## Annex A.5.



# Europass Curriculum Vitae

## Ph.D. Mile Bugarin

#### **PERSONAL INFORMATION**

Name

Address Telephone Fax

E-mail

Nationality

Date of birth

#### WORK EXPERIENCE

• Dates (from – to)

• Name and address of employer

- Type of business or sector
- Occupation or position held

• Main activities and responsibilities

• Dates (from - to)

Name and address of employer

• Type of business or sector

- Occupation or position held
- Main activities and responsibilities

2008-2011



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28. decembar 2014. – up to now Mining and Metallurgy Institute Bor, 35 Zeleni bulevar, 19210 Bor

Management of the Institute

**Bugarin Mile** 

+381 30 436 826

+381 30 435 175

Serbian

12.11.1962.

mile.bugarin@irmbor.co.rs

Cara Lazara 10/10, 19210 Bor, Serbia

General Manager of the Mining and Metallurgy Institute Bor

Management duties and organization of the Institute in accordance with the Law on Scientific-Research Activity and other laws relating to the work and organization of the Institute as well as with the provisions of the Statute of the Mining and Metallurgy Institute Bor.

May 2011 – December 28 2014 Mining and Metallurgy Institute Bor, 35 Zeleni bulevar, 19210 Bor

Management of the Institute

Deputy Manager of the Mining and Metallurgy Institute Bor

Replaces the General Manager of the Institute in his absence, manages the sectors, organizes the activities, responsible for the functioning of the Institute, in charge for the operation of accredited laboratories, special production, procurement, investments, contracts the works and makes decisions in accordance with the Statute and law of the scientific and research activities and other activities as requested by the General Manager.

<sup>•</sup> Dates (from - to)

- Name and address of employer
- Type of business or sector
- Occupation or position held

Main activities and responsibilities

• Dates (from – to)

• Name and address of employer

- Type of business or sector
- Occupation or position held
- Main activities and responsibilities
- Dates (from to)

Name and address of employer

- Type of business or sector
- Occupation or position held

Main activities and

responsibilities

• Dates (from – to)

• Name and address of employer

- Type of business or sector
- Occupation or position held

Main activities and responsibilities

• Dates (from – to)

• Name and address of employer

- Type of business or sector
- Occupation or position held
- Main activities and responsibilities

• Dates (from – to)

 Name and address of employer

- Type of business or sector
- Occupation or position held

Main activities and

Mining and Metallurgy Institute Bor, 35 Zeleni bulevar, 19210 Bor

- Management of the Institute
- Assistant Manager for sectors engineering, marketing and investment development, design and development, special production and laboratory testing.

Management, organization and provision of works for the respective sectors.

#### 2002-2008

Copper Institute Bor (Mining and Metallurgy Institute Bor, 35 Zeleni bulevar, 19210 Bor) Management of the Institute

Assistant Manager for Engineering, Marketing and Investment Development Engineering, marketing and developmenet in the country and abroad

1998-2002 Copper Institute Bor, 35 Zeleni bulevar, 19210 Bor

Engineering Department

Manager of Engineering Department

Project Manager

Construction of the Copper Smelter and Rafineries in Iraq (All Schahire, Baghdad, Iraq)

1994-1998 Copper Institute Bor, 35 Zeleni bulevar, 19210 Bor

Copper Institute Bor, Blagojev kamen

Manager of the Gold Mine Blagojev Kamen

Exploration, production and development of the Gold Mine Blagojev Kamen and management. Gave a substantial contribution to the ore recovery in the exploitation of gold ore deposit with the achieved efficiencies about 95%, design and conducting the geological explorations in the mine, etc.

1990-1994

Copper Institute Bor, 35 Zeleni bulevar, 19210 Bor

Copper Institute Bor, Blagojev kamen

- Engineer for exploration, production and development
  - Exploration, production and development of the Gold Mine Blagojev Kamen
  - 1987-1990

Copper Institute Bor, Mining and Smelting Basin Bor (RTB Bor), 35 Zeleni bulevar, 19210, Bor

- Department of Geology
- Geology engineer
- Scientific researches and activities on production and development in the field

# responsibilities

of geology.

