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INTEGRATED SAFEGUARDS DATA SHEET APPRAISAL STAGE

Report No.: ISDSA1019

Date ISDS Prepared/Updated: 03-Sep-2014

Date ISDS Approved/Disclosed: 03-Sep-2014

I. BASIC INFORMATION

1. Basic Project Data

Country:	Serbi	a	Project ID:	P152018		
Project Name:	Floods Emergency Recovery Project (P152018)					
Task Team	Claudia Ines Vasquez Suar					
Leader:						
Estimated	25-A	ug-2014	Estimated	03-Oct-2014		
Appraisal Date:			Board Date:			
Managing Unit:	GEE	OR	Lending Instrument:	Investment Project Financing		
Sector(s):	General energy sector (70%), General agriculture, fishing and forestry sector (20%), Flood protection (10%)					
Theme(s):	Natural disaster management (100%)					
	s this project processed under OP 8.50 (Emergency Recovery) or OP Yes .00 (Rapid Response to Crises and Emergencies)?					
Financing (In US	Financing (In USD Million)					
Total Project Cos	t:	300.00	Total Bank Fi	Financing: 300.00		
Financing Gap:		0.00				
Financing Sou	ncing Source Amou			Amount		
Borrower			0.00			
International Bank for Reconstruction and Development 300.				300.00		
Total 300.00						
Environmental B - Partial Assessment						
Category:						
Is this a	No					
Repeater project?						

2. Project Development Objective(s)

The Project Development Objective (PDO) is to: (i) help restore power system capability to reliably meet domestic demand; (ii) protect livelihoods of farmers in flood affected areas; (iii) protect people and assets from floods; and (iv) improve the Borrower's capacity to respond effectively to disasters.

3. Project Description

The project consists of four components: (1) Energy Sector Support; (2) Agricultural Sector Support; (3) Flood Protection; and (4) Contingent Emergency Response

Component 1 will help (A) improve the available electricity supply over the 2014-2015 winter season through power imports, (B) improve the reliability of the power system by carrying out urgent investments in the distribution system and energy efficient lightning program, and (C) helping restore strategic energy assets through dewatering of the Tamnava West open pit mine.

Component 2 will support the ongoing Government program of financial incentives for agriculture and rural development in the 49 municipalities affected by the floods. The objective is to help the Government to sustain the program, thus facilitating gradual recovery of the farmers' income from agriculture to pre-floods level.

Component 3 will (A) support urgent rehabilitation of the flood protection and drainage control infrastructure, and (B) strengthen the technical capacity of the government agencies for improved flood prevention and management.

Component 4 will provide for a mechanism for emergency response following an adverse natural or man-made event that causes a major disaster; the Government may request the Bank to re-allocate project funds to this component to partially cover emergency response and recovery costs. This component could also be used to channel additional funds should they become available as a result of the emergency.

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

The Project will be undertaken nation-wide. However, location of all sub-projects is not known at present. Current level of information indicate that locations are likely to include:

- for Component 1: Tamnava West Open Pit Mine nr. Kolubara River, where mine dewatering activities will be taking place. Other activities, including purchase of energy, installation of metering devices, procurement of mobile sub-stations (truck mounted), will have country-wide impact;
- for Component 2: support to farm incentives program for farmers in 49 municipalities affected by floods will be organized on country-wide level .
- for Component 3: although the complete list of investments has not been finalized it will likely include, among others, the following locations/areas:
 - 1) Novi Pazar
 - 2) Aleksinac
 - 3) Smederevska Palanka
 - 4) Donji Ljubes
 - 5) Negotin
 - 6) Belgrade
 - 7) Sava River (left bank, Province of Vojvodina)
 - 8) Danube River (left bank, Province of Vojvodina
- for Component 4: this is a contingent component and locations of sub-projects is not known at present.

