APPLICATION FOR RADIO RENEWAL



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PerformanceOverview

Upon receiving the in August 2015, Info Hub FM could not commence operations due to unforeseen technical and financial constraints resulting in an undesirable financial losses. When we finally started in 2017, our financial prospects were exciting since we were the only radio station serving and covering semi-urban in Leribe and the districts in its vicinity. Unfortunately, with the advent of covid 19 pandemic hitting the country adversely, our socio-economic position was undesirably affected. Attempts to recover from this seemed virtually impossible and impractical; our economic climate still under pressure so that it becomes hard to come by a substantial advertising. With Maputsoe constituting the significant economic hub in the northern region of the country, the Russia- Ugrian war aggravated the situation as most of the factory worker were laid off and poverty struck.

a) Detailed Performance Indicators¹

As indicated above, some external factors placed the substantial pressure on our overall performance but Info Hub FM has remained resilient since some counteractive measure were put in place namely. We saw some fluctuating grow in an array of area. As indicated below

b) Sales and Marketing Strategy

Our marketing team goes out in order to meet out clientele to assess customer satisfaction and/or absence thereof. In order to create a solid customer base, we handsomely decrease our prices so as to encourage brand loyalty; this in turn maintains our fundamental sales. As for our

(e)Retention and Beneficiation Strategies

The working environment of our radio station will be conducive to personal growth of its employees and some incentives will be given to those who will be performing outstandingly well in maintaining the standards. They are also given competitive remunerations. So as to retain our highly qualified and experienced staff.

(f) Staff Beneficiation

At inception of Info Hub FM, had all staff members worked on voluntary basis, this occurred in the first two years (2017and 2018). We had not fully found or footing n the demanding media industry. In 2019, we all received stipend to cater for transport fares mainly. In 2020 covid 19 pandemic took us back to the struggling phase in which diminutive stipend was greatly cut by 25%. In 2021, even though the aftermath of the pandemic could still be experienced, Info Hub FM saw upsurge in terms of revenue resulting in us being able to pay salaries for two staff members. Between 2022 and 2023, two more staff members began to receive salaries; since then nothing much has changed. This means fourteen of the sixteen members still receive stipends.

(g) Trainings and Tools to Ease Operations

Introduction

As desired by the Lesotho Communications Authority, all our core business employees, namely Managing Director, Station Manager, Programme Producer, Reporters and Presenters must be in possession of the relevant qualifications so as to avert underperformance that may

	freedom has topped the agenda of MISA in advancing some clear understanding of media freedom and responsibilities that come with it. The workshop in this regard sought to in the attendees the importance of observing the responsibilities as well.		were able to explain the concept 'Media Freedom', analyse its importance and a democratic society and evaluate challenges and limitations to press freedom in different contexts. One presenter attended this.
Media Professionalization	Balancing stories professionally; promotes fairness and objectivity, provides truth and accuracy, encourage informed public opinion, builds credibility andtrust, reduces conflict and poltheprmisearisation, fulfills journalistic ethics, protects	One Day	

In order to avert some technical setbacks, Info Hub FM from time to time contracts a reputable expert in the area of technology to train our staff to utilize radio broadcasting equipment correctly. Upon the advent of the latest technology in the market, we seek some knowhow in that regard so as to move abreast with and/or outperform our completion.

(k)Public Beneficiation

Info Hub FMoffers free call-in emergency service to the public it serves, this turns to be beneficial asit assists in combating some social ills like stock theft. We also have a programme that assists in ameliorating that abject poverty by encouraging self-reliance by making cooperatives. During Christmas season, we encourage benevolence and goodwill; we donate none-perishable food parcels to the disadvantaged of the society; the similar endeavor is carried out by collecting someold usedclothes and donate them. All this is done for the betterment of our communities.

(1) Revenue Generation Sources

Since Info Hub FM is a registered radio station, we constantly focus on generating income by offering the unsurpassed radio broadcasting experienced to our valued audiences. We also do event management to boost our revenue. The avenues put in place in this regard include the following:

Advertising constitutes 55% of our total revenue

Promotion constitutes 15%

Brand Embassy constitutes 6%

Sponsorship 14%

Programme Sales10%

this phenomenon, we decided to incorporate it in our everyday business by offering our clientele some additional social media platform in our ever growing social media spaces.

