

Strengthening the capacity of the Republic of Tajikistan to comply with the Enhanced Transparency Framework under the Paris Agreement.

Review PIF and Make a recommendation

Basic project information

GEF ID

10967

Countries

Tajikistan

Project Name

Strengthening the capacity of the Republic of Tajikistan to comply with the Enhanced Transparency Framework under the Paris Agreement.

Agencies

FAO

Date received by PM

4/11/2022

Review completed by PM

6/9/2022

Program Manager

Esteban Bermudez Forn

Focal Area

Climate Change

Project Type

MSP

PIF

Part I ? Project Information

Focal area elements

1. Is the project/program aligned with the relevant GEF focal area elements in Table A, as defined by the GEF 7 Programming Directions?

Secretariat Comment at PIF/Work Program Inclusion

EBF 4/22/2022: Yes, the project is aligned with the GEF Climate Change Strategy.

Agency Response

Indicative project/program description summary

2. Are the components in Table B and as described in the PIF sound, appropriate, and sufficiently clear to achieve the project/program objectives and the core indicators?

Secretariat Comment at PIF/Work Program Inclusion

EBF 5/27/2022: Cleared

EBF 4/12/2022: Yes, with a comment:

1. When using acronyms, please explain what they stand for the first time they are mentioned in the text (e.g. ETFIA).

Agency Response

RE 12 Apr:

Thank you for the review comments. Updated accordingly in Table B.

Co-financing

3. Are the indicative expected amounts, sources and types of co-financing adequately documented and consistent with the requirements of the Co-Financing Policy and Guidelines, with a description on how the breakdown of co-financing was identified and meets the definition of investment mobilized?

Secretariat Comment at PIF/Work Program Inclusion

EBF 6/13/2022:

1. The Agency has updated the type of co-financing to in-kind. Cleared.
2. The Agency has updated the type of co-financing to in-kind. Cleared.

EBF 6/11/2022: Please address the following comment related to the \$300,000 grant provided by FAO:

1. Change "Recurrent expenditures" to "Investment mobilized"?
2. In the Investment mobilized description, provide a brief summary of this grant and the disbursement timeframe. If this will be a cash contribution, please include this information.

EBF 4/12/2022: Co-financing of \$200,000 in-kind from Hydromet and \$300,000 grant from FAO is identified.

Agency Response

RE 11 June:

1. Thank you for your comment. After revisiting this case, we have updated the type of co-financing to in-kind.

2. The co-financing from FAO will be in-kind and recurrent expenditures.

GEF Resource Availability

4. Is the proposed GEF financing in Table D (including the Agency fee) in line with GEF policies and guidelines? Are they within the resources available from (mark all that apply):

Secretariat Comment at PIF/Work Program Inclusion EBF 4/12/2022: This project is requesting resources from the CBIT set-aside. The proposed financing is in line with GEF policies and guidelines.

Agency Response

The STAR allocation?

Secretariat Comment at PIF/Work Program Inclusion EBF 4/12/2022: N/A

Agency Response

The focal area allocation?

Secretariat Comment at PIF/Work Program Inclusion EBF 4/12/2022: N/A

Agency Response

The LDCF under the principle of equitable access?

Secretariat Comment at PIF/Work Program Inclusion EBF 4/12/2022: N/A

Agency Response

The SCCF (Adaptation or Technology Transfer)?

Secretariat Comment at PIF/Work Program Inclusion EBF 4/12/2022: N/A

Agency Response

Focal area set-aside?

Secretariat Comment at PIF/Work Program Inclusion EBF 4/12/2022: This project is requesting resources from the CBIT set-aside. At the time of this review, there are resources from the climate change set-aside to support this project.

Agency Response

Impact Program Incentive?

Secretariat Comment at PIF/Work Program Inclusion EBF 4/12/2022: N/A

Agency Response

Project Preparation Grant

5. Is PPG requested in Table E within the allowable cap? Has an exception (e.g. for regional projects) been sufficiently substantiated? (not applicable to PFD)

Secretariat Comment at PIF/Work Program Inclusion EBF 4/12/2022: Yes a PPG of \$50,000 is requested and within the allowable cap.

