SAMANCOR BURSARY SCHEME 2015 APPLICATION FORM



SAMANCOR BURSARY SCHEME 2015 APPLICATION FORM

- Tale Blooks: SAMANDOR BURSARY SCHEME 2015 APPLICATION FORM
- Chronory: Kindle and effoots PDF.
- Author: unidentified.
- 1843 NOTHER ASSET
- File Two: allesto FDF
- Pillo Signe 1 59 MDs
- Description: Download free SAMANCOR BURSARY SCHEMB 2015 APPLICATION FORM cheeks in PDF, MOBIL SPUR, with ISBN ISBN785458 and file size is along 59 MR

Samancor Bursary For 2015

Roman Wölfel

Samancor Bursary For 2015:

Unveiling the Energy of Verbal Beauty: An Emotional Sojourn through Samancor Bursary For 2015

In some sort of inundated with screens and the cacophony of immediate transmission, the profound energy and psychological resonance of verbal artistry often diminish in to obscurity, eclipsed by the continuous onslaught of noise and distractions. Yet, situated within the lyrical pages of **Samancor Bursary For 2015**, a fascinating perform of literary brilliance that pulses with raw emotions, lies an wonderful trip waiting to be embarked upon. Published by a virtuoso wordsmith, this exciting opus instructions visitors on a psychological odyssey, softly revealing the latent possible and profound influence embedded within the complex web of language. Within the heart-wrenching expanse of the evocative analysis, we will embark upon an introspective exploration of the book is central subjects, dissect their captivating publishing fashion, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

https://crm.avenza.com/data/browse/Documents/Reteach%2010%209%20Answers%20In%20Envision%20Math.pdf

Table of Contents Samancor Bursary For 2015

- 1. Understanding the eBook Samancor Bursary For 2015
 - The Rise of Digital Reading Samancor Bursary For 2015
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Samancor Bursary For 2015
 - Exploring Different Genres
 - o Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - $\,\circ\,$ Features to Look for in an Samancor Bursary For 2015
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Samancor Bursary For 2015
 - Personalized Recommendations

- Samancor Bursary For 2015 User Reviews and Ratings
- Samancor Bursary For 2015 and Bestseller Lists
- 5. Accessing Samancor Bursary For 2015 Free and Paid eBooks
 - Samancor Bursary For 2015 Public Domain eBooks
 - Samancor Bursary For 2015 eBook Subscription Services
 - Samancor Bursary For 2015 Budget-Friendly Options
- 6. Navigating Samancor Bursary For 2015 eBook Formats
 - ∘ ePub, PDF, MOBI, and More
 - Samancor Bursary For 2015 Compatibility with Devices
 - Samancor Bursary For 2015 Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Samancor Bursary For 2015
 - Highlighting and Note-Taking Samancor Bursary For 2015
 - Interactive Elements Samancor Bursary For 2015
- 8. Staying Engaged with Samancor Bursary For 2015
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Samancor Bursary For 2015
- 9. Balancing eBooks and Physical Books Samancor Bursary For 2015
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Samancor Bursary For 2015
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Samancor Bursary For 2015
 - Setting Reading Goals Samancor Bursary For 2015
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Samancor Bursary For 2015
 - Fact-Checking eBook Content of Samancor Bursary For 2015

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Samancor Bursary For 2015 Introduction

Samancor Bursary For 2015 Offers over 60,000 free eBooks, including many classics that are in the public domain. Open Library: Provides access to over 1 million free eBooks, including classic literature and contemporary works. Samancor Bursary For 2015 Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Samancor Bursary For 2015: This website hosts a vast collection of scientific articles, books, and textbooks. While it operates in a legal gray area due to copyright issues, its a popular resource for finding various publications. Internet Archive for Samancor Bursary For 2015: Has an extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Samancor Bursary For 2015 Offers a diverse range of free eBooks across various genres. Samancor Bursary For 2015 Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Samancor Bursary For 2015 Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Samancor Bursary For 2015, especially related to Samancor Bursary For 2015, might be challenging as theyre often artistic creations rather than practical blueprints. However, you can explore the following steps to search for or create your own Online Searches: Look for websites, forums, or blogs dedicated to Samancor Bursary For 2015, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Samancor Bursary For 2015 books or magazines might include. Look for these in online stores or libraries. Remember that while Samancor Bursary For 2015, sharing copyrighted material without permission is not legal. Always ensure youre either creating your own or obtaining them from legitimate sources that allow sharing and downloading. Library Check if your local library offers eBook lending services. Many libraries have digital catalogs where you can borrow Samancor Bursary For 2015 eBooks for free, including popular titles. Online Retailers: Websites like Amazon, Google Books, or Apple Books often sell eBooks. Sometimes, authors or publishers offer promotions or free periods for certain books. Authors Website Occasionally, authors provide excerpts or short stories for free on their websites. While this might not be the Samancor Bursary For 2015 full book

, it can give you a taste of the authors writing style. Subscription Services Platforms like Kindle Unlimited or Scribd offer subscription-based access to a wide range of Samancor Bursary For 2015 eBooks, including some popular titles.

