









NATURE
CONSERVATION AGENCY
OF THE CZECH REPUBLIC

LIFE ČESKÉ STŘEDOHOŘÍ
LIFE16 NAT/CZ/000639

Ministry of the Environment of the Czech Republic

1. Project summary

Project location North-west part of České středohoří of the Czech Republic

NATURA 2000 sites CZ0423225, CZ0420459, CZ0424037, CZ0424141, CZ0424129, CZ0420416, CZ0424038, CZ0420454, CZ0422075

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Project end date 31/12/2023

Duration 77 months

Total budget € 2 452 784

EU contribution € 1 471 670

Name of beneficiary Nature Conservation Agency of the Czech Republic

Name of associated beneficiaries: Ministry of the Environment of the Czech Republic

Project website <u>www.lifecs.cz</u>

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2. Introduction

The After-LIFE plan for LIFE České středohoří is designed to ensure preservation of the conservation status of project sites reached during the project. Furthermore, to ensure uninterrupted dissemination activities to strengthen knowledge about Natura 2000 sites and other protective activities in the region.

It describes in a comprehensive way the methodological approach as well as the tools with which the Nature Conservation Agency of the Czech Republic (NCA CR) intends to conserve the status of project sites. In addition, the plan focuses on project species and their ongoing management for consecutive years. The After-LIFE plan refers to the resources dedicated to maintaining conservation of the biodiversity at each project sites.

Among others, it embodies the communication plan, which highlights the public events that will be executed for an indicative period of five years after the end of the project.

Project scope and objectives

The thermophilous habitats of České středohoří are among the most species-rich and most naturally valuable communities. Parts of these grasslands have evolved since the glaciation period. In the past they were maintained by traditional forms of small-scale farming, such as livestock grazing (especially sheep and goats) or mowing. Due to the gradual decline of these activities, the sites are currently overgrowing with woody plants and gradually disappearing.

In recent decades, thermophilous forest habitats have been degraded by planting only a small number of forest trees species, including geographically non-native. The principal obstacle for foresters is the high cost of initial elimination of invasive trees, self-seeding shrub and trees and area stabilisation, which is one of the main objectives of the project.

The project LIFE České středohoří targeted reaching favourable conservation status of priority habitat 6210/6210* – Semi-natural dry grassland and forest habitats

9180 Tilio-Acerion forest of slopes, screes and ravines

9170 Galio-Carpinetum oak-hornbeam forests

Another main project goal is providing favourable condition for six species. Some of them are critically endangered such as green lizard (*Lacerta viridis*) and Eastern pasqueflower (*Pulsatilla patens*). The others desperately need an improvement in the status (the quality) of the habitat. Project species are:

Green lizard (Lacerta viridis)

Jersey Tiger (Callimorpha (=Euplagia) quadripunctaria)

Speargrass (Stipa zalesskii)

Locust (Stenobothrus eurasius)

Lady's slipper orchid (Cypripedium calceolus)

Eastern pasqueflower (Pulsatilla patens)

PROJECT OBJECTIVES

- To improve the conservation status of thermophilous Natura 2000 habitats and species in the central part of České středohoří Hills (ca. 277 ha) including increasing biodiversity of selected Natura 2000 forest habitats, as well as reestablishment of habitat 9180*
- Stabilisation, support and enlargement the Natura 2000 functional network.
- Stabilisation of target species population (green lizard......, lady's slipper orchid)
- Involve and inform the lay public, especially local communities and municipalities, regarding target species and habitat conservation, and subsequently higher political pressure to protect the Natura 2000 functional network, favourable perception of all SCI and especially the newly declared SCI Porta Bohemica



3. Short review of implemented conservation action and their result

Partial or complete overgrowth by competitively stronger species on steppe communities were the main problem that jeopardized favourable or stable status of the affected sites. Thus, clear-cutting of former pastures and steppes overgrown by self-seeding woody plants was the first measure to be implemented. In some cases the conservation measures needed to be repeated due to strong shoot regrowth.

The following measures were implemented:

Grazing

Extensive grazing for target species was carried out, with a smaller number of animals on a given area compared to commercial intensive grazing. Rotation and mosaic grazing management was used. As many sites are very steep, using a mixed herd of sheep and goats was the most advantageous option. Unfortunately, few shepherds had these mixed herds; thus there was a prevalence for a sheep herd. Areas which were not reached by sheep, or were not suitable for grazing at all, were mowed. The soil disturbance caused by animals (in some cases by humans) is essential for successful reproduction of some plants, especially orchids. Seeds of competitively weaker plants germinate on uncovered soil. Greater plant diversity attracts many species of insects which, in addition, require the disturbed soil for reproduction.

