### Country: Libya

### **COUNTRY PROGRAMME PERFORMANCE SUMMARY[[1]](#footnote-1)**

### Reporting period: 2012-2018

### **I. EXECUTIVE SUMMARY**

Post-revolution Libya is at cross roads and the ongoing crisis has compromised the transition to state building and democracy. The deepening crises in the country’s political situation and the security challenges, coupled with the drop-in oil prices have created a huge burden on the economy. Moreover, the crisis that led to military conflict in 2014 negatively affected the wellbeing of people in Libya, halting and reversing some of the progress made on human development in the country.

Despite the difficult political and security challenges, UNDP’s support to legitimate and elected state institutions has shown significant progress on many fronts. During the past five years, UNDP, in partnership with UNSMIL provided support to the High National Elections Commission (HNEC) in organizing two national elections, which led to the establishment of the Constitution Drafting Assembly (CDA) and the House of Representatives. UNDP, under the leadership of SRSG Salame, also provided support to the constitution-making process led by the CDA in finalizing the final draft of constitution.

Our support has contributed to enhancing the capacities of many state institutions including the Ministry of Planning, Presidential Council, the Environment General Authority and targeted municipalities. The UNDP Country Office provided opportunities for Libyan women to discuss their demands in the transition and the national reconciliation processes. UNDP provided an enabling environment to establish an advocacy group for women’s empowerment at the Presidential Council (PC). Due to the persistent advocacy and support of UNDP, the PC issued a decree for the establishment of this unit at the Presidential Office. The government accepted to establish women empowerment unit at Presidential council level. However, the unit is yet to be created. UNDP supported 28 CSOs in developing their implementation capacity. This has strengthened UNDP’s partnerships with CSOs considerably. Also, UNDP supported Ministries through the provision of technical experts who were deployed at the Ministry of Planning and PC.

The political polarization that prevailed in the country has persisted for about 6 years, leading to parallel institutions. This created a vacuum in security and state institutions that had an impact on programme delivery in Libya. However, engaging third-party contractors in implementation of programmes to deploy experts in a crisis country like Libya was one solution to ensure the continuity of UNDP’s support. Due to the timely finalization of Long Term Agreement (LTA) contracts companies, the UNDP Libya CO office could deploy experts who can further provide technical support to state institutions.

Finally, UNDP’s timely and strategic interventions on national dialogue and stabilization programmes proved to be effective in addressing the immediate needs of the population and strengthening partnerships with the Libyan counterparts and the donor community.