Report on Compliance with term, Laws, Regulatory Framework Directives

Condition	Adherence/observance	Plans to Overcome	
Subtopic	under the current licence	failures and	
		Constraintsor	
		Alterations	
Name of	No contravention	The name is Info Hub	
Licencee		FM as per its registration	
		documents	
Technical	No contravention	Info Hub FM has always	
Standards		adhered to this condition	
		that we MUST operate	
		with the given	
		broadcasting parameters	
		as given by the LCA. In	
		accordance with our	
		specific licence	
		stipulations, we MUST	
		stick to 94.6MHz as an	
		assigned frequency from	
		Chafo in Leribe, The	
		power assigned for our	
		transmission has always	
		been 500 watts & 10	
		watts and our ;ink to the	

		M1300.
Programming	No contravention	In order for us to stay
		relevant to our audience
		and clientele,Info Hub
		FM seeks to put in place
		some alterations in our
		programming (new
		proposed programme
		format is attached for
		your consideration)
Ownership	No contravention	The ownership of Info
and		Hub FM remains
Management		unchanged;
		SekereKhomo is still the
		sole Managing Director.
		When it comes to the
		everyday management,
		the MD shall be relieved
		of his duties so as to give
		enough time to manage
		his chronic condition but
		he will be playing the
		oversight role most.
Amendments	No contravention	Info Hub FM has no
on Certain		intention to make
Documents		changes to its basic
of the e		documentation but the
		need arises to do so, we
		will inform the
	The second secon	Authority accordingly.

- **LECSA** Hlotse Primary School was need of some additional computers fill their new computer lab, as Info Hub FM made an appeal/and request to our audience clientele to lend helping hand and succeeded.
- During Covid 19 (d) pandemic period mostly, some members of the within communities which we operate would come in person to make request for some food parcel hand-outs their as were movements restricted so selling on the streets was virtually impossible. This initiative provided the safety net for those faced with starvation and

		and this is carried out by
		having a slot weekly in
		which The
		Commissioner of Police
		through his
		representative makes
		announcement, currently
		we have a specific
		programme intended to
		educate the public about
		crime. From the Police
		Headquarters we
		broadcast crime
		incidents fo all districts.
		This is all for free
Emergency	No contravention	Info Hub FM has
Procedures		assigned its receptionist
		to handle all the
		emergencies as a contact
		person, so that during
		any disaster she could
		assist. The good example
		of this initiative was
		when the country
		experienced the covid 19
		pandemic in 2020 and
		2021 in which we
		worked hand in hand
		with the Command
		Centre and Disaster

resolve them amicable;

- a) There is a continuous advert that encourages the public to come to or office they have any complaint pertaining to or programming
- b) A file is made available in which complaints are saved. No complained so far.
- c) Upon lodging the complaint, Station Manager has it take upon himself to grant the complainant timeous(within week) solution before which thorough investigation has to be conducted establish the validity of grievance.
- d) The incident report

	300	Authority, though other
		conditions were
		breached The Station
		Manager shall ensure
		compliance.
"the licencee	Due to the ill health, the	Under the coming
no earlier	Managing Director has been	licence, we plan to
than two	unable to ensure the	entrust all the managerial
years or no	submission of the renewal	duties to Station
later than one	application within the time	Manager as per the new
year prior to	limit.	management structure so
the expiry		as to avert this
this licence		contravention. The
submit to the		application have been
authority an		made before the last two
application		years of our expiry.
for renewal"		

Handling Complaints

Info Hub FM has put in place some measures to deal with the public complaint one of which is assigning the Station Manager to handle all the complaints and resolve them amicable;

- f) There is a continuous advert that encourages the public to come to or office they have any complaint pertaining to or programming
- g) A file is made available in which complaints are saved. No complained so far.