5. Environmental and Social Safeguards Specialists

Naima A Hasci (GURDR)

Bekim Imeri (GURDR)

Nikola Ille (GENDR)

6. Safeguard Policies	Triggered?	Explanation (Optional)
Environmental Assessment OP/BP 4.01	Yes	For the dewatering of Tamnava West Open Pit Mine, an EMP has been prepared and will be included in the dewatering contract. Other subprojects have not have been fully identified or prepared at the onset of the Project as they will be decided based on demand. For these aspects the appropriate instrument of OP 4.01 is an Environmental and Social Management Framework (ESMF). ESMF identifies the policy triggers for the Project, the screening criteria for subprojects, the environmental and social risks for the likely subprojects and the potential mitigation measures to mitigate the identified risks, assessment of the institutional capacity of the implementing agency and measures for capacity-filling gaps, and an estimate of the budget needed for the implementation of the ESMF and related instruments. The ESMF will directly provide a list of activities that can be financed, and screen out activities that correspond to Category A projects, or that may trigger additional safeguards policies. ESMF will also provide guidance for preparation of sub-project specific ESIAs and/or EMPs.
Natural Habitats OP/BP 4.04	No	The rehabilitation works will not be carried out within or adjacent to any nature protected sites, nor natural habitats.
Forests OP/BP 4.36	No	
Pest Management OP 4.09	Yes	Component 2 (support to Farm Incentives Program) could lead to increased use of pesticides. The EMF will indicate what measures will be in place to promote an Integrated Pest Management Approach and to help ensure appropriate selection and safe use of pesticides when they are needed.
Physical Cultural Resources OP/BP 4.11 Indigenous Peoples OP/BP 4.10	No No	Activities on rehabilitation and reconstruction of infrastructure will not lead to change of the existing footprint. The EMF will include screening criteria to ensure that no works are undertaken at locations where registered or other important physical cultural assets would be impacted.

Involuntary Resettlement OP/BP 4.12	Yes	The Bank Operational Policy on Involuntary Resettlement (OP 4.12) has also been triggered in view of the fact that the flood protection infrastructure rehabilitation and reconstruction works under Component 3A (floods protection investments) in some cases may lead to possible land acquisition. Land requirements are expected to be minor as the rehabilitation investments will be carried out mainly on government owned land. However, restoration and/or rebuilding of damaged facilities might to some extent have adverse social impact if the works require some temporary acquisition of private land for securing the right-of-way. Since the size, scale and location of subprojects cannot be determined at the project preparation stage, the Resettlement Policy Framework (RPF) and Environment and Social Management Framework (ESMF) will be prepared to mitigate potential environmental and resettlement impacts. No resettlement or land acquisition will be required to carry out activities under Components 1 or 2.
Safety of Dams OP/BP 4.37	No	
Projects on International Waterways OP/BP 7.50	Yes	Project activities under Component 1C (Dewatering of the Tamnava West Open Pit Mine) will trigger O.P. 7.50 for Projects on International Waterways. Water from the open Pit mine will be discharged into the Kolubara River which is a tributary of the Sava and by extension the Danube Rivers. In accordance with OP7.50 the notification letter has been prepared by the Ministry of Mining and Energy and submitted to the riparian countries through the Danube River Basin Commission on July 31st, 2014 and additional information on the scope of the activities to be undertaken under the project was provided on a subsequent letter on August 4, 2014. Adequate provisions will be made in the ESMF to ensure that the project financed activities do not adversely impact the quality or quantity of water to riparian countries. Proposed Project activities however only entail rehabilitation or reconstruction of existing infrastructure.

Projects in Disputed Areas OP/BP	No	
7.60		

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:

Because the project is being prepared as an Emergency operation, the ESMF is not required to be disclosed prior to Appraisal. An Environmental and Social Safeguards Framework (ESSF) has been prepared, setting out the actions (including preparation of Safeguards instruments) and timeframe for ensuring that project implementation is consistent with WB Safeguard policies.

