

Akash Broadcasting Inc. Accessibility Progress Report 2025

1. General Introduction

This Accessibility Progress Report has been prepared in accordance with the Accessible Canada Act (ACA) and the Accessible Canada Regulations.

Akash Broadcasting is committed to identifying, removing and preventing barriers to accessibility for persons with disabilities.

Reporting Period

This report covers the period from July 2024 – December 2025

Designated Contact for Accessibility

The person responsible for receiving accessibility feedback is:
Tejinder Singh Saini / Accessibility Officer

Feedback may be submitted by:

MAIL: Accessibility Officer 13376 Comber Way, Surrey BC V3W 5V9 Canada
TELEPHONE: Vancouver 604-961-0915 / Edmonton 780-993-1017
Email: feedback@Connectfm.ca
Online: <https://connectfm.ca/contact>

Alternative Formats

This report and our Accessibility Plan are available in alternative formats upon request.

2. Executive Summary

During this reporting period, Akash Broadcasting continued to implement its Accessibility Plan by identifying barriers and taking steps to improve accessibility across its operations.

Progress was made in areas such as: website accessibility, workplace access, accommodations, and communication practices. Work remains ongoing in other areas.

3. Progress on Areas Identified Under Section 5 of the ACA

3.1 Employment

Barriers Identified:

- No new barriers were identified in the initial broadcast outlets in Surrey and Edmonton. In 2026, we anticipate relaunching CFRW-AM (with CJRC as the new call sign) in Winnipeg. At this time the studios and office are to be located on the second

floor off a commercial building without evaluator access. Negotiation of improved access with the owner of the property is a priority.

Progress Made:

- Akash continues to practice equal opportunity hiring practices. Our employee onboarding process has been modified to account for any identified disabilities which would result in an accommodated start of employment for the new employee.

Ongoing Actions:

- Akash continues to safeguard its commitment by providing staff with comprehensive anti-discrimination policies as set out in the Akash Employee Handbook which references all Akash policies.

3.2 Built Environment

Barriers Identified:

- As noted in the initial plan the satellite office for the unregulated HD service in Calgary, did not have an elevator to the second-floor studio.

Progress Made:

- This has been resolved and an elevator installed.

Ongoing Actions:

- Nothing further requires attention at the moment for this section.

3.3 Information and Communication Technologies (ICT)

Barriers Identified:

- Website accessibility limitations have been reviewed

Progress Made:

- Akash has implemented improved accessibility features on the website.

Ongoing Actions:

- Akash continues to commit to adopting new technologies as they become available with an eye to improving digital accessibility

3.4 Communication (Other than ICT)

Barriers Identified:

- We seek to identify and eliminate current barriers, as well as prevent future impediments, by encouraging feedback from both the public and its employees.

Progress Made:

- Akash continues to seek input from the public and its employees through existing channels.

Ongoing Actions:

- We are proactive to provide information in alternative formats upon request.

3.5 Procurement of Goods, Services and Facilities

Barriers Identified:

- Akash has consistently provided technical and operational accommodations for employees with disabilities to support an accessible workplace.

Progress Made:

- As required by circumstance we considered accessibility when acquiring equipment/services.

Ongoing Actions:

- Consistent engagement with staff and attentive consideration of public feedback ensures the process remains aligned and responsive.

3.6 Design and Delivery of Programs and Services

Barriers Identified:

- Akash's core business is primarily audio services. We also provide website and mobile app services. Maintaining the best quality and accessibility is an on-going task.

Progress Made:

- We now offer standard accessibility features, such as screen-reader compatibility, contrast options, enlarged text, monochrome mode, highlighted links and headings, voice navigation, a dyslexia-friendly font, and adjustable cursor settings on the digital platforms.

Ongoing Actions:

- We consistently continue to implement enhancing accessibility features.

3.7 Transportation

Akash Broadcasting does not provide transportation services. No barriers apply and are not identified in this area.

4. Consultations

During this reporting period, Akash Broadcasting continued to consult:

- employees, including those who identify as having disabilities;
- members of the public through its feedback process.

Feedback received has been considered in identifying barriers and improving accessibility.

5. Feedback

Akash Broadcasting maintains a feedback process to receive comments on accessibility.

During this reporting period:

- No formal feedback was received from the public.

6. Conclusion

Akash Broadcasting remains committed to improving accessibility by identifying, removing and preventing barriers.

Accessibility is an ongoing process, and the company will continue to build on the progress outlined in this report.