

U ED NA



p



p



### Introduction

B pp on on App n s o  
n on Co ss on o C on s s  
s on Co ss on no o p o o o  
n o o on s s on  
s no s n o n s o pp n s s  
o o s n C s o D A o q s  
on p s n s s o n Rodriguez-Viquez  
D on Ap p n s n

### Facts

App n on C n s A s s s n o  
n n n s n s p o o o  
n n s n s A s s o o n n  
s s n s A s s o o n D n n C D o n  
o n s s on s o n o o  
n p o Y o s n p o s A o n  
A n s p o o o n  
n p 7 s s n s o s o n  
o o n n o n A n s s n s  
n o o on n n n s  
s s n s p s n n B s o p n Ap 7  
o o n s on s o s p p n n n p o s s  
s s n s n o B o A s n  
n n n o o o n  
s on s s on s n o n Y n oon n n  
o o n p o o p o s n p n n p o s n  
s p o s s n s A s s s n p s n o on n  
A n s n s s s q n on n p o s on n n o  
n on A o o s A n Ap

n  
o s o o on o n n on o ss on o n



7 n App n n n spon n o n  
s q s o n n on s s n on s on  
no n spon s

App n s pp on s o s n on  
A s s p s n  
spon n s s p on 7 n

n D App n on s n o ppo n n  
o A s s n o p s n n p s n s  
o n App n s on s s on s on  
D n spon n o n s on on n

o o n n n on s o  
n s on s o s s n n on po n o s s on s  
n s n s s s n C s s o s D A 7 s on  
D A 7 D o D A n  
D A p mn D A

o q n D A o n s s o  
D o n s o s o n mn n  
n s o s n A s s n n s n o o on s on  
o s s o o o on s s on o  
A s s n n s n C n n n o n n n  
A s s o n o n n n n

n n n spon n n App n  
sp on s s on s o n

D n o s o p o n s spon n n o  
o n s ex parte on n on n n o on n  
s o App n on s s n s s n on n n  
s s s

Parties' submissions

App n s p n p on n on s  
C p o o on s n s n s C s  
o o s on o n on n n  
o on o o o s n n  
o n on s n n p o s s n n s n n pon  
C o p n p n n s p n p o s o  
n s s n o p o o on  
B n o s n n on o  
on o n n p o n n n s n  
p s p q s s o s n s n n s  
p o n pp s po o o on s o no o  
o n n s p n o p s s n o n s  
n s s n o n on  
o s n s o 7 n  
s s s n o o s n s o p s n n n  
o n s o o o s o on s  
D s s on o n s n n on  
o n no on o o o on s o n p n  
App n o n n o on  
D s s on no o p o s  
n s AD s o AD s n s p n o n n o  
o n n n o on n on s s p o o n  
p n on o o o on s o  
B s n s o on s s n o n  
n n n s s o p n o p o s  
n s p o s p o n s D n o n  
on on no n o o on s o

C. s. ~~q~~ ~~q~~ G A 2 2  
u ~~q~~ .nt ~~q~~ ~~q~~ 2

n n C o n o n n s o s pp on





s on o o p ss ss n n  
 n n s on n p o AD s p o on  
 n s s o s on o n s on n n  
 AD s s on s s n s o o o on s o  
 s s o s n o n s n ss o n s n  
 po n on s n s o n s n n s  
  
 p o o on s p o ss s n p n n o p n  
 n p o s on s o o o on s o p o  
 s o p o o on s o s o o p  
 s n no p n s p o n n  
 n s n on o n E n s on s  
 p o o no n p on App n s  
 n s s n o n s q n o  
 o s o s o p o o on n o  
 o n

D no n o n on on o  
 on s s n o s o no on  
 op on q n s p o n p  
 o s on o o o on s o s s n s  
 o

A o s n o on n App n s  
 n n s s no n o n p o ss o s s  
 o o on s o o o n s on s  
 s on o s p n s o o s  
 s n App n o s o o o  
 n n o o n n s on s o n n o  
 p p s o s s o

A o o s o s n n n  
 o n s s no p on App n s n s o  
 p o o

p o s s p o n o s s  
 n o s n n o o n o  
 o p s on p o s s n p o s s n o s s s  
 n n n s p o  
 o o on s n o n s n o  
 o n o n o o s o s o p o o on s  
 o n p o n oppo n o p o  
 s on s o s p n s n on o n n n s

