

Below we have some data form for broadcasts made during 2015.

<table>
<thead>
<tr>
<th>Broadcast types</th>
<th>Nr of broa.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broadcast via Uplink satellite SNG</td>
<td>13</td>
</tr>
<tr>
<td>Broadcast with optic fiber -VPN</td>
<td>394</td>
</tr>
<tr>
<td>Broadcast with microwave links</td>
<td>153</td>
</tr>
<tr>
<td>Broadcast with complex (coaxial power cord)</td>
<td>218</td>
</tr>
<tr>
<td>Feed for EBU</td>
<td>68</td>
</tr>
<tr>
<td>Services performed for international TV</td>
<td>12</td>
</tr>
<tr>
<td>Broadcasts with Skype</td>
<td>31</td>
</tr>
<tr>
<td>4G Broadcasts</td>
<td>35</td>
</tr>
</tbody>
</table>

Regarding RTK1 terrestrial broadcasting this year, KTTN is responsible for maintenance of the broadcasting network, has had ongoing problems with the transmitter located in Vneshta, respectively channel 37. Despite our request for repairing it, in this aspect no improvement is made, their justification was lack of insuring parts for fixing these broadcasters.

It is expected to start implementation of the project of Digitization of Terrestrial Transmitters.
Mobile Technology

Technical care and maintenance of OB-van under the conditions and possibilities we have. With OBV-during 2015 were realized a total of 246 programs, of which 164 are live broadcasts, while 82 are recordings from the field, fulfilling all required technical and professional criteria. Various programs are included, commemorative ceremonies, event, football, handball, basketball, concerts, seminars, conferences, cultural events, various ceremonies of other personalities. Filming festival program of the New Year as well as broadcasts and recordings for the needs of the channel RTK 2 in Serbian language.

Due to the amortization of equipment and lack of reserve parts in the OB-van, we have only three studio cameras for preparation of programs, and in cases when is needed the fourth camera, it is taken from studio 1 and 2, to return it again. Graphics system which we use in OB-van is quite old and limited in terms of technological opportunities, and should be provided with a replacement of its most advanced system.

Technology & Maintenance and Development Studios

Regular technical care by engineers for maintenance and operation at the right technical level of studios, already very outdated, technology of Master Control Room, Server Room, maintenance of equipment such as VTR-BetacamSX, VTR-DVcam used to inject materials and digitization of archival materials formats SX and DV. Maintenance video mixers, audio mixers and studio cameras as well as all accompanying equipment. Also it is made technical care and maintenance of ENG terrain cameras, such as Betacam SX, DVCAM, and cameras with SD Card. During this year were bought and substituted microphones as follows: 10 capacitor cable microphones for studio1, 15 lavaliere mic (only mic without broadcast) for studio2 and RTK3 and 5 Mic for terrain cameras.

Along with Japanese experts within mutual project of RTK-JICA, our engineers operated within the first group and project is prepared for technological investments in unit Master Control Room, RTK2, IT and some technological investments in production.

STUDIO1:

Filming and live broadcasts of the show Arena sportive, commentary and live broadcast of local and international sports events, technical realization programs, Debat, Subvencion, Kapital, Target, Kosovo's Lottery, Betimini në drejtësi, minority news program as well as interpretation for deaf-mute of all sessions of the Assembly of Kosovo from RTK3 Studio1 and RTK3studio . Due to the lack of cameras, must be transferred from one studio to another and not being able to simultaneously perform filming in both
STUDIO2:
During working in scenography of Studios2, is done new installment of electrical network and is connected in the UPS system, thus we avoid the possibility of power cuts in the studio, during live broadcasts which has been a problem from the beginning of the work of RTK, by 2015 were also carried out all the necessary connections displacements audio and video, in this case during the proceedings in the studio. From this studio is realized the direct broadcaster of the morning program every day, and afternoon program "IMAGE", program Monitor, Bugajski Hour show, Pa fund, N'za, 123 fillo, show Telekino, program magazines in minority languages and filming a part of 2016 New Year’s program.

STUDIO-RTK3:
Maintenance of technical equipment such as cameras BTS studio, which, despite they are very old, they are kept in good technical condition. Also performance equipment in PCR3 are maintained according to the plan set before, and did not have any technical problem during 2015. We expect this year video mixer to be replaced with a format HD, which will increase safety and to enable production more creativity during realization, and also to replace classic video monitors with a Multiviewer system.

Regularly broadcasts were realized of news programs from RTK3 and technical realization of debates and interviews from this studio with commentary and simultaneous translations, then the realization of the program and debates on sports, and broadcast of LIVE INFO3 and world news.

STUDIO4:
Technical care for the realization of local series “Çka ka shpija” and shows "Arkivi" and "Tema".

STUDIO5:
Studio Preparation in technical aspect for the realization of night program LIVE three times a week, where are made wiring lighting, sound and optical fiber links for transmitting LIVE program. Realization of program LIVE from this studio is done with mobile technology BO-Van.

Energy
Regarding equipment and electric facilities in RTK, we can conclude that they are in normal working condition. This condition results in permanent periodic examinations as prescribed norms.
Generators and UPS- are generally maintained, by our technical staff, and at the beginning of 2016 should be done generator's service. It should also be ensured a UPS for channel RTK2, as RTK 2 does not have UPS and in case of power cut from city's network, causes interruption of the program until generator is connected again.

It is made permanently maintenance of the electrical installation of studios, television building and annex buildings of RTK, and air conditioning system on a daily basis, as well as maintenance of other equipment that are within the scope of RTK. Also during this year, is made a dismantling of air conditioning system which has been installed in studio1 & 2 and on first floor of TV after a committee composed of professionals has found that the system cannot be functional anymore and the same has been nonfunctional for years. Released space is utilized to regulate the placement office for Japanese experts who are engaged in mutual project RTK-JICA. Studio air conditioning system requires a specific and regular maintenance, so we have a specialized company for maintenance. In this regard we have some technical problems with air-conditioning in Studio2 and RTK3 which should be avoided soon.

Poll results of public opinion research on RTK viewership (Annex)

RTK has contracted an independent company specializing Novus Consulting (Annex 4) for public opinion research to measure its viewership compared to other televisions. According to data from Novus Consulting, participated 1000 survey respondents, of whom 900 are Albanian and 100 Serbian community speakers.

The questionnaire has been divided proportionally in all municipalities, both in urban and rural areas. In questionnaire conducted over the period 19 to 24 December 2015, attended by 26 interviewers, and were verified for around 45% of the questionnaires.

Verification can be done also through location report with GPS.

53% of respondents finished high school, while 12% of completed university. 2% with a higher level of education.

Regarding living status, 71% were married and 25% unmarried.

77% of respondents had average economic condition, 8% not very rich, while 10% rich.

Regarding employment, 27% are housewives; 20% of employees in the private sector; 12% in the public sector; 7% pensioners; 2% businessmen; 1% farmers and 20% unemployed.

This means that the research included all social classes and categories of people.

54% of respondents are regular users of the internet on a daily basis.

53% of respondents were male and 47% female.

57% of surveys were conducted in rural and 43% in urban.

A MORE DETAILED ANALYSIS

71% of respondents, have cable TV which means that RTK should be more precise on program scheme after viewers can watch via remote control.

6% of respondents use the platform of PTK, where RTK doesn't have 2 new channels RTK3 and RTK4, which means that there should be an agreement with the operator.

Time period with most viewership continues to be from 19:00 to 22:00 with 71% of respondents admitted that they prefer this time period. And following the period 22:00 to 24:00.

RTK has managed to increase viewership, compared to March 2015 from 29% to 33% being the leader of audiences (Annex4).
As in 2014, in 2015 it has continued capacity building program, technical and productions, with great commitment of human potential, and establishing wider cooperation and rapprochement to public. Besides strengthening the existing program, the best organization editorial staff, and studio and in terrain during the year have produced new programs, different types of program.

The program volume drastically increased compared to last year, so RTK2 daily production currently averaging ten hours. With six teams operating on the ground and a studio space (which has more Stage) have achieved during 2015 filming and broadcasting 5012 stories from terrain, which is an average of 14 TV packs a day.

RTK2 in 2015 has produced close to 1200 hours of its own program (informational, documentary, entertainment), 1325 in studio and out of it, in which were 1500 guests, among which the highest officials from Kosovo and international officials, from different areas of life.

- Based on the comparison conducted in 2014 and 2015 we came to the next results:
  - In 2014 we produced materials:
    - Total stories: 3920
    - Studio broadcasts including news programs: 669
    - Reportages, interviews, programs outside studio: 118

- While in 2015 they were manufactured materials:
  - Total stories: 5012
  - Studio broadcasts including news programs: 931
  - Reportages, interviews, programs outside studio: 394

RTK2 besides its own production continued ensuring program from other productions in accordance with the procedures of television material purchases. New program contents by which we have refresh our program in 2015. Those programs:
"Zdraví bili", informative-educational program in the field of medicine;
"Poglavje" debate program in studio;
"Moj život, Price moja" a program of information-documentary character who is filmed in terrain
"Sportak" sports program in the studio;
"Media" program dedicated to new information in the field of technology
"Selo was Venama" a program which was filmed in terrain, topics are agriculture and village life
"Karavan RTK" a program of cultural and entertainment type who is made in the field;
Treci dnevnik, informative show with a concept different from other programs
Emission Jutranji program which was broadcast just weekdays and we have extended also on Saturday.

Besides programs we produced in 2015, we have broadcast programs of foreign productions. As below:
- Emission in Roma language "Yekhipe", which is prepared by editorial staff in Roma language in RTK1. In 2015 were broadcast 6 shows, and broadcast regularly once were. RTK2 contributes to its realization, because when needed program can be recorded studio of RTK2.
- "Dobre vesti", program of production in a NGO "Srpsko Slovo" from Caglavica;
- "Most" information-debate show broadcast of local productions of radio stations network INC, TV "Most" Zveqan, RTK 2, Media Center in Belgrade;
- "Okruženje" Regional Information Program, in production for center of democratization and reconciliation in Southeast Europe and the European Fund for Balkans;
- "Peščanik" informative program in Peščanik udruzenja gradana produkcion.

Also, due to the good cooperation that we have on television and other productions, is given to us to broadcast the documentary series "Konstatinovo nasleđe" RTCG, documentary program, but also other informative, sports and music programs.

