

IREX  
**Kosovo Independent Media Program**  
(CA no. 167-A-01-00107-00)

**Quarterly Report**  
**July 1, 2002-September 30, 2002**

IREX submits this quarterly report in accordance with the requirement of the Kosovo Independent Media Program (CA no. 167-A-01-00107-00). IREX feels the report provides sufficient detail to allow USAID to adequately monitor the program or ask follow-up questions. IREX/DC and field staff have also been in close contact throughout the quarter on program implementation. IREX welcomes USAID comments and questions on the report, directed to Tadd Eakin, Senior Program Officer ([teakin@irex.org](mailto:teakin@irex.org)).

## **I. SUMMARY**

This quarter the Kosovo Independent Media Program (KIMP) focused on improving the professionalism of television broadcast news, on specialty writing for print media, and on association development. Concurrently, IREX continued to assist the television stations improve their business and programming strategies.

IREX conducted many training sessions for television and print journalists in business reporting, feature writing, camera work and photojournalism. A business planning workshop was also held as a follow-up to the business and economic reporting sessions of last quarter. As new privatization regulations are anticipated, journalists are seeking to improve their skills in this area of reporting.

In addition, both KosovaLive News Agency and KTV had Journalists in Residence for up to a month to give them day-to-day advice and to observe the operations of these news outlets. IREX Senior Media Advisor, David Bellin, continued to work to assess and improve Koha Vision's and RTV-21's business plans. He was assisted by Julian Davies, a British consultant who returned to Kosovo after his last quarter's training in business planning for media outlets to expand upon that training.

IREX continued its work in association development this quarter. Senior Media Advisor Tim Kenny assisted AMPEK as the Association began the search for an Executive Director. Tim also advised the newly organized Association of Professional Journalists of Kosovo as the steering committee for establishing this entity was formed.

### **HIGHLIGHTS:**

- **IREX continued to be heavily involved with the crafting of media regulations.** IREX continues to be heavily involved with the TMC in developing the Task Force to establish a panel of experts to look into a level playing field for independent and public broadcasters. The TMC decided in July to proceed with the panel of experts who will advise the SRSG on the role of the public broadcaster RTK. This panel arrived in Kosovo in September.
- **IREX worked with local photographers to improve their skills as photojournalists.** A photojournalism course was run between July 22-24, directed by Tim Kenny, handled by Local Media Advisor Emine Berisha and led by photojournalist Mark Milstein. Milstein

then consulted with individual newspapers for two days to help with special photo problems.

- **IREX Senior Advisory team went for a weekend brainstorming retreat in Skopje to plan for the next fiscal year.**
- **Radio training for young journalists began in earnest.** Tim Kenny expanded his series of radio training programs for young journalists.
- **IREX worked alongside AMPEK to enhance its function as a provider of training.** Further meetings took place with AMPEK, resulting in the placing of an advertisement for candidates for the post of Secretary General. Space and computer equipment has been set aside within the IREX building for a small AMPEK office.
- **Federation of Journalists in Kosovo was replaced by Association of Professional Journalists of Kosovo, a grassroots effort.**
- **IREX collected a group of consultants together to provide training and assessment for television in a multidisciplinary manner.** IREX brought together a distinguished group of television and technical consultants in Pristina in September who collectively had more than 300 years of media experience between them. This vast experience in many fields was then put together in a multidisciplinary manner to provide a wide-range of training with various methodologies.
- **IREX invited a former editor of the New York Post to conduct a seminar on feature writing.** A successful workshop/practical seminar was held over two days with individual tutorials for three additional days by Xana Antunes, former editor of the New York Post.
- **IREX-sponsored television survey held.** Expert Helen Harrison set up the basis of a television survey and initiated an advertising Joint Industry Council in Pristina in September. This consultancy was the first step towards conducting continual statistical data of the television advertising markets
- **IREX collaborated with Medienhilfe to broadcast Serb radio broadcasts.** Beginning at the end of September, KosovaLive began sending broadcast wires via e-mail to eight Serb-language radio stations throughout the region.

## **II. MEDIA ENVIRONMENT**

The Temporary Media Commissioner (TMC) proceeded to convene a panel of experts who will advise the Special Representative of the Secretary-General for Kosovo (SRSG) on the role of the public broadcaster RTK. The panel, appointed by the Task Force on the Independent Media Commission, first met in August with a number of individuals and organizations, including Dale Pfeiffer and Earl Gast at USAID, the Board of RTK, OSCE personnel, and Veton Surroi, chairman of the Koha Media Group. The panel returned to Pristina in September for further research, and will visit again in October to present its draft report.