In respect to Component 1: The planned activities including purchase of electricity and installation of metering devices to replace the flood-damaged ones will be environmentally neutral. Procurement of mobile sub-stations (truck mounted) to ensure adequate back-up capacity during expected flood-related breaks, will have neutral to slightly positive impact, as these will likely cause reduction of emergency fossil fuel use by affected households, thus reducing pressure on non-renewable natural resources. The activities on dewatering of Tamnava West Open Pit Mine will have to be undertaken with due regard to its environmental implications – in particular to water quality & quantity in the recipient river (Kolubara River) and sludge/mud management in order to avoid negative effects on river morphology and aquatic biota. Provided that the actions, as described further in section 4 below (and included in the EMP), are undertaken, there will be no large or significant negative impacts.

In respect to Component 2: the activities proposed to be funded under the Project will provide support to farmers under the Government's farm incentive program, which is well established in the country for over 5 years. These activities are carried out at already anthropogenically-modified environment and are environmentally-neutral in most cases. However, in some cases, like incentives provided for environmentally-friendly practices (autochthonous plant species and animal breeds preservation program; application of the code of good agriculture practice; organic agriculture) they have a positive impact to enhancing the existing environmental status. At the same time, it is recognized that agricultural subsidies can also lead to agricultural practices that are environmentally damaging. Information received to date indicates that no strategic EA or EIA have been prepared for the Government's incentive program. The ESMF, to be prepared for the Project, will call for specific actions to review overall environmental and related social impacts of the Government's program.

In respect to Component 3: rehabilitation of damaged infrastructure will be undertaken without change of the existing footprint, and by using the same type of material as the structures were made from (earth, clay, stone block, geotextile). The expected environmental impacts are generally related to handling of construction material, construction waste, servicing and maintenance of construction machinery and the health and safety of workers and general population that need to be close to the construction area. Mitigation of negative impacts related to these activities will be undertaken using well known methods contained in the code of the good construction practice, which will be applied on all construction sites, which will be detailed in ESMF and site-specific EMPs, as appropriate. Hazardous materials are unlikely to be found at any site. No other large, significant or potentially irreversible environmental impacts have been identified, nor are they

expected during the execution of the civil works. The ESMF, to be prepared for the Project, will review the current practices against WB policies, including EHS Guidelines, identify gaps and suggest actions to ensure full compliance with WB policies. The infrastructure rehabilitation and reconstruction works under Component 3A (flood protection infrastructure) in some cases may lead to small amounts of land acquisition. Land requirements are expected to be minor as the rehabilitation investments will be carried out mainly on municipally owned land, or other government owned land.

In respect to Component 4: sub-projects eligible for financing under this component will be identified in case of a new disaster/emergency and will be agreed between the Borrower and the Bank. The ESMF will be updated if required in order to cover any new types of sub-projects.

Based on the above, the project itself is not expected to have significant direct negative environmental or social impacts. However, the dewatering and restoration of flood protection infrastructure for the mine represents support for general restored/continuing operation of the mine. Therefore, from a "due diligence" perspective, project preparation included a review of existing environmental and social issues relating to the Tamnava West Open Pit Mine (and more broadly, the Kolubara coal district) to which the project could be linked in public perception, resulting in obstacles for project implementation and/or reputational risks for WB. For example, while no land acquisition or involuntary resettlement is required to enable the activities or achieve the objectives of Component 1 of the proposed project, there have been substantial complaints regarding resettlement carried out in the context of recent expansion of other nearby lignite mines in the Kolubara complex. Based on advice of the RSA, this mine expansion is not considered to be an associated activity as defined in OP 4.12, as it is not "directly and significantly related to the Bank-assisted project," nor "necessary to achieve its objectives as set forth in the project documents." Similarly, while environmental (particularly air) pollution is a significant general concern for residents of the Kolubara district, the dewatering and resumed operation of the Tamnava West Open Pit Mine would not make a substantial change in this aspect.