We present in graphical and tabular form the growth in production program:

<table>
<thead>
<tr>
<th>MONTH</th>
<th>PRODUCTION TOTAL IN 2014.</th>
<th>PROGRAM</th>
<th>PRODUCTION PROGRAM TOTAL IN 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>JANUARY</td>
<td>77:32:32</td>
<td>70:05:57</td>
<td></td>
</tr>
<tr>
<td>FEBRUARY</td>
<td>62:24:02</td>
<td>71:06:19</td>
<td></td>
</tr>
<tr>
<td>MARCH</td>
<td>65:14:44</td>
<td>81:00:12</td>
<td></td>
</tr>
<tr>
<td>APRIL</td>
<td>78:17:35</td>
<td>81:11:02</td>
<td></td>
</tr>
<tr>
<td>MAY</td>
<td>72:33:15</td>
<td>75:06:11</td>
<td></td>
</tr>
<tr>
<td>JUNE</td>
<td>94:24:08</td>
<td>119:20:28</td>
<td></td>
</tr>
<tr>
<td>JULY</td>
<td>74:33:30</td>
<td>105:44:58</td>
<td></td>
</tr>
<tr>
<td>AUGUST</td>
<td>85:58:16</td>
<td>114:57:37</td>
<td></td>
</tr>
<tr>
<td>SEPTEMBER</td>
<td>64:22:43</td>
<td>117:54:37</td>
<td></td>
</tr>
<tr>
<td>OCTOBER</td>
<td>92:55:27</td>
<td>114:06:35</td>
<td></td>
</tr>
<tr>
<td>NOVEMBER</td>
<td>73:27:06</td>
<td>117:54:13</td>
<td></td>
</tr>
<tr>
<td>DECEMBER</td>
<td>82:06:10</td>
<td>128:59:10</td>
<td></td>
</tr>
<tr>
<td></td>
<td>923:49:28</td>
<td>1197:27:19</td>
<td></td>
</tr>
</tbody>
</table>
RTK2 informative program includes informative news and newscast, whose strengthening continued in 2015. In RTK2 are broadcast three news programs of 15 minutes: at 09:00, 12:00 and 15:00, and short five-minute news at 08:00. The concept of these programs include stories from terrain of editorial staff and news agencies. News first edition starts at 08:00 until the first newscast aired at 09:00 in the morning within program. Newscast, which lasted half an hour, also in 2015 every day from 19:00-19:30 broadcast information from Kosovo, region, world, sports, culture. Newscast stories is conducted with teams on terrain, reports, conversations, stories and exchange agencies. The primate was on daily events and others, until the editorial staff has proceeded especially topics that are important to the community. During the day, for program needs information on average 8-10 team for terrain. What is new in 2015 are newscast at 22:00 which is a different concept compared with other informative programs. Most popular, third diary is new informative program in RTK2 channel and started broadcasting in July 2015, and since then is for each day in program of our channel at 22:00. After the newscast which is a program is at 19:00, third newscast is informative program which contains the main daily local, region and international news, and news that arrive in the newsroom until airtime, and not rarely RTK2 broadcasted exclusive news. The concept of show was conceived with different visual display appearance, and other ways of presenting the contents of the diary for not resembling newsroom. In terms of content, there can be found the main news from the
country and world, the main event from terrain, and there are new reports which are made in terrain, topics like culture and entertainment, and it can be said that newscast at 22:00 have more diverse content, than other informative programs which mainly produce pure informative content. To enrich the content we use also agencies like EBU and Reuters, from which we get interesting video content which then we process it for our needs. Based on conversations with the viewer, we found that at 22:00 newscast has updated RTK2 night program, and this has increased the viewership of our television, and it turned out that is watched during the summer. RTK2 team has shown that even with small capacities and poor conditions works with full power.

Our Web site www.rtklive.com/rtk2, in 2015 worked better compared to previous years with more news published, which has resulted in our channel almost on a daily basis to be quoted, namely that the media and other agencies to get and broadcast our news. News from different fields (Kosovo, region world, economy, sports and culture) on the web site are updated every 24 hours, every day. In addition, the portal has enabled RTK2 to be closer to everyone who live outside Kosovo, and who are interested in the events in this region.

MORNING PROGRAM

Morning program is broadcast in weekdays of December 2015. We started to broadcast on Saturday. The morning program is two-hour program with information-entertainment concept, the main analysis of the events, conversations with guests in the studio, direct representation from political themes to those entertaining. The morning program was also important for the notification area of promotion events and personalities from the world of culture and sport. Morning program broadcast on weekdays the term from 08am to 10am, and on Saturdays from 10 am to 12 pm.

RAZGOVOR (CONVERSATION)

Informative-political program for current socio-political "Razgovor" is broadcast in the evening, at 20:00, respectively in weekdays at 21:00. 45 shows were broadcasted. The interview was conducted with a concept and / or more interlocutors in the field of politics, economy, and civil society. In 2015 the show "Razgovor" presented different views of the topics which mainly belong to the Serbian community, but also other communities. Through this kind of debate, viewers then are possible to learn from the spectrum of all sides involved in various issues.

POPODNE NA RTK2 (AFTERNOON IN RTK 2)

One-hour show in studio in 2015. Was broadcast at 17:00 to 18:00. In 2015, 245 shows were broadcast. This informative program, which is broadcast in weekdays, has included the block from politics, society, culture and sport fields. The concept of the show "Popodne" have consisted of two parts: the production of thematic stories from terrain, which are produced exclusively for this show, and guests in the studio. During 2015, this program has gone through a number of the guests, often very popular personalities from various fields of social life.

NEDELJOM ZAJEDNO (TOGETHER ON SUNDAYS)

The show is broadcast every Sunday from 15:00 to 17:00. The show has entertaining and informative character. The main features of this program is that in addition to topics and guests from the fields of culture and art, in studio is also a musical band. The aim is to promote creativity, especially among young people.

MONITOR
Monitor is an innovation program, which has started his first year. This is a weekly serial glimpse of the stories that are produced and broadcast during the week. The topics are of daily problems of the citizens, the search for their loose and expectations of citizens. During 2015 are broadcast 48 programs.

**EU KOMPAS (BE KOMPAS)**

Following the agreement on cooperation with the European Parliament television, Europal TV, RTK2 has started to show the EU’s activities and Parliament. This weekly show talks about European practices, decision making, innovation in integration, as well as our efforts to integrate. The aim is that through the EU Kompas to be transferred positive practices of European countries and opportunities that their experience to be transferred to our everyday life. In 2015 we broadcast 11 programs.

**EDITORIAL STAFF IN MONTENEGRIN LANGUAGE**

Editorial staff in Montenegrin language, which was created in 2014, has continued to work in 2015, within RTK2 channel. This editorial staff works on the show “Jutro as Montenegrinom”, which broadcast on Wednesdays, from 10:00 to 11:00, with important information for this community. In this program, which is realized in studio, broadcast stories and interviews with guests. Besides regular guests in studio “Jutro as Montenegrinom” broadcasts life stories of Montenegrins in Kosovo. Programs of this content, aims to preserve the identity of Montenegrins in these areas. Besides the many topics from the mother country, made Montenegrin editorial staff made serious efforts to become a bridge between Montenegro and Kosovo. Besides their show, Montenegrins program regularly broadcast in Radio Television of Montenegro, in accordance with the agreement RTCG and RTK.

**NEW CONTENTS IN 2015.**

**ZDRAVI BILI (OUR HEALTH)**

Program "Zdraví bili" it is a program produced by us, dedicated to maintaining citizens health and our channel broadcast in August 2015. During 2015 a total of 19 programs were broadcast, with some topics as culture, health, use of medications, heart disease, women’s reproductive health, diseases like addiction etc. For each subject, which are defined in the program, we have had successful expert from that area, which has informed viewers with show’s topic of the, noting the potential risks to their health, etc. This type of scientific-advisory approach, enabled for a short time this show become very popular and watched.

**POGLAVLJE (CHAPTER)**

Emission "Poglavlje" is the new show from our production, is type of debate and our channel broadcast from November of 2015. During 2015 a total of 7 programs are broadcast, some of the topics that we handle are occupying property , occupation of houses and flats in Lapna Sell and Padalishte, security in northern Kosovo, safety in municipality Gracanica , etc. Briefly, show’s topics are recent, for which viewers are most interested. Due to the selection of topics, but also because there are guests in studio with diametrically opposed positions, these programs are very dynamic, sometimes with harsh confrontation of opinions. All these are reasons that this show for a short time has become one of the most popular and viewed.

**MULTIMEDIJA (MULTIMEDIA)**

The program "Media" is a new show from our production, about new technology and technical achievements in the field of information technology and in our channel broadcast from September 2015.
During 2015, a total of 11 programs were broadcast. The purpose of this program was to offer audiences new technologies to remain in same step with time, but also to complement and expand their knowledge in this area. Also, due to the recognition of computer and knowledge in the field of IT are important in finding a job, young people gladly watch this show.

SPORTAK

Emission "Sportak" is a new show in our production, deals with sports themes and our channel started broadcast in December 2015. During 2015, a total of 5 programs are broadcast. The concept of the show is that, in addition to current news from the sport, in every show to be a guest from sport's world, who will talk about certain sports theme for that particular program. The start of production and broadcast of the show for us was important, because we strengthen the sports program, because before the show did not have a permanent athletic program.

MOJ ŽIVOT, MOJA PRIČA (MY LIFE MY STORY)

Emission “Moj život, moja priča” is a new program of our production. This program invites known personalities, but also are not known, with interesting or fascinating life or career, shall present their story to their viewers. Our program is broadcast in July 2015. During 2015 a total of 11 programs were broadcast. This program has brought refreshment, in terms program, because viewers through this show can be switched from the daily political topics from serious topics with which we are surrounded. Even for this show we can proudly say that for a short time has become very popular. What makes this program more interesting is that, is addressed to a broader audience, because it is interesting for viewers of all ages. Otherwise, viewers of this program, may see wonderful people appear, creators from different areas, but from other points of view. Poets, actors, musicians and composers, to the politicians, teachers and doctors.

SELO U VENAMA (VILLAGE IN OUR VEINS)

Emission "Selo was Venama" is a new show from our production, is dedicated to topics concerning agriculture and rural life. Our program is broadcast in March of 2015. During 2015 a total of 14 programs were broadcast. The importance of this program is that a large number of our viewers deal with agriculture, because mainly live in rural areas throughout Kosovo. Show, besides the presentation of the farmers, their work, and professional advice is very rich in scenery, filmed during the implementation of the program. In this way besides promoting agricultural potentials, but also pointing out problems of farmers, it shows the appearance of the natural resources of Kosovo. With this program we get out of the studio, and our viewers may see natural environment "with scenery from different places". The program has informative and educational character. In this show the viewer can see the technologies and new products in agriculture, which is what we do with reports from major trade fairs, but also can listen to the advice of the important expert and see good practices and experiences of others.