### **II: Country Programme Performance Summary**

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| **Country information** |  | | |
| **Country name: Libya** | | | |
| **Current country programme period: 2012-2018** | | | |
| **Outcomes** | **Key Indicators of outcome (1-4 per outcome)** | | **Progress made against key indicators** |
| **Outcome 1. The active participation of citizens in the democratic transition**  **of their nation is facilitated.** | 1. Transitional authorities have managed fair and inclusive democratic Processes 2. Percentage of civic engagement and monitoring activities of democratic processes implemented by CSOs, with specific focus on women and youth. | | 1. Organizational, management and operational capacities are in place to manage transitional democratic processes. 2. Thirty per cent of civic engagement and monitoring activities are implemented by CSOs during the transitional phase. |
| **UNDP Contribution:**  UNDP provided technical expertise, operational and advisory services, networking and advocacy to support democratic processes and capacity development of the new legislature. UNDP fostered nationwide civic education and CSO capacity building and development.  CP Outputs:  Output 1: National capacities (state and civil society) are strengthened to manage fair and inclusive transitional democratic processes.  Progress and Achievements:  **Electoral Assistance**  UNDP committed itself to fostering the democratic processes in Libya through assisting Libyan authorities to strengthen their capacity to plan, prepare and conduct credible and transparent elections through the country’s post-2011 transition and beyond. Support in 2013-14 contributed to a) a new mandate and structure for Libya’s High National Elections Commission (HNEC), and b) the drafting of electoral laws governing the process of electing the Constitution Drafting Assembly (CDA) and House of Representatives (HoR). UNDP advisors provided daily advice and assistance to the HNEC in areas such as planning, training, procedures, awareness, electoral security, coordination and media center management.  In support of electoral processes in Libya, UNDP in partnership with the Government of National Accord (GNA), the UN Support Mission in Libya (UNSMIL) and other UN agencies provided crucial support to three national elections in the country. Libya’s first free, multi-party parliamentary elections in six decades was held on 7 July 2012. Through the UN electoral team approximately 1.77 million Libyans, 39 percent of them women, cast their vote for the General National Congress (GNC), tasked with the preparation of the new Constitution.  Over 2013-14, a total of 1000 electoral staff, decision-makers, media and civil society members participated in a series of UNDP-supported training events, conferences, workshops and roundtables that strengthened their understanding of critical electoral issues, ranging from electoral systems to electoral dispute resolution. Around a quarter of participants (24 per cent) were women. Raising awareness on such important issues amongst diverse stakeholders, was key to strengthening the knowledge foundations of Libya’s emerging democracy.  Moreover, UNDP managed to work with Libyan authorities to prepare for and conduct well-administered, transparent and credible elections that represent the will of the Libyan people and meet international standards and best practices. Under a tight deadline, UNDP provided timely delivery of essential election materials; and assisted in establishing a coordinated election security plan. UNDP worked with the International Organization for Migration (IOM) to administer out-of-country voting, enabling 8,000 Libyans from the diaspora to cast ballots. UNDP provided sensitive electoral materials that included over 14 million ballots, 38,000 bottles of indelible ink and 18,000 polling kits. UNDP also provided the expertise needed to design ballots, produce voter information materials, and design and manage results software to tabulate approximately 14,000 results forms.  A focus of UNDP’s support to Libya’s elections was on enhancing access and participation in electoral processes, including by encouraging greater representation of women in all aspects of elections. In cooperation with partners, UNDP advocated the adoption of special measures that ultimately ensured that 10 per cent of seats in Constitution Drafting Assembly (CDA) were reserved for women and 10 per cent for cultural-linguistic groups, resulting in diverse representation in this important body. UNDP’s advocacy and support ensured that the HNEC d track and retain sex-disaggregated data for all elections, providing a key input to support future awareness and advocacy of Libyan women’s full and equal participation in the political life of their country.  **Supporting Constitution-making processes**  UNDP supported constitution building in Libya by promoting citizen’s participation in constitution-making processes, through well-coordinated initiatives implemented with civil society organizations, the media and academia. UNDP worked g with women, youth and minorities, and provided technical, communication and outreach support.  UNDP conducted, *inter alia*, a series of training sessions on constitution-making processes for candidates standing for election to the CDA. The training covered more than 50% of the 649 candidates, of which 45 were women. Trained candidates represented 60% of members of the elected CDA.  UNDP provided a set of digital constitutional reference materials and research papers, which contributed to strengthening the skills of CDA members in constitutional making processes; and organized a workshop on issues of local governance for members of the CDA subcommittee handling the local governance portfolio.  