To obtain a better understanding of the local context, a WB Social Scientist and a Senior Communications Officer visited the project site and its surroundings, specifically to those areas where there have been specific concerns relating to resettlement, to assess the current situation. This included both complaints regarding the way in which some resettlement was carried out (e.g. insufficient notification, destruction of a cemetery without adequate provisions for re-interment, etc.), and complaints that people have had to wait too long for promised relocation (away from the polluted areas). Based on the information available from the site visit and interviews with relevant authorities, the Team was able to determine that many of the problems have been resolved or are in the process of being resolved. About 1000 (1/3) of the households involved have either been resettled or are in the process of signing relocation contracts. About 86% requested and received straight cash compensation for their property while the remainder are receiving new plots in serviced urban areas as well as the means to build new houses. For the remaining ca. 2000 households who would like to be relocated, there is no imminent need to resettle them as the land they occupy will not be required for mining for a number of years. Nevertheless, EPS has informed these households that they will accommodate the resettlement requests as soon as funds are available. With respect to environmental pollution aspects, the Team reviewed and reported on recent environmental monitoring reports for the Kolubara region (covering calendar year 2013), which indicate that (i) for air quality monitoring - concentrations of sulphur dioxide and nitrogen oxides did not exceed the maximum allowable daily values; while daily concentrations of soot and suspended solids did exceed maximum allowable daily values; (ii) for wastewater monitoring –

treated wastewater at the outlet of WWTP is characterized by high turbidity, increased concentrations of suspended solids, organic substances, iron, phenol and arsenic; for noise levels – daily operation did not exceed limit noise level, while night time operations did exceed prescribed noise limit level. The mining complex Kolubara has an Environmental and Social Action Plan - prepared in February 2012, revised in October 2013; and a Stakeholder Engagement Planprepared in February 2011. Reportedly, the actions are being implemented in accordance with the plans.

The conclusion from the environmental and social "due diligence" carried out to date is that no urgent environmental urgent environmental or social issues have been identified that would be exacerbated by the project or are likely to present an obstacle to project implementation. During project supervision the Team will continue to seek and review other information on these aspects and report any significant findings to Management for discussion with the Borrower. This includes verifying that the mining complex and power plant are operating in compliance with national laws and regulations, including regular monitoring of air and water quality. If it is found that the mine is not operating in compliance with applicable laws, or environmental quality is not meeting required standards, the WB will discuss with the Borrower what measures can be taken to improve the situation.

Finally, there is a risk that some stakeholders might seek to oppose the project not on the basis of its direct environmental or social impacts, but on the grounds that it supports continued reliance of lignite coal for energy production in Serbia. However, the project is consistent with the World Bank's energy strategy, in that it would not support development of greenfield coal-based power generation.

2. Describe any potential indirect and/or long term impacts due to anticipated future activities in the project area:

No long term negative impacts are envisaged if the Project is implemented with due care and observing the relevant procedures.

3. Describe any project alternatives (if relevant) considered to help avoid or minimize adverse impacts.

The nature of the Project is to provide for emergency rehabilitation of flood-impacted infrastructure, thus reducing threat to life, property and livelihood in case of future similar events. As such, long-term alternatives to suggested measures have not been discussed in detail. However, whenever possible, these will be considered during future stages of Project implementation – which particularly relate to Component 3 and coordination with other donors that are planning to get involved in the water sector.

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.

In respect to the Project: Given the emergency response nature of the Project, in order to facilitate the project processing, the World Bank team has prepared an Environmental and Social Safeguards Framework (ESSF) that will help guide the Client in preparing the ESMF and Resettlement Policy Framework (RPF), including specific provisions of the safeguards related exclusions. The ESSF sets out how the safeguard policies will be applied during the preparation and implementation of the project, including the deferring the requirement for preparation and disclosure of the ESMF and RPF into the project implementation stage. Preparation and disclosure of the ESMF and RPF will be a condition for disbursement of project funds under Components 1 and 3, except on energy imports - where the condition will not apply. As per the ESMF,

subsequent Environmental Management Plans (EMPs) will be prepared, with disclosure and public consultations in accordance with the Bank policies at national and local levels.