#### **EDUCATION AND TRAINING**

<ul> <li>Dates (from - to)</li> <li>Name and type of organization providing education and training</li> <li>Principal subjects/occupational skills covered</li> <li>Title of qualification awarded</li> <li>Level in national classification (if appropriate)</li> </ul>	1991-1994 Faculty of Mining and Geology, University of Belgrade Genesis of Gold Deposit - Blagojev Kamen, Faculty of Mining and Geology, University of Belgrade Ph.D. Level VIII
<ul> <li>Dates (from – to)</li> <li>Name and type of organization providing education and training</li> </ul>	1988- 1991 Faculty of Mining and Geology, University of Belgrade
<ul> <li>Principal subjects/occupational skills covered</li> </ul>	Geological evaluation of gold deposits in Grabova Reka - Faculty of Mining and Geology, University of Belgrade.
<ul> <li>Title of qualification awarded</li> <li>Level in national classification (if appropriate)</li> </ul>	M.Sc. Level VII-2
<ul> <li>Dates (from – to)</li> <li>Name and type of organization providing education and training</li> </ul>	1982-1986 Faculty of Mining and Geology, University of Belgrade
<ul> <li>Principal subjects/occupational skills covered</li> </ul>	Calculation the reserves of coal deposits
<ul><li>Title of qualification awarded</li><li>Level in national</li></ul>	B.Eng.geology VII-1
classification (if appropriate)	VII-1
PERSONAL SKILLS AND COMPETENCES Acquired in the course of life and career but not necessarily covered by formal certificates and diplomas.	
MOTHER TONGUE	SERBIAN
OTHER LANGUAGES	
Page 3 - Curriculum vitae of	

Pooding skills	English	Russian
<ul><li>Reading skills</li><li>Writing skills</li></ul>	very good good	excellent excellent
Verbal skills	good	excellent

SOCIAL SKILLS

AND COMPETENCES Living and working with other people, in multicultural environments, in positions where communication is important and situations where teamwork is essential (for example culture and sports), etc.

# **ORGANIZATIONAL SKILLS**

- Assistant Manager for Engineering, Marketing and Development

- Scientific Advisor of the Mining and Metallurgy Institute Bor
- Doctor of Technical Sciencies the Field of Geology

AND COMPETENCES Coordination and administration of people, projects and budgets; at work, in voluntary work (for example culture and sports) and at home, etc.

**TECHNICAL SKILLS** AND COMPETENCES With computers, specific kinds of equipment, machinery, etc.

- Passed the Vocational Exam for graduated engineers of geology Department for Exploration of Mineral Resources Deposits, Certificate No. 378/G, 18.12.1989, Chamber of the Economy Serbia, Belgrade.
- Knowledge and work with MS WINDOWS operative system
- Knowledge and work with program packages: Microsoft Office (Word<sup>xp</sup>, Excel, Power Point, Photo Editor); AutoCAD & Auto Lisp; Visual Basic; MathCAD; MathLAB; GPSS (General Purpose Simulation System); SIMPROOCESS & other softwares for modeling and simulation of complex systems.
- Usage of Internet and e-mail.

**ARTISTIC SKILLS** AND COMPETENCES Music, writing, design, etc.

**OTHER SKILLS** AND COMPETENCES Competences not mentioned above.

DRIVING LICENCE(S)

Yes ("B" category)

No

- Senior Vice-President of the Scientific Council of the Mining and Metallurgy Institute Bor. - Member of the Association of Engineers and Technicians of the Republic of

- Serbia.
- Member of the Scientific and Organization Committee of the «October Conference on Mining and Metallurgy» with international participation.

#### Chapters in books, papers, monographs (important)

- Dr Mile Bugarin, Dr Katarina Romić, Geological-morphological Analysisof the River Pek and Forecast of Bulk Gold Deposits, Copper Institute Bor, 2002 (266) ISBN: 86-7827-010-1
- Dr Mile Bugarin, Dr Vlastimir Trujić, Alluvial Gold Deposits - Processes of Sediment Formation, Exploration and Evaluation, Analytics and Technology, Copper Institute Bor, 2006 (493) ISBN: 86-7827-018-7