Several newspapers criticized the TMC after the media regulating agency fined the daily newspaper Bota Sot for the use of "hate speech" in one of its articles. While the TMC hopes that the fines will deter similar violations of the code of conduct in the future, others suggested that the punishment signals an effort to control freedom of the press. Koha Ditore, calling on journalists to help themselves, noted the need for greater assistance in developing a strong journalists' association to act as a self-regulating organization.

Sporadic violence continued throughout Kosovo, including several demonstrations to protest the arrests of former KLA members Daut Haradinaj, Rustem Mustafa and two others. Mustafa is alleged to have been involved in torture and murder in post-war Kosovo. UNMIK also issued a warrant for the arrest of Serbian doctor and head of the Serb National Council Milan Ivanovic of Mitrovica. A routine arrest for a traffic violation later that day turned into a disturbance in which 22 international police officers were injured and shots were fired.

Kosovo's local election campaign began in September, with 28 parties and eleven independents registered to take part. The poll will cover 30 municipalities and 1.2 million eligible voters.

### **III. PROGRAM ACTIVITIES**

IREX reports on its activities according to the workplan approved by USAID.

#### **INTERMEDIATE RESULT 1: Journalists Provide Citizens with Objective, Balanced, and Fact-Based Information**

##### **1.1 Journalists Follow Accepted and Recognized Professional Standards**

Early in the quarter, David Bellin facilitated the expedited delivery of a satellite tube for the SNG van as the original was in poor working order and threatened all satellite transmission for both TV stations. Additionally, a crisis arose when the pictures transmitted by RTV21 to the US (for RTV-21's new US-based venture, US21) via satellite kept freezing. IREX and USAID responded to an urgent request for the provision of a decoder to help resolve this problem.

IREX collected a group of consultants together to provide training and assessment for television. The group had more than 300 years of media experience between them, which was put together in a variety of ways. A journalist in residence was placed at KTV (Graham Addicott) and all the consultants joined David Bellin, Tony Howson (ECBJ) and expert television cameraman Tony Impey, to run a week-long series of master classes on television reporting, along with a practical course on producing a television package. The two national and at least one regional TV station played these news items in their evening news bulletins and in supplementary bulletins. The items were given critical acclaim by a number of media people. A "show reel" of some of the items was sent to Washington.

Tim Kenny instituted a radio training program for young journalists, mostly from Pristina. Four sessions were held during the period with Tim Kenny and Evliana Berani, Local Media Advisor, handling the training duties. Although the students were very keen, basic operations were emphasized as most of the students had little idea about the role, systems and structures required of an efficient radio newsroom. This is part of a training scheme which will run between now and December. The course is also moving towards training for election coverage in September (elections in October).

A three-day photojournalism course was directed by Tim Kenny, handled by Emine Berisha and led by photojournalist Mark Milstein. Milstein then consulted with individual newspapers for two days to help with special photo problems. The course was popular enough to retain each of the fifteen participants over the three days as they each prepared a photo essay as part of their training. Most newspapers carry display head shots or amorphous scenes which needs interpretation for location and content. These sessions helped fill a very vital gap in local photography by teaching the photographers how to tell a story through pictures.

A successful workshop/practical seminar was held over two days with individual tutorials for three more days by Xana Antunes, former editor of the New York Post. After initial bemusement, the ten participants began to produce feature stories with enthusiasm. By the end of the session, considerable competence had surfaced. Participants requested further sessions which are in planning for the new work plan.

Consultant Ted Iliff began a three-week stint at KosovaLive, setting up a radio broadcast wire. The new product is being sent out for the first time in Kosovo, providing broadcasters with a professional, five-minute newscast. That enables radio stations to provide listeners with international, regional and best of all, local news. The consultation was to end in the early part of the next fiscal year.

Tim Kenny worked with KosovaLive and the Swiss-based NGO Medienhilfe concerning Serb-language broadcast services. As a result, KosovaLive is now sending its news broadcast wire via e-mail to eight serb-language radio stations. IREX looks forward to positive results.

