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o7&+o% s +%(,"#e# 7,a(e\$e%& a& &-e sa\$e o* &-e ,o9e* ,e.e, o* &e\$7o*a*C

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10. I% P-ase 85 &-e*e 9e*e %+%e P28 7os&s 9+&- OC4A +% Ge%e . a a%# se . e% P28 staff

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18. O% 1B A7*+, 20185 &-e C-+ef5 4RS5 OC4 A5 +%fo* \$e# &-e A77,+(a%& &-ak -e* P4P
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1'. O% 28 A7*+, 20185 &-e C-+ef5 Do%o* Re,a&+o% s Se(&+o%5 Pa*%e*s-+7 a%# Reso"*(e
 0 o)+, +Aa&+o% B*a%(- :;PR 0 B<=5 OC4 A5 %a \$e,C &-e -+*+%g \$a%age* fo* T!O 'I'3'5
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20. O% 18 0 aC 20185 &-e A77,+(a%& 9as +%fo* \$e# of &-e #e(+s+o% &o &e* \$+%ake -e*
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21.

Case No. UNDT/GVA/2018/10

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32. O% 1B !",C 20185 &-e C-+ef5 4RS5 OC4A5 +%fo*\$e# &-e A77,+(a%& &-a& s-e 9as fo"%# %o& s"+&a),e fo*)o&- 7os&s: fo* !O '882B5 +& 9as s&a&e# &-a& &-e A77,+(a%& ,a(Fe# ;so,+# o7e*a&+o%a, a%#/o* 7o,+ (C e?7e*+e% (e +% &-e -" \$a%+&a*+a% fie,#<5 a%# fo* T!O ' ' '805 +& 9as s&a&e# &-a& &-e A77,+(a%& ##% %o& \$ee& &9o *eK"+*e# (*+&e*+a: ;Se.e% Cea*s of 7*og*ess+.e,C *es7o%+),e e?7e*+e% (e +% 7*o@e(& o* 7*og*a\$ \$e \$a%age\$e%&5 a#\$ +%+s&+a&+o% o* *e,a&e# a*ea< a%# ;N%o9,e#ge of OC4A fie,# a%# -ea#K"a*&e* o7e*a&+o%<.

33. O% 1' !",C 20185 &-e A77,+(a%& 9*o&e &o &-e C-+ef5 4RS5 OC4A5 &o asF +f s-e -a#)ee% assesse# fo* fo"* P23 7os&s *e(e%&,C a# .e*+se#. S-e 9as fo"%# %o& s"+&a),e fo* &-ose 7os&s fo* &-e fo,,o9+%g *easo%:

a. !O '8IBI :4 " \$a%+&a*+a% Affa+s Off+(e*/S7e(+a, Ass+s&a%&=: &-e A77,+(a%& 9as fo"%# as %o& -a.+%g ;7*ofess+o%a, F%o9,e#ge of &-e 0+##,e Eas& o* Ce%&+a, As+a< as *eK"+*e# +% &-e ;P*ofess+o%a,+s\$ < (o\$ 7e&e%(CG

). T!Os ' '233 a%# 100I88 :4 " \$a%+&a*+a% Affa+s Off+(e*5 PR 0 B=: &-e A77,+(a%& 9as fo"%# as %o& -a.+%g s"ff+(+e%& ;F%o9,e#ge of a *a%ge of -" \$a%+&a*+a% ass+s&a%(e5 e\$e*ge%(C *e,+ef a%# *e,a&e# -" \$a% *+g-&s +ss"es5 +(," #+%g a77*oa(-es a%# &e(-%+K"es &o a##+ess #+ff+(",& 7*o),e\$s. A%a,C&+(a, (a7a(+&C a%# +% 7a*+(" ,a* &-e a)+,+&C &o a%a,CAe a%# a*+(" ,a&e &-e -" \$a%+&a*+a% #+\$e%+o% of +ss"es 9 -+(- *eK"+*e# a (oo*#++a&e# UN *es7o%se< as *eK"+*e# +% &-e ;P*ofess+o%a,+s\$ < (o\$ 7e&e%(CG a%#