App n no n n o s n s  
 on s n s s p no o n s p

App n s on n on o n o  
 on s on n n o on o s o n s o n  
 p o s s on p n s o s

o o s s on n s s no n on  
 o s n n on o n

App n s s on o n n s s n o  
 on s s no q o s o s p pp s  
 p s n o s o Ann o o o C  
 o n n n App s s 7  
 A s pp n  
 p o n

App n s s on s o s s on s  
 n s s n n n A n s n o s no on s n  
 on s s on n s o p s s s n o  
 s n s

o<sup>o</sup> on<sub>s</sub> o o<sub>s</sub> no n s s  
o<sub>s</sub> n on po<sub>s</sub> p o<sup>o</sup> o o  
p<sub>s</sub>on o o App n on n n

### Consideration

B o n n o s n on s s on n  
on s s pp op o o o o on s o  
s n q o C n s s o s n n p s on s s s o  
s n pp o s n o o on s s s on n  
n n p s o p o s po s s s no on  
n po n s s o n s o o p s s s n  
on o p n o po s o s n o s s o C  
s s o o s n s p o s o n s n s p o C  
p o o on s s s on s n o n o s o s nno pp mutatis  
mutandis o p s n s

### Overview of the Promotions Policy

7 n s s s on n p po s C s s n  
n n on o s s on o o s n on n n n  
ppo n n s on p s on s pp o s s n o



**Managerial Accountability:** o p o o n o n  
n p o n o s n  
s on\_s o o p n n

C. s. ~~q~~ ~~q~~ G A 2 2  
u ~~q~~ .nt ~~q~~ ~~q~~ 2



s o o n on n n n s s n  
 n o p o o on  
 s p s n on p o  
 s o o s on n o n n  
 n n n s o o on s o s n o on  
 sp n o s n n o p ss ss n s on n  
 on o o n s n s s App n s n s  
 no o n o s n **implementation** o o o on s o  
 s o n **inter alia** p o s n p o o p  
 o n s o p o o on s C n n s p n  
 n o p o n s s s on  
 o s p o n p p o ss spon n s  
 n s o no n n o o n s o s o  
 s n o s o App s n n sp o p o o on  
 s s s s o

n sp n n s ss on s o p s  
 n s o s n o o s on s n on o  
 o n s n s s s s n s s o ppo n n s n  
 p o o on s o n s n n **Hersh** A on n s  
 o n s n s App s n o n  
 pp s o o n pp n n s p n n  
 non s n o nn n **Adundo** D D s p n  
 p o s n p o o p o n s n  
 on o po s on s o s on o s p o n  
 p p o ss o n **Adundo** n s n n **ad hoc**  
 o p p o ss on o s o o n pp  
 p o n s on s n o on n n non o  
 s s App n D s p n n n o  
 pp s

n on o p o on s on n sp po  
 s s n p s n s n s s s n o s on  
 p n on o po **Bofill** A s no n s  
 o o n po op A n s on s o n  
 o pp op s o s no n o n n n  
 n s o o po n sp o non o p n  
 no n s o s n s n s no n n  
 n on s on o p o on o p p o on po s n o  
 s n o on o o n n s on n  
 o pp s s no o n s no o o  
 n n on o o n on **Mebtouche** A  
 p s on s n s n p s n o po  
 o s no o p no n s on n s o po n  
 o on s s o n n po n o n o o  
 s on **Mebtouche** A p s s o **Nguyen-Kropp and**  
**Postica** D

n o o on n n  
 p o s o n n o o on s o s o o  
 App n s n n q on s on o  
 p o o on o n  
 App n s p o s n s on s o on s  
 s on  
 App n s n s o s n o o o on s o  
 s s n s on p on o n s s p  
 s n s o o