#### 3. Dr Mile Bugarin,

Geology of Coal, Copper Institute Bor, 2006 (199) ISBN: 86-7827-017-9

- Dr Mile Bugarin, Gordana Slavković, Techno-economic Evaluation of Studies, Projects and Ore Deposits, Copper Institute Bor, 2006 (222) ISBN: 86-7827-016-0
- Dr Mile Bugarin, Gordana Slavković, Methodology of Business Plan Development, Mining and Metallurgy Institute Bor, 2008. god., (161) ISBN: 978-86-7827-026-0
- Dr Mile Bugarin, Gordana Slavković, M.Sc.Zoran Stevanović, GeologiCal-economic Evaluation of Ore Deposits, Mining and Metallurgy Institute Bor, 2012 (186) ISBN: 978-86-7827-039-0

## LIST OF PAPERS:

- Z.Stevanović, M.Antonijević, R.Jonović, Lj.Avramović, R.Marković, M.Bugarin, V.Trujić, Leach SX-EW copper revalorization from overburden of abandoned copper mine Cerovo,Eastern Serbia, Journal of Mining and Metallurgy, Vol. 45 Sec. B (1) 2009, 45-57, (M22, IF= 0.548, 2009) ISSN:1450-5339, DOI: 10.2298/JMMB0901045S, <u>http://www.doiserbia.nb.rs/img/doi/1450-5339/2009/1450</u> 53390901045S.pdf
- R.Marković, J.Stevanović, Z.Stevanović, M.Bugarin, D.Nedeljković, A.Grujić, J.Stajić Trošić, Using the Low-Cost Waste Materials for Heavy Metals Removal from the Mine Wastewater, Material Transactions JIM, Vol. 52, No. 10, 2011, pp. 1849-1852 (IF=0.674, 2011)

ISSN:1345-9678, http://www.jim.or.jp/journal/e/pdf3/52/10/1849.pdf

- 3. Z.Stevanović, M.Antonijević, G.Bogdanović, V.Trujić, **M.Bugarin**, Influence of the chemical and mineralogical composition on the acidity of an abandoned copper mine in the Bor river valley (eastern Serbia), Chemistry and Ecology, Oct 2011, Vol. 27, Issue 5, pp. 401-414. DOI: 10.1080/02757540.2011.575375, 2011, (IF=0,615 za 2011), http://www.tandfonline.com/doi/abs/10.1080/02757540.2011.575375
- M.Ivković, M.Bugarin, M.Ljubojev, V.Ljubojev, D.Rakić, Categorization of underground coal mines in Serbia related to the potential risks depending on natural-geological conditions, Technics, Technologies, Education and Management, TTEM, Vol. 7, No. 2, 5/6. 2012, 469-474 ISSN: 1840-1503, (IF=0,351 za 2011) http://www.ttem.ba/pdf/ttem 7 2 web.pdf
- 5.M.Bugarin, M.Ivković, V.Ljubojev, M.Ljubojev, D.Rakić, Natural and geological conditions of coal mining in the pits of the brown coal mine "Rembas" - Resavica, Technics, Technologies, Education and Management, TTEM, Vol. 7, No. 2, 5/6. 2012, 673-678, ISSN: 1840-1503), (IF=0,351 za 2011 <u>http://www.ttem.ba/pdf/ttem\_7\_2\_web.pdf</u>
- 6.M.Bugarin, R.Jonović, Lj.Avramović, M.Ljubojev, Z.Stevanović,
  V.Marinković, Integrated treatment of waste water and solid mining waste, Technics, Technologies, Education and Management TTEM, Vol. 8, No. 1, 2013, (423-429)
  ISSN: 1840-1503, e-ISSN 1986-809X, (IF=0.351, 2011)
  http: www.ttem-bih.org, http: www.ttem.ba
- Zoran Stevanovic, Milan Antonijevic, Grozdanka Bogdanovic, Mile Bugarin, Vlastimir Trujic, Radmila Markovic, Dragutin Nedeljkovic, The effect of oxidants through a tailing dump depth and the leaching of copper, Carpathian Journal of Earth and Environmental Sciences, February 2013, Vol. 8. No. 1, p. 29 - 38, ISSN Printed: 1842 – 4090 ISSN Online: 1844 - 489X, (IF=1.45, 2011). http://www.ubm.ro/sites/CJEES/viewTopic.php?topicId=291
- 8.M.Ljubojev, M.Avdić, M.Bugarin, R.Popović, D.Ignjatović, Tunnel analysis in fault zones and the effects of stress distribution on the support, Journal of Mining and Metallurgy, 45 A (1), 2009, 49-57 ISSN: 1450-5959 <u>http://scindeks.ceon.rs/article.aspx?artid=1450-59590901049L</u>
- 9.M.Ivković, M.Bugarin, S.Softić, Technology of sprayed concrete lining in support of underground mining facilities, Mining Engineering 2/2012, pp. 43-48 ISSN: 1451-0162 http://www.irmbor.co.rs/pdf/rudarski/rudarski2 12.pdf
- 10.M.lvković, M.Bugarin, S.Softić, The new risk assessment methodology for explosion of coal dust in RMU Rembas – Resavica, Mining Engineering/Rudarski radovi, 2/2012, pp. 87-92, YU ISSN: 1451-0162 <u>http://www.irmbor.co.rs/pdf/rudarski/rudarski2\_12.pdf</u>