(ii)	Key areas of legal/regulatory compliance	tenure. We, therefore, outline herein the envisaged compliance procedures to counteract this weakness. Timely payment of fees and timely application for renewal
(iii)	Compliance activities and timeline	Info Hub FM shall entrust the oversight role to the Managing Director as all the day-to-day running of the radio will be done by the Station Manager. The areas to dwell much on include the payment of fees within the given time or propose the payment plan with LCA so as to avert delay. As for the late renewal application, the Managing Director shall commence working on the application in last three years prior to the expiry date
(iv)	Risk Management	In order to mitigate the risk of falling behind with our payments, Info Hub FM shall communicate with the LCA more frequently
(v)	Monitoring and Evaluation	Tools for monitoring and evaluation shall be put on place

tremendous over the years. From time to time, members of the communities invite us to their newly established enterprises/businesses most of which are owned by the unemployed graduates. For example, last year alone has seen nine businesses commencing operations.

(b) Business Seminars

In Info Hub FM organizes some business seminars in a number of area; Botha-Bothe, Hlotse, Maputsoe and Peka by inviting the experienced business gurus to share how they managed to emerge in this unfavorable business climate; this in turn fosters the spirit of entrepreneurship

Through the current programme "TsaTemo" we have managed to encourage the establishment of cooperatives that seek to uplift the livelihoods of women in the production of dried fruits for sustainable food security. They also embark on the individual vegetable gardens.

(c) Staff Beneficiation

At inception of Info Hub FM, had all staff members who worked on voluntary basis, this occurred in the first two years (2017and 2018). We had not fully found our footing in the demanding media industry. In 2019, we all received stipend to cater for transport fares mainly. In 2020,covid 19 pandemic took us back to the struggling phase in which diminutive stipend was greatly cut by 25%. In 2021, even though the aftermath of the pandemic could still be experienced, Info Hub FM saw upsurge in terms of revenue resulting in us being able to pay salaries for two staff members. Between 2022 and 2023, two more staff members

	Tshosane(Mr)	somewhere on
3	Accountant M.Ts'ephe (Ms)	a fulltime basis
		and come to
		present during
		spare

Remuneration Bands

Band Category	Band Remuneration Range	
A	M2000.00 - M3000.00	
В	M400.00 – M600.00	

Info Hub Contribution to Corporate Social Investment

Introduction

While we fully understand that Info Hub FM is a commercial radio station, we have a corporate social responsibility to fulfill. As foresaid, we pride ourselves in interacting with the communities we serve so as to be able to spot areas that could change for the better. We are mostly interested in the following areas of social concern

(a) Environmental Responsibility

Info Hub FM is of the belief thatsustainable environmental measures constitute the core fundamentals of our very existence hence we, from time to time embark on some initiatives like street cleaning. This is made possible by the positive image we ourselves have managed to build among our communities. For instance, once every two months, we collaborate with the Hlotse Urban Council and some small business unions to clean our town streets. Info Hub FM has appointed one famous

teacher and Info Hub FM staff wearing uniform, learners singing using sign language and learning to speak in sign language by our staff.

Hlotse LECSA Primary School is the only school that admits learners with myriad deformations and disabilities, so in 2024,we donated some walking sticks as it turned out that it was virtually impossible to secure them on their own due to financial constraints. These were meant for the physically challenged learners.

(d)Economic Responsibility

Info Hub FM plays a pivotal role in revamping the socio-economic conditions of the communities it serves and this is resultant from our firm stance enshrined in the core pillars of our business alluded to earlier on. One of the most fundamental roles through which we contribute to the economic transformational development is through the programme called Business Deal which is aimed at encouraging entrepreneurship and self-reliance. The impact of this endeavour has been increasingly tremendous over the years. From time to time, members of the communities invite us to their newly established enterprises/businesses most of which are owned by the unemployed graduates. For example, last year alone has seen nine businesses commencing operations.

Info Hub FM organizes some business seminars in a number of area; Botha-Bothe, Hlotse, Maputsoe and Peka by inviting the experienced business gurus to share how they managed to emerge in this unfavorable business climate; this in turn fosters the spirit of entrepreneurship.

Through the current programme "TsaTemo" we have managed to encourage the establishment of cooperatives that seek to uplift the livelihoods of women in the production of dried fruits for sustainable we will work alongside it and\or collaborate with it. For instance, the upcoming programming and contents can be posted on social media well beforehand.

(c) Seasonal Trends

The management of Info Hub FM should remain vigilant and conscious of the media related and economic trends so as to be ready for any potentially unforeseen circumstances, this is done to stay relevant in the ever-changing media landscape.

