

ENVIRONMENTAL COMPLIANCE FACESHEET FOR THE INITIAL ENVIRONMENTAL EXAMINATION (IEE)

Title of Activity/Activity Number:	Serbian Rule of Law Activity/AO2
Country/Region:	Serbia & Montenegro: Serbia/EE
Funding Period: FY 2010-2014	Resource Levels/Amount(s): \$28,000,000
Statement Prepared by:	Walter Doetsch Title: Director, Democracy and Governance Office
IEE Amendment (Y/N)? No	Date of Original IEE:
air water land biodinone Environmental Action(s) Recommon	
proposed activities, which are With condition	no significant adverse effects expected regarding the well defined over life of activity. IEE prepared: as (the Environmental Review Checklist appended to the the attached Leopold Matrix will be used to prevent
office equipment (comprequires that such equip	nination (conditional): For the limited procurement of outers, printers, etc), a conditional negative determination ment will be properly disposed of at the end of its useful ent with best management practices.

Summary of Findings: Environmental Determination for the Activity

Serbia must improve the functioning of its courts and its reputation for corruption to meet the entry requirements of the European Union (EU), to see greater economic and democratic development, and to increase its influence regionally and internationally. Investing U.S. assistance dollars in rule of law/transparency/anti-corruption efforts is justified by (1) the stress the EU has placed on the need for reform of the judicial system, increased transparency of government operations and reduced opportunities for corruption; and (2) the U.S. foreign policy interest in seeing Serbia become a force for democratic and market-based force stability in the region.

The Bureau's "Development Planning Framework for Europe and Eurasia FY 2008 – 2012," describes Serbia as the "lynchpin of all stability in the Balkans." It ranks Serbia as one of the "highest priority" countries for the Bureau in the areas of Governing Justly and Democratically, based on need, development opportunities, foreign policy and risks of nonengagement.

The Framework also notes that work in individual Balkan countries impacts the sub-region as a whole, and specifically mentions corruption as one of the subjects for which this is true. This proposed five-year activity will contribute to the Serbia's progress in Governing Justly and Democratically by improving operations and the transparency of its courts and other government agencies.

The Activity identifies activities under the following Components:

- 1. Improving the efficiency and transparency of Serbia's courts, to answer criticism of the European Union and improve public support for judicial independence.
- 2. Opening government operations to citizens through assistance to any or all of Serbia's four independent agencies:
- 3. Filling other gaps in the fields of rule or law and increased government transparency through a flexible institutional development mechanism for technical assistance and training
- 4. Providing subgrants to Serbian civil society organizations (CSOs) working to improve the rule of law and increasing government transparency and integrity through activities that support the goals of this program
- 5. Minor physical reconstruction of existing courthouses.

Justification for Categorical Exclusion Request

Recommended Action: Categorical Exclusion

- a) Pursuant to 22 CFR 216(c)(3), the originator of the proposed project has determined that all USAID support under the Activity, with the specific exception of the limited procurement of office equipment (computers, printers, etc.), and minor physical reconstruction of existing courthouses, consists of types of interventions entirely within the categories listed in paragraph (c)(2) of Section 216.2 of Title 22 CFR 216, and therefore are categorically excluded from any further environmental review requirements. The originator of the proposed action has further determined that the proposed activities are fully within the following classes of actions:
- Education, technical assistance, or training programs except to the extent such programs include activities directly affecting the environment (such as construction of facilities, etc.) [22 CFR 216.2(c)(2)(i)];
- Analyses, studies, academic or research workshops and meetings [22 CFR 216.2(c)(2)(iii)]; and
- Document and information transfers [22 CFR 216.2(c)(2)(v)].

Recommended Action: Negative Determination with conditions (the Environmental Review Checklist appended to the IEE, supplemented by the attached Leopold Matrix will be used to prevent unintended impacts of the project):

Pursuant to 22 CFR 216.3(a)(2)(iii), the originator of the proposed project recommends a negative determination with conditions for the potential for significant adverse impact on the environment for the reconstruction of existing courthouses. This determination is contingent on the use of the Environmental Assessment Checklist attached to this IEE. Before starting reconstruction activities, environmental baseline conditions will be documented and if required a Mitigation and Monitoring Plan (M&M Plan) will be prepared and provided to the BEO for approval prior to reconstruction.