## **1.2 Independent Media Provide Comprehensive News and Public Affairs Coverage**

Consultant Andrew Clayton conducted detailed work with business journalists and helped establish further links with KTA, which is responsible for the privatization program begun in Kosovo. Reporters were given skilled tutoring as Clayton accompanied reporters to press conferences and a KTA privatization road show to help instruct them on how to report on economic and business issues.

A Kosovar journalist, Fatmire Terdevci, traveled to Sofia as a regional winner of the ProMedia investigative journalist competition. A renowned investigative reporter in Kosovo, she looked at police and public official corruption and the need for government transparency in Kosovo.

## **1.3 Facilities and Equipment for Gathering, Producing, and Distributing News are Modern and Efficient**

Grants were approved for payment of various pieces of equipment for both television stations. Under very difficult conditions, an OB van was delivered from Montenegro to KTV. KTV received this digital editing, studio, and OB van equipment granted under the ProMedia II/Kosovo Cooperative Agreement (value at \$200,000). This subgrant allows KTV to better compete with RTK and improve the production quality of news and public affairs. Having a working OB van will allow the station to broadcast from various locations province-wide. RTV-21 received its OB van months earlier.

A new TWT satellite tube was installed for RTV-21 which enabled continued operation of its satellite broadcasting RTV-21 unveiled plans for a satellite subscription service in the US. The announcement was made by the US Ambassador in Kosovo and the ceremony was attended by the Prime Minister (please refer to 1.1 above).

Decoders were purchased for both TV stations so the ICTY feed can be unscrambled and received from the Hague to be broadcast throughout Kosovo. B-92 of Belgrade is transmitting this feed from the Hague with assistance from IREX. B-92 must scramble its signal to avoid potential pirating.

Chief of Party Keith Hayes paid visits to a regional television station in Prizren to review a new management team and also paid also paid a short visit to the radio station there. He also had further talks with owners of TV MIR in Mitrovica as a review of the role of regional television stations began.

A full report was made by equipment expert Peter Williams, who evaluated the quality and amount of equipment supplied to RTV-21 and KTV as well as alerted the stations to possible difficulties they may run into in the future. He particularly noted the over-dependence of both TV stations on one particular engineer and their need to conduct additional training with others. Williams also evaluated the bids for the permanent satellite transmission station more commonly referred to as "Earth Station". He concurred with RTV-21 and their choice of vendor. It was still undetermined at the end of this quarter if KTV would participate in obtaining this station.

Applications for assistance were reviewed for a Bosniac language magazine, in preparation for a subgrant submission. A second magazine in Turkish was also assessed and is in preparation for a subgrant application. (Business plans and a cash-flow forecast are yet to be received).

Considerable work and advice has been given to Java newspaper and Teuta women's magazine for a project application. After careful scrutiny, these newspapers may be submitting subgrant applications in Quarter Four.

Ongoing assistance is provided to KosovaLive through IREX senior media consultants including the relationship with client radios stations. Please refer to 1.1 above.

### **Intermediate Result 1 – Results**

- **A Kosovar journalist, Fatmire Terdevci, traveled to Sofia as a regional winner of the ProMedia investigative journalist competition.**
- **A three-day photojournalism workshop taught local photographers how to tell a story through pictures.**
- **Approximately fifty journalists received training on business and economics reporting. Additionally, further links were established with KTA, which is responsible for the privatization program begun in Kosovo.**
- **Television stations RTV-21 and Koha Vision purchased decoders that would unscramble B-92's digital satellite signal of the ICTY.**
- **A week-long series of master classes on television reporting, along with a practical course on producing a television package, was conducted.**
- **A radio broadcast wire was introduced at KosovaLive.**
- **A radio training project began for young journalists.**

### **INTERMEDIATE RESULT 2: Supporting Institutions Function in the Professional Interests of Independent Media**

#### **2.1 Broadcasters Association (AMPEK) Provides Training to and Representation for Independent Broadcasters**

Further meetings have taken place with AMPEK, resulting in the placing of an advertisement for candidates for the post of Secretary General. At the end of the quarter, the board of directors of AMPEK had settled on three candidates. The final decision for the AMPEK head is to be made early next fiscal year. Space has been set aside within the IREX building for a small AMPEK office, in which training in various aspects of association work will be given. Advice on changing key elements of the constitution have begun.

An internationally renowned camera man, Tony Impey, came to Kosovo to develop the training skills of a noted and competent local TV camera operator to act as trainer to other camera people. This falls within the bounds of AMPEK's mandate to assist the profession with training.