(d) Membership and Affiliation

Info Hub FM (Pty) Ltd will establish all the checks and balances pursuant to the conditions, rules and regulations as per the stipulations of issuance handed down by the Lesotho communications authority (LCA). Info Hub FM will also be affiliated to the media institute of southern Africa (MISA) and other relevant bodies that observe conditions of the Lesotho communications authority (LCA) which is the mother body mandated to oversee all communication matters countrywide. we will also be affiliated to Private Sector Development Foundation of Lesotho (PSDFL), Leribe Business Forum (LBF AND BEDCO).

(iii) Internet Broadcasting

In addition to the traditional antenna-transmitter ways of broadcasting Info Hub FM seeks to embark on the internet broadcasting with which will increase our audience and publics exponentially. The international business communities that have some footprint in Lesotho will see the need to advertise with us thereby increasing our sales, marketing and advertising availability, footprint and strength by the end of our third year of operation under the new .

(iv) Podcasting

Providing us with a platform to share information, stories and entertainment, unlike the linear nature of traditional radio, podcasts offer a flexible on demand audio experiences, allowing listeners to access content anytime anywhere. Which is going to furnish us with the much needed followership which will in return provide us with the paid for followership to increase our sales.

(v) Live Broadcasting

So as to attract more the tech-savvy listenership, Info Hub FM plans to employ the social media platforms such as Facebook to keep touch with our publics and potential clientele.

(vi) Program Pre-recording

In order to cut down on the number of presenters and producers Info Hub FM will employ the part-time and media experts that will prerecord their programs from afar so that they may be broadcast in due course. This will in turn reduce the operating expenditure.

(vii) Entertainment

(d) Rent

Since Info Hub FM does not own any premises, we need to pay rent monthly and this is done to ease operations.

INFO HUB FM will ensure the construction of its own studios in order to avert exorbitant rental fees and these buildings will make use of off grid supply of power like solar energy and backup generators. About 15% of the total annual income will be set aside towards the construction of our own studios and office spaces and expect it to be accomplished in the first three years of its operation of the new licence term.

(d) Music Licence Fees

We as **INFO HUB FM** are aware of the new legislature which stipulates that the local music industry is to be paid for the use of its music on the basis of the percentage of the music in use (20% of its programming).

Info hub FM management structure projections

Introduction

In line with the medical report attached herein from MotebangHosptal in Hlotse, Leribe, the management structure of Info Hub FM must be changed so as to ease the everyday management activities like meeting the deadlines as expected. In accordance with this report, the Managing Director, SekereKhomo will shed the bulk of his managerial duties on to the shoulders of the Station Manger as per the structure shown below. His terminal illness has proven to bear an adverse impact on the general

	framework underpinning the ideal
	radio station operations in
	Lesotho.
Station Manager	The Station Manager is meant to
	take on the daily running of the
	station so as to ensure adherence
	to the vision, mission and values
	in order to avert deviation from
	the core business of this entity.
	He/she reports to the Managing
	Director. He also responds to the
	customer/client/listener
	complaints as the LCA
	stipulations to ensure amicable
	resolutions.
Programme Producer	The Producer makes sure the news
	reporters furnish the station with
	the balanced stories which
	underpins the ideal reporting as
	per the stipulations of the LCA.
	As the name signifies. Info Hub
	FM producer plays the
	gatekeeping role to ensure each
	programme attains its mandate for
	the betterment of communities we
	serve.
Receptionist	The main role of the Receptionist
	is to ensure the daily in-office
	classified information
	safeguarding, filling and retrieval,

		Training		Expectation
		Schedule		
Improve	Producers,	Once	On-the-job	A well
technical and	and	every three	coaching by	rounded
on-air skills	Presenters	months	the	person who
		(one week)	reputable	can handle
			and	basic technical
			experienced	and on-air
			individuals	challenges
				well
Ensure legal	Producers,	Once	Workshop	Someone
and regulatory	Presenters	every six	by LCA	knowledgeable
compliance	and Social	months	and/MISA	in all areas
	Media	(one day)		pertaining to
	Specialist			legal,
				regulatory and
				ethical
				confinements
	All Staff	Once a	Out-door	Ensuring a
Strengthen	Members	year by Ha	Training	smooth
teamwork		Khomo	involving	collaboration
communication		Cultural	physical	among pur
		Village	exercise	staff members
		(Team-	2	
		Building		
		Wing)		
On-air training	Producers,	On-going	On-the-job	Ensuring
and	and	Coaching	coaching by	proper use of
articulation	Presenters		the	language,
			reputable	pronunciation