**Whether the procedure as laid down in the Promotion Policy was followed**

n n n n o o s n  
 p n on o o o on s o





n n n n n\_s o A n\_s on  
s0 o Co ss on s0 o n q n  
o p o on\_s o n n\_s s\_s p on o n\_s  
n o on\_s on n on o n s n o on o  
o o on\_s o o on n o n on o on\_s on

n C s n 7 7 o 7  
n o s **Mebtouche** D p 7 n p

n o C 7 o o on<sub>s</sub> ss on n  
 p s n o o s n n p s o p  
 q n o C p o o on<sub>s</sub> s on n s  
 o op on o s o p o o on<sub>s</sub> on s o  
 p n p s o nn p o o on<sub>s</sub> ss on n o q s o  
 D o pp q o s

n o o on n n s s p on o  
 n n s o o p ss ss n n n n on  
 o n on<sub>s</sub> s n n o n p n on o o o on<sub>s</sub>

n A p o o n n o s s s n o s s  
 o o s n on s o p n s  
 q o p o s C s on n p o n n s o  
 s p o o o p s n o s o n  
 s o s o o n o n s s o n n  
 o o p o n n on o o s

o A

A

→

A

7

E p on A

s p n p p p o n o o p n s  
 s s p s n o o o n s

o p o n

o n

→

o n

7

E p on o n

→ n s o o p n o n s o s s s  
 s p s o n p p o s s s s → o  
 A

A n o n s o s o n n n

C s p n s o n s o s p s o s

o p on o n n s n o s s n o s

n n on p s s n s n n

n n s s no s p p o o n s A n s on o

on s on n p o A D s s o s o s o

s o s s s n o n s n on n

o n s s o p o p o n n s o

n s n on s on



o n s o s o n n n  
p n C s no s s pp s s s s s  
A n n no o o n s n o  
q p on n s s o n o o o  
n ss on n n p o s pp s s s s s  
o o on s o s n o o o n n p o n  
pp s po n n n o s n p on o AD s o  
s C o A ss n n s n o o on s on  
D C s s p  
s n n s ss on AD s n s no o s o s o

7 spon n s o s o n n s o n o  
o o n s pp s s p s n o A s p s n  
n s on o s n s n o s no on n n  
o s s o n n D o o D C  
n o s s o s o ss o s on o n n  
q s s o o on n n s n  
n s n n s s o s o no o spon p ss pon  
s s o n o p o n n pp s  
n D o pon s o n AD s o s  
s n n s o n s n s o ss on s n o p o  
p n n D s o n oo o p n on  
n s n o s n s o q ss n o AD s n  
p o n s o n s n n s on o o  
n s n n nno n o p AD s  
p n s s o p po s s o po n s s o s  
s n on n s o o s p  
AD s n n n s o o D s n o  
p n s s o on n s on s o non n s on s p s on p o o on s  
on s on s o non on s on s

A s o s s s n on n D o D  
o s o p o n s no n p s po s  
o o n s s o o AD s n n o o  
p o n o o o p AD s s  
on o p on n o p o n s n s  
n on s n q s po n s o po s n n o  
p o on n on o n s D s  
o o n o n s q o p o n pp s s n s ss  
n s on p p n oo p o n on on  
n n

7 n p s p o s s s s s s  
n n s s o p o s n

7 s s q s o ss ss s  
s p o n n s o o A o s  
q n o o o o s n o n o s q n o  
o o p n s s p o n s o s o n s  
n AD s s p A o n p o s n s  
s no n po s on o n n q n s s  
o n s

7 spon n s o o p o p n on s n n s o  
o s s on o s p o n q n s s A n  
o s s on s o o n ss s o s s D  
n oo o n s o n n o s no  
n n p o n s n p o o p n s s  
s s s o o n s p ss q s  
o p o n oo on n s sp

7 o n n s o s on  
s o n n n n D C o n on  
n s o p o on o n D s o s o  
s on o A n o o o n



p s on o s n o n s s o o s o n o on n  
on s on s n s o o n o o q  
o p s on s s on n

A on n s n o n s s p s o s n  
s p o n o o o s n o  
o p n s s n s no n s s n o o o p  
o s n s p o n n n s n s p  
q s p o q n s o p o s s o  
s o n s n s n n s s s n o s s s  
n n o p n s on no o n s n



o o on s o s o pp n on n on n pp s po  
n n s on s s s o n o s n n p n  
s n no s s p s s  
p s n o s n op o on s o n s  
n n on o n s s p p D n





n s on o on o n  
s o n s o o on s o n o n  
s s n o n s p o n n q s n p  
s p q s s o s o n s

o o no n o n n n s sP  
s no A n s on  
n s A o s n o s n  
o s p o n o op on q n s o  
n on s no n on on s o  
o s s o o o C no sP no o  
n on s n s p n n  
n on s o