In respect to Component 1: EPS has already obtained the water permit with conditions related to allowable quantities for water pumping/dewatering of Tamnava West Open Pit Mine. Several sets of water quality testing have been performed in June 2014, which indicate that water in the mine belongs to 2nd or 3rd class of water in accordance with the national legislation (According to Serbian law, surface water quality is divided into four classes, class 1 being the best water quality and class 4 being the worst) - which corresponds to the same as in Kolubara River at that reach. The Serbian Environmental Protection Agency in June 2014 prepared and issued a "Program for Extraordinary Monitoring of Water Quality from Tamnava Mines", which determines a comprehensive monitoring system to be implemented during the dewatering operation, and list the remedial actions in case of any issues related to water and/or mud quality. The Program also identifies parties responsible for monitoring per specific test and measuring point – National Laboratory of Serbian EPA; Laboratory of RB Kolubara Lazarevac - Vreoci Coal and Wastewater Center, and Republic Hydro Met Institute. The Program also contains overall cost associated for performing the monitoring. The responsibility to provide funding and ensure implementation of the remedial actions (if determined to be necessary) lies with EPS. The Client has confirmed that dewatering activities will be undertaken fully in line with the national legislation and WB Safeguard policies, as set out in the EMP that is under preparation for this activity and will be incorporated in the dewatering contract. The main issues covered in the site-specific EMP are (1) water quantity and its impact downstream from point of discharge into Kolubara River; (2) water quality and mode of control/monitoring; (3) mud/sludge quality and its impact on the Kolubara River water quality – and impact of suspended matter that will be pumped out with water into the river; (4) mud/sludge management and disposal arrangements, with provisions for both "unpolluted" and "polluted" material (the majority of mud will stay in the "dead area" of the mine, while some, located around flooded equipment and on mine's slopes will be transferred to either mine's dead area or to the local landfill if not polluted. If polluted material is found the EMP will be updated to address actions which will be taken prior to removal of any polluted material; (5) bank stability downstream of the water discharge point; (6) health and safety at work arrangements; (7) restoration of the embankments from damage caused by dewatering activities, upon their completion.

In respect to Component 2: the actions will be undertaken fully in line with the national legislation. The ESMF, which will be prepared for the Project, will call for review of issues related to potential environmental and social impacts of the farmer subsidy program, including issues relating to pest management and use of pesticides, and, as appropriate, identify mitigation measures to be undertaken under the project and/or longer term actions to be discussed with Government.

In respect to Component 3: The site-specific EMPs will be prepared for each particular site, to cover the relevant issues, in line with the ESMF. These EMPs will be part of the bidding documents and resulting contracts.

In respect to Component 4: sub-projects eligible for financing under this component will be identified in case of a new disaster/emergency and will be agreed between the Borrower and the Bank.

In respect to Borrower's capacity: The Project will be implemented through two PIUs. Component

I will be implemented by the EPS, who has a good track record of implementing World Bank projects and is familiar with the provision of Bank's safeguards policies. The PIU to be established in the Directorate of Water Management will, to extent possible, hire staff that worked under the Bank's recently completed Irrigation and Drainage Rehabilitation Project – which are familiar with the Bank's requirements. This PIU will be responsible for implementation of component s 2 and 3. Funds will be provided for capacity building for any new staff engaged in the PIU, as well as for ensuring that the PIU improves the knowledge and skills needed for project implementation.