UNDP has also supported media and communication activities of the CDA through an expert who helped to prepare guiding strategy documents and supported the production of multi-media content for an awareness campaign on constitution making. The campaign raised awareness of the process and promoted open televised debates between experts and citizens on the Libyan constitution. Content developed for the campaign included TV, radio and print materials, partly developed by young journalists trained under the project for this purpose.  To enhance civil society participation in constitution-making, UNDP organized with University of Benghazi and CSOs open public debates on constitutional issues, with focus on the key questions of identity and form of state. In 2013, the University of Benghazi, with UNDP support, organized several debates and discussed outcomes of the countrywide constitutional survey.3. In total UNDP organized sixteen debates throughout the country, in all main university campuses and other locations. UNDP also worked with sixteen CSOs through a special grant fund to promote civic education on the constitution and encourage greater public engagement in the process of developing constitutional recommendations. Sixteen participating CSOs benefitted from intensive training and ongoing coaching throughout the implementation period of the project.  The 16 CSOs implemented a wide range of civic education and constitutional awareness-raising activities, reaching more than 5,794 direct beneficiaries (approximately two-thirds women) and more than 23,000 indirect beneficiaries in the South, Middle, East and West regions of the country. Engaged CSOs submitted to the CDA constitutional recommendations developed through the project, including on educational rights, citizenship rights, women’s rights, the police and the army, among others. To ensure that the future Libyan constitution is inclusive, UNDP supported a deliberate effort to formulate women’s demands and advocate their inclusion in the constitution. This effort included organizing consultative meetings in Tripoli alongside two technical workshops organized in Cairo and Tunis, those consultative meetings engaged around 100 women activists in developing a set of women’s demands from the new constitution. The demands were formulated based on latest available drafts that CDA sub-committees have produced on issues related to System of the Government; Judiciary Powers; the Constitutional Court; Rights and Freedoms; Management of Natural Resources; Transitional Procedures; Independent Constitutional Bodies; and the State of Emergency and Martial Law.  To contribute to the democratic transformation and the development of a new political culture in Libya, UNDP began implementing its “Support to Civic Engagement in Libya’s Transition” (SCELT) project in early 2012. Working in coordination with Libyan partner ministries and CSOs, the project aimed to facilitate and support Libyan citizens, particularly youth, women and marginalized groups, to engage actively in the transition to democracy.  **Dialogue and Reconciliation Support**  UNDP has greatly contributed to the UN brokered dialogue processes that led to political agreement endorsed in December 2015. To maintain the Libyan Political Agreement (LPA) brokered by the UN, UNDP provided support to UNSMIL and organized an inclusive political dialogue meeting to discuss current challenges to the implementation of the LPA. Options for addressing challenges were identified and developed and prospects to facilitate the GNA formation and the amendment to the constitutional declaration were discussed. Due to continuous support for this dialogue, political dialogue members agreed on a statement calling on institutions emanating from the LPA, the PC and HoR to uphold their responsibilities in line with the LPA. Members particularly called on the PC to address the numerous security and socioeconomic challenges facing Libyan citizens.  Despite the challenges, UNDP’s interventions contributed to the national priorities on the participation of citizens in political transition of the country. At the end of the cycle two national elections had been organized, a Constitution drafted, and repeated dialogue processes and reconciliation were supported. These have resulted in establishing a GNA and responsive national institutions. Moreover, there are early signs that the GNA is establishing its authority at the national level and there are improved signs of political stability.  Additionally, UNDP played an important role in convening national reconciliation by bringing together conflicting factions. Progress has also been achieved through UNDP’s persistent support to inter-tribal dialogue processes that have resulted in reconciliation among clashing factions. Support included technical experts and creating an enabling environment for dialogue. This ensured progress towards reconciliation including the adoption of a road map for compensation of affected populations and a strategy for the voluntary return of displaced populations. With these two initiatives UNDP progressed towards the CPD expected outcome “Supporting Libya for the active participation of Citizens in the democratic transition”. | | | |
| **Outcomes** | **Key Indicators of outcome (1-4 per outcome)** | | **Progress made against key indicators** |
| **Outcome 2. Central and local government authorities are strengthened to**  **provide better public services to citizens.** | 1. Partner institutions are delivering basic services in a transparent and accountable manner (gender-disaggregated data fused or this indicator); 2. LMAC is carrying out mine action and small weapons control according to international norms and standards. | | 1. Some institutions have established necessary systems to deliver on their mandates in a transparent and accountable manner. 2. LMAC has established systems to carry out mine action and small weapons control. |