#### **2.2 Transmission System Effectively Managed by Non-Partisan Kosovar NGO**

KTTN completed the erection of a 7<sup>th</sup> tower at Zatriq. During this process Italian engineers checked the remaining six towers for faults and gave them a clean bill of health. The engineers also assisted in improving the link between Zatriq and Golesh. The new tower will vastly improve KTTN's ability to offer commercial services.

Clamps are being placed on the towers to facilitate installation of IPKO equipment. IPKO is KTTN's premier client. A UPS is being installed on the Pristina Hill site which will dramatically

reduce the time-lapse for signals kicking in after power failures. KTTN is also negotiating a deal to site a new high power line through municipal land at Maja in order to avoid heavy costs in using private land.

A problem arose when a private contractor (GALLA) began building a low frequency mobile communications mast at KTTN's Golesh site. GALLA's license from UNMIK clearly states that permission to build is subject to the structure not interfering with other transmitters (KTTN or military). Engineers from KTTN, RTV-21, KTV, RTK and IPKO certified in writing to the TMC that interference would occur. The TMC promised her office would take action to stop construction. As a result, meetings have taken place between USAID, TMC and contractors to try to establish a basis for a single licensing procedure. At this time, several agencies are distributing permits which clash with other agencies dealing with applications. The fear is that masts and transmitters will proliferate near to KTTN sites, as they have done in Albania. This is therefore seen as a test case and IREX is paying close attention to it.

Throughout the quarter, considerable work was done on getting KTTN's finances into shape so that it can become a subgrantee. This work on making KTTN a subgrantee intensified, and with the cooperation of Mike Michener at USAID, was speeded up considerably. Remaining problems were solved between KTTN, IREX/DC and IREX/Pristina so that the subgrant request for operating costs and equipment for the months of August and September could be properly processed. By the conclusion of the quarter, the work on making KTTN a subgrantee was almost complete pending USAID/Budapest approval.

A second subgrant submitted during the next fiscal year will provide operational, equipment, and training support for twelve months, coinciding with KIMP's second workplan year. Divorcing KTTN's financial practices from IREX's and treating KTTN as a subgrantee are important steps towards making KTTN a sustainable and autonomous indigenous NGO.

### **2.3 Publishers Association Represents the Interests of Independent Media Outlets**

Currently no formal publishers association exists in Kosovo. Print media currently competes to offer printing services and have been engaged in competitive struggles for competent staff. In order to focus resources and as indicated in the Cooperative Agreement, IREX will readdress this activity in year two of the project. IREX thus reports no activities in the development of a publishers association this quarter.

### **2.4 Journalists Association Provides Journalism Training**

The Association of Professional Journalists of Kosovo took the place of the Federation of Journalists of Kosovo in order to build the association from the ground up with indigenous and local leadership.

A meeting was planned early in the quarter to suggest changes to the constitution and try to begin a new form of association. The Federation suffered from a lack of democratic values and the absence of executive leadership (that was physically not present in Kosovo, but in a foreign country). The younger members seem particularly grateful for the help given to date. Also, an editorial in Koha Ditore rallied more supporters for a new journalists association and helped the build the momentum for a new association.

Tim Kenny subsequently held an informal dinner with approximately twenty journalists to see if they wanted to start an association that would work on behalf of the news professionals in Kosovo. As a result, a group of senior journalists under the guidance of Kenny and Baton Haxhiu, himself a respected journalist, are developing an association from the ground up with real interest from the journalistic community. IREX has insisted that a clause should be inserted in the constitution that demands attendance to Association meetings for executive members, with removal from the board for failure to do so. At the end of the quarter, the Association was developing a website and moving forward on a membership drive.

## **Intermediate Result 2 – Results**

- AMPEK decided on final candidates for a Secretary General.
- An internationally renowned cameraperson came to Kosovo to develop the training skills of a noted and competent local TV camera operator to act as trainer to other camera people in future AMPEK trainings.
- KTTN completed a seventh tower at Zatriq.
- KTTN made a big step towards self-sustainability when it left the IREX organizational umbrella and became a subgrantee.
- The Association of Professional Journalists of Kosovo took the place of the Federation of Journalists of Kosovo in order to build the association from the ground up with indigenous and local leadership.