FAQs About Samancor Bursary For 2015 Books

What is a Samancor Bursary For 2015 PDF? A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. **How do I create a Samancor Bursary For 2015 PDF?** There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have built-in PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. How do I edit a Samancor Bursary For 2015 PDF? Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. How do I convert a Samancor Bursary For 2015 PDF to another file format? There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, JPEG, etc. Software like Adobe Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. How do I password-protect a Samancor Bursary For 2015 PDF? Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf, ILovePDF, or desktop software like Adobe Acrobat to compress PDF files without significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat, Preview (on Mac), or various online tools allow you to fill out forms in PDF files by selecting text fields and entering information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

Find Samancor Bursary For 2015:

reteach 10 9 answers in envision math

respiratory system coloring pages

restaurant guide lincoln

reteaching workbook grade 5 answers

reteaching activity napoleon forges an empire answers

respect des droits de lenfant et pratiques eacuteducatives en europe

restore me wrecked book english edition

resources management in construction

resume description for customer service representative

response paper sample

review sheet exercise 17 the special senses

reuben reuben a novel

retirement done right intentional planning for a life well lived

respironics v60 manual

retail crime security and loss prevention an encyclopedic reference

Samancor Bursary For 2015:

torque specs tovota nation forum - Feb 10 2023

web jul 29 2022 highlander 2 4l engine bolt torque specs common problems and repairs cylinder head torque specs timing chain installation manifolds torque specs engine assembly toyota specs com reply save like wilma discussion starter 4 jul 29 2022 that is for the 2 4l are the same for the 3 3l reply save like

toyota highlander horsepower 2002 2023 autopadre - Jun 02 2022

web apr 1 2023 toyota highlander horsepower and torque overview the toyota highlander horsepower ranges from 155 to 306 horsepower depending on the model and trim the toyota highlander torque ranges from 162 to 310 lb ft depending on the model and trim the table below shows a sampling of the horsepower and torque data for the

toyota highlander lug nut torque specs and sizes 2005 2020 - Mar 31 2022

web aug 18 2020 here is a list of lug nut torque specs and sizes for a toyota highlander reference the model year in the table to see what lug nut torque and size is applicable for your car toyota highlander year lug nut torque lug nut size

tested 2023 kia telluride vs 2024 toyota grand highlander - Feb 27 2022

web sep $8\ 2023$ the kia s $291\ hp\ v\ 6$ offers enough oomph for most occasions but the grand highlander hybrid max has a lot more power for example its $4\ 2$ second $50\ to\ 70$ mph run easily beat the telluride s $4\ 7$

2015 toyota highlander 3 5l brake torque specs toyota specs - Dec 08 2022

web front brakes torque spec front caliper torque spec 90 ft lbs front caliper banjo bolt torque 22 ft lbs rear brake torque specs rear lugnut torque spec 110 ft lbs

2008 2013 toyota highlander 3 5l torque specs toyota specs - Jan 09 2023

web toyota highlander front strut upper nuts torque spec 59 ft lbs toyota highlander front strut lower bolts torque spec 155 ft lbs toyota highlander front stabilizer endlink torque spec 55 ft lbs front swaybar installation

torque specs toyota nation forum - Dec 28 2021

web jun 8 2015 rolling thunder 2 jun 5 2015 doctor c 380 said does anyone know where i can find the torque specs for bolts nuts for the 2008 2013 highlander in particular the oil pan drain plug bolt i also want the torque specs for the wheel lugs grounding points etc doc lug nuts are 76 ft lbs 2012 highlander

toyota grand highlander features and specs car and driver - Jan 29 2022

web specs 2024 toyota grand highlander xle fwd natl features and specs year style configuration engine options trim overview grand highlander xle fwd natl package includes price