| **UNDP Contribution:**  UNDP provided programmatic, technical and policy support to support national and subnational institutional strengthening, especially in public service provision and local peace and stability.  CP Outputs:  **Output 1:** Performance of key public institutions is strengthened to deliver basic services and adopt anti-corruption measures.  **Output 2:** Institutional and human capacities developed  Progress and Achievements:  UNDP finalized core government functions (CGF) assessments on government employees and Civil Service Reform. The assessment will serve as guidance for government and development partners in Libya as they develop policy and programme interventions.  During the past five years, the political and security situation has been fragile in Libya and stability remains elusive throughout the country. Due to the conflict, critical public service providers are facing challenges resulting from increasing demands on health services as well as shortages resulting from instability prevailing in the country during the past five years. Shortages of power affected the health care facilities as well as weak public infrastructure compromising basic services. Despite these challenges, progress was achieved through the Stabilisation Facility for Libya (SFL), which has delivered results in all regions of the country, allowing the Government of National Accord (GNA) to reach out to citizens across Libya. UNDP partnered with Municipalities to rehabilitate critical public infrastructures to improve services and in many locations people started to benefit from this support. This contributed to the realization of one of Libya’s CPD expected outcomes to “Strengthening the Central and local Government Capacities to provide better Public Services to Citizens”. The SFL was launched in April 2016, and has attracted financial contributions amounting to $53 million from 14 donors. The GNA has contributed $5 million to the Facility, making it a UNDP programme with Libyan funding.  Moreover, through the SFL, trust was built between the communities and the GNA and UNDP Libya could reach out to citizens. The Facility connects the Government with Municipalities, and both national and Municipal Government with citizens. It delivers equipment and refurbishes buildings that allow key services to resume. It also helped communities create local peace structures which, working with the Municipalities, develop the capacity to spot the warning signs of conflict and act to prevent escalation.  The Facility delivered its support to health, education and basic services sectors in Benghazi, Kikla, Ubari, Sebha and Sirte, supporting over a million people. It recently expanded into Bani Walid, Tripoli, and is mandated to broaden to Kufra, Tawergha, Ajdabya, Ghat and Derna.  Within one year and a half, the SFL rehabilitated and equipped 11 hospitals including prefabricated Medical Centres, and delivered 25 ambulances. Of particular concern are chronic shortages of power, including frequent cuts affecting health care facilities; to address these challenges and to prevent the collapse of the health sector, UNDP partnered with Municipalities to ensure that life-saving medications were not destroyed by a break in the cold season in the country resulting from power cuts., Fifteen hospitals, providing services to nearly a million people, are benefiting from this support. Nine through solar power systems and the rest through the supply of emergency generators. Hospitals will now have continued power supply, which enables them to perform surgical operations and maintain cooling systems to keep critical medicines viable.  Sixteen schools have been rehabilitated or re-equipped and the municipalities have benefited from rehabilitation and re-quipping improving performance of electrical substations, water pumping stations and sewage systems. The project has also provided equipment to the municipalities to enhance capacity in waste removal, firefighting and road safety.  While the gaps in obtaining quantifiable disaggregated data on service delivery and access to services are a challenge, UNDP’s support contributed to improving service delivery in targeted municipalities. UNDP will enhance monitoring in the next years to ensure it can obtain disaggregated data to the extent possible, including to ensure tracking of gender sensitive data.  **Support to Women’s Empowerment**  UNDP’s support to women’s full participation in Libya’s political transition has shown some progress. UNDP focused increasing women’s access to political processes and emerging institutions of governance. Progress was achieved through consistent advocacy efforts for greater inclusion of women in all aspects of political life, particularly through tracking sex-disaggregated data on access to political processes and institutions, in order to provide a strong evidence-base for future decisions on women’s participation.  UNDP in cooperation with partners advocated for special measures to be enshrined in the electoral legal framework for two successive elections, ensuring the inclusion of significant proportion of women in both the Constitutional Drafting Assembly (10 per cent) and the House of Representatives (16 per cent). Through its ongoing technical support to elections, UNDP promotes gender mainstreaming within Libya’s Electoral Management Body and provides opportunities for key stakeholders to discuss particular issues affecting the free and equal participation of women in Libyan political life.   |  |  |  | | --- | --- | --- | | **Outcomes** | **Key Indicators of outcome (1-4 per outcome)** | **Progress made against key indicators** | | | | |
| 3. **Outcome 3. Libya successfully manages its transition to a state founded on**  **the rule of law.** | | 1. Percentage of cases adjudicated increases consistently over time as a sign of improved efficiency of the judicial system as whole, including legal aid services; 2. The fact-finding and reconciliation commission is operational and implementing different national reconciliation processes. | 1. Less than Twenty per cent increase in adjudicated cases per year; 2. The factfinding and reconciliation commission has been recently established on 2017 |
