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INTEGRATED SAFEGUARDS DATA SHEET APPRAISAL STAGE

Report No.: ISDSA12089

Date ISDS Prepared/Updated: 04-Jun-2015

Date ISDS Approved/Disclosed: 04-Jun-2015

I. BASIC INFORMATION

1. Basic Project Data

	**	D 11'		_	D151106			
Country:		z Republic	Project I		P151102			
Project Name:	Integra	ated Forest Ecosystem	Management	(P151	102)			
Task Team	Nathalie Weier Johnson							
Leader(s):								
Estimated	22-Jun	1-2015	Estimate	ed	24-Nov-	2015	5	
Appraisal Date:			Board D	ate:				
Managing Unit:	GEND)R	Lending		Investme	ent P	roject	Financing
			Instrume	ent:				
GEF Focal	Multi-	focal area						
Area:								
Sector(s):	Public	Public administration- Agriculture, fishing and forestry (30%), Forestry (50%),				stry (50%),		
	Genera	General agriculture, fishing and forestry sector (20 %)						
Theme(s):	Environmental policies and institutions (30%), Other environment and natural							
	resources management (20%), Biodiversity (10%), Climate change (40%)							
		ed under OP 8.50 (F		Recov	ery) or	OP	No	
8.00 (Rapid Resp	ponse t	to Crises and Emer	gencies)?					
Financing (In U	SD Mil	llion)						
Total Project Cos	st: 16.11 Total Bank Financing: 12.00							
Financing Gap:		0.00						
Financing Sou	rce							Amount
BORROWER/F	RECIPI	ENT						0.00
International De	evelopn	nent Association (IDA)					12.00
Global Environ	ment Fa	acility (GEF)						4.11
Total								16.11
Environmental	B - Pai	rtial Assessment						
Category:								
Is this a	No							
Repeater								
project?								

2. Project Development Objective(s) / Global Environmental Objective(s)

A. Project Development Objective(s)

The Project Development Objective is to strengthen the capacity of government institutions and communities to improve sustainable forest ecosystem management through investments in management planning, ecosystem restoration, and infrastructure.

B. Global Environmental Objective(s)

The Global Environmental Objective is to strengthen the capacity of government institutions and communities to improve sustainable forest ecosystem management through investments in management planning, ecosystem restoration, and infrastructure.

3. Project Description

- 1. The forestry sector in the Kyrgyz Republic has the potential to provide additional but more importantly more sustainable benefits to the national economy and local communities and to help address local and global challenges brought on by poverty, land degradation and climate change. The inability of government to support existing forest policies such as the National Forest Program to Support the Implementation of the Concept of the Development of the Forest Sector (2005-2015) and the current management structure of the forestry sector perpetuate a cycle of inadequate oversight and inefficiency. This is due primarily to the centralized top down nature of the management, the lack of adequate information and investment in the sector, weak capacity, and perverse incentive structures which may lead to rent seeking behavior.
- 2. The Project aims to support an ecosystem-based approach to the improved management of the area controlled by the leskhozes including forested lands, pasture, and unproductive or marginal lands. This will be done through support for institutional reform and capacity building, the introduction of integrated natural resource management planning at the leskhoz level and support for the implementation of these plans in pilot areas.
- 3. The Project will build upon the work and policy reform agenda that the government has initiated and which is currently being supported by a number of donors. The Project will complement the ongoing World Bank "Pasture and Livestock Management Improvement Project" by strengthening the management and coordination of pasture under leskhoz jurisdiction as well as through adoption of lessons learned from the implementation of the sub-component, 'Forestry Enterprise Pasture Management and Investment,' which will support the piloting of co-management arrangements between pasture user unions and the leskhozes. The technical underpinnings of the Project design are informed by the PROFOR-funded study entitled, "The Development Potential of Forests in Kyrgyzstan" (2012), as well as preliminary case studies from pilot leskhozes which are testing new management models. The results of the analytical study, "Understanding Communities Roles in the Governance of Forests and Pastures in Kyrgyzstan" (April 2015), which examined the institutional, legal and operational capacity development needs for integrated territorial governance, the opportunities for improved forest management, and the potential to limit land-based conflict, environmental degradation and improve local livelihoods, have also been used to elaborate the project's design.
- 4. World Bank involvement in forestry sector reform is seen as critical because of the unique expertise that the Bank brings from similar experiences from other countries in the region and around the world and specifically in assisting governments to reform state-owned enterprises. The World Bank also has a comparative advantage in combining its convening power with the provision of significant additional resources required to achieve the objectives of meaningful reform.