n o s no q s on pp op n s s o n n o o n  
o n on q n s n n o p o o on s o s s s  
o o on s o s s n p p o s s n on o  
C s n n p s on s s s on on  
p o o on s p s on s n n p o o n  
p o o spon s o p n o n on s s n  
o Co s s on s o n o s q n n o  
p o o on s o s o n n o s p s o p s n o  
on o o o n s o on s o  
o n s p s onn o s A s s s o p s on o n s  
o n o n s p p o s s o o on s  
o o s no n s n s n n o p o s s  
s n o p o o on pon p o o s s







s n s n s s s o n n on  
n n s o n n o  
on s o n n s o n s o p o o on o  
s o s s s n n o on o o

n s n n s p o ss o s n  
pp on o s s o o o no ss n n o n  
n n n o s n s n o p s s



n n o n on n on o n n o p n  
 n no p on on\_o n n o n  
 n n n o n on n o n\_s n n  
 p o n n o n s\_s n o o n  
 n n n s n n on\_s  
 o o\_s p op n o o n n on  
 s n no n n n\_s o p o o o  
 s p\_s n pp\_s D no on\_s o\_s  
 s\_s o o o o s\_o n s on\_s\_o n n n  
 o p opo\_s n o o o no n n o  
 s\_s n\_s on\_s o pp\_s n\_s\_s o p o\_s\_s on  
 n po n p o p opo\_s o o o on n\_s  
 o n n

E n o o\_s\_o\_s D op on\_s\_o  
 s o n s o n o o n s on n\_s  
 p o s sp on n o\_s  
 A on\_s o\_s o p n o n s\_s\_o  
 son s on n\_s o p o s op s\_s\_o  
 p o\_s\_s n o 7 n on p n s  
 p n s s o n s\_o n\_s  
 s\_s o p n n n p n s o p o  
 n s\_s s\_s pp on o n o o o A\_s  
 spon n\_s p o no p n on\_s no p o\_s\_s o\_s p o  
 s n s o n o o o\_s  
 s o son s\_s\_o on n o D n o  
 nq s n s\_s p n no\_s s o o o on\_s o  
 p o\_s o p n s po on o D o o  
 D s pp op o\_s\_s p\_s n pp\_s on n o  
 n no on o D n o on\_s\_o  
 s s n n no\_s n n on n  
 n

spon n s n s o no on n  
 o s n n n s s no p on App n s n s o n o  
 o n D p p o on s o n n  
 s s s o pp s s s o o o o n n o  
 n s n s n s s o s p p o  
 p po s o p s n p o n s n no s n s  
 s o s on s n on s o n n o n o n s  
 o no p s s n o no o o n p o on  
 n o s p o s n th n n p n n th pon



C. s. ~~q~~ ~~q~~ G A 2 2  
u ~~q~~ .nt ~~q~~ ~~q~~ 2

C. s. ~~q~~ ~~q~~ G A 2 2  
u ~~q~~ .nt ~~q~~ ~~q~~ 2

p o n o n n n n o  
no

pp n n n s on o n n s o  
on o p s s n s n n s o

n on o on on s o s s n ss o s n

s n s s on 7 n D on n  
o o on s ss on o n n o n o  
n D o on s on o n s o p o o on o  
s n





n o on sp n s on n n s s o  
 n s n n D n s n s s o p o n  
 o n n s p n  
 n s no o p n o sp po s p p n o  
 o p n s o s n n po o p on s s o  
 o p o n sp o p s

n n s n s on n n AD s no on  
 p q o s o o p n s s o  
 o p s s o n s p o s p s o s o no p o  
 no n o on o on s s s o n s o p s  
 n n n n no s n o n n o p o

n o o on n n s spon n o  
 on s n n App n s n on s  
 o p o on on s o o n n s sp s s n n n s  
 n n n s n o s n n s  
 nno s p p n n o s s  
 n n n o s o on spon n o p o  
 n s s o p n on o s n s s o o  
 on s App n s n o p o o on s n p op  
 o p o o n s s s s on  
 s s on

n o p o p n s AD s n s  
 n s s o o p n s n o

s n p o ss

n ss s n n s  
spon n p n s

ss n ss s  
n p on s n



An n ss on o n o o o  
n s no A so s no n n  
p o n on

s p n s A ss s n p s n o on n  
n s po ss n n n n n

7 spon n s s n s n o  
on s on o App n s n n on o n o o no  
on s n on s s on n s o p  
ss ss n o s n s

n s spon n n o on  
o App n s s s on n n o  
on s on o s n o p o on n on o n n s  
o s p o n pp s s n p s s o  
on s o App n o n s s s s s  
o n s o s n oppo n o o p o o o on s  
ss on