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

Disclosure of ESMF and site-specific EMPs will be carried out in line with the Bank's OP 4.01 for Category B projects. The EMP for dewatering of Tamnava West Open Pit Mine will be disclosed for a period of 5 working days followed by public consultations. The short period for disclosure of the EMP prior to the public consultation meeting is justified by the emergency nature of the operation and by the fact that the EMP focuses on the relatively straightforward risks and mitigation measures associated specifically with the dewatering activity. While some stakeholders may wish to raise broader environmental or social issues during the consultation meeting, longer access to the EMP document is unlikely to result in their being better informed on those matters. The EMP will be revised to reflect the conclusions of the disclosure and consultation process as needed, and the final version will be incorporated in the dewatering contract.

The project is expected to result in significant social benefits through reduced electricity shortages, increased security of domestic food supply and improved floods prevention and management. According to the Rapid Needs Assessment, the recent disaster had a disproportionate impact on the poor and vulnerable population. It is estimated that 125,000 persons fell below the poverty line, resulting in an increase of nearly 7 percent over last year's poverty headcount. The negative impact on livelihoods and employment was also more acute in vulnerable groups such as persons with disabilities, women, Roma, and among rural population. The rural poverty rate in Serbia is 9.4 percent, twice as high as the urban poverty rate (4.7 percent). Among the rural poor, elderly farmers represent one of the most vulnerable PAPs. Around 35 percent of all farm holdings are run by farmers older than 65 years. The proposed operation is therefore expected to have positive effects on the poor by providing rapid rehabilitation and recovery to ensure the continuity of access to basic services such as electricity, and a secured financial support to farmers through a stable farm incentives program.

As noted above, some land acquisition may be required for the infrastructure rehabilitation and reconstruction works under Component 3A (flood protection infrastructure). While the land requirements are expected to be minor, restoration and/or rebuilding of damaged flood infrastructure may to some extent have adverse social impact if the works require some temporary acquisition of private land for securing the right-of-way. Since the size, scale and location of subprojects cannot be determined at the project preparation stage, the Resettlement Policy Framework (RPF) and Environment and Social Management Framework (ESMF) will be prepared to mitigate potential environmental and resettlement impacts.

B. Disclosure Requirements

Environmental Assessment/Audit/Management Plan/Other			
Date of receipt by the Bank	30-Nov-2014		
Date of submission to InfoShop	30-Nov-2014		

For category A projects, date of distributing the Executive	
Summary of the EA to the Executive Directors	
"In country" Disclosure	
Serbia	30-Nov-2014
Comments:	
Resettlement Action Plan/Framework/Policy Process	
Date of receipt by the Bank	30-Nov-2014
Date of submission to InfoShop	30-Nov-2014
"In country" Disclosure	
Comments:	
Pest Management Plan	
Was the document disclosed prior to appraisal?	No
Date of receipt by the Bank	30-Nov-2014
Date of submission to InfoShop	30-Nov-2014
"In country" Disclosure	
Comments:	•

If the project triggers the Pest Management and/or Physical Cultural Resources policies, the respective issues are to be addressed and disclosed as part of the Environmental Assessment/Audit/or EMP.

If in-country disclosure of any of the above documents is not expected, please explain why:

In keeping with the policy on Emergency operations, in-country and Infoshop disclosure will take place, but will be done during project implementation, in line with the Environmental and Social Safeguards Framework rather than prior to Appraisal. Therefore, items relating to document review and disclosure in the following Section are marked as "Not Applicable".

C. Compliance Monitoring Indicators at the Corporate Level

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[X]
Are the cost and the accountabilities for the EMP incorporated in the credit/loan?	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 safeguards specialist or PM? Are PMP requirements included in project design? If yes, does the project team include a Pest Management Specialist?	Yes [] No []	NA [×]

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 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 notification requirement, has this been cleared with the Legal Department, and the memo to the RVP prepared and sent?	Yes []	No []	NA [×]
Has the RVP approved such an exception?	Yes []	No []	NA[X]
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:	Name: Claudia Ines Vasquez Suar		
Approved By			
Practice Manager/	Name: Ranjit J. Lamech (PMGR)	Date: 03-Sep-2014	
Manager:			