| **UNDP Contribution:**  UNDP provided support to key rule-of-law institutions in coordination with UNSMIL and other United Nations organizations.  CP Outputs  **Output 1:** The capacity of rule-of-law institutions is developed to restore justice and security in accordance with international human rights principles.  **Output 2:** Implementation of transitional justice processes is launched according to national consensus and international standards.  Progress and Achievements  **Rule of Law Support**  UNDP built the capacity of members of the judiciary that enabled them to plan for, develop and deliver an effective and transparent mechanism for electoral disputes. In partnership with the Ministry of Justice and High Judicial Institute, UNDP advocated for improving access to justice for vulnerable groups, and the reform of rule-of-law institutions. UNDP supported the first pilot baseline analysis of access to justices for Internally Displaced Persons (IDPs), and also supported 20 CSOs to assess the population’s access-to-justice needs. UNDP provided support to 260 individuals from various sectors of government, the High Judiciary Institute and civil society organizations to gain knowledge on the processes of rule of law reforms in times of crises. UNDP’s support enabled the Libyan authorities to formulate a Transitional Justice Law, which led to the adoption of a new and improved law in December 2013. Progress has been achieved in strengthening the capacity of Libya’s National Council for Civil Liberties and Human Rights (NCCLHR) to enhance awareness and knowledge of the role of national institutions of human rights in line with the Paris Principles. UNDP also facilitated experience-sharing with countries in the region with the objective of promoting Human Rights and strengthening Human Rights institutions in Libya.  **Parliamentary Support**  Another sign of progress is UNDP’s support to elected institutions in post-revolution Libya, through strengthening institutional capacities of the parliament and helping in the development of the organizational chart of the General National Congress (GNC). UNDP also supported the production of a publication on the experience of parliament in post revolution Libya, focusing on lessons learned in the development of GNC Rules and procedures.  UNDP delivered training courses to support elected members of the parliament including to 60 staff from the GNC secretariat. Support was also extended to the House of Representative (HoR), providing manuals and research documents on key parliamentary functions. UNDP trained 156 members and staff of the parliament on various parliamentary processes.  Throughout the years, UNDP with the support of the United Mission Support in Libya (UNSMIL) took the lead in supporting the improvement of the efficiency of Judicial institutions, including the legal aid service. A new initiative on the automation of national courts, with a view to increasing public access to justice, was initiated in 2008. As a continuation, UNDP observed progress which was achieved through building the skills of 200 judicial experts in automation techniques, complemented by capacity-building of the High Judicial Institute through a curriculum review and ‘training of trainers’ programmes.  Limited progress has been made for the CPD outcome indicators as UNDP was unable to work with the judicial system directly, due to continuous instability and violent conflict which affected government institutions at all levels. Unless the fighting is stopped through a negotiated settlement, state institutions are under threat of collapse. Libya’s financial reserves will soon be depleted, which will inevitably lead to increased suffering of Libyan citizens and a potential humanitarian disaster. The stabilization of Libya requires an agreement between various political factions at the national level and peace between warring communities at the local level [(41)].  **Local Dialogue**  Great progress has been achieved in defusing localized conflicts between specific disputing parties, which led to local ceasefire agreements and willingness to resolve disputes through dialogue processes. Some communities, especially those who have been displaced , have come together, after several rounds of talks and confidence building efforts, and a signed roadmap agreement for the return of IDPs and reparation arrangements. UNDP’s Transitional Justice programme helped to facilitate dialogue between Misrata and Tawergha, which led to an agreement to enter negotiations on implementing the right of voluntary return of the Tawerghans to Misrata. Though this has not yet produced results at the outcome level, UNDP will focus on creating an enabling environment to promote safety and security for returning populations, addressing gender inequalities and empowering women while working on national reconciliation at the local level.  UNDP contributed to CPD indicator # 3 (the implementation of different national reconciliation and transitional justice) and to the SP indicator 3.4 “functions, financing and capacity of rule of law institutions enabled, including to improve access to justice”  The facilitation work of the transitional Justice process at local level was limited to targeted communities of Misrata/Tawergha. However, the objective is to replicate the approach in other communities in Libya.   |  |  |  | | --- | --- | --- | | **Outcomes** | **Key Indicators of outcome (1-4 per outcome)** | **Progress made against key indicators** | | | | |
| **Outcome 4. Livelihoods opportunities and economic recovery are enhanced**  **for durable social reintegration, peace and stability.** | | 1. Number of direct beneficiaries, including conflict-affected community members and marginalized groups such as IDPs, youth and women, who are provided with income-generation opportunities | 1. Libyans were not yet provided with income-generation opportunities |