MOJA PRVA ŠANSA (MY FIRST CHANCE)

“Moja Prva Sans "are serial programs filmed at school and houses throughout Kosovo. As its title indicates, this program has enabled students of primary and secondary schools to show their talent of authentic music as well as modern music, but also to have a chance, perhaps the first, to show their music talent for further. RTK2 has created a professional jury which has evaluates talents. Best participants have been able to compete in two final programs, to win the first, second and third place. In 2015 we reported second series of musical programs for children show "Moja Prva sans". We began broadcasting in July 2015. In this serial, counting the auditions, we have managed to collect around 200 children from different parts of Kosovo. In quarterfinal of have been around 100 children participants, and then by elimination system during the nine programs, which we have reported, we have chosen the winner of the second series.
Finalists won modest prices, while the winner, besides fame, won a song composed especially for him, which is the first for the simple treatment musical career. Since the show "Moja Prva Sans" is promoting a greater public interest is one reason to think of continuing this program in 2016.

YEKHIPE

What have enriched the program, in 2015, was broadcast of program "Yekhipe" in Roma language. With this program, not just we fulfill the obligation of broadcasting the program in languages of other communities, but also we gave space Roma community in RTK2. The program is prepared Roma language by editorial staff in RTK1. When it comes to this program, RTK2 its gives contribution for its realization - studio, technical equipment and production.

DOCUMENTARY PROGRAM RTK2

In 2015 we produced documentaries with different content: travel writer, ethnological notes, historical and other programs, and knowing the fact that has not yet been established documentary program editorial staff. The small number of journalists and editors in the RTK2, does not enable us to complete a group of people who will deal only with this kind of program. But, editors and journalists with proper organization of work, and who have the potential for this, engage in this part of the program. Over the past year we have reached to have every day documentaries in different genres, with our own production. Often we prepared stories for lives of people in Kosovo, in a particular way and documented.

SPORT PROGRAM

Sports program in RTK2 broadcast through news programs and within a particular. In 2015 we started to broadcast special program dedicated sport named "Sportak", which is broadcast from December once a week. During 2015 were broadcast five programs. In addition to important world championships, we had live broadcasts, filmed, of most important sporting events. All live broadcasts of sporting events were organized so in addition to the studio commentators of RTK2 to be athletes from Kosovo and expert of the sport.

Other programs

During 2015, RTK 2 broadcast more than 40 series with different content, for which RTK2 had the right to broadcast, for which was enabled productions and televisions which had cooperated since 2014.

Filmski, serijski, dramski i dečiji program (Movies, serials, dramas and children's programs)

In accordance with contracts and permits distribution houses, and other media, are broadcast many, before all the documentaries, entertaining series, and other series. We will mention documentary series of "Konstatinovo naslede" (Heritage of Constantine), but also other movies about the life of artists in the field of culture and music. Here, we note that with our own production we have produced monodrama "Na Ivici svega" (Edge anything), which not only have enriched this segment of our program, but we started to work for own production of this kind of content.

Children program become wider, much more attended and charming "Dečijim vestima" (children's news), which aired in weekdays before our newscast. In producing these news, are attending twenty children from all over Kosovo, and giving opportunity not only to show themselves on television, but also to strengthen their confidence and public display which can be very important in life further. Is understood that topics selected for "Decije vesti" are adopted for children age, but except children, it is public who gladly watches them.
Live broadcasts

Live broadcasts are increasingly part of our production. We do this work often with the support of colleagues from RTK-TV1 with techniques of reportage, but more often due to technical internet lines which owns RTK-TV2. In 2015 in this way are transmitted over twenty important events of culture, music and sports events. Of important events are broadcast live the feast of Vidovdan celebrities, with live presentations from Gazimestan and Gracanica, football matches of FK Gračanica-Crvena zvezda, but also numerous events from music concerts to regional conferences and local and roundtables, of all importance and interest to our viewers. Are live broadcast Assembly sessions, regular and extraordinary.

Special Program

In 2015, was continued production of special programs with informative, educational and entertaining. It is about programs that fits specifications of program schemes such as seasonal programs (Karavan RTK, Moja prva šansa) and New Year program.

Novogodišnji program (New Year program)

RTK2 for New Year program in 2016, produced its own program. This program has collected many folk music singer, and other entertainment. Also, the program has enriched the cultural and artistic societies presenting dances and songs from their region, but also characteristic clothing which are an important part of cultural heritage and tradition. In addition, we produce also dramatic program for which we have engaged well-known actor Zijah Sokolović, but also a musical-dramatic group from Vranje. The program is filmed mainly in external studio, which has been a big step to RTK2 production team.

Education of employees in RTK2

In 2015, our journalists and editors have participated in trainings and seminars for professional training. Once we are aware of the importance of training and continuous training of our employees, we will continue to work in this direction.

Projects and cooperation

The most important project which RTK, but also RTK2 have begun to realize in 2015, is JICA project that is being implemented with the help and support of the Japanese government. The project will provide technical and technological advancement (handing of new software, 6 cameras for terrain and studio), as well as professional advancement of journalists and technical staff.

Also, the project is a concrete innovation program, and it is a mutual program of RTK 1 and RTK2. The mutual program is called "In focus" and consists of several stories of RTK1 and RTK2, which warn viewers of both two channels. Some of the topics are like natural disasters, journalist's safety in protests, unemployment, consumers' rights, cultural heritage, etc. Numerous cooperation agreements in 2015 are continuing, among other things also with news agencies, for the right of using texts, photos, materials of Radio and Television:

- with the Center for Democracy and Reconciliation of South Eastern Europe (organization with location in Thessaloniki, which supports the European Parliament). This memorandum means that RTK2 broadcast regional program “Okruženje” (Neighborhood), which deals with regional issues in the area of reconciliation, culture, cooperation and similar.

- Editorial staff of DW, VOA and Free Europe in the Serbian language for broadcasting of weekly programs in the form of TV magazine program.
Prices

In 2015, RTK2 won price in documentary film festival and gratitude awards from various organizations. GRAFEST Festival in Gracanica, RTK2, won the price for documentary films, from the series of unsolved crimes in Kosovo.

Advancing work

Besides basic advancing and more important in quality and quantities of its own production of program content in 2015, thing which we have already shown, it is being worked on production of new scenography, and changing appearance of informative programs in visual quality.

TECHNIQUES AND PRODUCTION

Techniques and production of RTK2 are increased with 60% more volume of work than in 2014, which relates to the preparation as well as in the production of content. Technical and production department has been working on the realization of daily programming content.

1. Morning program 08:00 do 10:00
2. Morning news 09:00
3. News in 12:00
4. News in 15:00
5. Afternoon RTK2 from 17:00 to 18:00
6. Newscast 19:00
7. Newscast 22:00

Besides these, it is also working in contentment that are broadcast once a week, and for which is being worked each day:

1. Program Razgovor one hour duration;
2. Nedeljno popodne;
3. Monitor Program;
4. Lavirint Program;
5. Kompas;
6. Montenegrins editorial staff – Show Jutro with Montenegrin;
7. Roma editorial staff;
8. Karavan Program;
9. Moj zivot moja prica;
10. Poglavlje;
11. Sportak;
12. Multimedija;
13. Zdravi bili;
14. Selo u venama;
15. Dečje vesti;

Techniques and production have worked successfully on projects: Moja prva šansa, Karavan, Letnjikovac,
New Year program, direct broadcasts, documentaries and other content from terrain. The department has been working on the production of promotional material, adapting materials from foreign productions, maintenance of equipment, cleaning etc.

The problems RTK 2 faced in 2015, mainly relates to the lack of UPS (40kw), in total for RTK2 channel, that we expect to buy it in 2016. Then we had breakdowns in ENG cameras, two cameras both are serviced and are currently out of order and are waiting for servicing. In this case we have an additional camera that we have received for use by NHK (JICA Project- Japanese government donation), and by the second half of 2016 we expect five (5) new cameras, from mentioned project (part of set). Also breakdowns in processing equipments and lack for them, we are waiting this to be solved through JICA project and the installation of FBPS system, which is now operating in RTK1.

**DISTRIBUTION OF THE SIGNAL**

As in Kosovo, there was no free terrestrial frequency to broadcast television signal, RTK2 is considered by the Independent Media Commission cable content provider. This status is still in force until the territory of Kosovo does not applied planned digitization, when RTK2 will acquire the status of mandatory broadcaster (Muct Carry).

RTK2 signal in 2015, besides two biggest operators in Kosovo, IPKO and KUJTESA, has also distributed through most cable operators in countries where mostly live Serbian, Bosniaks, and Gorani population. After the re-distribution of signal RTK2 up to users depends on the existence of operators cable, like those at the central level as well as from those in local level, with cable operators mentioned on domestic sources in 2015, are also signed two contracts (prior for period 01.01. to 31.05.2015, and the second 01.06 to 31.12.2015) of which have to do with necessary internet connection for obtaining the signal of RTK2 in their cable centers and for future redistribution signal of RTK2 through their cable network. Also, RTK2 through the IPTV platform “GoForYu” (Swiss firm), by which in 2014 we signed free contract for distribution of our signal in the territory of North America and Canada.

Countries in which through local cable operators, is re-distributed signal of RTK2:

Pristina region:
1. Gračanica (operator 1);
2. Gračanica (operator 2);
3. Sushica;
4. Radevo - Skulanevo – Lepina;
5. Lapna Sell– Preoc – Çaglilavica;
6. Livagja;
7. Gushterica lower – Gushterica upper;
8. Dobrotin;
9. Ugljara;
10. Plemetin.

Ferizaj region:
12. Shterpc 2 (cable system 2).

Gjilan region:
13. Pasjane - Parteš – Šilovo;
15. Mogila.

Prizrenit region:
16. Prizren;
17. Dragaš – Ljubovište;
18. Kruševo – Globočica – Zipotok;
19. Skrobište;
22. Donje Ljubinje – Gornje Ljubinje;
23. Velika Hoča;
24. Rahovec (part of the city inhabited by citizens of Serb and Roma community).