Agency Response

Core indicators

6. Are the identified core indicators in Table F calculated using the methodology included in the corresponding Guidelines? (GEF/C.54/11/Rev.01)

Secretariat Comment at PIF/Work Program Inclusion

EBF 5/27/2022: Cleared

EBF 4/12/2022: Please provide an explanation of how the number of beneficiaries for Core Indicator #11 were estimated.

Agency Response

RE 12 Apr:

The number of beneficiaries is estimated based on the number of staff in different ministries and national agencies in Tajikistan, as stipulated in the Core Indicator section, and highlighted in yellow. A detailed breakdown of participants from each agency and other entities such as academia will be determined during PPG.

Project/Program taxonomy

7. Is the project/program properly tagged with the appropriate keywords as requested in Table G?

Secretariat Comment at PIF/Work Program Inclusion

EBF 5/27/2022:

1. Noted
2. Cleared

EBF 4/12/2022: Please address the following comments:

1. Considering the project focus on AFOLU sector, please consider adding relevant topics/themes related to the sector(s) focused in the proposal.
2. Please also consider including "Climate Change Adaptation" to be consistent with the scope of the project.

Agency Response

RE 12 Apr:

1. A new Letter of Endorsement is on the way, which reflects the relevant topics/sectors in the project title.
2. The CCA has been added to Table G.

Part II ? Project Justification

1. Has the project/program described the global environmental/adaptation problems, including the root causes and barriers that need to be addressed?

Secretariat Comment at PIF/Work Program Inclusion

EBF 5/27/2022:

1. Cleared
2. Thank your for including this additional text. Cleared.
3. Thank your for including this additional text. Cleared.

EBF 4/12/2022: Please address the following comments:

1. We welcome the description of the global environmental problems provided in this section. However, some typos should be addressed. For example, in paragraph 1, it is mentioned that "each CoP", or country stated its targeted greenhouse gas in the Nationally Determined Contributions (NDCs)." The use of the term "each CoP" does not apply to this statement. Paragraph 2 says, "Developed countries need to submit BTR by December 21, 2022", do you mean Biennial Reports (BRs) for developed countries? In paragraph 3, UNFCCC is spelled out incorrectly.
2. Please mention Biennial Update Reports (BURs) that Tajikistan has submitted to the UNFCCC in this section and any barriers/challenges that may have been

raised through that process. We acknowledge this is mentioned in the next section (of baseline scenario) in paragraph 64 for BURs. Still, it should be mentioned in the sub-section "1) The global environmental and/or adaptation problems, root causes and barriers that need to be addressed".

3. Please provide more details on the root causes and barriers explicitly related to MRV and transparency, and if relevant, draw from previous National Communications (NCs) and other related documents. We note that this is provided in the baseline scenario in paragraphs 60 to 92 and suggest that it is moved to this section.

Agency Response

RE 12 Apr:

1. Based on the feedback, paragraphs #1, 2 and 3 are corrected. Some typos have been addressed accordingly.
2. Barriers/challenges mentioned in the BUR are presented also in paragraph #12 as advised.
3. The root causes and barriers related to MRV and transparency as mentioned in the previous national communications and NDC are moved to the suggested section. Please see paragraphs #8-11.

2. Is the baseline scenario or any associated baseline projects appropriately described?

Secretariat Comment at PIF/Work Program Inclusion

EBF 6/7/2022:

Cleared

EBF 5/27/2022:

1. Cleared
2. Cleared
3. Thank you for your revision. Considering this change in the project proposal compared to the previous submission, we encourage you to make it explicit that the project will support all relevant sectors included in the NDC. This is partly mentioned in paragraph #74 by saying that "in addition to the AFOLU, other sectors, such as energy that are included in the NDC." It is not clear if all the relevant sectors included in the NDC will be addressed with the same focus. If the project intends to prioritize the AFOLU sector and address other sectors with less focus, we kindly request you to state it and justify it in the proposal.
4. Cleared
5. Cleared

EBF 4/12/2022: Please address the following comments:

1. Table 8 is not clear as some text is overlapping. Please reupload.
2. Please provide any relevant information on existing institutional arrangements for tracking mitigation, adaptation and/or support, if any.
3. The barriers described in paragraph 66 apply to several sectors (not only the AFOLU sector). Please make sure you justify why the project is focusing on the AFOLU sector and not other relevant sectors (e.g., the energy sector).
4. The involvement of National Universities is mentioned in the Stakeholder section. Please elaborate on the local capacities and constraints for technical capacity building (which is addressed in Component 2). What systems are in place to do this? Do they cover the AFOLU sector only or other sectors?
5. Considering that Component 3 focuses on the development of a data and information management system for ETF, please clarify if there are similar platforms in place that the project may strengthen or if the project will build an entirely new platform.

