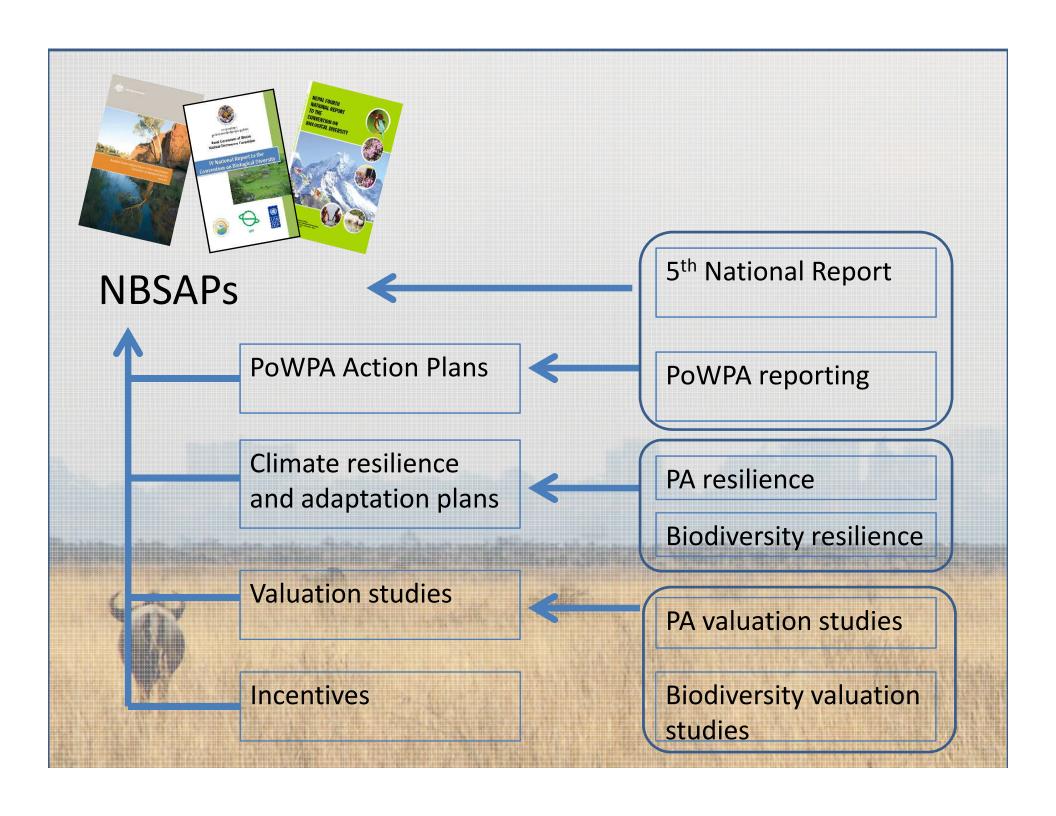
# PoWPA Action Planning, Implementation and Reporting



Jamison Ervin, UNDP Senior Advisor



## CoP-10 Decisions



# CoP-10 (X/31)

- Develop/reorient a long-term PoWPA action plan by CoP-11 that:
  - involves all relevant stakeholders
  - includes implementation mechanisms
  - details activities, timelines, budget and responsibilities
  - is based upon the results of key PoWPA assessments
  - contributes to the Strategic Plan
  - Requests governments to integrate the PoWPA action plan into NBSAPs, and into relevant sectoral plans and budgets, by CoP-12.



- ...a national strategic plan for implementing the PoWPA
- ...a plan for implementing Target11 of Aichi Targets
- ...a chapter of the NBSAP
- ...a mandate for securing GEF funding





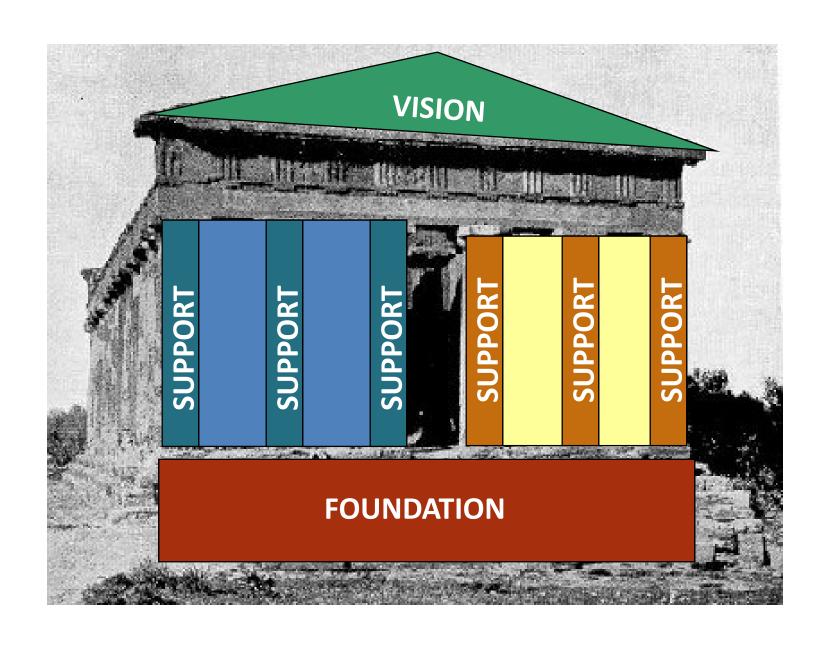
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- …a chapter of the NBSAP
- ...a mandate for securing GEF funding