(. T!O ' '1B :4 " \$a%+&a*+a% Affa+s Off+(e*5 PR 0 B=: &-e A77,+(a%& 9as fo"%# as %o& -a.+%g s"ff+(+e%& F%o9,e#ge of -" \$a%+&a*+a% ass+s&a%(e a%# e\$e*ge%(C *e,+ef as *eK"+*e# +% &-e ;P*ofess+o%a,+s\$ < (o\$ 7e&e%(C a%# as %o& \$ee&+%g &-e *eK"+*e\$e%& of F%o9,e#ge of 3*e% (-.

38. O% 2I 0 a*(- 201 '5 &-e A77,+(a%& a77,+e# &o a 4 " \$a%+&a*+a% Affa+s Off+(e* 7os& a& &-e P28 ,e.e, 9+&- OC4A :T!O 113I33=. S-e 9as fo"%# %o& s"+&a),e #"+e &o %o& \$ee&+%g &-e fo,,o9+%g *eK"+*e\$e%&s: ;N%o9,e#ge of 9+##e *a%ge of -" \$a%+&a*+a%

ass+s&a% (e\$ e \$e*ge% (C *e,+ef L a%# *e,a&e# - " \$a%+&a*+a% +ss"es< a%# ;a \$+%+\$ " \$ of se.e% Cea*s of 7*og*ess+.e,C *es7o%st),e e?7e*+e% (e +% - " \$a%+&a*+a% affa+s\$ e \$e*ge% (C 7*e7a*e#%ess< as 9e,, as a ; \$+%+\$ " \$ of &9o Cea*s of e?7e*+e% (e +% - " \$a%+&a*+a% affa+s +% e \$e*ge% (+es #"*+%g &-e ,as& &e% Cea*s +s *eK"*+e#<.

Consideration of the Applicant's job applications outside OCHA

3I. O% 3 !",C 2018\$ &-e A77,(a%& a77,+e# &o &9o P*og*a\$ \$e 0 a%age \$e%& Off+(e* 7os&s 9 +& - &-e U%+&e# Na&+o%\$ Co%fe*e% (e o% T*a#e a%# De.e,o7 \$e%&. O%e @o) o7e+%g 9as (a%(e.,e# 3o* &-e o&-e* @o) o7e+%g :!O 'B'BB=5 &-e A77,(a%& 9as ;,o%g2,+s&e#< as s-e #+& %o& \$ee& &-e fo,,o9+%g #es*+a),e (*+&e*+o%: ;E?7e*+e% (e\$ +% +%&e*%a&o%a, 7"),+(o*ga%+Aa&+o%\$s +% &-e (o%(e7&"a,+Aa&+o%\$ +\$ 7,e \$e%&a&o% a%# \$a%age \$e%& of &e(-%+(a, (oo7e*a&o% 7*o&e(&s o% &*a#e a%# (+,\$ a&e (-a%ge<. A,so\$ s-e 9as %o& f,agge# +% l%\$7+*a as (o\$+%g f*o\$ a #o9%\$+A+%g e%&+&C.

3 . O% 1B !",C 2018\$ &-e A77,(a%& a77,+e# &o a P*og*a\$ \$e Off+(e* 7os& +% Pa*%e*s-+7s 9 +& - &-e U%+&e# Na&+o%\$ Off+(e fo* D+saste* R+sF Re#" (&o% :T!O 1008 '3=. T-e A77,(a%& 9as assesse# as ;%o& s"+&a),e<.

3B. O% 2I Se7&e\$)e* 2018\$ &-e A77,(a%& s") \$ +&&e# &-e 7*ese%& a77,(a&o%.

38. T-e A77,(a%& 9as se7a*a&e# f*o\$ se*.(e o% 22 !"#e 201' af&e*)e+%g o% (e*+f:e# s+(F,ea.e f*o\$ 10 0 a*(- 2018 &o 21 !"#e 201'.