Agency Response

RE 27 May:

Thank you for your feedback. We updated the paragraph #74 to provide clarification as requested.

RE 12 Apr:

1. We uploaded a separate file for Table 8.
2. Additional information is provided in paragraphs #37 ? 51 including Tables 3 and 4.
3. The project will support all relevant sectors included in the NDC - a new Letter of Endorsement is on the way, which reflects the relevant topics/sectors in the project title.
4. An explanation about the involvement of the national universities is added in paragraph #87.
5. Based on the comment, explanations are added for Component 3 regarding the existing data dissemination platforms, and the proposed information management system. Please see paragraph #77.

3. Does the proposed alternative scenario describe the expected outcomes and components of the project/program?

Secretariat Comment at PIF/Work Program Inclusion

EBF 6/7/2022:

Cleared

EBF 5/27/2022:

1. Thank you for your revision. Considering this change in the project proposal compared to the previous submission, we encourage you to make it explicit that the project will support all relevant sectors included in the NDC. This is partly mentioned in paragraph #74 by saying that "in addition to the AFOLU, other sectors, such as energy that are included in the NDC." It is not clear if all the relevant sectors included in the NDC will be addressed with the same focus. If the project intends to prioritize the AFOLU sector and address other sectors with less focus, we kindly request you to state it and justify it in the proposal.
2. Cleared
3. Please refer to comment 1 of the proposed alternative scenario section to make sure Component 1 is consistent with this change.
4. Cleared
5. Cleared
6. Cleared
7. Cleared
8. Cleared

EBF 4/12/2022: Please address the following comments:

1. The project must make the case why it focuses on the AFOLU sector. While it is noted that these emissions are rising in the recent past, the NDC has a strong energy component. Please elaborate on why the project focuses on the AFOLU sector only.
2. The last sentence of paragraph 69 mentions the following "Details activities are listed under section B (INDICATIVE PROJECT DESCRIPTION SUMMARY)." Please clarify what is meant by this because we couldn't find to what it is referring. In general, the description provided in the Alternative Scenario section is broad and lacks specificity.
3. Regarding Component 1, please clarify if it focuses on the AFOLU sector only or if it applies to other sectors. If it only focuses on the AFOLU sector, it is relevant to justify why other stakeholders are involved.
4. Activity 1.1.1.5 is unclear, please elaborate who will be in charge of the identification and formalization of the institutional focal persons and who will develop and approve the ministerial decree for ETFIA.
5. The wording of Activity 1.2.1.1 is confusing, please revise and correct as appropriate.
6. Regarding Component 2, please clarify if the project covers both adaptation and mitigation tracking. It seems to be the case, but it is not clear. For example,

paragraph 73 nor Output 2.2.1, do not specifically mention tracking of mitigation actions.

7. Regarding Component 3, please elaborate on the purpose and scope of the platform that is meant to be developed? Is it meant for the general public or a more targeted audience?
8. If possible, please upload Figure 5 with a higher resolution. Right now it is difficult to read.

Agency Response

RE 27 May:

1 and 3. Thank you for your feedback. We updated the paragraph #74 to provide clarification as requested.

RE 12 Apr:

1. The project will support all relevant sectors included in the NDC. Paragraph #74 has been updated accordingly.
2. Section B was referring to Table B ? we have updated the para accordingly.
3. The project will support all relevant sectors included in the NDC.
4. The ministerial decree for ETFIA will be issued by the Government of Tajikistan (the Presidential Office) following the national protocol. It is updated in Table B.
5. The wording has been updated in Table B.
6. We updated Component 2 and Output 2.2.1 titles to reflect the three Outcomes under this component, i.e., climate change adaptation, mitigation, and climate finance; and accordingly highlighted in yellow. Please see Table B, and paragraph #73.
7. The main users of the platform are the technical officers in the government agencies, however, during the PPG phase, further discussions will be conducted by the inter-ministerial working group if the public can access some of the information. It is explained in paragraph #77.
8. We uploaded a separate Figure 5.

