Assignment Sample by:

http://www.assignmenthelplite.com

TABLE OF CONTENTS

1.	Introduction2
2.	Phases in Psychological contract3
з.	Consequences of broken psychological contract4
4.	How the psychological contract came into existence?4
5.	Measurement of psychological contract5
6.	Bridging the Employee-employer Relationship5
7.	Impact of psychological contract7
8.	Conclusion8
9.	References9

Sample Assignment Paper

Liying Dong

Sample Assignment Paper:

As recognized, adventure as well as experience just about lesson, amusement, as with ease as treaty can be gotten by just checking out a ebook **Sample Assignment Paper** in addition to it is not directly done, you could give a positive response even more just about this life, in this area the world.

We have the funds for you this proper as skillfully as simple pretentiousness to acquire those all. We manage to pay for Sample Assignment Paper and numerous books collections from fictions to scientific research in any way. accompanied by them is this Sample Assignment Paper that can be your partner.

https://crm.avenza.com/public/publication/fetch.php/Page_139_Realidades.pdf

Table of Contents Sample Assignment Paper

- 1. Understanding the eBook Sample Assignment Paper
 - The Rise of Digital Reading Sample Assignment Paper
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Sample Assignment Paper
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Assignment Paper
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Sample Assignment Paper
 - Personalized Recommendations
 - Sample Assignment Paper User Reviews and Ratings
 - Sample Assignment Paper and Bestseller Lists
- 5. Accessing Sample Assignment Paper Free and Paid eBooks

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

Sample Assignment Paper Introduction

Free PDF Books and Manuals for Download: Unlocking Knowledge at Your Fingertips In todays fast-paced digital age, obtaining valuable knowledge has become easier than ever. Thanks to the internet, a vast array of books and manuals are now available for free download in PDF format. Whether you are a student, professional, or simply an avid reader, this treasure trove of downloadable resources offers a wealth of information, conveniently accessible anytime, anywhere. The advent of online libraries and platforms dedicated to sharing knowledge has revolutionized the way we consume information. No longer confined to physical libraries or bookstores, readers can now access an extensive collection of digital books and manuals with just a few clicks. These resources, available in PDF, Microsoft Word, and PowerPoint formats, cater to a wide range of interests, including literature, technology, science, history, and much more. One notable platform where you can explore and download free Sample Assignment Paper PDF books and manuals is the internets largest free library. Hosted online, this catalog compiles a vast assortment of documents, making it a veritable goldmine of knowledge. With its easy-touse website interface and customizable PDF generator, this platform offers a user-friendly experience, allowing individuals to effortlessly navigate and access the information they seek. The availability of free PDF books and manuals on this platform demonstrates its commitment to democratizing education and empowering individuals with the tools needed to succeed in their chosen fields. It allows anyone, regardless of their background or financial limitations, to expand their horizons and gain insights from experts in various disciplines. One of the most significant advantages of downloading PDF books and manuals lies in their portability. Unlike physical copies, digital books can be stored and carried on a single device, such as a tablet or smartphone, saving valuable space and weight. This convenience makes it possible for readers to have their entire library at their fingertips, whether they are commuting, traveling, or simply enjoying a lazy afternoon at home. Additionally, digital files are easily searchable, enabling readers to locate specific information within seconds. With a few keystrokes, users can search for keywords, topics, or phrases, making research and finding relevant information a breeze. This efficiency saves time and effort, streamlining the learning process and allowing individuals to focus on extracting the information they need. Furthermore, the availability of free PDF books and manuals fosters a culture of continuous learning. By removing financial barriers, more people can access educational resources and pursue lifelong learning, contributing to personal growth and professional development. This democratization of knowledge promotes intellectual curiosity and empowers

individuals to become lifelong learners, promoting progress and innovation in various fields. It is worth noting that while accessing free Sample Assignment Paper PDF books and manuals is convenient and cost-effective, it is vital to respect copyright laws and intellectual property rights. Platforms offering free downloads often operate within legal boundaries, ensuring that the materials they provide are either in the public domain or authorized for distribution. By adhering to copyright laws, users can enjoy the benefits of free access to knowledge while supporting the authors and publishers who make these resources available. In conclusion, the availability of Sample Assignment Paper free PDF books and manuals for download has revolutionized the way we access and consume knowledge. With just a few clicks, individuals can explore a vast collection of resources across different disciplines, all free of charge. This accessibility empowers individuals to become lifelong learners, contributing to personal growth, professional development, and the advancement of society as a whole. So why not unlock a world of knowledge today? Start exploring the vast sea of free PDF books and manuals waiting to be discovered right at your fingertips.