3'. Af&e* &-e 7*ese%& (ase 9as ass+g%e# &o &-e "%#e*s+g%e# !"#ge\$ &-e T*+)"%a, +ss"e# a se*+es of o*#e*s +%s&*" (&+%g &-e 7a*+es &o #+s(,ose +%fo* \$a&o% a%# #o(" \$e%&s *e,e.a& &o &-e (ase :O*#e* Nos. '0\$ '8\$ a%# 101 :GVA/2020==.

80. O% No.e\$)e* 2020\$ &-e 7a*+es f+,e# &-e+* *es7e(&+.e (,os+%g s") \$ +ss+o% +% *es7o%se &o O*#e* No. 10' :GVA/2020=.

81. O% 1 a%# 23 No.e\$)e* 2020\$ &-e Res7o%#e%& f+,e# a##+&o%a, #o(" \$e%&a&o% +% *es7o%se &o O*#e*s No. 11 a%# 118 :GVA/2020=5 a%# o% 2B No.e\$)e* 2020\$ &-e A77,(a%& f+,e# (o\$ \$e%&s *ega*#+%g &-e %e9,C #+s(,ose# #o(" \$e%&s.

Recei" a# ility

82.

). I% P-ase 85 &-e A77,+(a%& 9as fo"%# s"+&a),e5 a,)e+& ;*e(o\$ \$e%#e# 9+&-
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 a77o+%& \$e%& 9as a,,ege#,C 7,a(e# aga+%s& &-a& 7os&. I& 9as ,a&e* #+s(,ose# #" "+%g
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I8. As &-e A77ea,s T*+) "%a, -e,#5 ;&-e A#\$+%+s&+a&+o% +s)o"%# &o #e\$ o% s&+a&e &-a&
a,, *easo%a),e effo*+&s -a.e)ee% \$a#e &o (o%#e* &-e s&aff \$e\$)e* (o%(e*#e# fo*
a.a+,a),e s"+&a),e 7os&s. H -e*e &-e*e +s #o")& &-a& a s&aff \$e\$)e* -as)ee% affo*#e#
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II. T-e A77ea,s T*) "%a, a,so -e,# &-ak 9 -+,e &-e A#\$ +%+s&*ak+o% +s *eK"+*e# &o
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Restructuring process

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a. H-ek-e* P-ase 3 :Re&e%&o% P-ase= 9as (o%#" (&e# 7*o7e*,C "%#e* &-e *es&*" (&"*+%g \$e&-o#o,ogC a%# 9 -ek-e* +& 9as ,a9f", &o \$o.e &-e A77,+(&ks &o P-ase 8 :P,a(e\$e%& P-ase=G

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(. H-ek-e* OC4A>s #e(+s+o% &o 7,a(e a%o&-e* staff \$e\$)e* 9+&- a f+?e#2ke*\$ a77o+%& \$e%& &o &-e P28 7os& :Pos& N" \$)e* 30I1B8 8=5 fo* 9 -+(- &-e A77,+(&ks 9as *e(o\$ \$e%#e# 9+&- *ese*.a&o%5 9as ,a9f",.

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1. A((o*#+%g &o &-e ag*ee# \$ e&-o#o,ogC5 &-e f+*s& sk&e7 of &-e *es&*" (&"*+%g e?e*(+se 9as &-e es&a),+s- \$e%& of ;f"(%&+o%a, g*o"7s<5 9-+(- 9e*e &o)e s-a*e# 9+&- &-e S O C5 as +%#+(a&e#)e,o9:

T-e 7*o7ose# ,+s& of f"(%&+o%a, g*o"7 &+&,es &-a& 9+,,)e "se# &o (*e&e f"(%&+o%a, g*o"7s/*e&e%&+o%2*e .+e9 g*o"7s5 +%(,"#+%g s&a%#2a,o%e 7os&s &-a& 9+,,)e 7a*& of &-e 2018)" #ge&5 :+.e. 7os&s 9+&-+% OC4A &-a& -a.e a "%+K"e &+&,e/f"(%&+o%=.