- 5. The Project will sponsor interventions in rural areas and support communities through improved access and management of the natural resource base they depend upon. Specifically, development of integrated natural resource management plans and support for the implementation of these plans will improve the sustainable management of natural resources to protect rural livelihoods. Through more inclusive and participatory management planning, the Project will also empower the sometimes disenfranchised rural poor to engage in decisions on the development and use of resources that they are dependent upon. The process of integrated natural resource management planning will also create opportunities and incentives for the leskhozes to work in partnership with communities to reach the objectives of improving sustainable forest ecosystem management and rural livelihoods.
- 6. The Project will utilize experiences and lessons learned from the recent piloted forest sector reforms to broaden and solidify the institutional frameworks that support local level involvement in decision making and actions towards more sustainable management of forest resources in the Kyrgyz Republic. With regard to implementation, the Project will support the development of a framework approach for adaptive management during Project implementation to provide flexibility in defining training, capacity building, investment and TA needs based on lessons learned.
- 7. The Project has four components:

COMPONENT I: Forest Sector Institutional Reform (US\$ 1.5 million)

- 8. Institutional reform and capacity building will be required at the national, local and community level. To develop and implement the new approaches required for the different models of leskhoz and community participation, substantial support will be required to develop the framework and to build capacity within the government structure (horizontal and vertical) as well as within all stakeholder groups. The Project will provide technical assistance, training, and capacity building at the national level to support the development of the policy, legal, regulatory and institutional framework, based on the lessons learned through the implementation of the pilot activities. This support will be undertaken in a consultative and participatory manner, to ensure that all relevant stakeholders' views and opinions are considered and to develop ownership and support for the way forward.
- 9. At the local level, support will be provided for the development of a framework to create the enabling environment for more decentralized management and planning of natural resources at the national, leskhoz, Rayon, and Ayil Okmotu administration levels. The goal of this new approach is to provide more transparent and sustainable management of the country's natural resources with participation at all levels. The Project will finance a national public awareness campaign aimed at educating the public about the new decentralized and participatory natural resource management planning approach and its benefits. The Project will also finance training at the SAEPF, leskhoz and municipal level to support the planning and implementation process as well as technical training. Capacity building will be provided at all levels for activities ranging from the development of legislation at the national level to the development of public-private partnerships at the local level. The training and capacity building will be combined with targeted community mobilization activities to ensure full participation of all citizens in this new approach to natural resource management.

COMPONENT II: Strategic Investments and Piloting of Sustainable Management Approaches (US\$ 11.00 million)

10. This component will support the development of Integrated Natural Resources Management

Plans (INRMPs). It will also provide funding for the implementation of these plans and the priority activities at the leskhoz level. The activities under this component will help increase community and leskhoz income and long-term financial sustainability. The management planning will be based on integrated ecosystem approaches that manage multiple objectives of ecological services including biodiversity, forest and pasture rehabilitation, tree cover and sustainable economic use. The Project will help improve land use management practices and provide resource users with alternative livelihood opportunities identified during the management planning exercise. The INRMPs will be based on the assessment of the available natural resources and their conditions, as well as the sustainable levels of production. They will be developed with the involvement of relevant stakeholders (e.g. users' groups, pasture committees, leskhoz staff, local governments/AO, as well as the relevant technical departments within the SAEPF). The planning process will help the leskhoz administration collect all stakeholders' perspectives while assessing and developing priority strategies and measures. The plans will be based on physical, ecological and socio-economic baseline data. In addition to the INRMPs, annual operational plans will also be prepared. These plans will be reviewed and approved by the Leskhoz Steering Committee.