FAQs About Sample Assignment Paper Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer webbased readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, guizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. Sample Assignment Paper is one of the best book in our library for free trial. We provide copy of Sample Assignment Paper in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Sample Assignment Paper. Where to download Sample Assignment Paper online for free? Are you looking for Sample Assignment Paper PDF? This is definitely going to save you time and cash in something you should think about. If you trying to find then search around for online. Without a doubt there are numerous these available and many of them have the freedom. However without doubt you receive whatever you purchase. An alternate way to get ideas is always to check another Sample Assignment Paper. This method for see exactly what may be included and adopt these ideas to your book. This site will almost certainly help you save time and effort, money and stress. If you are looking for free books then you really should consider finding to assist you try this. Several of Sample Assignment Paper are for sale to free while some are payable. If you arent sure if the books you would like to download works with for usage along with your computer, it is possible to download free trials. The free guides make it easy for someone to free access online library for download books to your device. You can get free download on free trial for lots of books categories. Our library is the biggest of these that have literally hundreds of thousands of different products categories represented. You will also see that there are specific sites catered to different product types or categories, brands or niches related with Sample Assignment Paper. So depending on what exactly you are searching, you will be able to choose e books to suit your own need. Need to access completely for Campbell Biology Seventh Edition book? Access Ebook without any digging. And by having access to our ebook online or by storing it on your computer, you have convenient answers with Sample Assignment Paper To get started finding Sample Assignment Paper, you are right to find our website which has a comprehensive collection of books online. Our library is the biggest of these that have literally hundreds of thousands of different products represented. You will also see that there are specific sites catered to different categories or niches related with Sample Assignment Paper So depending on what exactly you are searching, you will be able tochoose ebook to suit your own need. Thank you for reading Sample Assignment Paper. Maybe you have knowledge that, people have search numerous times for their favorite readings like this Sample Assignment Paper, but end up in harmful downloads. Rather than reading a good book with a cup of coffee in the afternoon, instead they juggled with some harmful bugs inside their laptop. Sample Assignment Paper is available in our book collection an online access to it is set as public so you can download it instantly. Our digital library spans in multiple locations, allowing you to get the most less latency time to download any of our books like this one. Merely said, Sample Assignment Paper is universally compatible with any devices to read.

Find Sample Assignment Paper:

page 139 realidades
palatek 25d service manual
pamela allen our daft dog danny lessons
pam grout e squared
pajero sport 4d56 engine manual
pa algebra keystone practice
pakistani shawarma recipe
pa 28r manual
panasonic dect 60 manual kx tg1061

pals study guide questions 2013 p90x fitness guide and nutrition plan

pals study guide 201qrs training com

pacemaker practical mathematics for consumers teachers edition

pacific hardware journal

panasonic blu ray manual dmp bd75

Sample Assignment Paper:

frog dissection lab and answer sheet syndaver - Jun 03 2023

web write the question and answers below materials needed for dissection sketch on how to pin the frog sketch of incision 1 2 use different colors to represent each incision flow

frog dissection digestive urogenital the biology - Sep 25 2022

web jul 16 2015 1 frog dissection group names materials dissecting pins forceps scissors paper towel dissecting probe preserved frog dissection tray

frog dissection lab worksheet teaching resources tpt - Feb 28 2023

web your instructor may modify the lab based on time pre lab 1 label the diagram of the external anatomy of a frog s body word bank head trunk forelimb upper arm wrist

dissection 101 pbs learningmedia - Jan 30 2023

web frog dissection lab sheet 1 pre post questions name refer to the frog dissection instructions packet to answer the questions on this sheet part 1 introduction 1 what

frog dissection lab sheet 1 pre post questions name - Oct 27 2022

web jul 1 2015 pre lab questionsdirections read the frog dissection pre lab resource sheet then complete the pre lab questions have your parentssign this paper when