2. I% a% e \$ a+, #a&e# 2B De(e \$)e* 201B a##*esse# &o &-e A77,(a%&5 &-e C-+ef5 4RS5 OC4A5 +%#+(a&e# &-a& &-e A77,(a%& 9as +%(,"#e# +% &-e *e&e%&+o% 7-ase a%#5 (o%seK"e%&,C5 +% a f"(%&+o%a, g*o"7 :P285 4 " \$ a%+&a*+a% Affa+*s Off+(e* :; 4AO<==.

3. I% &-s *ega*#5 &-e T*+) "%a, 7o+%&s o" & &o &-e fa(& &-a&5 +% OC4A>s %e9 sk*" (&"*e5 &-e*e 9e*e \$o*e P28 4AO 7os&s &-a% s&aff \$e \$)e*s 9-o 9e*e s"77ose#,C affe(&e#)C &-e *es&*" (&"*+%g :+.e.5 %+%e a.a+,a),e P28 7os&s as o77ose# &o se.e% P28 s&aff \$e \$)e*s 9-o %ee#e# 7,a(e \$ e%&=5 a%#5 as a (o%seK"e%(e5 a s&aff \$e \$)e* 9-o +s 7a*& of a (e* &a+% f"(%&+o%a, g*o"7 s-o",# -a.e)ee% *e&a+%e# fo* a%C 7os& 9+&-+% &-e sa+# f"(%&+o%a, g*o"7.

8. I%#ee#5 &-e #o("\$e%& e%&+&,e# ;Co%(e7& %o&e o% *es&*" (&"*e 7*o(e#"*es<5 #a&e# ' No.e \$)e* 201 a%# 7*e7a*e# fo* &-e OC4A *es&*" (&"*+%g e?e*(+se5 +%#+(a&es &-a& a *e&e%&+o% e?e*(+se &aFes 7,a(e 9-e% ;&-e %" \$)e* of s&aff +% a 7a*&+(",a* f"(%&+o% a%# a& a 7a*&+(",a* g*a#e 9+&-+% &-e affe(&e# a*ea)e+%g *es&*" (&"*e# e?(ee#s &-e %" \$)e* of 7os&s a.a+,a),e<5 9-+(- 9as %o& &-e (ase -e*e.

I. A% e?a \$ 7,e 7*o.+#e# +% &-e ag*ee# *es&*" (&"*+%g \$ e&-o#o,ogC f"*&-e* s-o9s 9-e% a%# -o9 a *e&e%&+o% e?e*(+se 9as &o)e (o%#" (&

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+. 4 " \$ a%+&a*+a% Affa+s Off+(e* :E \$e*ge%(C D+*e(&o* G*o"7= :P28=5 Pos& N" \$)e* :Ne9=5 Coo*#+%a&+o% D+.+s:o%5 OC4A Ge%e.a: &-e A77,(a%& 9as %o& *e(o\$ \$e%#e# as s-e #+## %o& -a.e &-e *eK"+*e# ;4M a%# 3+e,# e?7e*+e%(e<.

81. 4a.+%g *e.+e9e# &-e o"(&(o\$ e of &-e s"+&a)+,+&C *e.+e95 &-e T*+) "%a, #oes %o& f+%# fa",& 9+&- &-e *e.+e9 +&se,f. 4o9e.e*5 &-e T*+) "%a, +s 7a*&+(",a*,C &*o"),e#)C &-e 9aC +% 9-+(- &-e *e("+&\$e%& fo* Pos& N" \$)e* 30I1B8 8 9as \$a#e. I% fa(&5 &-+s 7os& 9as& a& &-e P,a(e\$e%& P-ase&5 offe*e# &o a 7e* \$a%e%& a77o+%&\$e%& -o,#e* : 0 s. B.=)" &5 ,a&e* o%5 +& 9as offe*e# &o a%o&-e* staff \$e\$)e* o% a f+?e#2&e* \$ a77o+%&\$e%& 9 -o (a\$e f*o\$ B*2.534 1 4(%)- 0 24 4 .2465(&)-*. 1 .7465(&)-2.53658#1 9378#)- 0 .m.53536(&)-2*s5 1 9378#&2.(s)- 1 . *e(1 0 .9756(e)3. 15789 (7(\$)-3. 4 93(\$)-3. 4 93(e)3)2.36842(a)3. 15789 (")- 0 .957 0 28(,)-2.53597