Recommended Action: Negative Determination (conditional):

For the limited procurement of office equipment (computers, printers, etc.) the proposed action would ensure that the procured equipment is used in an environmentally sound and safe manner and will be properly disposed of at the end of its useful life in accordance with the best management practices consistent with the EU or equivalent standards.

Resource Allocation and Reporting requirements:

The grant or agreement with the implementer shall include a requirement to follow all recommendations of this IEE including completed Environmental Review and Assessment Checklist (ER Checklist) and M&M Plans. M&M reporting will be submitted to the AOTR/COTR, Mission Environmental Officer (MEO), and BEO at the completion of construction/ installation at every single project site.

For each activity requiring environmental documents such as ER Checklists and M&M Plans, the Agreement/Contract Officer (CO) will put the language of required environmental compliance and reporting into the project award of the implementers, and ensure that appropriate resources of qualified people and equipment are dedicated to this portion of the project component. The implementers will report their observations quarterly to the respective USAID COTRs. In case the activities implemented do not have any adverse impact on the environment, it should be documented as well.

USAID/Serbia regularly checks the contractor's work on implementation of activities, Environmental Screening, Environmental Review and Checklist reports, and through site visits to assure that the mitigating actions are taken and monitored.

Limitations of the IEE:

This IEE does not cover activities that includes the procurement (including payment in kind, donations, or guarantees of credit) or use (including handling, transport, fuel for transport, storage, mixing, loading, application, clean up of spray equipment, and disposal) of pesticides or activities involving procurement, transport, use, storage, or disposal of toxic materials. Pesticides cover all insecticides, fungicides, rodenticides, etc. covered under FIFRA – "Federal Insecticide, Fungicide, and Rodenticide Act". If activities are to cover work with or support large size agro-processors, Environmental Due Diligence Reports will be required of their facilities. This IEE does not cover assistance for the procurement or use of genetically modified organisms (GMOs). Any of these actions would require an amendment to the IEE approved by EE/BEO.

Revisions:

Pursuant to 22 CFR 216.3(a)(9), if new information becomes available which indicates that activities to be funded by the Activity might be "major" and the Program's effect "significant", this determination will be reviewed and revised by the originator of the project and submitted to the E&E Bureau Environmental Officer for approval and, if appropriate, an environmental assessment will be prepared.

USAID APPROVAL OF ENVIRONMENTAL ACTION RECOMMENDED:

Approval:		
Mission Director:	Michael Harvey	Date: 03/12/10
Clearance:		
Deputy Mission Director:	Marilynn A. Schmidt	Date: 3/12/10
Mission Environmental Officer:	James J. Stein	Date: <u>03-11-20</u> 70
AO Team Leader	Walter Doetsch	Date: _//, /// /O
Concurrence:		
Bureau Environmental Officer:	Mohammad Latif Date: Me	arch 16,2010

INITIAL ENVIRONMENTAL EXAMINATION

Program/Project Data:

Current Project Number: Serbia: N/A

Country/Region: Serbia & Montenegro: Serbia/EE

Title of Program: Rule of Law Activity

1. BACKGROUND AND ACTIVITY DESCRIPTION

Serbia must improve the functioning of its courts and its reputation for corruption to meet the entry requirements of the European Union (EU), to see greater economic and democratic development, and to increase its influence regionally and internationally. Investing U.S. assistance dollars in rule of law/transparency/anti-corruption efforts is justified by (1) the stress the EU has placed on the need for reform of the judicial system, increased transparency of government operations and reduced opportunities for corruption; and (2) the U.S. foreign policy interest in seeing Serbia become a force for democratic and market-based force stability in the region.

The Bureau's "Development Planning Framework for Europe and Eurasia FY 2008 – 2012," describes Serbia as the "lynchpin of all stability in the Balkans." It ranks Serbia as one of the "highest priority" countries for the Bureau in the areas of Governing Justly and Democratically, based on need, development opportunities, foreign policy and risks of nonengagement.

The Framework also notes that work in individual Balkan countries impacts the sub- region as a whole, and specifically mentions corruption as one of the subjects for which this is true. This proposed five-year activity will contribute to the Serbia's progress in Governing Justly and Democratically by improving operations and the transparency of its courts and other government agencies.

The program would have five components.