4. Is the project/program aligned with focal area and/or Impact Program strategies?

Secretariat Comment at PIF/Work Program Inclusion

EBF 5/27/2022: Cleared

EBF 4/12/2022: Please create a dedicated sub-section for "4) alignment with GEF focal area and/or Impact Program strategies" and include the relevant paragraphs from sub-section "INCREMENTAL COST REASONING." Right now, " INCREMENTAL COST REASONING" includes text relevant to both sub-sections.

Agency Response

RE 12 Apr:

The section has been updated accordingly. Please see paragraph #79.

5. Is the incremental/additional cost reasoning properly described as per the Guidelines provided in GEF/C.31/12?

Secretariat Comment at PIF/Work Program Inclusion

EBF 4/12/2022: Yes, the project is aligned with the CCM strategy.

Agency Response

6. Are the project's/program's indicative targeted contributions to global environmental benefits (measured through core indicators) reasonable and achievable? Or for adaptation benefits?

Secretariat Comment at PIF/Work Program Inclusion

EBF 4/12/2022: Yes.

Agency Response

7. Is there potential for innovation, sustainability and scaling up in this project?

Secretariat Comment at PIF/Work Program Inclusion

EBF 6/7/2022:

Cleared

EBF 5/27/2022:

1. Please refer to comment 1 of the proposed alternative scenario section to make sure the justification on the scaling up potential of the project is coherent.
2. Cleared

EBF 4/12/2022: Please address the following comments:

1. If the project focuses on the AFOLU sector only, please elaborate on how it will foster scaling up for other relevant sectors.
2. In terms of sustainability, please explain how the project plans to anchor training and avoid ad hoc training.

Agency Response

RE 27 May:

1) The CBIT project will support all relevant sectors, including the AFOLU sector as described in paragraph #74. In collaboration with other CBIT projects in the region, such as in Uzbekistan and Azerbaijan, the Tajikistan CBIT project aims to build regional capacity. In addition, the CBIT project will further lay foundation for Tajikistan's future climate change adaptation and mitigation initiatives.

RE 12 Apr:

1. The project will support all relevant sectors included in the NDC.
2. Explanation of how the project plans to anchor training and avoid ad hoc training is added in paragraph #87.

Project/Program Map and Coordinates

Is there a preliminary geo-reference to the project's/program's intended location?

Secretariat Comment at PIF/Work Program Inclusion

EBF 4/12/2022: Yes

Agency Response

Stakeholders

Does the PIF/PFD include indicative information on Stakeholders engagement to date? If not, is the justification provided appropriate? Does the PIF/PFD include information about the proposed means of future engagement?

Secretariat Comment at PIF/Work Program Inclusion

EBF 6/13/2022:

Additional text has been included in the Stakeholders. Cleared.

EBF 6/11/2022:

Please address the following

1. The project states that "It was not possible to involve private sector entities and Civil Society Organizations (CSOs) in the consultation at this stage due to COVID-19 related restrictions and the availability of relevant personnel." While, it might be understandable that in-person consultations with civil society organizations may have been restricted due to COVID-19, it is unclear what the agency means about "availability of relevant personnel?". We invite you to explain further and strengthen the justification.

EBF 5/27/2022:

1. Thank you for your explanation. Cleared.
2. Cleared

EBF 4/12/2022: The project was prepared mainly by consulting the staff and representatives from the Agency for Hydrometeorology (Hydromet) and states, "It was not possible to involve private sector entities and Civil Society Organizations (CSOs) in the consultation. But, during the PPG phase, participatory and exhaustive consultation will be done involving the private sectors and NGOs."

Please address the following comments:

1. Please clarify why the private sector and civil society organizations were not engaged at the PPG stage.
2. The project identifies relevant stakeholders and briefly describes the responsibilities or expertise. However, similar to previous comments, it is relevant to clarify if the project will focus on the AFOLU sector only or include other relevant sectors and make sure the relevant stakeholders to be involved are consistent.

Agency Response

RE 11 June:

1. During the PIF stage, a validation workshop was held online with key stakeholders, including one representative from civil society. However, the format of the meeting (Zoom) did not allow the full participation of the relevant stakeholders. The attendance of the stakeholders will be increased during the PPG stage.

RE 12 Apr:

1. Further consultations will be conducted during the PPG stage. Due to limited time available for the PIF development, in addition to COVID-19 related restrictions and the situation in Ukraine, it was not possible to find the availability of relevant personnel for consultations.