| **UNDP Contribution:**  UNDP provided support in coordination with UNSMIL, to national counterparts for economic recovery.  CP Outputs  **Output 1:** Institutional and socioeconomic capacities developed to promote socio-economic recovery for lasting peace and stability.  Progress and Achievements  Post revolution Libya is mired in conflict and instability. The various post-uprising political groupings have struggled to reach a sustained political agreement leaving Libya in a state of turmoil. The subsequent conflict has severely impacted both the macro-economic stability of the country and the livelihood of the Libyan people.  Drawing lessons from the Resilience programme, UNDP scaled up its resilience and recovery efforts in Libya by expanding its support to at least six municipalities. UNDP’s project ‘Strengthening Local Capacities for Resilience and Recovery’ is a three-year initiative aiming to help local authorities in Libya respond to conflict and human mobility-induced challenges that negatively affect people’s access to essential services, sources of jobs and livelihoods, and the social cohesion and security of communities. Focusing on strengthening local resilience and recovery mechanisms, it is being implemented by UNDP in targeted municipalities: Murzuq, Sebha, Kufra, Benghazi, Tripoli and Sabratha initially. UNDP’s support enables municipalities to provide timely services to beneficiaries  To contribute to job generation and create economic opportunities, UNDP has reached an agreement with Tatweer Research and Toyota to partner and invest in the development of an entrepreneurial ecosystem in Libya. With this, UNDP seeks to nurture the brightest young minds in Libya; incubating the ideas of ambitious home-grown entrepreneurs; and attracting international talent and investment that can help us lead the way in fields such as renewable energy, climate change, healthcare and financial services.  UNDP’s contribution to this outcome targets migrants, IDPs, refuges, and vulnerable groups in the targeted localities. Its economic opportunities component will also focus explicitly on youth. UNDP seeks to contribute to CPD indicator 4 “conflict-affected community members and marginalized groups provided with income-generation opportunities”; and to SP indicator 1.1 “National and subnational systems and institutions enabled to achieve structural transformation of productive capacities that are sustainable and employment- and livelihoods-intensive”.   |  |  |  | | --- | --- | --- | | **Outcomes** | **Key Indicators of outcome (1-4 per outcome)** | **Progress made against key indicators** | | | | |
| 5 **Outcome 5. National environment management systems addressing**  **desertification, biodiversity conservation, water management, pollution and**  **climate change strengthened.** | | 1. Number of policy instruments adopted for addressing environmental issues, including climate change; 2. Number of national institutions provided with adequate knowledge and systems for environmental management.   . | 1. No national environmental policy instruments developed 2. capacity building actions were included in some core organizations such as the ministry of planning and the ministry of interior. |
| **UNDP Contribution:**  UNDP Institutional strengthening on pollution, water management, biodiversity conservation and climate Change  CP Outputs  **Output 1** Policy framework developed for addressing environmental issues, including climate change.  **Output 2** Technical and operational capacity of key environmental authorities developed for implementing environmental management policies and strategies.  Progress and Achievements  UNDP intended to provide technical support to the Environment Government Authority. The programme intended to assist the GNA in strengthening the Environmental Authority at the technical and management level to enhance the capacity of the government by developing EGA’s internal capacity for environmental analysis and testing. Through this it would strengthen EGA’s capacity in collecting, analyzing, and monitoring environmental information through the effective use of advanced laboratories. For all these efforts to make greater contribution to the environment, they require a reliable capacity, institutional and personnel, to perform a comprehensive analysis to consolidate an evidence-based national programme for environment action. UNDP was trying through this project to identify the areas of intervention to tackle the country constrains and limitations. However, the political division and hostile security situation prevented the achievement of intended results.  There is no immediate plan for UNDP to revive the Environment portfolio until the situation in Libya improves. In this case, the targeting of women for inclusion in the program and mainstreaming gender will be prioritized as part of environmental programming. | | | |

**III. Country Programme Resources**

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| **Focus Area 2012-2018** | **Programme Expenditure ($)** | | | **% of Total** |
|  | Regular (TRAC) | Other | Total |  |
| Poverty and MDGs | 3,248,621 | 52,919,531 | 56,168,152 | 39,33 % |
| Democratic Governance | 637,402 | 36,260,688 | 36,898,090 | 25,84 % |
| Crisis Prevention and Recovery | 725,769 | 48,732,049 | 49,457,818 | 34,63 % |
| Environment and Sustainable Development |  | 275,940 | 275,940 | 0,20 % |
| Total | 4,611,792 | 138,188,208 | 142,800.000 | 100 |

**Grand Total Projected CPD: 142.80 Million USD (Programme Delivery + Management Delivery).**

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| **Data sources: (please indicate the main sources from which data were obtained for this report.)** |
| **From ExecSnapshot from Intranet** |

1. [↑](#footnote-ref-1)