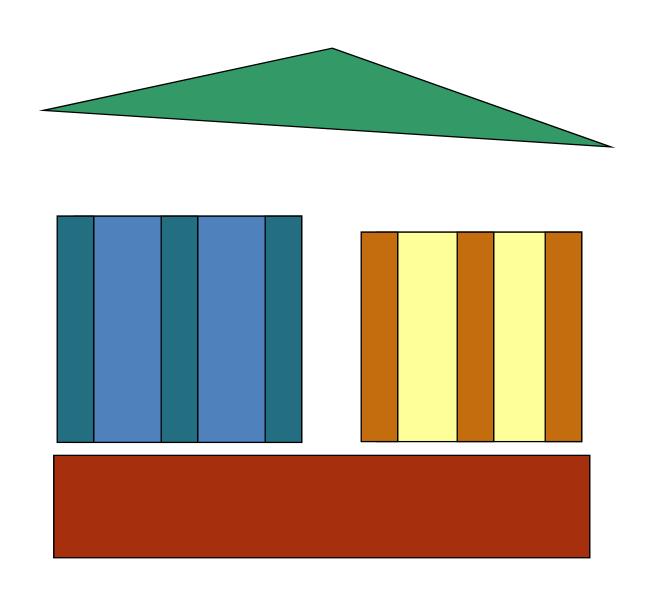
- ...a national strategic plan for implementing the PoWPA
- ...a plan for implementing Target11 of Aichi Targets
- ...a chapter of your NBSAP
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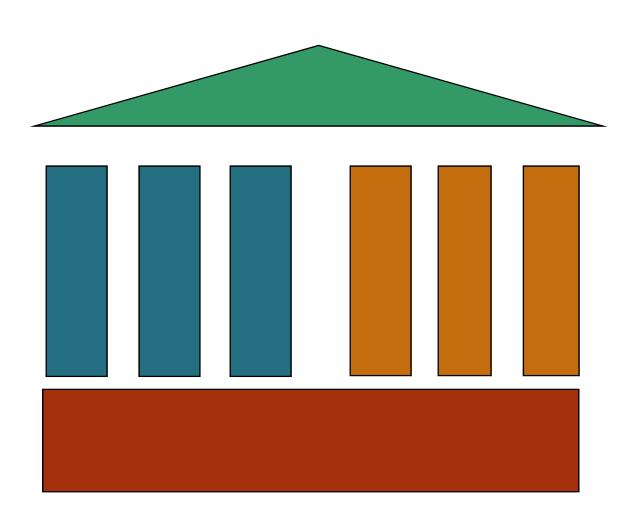


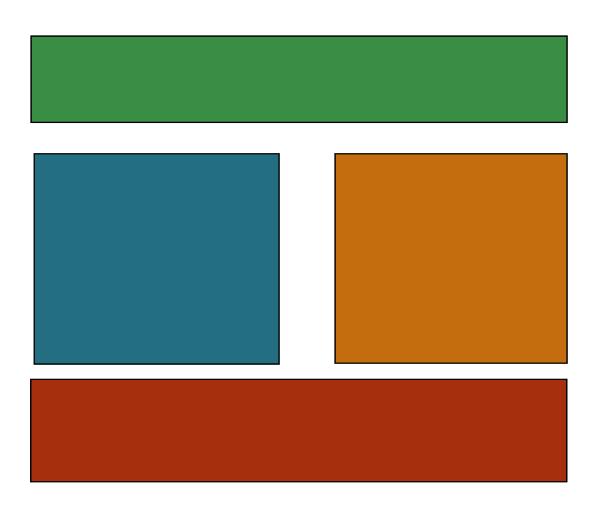
- ...a national strategic plan for implementing the PoWPA
- ...a plan for implementing Target11 of Aichi Targets
- ...a chapter of the NBSAP
- ...a mandate for securing GEF funding











#### **VISION AND GOALS**

IMPROVE PA NETWORK DESIGN IMPROVE PA MANAGEMENT

IMPROVE PA ENABLING ENVIRONMENT

#### **VISION AND GOALS**

- Vision of the overall PA network
- Short and long-term goals for the PA network
- Specific targets for protection
- Social and economic benefits and values

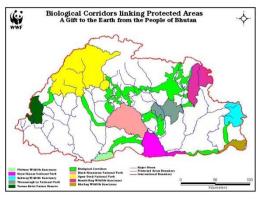




#### PLAN TO IMPROVE PA NETWORK DESIGN

- Plan for improving representativeness
- Plan for improving connectivity
- Plan for PA restoration
- Plan for filling gaps
- Plan for diversifying governance types
- Plan for monitoring and reporting on ecological gaps







#### PLAN TO IMPROVE PA MANAGEMENT

- Plan for assessing and abating key threats
- Plan for improving management effectiveness
- Plan for strengthening capacity
- Plan for improving benefits & equity sharing
- Plan for monitoring management effectiveness





#### PA ENABLING ENVIRONMENT

- Plan for improving PA policies
- Plan for improving crosssectoral laws policies and integration
- Plan for improving PA governance
- Plan for sustainable finance of PA network
- Plan for monitoring and reporting on PA enabling environment







#### **SUPPORTING INFORMATION**

**VISION AND GOALS** 

IMPROVE PA NETWORK DESIGN

IMPROVE PA
MANAGEMENT

IMPROVE PA ENABLING ENVIRONMENT

#### **BACKGROUND INFORMATION**

- Introduction and context of action plan
- Linkages to other national and regional plans
- Process for developing and approving action plan
- General information about national protected area system

#### **SUPPORTING INFORMATION**

**VISION AND GOALS** 

IMPROVE PA NETWORK DESIGN

IMPROVE PA
MANAGEMENT

IMPROVE PA ENABLING ENVIRONMENT

#### **IMPLEMENTATION PLAN**

- Mechanisms to incorporate costs into national budgets
- Prioritized actions and strategies
- Specific tasks, responsibilities and timeline

#### **SUPPORTING INFORMATION**

**VISION AND GOALS** 

IMPROVE PA NETWORK DESIGN

IMPROVE PA
MANAGEMENT

IMPROVE PA ENABLING ENVIRONMENT

# ASSESSMENT RESULTS AND APPENDICES

- Gap assessment results
- Threat assessment results
- Management effectiveness results
- Governance assessment results
- Capacity assessment results
- Sustainable finance results
- Policy environment results
- Valuation assessment results