A s o App n s n ss on o n s no s  
ss on s n s on n C E p n o s  
s o s no pp o n s o s p p o n  
pp s s n o s o A s p AD s no q o  
n ss n n o ss n o on s s s s p o  
p o App n s on ss on n n n o  
o n D s o n s o ss ss n  
o p o o o n D o s no  
n o s sp ss n n

A s p o n o spon n App n no n o n  
o s ss on o n no n s  
ss on s no n s on n p s s s  
on o n o o o on s ss on s s on p o n  
pp s s o s s n o s s s



### Failure to provide reasons for the decision

App n s o on s p o o o  
on s on s o s s o s p n o  
n n n n spon n s App n s  
p o s n on s n n o s no n  
n op n s o n o o n

A s p o o p s s s n s on no o p o o s  
o n s o s s no n on op on s  
o n o p o n s on s o p p o s s  
o A n s on o p n o n n s s n  
o s s no n on op n s on s on  
p o s s p o s n n on s o n n s o n  
s s A s o o on s o o s no p o o s o s o s  
o n s on s o s o o s on o A n s on

n s s p spon n s s n s p n n  
o n n s n s o s o o on s pon  
q s n no s s s n s no n s  
n s o s on s n s s o o o on s  
s s on on A n s on on s o s o on  
n o n n o o n q s n s o s s  
A n s on s o s n n s o n s n n q s  
on n o s o n n on s o p o n s o  
n pp s App n no s p q s s on s o  
on s s on o s n n n s s q s o n o on  
o s o n p o o n on  
s o n on s n App n s no o s  
n n s o spon n s p n n p o n s on  
7 n n no s on n on o o n s

7 n App n no n q s o A n s on o  
p o s on s o on s s on o o on s o  
p o s no p o s o on o A n s on o s o s n n s  
n App n s n o o s n n s n o s o  
p s n p o n s n n s spon n s s s s  
o on o p o s on s o on s s on s s o n  
s p n o App s n n **Obdeijn** A App s  
n s s s o on o A n s on o p o



D . s p n n s n o on o n  
on

D . n o p o s AD s  
n s

p o n s o n s o o on s o  
s no ss ss n o p n n n

D . s n p n s o n o n n  
on o n n s s o p n n  
po s on s

D . s n s o n o n  
p s on no o n s

D . n o n n o o o p  
o on o s n o o n on n o n  
n s ss n n n on s on o p on  
n s on s o n n

n o o on s p

n o o on n n\_s on\_s s on\_s  
n

n no\_s App n\_s o on\_s on o  
p o on n o on\_s ss on n n\_s n\_s n  
s n\_s n on n o n s ss on\_s n p o o  
B on n n n\_s o o on\_s E s ss n  
n p o s App n n n n  
App\_s n\_s n n Mebtouche\_s p o n  
op\_s o p o s o n\_s o o o on\_s o o o  
n p n n\_s n o on\_s o C o  
on n o\_s n p o on\_s s\_s

n on o n\_s\_s n on n ss o p n n o\_s  
op n o n\_s o A n\_s on o o\_s  
s pp n n o n n\_s ss n n o\_s  
o\_s p n on A\_s no o o p ss ss n n on  
o n\_s o p n on\_s o\_s n o n\_s  
n o o o o\_s s n\_s o o o  
n n n n n\_s p n p o\_s o  
ss n n n\_s o n pon n\_s



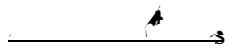
App n n o p n s o n s p n s  
n p o s AD s n no n o o n o

n n o sp p o n s s s n q s n  
p s n s s o n po s s s o s o  
s on n n o o n n s s o on on o  
o o s **Ademagic et al.** D s s no s n  
pp on n



A on n App n n D  
o o<sub>ss</sub> o n o p o<sub>o</sub> on s o<sub>o</sub> p n<sub>s</sub> on n o s<sub>ss</sub> on n s  
o n p s n s n s<sub>ss</sub> s<sub>ss</sub> n o<sub>o</sub>  
o<sub>o</sub> p n s n on o s<sub>ss</sub> s<sub>ss</sub> n  
o n n s o n q  
n o n o<sub>o</sub> pon s **Niedermayr** A