- 11. The Project will finance the implementation of the INRMPs in 12 leskhozes and several municipal forests. The participating leskhozes include 6 leskhozes (Achi, Kyzyl, Nookat, Jety Oguz, Balykshi and Frunze) where co-management approaches are being piloted in other partner-funded projects and programs, and an additional 6 leskhozes to be identified in the first 6 months of Project implementation. The selection will be based on well-defined criteria which may include, inter alia: willingness of leskhoz director and staff to participate in the consultative planning process, previous participation in any of the joint forest management pilots funded by other donors, amount of natural resources—especially forest and pasture lands, biodiversity, tourism and other ecosystem service values of the leskhoz, importance of leskhoz generated income to SAEPF budget, etc.
- 12. The priority interventions will include: (i) silvicultural measures like thinning and establishment of plantation forests with short rotation for biomass; (ii) selective timber harvesting; (iii) production of high quality seedlings for afforestation and reforestation; (iv) investments in other value chains like processing of nuts/fruits, eco-tourism; (v) improvement of common or shared resources (such as construction of water points or overnight shelters to encourage the use of currently underutilized summer pastures; (vi) establishment of nurseries with improved seed stock and advanced technology; (vii) creation of silvopastoral systems (i.e. walnut forests or spruce with hayfields, pine with pasture); (viii) provision of irrigation for fruit trees and nurseries. The funding mechanism for the strategic investments will be direct financing to leskhoz administrations based on individual partnership agreements between SAEPF and each participating leskhoz.
- 13. The investments to implement the INRMPs and annual operational plans will vary in each leskhoz based on the priority measures identified in the plans, available funding envelope and the Project timeframe.

COMPONENT III: Information and Monitoring and Evaluation (US\$ 3.1 million)

14. Better and more accessible information at the national and local level on baseline resources, tenure, land degradation, supply and demand, poverty, etc. will be required to support the development and implementation of new leskhoz management plans. Baseline information collection and processing, maps, and surveys will all be funded under this component. This component will include an update of the National Forest Inventory (NFI) which was partially completed in 2010 with the support of FAO. This partial update did not include the use of new

remote sensing or interpretation but relied on old forest boundary definitions with some new field sampling. This component will provide for the interpretation of new free satellite imagery to define the extent of forest and SFE pasture resources. The methodology for modern statistically sound sample-based NFI will be established and the capacity built within the Department of Forest and Hunting Inventory and Planning (DFHIP) to continue to update the NFI on an ongoing basis post project. As part of project monitoring and for the continued improvement of the NFI, a second set of images will be interpreted in the project's final year. The Project will emphasize the active participation of leskhoz level staff in the inventory and ground-truthing, planning and monitoring in this component in order to support vertical planning and mon itoring procedures and communication.

- 15. This component will also provide the technical assistance and capacity building required for the establishment, operation and maintenance of the Forest Management Information System (FMIS) which will feed into to the National Forest Inventory, Participatory Management Planning process within the Department of Forest Hunting and Inventory Planning (DFHIP). Technical assistance will be provided to users of the FMIS including the Forestry Departments, leskhozes, local and regional governments, and local users and user associations. The SAEPF will be given specific support in developing a sound monitoring framework for the ongoing development of the sector.
- 16. The FMIS will be established in the DFHIP to store, analyze, retrieve and report on the data that will be generated during the implementation of the national forest inventory, the preparation of management plans and the monitoring of the management plan implementation (and other relevant sector indicators). This system will be developed to facilitate the monitoring of management plan implementation based on various physical, ecological, economic and social indicators. The proposed system will include a web-based portal which will allow for various levels of access (with password protection for confidential information) to facilitate greater transparency and online submission of data, and reporting by users and leskhozes. The system will be modular and would include: remote sensing of land cover and land use data, and online reporting of economic activities, financial and administrative data, forest inventory data, biodiversity data, and forest law enforcement activities. The FMIS will support the generation of summary statistics and reports on critical indicators at local, national, and international levels.
- 17. Given the fluid and progressive nature of the proposed support for reform in the forestry sector, the monitoring and evaluation elements of this project are particularly critical. The M&E framework for the project will be designed to closely monitor and track lessons learned, both failures and successes so these can be incorporated into the project implementation plans. The monitoring and evaluation of the ongoing piloting process will be crucial to defining and agreeing on how best to deploy the resources available under the Credit and GEF Grant.
- 18. To fully inform the development of national level policy and strategy for implementation of the reform process, it is necessary to understand the external factors that influence the forest and pasture sector, such as: the full economic and social costs associated with the current management of the resource (including erosion and degradation); the impact of climate change; the changing demographic situation including the dimensions of poverty and culture; current numbers of livestock and the trends; and above all, the linkages between all of these external factors not traditionally considered in forest management. Component 3 therefore includes socio-economic surveys, support for natural capital accounting and research into the possibilities to mitigate and adapt to climate change.