#### **ELEMENTS OF A POWPA ACTION PLAN**

#### **SUPPORTING INFORMATION**



**BACKGROUND INFORMATION** 

**VISION AND GOALS** 

IMPROVE PA NETWORK DESIGN

IMPROVE PA
MANAGEMENT

IMPROVE PA ENABLING ENVIRONMENT



IMPLEMENTATION PLAN



ASSESSMENTS & APPENDICES

**BACKGROUND INFORMATION** 

**VISION AND GOALS** 

IMPROVE PA NETWORK IMPROVE PA
MANAGEMENT

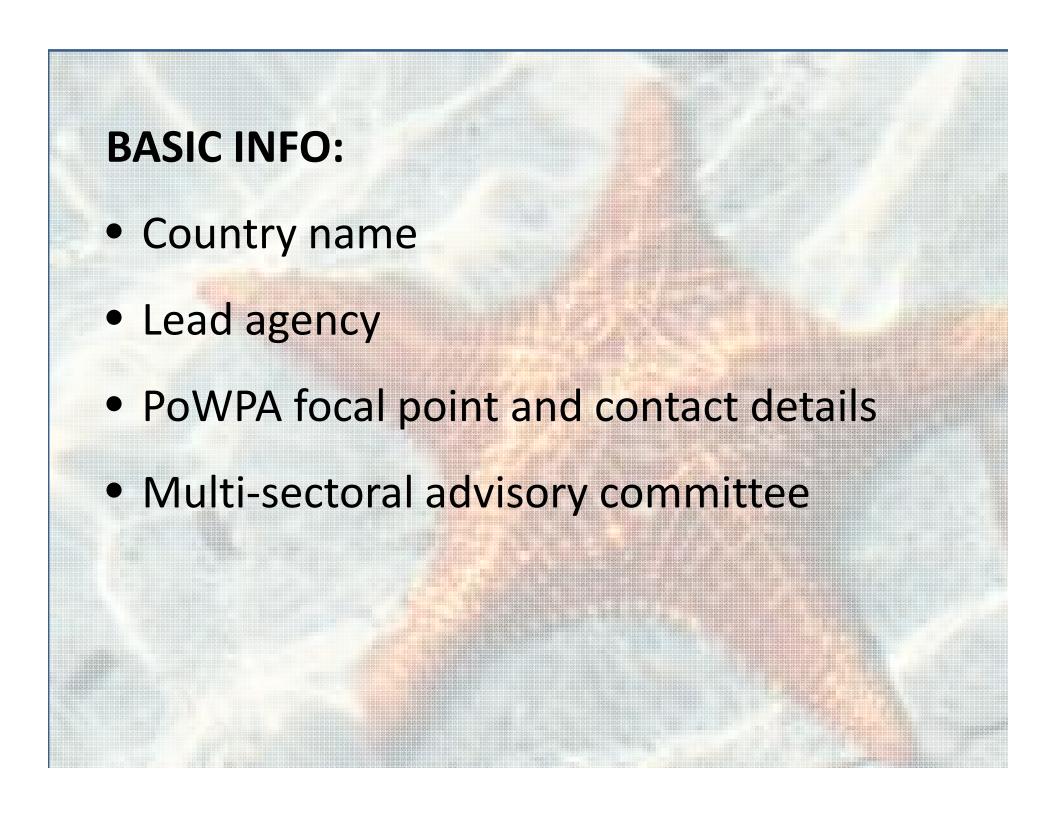
IMPROVE PA ENABLING ENVIRONMENT

IMPLEMENTATION PLAN

**APPENDICES** 

- Background information
- Vision and goals
- Plan to improve PA network
- Plan to improve PA management
- Plan to improve PA enabling environment
- Action plan for implementation
- Appendices -- assessment results





#### Country Profile: Micronesia (Federated States of)



#### Focal point contact information



Ms. Alissa Takesy Assistant Secretary, Protected Areas Network Coordinator Development Department of Resources and Development



Division of Resource Management and Palikir, Pohnpei, Micronesia (Federated States of) E-Mail: fsmrd [ at ] fsmrd.fm



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COUNTRY STATISTICS

702 km<sup>2</sup> TOTAL COUNTRY AREA

(70.74 KM<sup>2</sup>)

(32,20 KM<sup>2</sup>)

Source: WDPA

#### Information on the reporting framework

Person completing the survey: Alissa Takesy

Survey completed on 10/9/2009

Multi-stakeholder advisory committee Yes No Strategic action plan for implementing PoWPA Yes No

Lead agency responsible for implementing the action plan: Sub-national (State) Focal Agencies

NISP coordinating committee and 4 subnational committees

## PROTECTED AREA INFORMATION

- Protected area targets and vision
- Protected area description
- Coverage (# of hectares of PAs, % marine and terrestrial protection)
- Protected area threats
- Barriers to implementation

# **Targets and vision**

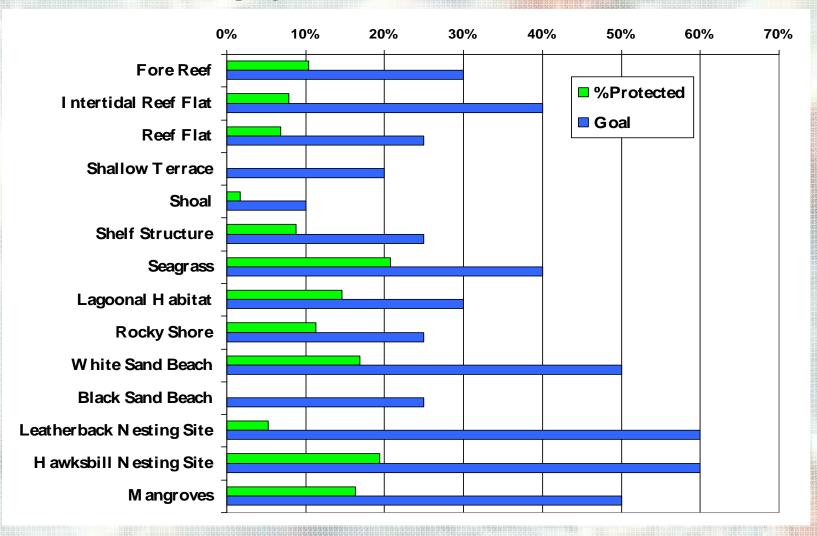
From political commitments...