2001 2007 toyota highlander 3 3l torque specs toyota specs - Apr 12 2023

web toyota highlander intake manifold torque specs 11 ft lbs toyota highlander air surge tank to intake torque specs 21 ft lbs toyota highlander ignition coil torque specs 5 ft lbs toyota highlander spark plug torque specs 13 ft lbs toyota highlander fuel rail torque specs 8 ft lbs toyota highlander fuel inlet pipe torque specs 22 ft lbs

toyota highlander lug nut torque specs sparky express - Oct 06 2022

web nov 7 2020 what is the lug nut torque setting for toyota highlander when installing a wheel on your toyota highlander you must torque the lug nuts to the manufacturer's recommended lug nut torque of 76 ft lb or 103 nm you can go as high as 80 ft lb

2020 2022 toyota highlander 2 5l torque specs toyota specs - Aug 16 2023

web toyota highlander 2 5l main cap torque specs 29 ft lbs 90 toyota highlander 2 5l main cap side bolts torque specs 14 ft lbs piston and connecting rod installation

2008 2013 toyota highlander 3 5l torque specs toyota specs - May 01 2022

web toyota highlander rear control arms torque specs 83 ft lbs rear wheel hub installation the rear wheel hub on the toyota highlander is held to the knuckle of the vehicle through the use of 4 bolts to remove the old wheel hub you must jack the

vehicle up into the air and remove the wheel from the car

toyota highlander service manual torque specification - Jun 14 2023

web toyota highlander service manual service specifications engine mechanical torque specification 2az fe 3mz fe service data 2az fe 3mz fe exhaust service data 2az fe 3mz fe torque specification 2az fe 3mz fe more about toyota highlander overhaul 1

2001 2007 toyota highlander 3 3l torque specs toyota specs - Aug 04 2022

web on the 3 3l engine there is usually 6 to 7 of these bolts that are spread out around the outside of the housing each bolt should be installed and then torqued down to 35 ft lbs while torqueing the bolts down be sure to check that nothing is wedged between the engine and trans and that the torque converter is in its proper place

toyota highlander 6 2001 06 torque specifications repair guide - Mar 11 2023

web find out how to access autozone s torque specifications repair guide for toyota highlander 6 2001 06 autozone s repair guides tell you what you need to know to do the job right

2022 toyota highlander specs features edmunds - Nov 07 2022

web 2022 toyota highlander specs features edmunds underbody mounted spare tire airbag deployment notification stolen vehicle tracking assistance 3 yr 36 000 mi 5 yr 60 000 mi 5 yr

2014 2019 toyota highlander 3 5l torque specs toyota specs - May 13 2023

web toyota highlander intake manifold torque specs 15 ft lbs toyota highlander intake surge tank torque specs 21 ft lbs toyota highlander ignition coil torque specs 5 ft lbs toyota highlander spark plug torque specs 13 ft lbs toyota highlander fuel rail torque specs 8 ft lbs exhaust manifold installation

toyota highlander features and specs car and driver - Jul 15 2023

web specs 2023 toyota highlander l fwd natl features and specs year style configuration engine options trim overview highlander l fwd natl package includes price starting at

<u>highlander horsepower torque stats horsepower specs</u> - Sep 05 2022

web horsepower 155 5700 rpm torque 162 4000 rpm compare 2007 toyota highlander horsepower 155 5700 rpm torque 162 4000 rpm compare 2007 toyota highlander awd horsepower 155 5700 rpm torque 162 4000 rpm compare 2009 toyota highlander horsepower 187 5800 rpm torque 186 4100

2023 toyota highlander review pricing and specs car and driver - Jul 03 2022

web the new engine makes 265 horsepower and 309 pound feet of torque toyota says the combined fuel economy rating of 24 mpg is equal to that of the outgoing v 6 making us wonder why the switch to

blancaflor grade 5 wonders made by teachers - Dec 07 2022

web measure skills tag the questions with any skills you have your dashboard will track each student s mastery of each skill with a account teachers can edit the questions save a results for blancaflor tpt - Aug 23 2021

u2w4 blancaflor vocabulary quizalize - Oct 05 2022

web answer choices because he was sick and a man told him that if he complestes the tasks his dad will be healed according to blancalfor the evil father was trying to kill them

blancaflor question 4 answer uniport edu ng - Dec 27 2021

web 1 day ago 2 the why this school question this year s applicants can expect to see this question on applications for the university of chicago tufts and yale university

blancaflor questions english quizizz - Aug 15 2023

web q the author says that every leaf on the oak tree quivered as the deep voice bellowed explain how this is an example of personification slide 3 answer quivering means

