n ro Fr n

a o

**Intro u t on**

B app at on s nt a on Jun to t G n va str o t
r una an r st r un r Cas o D G A t App ant
ont sts t s on o pt r w r t E ut v D r tor

B oran u o Au ust t C | A| r o n non r n wa o t App ant s ontra t| u to p r on Au ust | on t roun s o r p r or an rat n

, B tt r o Au ust | t App ant was n or t at| on t r o n at on o r o | r ontra t wou r n w or on ont n or r to a ow r an r sup rv sor to o p t t p r or an appra sa r port or t p r o ro Apr to ar

B a o pt r | t E ut v o t r tar G n ra n or t App ant t at| n n w t a r o n at on o t ana nt Eva uat on n t at n t at ons H a quart rs n w Yor | t n t at ons at G n va a n r qu st to t n r appo nt nt ro to r to ov r

n r r turn ro s av on to r | t App ant arn n t ours o an a an w t t C | A| t at n r a s n s a n r p a as ouns anot r sta r o t n a as p n n or t App a s r una to w s a pr v ous n ass n

B a o to r s nt to t or r E ut v D r tor| AJ| an t C | A| t App ant o p a n t at anot r as or w s a n appo nt as ouns a n r ass n n r a s n to anot r sta r| w t out r n n or C | A| r p to r a t sa a | r proa n r or n an app at on on rn n t

A so a at to r | t C | A| n or t App ant t at wou s onta t two app ants w o s a pr v ous r pr s nt n or r to a v s t t at s a n ta n o t r as s an t at anot r sta r ro t wou t n ort r pr s nt t H a so sp t at wou n or t D sput r una o t at a t an or r t

n Apr | t C | A| av t App ant a tt r o r pr an t at sa wou p a n r a n w t an wr tt n o nts s t a Fo w n a r qu st or ana nt va at on| t App ant was n or on a t at t tt r o r pr an a n w t rawn an t at a o u nts p rta n n t r to wou r ov ro r

n Apr | t App ant was t porar ass n to t ff o t n t at ons H Co ss on r or Hu an ts unt t n o Ju

n Apr | t App ant a o p a nt w t t D put r tar G n ra a a nst r rst r port n o ff r an sup rv sor| t C | A| an a a nst on o r or r o a u s at A| un r t prov s ons o GB ro t on o s r nat on| arass nt| n n s ua arass nt| an a us o aut or t a prop r on u t n t o w n pr vat on o un t ons| s r nat on an a us o aut or t r ta at on t rou p r or an appra sa s| r ta at on or av n an app a an or av n r qu st at on| a at on| rt n pr ssur on sta ff | a n t attr ut on o r post| r t n trav r qu sts| pr r nt a tr at nt o anot r sta ff r

n a | t D put r tar G n ra a now r pt o t App ant s o p a nt an nstru t t n w E ut v D r tor| AJ| to r v w t App ant| at t att r s r qu st| o p t r o p a nt on a | Jun an Ju

In Jun | o w n o p t on o t r utta pro ss s an t up ra n o t App ant s ov ra rat n s or t an p r or an appra sa s| t App ant s ontra t was r n w or on ar| unt Jun

Cas o D G A
Cas o D G A
Ju nt o D

n Ju t D r tor r v t o nts o t o u a a anst w o t App ant a a o p nt an to w o a ta su ar o t o p nt a n s nt on Ju n Au ust s r v t o nts o t C A on t sa o p nt

n pt r t App ant was n or t at r p r or an or t p r o a n rat as part a ts p r or an p tat ons Fo ow n a r utta pro ss t rat n was up an t App ant was n or a or n on F ruar

n pt r a t r wr t n two not s to t at pt r on r ana s s o t o p nt a a nst r sp t v t C A an t App ant s or r o u a u t D r tor n or t App ant t at no a t n n nv st at on wou arr out on t o p nt a a nst r o u a u at A ut t at an nv st at on wou op n r ar n t C A so w t r sp t to so o t a ts s a noun na t os on rn n t s on to ta awa ro r t as s to w s a pr v ous n ass n as ouns t a t t at rta n ssa s an w t t C A a n op to ot r sta rs an na t qu st on o w t r t C A a r at a ost wor nv ron nt or t App ant