Mowing

Mowing was carried out in particular time periods and in rather mosaic patterns so that enough nectar was always available for insects species. Also, mowing in combination with grazing was used to reach the ideal state of the sites.

Special conservation measures

Some sites or species are so specific that they require rather original management measures. This so called "gardening" involves hoeing and uprooting of unwanted plants. Furthermore, it concerns the protection of each individual cluster, as in the case of Eastern pasque flower. To support the pasque flower, 800 individuals cultivated ex situ from seeds obtained from the original population were also planted. A part of the Borečský vrch site with the presence of the pasque flower was fenced off.

Trampling is a specific method useful where plant and animal species require gentle soil disturbance. The ground is compacted, tore up, and loosened. The idea has developed from the concept that visitors to certain sites can contribute to subtle disturbances of soil and bare areas. When moving through the

terrain they created bare paths, beneficial for the spread of dry grassland species. Therefore, every year new routes are marked leading through places evaluated as beneficial to loosen the vegetation and uncover the soil.

Dyer's woad was pulled out manually on the steep slopes of the Radobýl site.

To support the green lizard, 6 **reptile shelters** were built close to their populations, and 20 individuals were **transferred** from one site to the other (from Kalvárie (Porta Bohemica) SCI to Dolní Zálezly SCI).

Forest – tree cutting and tree planting

The primarily economic use of forests leads to problems such as lack of varieties and no wood left to decay. The project advocates the cultivation of indigenous tree species and the support of species occurring exclusively in the conditions of České středohoří. This is connected with the restructuring of spruce stands and reduction of non-native woody plants distribution, especially black locust and *Ailanthus altissima*.

Project results

As part of the project, the commitment was stabilisation of 175 ha. Towards the end of the project, management measures were implemented on each area at least once, but often repeatedly. The total targeted area "affected" by the project is 156.1 ha. However, an improvement in the status of steppe communities occurred over a larger area; we estimate up to 305.41 ha. On the basis of regular monitoring it can be stated that the measures taken on the project sites were in accordance with the necessary management of steppe communities. As part of forestry measures, final cultivation was handed over to the Forests of the Czech Republic (Lesy ČR), the Forest Administration in Litoměřice, which will subsequently ensure further management in accordance with the forest management plan currently valid for the period 2017 to 2027. A new forest management plan for the next period will be drawn up, where project interventions, their condition, changes in cultivation, and other appropriate management will be taken into account, all of which will be in accordance with the status of individual sites and SDO.

The implemented measures also had a positive effect on project target species — Jersey tiger, the grasshopper species *Stenobothrus eurasius bohemicus*, the speargrass species *Stipa zalesski*, and eastern pasqueflower. There was also a slight increase in the population of the green lizard. The results of the translocation of adult individuals from SCI Porta Bohemica to Dolní Zálezly are still uncertain. However, the latest monitoring clearly shows that some relocated lizards survived and are still present at the site. For the time being, we observe a stable condition with a slight improvement in lady's slipper orchid. Despite the fact that intensive measures have been taken at the site of occurrence, the time scale of the project itself is not long enough for this species to be able to record an improving trend. However, it is evident that the interventions have kept the population stable despite adverse climatic years and the pressures exerted by tourism. After the project, the quality of the surrounding habitat is higher and well prepared for the eventual spread of the

species. Thanks to the project activities (mowing, grazing, surface disturbance), lady orchid (*Orchis purpurea*), which grows in similar conditions to lady's slipper orchid and mostly accompanies its population, has spread considerably on the site of lady's slipper orchid.

4. SWOT analysis

Before the end of the project the LIFE team organised a round table discussion at which strenght, weaknesses as well as oportunities and threads were analysed in the context of the project sustainability. The framework of needed future development has been identified. The SWOT analysis results have been presented below.