- 11. M.Bugarin, M.Maksimović, V.Ljubojev, Copper and gold reserves in the exploratory-mining field of RTB Bor, Mining Engineering, 3/2012, pp. 9-16 YU ISSN: 1451-0162, doi: 10.5937/rudrad1203001B http://www.irmbor.co.rs/pdf/rudarski/rudarski3\_12.pdf
- 12.R.Lekovski, **M.Bugarin**, M.Mikić, Causes of accidents on the flotation tailing dumps in Serbia, Mining Engineering 3/2012, pp. 107-114 YU ISSN: 1451-0162, doi: 10.5937/rudrad1203001B <a href="http://www.irmbor.co.rs/pdf/rudarski/rudar
- 13.M.Ivković, M.Bugarin, Technical solution of supporting the mining facilities in the complex geotechnical conditions, Mining Engineering 3/2012, pp. 291-294
  YU ISSN: 1451-0162, doi: 10.5937/rudrad1203001B http://www.irmbor.co.rs/pdf/rudarski/rudarski3 12.pdf
- 14.Mile Bugarin, Ljubiša Obradović, Vladan Marinković, Development the numerical model of ground water flow in the impact zone of RTB mine using the software package Spring, Mining Engineering, 4/2012, pp. 9-16

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15.Mile Bugarin, Radojka Jonović, Ljiljana Avramović, Treatment of industrial waste water from copper production process in RTB Bor, Mining and Metallurgy Bor, Serbia, Mining Engineering 4/2012, pp. 73-78

YU ISSN: 1451-0162, doi: 10.5937/rudrad1204001B

- 16.Ljubiša Obradović, Mile Bugarin, Vladan Marinković, The effect of mine facilities on pollution the surrounding surface waterways, Mining Engineering 4/2012, pp. 191-196 YU ISSN: 1451-0162, doi: 10.5937/rudrad1204001B
- 17.M.Bugarin, M.Maksimović, Potentiality and balance the mineral resources of copper and gold in the exploratory – mining field of RTB BOR, 44<sup>th</sup> International October Conference on Mining and Metallurgy, 1-3 October 2012, Bor, Serbia, pp. 5-18 ISBN: 978-86-7827-042-0
- 18.M.Stjepanović, M.Bugarin, D.Jenić, M.Ljubojev, Current Problems and Outlooks for the Underground Mining of Deposits in Serbia – 21<sup>st</sup> World Mining Congress & Expo 2008, Krakow, Poland 7-11.09.2008. (345-352)
  ISBN: 978-415-48667-5
- M.Bugarin, M.Ljubojev, V.Trujić, G.Slavković, *Goldbearing Zone in East Serbia*", EAGE Conferences, 3<sup>rd</sup> Saint Petersburg International Conferences & Exhibition, 7-10 April 2008 Saint Petersburg Russia, (731-738)
   Sub ID: 3211/PN: P094
- 20.M.Ćirković, V.Trujić, **M.Bugarin,** Production of copper and zinc oxide in the process of brass scrap recycling, REWAS 2008, Global Symposium on Recycling, Waste Treatment and Clean Technology, October 12-15, 2008, Cancun, Mexico, (1213-1218)