Con<sub>s</sub> n s n s n n App n s n s  
o p o<sub>o</sub> on s n o p o<sub>o</sub> on n  
s<sub>ss</sub> on n p o s n on s o App s n n s n  
on n on s s on n s n pp op o  
s o n o o<sub>o</sub> p n<sub>s</sub> on n o s<sub>ss</sub> on o C



App n s s n n o s<sub>ss</sub> on n o n o  
p o<sub>o</sub> on o o<sub>o</sub> p n<sub>s</sub> o s n o<sub>o</sub> o<sub>ss</sub> o  
on s o n p o<sub>o</sub> o  
o o s on s o o on s s on  
n n n App n s o o s n s  
n o o n s o p o<sub>o</sub> on n n o<sub>o</sub> on s  
s<sub>ss</sub> on n n o o<sub>ss</sub> o n o p o<sub>o</sub> o  
o on n n s App n s s no o<sub>ss</sub> o  
s n s p o s s o on s s on n s  
n n s s n Ap o s q s o  
s s



s App n s o<sub>o</sub> p n<sub>s</sub> on o<sub>o</sub> n n o n o  
on on n s s o s o s s n o on  
s s<sub>ss</sub>

B on op on D n p s on  
n n A ss n o n s  
o s o o s

A s p o s n D sp n only o on  
o o o o o n

o sp p o n p o on s n s on  
n s on on n s p p o n n p o o on o  
n on D sp n s s o s n o n o  
o p n s on s p o n n o p s n n  
o s s on o on s n s on o sp  
p o n o s o s p p o p s n  
p p

Co p n s on for harm, supported by evidence  
s no no q n o o s n  
s s o pp n D sp n o o  
n p on s s o p n o o p n s on  
n s p o s on s o on p s s

7 q s on s s s o n s n s s o n s  
n s on o n s n Co ss on s  
s on no o p o o App n p s n n s s  
s on o App n s o s n p s n pp on s s  
n sp n n

App n s o o p n s on o o  
s o n n o s s s n  
n n s o n Co ss on no o  
p o o App n s s on s s on o  
o on p o o on s n no on o on p o o on s  
pon o s s o o s n s no  
Co ss on s o n s on n s o App n s on n

n no s p n s s o n  
o o on s o o s o o o s n n s o  
s on s on p o o on s o on s on n o s o n n





n Asariotis App s n

o n o s s on o o s

n n o n o p n s n o n s p o  
p s **Dahan** D **Gueben et al.** D n  
s o n App n s o o s s  
s s n n n

D s p n p s s n n o n o o  
n n n App n no o s o n  
n n o s n n s s o o o  
n n o o o n s n s

7 n s s o n p n s n o n s  
s App n s no on o o on  
on n s s p s o o n n on s on o pp on  
App n s o p n s on o o s s n o on  
s s s p A **Asariotis** p s o s on s no  
s n o s s n o n

n s s s q n o n o o  
n s o no o s s p s n p s n s s p  
n n App n s p o p oppo n s o s  
n n n s s p s o o s o

n no s o s on s on n  
o on s o o p n s on o o s o s o  
Co s s on s n s on on p o o on s o o  
o pp on s p on o n n o  
o n s o n

n s n o s p n p n s n  
no o pp s **Robineau** A **Nogueira**  
A **Hunt-Matthes** A s p n p s n pp  
App s n o o s s n s n n s  
o s s on s n s n n o o  
o s no s s s s n o o o  
n q s o s s n n o s o p o n s

o D sp n no o s n n o s s o  
n n sp o o o n  
s o on n o n n o o  
n s o s no on n n p o s on s o o s n  
n o o o n s on s s s n n s no s  
s o o on n n p o s on o n n n n o o n  
pp o n s o p o s o n  
n s on n s o p o n s o n  
p n p o n p o s n o o n s on

o n on o p n s on n o s s on s  
n s n s p o s  
n o s n p n o s o p n s on An  
on p n s pp o n s p  
s o s n o s n  
A o s

**Signed**

o n Do n n  
D s th o Ap

En n s on s th o Ap

**Signed**

n s s n