2. The project will support all relevant sectors included in the NDC. Clarification is added in paragraph #2.

Gender Equality and Women's Empowerment

Is the articulation of gender context and indicative information on the importance and need to promote gender equality and the empowerment of women, adequate?

Secretariat Comment at PIF/Work Program Inclusion

EBF 4/12/2022: Yes.

Agency Response

Private Sector Engagement

Is the case made for private sector engagement consistent with the proposed approach?

Secretariat Comment at PIF/Work Program Inclusion

EBF 4/12/2022: Yes.

Agency Response
Risks to Achieving Project Objectives

Does the project/program consider potential major risks, including the consequences of climate change, that might prevent the project objectives from being achieved or may be resulting from project/program implementation, and propose measures that address these risks to be further developed during the project design?

Secretariat Comment at PIF/Work Program Inclusion

EBF 4/12/2022: Yes.

Agency Response
Coordination

Is the institutional arrangement for project/program coordination including management, monitoring and evaluation outlined? Is there a description of possible coordination with relevant GEF-financed projects/programs and other bilateral/multilateral initiatives in the project/program area?

Secretariat Comment at PIF/Work Program Inclusion

EBF 5/27/2022:

1. Cleared
2. Cleared

EBF 4/12/2022: Please address the following comments:

1. Please provide more detail about how the project will coordinate with the ongoing preparation of the fourth National Communication of Tajikistan and any other relevant transparency or reporting initiatives.
2. Similar to the comment made in the Baseline scenario, Component 3 focuses on developing a data and information management system for ETF. Please clarify if there are similar platforms in place. If so, please elaborate on how the project will coordinate with them.

Agency Response
RE 12 Apr:

1. Explanation of how the project will coordinate with the ongoing preparation of the fourth National Communication and any other transparency initiatives at the national level is added in paragraphs #77-78.
2. Explanation of similar platforms and how the CBIT project will coordinate with them are added in paragraph #77 and highlighted accordingly. Also, additional information on the GCF readiness project in the country is added in Table 8.

Consistency with National Priorities

Has the project/program cited alignment with any of the recipient country's national strategies and plans or reports and assessments under relevant conventions?

Secretariat Comment at PIF/Work Program Inclusion

EBF 5/27.2022:

1. Thank you for including the description. Cleared.
2. Noted. Cleared
3. Noted. Cleared

EBF 4/12/2022: Please address the following comments:

1. If possible, we invite you to provide a short description of each national strategy and/or policy. The list of relevant national strategies and/or policies can also be converted into a table.
2. Part II.1a, paragraph 6 mentions the National Action Plan for Climate Change Mitigation. Is the project aligned with this strategy? If so, please include it in this section.
3. Has the country launched or is developing NAPAs, NAPs, ASGM NAPs or any other relevant strategy not mentioned in this section? If positive, please included them in this section.

Agency Response

RE 12 Apr:

1. The section has been updated accordingly in paragraph #104.
2. The National Action Plan for Climate Change Mitigation expired in 2015. As such, there is no need to align PIF with this document. However, paragraph #6 has been updated for clarification.

3. UNDP launched a GCF funded project on the National Adaptation Plan for Climate Change with a total budget of \$2.7M. The project will be finalized in August 2023. No information about other strategy development was found.

Knowledge Management

Is the proposed knowledge management (KM) approach in line with GEF requirements to foster learning and sharing from relevant projects/programs, initiatives and evaluations; and contribute to the project's/program's overall impact and sustainability?

Secretariat Comment at PIF/Work Program Inclusion

EBF 5/27/2022:

1. Cleared
2. Cleared

EBF 4/12/2022: Please address the following comments:

1. Considering that a considerable share of the project relies on capacity building, we invite you to provide more detail in this section. What networks will the project use? Does the project plan to share knowledge and experiences with other similar countries or countries from the region?
2. Moreover, the project gives specific relevance to the "Training of Trainers" (ToT) model in many of its activities. We invite you to mention this in this section as well and elaborate.

Agency Response

RE 12 Apr:

1. Addressed in paragraph 1 accordingly.
2. Addressed in paragraph 1 accordingly.

Environmental and Social Safeguard (ESS)

Are environmental and social risks, impacts and management measures adequately documented at this stage and consistent with requirements set out in SD/PL/03?