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- 21.R.Marković, Lj.Obradović, M.Bugarin, R.Jonović, Lj.Avramović, Dewatering of copper bearing sludge produced by neutralization of real wasterwaters of RTB Bor, XXI International Serbian Symposium on Mineral Processing, Bor, 4-6 Novembar 2008, Proceedings, 152-156, ISBN: 978-86-80987-63-7
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- 23.Lj. Obradović, Z. Stevanović, M. Bugarin, Characterization of the acid mine drainage from Cerovo open pit and its overburden. XXI International Serbian Symposium on Mineral Processing, Bor, 4-6 Novembar 2008, Proceedings, 256-261 ISBN: 978-86-80987-63-7
- 24.Lj.Obradović, R.Marković, M.Bugarin, Purification of wastewaters accumulated in old Cerovo open pit using neutralization process, XIII Balkan Mineral Processing Congress, Bucharest – Romania, Volume II, 14-17 June 2009, Proceedings, (pp.804-807) ISBN: 978-973-677-161-3
- 25.M.Maksimović, M.Bugarin, G.Pačkovski, The Kaona deposit of quartzite (quartz sand), 41<sup>st</sup> International October Conference on Mining and Metallurgy, Proceedings, Kladovo 4-6 October, 2009 (pp. 93-101) ISBN: 978-86-7827-033-8
- 26.M.Ljubojev, R.Popović, M.Bugarin, S.Vučinić, L.Djurdjevac-Ignjatović, Contribution to the study of legality rock strenght on the sample of sandstone from tunel line "Krivelj's river", 41<sup>st</sup> International October Conference on Mining and Metallurgy, Proceedings, Kladovo 4-6 October, 2009 (245-254) ISBN: 978-86-7827-033-8
- 27.R.Marković, Z.Stevanović, M.Bugarin, Lj.Obradović, Lj.Avramović, R.Jonović, Purification of water wastes accumulated in closed "Cerovo" mine by locally available solid materials, 41<sup>st</sup> International October Conference on Mining and Metallurgy, Proceedings, Kladovo 4-6 October, 2009 (pp. 317-322) ISBN: 978-86-7827-033-8
- 28.Lj.Avramović, R.Jonović, M.Bugarin, R.Marković, Z.Stevanović, Copper solvent extraction from solution obtained after integrated treatment of mine waters and off-balance deposit parts from copper mines Cerovo, I International Congress Engineering, Materials and Management in Processing Industry, Jahorina - Republika Srpska, 14-16 October 2009, Proceedings, 293-296.
- 29.R.Marković, B.Jugović, M.Gvozdenović, J.Stevanović, Z.Stevanović, M.Bugarin, Analyzing the corrosion characteristics of anodes used for the sulphur acidic waste water treatment, In Proceedings of the 38<sup>th</sup>

International Conference of Slovak Society of Chemical Engineering (SSCHI), May 23-27, 2011, Tatranské Matliare, Slovakia (972-975) ISBN 978-80-227-3503-2

- 30.R.Marković, B.Jugović, M.Gvozdenović, J.Stevanović, Z.Stevanović, M.Bugarin, The use of anodic linear sweep voltammetery analysis (ALSV) for characterization the copper anodes used for sulphur acidic waste solution treatment, In Proceedings of the 38<sup>th</sup> International Conference of Slovak Society of Chemical Engineering, May 23-27 2011, Tatranské Matliare, Slovakia (968-971) ISBN 978-80-227-3503-2
- 31.R.Jonović, Lj.Avramović, M.Bugarin, M.Šteharnik, R.Marković, Characterization of industrial waste water generated in the copper production process, SGEM 2011, 11<sup>th</sup> International Multidisciplinary Scientific GeoConference, 20-25. June 2011, Albena, Bulgaria (215-220), Conference Proceedings Volume III ISSN: 1314-2704), DOI: 10.5593/sgem2011
- 32.M.Bugarin, Z.Stevanović, V.Marinković, Geological structure of the Chipupushi area, copperbelt province in the Republic of Zambia, SGEM 2011, 11<sup>th</sup> International Multidisciplinary Scientific GeoConference, 20-25. June 2011, Albena, Bulgaria (139-146), Conference Proceedings Volume I ISSN: 1314-2704), DOI: 10.5593/sgem2011
- 33.Lj.Avramović, R.Jonović, M.Bugarin, Z.Stevanović, V.Gardić, S.Stanković, R.Kovačević, Purification of waste water generated in the RTB BOR, Proceedings of International Conference on Innovative Technologies IN-TECH 2011, 01.09.2011 to 03.09.2011, Bratislava, Slovakia, (30-32) ISBN: 978-80-904502-6-4
- 34.B.Vuković, V.Ljubojev, M.Bugarin, The possibility of increasing efficiency heating value of coal as an energy resource of the Gacko deposits, 44<sup>th</sup> International October Conference on Mining and Metallurgy, 1-3 October 2012, Bor, Serbia, Proceedings, pp. 229-234 ISBN: 978-86-7827-042-0
- 35.M.Ljubojev, **M.Bugarin**, L.Djurdjevac Ignjatović, V.Ljubojev, Defining subsidence zone on terrain surface caused by underground exploitation of the ore body "Borska reka", 44<sup>th</sup> International October Conference on Mining and Metallurgy, 1-3 October 2012, Bor, Serbia, Proceedings, pp. 241-244 ISBN: 978-86-7827-042-0
- 36.Radojka Jonović, Ljiljana Avramović, **Mile Bugarin,** Radmila Marković, Zoran Stevanovic, Marko Jonović, Copper Leaching Process from the Overburden Materials with Waste Water, Second International Symposium on Corrosion and Protection of Materials and Environment, Proceedings, Bar, 17-20 October 2012, 110-115 ISBN: 978-9940-9334-1-8, COBISS.CG-ID 21003024
- 37.Ljiljana Avramović, **Mile Bugarin,** Zoran Stevanovic, Ljubiša Obradović, Marko Jonović, Radojka Jonović, Radmila Marković, The Influence of the Deposited Mining Waste from RTB Bor on the