COMPONENT IV: Project Management, Monitoring and Evaluation (US\$.50 million)

19. This component will finance Project management activities which will be undertaken by the Project Implementation Unit (PIU) established in the SAEPF. This will include budgeting, preparing annual work plans, contract management, financial management, procurement, and monitoring and evaluation. Under this component all reporting on implementation progress will be prepared, including monitoring of the PDO and the Project Results Framework indicators.

4. Project location and salient physical characteristics relevant to the safeguard analysis (if known)

The participating leskhozes include 6 leskhozes (Achi, Kyzyl, Nookat, Jety Oguz, Balykshi and Frunze) where co-management approaches are being piloted in other partner funded projects and 6 other leskhozes to be identified in the first 6 months of the project implementation. The selection will be based on well-defined criteria which may include inter alia willingness of leskshozes's director and staff to participate in the consultative planning process, previous participation in any of the joint forest management pilots funded by other donors, amount of natural resources especially forest and pasture lands, biodiversity and tourism values of the leskhoz, importance of leshkoz generated income to SAFEP budget etc. As these participating leskhozes will be determined through the course of project implementation, specific project location and salient physical characteristics relevant to the safeguards analysis are yet to be determined.

5. Environmental and Social Safeguards Specialists

Alisher Khamidov (GSURR)

Asli Gurkan (GSURR)

Rustam Arstanov (GENDR)

6. Safeguard Policies	Triggered?	Explanation (Optional)
Environmental Assessment OP/BP 4.01	Yes	The project will support activities in lands managed by the Forest Enterprises (i.e. no natural forests) with the intention of improving the environmental management of these areas. Any tree planting undertaken will avoid the use of invasive non-native species, as well as monoculture establishment. EMF outlines the procedure for site specific environmental screening for beneficiaries and the PIU. One of the screening criteria for sub-projects is to avoid the use of invasive non-native species. Due to the unknown nature of the grant activities/ subprojects under Component 2, the Environmental and Social Management Framework (EMF) has been developed by the borrower to define the procedures for environmental screening and the development of the grant/ site specific environmental impact assessment studies (EIAs) and the site specific Environmental Management Plans (EMPs). The environmental and social risks of the project including potential tensions between forests and pasture communities, assessing different scenarios, opportunities and risks of community-

		based forest management, as well as gender-specific roles and impacts, if any, of proposed forest management measures. Should activities under Component 3 include the rehabilitation of the facilities of SAEPF and other institutions Environmental Management Plans and checklists will be developed by the borrower.
Natural Habitats OP/BP 4.04	Yes	While the project will specifically limit/prohibit activities in natural habitat areas, the team is triggering this OP to ensure that the accompanying EMF includes actions and safeguards in the case that natural habitats will be impacted by project interventions.
Forests OP/BP 4.36	Yes	This project is aimed at the improvement of public and private forest management practices. All forest blocks/concessions covered by this project are already under management plans under implementation. Under Component II, the Integrated Ecosystem Management Plans will be designed and implemented consistent with sustainability criteria and practices set out in OP 4.36.
		Specifically, under the Project Component 2 will provide seed grants to forest enterprise ecological and environmental diversification activities. These may include sustainable timber management including value chain, nursery/seedlings, agroforestry, silvo-pastoral systems, plantation forests with short rotation for biomass production, nuts/fruits and processing, livestock/pasture, eco-tourism, payments for environmental services as determined by assessments and community co-managed enterprise process. Thus the project aims at bringing changes in the management, protection, or utilization of forest resources. For community or small-scale harvesting forest projects by small-scale landholders or local communities accreditation system will not be required. At the same time the EMF outlines the requirements for sub-projects to adhere to forest management standards consistent with Paragraph 12 (a) of the World Bank OP 4.36 Forests.
Pest Management OP 4.09	Yes	The project will not finance the purchase of pesticides, but can generate a need to establish nurseries, in particular in the framework of agricultural activities. No separate pest control plan was developed; however, the EMF has sections that describe the measures to ensure compliance with national laws and requirements of the World Bank for the purchase and use of chemicals and development IPM approaches for the safe use of pesticides to reduce