"30% of near shore by 2020"

# **Targets and vision**

## ...and from gap assessment results



## PROTECTED AREA OVERVIEW

## From GEF applications

## From 4th National Reports

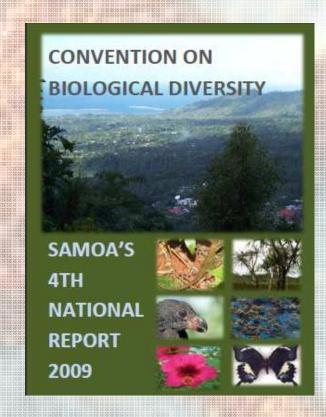


Supporting Country Action on the CBD Programme of Work on Protected Areas



#### **APPLICATION FOR FUNDING**

1. Country	Fiji
2. Agency and/or ministry responsible for protected areas	Department of Environment
3. CBD ratification date	6th May 2001
4. GEF OFP endorsement	Dated 10 September 2008
5. CBD PoWPA Activities (out of those eligible) to be supported	1.1.5 – Ecological gap analysis 3.1.1 – Legislative and institutional barriers
6. LDC country (Yes/No)	No
7. SIDS country (Yes/No)	Yes
8. Application submission date	10 <sup>th</sup> September 2008
9. Duration: (24 months maximum)	24 months
10. Contacts	Contact for project substantial issues Name: Elizabeth Erasito



#### ÷

#### Country Profile: Micronesia (Federated States of)



#### Focal point contact information



Source: WDPA

Ms. Alissa Takesy
Assistant Secretary, Protected Areas
Network Coordinator
Division of Resource Management and
Development
Department of Resources and
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Palikir, Pohnpei, Micronesia (Federated
States of)

E-Mail: fsmrd [ at ] fsmrd.fm



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702 km<sup>2</sup>

TOTAL COUNTRY AREA

0.07%

TERESTRIAL AREA PROTECTED (70.74 KM²) 0.03%

TERRITORIAL WATERS PROTECTED (32.20 KM²)

#### Information on the reporting framework

Person completing the survey: Alissa Takesy

Survey completed on 10/9/2009

Multi-stakeholder advisory committee 🗹 Yes 🔳 No

Strategic action plan for implementing PoWPA Yes No

Lead agency responsible for implementing the action plan: Sub-national (State) Focal Agencies

## PROTECTED AREA OVERVIEW



#### Country Profile: Costa Rica



#### Focal point contact information



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Sistema Nacional de Areas de
Conservacion (SINAC)
Ministerio de Ambiente, Energia y
Telecomunicaciones (MINAET)
San Jose, Costa Rica
E-Mail: marco.araya [ at ] sinac.go.cr



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#### COUNTRY STATISTICS

51100 km<sup>2</sup>

19.21% TERESTRIAL AREA PROTECTED (15845.81 KM<sup>2</sup>) 9.77% TERRITORIAL WATERS PROTECTED (3066.66 KM²)

Source: WDPA

## PROTECTED AREA OVERVIEW

Terrestrial Sites	Institutional Arrangement	IUCN Category	Year of Establ- ishment	Area (ha)
Protected Areas - legally established - regarded as secure				
Sigatoka Sand Dunes National Park	Cabinet Decree	II	1988	240
JH Garrick Memorial Park	Freehold owned by National Trust	II	1986	428
Ravilevu		I	1959	4,020
Nagarabuluti	Nature Reserve	I	1958	279
Nadariyatu	(Forestry Decree).	I	1956	93
Tomanivi	Yuo, Draunibuto- Labiko and Yunamoli	I (II)	1958	1,322
<u>Vuo</u>	have no ecological	I (II)	1960	1.2
Draunibota, Labiko	signifiance	I (II)	1959	2.16
Vunimoli		I (II)	1968	20.2
Namenalala island	99 year lease by	II	1984	43
Yadua Taba island	NLTB with conservation	<u>Ia</u>	2004	50
Waisali Reserve	conditions	II	1991	120
Monasayu Catchment	99 year lease by NLTB (conditions not known)	VI	2004	c.1,000
Navua Gorge - Ramsar Site	25 year lease by NLTB with conservation conditions	II	1997	c. 640
Sovi Basin Reserve	5 year 'temporary lease'	II	2006	20,421

# STATUS, PRIORITIZATION AND ACTION PLANS

- Status of PoWPA implementation
- Prioritization of key PoWPA actions through 2020
- Timeline, detailed actions, costs and responsible for each of the key PoWPA actions

## **STATUS**

# NATIONAL PROFILE ON THE IMPLEMENTATION OF THE PROGRAMME OF WORK ON PROTECTED AREAS

	COUN	NTRY:					-iji					
	Name	Name of person completing survey: Elizabeth Erasito										
	Email a	Email address of person completing surve eerasito@nationaltrust.org.fi										
	Date survey completed:											
	Please	Please briefly describe who was involved										
	in gath	nering inform	ation for this su	игчеу								
_												
			eholder adviso	ry commi	ittee be	en form	ed to	•				
	implen	nent the PoW	/PA?							Yes		
	2) ls th	iere a strateg	jic action plan	for implei	<u>menting</u>	g the Po	WPA?	•		yes		
	3) If ye	es, please pro	ovide a URL (o	rattach :	a pdf) ol	f the str	ategic	action p				
	4) If ye	s, which is th	e lead agency	respons	ible for	implem	enting	the				
	strategic action plan?					DOE						
			1.1	THE PR	OTECT	ED ARI	A NE	TWORK				
	1) Wha	at progress ha	ave you made	in assess	sing the	repres	entativ	eness				
		_	os of your prote		_	_			2 = activity fully underway			
	2) If you have completed an ecological gap assessment, please											
	indicate the URL (or attach a pdf) of the report:											
	4) If yes, please provide a URL (or attach a pdf) of the targets and indica											
									•			
			ve you taken ti			_			eness of	ine protec	(ed area	
	-	network? Please check all that apply, and provide a brief description:										
	V		ACTION			DESCF				2-5 yr	> 5yr	
	V	Ureated nev	v protected are	ea/s	marine	areas, e	cosys	item bas				
		existina prol		to the second								