- Improving the efficiency and transparency of Serbia's courts, to answer criticism of the European Union and improve public support for judicial independence.
- Opening government operations to citizens through assistance to any or all of Serbia's four independent agencies:
- Filling other gaps in the fields of rule or law and increased government transparency through a flexible institutional development mechanism for technical assistance and training
- Providing subgrants to Serbian civil society organizations (CSOs) working to improve the rule of law and increasing government transparency and integrity through activities that support the goals of this program
- Minor physical reconstruction of existing courthouses

All of the proposed actions under the Activity, with the specific exception of the limited procurement of office equipment (computers, printers, etc.), and minor physical reconstruction of existing courthouses, fall into categories that are subject to categorical exclusion from further environmental review requirements.

The planned level of hardware procurement and/or courthouse reconstruction is to be no more than 10% of the total budget. The proposed action required for these specified activates would be to ensure that the equipment and supplies be used in an environmentally sound and safe manner and properly disposed of at the end of its useful life in a manner consistent with best management practices according to European Union or equivalent standards. The Contractor will be required to implement the provisions of the initial Environmental Examination (IEE) prepared by USAID/Serbia and cleared by the USAID Bureau Environmental Officer. The Contractor must have the capability to conduct environmental reviews as specified in the IEE for all activities not categorically excluded, implement appropriate mitigating actions, and conduct adequate monitoring to ensure environmental concerns are addressed. The Contractor will be responsible for ensuring that all requirements of the Agency's environmental regulations 22 CFR 216 are met.

2. BASELINE COUNTRY AND ENVIRONMENTAL INFORMATION

Serbia has a land area of 77,474 square kilometers, constituting only 0.05% of the world's land area, or about 1.5 % of Europe. Despite its small size, however, the environment of Serbia is highly diverse compared to other countries in Europe. The reasons for this comparative richness include: the variety of climate, topography, and geology and the long-term ecological and evolutionary history of the region as a biological crossroads. In terms of climate, Serbia is situated between two principal climatic regions of Europe and is influenced by both: the northern (boreal and temperate) and the eastern (Pontic) region. The country is topographically diverse. In general, three topographic regions can be distinguished: the Pannonian Plain in the north, at elevations of 200 meters or less; the hill-and-valley region of central Serbia at elevations of 200 to 1,000 meters; and mountains rising above 1,000 meters, found mainly in western Serbia, but with isolated ranges in the south and southeast.

This wide range of climatic and topographic conditions has combined to create the ecosystem diversity of Serbia. The broad patterns of diversity determined by climate and topography are locally modified by the geological diversity of rocks and soils, contributing to even greater ecosystem, species, and genetic diversity. The varied ecosystems of Serbia in turn give rise to a diversity of valuable ecological processes. The following ecosystems are represented: deciduous forests of several types in lowland, foothills, and mountain areas; mountain forests of pine, spruce, and fir; steppe (grasslands that develop in regions of wind-deposited soil) and forest-steppe; and alpine grasslands above tree line in the high mountains.

Serbia is species-rich. One cause of the country's comparatively high species diversity is the significant climatic, topographic, and geological variation. Another is its history as a biological crossroads and Ice Age refuge. The Balkan Peninsula is the most species-rich part of Europe for flowering plants and Serbia is among the most diverse parts of the Balkan Peninsula - only Greece and Bulgaria being comparable. The Balkan Peninsula in general is known for its high level of endemism. Analysis of the flora of the Balkans found that about 27 percent of the species were endemic to the region. Fifty-nine narrow-range endemic plant species are found only in Serbia and nowhere else.

The mountains of Serbia are one of the most important Ice Age refuge regions of Europe, in which species that were found at lower elevations and were more widely distributed during periods of colder climate can still find a suitable habitat. The isolation of many relict species on mountain ranges during the last several million years of changing climate is the main reason for the relatively high proportion of endemic species in Serbia, and the Balkan

Peninsula in general. Besides high mountain endemism, endemic plants that are restricted to certain types of underlying rock or soil are common. One example would be the many species found only on serpentine substrates, such as on Tara Mountain in western Serbia. Numerous endemic and relict species are found in certain groups of invertebrates, particularly those found in caves and subterranean waters.