In 2015, in terms of territory cover, are no major changes. Signal RTK2 in the territory of Kosovo is extended only in the municipality of Gracanica and Sushica (new system cable) as well as in Radevo, Lepina, Skulanevo (cable operator from Gracanica with the installation of the new plant in place Radev, has expand the territory coverage).

The current issue is still trying to coverage territory of Northern Kosovo (municipalities Mitrovica North, Zvecan and Zubin Potok, Lleposaviq) and:

1. North Mitrovica – Zhitkovc –Zherovnic – Zubin potok;
2. Zveçan – Rudar– Grabovc – Valaç – Srbovc;
3. Lleposaviq - Lleshak-Sllatina e Ibrit-Socanica.

To solve this problem in 2016, is necessary dedication and work which the Independent Media Commission, as well as international and local institutions, in order to make an agreement with cable operators in the north of Kosovo, that citizens of this territory to get RTK2 signal.

Serb-majority areas in which cable operators exist, but due to lack of certain conditions on the terrain RTK2 signal is not yet broadcast:

North Kosovo:
• Banjska;
• Gojbulja.

Peja region:
3. Gorazhdevci;
4. Suvo Grlo;
5. Banje – Crkolez.

Besides these places, which are covered on cable operators in the territory of Kosovo, there are places where there is no cable operator and therefore it is not possible for the citizens of the Serb community, Bosnian and Gorani to get RTK2 signal. Technical and broadcasting sector for distribution of RTK2 channel in the future, will work on the design of new platforms and technical solutions in order that the quality of distribution of signal continuously to be improved, and that of next digitalization is expected that problem for signal distribution and broadcasting of RTK2 to be resolved.
Developments that characterized RTK-Radio in 2015, are changing program schemes on both channels. On November 1 Radio Kosova 1 and Radio Kosova 2, have started new schemes program. Within the changing schemes are 12 new programs. Another issue of particular importance is worth noting that even other medium cited on Radio Kosovo. This shows that we have become a reference for the media inside and outside the country. Radio Kosova has had a diversity program by providing information for all ages ranging from politics, economy, health, education, art, culture, sports, and entertainment programs as well as direct children.

INFORMATION DEPARTMENT

Newsroom followed all daily developments, for which prepared special reports, updating them as needed. Cases of specific events are also broadcast live in radio. Due to the large number of developments in the political scene, it happens quite often, but in this annual report will mention only things that are exclusively production of newsroom on RTK radio which means: author topics, interviews developed by our reporters and enhanced special program materials.

So in total, the newsroom has prepared some 400 topics. Most of them have addressed the political situation in the country (130), than education (67), social issues (61), health (43), economy (31), security (10) and other topics (55).

Overall, the month with the highest number of topics was March 50 of them, September 37 themes, April 35 etc. Categories with political content dominated especially in the months: July and August with 17 of them, on March 16, May 12, etc.

While the total number of interviews enhanced Special materials, in 2015 was 36 interviews; 13 enhanced materials; Special program 10 and 2 reportage.
Editorial staff with its show debates and analyzes FOCUS, fulfilled its annual plan that was developed and specified in general, while each day, 5 days a week, addressed the topic of political, social, educational, economic, health, etc. Themes are often stretched in the region, including Macedonia, Albania, Montenegro and Presevo Valley, while the right place and attention was paid to the diaspora and its activities. The invited guests were different profiles, mainly professional subjects and issues that are debated.

MORNING PROGRAM

Editorial staff of morning program is very well consolidated and is preparing a very quality, educational, informative program. Only in this newsroom during the past year have been around 350 people - guests in the studio of Radio Kosovo.

Guests in morning program were of different profiles, while dealing with topics that directly affect not only the general interest, but also in various sectors. The morning program also addressed ongoing problems varied topics, life and welfare of citizens throughout Kosovo and promote art, culture, heritage, achievements in sport, etc.

Program Correspondence deals with issues of civilians in all municipalities.

Program “Day event” and the show Pristina developed information through direct interviews with different personalities and responsible sectors. Direct journalists reported from the scene and provided brief information.

DEPARTMENT OF PROGRAMS

During 2015 based on reports of editorial program in Radio Kosova, is implemented according to foreseen plan. In the program were addressed various topics, but also were prepared a series of interviews, conversations and also the direct communication with the audience.

Work that emphasizes Radio Kosovo in 2015 are:

• Radio Kosovo projects
• Special arrangements
• Live broadcasts from the scene

RADIO PROJECT IN KOSOVO DURING 2015

• “Summer with Radio Kosovo”
• “Radio international day”
• “Kosovo independent week” (7th anniversary)

“VERA ME RADIO KOSOVÊN” ("Summer with Radio Kosovo")

During this program, Radio Kosovo teams in terrain have located studios mainly on beaches of Albania, where is discussed with leaders of these municipalities about touristic offer. During this program were broadcast various columns, surveys of citizens, guest in studio or with direct lines mainly from art and culture.

During July-August there were a total of 8 programs.
In the context of the summer program, Radio Kosovo from 07.18.2015 until 08.09.2015 realized marathon program "Summer with Radio Kosovo" every weekend (Saturday and Sunday) live 12:05 pm to 16:00. "Summer with Radio Kosovo" is a live program with information on tourism in Kosovo, beaches in Albania and other countries of the world, as well as other sections of different areas. This program is carried out directly in some of the most visited places in the Albanian coast in Saranda, Ksamil, Himare, Vlore, Orikum, Dhermi, Durres, Shengjin.

"INTERNATION RADIO DAY" 13 FEBRUARY 2015

In the framework of the Radio International Day, Radio Kosovo has managed to prepare a series of activities among which should be highlighted:

- International conference on “Today's radio impact”( February 12 - 13)
- The concert for the diplomatic corps accredited in Kosovo (February 13)

This conference was the first of its kind organized by Radio Kosovo, attended by a large number of Radio stations from Albania, Kosovo, Macedonia, Montenegro, also from Norway.

The concert for the diplomatic corps accredited in Kosovo (February 13)

Undoubtedly, the culmination of these activities on the occasion of International Radio Day concert, held on February 13, in Red Hall of Palace of Youth in Pristina.

Special invited guests on this occasion was polyphonic group from Albania- Vlora. This concert was broadcast live on RTK.

SPECIAL PROGRAMS

“Kosovo independence week” (7th anniversary)

Within Kosovo Independence week, Radio Kosovo realized a very special and rich program during all week. In this case it should be noted that there were live broadcasts from events organized in Kosovo as well as numerous interviews with different personalities.

KLA Epopee (March 2015)

In the framework of this event is prepared a special program, where apart from monitoring the events and activities organized on this occasion, Radio Kosovo also realized special programs with invited guests.

Flag Day (November 28 2015)

On the occasion of November 28 Radio Kosovo has implemented a program with a special program scheme, that besides live programs also to realize special programs, prepared which gave a sense of celebration.

New Year

The festive program of Radio Kosovo, has also been implemented in particular. Unlike previous years this time Radio Kosovo has paid much attention duration of special festive program. Department of Program for 3 consecutive days prepared festive program with entertainment program (music, comedy and contact).

Live broadcasts from the scene
Radio Kosovo is the only media which is known for live broadcasts from the scene. Technical staff but also the staff of journalists and reporters of Radio Kosovo, have made the transmission of very important events reaching to keep the listener always near.

On this occasion, we must emphasize the sporting events that Radio Kosovo made live broadcast of all football matches of Kosovo Super League, the matches of the national team of Albania and matches of the first representative of Kosovo in football, but also sports and other games as special events, among which the Summer Olympic Games in Baku. Should be noted that Radio Kosovo was the only media that during these games, have had its reporter at the scene.

During 2015 there were:
- More than 150 broadcasts of sporting events in Kosovo
- All matches of Kosovo's representative
- Total are transmitted; 150 games with about 350 guests in the studio.

Radio Kosovo programs
- Entertainment program
- Night program
- Sport Program
- Cultural Program

ENTERTAINMENT PROGRAM

During this year, entertainment program of Radio Kosovo has done a good job of achieving significant progress in quality but also in obedience. On this occasion we must emphasize the daily program METROPOL, which continues to be very attractive to the public and show On Air which from Monday to Friday during 3 hours has offered listeners a rich entertainment program, but at the same time achieved its goal, to have many guests which presented their values. Besides the well-known names of art, culture and showbiz, were also present eminent international personalities.

Night program during 2015

The realization of the night during this year has been an increased presence of guest added different and interesting topics from the implementation of the authors. It should be noted that night program was conceived and implemented in such a way that included topics from culture, humor, music, entertainment, but also from different aspects of life.

Within night program Radio Kosovo continued fulfillment of obligations by conducting special program for our countrymen.

Program "Closer with Radio Kosovo", which is realized once a week has been quite rich coverage of the activities of our compatriots and many other invited guests, where among others is given enough space to the Ministry of Diaspora.

Sport program during 2015

Sports program on Radio Kosovo has continued during this year to be among the richest considering the events developed and the successes achieved in Kosovo sport.

The Sports Department of Radio Kosovo, was on duty at all events developed offering a very rich program, especially in the realization of the direct programs.
Cultural program

Program editorial staff, Cultural, Educational and children on Radio Kosovo has fulfilled its tasks by bringing listeners program with high cultural value. Also, it should be noted that children in the program were given too much space to be part of children's programs on Radio Kosovo.

RADIO KOSOVA 1 DHE RADIO KOSOVA 2 MUSIC STAFF

The music program, except music charts, has accomplished and illustrated with music all speaking and musical programs. The musical program, successfully marked all holidays, fulfilling the needs program, with selected music by calendar schemes. Musical program, except the preparing music charts every week is recording speaking and music programs, where a total of eight programs. The music program of Radio Kosovo in 2015 kept editing newest songs, as foreign productions as well as Albanian songs. About 8000 songs were edited by foreign productions, while in Albanian language are edited 468 songs.

RADIO KOSOVA 2 (RK2)

Radio Kosovo2 broadcasts program in Albanian language and in community languages: Serbian, Bosnian, Turkish and Roma.

During 2015 based on reports of editorial program on Radio Kosovo 2, was carried out according to plan. In the program are addressed various topics, but also are made interviews and direct conversations with guests in all areas of life. Also, it realized a direct communication with the audience. During 2015, Radio Kosovo 2, has also implemented special programs.