# STATUS, PRIORITIZATION AND ACTION PLANS

Status of key actions of the Programme of Work on Protected Areas	Status	Priority	Timeline
Has a multi-stakeholder advisory committee been formed?			
<ul> <li>What is the progress on assessing gaps in the protected area network? (1.1)</li> </ul>			
What is the progress in assessing protected area integration? (1.2)			
What is the progress in establishing transboundary protected areas and			
regional networks? (1.3)			
<ul> <li>What is the progress in developing site-level management plans? (1.4)</li> </ul>			
• What is the progress in assessing threats and opportunities for restoration?			
(1.5)			
What is the progress in assessing equitable sharing of benefits? (2.1)			
<ul> <li>What is the progress in assessing protected area governance? (2.1)</li> </ul>			
What is the progress in assessing the participation of indigenous and local			
communities in key protected area decisions? (2.2)			
What is the progress in assessing the policy environment for establishing and			
managing protected areas? (3.1)			
<ul> <li>What is the progress in assessing the values of protected areas? (3.1)</li> </ul>			
<ul> <li>What is the progress in assessing protected area capacity needs? (3.2)</li> </ul>			
<ul> <li>What is the progress in assessing the appropriate technology needs? (3.3)</li> </ul>			
<ul> <li>What is the progress in assessing protected area sustainable finance needs?</li> </ul>			
(3.4)			
<ul> <li>What is the progress in conducting public awareness campaigns? (3.5)</li> </ul>			
• What is the progress in developing best prostices and minimum standards?			

# STATUS, PRIORITIZATION AND ACTION PLANS

#### Action 1: (Describe action)

Key steps	Timeline	Responsible parties	Indicative budget

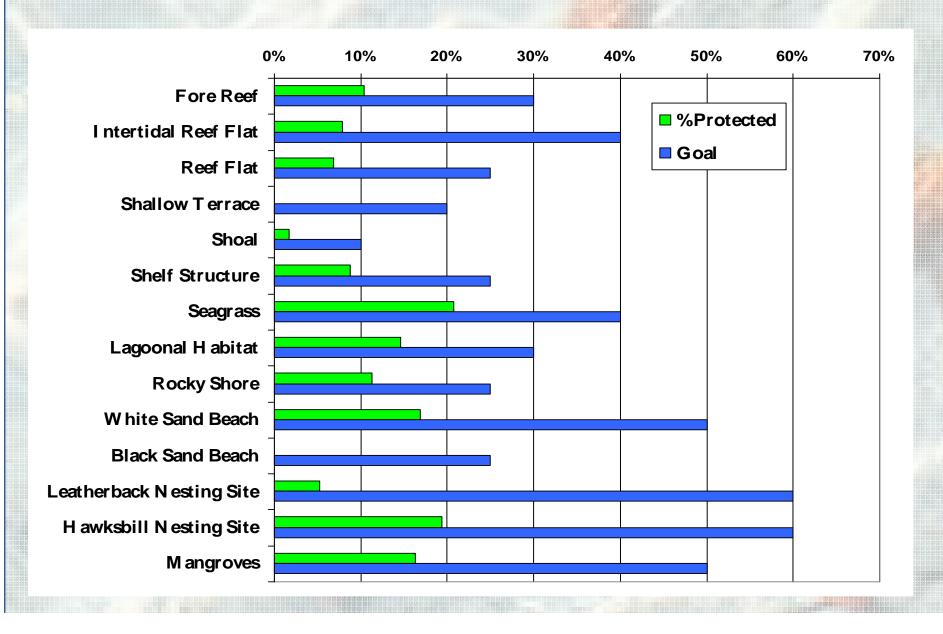
#### Action 2: (Describe action)

Key steps	Timeline	Responsible parties	Indicative budget

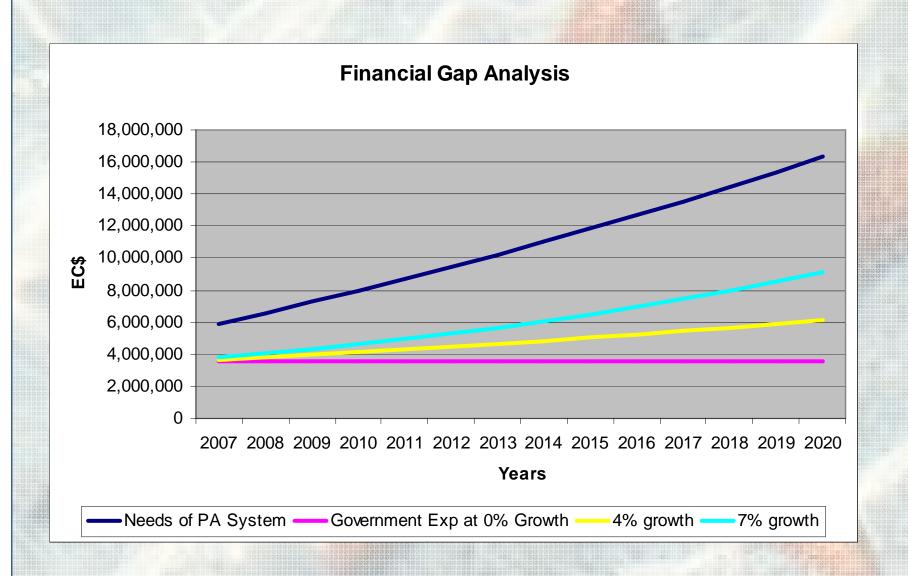
#### **KEY ASSESSMENT RESULTS**

- Gap assessment
- Management effectiveness assessment
- Sustainable finance assessment
- PA integration assessment
- Capacity needs assessment
- Policy environment assessment
- Threat assessment