## **INTERMEDIATE RESULT 3: The Legal and Regulatory Framework Supports Free Speech and Access to Public Information**

### **3.1 Legal Framework Protects the Right to Gather, Produce, and Disseminate News**

A meeting was held mid-quarter between COP Keith Hayes and members of the National Democratic Institute (NDI) in which IREX pledged cooperation with NDI to establish better legal protections for members of the media. A follow-up meeting was then held between IREX media law advisor Filloreta Bytyci and members of the NDI in August. Plans for a September round table were delayed and will be implemented in October.

### **3.2 Media Licensing is Fair and Apolitical**

At the beginning of the quarter, IREX continued to be heavily involved with the TMC in developing the Task Force to establish a panel of experts to look into a level playing field for independent and public broadcasters, especially in the area of television advertising. Both formal and informal meetings with the TMC occurred and IREX was able to exert a certain amount of influence.

Upon their initial visit, IREX assisted the TMC's Task Force experts in Kosovo, making materials available and allowing the use of office facilities for their meetings and deliberations. IREX also hosted a dinner meeting which enabled some discussion on topics of mutual interest to be put on the agenda. The experts were also invited to the IREX initiative on a Joint Industry Council for advertising. IREX was careful not to step beyond the bounds of propriety and conducted these proceedings in a transparent manner and with the knowledge of the other members of the Task Force. The group of experts returned in September to conduct their full study and write their report. The final report of these experts will be released at the beginning of the next fiscal year.

IREX has agreed to assist in sorting out the complex question of impropriety at two radio stations in Kosovo who are suspected of having misappropriated funds and attempting to pass ownership of one station to a political party. The stations are Contact Plus in Mitrovica and Contact in Pristina. The question of registration and change of ownership has been thoroughly investigated and the conclusion is that the two stations are operating illegally. The TMC has stated that she intends to revoke the licenses of Radio Contact Plus in Mitrovica and Radio Contact in Pristina. IREX plans to assist OSI and other donors in any investigation into the disbursement of assets once the licenses have been revoked.

### **3.3 Indigenous Non-Governmental Institutions Represent Rights of Media Outlets and Journalists**

Gani Bobi was given a subgrant to monitor the journalists' reporting of the Kosovar elections at the request of the new Association of Professional Journalists of Kosovo.

Apart from endeavoring to support the main monitoring organization Gani Bobi, IRES has also decided to commission monitoring of four radio stations to determine if news abuse is prevalent among those radio stations IRES actively supports. There is anecdotal evidence of both misuse and casual application of news programs and the monitoring is instituted to try and determine how widespread this is and if remedial action is required.

IRES has also provided support to local associations during this reporting period, namely AMPEK and the new journalists association. (Please refer to IR 2 above for more information.)

### **Intermediate Result 3 – Results**

- IRES continued to be heavily involved with the TMC in developing the Task Force to establish a panel of experts to look into a level playing field for independent and public broadcasters, especially in the area of television advertising. A group of experts subsequently designated by the Task Force came to Kosovo in September to conduct a full study on the situation and write their report. The final report of these experts will be released at the beginning of the next quarter.
- A meeting was held mid-quarter between COP Keith Hayes and members of the National Democratic Institute (NDI) in which IRES pledged cooperation with NDI to establish better legal protections for members of the media. A follow-up meeting was then held between IRES media law advisor Filloreta Bytyci and members of the NDI in August.
- Gani Bobi was given a subgrant to monitor elections reporting at the request of the newly formed Association of Professional Journalists.

## **INTERMEDIATE RESULT 4: Publishers and Station Managers Manage Media Outlets as Efficient, Profit-Seeking Businesses**

### **4.1 Independent Media Utilize Strategic Business Plans**

David Bellin continued to assist in producing a business plan for both KTV and TV21. These business plans were completed at the end of the quarter.

Tim Kenny had several sessions with management at Kent, Urban and Contact Radio stations to review and advise on business practices and to assist in business plan activity.

Consultant Julian Davies spent a week reviewing business plans and advising on sustainability for a number of clients, including KosovaLive, RTV-21, Teuta, TV Syri and others. This was a follow-on action carried out as a complement to Davies' May Business Plan seminar. His surveys have formed the basis for forward planning to be included in the coming work plan.

### **4.2 Independent Media Utilize Market Research**

A low-cost survey, small-sample size audience survey would permit television stations to increase frequency of surveys in the future, thus making it more useful to advertisers and ensuring additional advertising sales. By better gauging their audiences, stations would also be able to make better programming decisions in the future.