In general, Serbia has a number of different types of areas of particular environmental importance, including: forest ecosystems representing different types of forests and those in which monitoring for various factors has taken place over the long term; high mountain regions with characteristic mountain ecosystems well-represented or preserved, some of which are found on borders and would require trans-boundary management efforts; mountain regions in which traditional human activities have maintained and even increased biodiversity through centuries of maintaining the open pastures of mountain meadows; gorges and canyons that have been identified as important centers for relict and endemic species; steppe and sands of Vojvodina, as well as lakes, wetlands swamps, marshes, ponds which provide key habitat for migratory birds from elsewhere in Europe and have been identified as wetlands of the Ramsar Convention; karst regions in parts of Serbia, with their numerous caves and pits, supporting a rich fauna; and mountain bogs around mountain and glacial lakes.

3. EVALUATION OF ACTIVITY WITH RESPECT TO POTENTIAL ENVIRONMENTAL IMPACTS

As indicated in Section 1, all of the specific activities planned under the components of the Activity, with the specific exception of the limited procurement of office equipment (computers, printers, etc.), and minor physical reconstruction of existing courthouses, qualify for a categorical exclusion.

The only case in which any further specific normal good action would be required is for the limited procurement of office equipment (computers, printers, etc.), and/or minor physical reconstruction of existing courthouses. The proposed action required for these activities would be to ensure that the equipment and/or supplies be used in an environmentally sound and safe manner and properly disposed of at the end of its useful life in a manner consistent with best management practices according to European Union or equivalent standards. These specified activities are recommended for a negative determination with conditions. These conditions are stipulated in Section 4 below. The intent of the prescribed mitigation and monitoring in Section 4 is to ensure that adverse impacts of USAID activities are identified and mitigated.

Environmental review of facility infrastructure reconstruction work under 5.Minor Physical reconstruction of existing courthouses will indicate if there is any significant adverse impact on the environment or not. While these reconstruction projects are not expected to have many significant adverse effects on the environment, mitigating actions will be built into the project design, implementation and operation to negate potential adverse effects on the environment, and ensure sound environmental design and proper construction norms are incorporated into activities. Any impacts that cannot be addressed by environmentally sound design and/or implementation shall require preparation of Mitigation and Monitoring Plan (MPP) as given in section 4 of the IEE.

Mitigating actions presented in the following section shall ensure that environmental concerns are taken into account during both the design and implementation phases of the project activities.

4. MITIGATION ACTIONS (INCLUDING MONITORING AND EVALUATION)

Prior to the start of any physical works an Environmental Review (ER) and Assessment Checklist will be used by the implementer to identify the existing baseline conditions and significant environmental impacts (physical environment, biological environment and social environment) during feasibility, planning, design, implementation and operation phases of the courthouse renovation aspects of the Rule of Law Activity. Each ER will be submitted for BEO approval. To ensure compliance with Agency Environmental Procedures, all construction activities will be monitored and documented for mitigation of environmental impacts. The environmental assessment capabilities, engineering design and construction management, and worker health and safety will be required from all potential sub-contractors in the solicitation process and should constitute an integral part of review process.

The Contractor will comply with USAID Environmental Procedures and appropriate Serbian Environmental Laws including sanitary standards, rules and regulations for construction activities and appropriate engineering practices.

Office equipment (computers, printers, etc) will be properly disposed of at the end of its useful life in a manner consistent with best management practices.

MONITORING:

Copies of the environmental review checklists, Leopold Matrices, baseline environmental surveys (pre-construction), construction site monitoring reports (post-construction) will be kept on file by the Implementing Partner and will be provided to USAID for review and monitoring purposes during regular reporting cycles. A photographic and/or video documentation of monitoring during implementation will be conducted over the life of the project.

In addition USAID/Serbia staff (CTO) will monitor implementing partner and subcontractors to assure that environmental concerns are addressed from design through the completion of rehabilitation. This will be assured through USAID approval of designs, review of the environmental reports and assessments, and through site visits to assure that mitigating actions are actually implemented. Deviation will be reported to the Mission Environmental Officer to initiate corrective action.

A summary report will be sent to Bureau Environmental Officer in AID/W per 216.10 requirements upon completion of the activity.