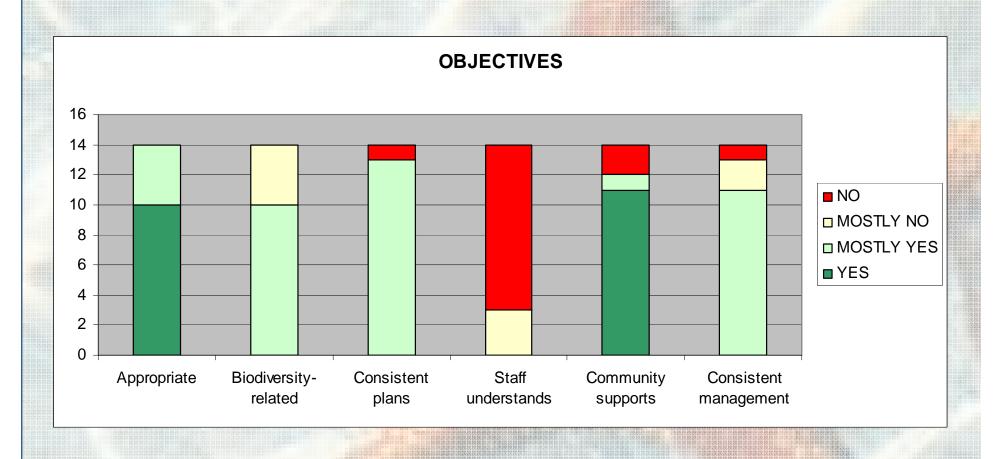
#### **GAP ASSESSMENT RESULTS**



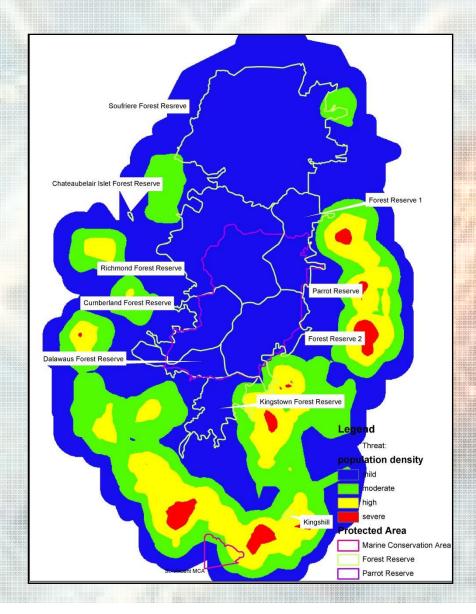
#### FINANCIAL GAP ASSESSMENT



#### **MANAGEMENT EFFECTIVENESS**

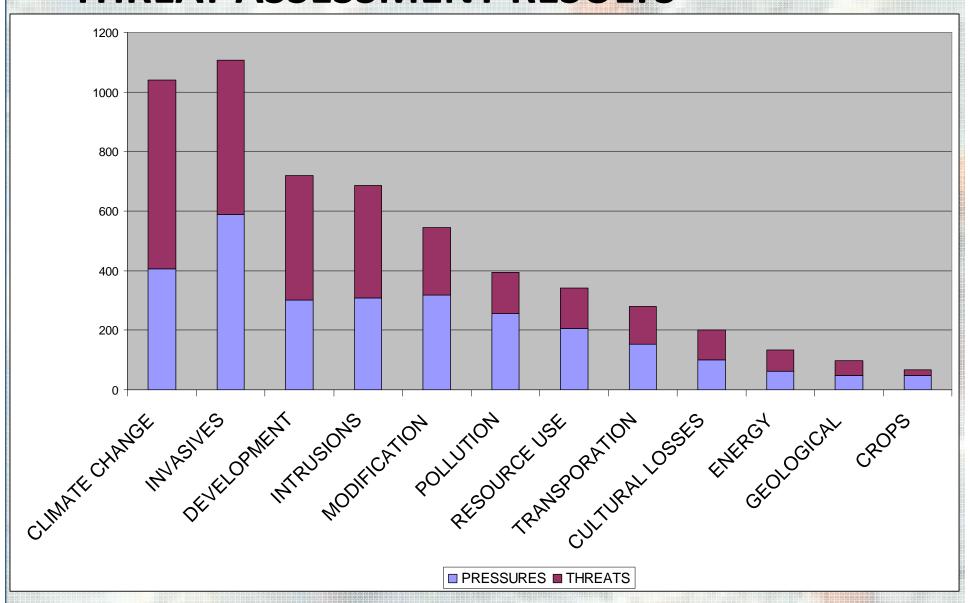


#### THREAT ASSESSMENT RESULTS



Tourism
Agriculture
Invasive species
Overfishing
Illegal logging

#### THREAT ASSESSMENT RESULTS





## 2007/8 – Previous efforts to gather data





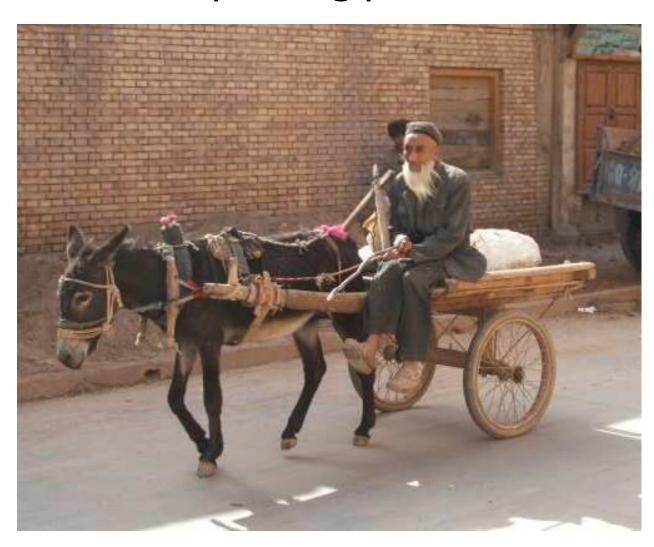
1 = SOME PROGRESS, STARTED 25 GOOD PROGRESS	ASSESS MENT	THREATS	EFFECTIVE ASS	CAPACITY ASSEBMENT	EGNITY BEN- CF. 13 ASSENTIMENT	G-OVERNANCE ASSESSIMENT	POLICY MENTENT ASTRETS ASTRETS	SUSTAINABLE FINANCE ASSESSMENT	COMPREHENTE
	3	3	2	2	1	2	2	3	1
ARMENIA	3	3	1	2	1	1	2	3	3
AZERBAITAN BELARUS	2	3	2	2	2	2	3	1	2
CHINA	1	1	1	2	1	2	1	1	2
GEORGIA	3	3	2	2	1	2	2	3	1
KYRGYZSTAN	3	2	2	1	1	2	2	1	2
MOLDOVIA	3	1	2	2	1	2	2		4
MONGOLIA	1	3	3	0	0	1		1	1
RUSSIA INT. /4/40 M	3/9	3/	3/1	2/	0/	11	2/1	3	0
TAJIKISTAN	3	1	1	1	1	1 1/0	2	1	30
TURKEY	2	2	3.	2	2	2	2	1	4
TURKMENISTAN	3	2	2	9	100.1	-			2
UZBEKISTAN	3	NO COLUMN	3/4		1	12	2	1	11
No.	THE PARTY OF	87	100	- Brid	100	Toron o	2	11	2

## ...such as 'dashboards' and 'report cards'

			Α	sia	Pc	ıcif	ic				Me	soc	m	erio	ca	an	d (	Cal	ribl	be	an		S	ou	ıth	Α
POWPA PROGRESS ECOLOGICAL GAPS AND THREATS	Australia	China	Indonesia	Marshall Islands	Micronesia	Mongolia	Palau	Papua New Guinea	Solomon Islands	Bahamas	Dominican Republic		Jamaica	St. Vincent	Belize	Costa Rica	Guatemala	Honduras	Mexico	Nicaragua	Panama	Argentina	Bolivia	Brazil	Chile	Colombia
Ecological gap assessment																										
Developed a data management system		0	0	0	0		0	0	0				0	0	0		0	0	0	0	0	*	0	0	0	$\subset$
Identified wide range of biodiversity features		0	0	0	0		0	0	0	0			0	0						0	0	*	0		0	C
Included a freshwater component	*	0	0	0	0		0	0	0		0		0	0	0		0	0	0	0	0	*	0	0	0	C
Included a marine component	*	0	0		0	N/A		0	0					0			0	0	0	0	0	*	N/A		0	C
Assessed threats to and viability of biodiversity		0	0	0	0	0		0	0				0	0	0	0		0		0	0	*	0	0	0	0
Set ecological and/or protection goals		0	0		0	0		0	0					0				0		0	0	*	0	0	0	C
Assessed governance types and IUCN categories	*	0	0	0	0	0	0	0	0	C		06	0	0	0	0	0	0	0	0	0	*	0	0	0	C