Surrounding Waterways, Second International Symposium on Corrosion and Protection of Materials and Environment, Bar, 17-20 October 2012, 116-121 ISBN: 978-9940-9334-1-8, COBISS.CG-ID 21003024

38.R.Marković, J.Stevanović, Z.Stevanović, Lj.Obradović, M.Bugarin, R.Jonović, Removal of Harmful and Hazardous Materials from Mine Waste Waters using Local Available Waste Materials and Different Industrial By-Products, Hazardous Materials: Types, Risks and Control, Editor: Satinder Kaor Brar, Nova Science Publishers, Inc. Chapter 14, 409-421 (2011) ISBN: 978-1-61324-425-8

39.Stevanović Zoran, Obradović Ljubiša, Marković Radmila, Jonović Radojka, Avramović Ljiljana, Bugarin Mile, Stevanović Jasmina, Chapter 2: Mine Waste Water Management in the Bor Municipality in order to Protect the Bor River Water, Advances in Waste Water - Treatment Technologies and Recent Analytical Developments, Edited by Dr Fernando Sebastian Garcia, Edited by Fernando Sebastian García Einschlag and Luciano Carlos, Published by InTech, First published January, 2013 ISBN 978-953-51-0882-5, 41-63

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- 41.Vesna Krstić, **Mile Bugarin**, Vlastimir Trujić, Zoran Stevanović, XRD as Important Equipment for Control of Every Change in Materials, International Conference on Wastewater Treatment and Sustainable Development, Timisoara 25 May 2012, p. 9 www.romania-serbia.net
- 42.Ljubinka Todorović, Jelena Petrović, **Mile Bugarin**, Zoran Stevanović, Stela Uruioc, Presence of Heavy Metals in Plants, International Conference on Wastewater Treatment and Sustainable Development, Timisoara 25 May 2012, p. 12 www.romania-serbia.net
- 43. Ljubisa Obradovic, Vojka Gardic, **Mile Bugarin**, Mariana Albulescu, Stela Urioc, Characterization of the Drainage Wastewaters from Underground Mine Jama Bor, International Conference on Wastewater Treatment and Sustainable Development, Timisoara 25 May 2012, P. 19

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- 45.S.Krstić, M.Ljubojev, V.Ljubojev, **M.Bugarin**, Massif rock and efect clivage on stability tunnel of Krivelj,s river in Bor. 9- th International Scientific Conference SGEM 2009, Modern Mangement of Mine

producing; Geology and Environmelal Proceeding 14-19.06. 2009, Albena Bulgaria, pp. 65-71.

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- 47.Vesna Krstić, **Mile Bugarin,** Biljana Madić, Milica Petrović, Adrian Sinitean, Vasile Ostafe, Mesoporous Materials as Adsorption of Heavy Metals from Waste Water, International Conference on Wastewater Treatment and Sustainable Development, Timisoara 25 May 2012, p. 21

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