STRENGHTS

- Increased nature conservation resulting from legislation
- Maximum possible optimised management to ensure future existence of endangered, specific SCI species
- Key sites are included in the Natura 2000 system
- Effective conservation measures proven by monitoring
- Holistic monitoring scheme of vast area
- Data from a long period documented in database
- Charismatic flagship species targeted by the project, therefore easily promoted to the public and stakeholders
- Creative communication activities in local NGO and other municipalities
- Wide range of communication tools (FB, mobile app)

WEAKNESSES

- Intensive agriculture in the areas (or their vicinity) does not allow more ambitious restoration activities outside the boundaries of existing protected Natura 2000 sites
- Remnants of population of the priority species Cypripedium calceolus occur in SCI Bílé stráně u Litoměřic. The project focuses its activities on strenghtening the populations. The number of blooming flowers is so low that, due to unpredictable reasons (e.g.climate change, parasites, overtourism during the flowering period) it might become extinct, despite our best efforts in habitat managements which are also suitable for other orchid species, e.g. the rare Orchis purpurea and other orchids. So the management is not futile it just might be too late for Cypripedium calceolus
- While the change to grazing and mosaic mowing is visible and suitable for target species in a short time period, the planting of trees will take a longer period to be seen and it reaches its ideal form in tens of years.
- Overtourism on some project sites
- National funds for landscape protection are only approved for one year, often only during the growing season, and their amount can change each time.

OPPORTUNITIES

- Possibility to use the experienced gained in the project for planning and implementation of other restoration actions or similar projects.
- Based on project actions, further monitoring of habitat restoration, socioeconomic benefits and ecosystem services, restoration actions can be initiated and replicated to great extent.
- High positive perception of habitat restoration by local farmers creates new possibilities to establish relationships and expand restoration action at another locations in the region.
- High attractiveness of the area for experts.
- The possibility of using Basic Income Support for Sustainability (CAP) and other extension titles.
- To keep the initial high investments in restoration (enhanced / supported SCI habitats status) by lower maintenance costs.

THREATS

- Population of Lacerta viridis located in Dolní Zálezly is isolated and genetic variation can be threat in the future.
- Potential future fluctuation in employees working for the project so that established relationship with stakeholders and knowledge of the project background could be lost.
- Change in agricultural policy and subsidy titles and subsequent lack of interest in management.
- Changes in owners over time and their possible changes in management approach. Meaning they will not use the best methods or time for managements.
- Unification of management on large areas as a result of a limited number of subsidy titles, unsuitable mowing and grazing dates.
- Spread of geographically non-native plant species.

5. AFTER-LIFE plan

Management of the sites

The general overview regarding maintainence of newly created habitats is presented in the table below. A detailed plan for further management for each site of the 19 sites is enclosed in Annex 1 – Site cards.

To ensure the implementation of the most suitable nature management, further monitoring needs to be ensured. Such monitoring documents how target and other species react to the gradually developing habitats. A large part of the monitoring will be carried out by the beneficiary itself or by a third party contracted by beneficiary.

The key employees in the project will continue in their work for the NCA CR at equal positions as within project implementation, so the established relationships within the affected project stakeholders, namely farmers, will be further maintained. The same applies to the history of conservation management and its response.

In 2024, a new management plan for the České středohoří PLA will be drawn up for the next ten-year period. In the new management plan, the current state of the project sites will be taken into account and, therefore, the planned management as well. This is a very good tool to ensure priority management under NCA CR and funding allocation. Similarly, the current situation will be taken into account in the management plans of the small-scale specially protected areas (Lovoš NNR, Borečský vrch NNM, Bílé stráně NNM, Holý vrch u Hlinné NR, Kalvárie NR, Radobýl NM, Košťálov NM, Hradiště NM).

Thanks to high investments in the project sites, it is now possible to keep the habitats in higher qualitative status for a longer time with lower maintenance input (both work and finances).

42.6 ha of 159.5 ha of the managed plots were included in agricultural subsidies before the end of the project. This was Basic Income Support for Sustainability (BISS). A large part of them is also registered in the superstructure title of agri-environment-climate measures (management of grasslands and dry steppe grasslands and heathland).

At the end of the project, the forest stands were returned to the Forest Administration in Litoměřice. Long-term cooperation in other activities also indicates that there should not be any serious complications in the subsequent management of plantings. NCA CR is interested in continuing to lease the plots suitable for management to agricultural entities.