Analyzed protection gaps and biases			0		0	0	0	0	0		)(		0					0		0	0	*		0	0	C
Developed a strategy for filling gaps	*	0	0		0	0	0	0	0		)(	00	0	0	0	0	0	0	0	0	0	*	0	0	0	
Communicated results to relevant stakeholders	*	0	0	0	0	0	0	0	$\bigcirc$		)(		0	0	0		0	0	0	0	0	*	0	0	0	$\in$
Protected area threats																										
Developed indicators	*	0	0	0	0		0	0	0	0			0				0	0	0	0	0	*		0	0	0
Assessed protected area threats		0								C		0		0	0			0	0	0	0	*	0	0	0	C
Developed prioritized action plan	*	0	0	0	0	0	0	0	0	(		06	0	0	0		0	0	0	0	0		0			
Developed financial estimates	*	0	0	0	0	0	0	0	0		)(	0	0	0	0	0	0	0	0	0	0	*	0	0	0	C
Communicated results to stakeholders	*	0	0	0	0	0	0	0	0	C	)(	00	0	0	0	0	0	0	0	0	0	*	0	0	0	C
				om	ple	etec	d (	S	ubst	tanti	al p	orog	ress	C	) In	itial	pro	ogre	ess	0	No	prog	jres:	S	*	N



# CoP-10 decisions means a streamlined PoWPA reporting process



## CoP-10 (X/31)

#### **Invites Parties to:**

- Use the PoWPA reporting framework to update PoWPA status by CoP-11;
- Use this reporting framework to monitor PoWPA progress

# PoWPA reporting framework (www.cbd.int/decisions)

## NATIONAL PROFILE ON THE IMPLEMENTATION OF THE PROGRAMME OF WORK ON PROTECTED AREAS

The draft reporting framework facilitates capturing the progress in completing assessments on 13 key goals of the programme of work on protected areas and specific actions taken to implement the results of those assessments, in order to indicate the status of implementation. Progress in completing these assessments is measured from 0-4 (0 – no progress; 1 – planning phase; 2 – initial progress; 3 – substantial progress; 4 – nearly or fully completed). The framework allows Parties to append the results of these assessments, and to optionally describe specific actions taken in three time lines (before 2004; between 2004-2009; and since 2010). If a question is not applicable, the letters N/A should be entered. The PoWPA focal points could upload the information on the CBD website as and when they have undertaken and completed the assessment or following the reporting cycle of national reporting through a user ID and password.