Secretariat Comment at PIF/Work Program Inclusion

EBF 4/12/2022: Yes.

Agency Response

Part III ? Country Endorsements

Has the project/program been endorsed by the country's GEF Operational Focal Point and has the name and position been checked against the GEF data base?

Secretariat Comment at PIF/Work Program Inclusion

EBF 6/9/2022:

Cleared

EBF 6/8/2022:

We acknowledge that the updated letter of endorsement has been uploaded to the Documents section. However, it also needs to be updated in Part III, as shown in the screen capture below:

Part III: Approval/Endorsement By GEF Operational Focal Point(S) And GEF Agency(ies)

A. RECORD OF ENDORSEMENT OF GEF OPERATIONAL FOCAL POINT (S) ON BEHALF OF THE GOVERNMENT(S): (Please attach the Operational Focal Point endorsement letter with this template).

Name	Position	Ministry	Date
Sheralizoda Bahodur	Chairman	Committee for Environmental Protection	6/8/2022



EBF 6/7/2022:

Please make sure that the title of the project mentioned in the letter of endorsement matches the project's title in the PIF.

EBF 5/27/2022: We take note of that the new Letter of Endorsement is on its way, reflecting the relevant topics/sectors in the project title and kindly request you to include it in the Portal.

EBF 4/12/2022: Yes, with a comment. We note that there is an inconsistency in the Letter of Endorsement (LOE). The LOE states a higher Agency Fee (\$130,137) than the one provided in the Portal (\$125,387). However, since the LOE amount is incorrect but higher than the amount provided in the Portal, we are accepting it.

Agency Response

RE 8 June: Thank you for your comment. We have uploaded the LoE in Part III accordingly.

RE 7 June:

Thank you for your comment. We have uploaded the revised LoE accordingly.

RE 27 May:

The project title has been updated in the Portal accordingly and the revised LoE will be uploaded shortly. There is an important event in Tajikistan in early June, a high level international conference on water, which has been causing some delay with the signing of the revised LoE.

The revised project title does not include specific sector to avoid confusion and focuses on supporting the ETF transition.

Re 12 Apr:

Thank you for your feedback and confirmation.

Termsheet, reflow table and agency capacity in NGI Projects

Does the project provide sufficient detail in Annex A (indicative termsheet) to take a decision on the following selection criteria: co-financing ratios, financial terms and conditions, and financial additionality? If not, please provide comments. Does the project provide a detailed reflow table in Annex B to assess the project capacity of generating reflows? If not, please provide comments. After reading the questionnaire in Annex C, is the Partner Agency eligible to administer concessional finance? If not, please provide comments.

Secretariat Comment at PIF/Work Program Inclusion

EBF 4/12/2022: N/A

Agency Response

GEFSEC DECISION

RECOMMENDATION

Is the PIF/PFD recommended for technical clearance? Is the PPG (if requested) being recommended for clearance?

Secretariat Comment at PIF/Work Program Inclusion

EBF 6/13/2022:

The Agency has addressed the comments. The PM recommends PIF for clearance.

EBF 6/11/2022:

Please address the comments above related to co-financing and stakeholders.

EBF 6/9/2022:

The PM recommends PIF for clearance.

EBF 6/8/2022:

Please address the comment above related to the Letter of Endorsement.

EBF 6/7/2022:

Please make sure that the title of the project mentioned in the letter of endorsement matches the project's title in the PIF.

EBF 5/27/2022:

Please address the comments above.

**** Please highlight in green the changes made on the portal version of the CEO approval document for ease of reference. ****

EBF 4/12/2022: Not at this time, the Agency is requested to address the comments in the review sheet and resubmit.

**** Please highlight in yellow the changes made on the portal version of the CEO approval document for ease of reference. ****

ADDITIONAL COMMENTS

Additional recommendations to be considered by Agency at the time of CEO endorsement/approval.

Secretariat Comment at PIF/Work Program Inclusion

Review Dates

	PIF Review	Agency Response
First Review	4/22/2022	
Additional Review (as necessary)	5/27/2022	
Additional Review (as necessary)	6/7/2022	
Additional Review (as necessary)	6/8/2022	
Additional Review (as necessary)	6/9/2022	

PIF Recommendation to CEO

Brief reasoning for recommendations to CEO for PIF Approval