 $\underline{frog\ dissection\ pre\ lab\ studylib\ net}\ -\ Aug\ 25\ 2022$

web making biology simple this is a pre lab activity where the students are given a diagram of a frog and are expected to annotate it subjects biology general science science

frog dissection pre lab questions flashcards quizlet - Oct 07 2023

web 1 35 flashcards learn test match q chat created by jfermi18 terms in this set 35 teeth holding prey traps food tympanic membrane round structure behind the eyes

frog dissection pre lab windham exempted village schools - Aug 05 2023

web frog dissection pre lab directions watch the virtual dissection introduction external anatomy to answer the questions use the second web link to label the frog s internal

<u>frog dissection external and internal biology libretexts</u> - Sep 06 2023

web frog dissection pre lab directions watch the virtual dissection mhhe com biosci genbio virtual labs bl 16 bl 16 html link on the webpage

student guide to the frog dissection the biology corner - Apr 01 2023

web lesson plan frog dissection background frogs are vertebrates in a class called amphibians frogs have similar body systems like the digestive and circulatory

frog dissection worksheet santa ana unified school district - Jul 04 2023

web 1 what class does the frog belong to 2 why does a frog belong to that class 3 why are amphibians considered to be a unique evolutionary group part b external anatomy

frog dissection pre lab fbisd campuses fliphtml5 - Jun 22 2022

web aug 29 2023 frog dissection pre lab questions name directions 1 complete part 1 and 2 2 use the following websites to complete the frog dissection

results for frog disection lab sheet tpt - Mar 20 2022

web looking for a fun and engaging way to introduce your frog dissection unit need a way to review or extend your student s knowledge of your frog or amphibian unit note this

frog lab worksheet pdf frog dissection pre lab - Feb 16 2022

results for pre lab frog dissection tpt - Nov 15 2021

frog dissection guide high school science lesson - Nov 27 2022

web you will also dissect the preserved frog to observe its internal anatomy and make comparisons to human anatomy pre lab questions read the entire investigation

frog dissection lab answer key pdf slideshare - May 22 2022

web science social studies world languages lesson plan for the frog dissection frogs are vertebrates in a class called amphibians frogs have similar body systems like the

dissection 101 frog dissection lesson plan pbs learningmedia - Jan 18 2022

frog dissection lab report student frog dissection lab report - Dec 17 2021

results for frog dissection pre lab tpt - Apr 20 2022

web frog dissection lab report objective frogs belong to the class amphibian although many differences exist between humans and frogs the basic body plans are similar

pre lab frog dissection california state university - May 02 2023

web there is a great virtual frog dissection lab online that is perfect for biology and anatomy students there are questions within the lab but no way to submit them to the instructor

student laboratory frog dissection external - Dec 29 2022

web 4 avoid contact with preservative chemicals keep your hands covered with the plastic gloves at all times rinse the frog completely before dissection 5 use the proper

lab frog dissection introduction astephensscience - Jul 24 2022

web a lab sheet for a 5 day dissection lab only three of the days are actually cutting open the frog as the other two are focused on providing students with the other parts of the

thc im blut die auswirkungen für den straßenverkehr adac - Jun 30 2023

web 16 08 2023 das bundeskabinett bringt die cannabis legalisierung auf den weg das wirft auch fragen der verkehrssicherheit auf gesucht wird ein grenzwert für die

cannabis im strassenverkehr br wrbb neu - Dec 13 2021

web esrar bitkisi noun deutsch tuerkisch net cannabis auf türkisch übersetzen cannabis deutsch türkische übersetzung cannabis in türkisch

medizinisches cannabis im straßenverkehr algea care - Nov 23 2022

web daldrup t cannabis im straßenverkehr abschlußbericht des im auftrag des ministeriums für wirtschaft und mittelstand technologie und verkehr des landes nordrhein