blancaflor question 4 answer uniport edu ng - Jan 28 2022

web blancaflor question 4 answer pdf pages 2 12 blancaflor question 4 answer pdf upload herison q paterson 2 12 downloaded from devy ortax org on september 4 2023

blancaflor story questions activities bundle tpt - Jan 08 2023

web which of the following is the best main idea for blancaflor alfonso makes a promise to go to the land of no return in order to save his father three years after alfonso makes the

blancaflor question 4 answer pdf pdf devy ortax - Nov 25 2021

web sep 15 2023 same day appointments were available in chicago at several cvs locations via online scheduling for thursday with appointments at some walgreens locations open

how to pronounce blancaflor howtopronounce com - Apr 30 2022

web blancaflor 2022 10 14 this updated and expanded edition explores key methodologies to study the fascinating phenomenon of how plants readjust their growth toward gravity in

blancaflor comprehension literature quiz quizizz - Jul 14 2023

web answer choices to seek a long lost ring to find a princess to marry in exchange for a cure for his ill father in exchange for blancaflor s hand in marriage tags question 2

blancaflor comprehension leon county schools - Jun 13 2023

web 1 why did alfonso agree to go the land of no return in three years a to seek a long lost ring b to fi nd a princess to marry

c in exchange for a cure for his ill father d in exchange

wonders 5th blancaflor questions for workbook pg 83 84 tpt - Jun 01 2022

web question answer 4 blancaflor is widely consistent with any devices to download appreciation for acquiring question answer 4 blancaflor algebra questions with

blancaflor english quiz quizizz - Aug 03 2022

web this is a set of questions that correlate with the mcgraw hill wonders reading series blancaflor i have created a set of questions that go along with the folktale passage

blancaflor question 4 answer help environment harvard edu - Feb 26 2022

web blancaflor question 4 answer 1 5 downloaded from uniport edu ng on may 25 2023 by guest blancaflor question 4 answer if you ally obsession such a referred blancaflor

blancaflor question 4 answer - Sep 04 2022

web blancaflor quiz for 4th grade students find other quizzes for english and more on quizizz for free

blancaflor unit 2 week 4 by amber talev prezi - May 12 2023

web feb 2 2016 question 4 why do you think blancaflor leaves after she helps alfonso support your inference with evidence from the text

blancafor teaching resources tpt - Apr 11 2023

web this is a set of text dependent questions that correlate with the mcgraw hill wonders story from unit 2 week 4 blancaflor i have created a set of questions that will require

new covid 19 vaccines arrive in chicago experts answer - Sep 23 2021

web blancaflor question 4 answer this is likewise one of the factors by obtaining the soft documents of this blancaflor question 4 answer by online you might not require more

mcgraw blancaflor teaching resources teachers pay teachers - Feb 09 2023

web this is a set of text dependent questions that correlate with the mcgraw hill wonders story from unit 2 week 4 blancaflor i have created a set of questions that will require

question answer 4 blancaflor galileo banyanbotanicals - Mar 30 2022

web jul 3 2023 blancaflor question 4 answer 1 6 downloaded from uniport edu ng on july 3 2023 by guest blancaflor question 4 answer thank you unconditionally much for

how to answer 5 common supplemental college essay - Oct 25 2021

web this is a set of text dependent questions that correlate with the mcgraw hill wonders story from unit 2 week 4 blancaflor i have created a set of questions that will require

results for blancaflor comprehension questions tpt - Mar 10 2023

web blancaflor grade 5 wonders a question and answer trifold for the folk tale blancaflor in the 2020 edition of wonders grade 5 unit 2 contains a combination of comprehension

blancaflor quizizz - Nov 06 2022

web blancaflor question 4 answer author staging thewanderlustkitchen com 2023 08 28 10 42 29 subject blancaflor question 4 answer keywords

blancaflor question 4 answer help environment harvard edu - Jul 22 2021

blancaflor 270 plays quizizz - Jul 02 2022

web pronunciation of blancaflor with 3 audio pronunciations 1 meaning 1 sentence and more for blancaflor quiz questions count questions lets play show more fewer

global marketing wikipedia - Mar 14 2023

web international marketing includes the use of existing marketing strategies mix and tools for export relationship strategies such as localization local product offerings pricing production and distribution with customized promotions offers website social media and

internationalisation and international marketing management - Oct 09 2022

web may 24 2023 internationalisation and international marketing management ralph berndt claudia fantapié altobelli matthias sander chapter first online 24 may 2023 80 accesses abstract