		risks to people and the environment. In addition, the EMF contains a list of authorized pesticides and guidelines for their use.
Physical Cultural Resources OP/BP 4.11	No	
Indigenous Peoples OP/ BP 4.10	No	
Involuntary Resettlement OP/BP 4.12	Yes	The project support is aimed at the improvement of public and private forest management practices as well as supporting community-based natural resource management approaches. There is a possibility that as a result of the participatory management planning exercise, some short term and maybe permanent changes to access of pastures, forests and other lands might be proposed and supported under the project. The Forest Code of the Kyrgyz Republic specifies that forests have 'environmental, sanitary, recreation and other protective functions', meaning that commercial felling is prohibited. Sanitary felling (felling and removal of damaged or diseased trees to protect the remaining forest)
		is also prohibited in the walnut and juniper forests. As Kyrgyz forests are protected under this law, A Process Framework has been applied. The borrower has provided the Bank with a draft process framework that conforms to the relevant provisions of OP 4.12 as a condition of appraisal. The framework establishes a participatory process by which appropriate restrictions and mitigation measures, as well as implementation and monitoring arrangements, are to be considered.
Safety of Dams OP/BP 4.37	No	Under Component 2, the Project may support activities involving minor rehabilitation, minor additions or alterations of existing irrigation infrastructure in 6 known leskhozes: Achi, Kyzyl, Nookat, Jety Oguz, Balykshi and Frunze, and an additional 6 which remain to be determined. Irrigation systems in the 6 known leskhozes are not dependent on dams, and it is expected that the same will be true for the additional leskhozes to be selected. Should this turn out not to be the case, the project will be restructured to trigger this policy.
Projects on International Waterways OP/BP 7.50	Yes	The activities involving minor rehabilitation, minor additions or alterations of existing irrigation infrastructure in the context of the proposed Kyrgyz Republic Integrated Forest Ecosystem Management Project fall within the exception to the notification requirement under Paragraph

		7 (a) of OP 7.50. The Project Team has consulted with LEGLE, LEGEN and OPSOR on this matter and has requested an exception to the notification requirement.
Projects in Disputed Areas OP/BP 7.60	No	

II. Key Safeguard Policy Issues and Their Management

A. Summary of Key Safeguard Issues

1. Describe any safeguard issues and impacts associated with the proposed project. Identify and describe any potential large scale, significant and/or irreversible impacts:

This Project's planned activities are anticipated to result in largely positive environmental and social impacts and no major adverse environmental impacts are anticipated. The project supports investments in sustainable forest and land management, consistent with existing management plans and therefore legislation in place. The project is expected to increase the adoption of effective forest, land, and water management practices on the project sites and thus contributes to biodiversity, soil and water conservation, and building climate resilience.

- 2. Describe any potential indirect and/or long term impacts due to anticipated future activities in the project area:
- 3. Describe any project alternatives (if relevant) considered to help avoid or minimize adverse impacts.
- 4. Describe measures taken by the borrower to address safeguard policy issues. Provide an assessment of borrower capacity to plan and implement the measures described.

The works that may have minor and easily mitigated environmental impacts will follow the guidelines set forth in the accompanying Environmental Management Framework, and the provisions of the specific Integrated Ecosystem Management Plans (under Component II). Activities such as afforestation and low-risk forest management activities may also have minor associated environmental impacts, which shall be incorporated into the Environmental Management Framework and future Environmental Management Plans. These EMPs can be applied at all project sites, and will include criteria and procedures to be applied at each individual site, in order to account for any unusual and site-specific conditions. Some general environmental impacts have been described further in the EMF.

5. Identify the key stakeholders and describe the mechanisms for consultation and disclosure on safeguard policies, with an emphasis on potentially affected people.

Mechanisms to responds to potential access restrictions resulting from the project are detailed in the accompanying Process Framework.