Proposed Programme List/Format

Time and	Programme	Contents	Target
Days	Name		Audience
Mon-Fri			
8:00-9:00	TsaKhoebo	Market updates	Aspiring
		Entrepreneurship	Business
		Business Trends	people
9:00-9:30	Word of	Ministering and	General Public
	God/LENTSOE	Preaching	
9:30-13:00	Bopheloba Rona	Health Issues, Food	General Public
		Handling, Family	
		Matters	
13:00-	Khoaolla	News Updates Phone-	Middle Class
14:00		ins	
14:00-	Rea Lema/ Ha li	Agricultural Matters	Farmers
15:00	panoe		β
15:00-	BochakeTs'iea	Education, Drug	Youth
18:00		Abuse, Youth	
		Challenges,	
		Entertainment. Sports	\$
08:00-	KaMorifing	News Updates,	Middle Class
20:30		Market updates	
20:30-	TsaMahlale	Science, Technology,	General Public
22:00		Innovation	
	Know Africa	Information on	
	(Mondays &	African Issues	
	Wednesdays)		
22:00-	BannaKhotla	Empowering a Bot	Males
00:00		Child and Men	
00:00-3:00	TsaMolao	Education on Legal	General Public

22:00-	Bosotho baka	Cultural and	General Public	
00:00		traditional Matters		
00:00-3:00	Rea Rorisa	Praise and Worship	General Public	
3:00-6:00	Rata Lesotho	Promoting Patriotism	General Public	
6:00-8:00	Bonono	Arts	General Public	
Sunday				
8:00-9:00	Selibasa Bopheli	Word of Good	General Publiv	
9:00-11:00	Bakreste ba eabina	Gospel Musi	General Public	
11:00-	TsaMehleng	Back to Eighties	Middle Class	
13:00				
13:00-	Monyanyako	Monyanya	Middle Class	
15:00				
15:00-	Makolulo	Music Playing Jazz	Middle Class	
17:00				
17:00-	Bahloli	Recognizing Good	General Public	
19:00		Deeds and		
		outstanding		
		Performance our society		
19:00-	Ha re Phomola	Word of God	General Public	
20:00				
20:00-	Boithuto ba Bible	Bible Study	General Public	
22:00				
22:00-	Khothalang	Motivation	General Public	
00:00				
00:00-3:00	Re mo bona ele	Praise and Worship		
	Molimo			
3:00-6:00	Government	Where to find	General Public	
	Service	different		

Coverage Analysis	above Lekokoar to menti topograpi coverage	were coneng, Uppe on a few hy pose a	utside the areas mentioned overed, for instance or Thamae in Maseru just. Lesotho's mountainous challenge with regards to
Field Measurement Results	Coverag	_	Demographics
		e (yes/no) No	
	yes		12.25
	39	11	13-35
	42	8	36-70

Conclusion

While Info Hub FM experienced somewhat unfavourable time in the past ten year of its operation, we remained resilient to a larger extent. The impact of Covid19 period shook us to the very core of our existence because when it struck when we had not found our footing in the mainstream media industry. Even when we thought we had emerged from its grip, its aftermath could still be felt years thereafter hence our initial performance portrays this picture shown herein. Some innovative strategies are to be employed to counteract the effects of any out-of-control economic climate that may arise. We did our best to remain afloat; we are looking forward toperforming better this coming term.

HlotseLeribe

BEDCO Room 33

Cell: (+266) 57282142 / 63320427



HANDLING COMPLAINTS

INFOHUB FM is committed to fair and impartial broadcasting which is an idea the Lesotho Communication Authority stands for.

In line with the conditions of our license, we have a file that is meant to record of the complain from our public and the resolution thereof. The Managing Director himself handles this due to its sensitivity. We also have a clip running constantly on air to educate the public on how to lodge the complaints.

Sekere Khomo