Name of the site	Туре	When	What	Who/ Financing	Threats / Benefits / Remark
Bílé stráně u Litoměřic	SCI	Depending on actual state Annually or less	Mowing, extensive grazing, shrub removal	Contracted subject, land owner / land tenant	-lower intensity, shrubs start to overgrow grassland habitats; -overtourism
Borečský vrch	SCI	Depending on actual state Annually or less	Strengthening of eastern pasqueflower populations, grazing, mowing, shrub removal (continues as species Rescue programme)	Contracted subject, land owner / land tenant	- +priority finances, part of the Rescue programme for the species
Holý vrch u Hlinné	SCI	Depending on actual state Annually or less	Mowing, extensive grazing, shrub removal, strengthening of eastern pasqueflower populations	Contracted subjects, land owner / land tenant	-low management to none
Košťálov	SCI	Depending on actual state Annually or less	Management of planted trees, shrub and invasive species removal, extensive grazing, mowing	Lesy ČR, Správa Litoměřice, contracted subjects, land owner / land tenant	-climatic conditions (droughts), lower management intensity (pasture)
Lipská hora	SCI	Depending on actual state Annually or less	Shrub removal, grazing, mowing	Contracted subjects, land owner / land tenant	-climatic conditions (droughts) -faster shrub overgrowth
Lovoš	SCI	Depending on actual state Annually or less	Management of planted trees, expanding shrub removal, invasive species removal (black locust, Opuntia sp.), mowing	Lesy ČR, Správa Litoměřice, contracted subjects,	-faster spread of invasive / expansive species
Milešovka	SCI	Depending on actual state Annually or less	Management of planted trees, mowing	Lesy ČR, Správa Litoměřice, contracted subjects	 drying, dying of seedlings (drought), absence of mowing, overgrowing with shrubs (Paškapole meadow)
Porta Bohemica	SCI	Depending on actual state Annually or less	Management of planted trees, expanding shrub removal, invasive species removal (black locust, tree of heaven), mowing, grazing (cattle, sheep)	Lesy ČR, Forest Administration of Litoměřice, Municipalities, contracted subjects, land owner / land tenant	 drying, dying of seedlings (drought) excessive nibbling and digging due to high numbers of even-toed ungulates and wild boar
Radobýl	SCI	Depending on actual state Annually or less	Expanding shrub removal, invasive species removal (black locust, <i>Isatis tinctoria</i>), mowing, grazing of steppe parts (sheep, goats)	Litoměřice Municipality, contracted subjects, land owner / land tenant	-faster overgrow by expansive / invasive species, lower management intensity (pasture)
Bílé stráně pod Košťálovem	SS	Depending on actual state Annually or less	Extensive grazing (sheep, goats), mowing, shrub removal	Contracted subjects, land owner / land tenant	-faster overgrow by expansive species
Bílé stráně pod Lipskou horou	SS	Depending on actual state Annually or less	Extensive grazing, mowing, shrub removal	SZIF, contracted subjects, land owner / land tenant	-faster overgrow by expansive species
Bílé stráně pod Radobýlem	SS	Depending on actual state Annually or less	Extensive grazing, mowing, shrub removal	land owner / land tenant, contracted subjects	-overpopulation of game animals, low management to none
Dolní Zálezly	SS	Depending on actual state Annually or less	Shrub and invasive species removal, mowing	Dolní Zálezly Municipality, contracted subjects,	-overpopulation of game animals
Kočka	SS	Depending on actual state Annually or less	Extensive grazing, mowing, expansive shrub removal	Land owner / land tenant, contracted subjects,	- faster overgrow by expansive species
Kostelní vrch	SS	Depending on actual state Annually or less	Expansive shrub and invasive species removal, extensive grazing, mowing,	Land owner / land tenant, contracted subjects	- low management to none
Ledvinův vršek	SS	Depending on actual state Annually or less	Extensive grazing, mowing, shrub regrowth removal	Město Třebenice, land owner / land tenant	low management to none
Líska	SS	Depending on actual state Annually or less	Extensive grazing, mowing, shrub regrowth removal	Libčeves Municipality, land owner / land tenant	-low to none
Sady pod Lovošem	SS	Depending on actual state Annually or less	Extensive grazing (cattle), mowing, shrub removal	Land owner, land tenant	- faster overgrow by expansive shrubs
Sady u Blešna	SS	Depending on actual state Annually or less	Extensive grazing (sheep, goats), mowing, shrub removal	SZIF, contracted subjects, landowner / land tenant	- faster overgrow by expansive shrubs