B. Disclosure Requirements

Environmental Assessment/Audit/Management Plan/Other		
Date of receipt by the Bank	01-Jun-2015	
Date of submission to InfoShop	05-Jun-2015	
For category A projects, date of distributing the Executive Summary of the EA to the Executive Directors	00000000	

"In country" Disclosure		
Kyrgyz Republic	20-May-2015	
Comments: Original documents were disclosed by the Borro	ower in Russian.	
Resettlement Action Plan/Framework/Policy Process		
Date of receipt by the Bank	01-Jun-2015	
Date of submission to InfoShop	05-Jun-2015	
"In country" Disclosure		
Comments:		
Pest Management Plan		
Was the document disclosed prior to appraisal?	prior to appraisal? NA	
Date of receipt by the Bank	////	
Date of submission to InfoShop	////	
"In country" Disclosure		
Comments:		
If the project triggers the Pest Management and/or Physical		
respective issues are to be addressed and disclosed as part of	f the Environmental Assessment/	
Audit/or EMP.	44- Jll-!l	
If in-country disclosure of any of the above documents is no		
If the project triggers the Pest Management and/or Physical Cul	The state of the s	
respective issues are to be addressed and disclosed as part of the	e Environmental Assessment/Audit/	
or EMP.		
C. Compliance Monitoring Indicators at the Corporate Lo	eve l	
OP/BP/GP 4.01 - Environment Assessment		
Does the project require a stand-alone EA (including EMP) report?	Yes [×] No [] NA []	
If yes, then did the Regional Environment Unit or Practice Manager (PM) review and approve the EA report?	Yes [] No [] NA [×]	

Does the project require a stand-alone EA (including EMP) report?	Yes [×]	No []	NA[]
If yes, then did the Regional Environment Unit or Practice Manager (PM) review and approve the EA report?	Yes []	No []	NA[×]
Are the cost and the accountabilities for the EMP incorporated in the credit/loan?	Yes [×]	No []	NA[]
OP/BP 4.04 - Natural Habitats			
Would the project result in any significant conversion or degradation of critical natural habitats?	Yes []	No [×]	NA []
If the project would result in significant conversion or degradation of other (non-critical) natural habitats, does the project include mitigation measures acceptable to the Bank?	Yes []	No []	NA [×]
OP 4.09 - Pest Management			
Does the EA adequately address the pest management issues?	Yes [×]	No []	NA[]
Is a separate PMP required?	Yes []	No [×]	NA[]

If yes, has the PMP been reviewed and approved by a	Yes []	No []	$NA[\times]$
safeguards specialist or PM? Are PMP requirements included			
in project design? If yes, does the project team include a Pest			
Management Specialist?			
OP/BP 4.12 - Involuntary Resettlement			
Has a resettlement plan/abbreviated plan/policy framework/ process framework (as appropriate) been prepared?	Yes [×]	No []	NA[]
If yes, then did the Regional unit responsible for safeguards or Practice Manager review the plan?	Yes [×]	No []	NA[]
OP/BP 4.36 - Forests			
Has the sector-wide analysis of policy and institutional issues and constraints been carried out?	Yes [×]	No []	NA[]
Does the project design include satisfactory measures to overcome these constraints?	Yes [×]	No []	NA []
Does the project finance commercial harvesting, and if so, does it include provisions for certification system?	Yes []	No [×]	NA[]
OP 7.50 - Projects on International Waterways	,		
Have the other riparians been notified of the project?	Yes []	No [×]	NA[]
If the project falls under one of the exceptions to the	Yes [×]	No []	NA[]
notification requirement, has this been cleared with the Legal			
Department, and the memo to the RVP prepared and sent?			
Has the RVP approved such an exception?	Yes []	No [×]	NA[]
The World Bank Policy on Disclosure of Information			
Have relevant safeguard policies documents been sent to the World Bank's Infoshop?	Yes [×]	No []	NA[]
Have relevant documents been disclosed in-country in a public place in a form and language that are understandable and accessible to project-affected groups and local NGOs?	Yes [×]	No []	NA[]
All Safeguard Policies			
Have satisfactory calendar, budget and clear institutional responsibilities been prepared for the implementation of measures related to safeguard policies?	Yes [×]	No []	NA[]
Have costs related to safeguard policy measures been included in the project cost?	Yes [×]	No []	NA[]
Does the Monitoring and Evaluation system of the project include the monitoring of safeguard impacts and measures related to safeguard policies?	Yes [×]	No []	NA []
Have satisfactory implementation arrangements been agreed with the borrower and the same been adequately reflected in the project legal documents?	Yes [×]	No []	NA[]

III. APPROVALS

Task Team Leader(s):	Name: Nathalie Weier Johnson
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Approved By		
Practice Manager/	Name: Gayane Minasyan (PMGR)	Date: 04-Jun-2015
Manager:		