Morning program editorial staff

Morning Magazine, in Radio Kosovo2, which starts at 6 in the morning until 9 o'clock, introduced throughout the year, information for listeners from all aspects of life. Journalists of morning program realized in 2015 over 200 interviews with different cultural, political personalities, health and other fields. Also, in the studio of morning program on Radio Kosovo 2, have been guests, about 200 different personalities, with whom they discussed the various themes of which concern the lives of citizens. At the studio of morning program on Radio Kosovo2, guests have been many personalities from politics, economy, health, arts and culture.

Cultural editorial staff

Cultural editorial staff, prepared programs which reflect important cultural events in Kosovo and beyond. Besides preparation and broadcast of programs, it also made regular analysis of the programs aired and examined in terms of their compliance with program concepts.

Emissions which are transmitted within Cultural Editorial Staff are:
- Info kult;
- ARS
- Kult
- Universi Letrar
- Shqip

Show "For a better world" is an educational program, which is mainly contained of social topics and of which is devoted in particular to persons with special needs. Until now, were discussed topics about education and training of these people and respecting the relevant laws.

Peculiarities of Radio Kosovo 2 during 2015 are:

- New programs
- Special arrangements
Within enrichment program on Radio Kosova 2, started broadcasting some new programs. This new scheme within the program started on 1 November 2015.

The program is enriched by midday show “Gramafon” and “ISHULLI” live program, which is broadcast every day from 9.30 until 13:30. “Gramafon” contains current news, country events, region and world, as well as local and world culture, technology and healthcare. But was also made closing program of Britaward closing 2015, event which traditionally broadcast on Radio Kosovo.

Whereas, within the night program, we started with the new program “Shkurt dhe Shqip”. This program is designed to present current events in Kosovo and Albania, consisting of music, sports, politics, design, art, etc.

Also, the night program of Radio Kosova 2 is enriched with “N’orën 22”, “Oxygen” and “Did You Know”.

SPECIAL PROGRAM SCHEME

Flag Day (28 November 2015)
On the occasion of November 28 Radio Kosova 2, it has prepared a program with a special program scheme. Numerous journalists brought information, in honor of this day, and in studio have been different guests.

While, from 9.30 show Gramafon, was festive and paid very much attention on November 28. During the show were introduce special sections prepared by journalist, throughout Kosovo.

NEW YEAR 2016
The festive program of the New Year in Radio Kosova 2, has paid more attention preparing special festive program. Department of program for two consecutive days broadcast festive entertainment program, including live moderation, starting from 21 to 01 o’clock after midnight.

PROGRAM IN COMMUNITY LANGUAGES
Program broadcast in community language:
From 14:00 to 16:00 editorial staff in Serbian language
From 16:00 to 18:00 editorial staff in Turkish language
From 18:00 to 20:00 editorial staff in Bosnian language
From 20:00 to 21:00 editorial staff in Roma language.

REPORT
Program in minority languages (Serbian, Bosnian, Turkish and Roma) in Radio Kosovo 2 fulfilled program needs. With their work have managed to keep the community informed about important events here and abroad.

Programs consist of daily news reports where are discussed political, economic and social issues then culture, health, science and showbiz.

During the year, staff have managed to interview senior officials and analysts about community life in the country, as well as other aspects related to political developments in Kosovo.
PROGRAM IN SERBIAN LANGUAGE

The focus of program was life and problems of the Serbian community in Kosovo.
In 2015 were realized interviews with representatives of Serbs in Kosovo institutions, Serbian mayors and analysts. Also worth highlighting topics that are addressed, are return of the Serb community, state security, education, employment, health and other issues.
Through show "Jeta jonë"("Our Life) were visited all parts of Kosovo where the Serb community lives in, were presented problems that they face. In the show "Municipality chronicle" are monitored activities in municipalities with Serb minority. While in "Analysis week" treats political, economic and other through discussions and analysis by officials and analysts. Correspondents also informed regularly and professionally, stories from their communities.

PROGRAM IN BOSNIAN LANGUAGE

Bosnian language program has addressed topics from education at primary, secondary and university. There were discussed many issues, which concerns Bosnian community.
Meanwhile, during special days had a special festive program, as it was 17 February, 28 September (Bosnians Day) and others.

Program "Pro-Kult" discussed a number of issues in the field of culture and education.

Program "Usput receno"included topics from everyday life of the Bosnian community, including the topic of a Bosnian family in Skenderaj, who lives in difficult conditions, where after the publication of the text on the website rtklive.com, the family in question has been helped by the Association of Bosnians in New York. Besides stories in Skenderaj, different topics are treated in other cities of the country like in Gjilan, about Croats living in Janjev.

PROGRAM IN TURKISH LANGUAGE

Turkish-language program has been at the appropriate level covering important developments of this community. All activities are followed, and have become the subject of culture, life and work of the Turkish community.

When it comes to correspondents, it should be noted that is only one correspondent in Gjilan, which sends daily reports, stories and conversations about various events in the town of Gjilan.

ROMA EDITORIAL STAFF

This editorial staff, has paid special importance daily life, challenges, successes and problems of the Roma community in Kosovo. Throughout the year there were materials for implementation of the Strategy for Integration of RAE communities in Kosovo 2009-2015 and the drafting of the new Strategy 2016-2020.
Roma editorial staff has followed various topics from the life and activities of the Roma community living in Kosovo, including the review of the various projects of the program for Roma students Roma Versitas, of KAAD organization and provision of 34 scholarships for the first time by a non-governmental organization.
Regarding the coordination of work in this editorial staff, should be noted importance of two correspondents who have enriched the program with different themes.
Within the duties and obligations for broadcast of programs Radio Kosovo1 and Radio Kosovo2, but also in terms of production are realized all program requirements. This year, besides daily work, in On Air's studios and production for preparation of program scheme, it is being worked in systemizing of studio equipment - Mixer, ON'AIR's studios and production studios of Radio Kosovo1 and Radio Kosovo2. It is being worked in the periodic maintenance studio technology equipment, as well as the presentation of the case of unexpected problems-ad hoc.

Considering the age of equipments in studio, which have been at work since 2000, thanks to the commitment in maintenance of equipment, we have achieved a solid stability in their work regardless of the age of these devices.

Also, there has been prepared a large number signature tune and promos, according to the program requirements on the occasion of changing program scheme.

**The state of technology equipment in the broadcasting and production studios**

Regarding the state of broadcast equipment in studios and production in terms of the technology renovation, the situation remains unchanged given the lack of funds for their replacement. These technical equipment - Mixer with ancillary equipment, in the three studios ON AIR and mixer with ancillary equipment reserve studio, that now is used in the role of studio production (S3), they are donated by the Japanese government since 2000.

- Radio Kosovo broadcast program in medium wave waves AM and FM and condition of equipment in these broadcasting places.

In this segment, transmission problems, respectively coverage of Kosovo's territory is divided into territorial coverage problems, in wave FM from places that manages KTTN Company, and two other places by which manages RTK -Radio.

KTTN from broadcast places by which manages, under the declaration of KTTN, covering 80% of the territory of Kosovo.

During a visit that has made in these broadcast places, by which manages KTTN, we found a poor condition in connection with the work of broadcasting equipment, through which is broadcast programs of Radio Kosovo 1 and 2.

**Situation is this:**

**Maja e Gjelbër**

- In the frequency 88.5 MHz, which is transmitted through the first program of Radio Kosovo, transmitting power is 450W.

- In the frequency 90.5 MHz, which is transmitted through the second program of Radio Kosovo, the output is out of order, and works only with power exciter 12W to 15W. Which it is not enough to cover the service area of Anamorava.

- In this broadcasting object it is also another obstacle - an old pillar in front of our pillar, where are installed antennas for broadcasting program, inhibits greatly the propagation of electromagnetic waves in
the direction of Anamorava coverage area. This remark, to KTTN, to cut this pillar up to height, as not prevent the broadcasting of our programs, we have done even earlier.

1. Zatriq
   • In the frequency 92.4 MHz, which is transmitted through the first program of Radio Kosovo, transmitting power is 480W.
   
   • In the frequency 90.5 MHz, which is transmitted through the second program of Radio Kosovo, the output works with 60W power. That also is not at all sufficient power to cover the service area Dukagjin Valley.

2. Golesh
   • In the frequency 95.7 MHz, which is transmitted through the first program of Radio Kosovo, transmitting power is 3500 W
   
   • In the frequency 97.7 MHz, which is transmitted through the second program of Radio Kosovo, transmitting power is 1750 W.

Based on these data, it was concluded that the service area of Dukagjin Valley and Anamorava areas are very poorly covered.

With two radio programs can be considered for the moment, that is covered just Kosovo Valley.

While transmission FM program of RTK-Radio for additional coverage of Pristina and transmission in high waves, is managed by RTK Radio.

Over the past years are highlighted difficulties in transmitting the program through medium wave transmitter at 549 KHz frequency, transmitter objects in Bakshi and and VUSH, in the object of Radio.

For AM broadcast, from its company-manufacturer RIZ Zagreb, officially confirmed to us that because of the age of the broadcaster are not capable of supplying us with replacement parts (spare parts). In such circumstances cannot be provided as the transmitter maintenance. This transmitter is a product of the 80's years.

It is imperative to invest in the renovation of transmission technology.

• Other developments related to technical problems

It is also necessary to evaluate the condition of the antenna pillars, in static terms, by a specialized team for the work, with proposal measures which shall be taken, regarding the antenna pillars, in building of RTK-Radio and also for the pillar in VM object in Bakshi. In connection with the subject transmitter in Bakshi, should be highlighted the problem of defining the right to work the land that causes Technical problems, because farmers while they work the land near antenna pillars, causes the loss electrical grounding connection of antenna pillar, and the ground wave transmitter and far transmitter in Mazgit to the object of transmission. Solving the property issue should made also for the fact that RTK -Radios are not permitted, by landowners, to carry out works in the respective far transmitter.

OTHER

With the new program scheme are 12 new programs: Gramafon, NFreküencë, Parlament Shou, Pa protokoll, Profesion, Sportistë Gjeneratash, Dokumentar, Tinguj Muzikor, Ishulli, Mozaiku Argëtues Sportiv dhe emisioni, Shkurt e Shqip. The program for teenagers and children has changed the duration of 30 to 60 minutes.
Taking into account, developments in a sudden surge in field of informative technology, which has begun to relate significantly with the technology of broadcast television, RTK since 2012 has given particular significance to the sector of informative technology, offering space more space to act. Sector of RTK-IT, to adapt with developments in question, has taken over replacement of production equipment, accelerating technology change from analog to digital. As a result, RTK-Ti in 2014 started with FBPS system (File Based Production System) from forms of content production with tape, to digital by digital files (files). This system enables shorter time to production, lowest cost and highest technical and technological quality. Also it should be noted that this system enables the interconnection of 4 RTK channels, into a base, from where the exchange of substantial materials is significantly accelerated. FBPS's system also enables the interconnection of tasks, thus allowing closely occupations with production process to be more effective in their work, keeping transparency at the highest level. 