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101. As a, *ea#C s&ake# a)o.e5 &-e T*+) "%a,>s *o,e +s %O& &o s")s&+& " &e +&s #e(+s+o% fo* &-a& of &-e A#\$ +%+s&*a&+o% 9 -e% +& (o \$ es &o &-e e.a,"a&+o% of &-e A77,+ (a%&>s 7*of+,e. 4a. +%g *e@e(&e# &-e A77,+ (a%&>s a*g" \$ e%&s (o% (e*%+%g 7*o(e#" *a, \$ a&&e*s5 &-e T*+) "%a, f+%#s &-a& &-e A#\$ +%+s&*a&+o% e?e*(+se# +&s #+s(*e&+o% a77*o7*+a&e,C +% f+%#+%g &-a& &-e A77,+ (a%& 9 as %O& s"+&a),e fo* .a*+o"s 7os&s 9+&- OC4A.

Pos&s o" &s+##e OC4A

102. I% *e,a&+o% &o &-+s \$ a&&e*5 &-e T*+) "%a,5 a& &-e o" &sek5 *e(a,s &-e A77ea,s T*+) "%a,>s f+%#+%g +% Timothy (o% (e*%+%g &-e A#\$ +%+s&*a&+o%>s o),+g&+o% &o "%#e*kaFe a,, *easo%a),e effo*ks &o (o% s+##e* &-e s&aff \$ e\$)e* (o% (e*%e# fo* a.a+,a),e s"+&a),e 7os&s :see 7a*a. I8 a)o.e=5 a%# 9+&- *es7e(& &o s"+&a),+&C :see 7a*a. II a)o.e=.

103. A (a*ef", a%a,Cs+s of &-e *e(*"+&\$ e%& 7*o(esses fo* &-e 7os&s o" &s+##e OC4A5 %a \$ e,C &-ose of P*og*a \$ \$ e 0 a%age \$ e%& Off+(e* 9+&- &-e U%+&e# Na&+o% s Co%fe*e% (e o% T*a#e a%# De.e,o7 \$ e%& :!O 'B'BB= a%# of P*og*a \$ \$ e Off+(e* 9+&- &-e U%+&e# Na&+o% s Off+(e fo* D+sas&e* R+sF Re#" (&+o% :T!O 1008'3=5 s-o9s &-a& &-e fa(& &-a& &-e A77,+ (a%& (a \$ e f*o\$ a #o9% s+A+%g e%&+&C a%# 9as &-e*efo*e e%&+&,e# &o ;7*+o*+&C (o% s+##e*a&+o%< 9as &o&a,,C +g%o*e#)C &-e O*ga%+Aa&+o%.

108. T-e*e +s %o e.+#e% (e #e \$ o% s&*a&+%g &-a& &-e O*ga%+Aa&+o% \$ a#e a,, *easo%a),e a%# goo# fa+&- effo*ks &o affo*# 7*+o*+&C (o% s+##e*a&+o% &o &-e A77,+ (a%& 9+&- *es7e(& &o &-ese 7os&s.

10I. As a (o%sek" e% (e5 &-e T*+) "%a, f+%#s &-a& &-e fa+,"*e of &-e A#\$ +%+s&*a&+o% +% &-+s *ega*# +s a,so a se.e*e +**eg",a*+&C &-a& &+%&s &-e *e(*"+&\$ e%& 7*o(ess fo* &-ese &9o 7os&+o% s o" &s+##e OC4A a%#5 &-e*efo*e5 *e%#e*s &-e #e(+s+o% &o &e* \$ +%a&e &-e A77,+ (a%&>s f+?e#2&e* \$ a77o+%& \$ e%& "%a9f",.