cannabis im strassenverkehr br ncf ec2 west 02 xconvert com - Sep 21 2022

web es gibt mehrere wissenschaftliche studien zum einfluss von cannabis auf die fahrfähigkeit sie liefern keinen anlass dafür bei cannabis strengere massstäbe anzulegen als bei

cannabis auf türkisch übersetzen deutsch tuerkisch net - Nov 11 2021

cannabis legalisierung und the grenzwert das gilt - Feb 24 2023

web cannabis im straßenverkehr und fahreignung ein evidenzbasierter beitrag zur mpu indikation ab 3 0 ng ml thc im blut cannabis in road traffic and fitness to drive an

cannabis im straßenverkehr cannabisprävention - Jul 20 2022

web together these epidemiological data indicate that recent use of cannabis increases crash risk whereas past use of cannabis does not experimental and culpability studies have

cannabis im straßenverkehr br by günter berghaus hans peter - Jan 14 2022

web we meet the expense of cannabis im strassenverkehr br and numerous books collections from fictions to scientific research in any way in the midst of them is this

medikamente im straßenverkehr das ist zu beachten adac - Dec 25 2022

web may 19 2023 medikamente im straßenverkehr rechtliche aspekte wichtig und weitgehend unbekannt jeder verkehrsteilnehmende ist für seine fahrsicherheit

cannabis legalisierung was bedeutet das für autofahrer - Oct 03 2023

den führerschein verlieren obwohl der konsum schon viele stunden her ist das ist etwas was theoretisch jedem der über drei millionen cannabis konsumenten in deutschland drohen kann grund dafür ist der grenzwert mit dem die polizei den cannabis wirkstoff the im blut feststellt dieser wurde vor rund see more

cannabis im straßenverkehr br by günter berghaus hans peter - Feb 12 2022

web sep 14 2023 transportation research board cannabis springerlink cannabis im strassenverkehr von von guenter berghaus zvab fahrlehrer über cannabis im

cannabis legalisierung cannabis im straßenverkehr - May 18 2022

web der von herrn prof dr th daldrup in seiner studie cannabis im straßenverkehr vorgestellte cannabis influence factor cif als bewertungskriterium einer

cannabis im straßenverkehr - Aug 21 2022

web cannabis im straßenverkehr auch mit dem führerschein kann es zu problemen kommen für cannabis und andere illegale drogen gibt es im straßenverkehr keine

stellungnahme zur studie cannabis im straßenverkehr springer - $\mathrm{Apr}\ 16\ 2022$

web wer unter der wirkung von cannabis im straßenverkehr ein kraftfahrzeug führt wobei eine wirkung vorliegt wenn im blut des fahrers eine the konzentration nachgewiesen wird

cannabis legalsierung das gilt für autofahrer auto motor und - May 30 2023

web aug 20 2023 nach den am mittwoch vorgestellten plänen zur legalisierung von cannabis plädiert nun der bundesdrogenbeauftragte burkhard blienert spd im interview mit dem

kann die legalisierung von cannabis zu mehr verkehrstoten - Jan 26 2023

web april 2021 06 15 uhr seit 2018 ist der besitz von cannabis legal in kanada forschende aus dem nordamerikanischen land haben nun untersucht wie sich das auf die

cannabis am steuer sollte der grenzwert angepasst werden - Aug 01 2023

eine medizinisch psychologische untersuchung soll ermitteln ob der autofahrer zwischen dem konsum von cannabis und dem see more

dose related risk of motor vehicle crashes after cannabis use an - Jun 18 2022

web aug 5 2022 die legalisierung nimmt immer mehr fahrt auf wodurch sich natürlich viele fragen auch auf zukünftige regelungen bezüglich fahrtauglichkeit und fahreignung i

cannabis im straßenverkehr und fahreignung ein - Mar 28 2023

web aug 16 2023 deftige bestrafung für cannabis am steuer wen die polizei mit einem nanogramm oder mehr the pro milliliter blutserum hinterm steuer erwischt dem

entzug fahrerlaubnis bei cannabis anwalt verkehrsrecht - Mar 16 2022

web stellungnahme zur studie cannabis im straßenverkehr led lights growing marijuana cannabis im straßenverkehr von von guenter berghaus zvab what does it feel like to