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Cas o D G A
Cas o D G A
Ju nt o D

n , ar t r qu st or ana nt va hat on part u ar o t s on o pt r was r t

n Apr t pan rs su tt t r r port at ar to t D r tor an on Apr t su tt an a n u n r spons to an a t ona r qu st r

n , ar t App ant was p a on s av

n , Apr t D r tor av n r v w t pan s a t n n nv st at on r port t at no urt r a t on s ou ta n on t App ant s o p a nt a a nst t C A an on Apr s s nt t App ant a su ar o t n n s n t r port

n Jun t App ant w t t s r una r app at on a a nst t s on o pt r w r t D r tor r us to op n an nv st at on nto a o t a ts o arass nt s r nat on an a us o aut or t s a a n o tt t C A an on o r or r o a u s at A app at on was r st r un r Cas o D G A

n Jun t App ant su tt a r qu st or ana nt va hat on o t D r tor s s on o , Apr to ta no urt r a t on on t o p a nt a a nst t C A

n Ju t spon nt su tt s r p to t app at on o Jun as n t at t s ss an app n n a wr tt n stat nt t D r tor as w as r two not s to t o pt r pro u r n pt r t App ant su tt r o nts on t spon nt s r p n a or an w t r rs o G A o Ju an o G A o Au ust rant n r a ss to t p r o u nts an an t ns on o t t t to su t r o nts r sp t v

n pt r t App ant an app at on r st r as Cas o D G A ont st n t s on to ta no urt r a t on on r o p a nt a a nst t C A

n to r t n r r tar G n ra or ana nt r t t r qu st or ana nt va uat on o t s on to ta no urt r a t on on t o p a nt a a nst t C A

n to r t spon nt su tt s r p to t app at on r st r un r Cas o D G A an r qu st t at t r t A wr tt n stat nt t D r tor was app n t r to

B r r o G A o to r t r una r qu st t spon nt to trans t t u a t n n nv st at on r port to t on an *p r* as s w was on on to r

B r r o , G A o ov r t r una onvo t part s to a ar n on t r ts to on D r on ot Cas s o D G A an o D G A

n , D r at p w Yor t t App ant r qu st t r una to trans r r Cas o D G A to ts w Yor str r qu st was r t r r o G A o D r

, n D r t ar n too p a an was att n t part s v o on r n

**art es' su ss ons**

*D r or on no o nn r n no n App n*

App ant s a n ont nt ons su tt n wr t n an ora at t ar n ar

C A: t r a a so n pro ura a s a r a o t
o at on to a t pro pt s t out n s o GB :

Contrar to t spon nt s ont nt on t pan appo nt to
nv st at t a ts r ta n t D r tor r str t ts nv st at on to
t a ts s a r rr to t :

a a t n nv st at on pan was prop r onst tut aus ontrar to t prov s ons GB ts s w r not s t ro t rost r sta s t o Hu an sour s ana nt pan rs s t t D r tor ro outs t n t at ons a no now o t ru s an pro ur s or o nt rna nv st at on t n qu s w r n t r urr nt nor or sta rs an w r not on t rost r o t o Hu an sour s ana nt:

pan rs w r n a s tuat on o on t o nt r st n r sp t o t D r tor s an a pro s was a to p t on t rost r o t o Hu an sour s ana nt on t nv st at on was o p t r n p n n an o t v t an qu st on :

Dur n t nv st at on t pan rs r v t r nstru t ons ro t D r tor App ant was n or t at a r to oop rat w t t pan rs wou a r usa to oop rat w t an o a nv st at on was n a op o t trans r pt o t r or n s o w tn ss stat nts A or n to I pra t t r or n o w tn ss stat nts s an pt on an n t v nt t at a r or n s a a trans r pt ust prov to t sta r un r nv st at on:

A t r t pan rs t G n va n D r t a no s uss on w t r t r pr v n r o r r t to o nt on t var ous w tn ss stat nts t a r v :

pan rs n n s ar rron ous an a o t v t an support n v n pan rsrpt o r

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o Hu an sour s ana nt w o ar appo nt as pan rs pan rs a ava a to t a t po o u nts on a t n n nv st at ons at t n t at ons:

onus s on t App ant to p a n ow t appo nt nt o t s pan rs t av v t at t r n n s: ow v r| s as not s own an pr u t at r su t ro t at a t a on D r tor s appo nt nt o t s pan rs was a r asona r s o r aut or t :

a t n n nv st at on was prop r on u t |w t su nt t | an t App ant was v n t opportun t to av s v ra nt rv ws w t t pan rs ut not a rs ava a App ant as not sta s t at s su r an pr u as a r su t o t r or n o t nt rv ws t pan rs n a partur ro t usua pra t o I nv st ators:

D r tor r t on u | on t as s o t a t n n nv st at on r port| t at t C | A| a not n a n arass nt or a us o aut or t An awar o o p nsat on to t App ant s not appropr at

**Cons erat on**

App ant| w o at t t o t pu n s ons was s rv n as a a r at A n G n va| ont sts| rst| t s on o pt r w r t D r tor r us to op n an nv st at on nto a t a ts o arass nt| s r nat on an a us o aut or t a o tt t C | A| an on o r o a u s| at t t a a

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Cas o D G A
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Ju nt o D

It s not sput t at t two n v ua s appo nt t D r tor to arr out t a t n n nv st at on nto a ts w ou oun to a ount to pro t on u t w r not sta rs o t r an at on nor w r t on t rost r o t o Hu an sour s ana nt s s an o v ous v o at on o t prov s on t a ov w s ar wor an annot nt rpr t n an ot r wa

, spon nt ont n t at v n t un t ons p r or t C A t D r tor was una to n , n t part nt o or ss on sta rs w o wou not av n n a on t o nt r st n on u t n su an nv st at on s ass rt on s un orro orat an o u nt t r una s w n to v t at t t u t or t A n strat on to s t sta rs apa o on u t n an nv st at on nvo v n ran n s n or o a s w t n t r an at on n t nstant as t v o t C A not a su a s t on an poss t Ev n assu n t at t was n poss t u t n prov s or anot r so ut on s t n pan rs ro t rost r o t o Hu an sour s ana nt In t r una s v w t annot s r ous ar u t at t was poss to n two o p t nt an un as n v ua s ro t rost r w n t spon nt s n at at t ar n t at t rost r onta n aroun na s A ou t spon nt a o stat at t ar n t at an o t n v ua s on t rost r ou not s t to arr out a a t n n nv st at on aus t r ra v s w r w t at o t C A no v n was to support t s a s Ev n t a pts t s ast ass rt on t r una r a s t at t A n strat on as a ut to ta t n ssar or an at ona asur s to p nt t r tar G n a s u t ns an t at t was t r or n u nt upon t o Hu an sour s ana nt to a nta n a rost r w t a w , v w

Cas o D G A
Cas o D G A
Ju nt o D

o p t outs t r an at on nv st at on was t r or on u t
p rsons w o w r unaut or to o so Cons qu nt t r port t
pr par a not ta n nto a ount an t D r tor s s on w was
as pr ar on t n n s o t r port s a so un aw u or t at r ason

r una not s t at ts s on o s not run ount r to t
ur spru n o D t t spon nt In r
u nt Ju aw oun t at an nv st at on arr out a pan a up
o on urr nt sta r o t r an at on an on r t r sta r
ro t rost r o t o Hu an sour s ana nt a n
on u t prop r Ju a t at v n t nv st at on pan a
n prop r onst tut t at rr u ar t wou av n n ons qu nt a
s n n t at as t Ju a w sp t at t App ant a n v r
a t at t nv st at on a n as ur spru n t t
spon nt s napp a n t nstant as n w t App ant as on t
ontrar stron ont st t pan rs qua at ons an ann r o
on u t n t nv st at on

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**Con us on**

In v w o t or o n t r una DECIDE

a two ont st s ons to w t t s on o pt r r rr to n para r o an t s on o , Apr r rr to n para r o ar r s n A n w s on ust ta n on rn n t o p a nt t App ant:

A n strat on s or r to pa t App ant t su o CHF as ora a a s:

a or nt on o p nsat on s a pa w t nt r st at t n t tat s pr rat w t t ro t at t s Ju nt o s uta unt pa nt o t sa o p nsat on An a t ona v p r nt s a a to t n t tat s pr rat , a s ro t at t s Ju nt o s uta :

A ot r p as ar r t

n

Ju J an Fran o s Cous n

Dat t s t a o Januar

Ent r n t st r on t s t a o Januar