In 2015 was signed the project JICA-RTK, which through a donation from the Japanese Government, enables RTK make digitization of Master Control Room (MCR), thus becoming one of rare broadcaster in the region, which forwards and suits technological development of television broadcasting.

RTK-TI also through Software Development Sector is ensuring that the integration of digital MCR and FBPS,
to be at the highest level, by facilitating individuals involved in the production process work easier, more cost low, higher quality, and the possibility of human error less. Also during 2015, RTK-IT took over the drafting of guidelines for users of digital production technology, in order to facilitate individuals to more easily integrate new technologies.

RTK web page

![RTK website](image)

RTK web site, transformed in Media Online, in addition to quickly written information in 6 languages including English and live broadcast of the program to the media via the Internet, will soon deliver its own content programming (RTK1, RTK2, RTK3, RTK4, RadioKosova1, RadioKosova2) through new online platforms. And will use new media to promote programs (Facebook, Twitter, etc.).

Daily adding information in RTKLIVE.COM

- Processing of photographs;
- Replacement of promos during the week;
- Publication of video materials;
- Publication of Audio materials;
- Publications of television and radio advertisements, as well as RTK2;
- Publication or change in Marketing;
- Sending e-mails from maildistribution@rtklive.com in all@rtklive.com;
- Opening the e-mails;
- Closure of e-mails;
- Replacement of passwords.

RTK FACEBOOK FUN PAGE

- Cover design for good promotion in Facebook.com/rtklive.com;
- Cover design for 7 year Independance - in rtklive.com and Facebook;
- Cover design for Facebook web page rtklive.com/en;
- Cover design for promotion of Twitter @rtktv;
- Cover design for RTK-JICA page;
- Cover design for box match Krasniqi vs Brahmer;
- Cover design for match Bulgaria – Italia;
Within web page rtklive.com we have designed a completely new site for coordinating cooperation for Capacity Development Project of Radio Television of Kosovo between RTK and JICA. In this module of the site are many important publications about RTK-JICA cooperation.
Vacancy for audiovisual works

Within the webpage rtklive.com have created online application form in two languages, English and Serbian, for audiovisual works, which will be met by the applicant areas. Once the form is filled by the applicant, data are sent to e-mail for further processing by an authorized person on RTK.

Traffic web in RTKLIVE.COM

If we see at the overall traffic on the basis of visitors, then there rtklive.com have 76,400 up to 142,350 visitors per day, which is a normal daily traffic. On the other hand, if we see the number of clicks, considering that on average visitors each navigate within web-site 15 to 22 connection various information, then is reached a close number to half a million clicks per day.

STATISTICS:

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<td>Page views:</td>
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<td>Avg. Session Duration:</td>
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<td>Bounce Rate:</td>
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<tr>
<td>New Sessions:</td>
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</table>

Visits of TOP 10 Countries:

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kosovo</td>
<td>40.56%</td>
</tr>
<tr>
<td>Germany</td>
<td>18.66%</td>
</tr>
<tr>
<td>Switzerland</td>
<td>8.15%</td>
</tr>
<tr>
<td>USA</td>
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</tr>
<tr>
<td>Sweden</td>
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<td>Austria</td>
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</tr>
<tr>
<td>France</td>
<td>2.75%</td>
</tr>
<tr>
<td>Macedonia</td>
<td>2.47 %</td>
</tr>
<tr>
<td>Country</td>
<td>Percentage</td>
</tr>
<tr>
<td>-----------</td>
<td>------------</td>
</tr>
<tr>
<td>England</td>
<td>2.38%</td>
</tr>
<tr>
<td>Italia</td>
<td>2.10%</td>
</tr>
</tbody>
</table>

**Daily and new visitors:**
- Daily visitor: 72.3% - 14,316,676 Sessions
- New visitor: 27.7% - 5,492,736 Sessions

**Traffic sources:**
- Social networks: 53% - 10,502,591 Sessions
- Organic search: 23.8% - 4,717,824 Sessions
- Direct: 17.7% - 3,511,830 Sessions
- Referral: 5.4% - 1,076,999 Sessions
Radio Television of Kosovo, has started implementing the project of digitization in:

• Production and
digitization of archives, to program needs.

**Digitization of production**

RTK has digitized injection room, a part of terrain cameras (RTK2 is digitized) but much work and investment remained to be done and more. RTK has designed the digitization of production, since it is very urgent need, given that we still work with a technology of 2000, which is extinct. The whole project of digitization of production costs around 7 million euros. This project was approved by the Board of RTK. Last year we signed an agreement with the Government of Japan for a donation to a part of the production and staff training that costs 1.3 million euros and which will be implemented this year and next year. Kosovo-Japanese working groups were formed which will coordinate for faster implementation of this project.

In inject unit in 2015 is made injection of materials from conveyors SX, DV CAM, SD card from cameras, USB, from web links, etc.

**Digitization of the archives**

Multimedia Archive is the newest sector within the IT service and as such is under consolidation. Although it is for a continuation of television archive that has worked so far in the Television of Kosovo, multimedia archive as a modern concept in media industry aims at expanding of archiving in all multimedia formats of this time.

With the aim of developing a proper plan development as to transform the current archive is contemporary in a multimedia archive, during the reporting year was made a detailed survey of the current situation in which is and functions television and archive. In this regard was made measuring archive spaces, is recorded the number and type of work equipment, and has started the process of registration of the total number of tapes, with precise information on the format, structure and content. These and other information will be used before and during the restructuring process of digitizing of the archive content. It is also preparing rules for granting use of archival material, which provides and clarifies the conditions and processes of granting use of RTK archival material for purposes of legal persons outside RTK.

Within the resettlement of jobs in multimedia archive, it is made a compilation of detailed job description for all its employees, in accordance with plans and development objectives.

They are also studying other technical aspects of administrative dealing with the transition and integration of the current archive within multimedia archive RTK.

One of the developments, however, the most important in terms with consolidating archive multimedia of RTK is software creation of archive module, in which will be deployed all audio-visual contents, new and old ones, which will go through the phase of digitization. In cooperation and ongoing consultation with the
programmer, it is managed to create a highly functional module, as of its registration form, as well as identifying, systematizing also that of researching and finding archival materials. Of course, thanks to close cooperation with the programmer, this module is also available for further advances, depending on the needs and requirements that may arise in the future.
ADMINISTRATION AND HUMAN RESOURCES

RTK in 2015 has started with 697 (six hundred and ninety-seven) employees who are divided in services:

<table>
<thead>
<tr>
<th>Sector</th>
<th>Number of employees 01.01.2015</th>
<th>Number of employees më 31.12.2015</th>
<th>Change</th>
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</thead>
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<tr>
<td>Management</td>
<td>7</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>Department for strategy and development</td>
<td>6</td>
<td>6</td>
<td>0</td>
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<tr>
<td>The Office for Communication and Foreign Relations</td>
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<tr>
<td>RTK 2 – TV</td>
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<td>47</td>
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<td><strong>TOTAL</strong></td>
<td><strong>697</strong></td>
<td><strong>701</strong></td>
<td><strong>+04</strong></td>
</tr>
</tbody>
</table>
RTK has ended 2015 with 701 (seven hundred and one) regular employees.

**DISCONTINUED CONTRACTS:**

According to the legal provisions in force each employee retire upon reaching the age of 65 so, given that in 2015 the Twelve (12) employees have reached this age, employment contracts for these employees were discontinued in 2015.

Based on the request of three (3) employees, labor contracts for these employees were discontinued in 2015.

On 28.10.2015 due to the death of one (1) employee is discontinued the contract of employment of employees.

During 2015, based on the decisions of the disciplinary committee, because of serious violations Of two (2) employees is discontinued employment contract for a specific time.

**VACANCIES:**

- The vacancies at the end of 2014 to early 2015 are recruiting employees for these positions:
  - Operator in MCR five employees
  - Video mixer/realization one employees
  - Graphical operator two employees
  - Organizer at RTK Radio three employees
  - Technician in energy in RTK Radio one employees
  - Journalist at RTK Radio one employees

- On 09.12.2014 - 26.12.2014 it has been declared a public vacancy for the vacant position: Chief Editor in RTK 2 - TV and the selected candidate has started working on 01.05.2015.
• On 31.12.2014 - 16.01.2015 it has been declared a public vacancy for the vacant position: Editor of Editor staff 2 - culture editorial staff (1 position - an employee is hired and has started working on 04.05.2015.

• On 26.03.2015 - 10.04.2015 it has been declared a public vacancy for the vacant position: Executive Producer - Editorial actualities (1 position - an employee is hired and has started working on 01.11.2015.

• On 29.05.2015 - 06.12.2015 was announced Package for nomination of five members of the Board of RTK, four members of the Albanian community and a member of the Serbian minority community - four members of the Albanian community have started engaging their starting 01.09.2015 of the three-year term, while for the member of Serbian minority the vacancy should be repeated.

• On 04.08.2015 - 17.08.2015 the package was announced for the nomination of a member of the RTK Board of the Serbian minority community who has his own commitment starting from 15/12/2015 for a term of three years.

• On 10.08.2015 - 08.28.2015 has been declared a public vacancy for the vacant position: Certifying Officer - a position, scenic worker - two positions, Tech Sonic 2 - position and IT technician - two positions.

• A Certifying Officer was recruited and has started working on 11.01.2015.

• Two scenic worker recruited and started working on 12.01.2015.

• During the proceedings of the contest for the vacant job Technical Sound 2 in RTK-Radio, because need for this program become emergent and also for a sound technician on TV, so relying on this vacancy for this job, the candidate who is the second in a row based on test scores and interview, to take this job as a sound technician in television, two sound technician recruited and started working on 12.01.2015.

• During the proceedings of the contest for the vacant technical work in IT, because need for this program become emergent and also for training a Technician in IT, so relying on this vacancy for this job, the candidate who is the second in a row based on test scores and interview to take this job as a IT technician, two technician are both recruited and started working on 12.01.2015.