journal of international marketing sage journals - Jan 12 2023

web nov 7 2023 journal of international marketing is a peer reviewed journal that is dedicated to advancing international marketing practice research and theory contributions addressing any aspect of international marketing are welcome international marketing definition examples and strategies - Oct 21 2023

web oct 21 2020 main international marketing takeaways international marketing refers to any marketing activity that occurs across borders types of international marketing include export licensing franchising joint venture and foreign direct investment global marketing aims to satisfy the needs of global customers

international marketing management msc university of leeds - Jul 18 2023

web this masters degree enables you to develop a career in strategic marketing particularly in the global business environment you ll learn to appreciate modern developments in marketing management theory and practice exploring essential areas including global marketing marketing strategy and marketing research international marketing management springerlink - Aug 19 2023

web may 24 2023 this book deals not only with the classic topics of international marketing such as international market research and the international use of individual marketing instruments but also with the various management sub functions of planning controlling organization and human resources management in internationally active

international marketing review emerald insight - Jun 05 2022

web volume 39 issue 7 2022 open access issue issue 6 2022 issue 5 2022 systematic literature reviews in international marketing from the past to the future and beyond part 2 issue 4 2022 issue 3 2022 emerging challenges in international marketing knowledge management issue 2 2022 global luxury consumption issue 1 2022 volume 38

the steps of international marketing planning springerlink - Mar 02 2022

web may 24 2023 the steps of international marketing planning comprise a multitude of successive phases which can be summarised into the following steps situation analysis and forecast strategic international marketing planning international marketing mix implementing and control of international activities

pdf international marketing principles and practice a management - Sep 08 2022

web oct 11 2021 marc oliver opresnik pdf this innovative book provides a comprehensive introduction to international marketing and strategic marketing management the book offers a clear find read journal of international marketing on jstor - Aug 07 2022

web journal of international marketing is an international peer reviewed journal that is dedicated to advancing international marketing practice research and theory contributions addressing any aspect of international marketing are welcome the journal presents scholarly and managerially relevant articles on international marketing

international marketing the complete guide to going global - Sep 20 2023

web oct 31 2022 what is international marketing international marketing is the process of marketing your products or services to an audience beyond your own country s borders also known as global marketing international marketing requires a lot more research and planning than domestic marketing

wirtschaftsuniversität wien international marketing management - May 04 2022

web our institute focuses on creating and sharing knowledge in the field of international marketing management to this end we strive to generate high quality research and publish our research outcomes in highly respected journals read by leading scholars and senior executives

msc international marketing management coventry university - Apr 15 2023

web international marketing management msc postgraduate in the globalised business environment we believe that marketing stands out as one of the key factors contributing to the success of any business year of entry 2023 24 2024 25 location coventry university coventry study mode full time part time duration 1 year full time

international marketing career guide 2023 coursera - May 16 2023

web jun 16 2023 this guide explores how international marketing differs from domestic marketing and explains the benefits of expanding to global markets you ll discover several key principles of international marketing learn what international marketers do and find out how you can pursue this exciting career

what is international marketing advantages factors examples - Apr 03 2022

web international marketing is the application of basic marketing principles to satisfy the diverse needs and desires of those who reside across national borders the only difference between international marketing and domestic marketing is that marketing activities take place in many countries

what is international marketing and why is it important amazon - Jun 17 2023

web a guide to global marketing strategy international marketing is about getting to know a potential international audience that your brand is interested in reaching understanding the value of international marketing and investing

international marketing management mktg90012 the - Nov 10 2022

web nov 3 2022 overview international marketing management provides students with an introduction to basic marketing concepts as they apply in an international context more fundamentally it discusses some of the most important topics facing both international marketing practitioners and academics

msc international marketing management manchester - Dec 11 2022

web international marketing management explore global career opportunities in marketing a vital component of business success develop the skills to set you apart and prepare for an exciting future overview course information entry requirements fees career prospects how to apply book an open day course overview

what is international marketing management timespro com - Jul 06 2022

web aug 30 2023 international marketing management is the strategic process of applying marketing principles and strategies across various countries it involves identifying global market opportunities researching and analysing foreign markets and understanding international consumer behaviour

intro to international marketing coursera - Feb 13 2023

web this course brings together two key subjects international marketing and cross industry innovation it will provide the basic foundations of international marketing and then explain how companies can grow by going abroad or sourcing ideas expanding into other countries or