5. SUMMARY OF FINDINGS

Recommended Action: Categorical Exclusion

a) Pursuant to 22 CFR 216(c)(3), the originator of the proposed project has determined that all USAID support under the Activity, with the specific exception of the limited procurement of office equipment (computers, printers, etc.), and minor physical reconstruction of existing courthouses, consists of types of interventions entirely within the categories listed in

paragraph (c)(2) of Section 216.2 of Title 22 CFR 216, and therefore are categorically excluded from any further environmental review requirements. The originator of the proposed action has further determined that the proposed activities are fully within the following classes of actions:

- Education, technical assistance, or training programs except to the extent such programs include activities directly affecting the environment (such as construction of facilities, etc.) [22 CFR 216.2(c)(2)(i)];
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<u>Recommended Action</u>: Negative Determination with conditions (the Environmental Review Checklist appended to the IEE, supplemented by the attached Leopold Matrix will be used to prevent unintended impacts of the project):

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Recommended Action: Negative Determination (conditional):

For the limited procurement of office equipment (computers, printers, etc.) the proposed action would ensure that the procured equipment is used in an environmentally sound and safe manner and will be properly disposed of at the end of its useful life in accordance with the best management practices consistent with the EU or equivalent standards.

Resources Allocation and Reporting requirements

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Revisions:

Pursuant to 22 CFR 216.3(a)(9), if new information becomes available which indicates that activities to be funded by the Activity might be "major" and the Program's effect "significant", this determination will be reviewed and revised by the originator of the project and submitted to the E&E Bureau Environmental Officer for approval and, if appropriate, an environmental assessment will be prepared.



ENVIRONMENTAL REVIEW & ASSESSMENT CHECKLIST (ER Checklist)

The purpose of this *Environmental Review and Assessment Checklist (ER Checklist)* is to determine whether the proposed action (scope of work) encompasses the potential for environmental pollution or concern and, if so, to determine the scope and extent of additional environmental evaluation, mitigation, and monitoring necessary to fulfill federal U.S. environmental requirements. The *ER Checklist* is intended to be used in conjunction with the Leopold Matrix by the Cognizant Technical Officer (CTO) to ensure that environmental consequences are taken into account by USAID and the host country.

Date of Review: DCN of triggering IEE:

Name of reviewer: (must be qualified environmental professional approved by the E&E/BEO)

Name of Project/Activity: Type of Project/Activity:

Location: (Attach a location map as well as site photos in color)

Project/Activity Description: (Provide sufficient description and details for environmental impact analysis)

Baseline Environmental Conditions*: (This section will serve as EDD - Provide site specific environmental conditions due to onsite & offsite sources details for impact analysis)

*Note: This portion covers only the baseline conditions, any impacts resulting from reconstruction/construction/rehab will be covered under sections A through D.

A. CHECKLIST FOR ENVIRONMENTAL CONSEQUENCES (i.e., Environmental Impacts):

Check appropriate column as Yes (Y), Maybe (M), No (N) or Beneficial (B). Briefly explain Y, M and B checks in next Section, "Explanations". A "Y" response does not necessarily indicate a significant effect, but rather an issue that requires focused consideration.

Y. M. N or B

1.	Earth Resources a. grading, trenching, or excavation in cubic meters or hectare b. geologic hazards (faults, landslides, liquefaction, un-engineered fill, etc.) c. contaminated soils or ground water on the site d. offsite overburden/waste disposal or borrow pits required in cubic meters or tons e. loss of high-quality farmlands in hectares	
2.	Agricultural and Agrochemical a. impacts of inputs such as seeds and fertilizers b. impact of production process on human health and environment c. other adverse impacts	
3.	Industries a. impacts of run-off and run-on water b. impact of farming such as intensification or extensification c. impact of other factors	
4.	 Air Quality a. substantial increase in onsite air pollutant emissions (construction/operation) b. violation of applicable air pollutant emissions or ambient concentration standards c. substantial increase in vehicle traffic during construction or operation d. Demolition or blasting for construction e. substantial increase in odor during construction or operation f. substantial alteration of microclimate 	
5.	Water Resources and Quality a. river, stream or lake onsite or within 30 meters of construction b. withdrawals from or discharges to surface or ground water c. excavation or placing of fill, removing gravel from, a river, stream or lake d. onsite storage of liquid fuels or hazardous materials in bulk quantities	
6.	Cultural Resources a. prehistoric, historic, or paleontological resources within 30 meters of construction b. site/facility with unique cultural or ethnic values	
7.	Biological Resources a. vegetation removal or construction in wetlands or riparian areas in hectare b. use of pesticides/rodenticides, insecticides, or herbicides in hectare c. Construction in or adjacent to a designated wildlife refuge	
8.	Planning and Land Use a. potential conflict with adjacent land uses b. non-compliance with existing codes, plans, permits or design factors c. construction in national park or designated recreational area d. create substantially annoying source of light or glare e. relocation of >10 individuals for +6 months f. interrupt necessary utility or municipal service > 10 individuals for +6 months g. substantial loss of inefficient use of mineral or non-renewable resources	