Remedies

10 . I% &-e a77,+ (a&+o%5 &-e A77,+ (a%& *eK"es&s &-e fo,,o9+%g *e \$e#e#es:

a. T-a& &-e #e(+s+o% &o &e*\$+%a&e -e* a77o+%&\$e%&)e *es(+##e# a%# &-a& s-e)e *e+%s&ake# a& &-e P28 ,e .e,G

). As a% a,&e*%a&+.e &o *es(+ss+o%5 &-e A77,+ (a%& seeFs &9o Cea*s> %e&)ase sa,a*CG a%#

(. 0 o*a, #a \$ages fo* &-e + \$7a(& &-e #e(+s+o% -as -a# o% -e*.

10B. A*&+(,e 10.I of &-e D+s7" &e T*+) "%a,>s St& &e 7*o. +##s &-a& &-e T*+) "%a, \$aC o*#e* o%e o*)o&- of &-e fo,,o9+%g:

:a= Res(+ss+o% of &-e (o%&es&e# a# \$+%s&*a&+.e #e(+s+o% o* s7e(+f+(7e*fo*\$a% (e5 7*o. +##e# &-a&5 9 -e*e &-e (o%&es&e# a# \$+%s&*a&+.e #e(+s+o% (o% (e*%s a77o+%&\$e%&5 7*o \$o&+o% o* &e*\$+%a&+o%5 &-e D+s7" &e T*+) "%a, s-a,, a,so sel a% a\$ o"%& of (o \$7e%sa&+o% &-a& &-e *es7o%#e%& \$aC e,e(& &o 7aC as a% a,&e*%a&+.e &o &-e *es(+ss+o% of &-e (o%&es&e# a# \$+%s&*a&+.e #e(+s+o% o* s7e(+f+(7e*fo*\$a% (e o*#e*#e#5 s"))e(& &o s") 7a*ag*a7- :) = of &-e 7*ese%& 7a*ag*a7-G

:)= Co \$7e%sa&+o% fo* -a*\$5 s"77o* &e#)C e. +##e(e5 9 -+(-s-a,, %o*\$a,,C %o& e?(ee# &-e eK"+.a,e%& of &9o Cea*s> %e&)ase sa,a*CG of &-e a77,+ (a%&. T-e D+s7" &e T*+) "%a, \$aC5 -o9e.e*5 +% e?(e7&+o%a, (ases o*#e* &-e 7aC \$e%& of a -+g-e* (o \$7e%sa&+o% fo* -a*\$5 s"77o* &e#)C e. +##e(e5 a%# s-a,, 7*o. +##e &-e *easo% s fo* &-a& #e(+s+o%.

Res(+ss+o% a%# (o \$7e%sa&+o% +% ,+e"

108. S+% (e &-e (o%&es&e# #e(+s+o% (o% (e*%s ;a77o+%&\$e%&5 7*o \$o&+o% o* &e*\$+%a&+o%<5 +% o*#e*+%g &-e *es(+ss+o% "%#e* a&. 10.I:a= of &-e St& &e5 &-e T*+) "%a, \$"s& sel a% a\$ o"%& of (o \$7e%sa&+o% +% ,+e" of *es(+ss+o% o* s7e(+f+(7e*fo*\$a% (e5 9 -+(- %ee#s &o)e s"77o* &e#)C e. +##e((e. As 7e* &-e A77ea,s T*+) "%a,5 (o \$7e%sa&+o% +% ,+e" ;s-o",#)e as eK"+.a,e%& as 7oss+),e &o 9 -a& &-e 7e*so% (o% (e*%e# 9o",# -a.e *e(e+.e#5 -a# &-e +,,ega,+&C %o& o(("**e#< :Ashour 201 ' 2UNAT28 ' '5 7a*a. 20=-.