• On 10.05.2015 - 19.10.2015 it has been declared a public vacancy for the vacant position: Director General of Radio Television Kosovo.

• With decision dated 29.10.2015 of the Board General Director of Radio Television Kosovo has appointed Mr. Mentor Shala with three-year term starting from 27/01/2016.

• On 10.26.2015 - 09.11.2015 the package was announced for the nomination of two members of the Board of RTK of the Albanian community, up to the day of reporting have not completed the procedures for selecting two members of the Board of RTK.

EMPLOYMENT CONTRACT FOR WORK AND SPECIFIC TASK:

RTK 2015 started with 195(hundred and ninety-five) engaged in contract for work and specific tasks and duties which are divided in services:

<table>
<thead>
<tr>
<th>Sector</th>
<th>Engage number on 01.01.2015</th>
<th>Engage number on 31.12.2015</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>RTK</td>
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</table>
RTK has completed 2015 with 188 (one hundred and eighty-eight) engaged with contracts for specific tasks and duties.

Administration in RTK

During 2015, in the Service of administration and human resources in RTK except work routine as: preparation, distribution and registration forms annual leave and medical, update lists of employees and external collaborators, work with parties on requests for clarifications, explanations and suggestions as regards employees, update and control the personal files of employees with the aim of identifying gaps in terms of completing the necessary documentation.

Administration officials have participated in all sessions of Disciplinary Committee, assembling documentary evidence, preparing schedules hearings, notification of persons required to present the details of the meeting, the date and time of the hearing, holding the record for the hearing disciplinary and placing it in a confidential disciplinary case. Administration officials have compiled and published all public vacancies, inviting candidates for tests and interviews, and participated as a member of the Commission interviewers and in the role of observing process and have all proceedings for all vacancies up selection of successful candidates.

- During this period Service and human resource administration in RTK has compiled reports and analysis of the nature of Administration and Human Resources as needed, and request of the Head of Mutual Services in RTK.
- During this period, Administration manager and human resources in RTK, has been engaged in the Working Group for amendment and settlement of RTK Regulations, Working Group for drafting the action plan as well as in Working Group on systematization of jobs and RTK’s organogram.
- It should be noted that during this period for setting data for realization of salary, has been increased an engagement, due to registration of records of new employees in the human resources system.
During 2015 in RTK 1 - TV were implemented projects:

1. **New Year 2015**
   - For the realization of the project "New Year 2015" were engaged 47 (forty-seven) employees.

2. **Kung fu Panda**
   - For the realization of the show "Kung Fu Panda" were engaged a total of 5, with employment contract for work and specific tasks and duties for the period from 01.01. - 05.31.2015.

3. **Gjurma**
   - For the realization of the show "Gjurma" - were engaged total of 4, with employment contract for work and specific tasks and duties for the period from 01.01. - 05.31.2015.

4. **Nhë Univers**
   - For the realization of the show "Nhë Univers" - were engaged in total 7, with employment contract for work and specific tasks and duties for the period from 01.01. - 05.31.2015.

5. **Vikendi**
   - For realization of the program "Vikendi" - for a month, on average, were engaged 15 with employment contract for specific tasks and duties for the period from 01.01. - 31.12.2015, but here it should be noted that for the month of February, June, July, August and September is not realized any program.

6. **Zyra për gjithçka**
   - For the realization of the show "Zyra për gjithçka" - on average, for a month were engaged 17, with employment contract for specific tasks and duties for a period of 01.01. - 05.31.2015.

7. **Çka ka shpija**
   - For the realization of the show "Çka ka shpija" - for a month on average are 20 engaged with employment contract for specific tasks and duties for a period of 01.01. - 31.12.2015, but here it should be noted that for the month of June, July, August and September is not realized any program.

8. **Labyrinth X**
   - For realization of the program "Labyrinth X" - for a month on average are 24 engaged with employment contract for specific tasks and duties for a period of 1:03. - 05.31.2015.

9. **Sonte with Berat Miftari**
   - For the realization of the show "Sonte" with Berat Miftari - except moderator Berat Miftari, there were
engaged total 6, with employment contract for specific tasks and duties for the period of 01:03. - 07.31.2015.

10. **Galla**

   - For the realization of the "Galla" – were engaged a total of with employment contract for specific tasks and duties for one month.

During 2015 in RTK - Radio projects were realised:

1. **New Year 2015**
   - For realization of this celebration project of "New Year 2015", were engaged 20 (twenty) employees.

2. **Concert of Radio Kosovo for International Radio's Day**

3. **Celebration program for Independence Day**
   - For the realization of Radio Kosovo's Concert for International Day of Radio and celebrating program for Independence Day were engaged 20 (twenty) employees.

During the year 2015 in RTK 2 -TV were realized these projects:

1. **New Year 2015**
   - Project for the realization of the festive "New Year 2015" engaged 40 (forty) employees.

2. **"Moja Prva Sansa" – Fisrt program**
   - To implement the program were engaged 3 with an employment contract for specific tasks and duties for the period of 01:05. - 06.30.2015.

3. **Celebrating the second anniversary of founding RTK 2 –TV**
   - Project for the realization of festive celebration of the second anniversary of establishment of RTK 2 - TV engaged eleven (11) employees.

4. **"Letnji Karavan RTK 2 TV"**
   - For the realization of the project, were engaged one employee and a committed work contract for specific tasks and duties for the period of 01:07. - 09.30.2015.

5. **Realization of third the news in RTK 2 TV**
   - To realize the Project is committed to engaging with employment contract for specific tasks and duties for
6. **Broadcasting of sports events and concerts during September 2015**

- To realize this Project Broadcasting sport events and concerts during the month of September 2015, were engaged eight (8) employees.

7. **Cooperation with Japanese donators**

- For realization of this project Cooperation with Japanese donators, during October 2015, were engaged, eight (8) employees.

8. **“Zdravi bili”**

- To realize the Project were engaged one with employment contract for specific tasks and duties for the period of 01:10. - 31.10.2015.

**RESETTLEMENT:**

During 2015, in RTK 1-TV, 15 (fifteen) employed for program needs are resettled. It should be noted that during this period except resettled employees and 3 (three) employees were transferred to RTK 1-TV, two from RTK 2-TV and one from RTK Radio.

During 2015, RTK 2-TV, 1 (a) employed for the needs of program purposes was rehoused.

**ADVANCEMENT:**

During 2015, RTK based on performance and program needs are trained total of 66 (Sixty-six) employees, from:

- RTK-TV advanced 36 (thirty-six) employees.
- RTK Radio advanced 23 (twenty-three) employees
- RTK 2-TV advanced 4 (four) employees
- In IT service advanced 3 (three) employees.

**MATERNITY LEAVE:**

During 2015 RTK, 09 (nine) employed in RTK TV 1 and 4 (four) employees at RTK Radio have filed a request for maternity leave.

**UNPAID LEAVE:**

During 2015 in RTK, 05 (five) employees in RTK 1 TV and 4 (four) employees in
RTK Radio are on unpaid leave.
During the first quarter of 2015 in RTK, 4 (four) employees are on unpaid leave.

DECISIONS TO HELP SOLIDARY:

During 2015 in RTK, according to the requirements of 24 (twenty-four) employees in RTK 1 TV, 12 (twelve) employees on RTK Radio and 2 (two) employees at RTK 2 TV are allocated assistance solidarity with the death of a close member of the family, serious illness or death of employees.

DISCIPLINARY MEASURES:

During 2015 RTK 1 - TV, Disciplinary Committee after reviewing all the facts imposed five (5) disciplinary measures - written warning and three (3) oral warning.

During 2015 RTK - Radio due to illness, an employee does not come to work starting from July, and after expiration of all legal holidays, is discontinued the salary starting from 10/01/2015.

During 2015 RTK 2 - TV, Disciplinary Committee after reviewing all the evidence, imposed disciplinary measures - A month suspension with pay of 50% of base salary, starting from 12.03.2015 - 01.02.2016 and an oral warning.
During 2015, they were followed and RTK is represented in these legal matters;

- in The Basic Court Pristina are a total of six (6) legal issues;
- in The Basic Court Pristina - Department of Economic Affairs are a total of 12 (twelve) legal issues;
- in The Basic Court Pristina - Civil Division of Civil Affairs are a total of 18 (eighteen) legal issues;
- in The Basic Court Pristina - Administrative Affairs Department is a subject;
- in The Basic Court Pristina - Civil Division in the contentious procedure are completed total of 15 (fifteen) subject;
- in The Court of Appeals in Pristina are a total of three (3) subject;
- in The Supreme Court is a total of one (1) subject;
- in The Special Chamber of the Supreme Court is subject.

II Other administrative matters:

- Action in Basic Court of Pristina - Department for administrative issues for the development of administrative conflict against Pristina Municipal Assembly;
- Action Completion in the Basic Court of Pristina against the KKP (PMA);
- Comments on revision of License Fee Regulation of the KPM (IMC) License.

III. Decisions:

Compilation of decisions: for termination of job contract, for establishing of various committees, such as tendering and competitions for purchasing of audiovisual works, drafting decisions of the disciplinary
IV. Legal interpretations:
Legal interpretations are compiled by including various interpretations of provisions of Law on Labor, public competitions announced by Radio Television of Kosovo, for different foreign audiovisual projects, etc.

V. Other works:
- Drafting of various contracts for memorandum for program cooperation;
- Review and legal examination by the various contract of RTK2- TV1 and RTK2;
- Participation in disciplinary Committees, as a member of Commission;
- Participation in several Committees for establishment of relations;
- The exchange of letters with various officials of municipal institutions, courts, the Independent Media Commission;
- Reviews the various requests submitted by external parties and internal ones;
- Develop responses in memos sent by the Ombudsman, on various issues;
- Participation in the seminar on the rights and obligations of audio-visual holders in internet.

Enforcement issues:
There are a total of four (4) execution issue completed during 2015, while for 22 (twenty-two) others enforcement issues it is being conducted proceedings.