	ii. Increase existing noise levels >3 deciders for +3 months	
9.	 Traffic, Transportation and Circulation a. increase vehicle trips >20% or cause substantial congestion b. design features cause or contribute to safety hazards c. inadequate access or emergency access for anticipated volume of people or traffic 	
10.	 Hazards a. substantially increase risk of fire, explosion, or hazardous chemical release b. bulk quantities of hazardous materials or fuels stored on site +3 months c. create or substantially contribute to human health hazard 	
11.	Other Issues (to be used for categories not captured under1 through 10 above) a. Substantial adverse impact b. Adverse impact c. Minimal impact	

B. EXPLANATION OF ENVIRONMENTAL CONSEQUENCES: explain Y, M and B responses

C. RECOMMENDED ACTION (Highlight Appropriate Action):

- 1. The project has no potential for substantial adverse environmental effects. No further environmental review is required.*
- 2. The project has potential for adverse environmental concerns (baselines section and water quality issues) and/or environmental impacts; however the recommended mitigation measures will be developed and incorporated in to the project design phase. The recommended mitigation measures will be approved by the MEO in consultation with the BEO. Monitoring of mitigation done will be documented in a monitoring report and sent to the BEO at AID/W.*
- 3. The project has substantial but mitigatable adverse environmental effects and required measures to mitigate environmental effects. Mitigation and Monitoring (M&M) Plan must be developed and approved by the BEO and/or REO prior to implementation. M&M Plan is to be attached to the Scope of Work.*
- 4. The project has potentially substantial adverse environmental effects, but requires more analysis to form a conclusion. A Scoping Statement must be prepared and be submitted to the BEO for approval. Following BEO approval an Environmental Assessment (EA) will be conducted. Project may not be implemented until the BEO approves the final EA. For activities related to the procurement, use, or training related to Pesticides a PERUSAP will be prepared for BEO approval.
- 5. The project has potentially substantial adverse environmental effects, and revisions to the project design or location or the development of new alternatives is required.
- 6. The project has substantial and unmitigable adverse environmental effects. Mitigation is insufficient to eliminate these effects and alternatives are not feasible. The project is not recommended for funding.

*Note regarding applicability related to Pesticides (216.2(e)): The exemptions of §216.2(b)(l) and the categorical exclusions of §216.2(c)(2) *such as technical assistance, education, and training* are not applicable to assistance for the procurement or use of pesticides.

D. IDENTIFIED SIGNIFICANT and social), if any: (Use ER tools su impacts)		CTS (including physical, biological ntify significant environmental
E. RECOMMENDED MITIGAT	ION MEASURES (if any):	
F. RECOMMENDED MONITOR	RING MEASURES (if any):	
APPROVAL: Implementer Project Director/COP:		Date:
(name)		
USAID/ Project CTO: (name)		Date:
USAID/ MEO: (name)		Date:
CONCURRENCE Bureau Environmental Officer: Mohammad Latif		Date:

Leopold Matrix - Insert Project Type Potential Impacts

		PHYSICAL ENVIRONMENT											BIOLOGICAL ENVIRONMENT										SOCIAL ENVIRONMENT										
Co	Environmental component Project omponent	Agricultural Land	Soil Erosion	Slope Stability	Energy/Mineral Resources	Surface Water Quantity	Surface Water Quality	Ground Water Quantity	Ground Water Quality	Air Quality	Noise	Aquatic Ecosystems	Wetland Ecosystems	Terrestrial Ecosystems	Endangered Species	Migratory Species	Beneficial Plants	Beneficial Animals	Pest Plants	Pest Animals	Disease Vectors	Public Health	Resource/Land Use	Distribution Systems	Employment	At Risk Population	Migrant Population	Community Stability	Cultural/Religious Values	Tourism/Recreation	Nutrition		
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Cons																														+-	\blacksquare		
ON																														+-	\blacksquare		
OPERATION																																	
PEF																														+	H		
0																																	

KEY: Beneficial: O - High; O - Medium; O - Low Adverse: ■ - High; ■ - Medium; ■ - Low

[user hint: copy (Ctrl C) and paste (Ctrl V) desired symbols]