10'. I% &-e (ase a& -a%#5 &-e T*+) "%a, %o&es &-a& &-e A77,(a%& @o+%e# &-e O*ga%+Aa&+o% o% B 0 a*(- 20135 o% a &9 o2Cea* f+?e#2&e*\$ a77o+%& \$e%&. O% 18 0 aC 20185 s-e 9as +%fo*\$e# of &-e #e(+s+o% &o &e*\$+%a&e -e* f+?e#2&e*\$ a77o+%& \$e%& effe(&+.e 30 !"e 2018. BC &-e%5 s-e 9as o% a f+?e#2&e*\$ a77o+%& \$e%& "%&+, I 0 a*(- 201'.

110. 4o9e.e*5 &-e A77,(a%& 9as o% (e*+f+e# s+(F ,ea.e f*o\$ 10 0 a*(- 2018 "%&+, 21 !"e 201'. Af&e* -a.+%g e?-a"s&e# a., -e* s+(F ,ea.e e%&+&,e \$e%&s5 s-e 9as se7a*a&e# o% 22 !"e 201'.

111. T-e T*+) "%a, f+%#s &-a& # "e &o &-e g*a.+&C of &-e O*ga%+Aa&+o%>s)e-a.+o"* &o9a*#s &-e A77,(a%& a%# &-e a)o.e2 \$e%&+o%e# +**eg",a*+&+es a%# 7*o(e#"*a, f,a9s5 &-e #e(+s+o% &o &e*\$+%a&e -e* f+?e#2&e*\$ a77o+%& \$e%& +s "%,a9f",. T-e*efo*e5 &-e (o%&es&e# #e(+s+o% s-o",#)e *es(+%#e# a%# &-e A77,(a%& s-o",#)e *e+%s&a&e# a& &-e P28 ,e.e.,

112. No%e&-e,ess5 as 7e* a*&. 10.I of &-e T*+) "%a,>s S&a&"&e5 &-e O*ga%+Aa&+o% \$aC e,(& &o 7aC (o\$ 7e%sa&+o% +% ,+e" of *e+%s&a&e \$e%&. Bea*+%g +% \$+%# &-e s7e(+f+(+*(" \$s&a%(es of &-e (ase5 +.e.5 &C7e a%# #"*a&+o% of &-e (o%&*a(&5 ,e%g&- of se*. +(e a%# &-e g*a.+&C of &-e A# \$+%+s&a&+o%>s 7*o(e#"*a, f,a9s5 &-e T*+) "%a, f+%#s a#eK"a&e &o se& &-e a\$ o"%& of (o\$ 7e%sa&+o% +% ,+e" a& &9o Cea*> %e&)ase sa,a*C a& &-e P28 ,e.e., as 7e* &-e sa,a*C s(a,e +% effe(& a& &-e &+ \$e &-e A77,(a%& 9as se7a*a&e#.

Co\$ 7e%sa&+o% fo* -a*\$

113. I% a##+&+o%5 &-e A77,(a%& seeFs (o\$ 7e%sa&+o% fo* \$o*a, #a \$ages g*ea&e* &-a%

A77ea,s T*+) "%a, f"*&-e* -e,# &-a& ;&-e &es&+ \$o%C of &-e (o\$7,a+%a%& +s %o& s"ff+(+e%&
9+&-o" & (o**o)o*a&+o%)C +%#e7e%#e%& e.+#e%(e :e?7e*& o* o&-e*9+se=< :oangue 20182
UNAT28I85 7a*a. 185 (+&+%g /allon 201B2UNAT2B82=.

11I. T-e T*+) "%a, +s of &-e .+e9 &-a& &-e \$e#+(a, (e*&f+(a&e +%#ee# (o%f+* \$s &-a& &-e
A77,+ (a%& 9as s+(F # "e &o 9o*F2*e,a&e# +ss"es\$ \$a+% ,C &-e &e* \$ +%a&+o% of -e* f+?e#2&e* \$

E%&e# +% &-e Reg+ste* o% &-+s 30^{k-} #aC of De(e\$)e* 2020

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