Bids were invited for a small-scale research survey for television this quarter. The favored bid was from Helen Harrison of London. This has been a much discussed and debated project which is badly needed if the advertising agencies are to pay any attention to the two independent television stations. The survey structure will employ a continuing ratings scheme which can make a substantial difference to the way that commercial funds are distributed among media in Kosovo.

At the end of the quarter, Harrison set up the basis of a television survey, initiated an advertising Joint Industry Council, held focus groups and visited the key actors in the ad industry, both from



television and the advertising agencies. The results laid the foundation for a specific television survey in November.

#### **IR 4.3 Female Media Managers Achieve Parity in Professional Opportunities**

IREX reports no activities this period that address female media managers achieving parity in media.

As with many sectors of Kosovo society, existing obstacles prevent the full equality of women in the media. However, given the large number of female journalists, editors, and business staff, there is reason to believe that women can achieve relative parity in media.

#### **IR 4.4 Entertainment Programming Attracts Audience and Increases Revenue**

IREX Senior Media Advisor, David Bellin, has been consulting frequently with television stations to provide them with more coherent program schedules that are attractive to advertisers and audiences. Entertainment programming is important in order to keep the private television stations competitive with RTK and to enable them to attract an audience, leading them to better advertising sales and increased revenues. Also, if programmed properly, an increased audience from entertainment may yield larger audiences for news and public affairs programming.

David Bellin cooperated worked with the IREX Regional program to obtain the Showtime hit series Resurrection Boulevard and other two other mini series. KTV responded to the offer; TV21 wished to buy their own programming.

Additionally, KTV and TV21 both requested films and programming for the Fall schedules. A subgrant was submitted for films chosen by RTV-21 management. Subgrants for KTV included one for classic movies and another for an MTV series. Further investigation began into plans for a domestic 'soap' to be produced by RTV-21.

Also, RTV-21 launched its US service and reported good initial reaction. COP Keith Hayes attended the opening (please refer to 1.3 above).

#### **IR 4.5 Local and Regional Radio Develop Marketing and Programming Networks**

IREX reports no activities towards creating a radio network this quarter. IREX intends to start establishing links between stations (via KTTN links on KTTN towers) in the next fiscal year. These links will allow stations to share news and entertainment programming. IREX would in turn assist the network in developing marketing materials that would allow "one-stop shopping" for advertisers who wish to reach a province-wide audience. The network can guarantee ad placement on members' stations. This will allow local radio to expand its ad base beyond its local market.

However, discussions have been taken further with KTTN on how a radio network can be set up and what costs are involved in preparation for the new work plan. The investigation has been expanded to include details of a similar television network.

#### **Intermediate Result 4 – Results**

- A consulting firm was hired by IREX to set up the basis of a low-cost television audience survey. The survey structure will employ a continuing ratings scheme which can make a substantial difference to the way that commercial funds are distributed among media in Kosovo.
- An advertising Joint Industry Council was initiated.

- The IREX regional program obtained a Showtime series as well as other two other mini-series for KTV.
- A follow-on business plan review was carried out as a complement to the May Business Plan seminar for clients including KosovaLive, RTV-21, Teuta, TV Syri and others. This review has formed the basis for planning to be included in the coming work plan.
- RTV-21 and Koha Vision continue to benefit from IREX consulting on management and programming strategy.

#### IV. ADMINISTRATIVE AND OTHER ISSUES

##### **A. Staff Issues**

- In July, DC Program Officer Ruben Doboin left the Media Development Division (MDD) and was promoted as a Senior Program Officer to the Academic Exchanges and Research Division (AER) of IREX/DC.
- In September, Local Media Advisor Evliana Berani resigned to take a position at UNMIK.
- In September, DC Junior Program Officer Luiza Dobrzynska was promoted to Program Officer for Kosovo and Croatia.
- In September, Program Associate Brad Hallman was promoted to Junior Program Officer for Kosovo and Serbia.

##### **B. Travel and Conferences**

- IREX Senior staff to Skopje for workplan brainstorming meeting in September.
- Senior Program Officer Tadd Eakin to Pristina for semi-annual visit September 27-October 7.
- Senior Media Advisor Tim Kenny to Prague for the National Association of Broadcasters Conference, October 18-23.