THE VOCATIONAL TRAINING CENTRE

During 2015 we have conducted several trainings and workshops.
A television journalist of RTK has won a training scholarship “Thompson Reuters” based in London, where she received training on reporting on politics and economics, during months February-March this year. A television journalist has participated in the Eurovision Academy in Podgorica, Montenegro, for environment, in April.
Three journalists and three editors of RTK were trained in investigative journalism from organization BIRN in June.
As organized by the OSCE and Press Council, journalists (2) and editors (2) of RTK were trained for “editorial standards” and “Media Freedom in Kosovo”, held in Peja and Prizren, in June. Three members of IT, are trained for archive, in the training organized by the EBU, in Belgrade, Serbia.
A member of the marketing staff was trained for montage in London, with its own tools.
Also in the last year, members of the RTK security are trained in security issues in the training organized by the private college Illyria.
Since October, has started the implementation of JICA project, within which were developed a range of activities: were held more training and started to produce a monthly TV magazine, a mutual production between Channel 1 and RTK 2.
Thus, within this project were held trainings: reporting on natural disasters attended by 4 journalists from RTK1 and 3 journalists from RTK2. Then reporting for cultural heritage 3 journalists were trained by RTK 1 and two journalists from RTK2. Training for protests, where 4 journalists were trained by RTK 1 and 3 journalists from RTK 2.
Training is also organized to cover economic topics, 3 journalists were trained by RTK 1 and 3 journalists from RTK 2. It should be noted also workshops which are organized by news editors and RTK 1 and RTK 3. Then trainings for morning program in RTK1 and RTK2. Training programs on RTK 1 Documentary.
This project will continue for two years, so that these Vocational training centers of RTK, is organized on a regular basis training workshops with channels RTK 1 and RTK2, in order to learn from prosperous experience and NHK (Japanese public television) and to highlight deficiencies of its programs, in order to raise the quality of programs and increased cooperation between channels RTK 1 and RTK 2, through television materials, program cooperation and mutual production programs such as magazine "Focus".

RTK practice

RTK has offered internships tens of students from public University of and private universities. About 300 students from the Public University "Hasan Prishtina" and private colleges and vocational schools were offered practice in the newsroom, in minority editorial staff, camera, editing, montage, and graphics, in film and music editorial staff and in RTK - television, also in the radio in the newsroom as well as in sound technicians. All relevant certificates were issued for internships. During this period, also were following all the possibilities for training, seminars and conferences, relevant sectors and units of radio television.

DEPARTMENT FOR STRATEGY AND DEVELOPMENT

Transmission and technology
- Preparation of RTK platform for digital terrestrial broadcasting;
- Draft agreement with PTK for use of PTK network (IP) as contributive or distribution system;
- Preparation of specifications for equipment that will be needed for digital terrestrial broadcasting;
- Contribution by RTK in conjunction with terrestrial digitalization strategy and the law on digitalization;
- Research OTT and IPTV platforms;
- Preparing the project for implementation of digital broadcasting, divided in phases based on strategy for digitization;
- Draft proposal for satellite broadcast of RTK channels by Eutelsat;
- Preparation of pilot projects for broadcast via the Internet.

Projects and development

File preparation and adaptation of priority Digitalization Project Proposal RTK:
- Together with the staff of information and technology, we managed to adopt file of draft proposals in RTK, according to specific requirements for various applications.
- Following developments in RTK, the renewal of a part of production is considered necessary recompilation of the project of RTK Digitizing Internal with new specifications and needs.
- The draft proposal was sent in the first half of the year prepare to Japanese Government. Is prepares also the file for finance office, the Assembly of RKS etc. The document includes technical specifications, technical equipment and overall strategy for digitization of production and network transmission.

Coordinating responsibilities of RTK, within the partnership with BIRN in project "Media for all":
- Within the responsibilities of RTK in partnership with BIRN project "Media for All", is coordinated, organized, determined group of journalists in coordination with responsible editors of information for participation in training sessions:

1. Investigative Reporting Course (22 -27 May 2015)
2. Investigative Reporting Course (10 -14 November 2015)

In each of sessions we had the presence of 4-5 journalists. Lecturers were producers, and investigative journalist and editors with world renowned, international award-winning.
- Concert dedicated to 3 decade creativity of rock group “Minatori”, was organized traditional gala concert of RTK.

- Supervision of the draft agreement between RTK and the Youth Palace:

- Preconception, coordination and implementation of promotional videos for diaspora.tv platform.

**International relations**

Department of International Relations has had a busy activity in 2015. Continued the excellent cooperation with international media organizations, and Radio Television of Kosovo is a member of them, as the EBU, Bruge Group (which has already been incorporated within EBU), URTI, COPEAM, etc.

Because, RTK since 2014, is an associate member of Broadcaster Union of Asian countries, in November 2015 RTK has participated in the General Assembly of ABU’s, that this time was held in Istanbul, Turkey.

6. **Recommendations / institution challenges (increase staff, law changes)**

Recommendations and challenges of RTK are:

- Resolution as soon as possible for issue so stable funding, long-term and adequate;
- Increase the budget of RTK, at least at the level of regional public broadcasters;
- Increase the budget of RTK that allows the return of debts, while not risking proper functioning of the public broadcaster;
- RTK, to be financed from the state for construction of its network digital transmitters, in order to have complete coverage of the territory of Kosovo;
- RTK, to be financed by the state for digitization of production and digitization of archives.
- Finding new location (appropriate new Pristina, near the Palace of Justice), and the allocation of funds for the construction of new building which meets the requirements for proper functioning of the Radio Television of Kosovo.
- Amendment of the Law of RTK.
- Finding legal mechanisms to prevent enormous political pressure that has RTK from all political parties and interest groups;
  - Drafting and update of new regulations depending on the internal needs of the RTK.
7. Financial Report  
(Audit financial statements)

The report reflects the activities carried out in 2015, compared with planned obligations and certain goals.

During the reporting period RTK followed a policy of cost control and aims to provide services that have greater value than the funds spent.

The report provides data by specifying a series of indicators to come out of completed reports for this period. Except reporting purpose these indicators reflect the work for the reporting period.

RTK Financial Statements have been prepared in accordance with International Financial Reporting Standards (IFRS) and interpretations issued by the International Accounting Standards Board, (IASB) and International Financial Reporting Interpretations Committee (IFRIC).

Besides Annual Report, RTK prepares monthly and quarterly financial reports, which are reviewed and approved the RTK Management and Board of Directors of RTK.

Financial reports and Budget Projections, analyzed and approved by the Board of Directors of RTK, are sent for review and approval also by the founder of RTK - Kosovo Assembly, namely the Committee on Budget and Finance.

There are written financial policies and strict procedures to control costs. No expenditure shall be allowed and paid without the prior written approval of at least two authorized persons.

In an effort to achieve greater transparency in financial year 2015, RTK was audited by an independent External Auditor. The audit report is published on the web-site of RTK.

Annual Report, Financial Statements and Audit Report were sent founders of RTK, as it was foreseen by Law
on RTK, and Committee on Budget and Finance and all relevant factors.

Financing of RTK is regulated by Law on RTK no. 04 / L-046, Chapter IV, Article 21.
For a transitional period of up to provide finance from subscription, every year to RTK are allocated 0.7% of the revenues of the Kosovo Budget.

Summary reporting data

In the reporting period prepared by Department of Finance prepared:

- Financial reports on a quarterly basis for the Management of RTK
- Preparation of quarterly budget projections for Ministry of Finance to transfer funds provided by law
- Budget projection of RTK for 2016
- Savings Plan June-December through economic categories based on the recommendations of the Auditor General
- The request for additional funds for the Assembly and the Ministry of Finance
- Preparation of financial statements of RTK for 2015
- Preparing Financial Reports on a quarterly basis for the Management of RTK
- Work meetings with committees of RTK data consistency between the Finance Service and the state according to the findings of commissions 31.12.2015
- Reconciliation of taxes and contributions of employees between the Kosovo Tax Administration and RTK
- Reconciliation of salaries, taxes, contributions, health insurance between Service Finance and Human Resources in RTK
- Reconciliation with partners of RTK according to the state 31.12.2015.
- Reconciliation of Assets Officer of RTK and accounting according to the state 31.12.2015
- Serial Devaluation of RTK for the period 2015
- Preparation of various records from earlier periods for private enforcement, the courts, etc.. required by the Legal Office of RTK
- Harmonization of accounting affairs with officer certification
- Certification of the documentation evidenced through budget codes and checked on a daily basis
- Identification of the location of their assets and barcoding in RTK-TV1, TV2, TV3, TV4 and RTK Radio
- Also during this period, Financial Service has prepared various reports depending on the requirements of the management of RTK.
- Reporting on a daily basis for the marketing department collected funds in the account of RTK by the customer
- Reconciliation of RTK warehouses, according to the state 31.12.2015
- Registration of clients Marketing at the RTK
- Preparation of data to external bodies such as the Department for Investigation of Corruption
- Based on changes and movements of the sectors that have occurred from one place to another, it is done a situation review status of all assets in RTK.

As priority and sound basis reporting is the first identification of costs, materials, investments and revenues General Ledger, of course after the control and certification of documents, where the figure of calculations has reached approximately about 1,840 in RTK1, then about 858 in radio and 375 in RTK2, where the total number of calculations is 3,073.
Spending is registered for advances issued to employees, reasoning of invoices brought by the travel and reconciliation with the same.
Registration of revenues, respectively disclosure of requirements to clients who contract with RTK, for example, invoices for PTK antennas, invoices for parking in Radio etc. There have also been invoicing for customers abroad as a result of signal and You Tube.

On a daily basis, every day it is done also recording of bank extract with a total of 1,621 transactions in all accounts of RTK, where in total are 3 bank accounts for RTK 1, then one bank account for RTK2 and one for RTK Radio. These transactions recorded huge contribute to accurate reporting at any moment of RTK financial position.

Among tasks of the Department of Finance it is also the record of customer marketing at RTK level and at the same time ensuring that records are matched in two departments. Equipment and investments are amortized as required by the Financial Accounting Standards, since RTK accounting it is with the International Accounting Standards (IAS).

It started with a review of the situation in RTK Radio, and as a result it was observed that the initial condition is very bad assets (are completely demolished).

So after completing this process will take a longer period of time, they are questioned about 7,000 assets. As a result of this condition, should be formed relevant committees and take decision about what to do with these assets.

Also in the following, will continue this initiative until it becomes full situation review.

Financial Statements and Independent Auditor’s Report are presented in Annex 2.

8 Annual procurement report

The annual report for public signed contracts for fiscal year 2015, is attached as an annex (Annex 3).

9. Annex

1. A copy of Organogram of Radio Television of Kosovo adopted by the Board (Annex 1)
3. The annual report for public signed contracts for fiscal year 2015 – Annex 3
4. The public opinion poll (viewership and credibility of RTV) - Annex 4
Annual work

Report 2015