ITRY)						
	(NAME)					
Email address of person completing survey:						
Date survey completed: (DATE)						
ey (NAMES /	AND ORGANIZATIONS)					
PoWPA?	(YES/NO)					
	(YES/NO)					
	(URL OR ATTACHMENT)					
?	(AGENCY NAME)					
lans? (please provide	(URL OR ATTACHMENT)					
1	ey (NAMES / PoWPA?					

#### 1.1 To establish and strengthen national and regional systems of protected areas integrated into a global network as a contribution to globally agreed goals

1) What progress has been made in assessing the representativeness, comprehensiveness and ecological gaps of your protected area network?	(STATUS: 0-4)
2) If available, please indicate the URL (or attach a pdf) of the gap assessment report:	(URL OR ATTACHMENT)
3) Do you have specific targets and indicators for the protected area system?	(YES/NO)
4) If yes, please provide a URL (or attach a pdf) of the targets and indicators:	(URL OR ATTACHMENT)
E) What actions have been taken to improve the ecological consecrentativeness of the protected as	on network? Plance sheek all

5) What actions have been taken to improve the ecological representativeness of the protected area network? Please check all that apply, and provide a brief description:

٧	ACTION	BEFORE 2004	BETWEEN 2004 - 2009	SINCE 2010
	Created new protected area/s			

## **PoWPA** reporting framework (www.cbd.int/protected/implementation)

Country Profile: Costa Rica



#### Focal point contact information



Mr. Marco Vinicio Araya Gerente de Areas Silvestres Protegidas Sistema Nacional de Areas de Conservacion (SINAC) Ministerio de Ambiente, Energía y Telecomunicaciones (MINAET) San Jose, Costa Rica E-Mail: marco.araya [ at ] sinac.go.cr



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COUNTRY STATISTICS

51100 km<sup>2</sup> TOTAL COUNTRY AREA 19.21%

9.77%

Source: WDPA

(15845.81 KM<sup>2</sup>) (3066,66 KM2)

## **PoWPA** reporting framework

# NATIONAL PROFILE ON THE IMPLEMENTATION OF THE PROGRAMME OF WORK ON PROTECTED

COUNTRY:				'	'		Palau								
Name of pers	on compl	eting su	rvey:		Lukes Isechal										
Email addres	s of perso	on comp	leting s	urvey:	lisecha	al@picr	c.org								
Date survey c	Date survey completed:						14-Oct-09								
Please briefly gathering info	/ describe	who wa		ved in	n : Verheij - Protected Areas Network Advisor - The Nature conser										
Has a multi-stakeholder advisory committee been formed to implement the PoWPA?  Not yet															
2) Is there a s	trategic a	action p	lan for i	impleme	enting th	ne PoWi	Α?			no					
3) If yes, plea	se provi	de a URL	(or atta	ach a po	lf) of the	strateg	ic actio	n plan:							
4) If yes, whice action plan?	h is the l	ead age	ncy res	oonsible	e for imp	olement	ing the s	strategic	•	Ministry of Natural Resources, Environment, and Tourism					
			1.1 1	THE PR	OTECT	ED AR	EA NE	TWORK							
	What progress have you made in assessing the representativeness and ecological gaps of your protected area network?  4 = activity completed														
If you have completed an ecological gap assessment, please  URL (or attach a pdf) of the report:							se indic	ate the	spaces/p	pacific.islar ations/palau	d.countrie				
2) Do vou bou	o enceifi	e tareate	- and in	diestar	c for the	unrotoct	ad area	cuctom2							



- Review overall status of PoWPA implementation
- Identify priorities and timeline
- Develop action plan for one high priority action

# **Exercise**

#### Worksheet for PoWPA Action Planning and Implementation

For each element of the <u>PoWPA</u>, identify the status, the priority, timeline. Be sure to include marine and terrestrial in your deliberations.

	Status of key actions of the Programme of Work on Protected Areas	Status	Priority	Timeline
•	Has a multi-stakeholder advisory committee been formed?	Υ		
•	What is the progress on assessing gaps in the protected area network? (1.1)	4		
•	What is the progress in assessing protected area integration? (1.2)	2	VH	2012
•	What is the progress in establishing transboundary protected areas and regional networks? (1.3)	2	L	2014
•	What is the progress in developing site-level management plans? (1.4)	1	H	2012
•	What is the progress in assessing threats and opportunities for restoration? (1.5)			
•	What is the progress in assessing equitable sharing of benefits? (2.1)			
•	What is the progress in assessing protected area governance? (2.1)			
•	What is the progress in assessing the participation of indigenous and local communities in key protected area decisions? (2.2)			
•	What is the progress in assessing the <b>policy environment</b> for establishing and managing protected areas? (3.1)			

### Exercise – implementation plan

#### Gap Assessment

Major Steps – Gap Assessment	Who	When	Timeline	Budget
<ul> <li>Select key focal species and ecosystems</li> </ul>				
<ul> <li>Assess distribution and viability of biodiversity</li> </ul>				
Set goals for each key species				
<ul> <li>Create map of protected area boundaries</li> </ul>				
Identify key gaps				
<ul> <li>Communicate gaps to key decision makers</li> </ul>				

 For at least one high-priority action, develop an implementation plan for completing the action

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#### Exercise

### Gap Assessment

Major Steps – Gap Assessment	Who	When	Timeline	Budget
<ul> <li>Select key focal species and ecosystems</li> </ul>				
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Set goals for each key species				
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Identify key gaps				
<ul> <li>Communicate gaps to key decision makers</li> </ul>				

MoE staff

Aug – Sep

2011

30 days

#### Exercise

## Gap Assessment

Major Steps – Gap Assessment	1	Who	When	Timeline	Budget
<ul> <li>Select key focal species and ecosystems</li> </ul>					
<ul> <li>Assess distribution and viability of biodiversity</li> </ul>					
Set goals for each key species					
<ul> <li>Create map of protected area boundaries</li> </ul>					
Identify key gaps					
<ul> <li>Communicate gaps to key decision makers</li> </ul>					



Communication specialist

Sep – Dec 2012

30 days