Priority activities that will be implemented during the sustainability period

- Preparation of the necessary plans for the management of the PLA and sites declared as national nature reserves, national natural monuments, nature reserves, and natural monuments. During the following period, a new management plan for České středohoří PLA will need to be drawn up as the current plan will expire in 2024.
- Classify soil blocks on permanent grasslands in suitable superstructure titles.
- Direct tourist, sports and recreational activities in the busiest places.
- Continue the lease of sites to agricultural entities on land owned by the state where NCA CR is responsible for management.
- Communicate with agricultural entities and other partners to ensure feedback from the region and enable effective measures to be taken to support species and habitats.
- Do basic monitoring of individual groups of animal species (e.g. butterflies) in cooperation with professional institutions and individuals.
- Complete the genetic study and evaluation of the impact of the translocation of 20 individuals of the green lizard from the Kalvárie site to the Dolní Zálezly site.
- Continue monitoring of the state of vegetation on selected areas.
- Reduce undesirable shrub regrowth, including woody matter removal.
- Suppress geographically non-native species, mainly black locust, dyer's woad, large-leaved lupine, and common snowberry.
- Supress expansive species, mainly wood small-reed.



Management measures for project specie

Project species	Occurance	Status of the population	Protection measures	Threats
Green lizard <i>(Lacerta viridis)</i>	Porta Bohemica SCI; Dolní Zálezly SCI,	In PB SCI – stable, In DL SCI downward trend	Mowing, lizards' sheltres maintenance,	Extinction in Dolní Zálezly SCI, Overpopulation of game
Jersey Tiger (Callimorpha (=Euplagia) quadripunctaria)	Confirmed at all project sites	Stable	Annual landscape management measures by site accordingly (mowing, grazing)	Low to none
Speargrass (Stipa zalesskii)	Košťálov SCI; Kostelní vrch	Stable	Annual extensive pasturing (sheep, goats), mowing,	Climate variations
Locust (Stenobothrus eurasis)	Radobýl SCI	Upward trend	Annual extensive pasturing (sheep, goats), mowing,	Climate variations
Lady's slipper orchid (Cypripedium calceolus)	Bílé stráně u Litoměřic SCI,	Stable –	Annual landscape managements (mowing, sheep / goat extensive pasture, marking of sterile stems	Climatic variations, overturism, – extinction
Eastern pasqueflower (Pulsatilla patens)	Holý vrch u Hlinné SCI, Boreč SCI	Stable – upward trend	Annual landscape managements and installation of protective cage; other planting of <i>Pulsatilla patens</i> individuals from ex situ cultivation; Rescue plan launched within NCA CR (regional level)	Climatic blips, overturism, Nibbling by game

The six selected project species broadly represent representatives of steppe communities. Therefore, the implemented landscaping measures do not only support these selected species, but a whole range of other species occurring in the habitat. Some of the proposed measures are very specific and may not always lead to success. It is hoped that the rescue programme for the eastern pasqueflower was approved within NCA CR, which will ensure the continuity of management of this species.

In the case of locust and speargrass, we have noticed an upward trend in the abundance of both species and will maintain the set management system. The same applies to the green lizard population at the Porta Bohemica SCI site. In the case of the second site (Dolní Zálezly), which is under strong pressure from game (mainly fallow deer), none of the interventions carried out, including the transfer of 20 individuals from the Porta Bohemica SCI site, have ensured population stabilization. Research that will be completed in 2024 will show us more (results will be published on the project webpage).

The most difficult task will be to maintain the lady's slipper orchid population at Bílé stráně u Litoměřic. Strong public pressure, demanding environmental requirements, and a long generation time do not allow the species to respond flexibly to the implemented management. Due to the measures taken to improve the condition of the site, it is possible to hope for a gradual increase in the number of the lady's slipper orchid individuals. The last year of the project brought some hope – a slight increase in the number of individuals was recorded at the site. Depending on the weather, the following seasons will be crucial for the survival of this iconic species of Bílé Stráně.



Public relation

Continuation of dissemination programmes and other activities is crucial for maintaining awareness of the nature of České středohoří. It has been proven that especially larger, complex events organized by both the LIFE CS project and other project partners ensure the greatest impact. In addition, thanks to these events, it is possible to link the work of state nature conservation authorities with the management of municipalities and cities, and it is possible to harmonize the interests of citizens, civic associations, as well as companies and other private entities within the Ústí nad Labem region.

After the end of the project, organization of interesting events will continue, such as guided insect catching, bird watching, and aquatic animal watching. In addition, specialized walks with experts in České středohoří will be prepared for the lay and professional public. The main topic will be the management of valuable sites and its impact on species composition.

Children and youth are the primary target group for nature conservation, therefore intensive cooperation with schools, clubs, and after-school activity centres for children and youth will continue. In the same way, the support of volunteerism is in line with supporting the goals of state nature conservation, as it significantly contributes to the implementation of important restoration or protection measures.

WHAT	How often / annually	Who	Partners
Events and field excursions	Ca. 8	NCA CR	České středohoří Destination Agency, a.s.; Stráž přírody, Hlinná, Národní park České švýcarsko, municipality Litoměřice, NCA CR, Summer camp for children
Partners´ events	Ca. 3 (Earth Day, Museum Night in Ústí nad Labem)		
Work with volunteers	At least twice in 5 years	NCA CR	Stráž přírody, Scouts
Internet and Facebook	Continuously	NCA CR	
Infopanels	Annually	NCA CR	
GPS audioguide	Annually	NCA CR	GEOFUN
Printed materials	Always disponible (possible to download	NCA CR,	
	them from website)	SEVER,	

Media communication is an integral part of every project. Our website not only provides a complete picture of the project's activities, but above all provides various materials for parents, teachers, and other educational groups which can be flexibly adapted and thus can be used in various modifications throughout the region. Educational trails, information panels, and GPS audio guides created within the project present knowledge about nature and the

implemented measures in a fun way. They will be promoted after the project as well, at all events organized by the regional office of České středohoří PLA Administration.

Priority activities that will be implemented during the sustainability period

- In cooperation with Hlinná and Litoměřice municipalities, continue to prepare *Slavnosti pastvin*, a day-long event for the public focused on education in nature and landscape protection.
- At least once a year, ensure participation in events of important partners Ústí nad Labem City Museum, Zubrnice Skansen.
- Initiate programmes in environmental education (EVVO) for schools, kindergartens, children's groups, summer camps, and clubs focused on the protection of important species and sites in České středohoří; initiate special thematic events for the public.
- Continue to fill the LIFE České středohoří Facebook page with content, maintain the operation of the project website.
- Regularly check that the ten routes created in the GEOFUN GPS audio guide are functional and up-to-date.
- Maintain information panels installed within the project.
- Continue to distribute informational and promotional materials not only at events for the public but, if needed, also through selected information centres in the region and other entities involved in the protection of České středohoří nature and landscape.
- Cooperate in the field of active protection of nature and landscape with schools in the region focused on ecology (for example: Primary School and Kindergarten Povrly, Primary School and Kindergarten Březová Děčín, Secondary Medical School and Secondary Vocational School Česká Lípa, Schola Humanitas Litvínov, A.E. Komers Horticultural and Agricultural Secondary School Děčín-Libverda) and scout groups.







6. Conclusion



On the basis of the facts mentioned above, it is possible to state that there are very good conditions for maintaining a favourable condition at the project sites, currently as well as for the future. This opinion reflects the current state, i.e. nature conservation competence, agricultural policy, setting of subsidy titles, and the interest of agricultural entities from the region to farm on steppe sites. If there is a significant deterioration in one or more of the above-mentioned facts, it is possible that it may be more difficult to maintain a favourable condition of the project sites in the following years.

Currently, 42,6% of sites are registered in agricultural subsidies and others are managed by entities that stand for long-term cooperation in the region. After the end of the project, NCA CR will ensure communication with partners in the area and work with the public to the extent necessary.

It should be mentioned that there are several "potential threats" that could have a negative impact on the status of habitats and species of interest in the future. Some of them will be partially eliminated by NCA CR activities; either by implementing direct measures (e.g. with the spread of geographically non-native plant species) or by using legislative instruments (e.g. increase in sports and recreational activities).

Staffing after the end of the project could pose a certain issue in the management of sites, although it is now clear that key employees will remain at the regional office of České středohoří PLA Administration in a similar position within a different agenda.



COORDINATING BENEFICIARY



ASSOCIATED BENEFICIARY

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