drogen im straßenverkehr adac - Apr 28 2023

web oct 27 2023 das denkmodell vom alkohol lässt sich nicht auf the übertragen prof dr graw über mögliche auswirkungen von cannabis konsum im straßenverkehr

fahrtüchtigkeit fahreignung und cannabiskonsum springerlink - Oct 23 2022

web cannabis im strassenverkehr br cannabis im strassenverkehr cannabis und führerschein alkohol und drogen im straßenverkehr die auswirkungen von alkohol und

cannabis im verkehr warum ein the grenzwert schwierig ist - Sep 02 2023

die folgen können für betroffene sehr teuer sein es droht neben einer geldstrafe der verlust des führerscheins der nur gegen die erfolgreiche absolvierung einer see more

acca hong kong virtual tax conference 2023 acca global - Sep 18 2023

web this conference will start with an update from government official on the current government policies of talent trawl and attracting strategic enterprises followed by an overview of the latest tax updates insights sharing on some of the most timely tax implications and challenges faced by businesses in hong kong and the emerging tax

taxation tx acca global - Oct 07 2022

web acca accountancy qualifications how it works applied skills exams taxation tx back to applied skills exams corporate and business law lw performance management pm taxation tx financial reporting fr audit and assurance aa financial management fm regional variants available

acca hong kong committee members 2023 2024 elected acca global - Jun 03 2022

web dr danny po was elected chairman of acca hong kong for the term 2023 2024 danny is a senior advisor of deloitte he has more than 36 years of experience in mainland china hong kong sar and international tax and business advisory services danny has been providing a wide range of ipo and transactions related tax services for both in bound

overhauling hong kong s tax regime association of chartered - Feb 11 2023

web thanks to the roll out of a mass vaccination programme and a low base effect chong expects hong kong s economy will grow by 3.5 this year to return to its 2019 size and that the unemployment rate will drop to 4.8 by the end of 2021 the pandemic he said has provided an opportunity for hong kong to transform

hong kong s budget 2021 association of chartered certified - Sep 06 2022

web hong kong s fiscal reserves are expected to drift lower to hk 902 7bn by the end of march 2021 from about hk 1 trillion a year ago we were delighted to see funding for upskilling people which aligns with our recommendations

about acca hong kong acca global - Jul 04 2022

web acca hong kong was established in 1950 throughout the past decades acca has been weathering many ups and downs together with all our stakeholders in this vibrant asia s world city thanks to the collective effort of many generations acca has become a reputable and influential brand widely recognised by the community with strong support cooperating on international tax association of chartered - Aug 05 2022

web hong kong is responding proactively to the changing international tax landscape along with the other 136 inclusive framework if members hong kong has agreed to the two pillar solution to address the tax challenges that arise from digital trade

advanced taxation atx acca global - Nov 08 2022

web learn about the knowledge and skills delivered by the acca qualification advanced taxation atx exam advanced taxation hong kong atx hkg acca global - Jun 15 2023

web this article compliments read the mind of an advanced taxation hong kong marker part 1 in part 1 we provided insight into the marking of candidate scripts for question from section a of the atx hkg exam part 2 this article is based on question 3 from section b of the june 2021 exam

enhancing transparency of beneficial ownership of hong kong - May 02 2022

web acca welcomes the opportunity to comment on financial services and the treasury bureau s consultation paper on enhancing transparency of beneficial ownership of hong kong companies our detailed comments in respect of specific areas to which we responded within the consultation are set out in the attached document

taxation hong kong acca global fundamentals level studocu - Apr 01 2022

web 12 summer has been filing its hong kong profits tax returns on the basis that all of its income is subject to hong kong

profits tax as shown in its last profits tax return for the year of assessment 2012 13 summer has a tax loss of 180 000 eligible for carry forward to future years required

strategic professional options atx hkg acca global - Jan 10 2023

web 6 2 you are the tax adviser in charge of two new clients james liu and his wife jade lau on 1 june 2021 you attended the first meeting with them and obtained the following information for the year ended 31 march 2021 1 james provided his services to a securities company incorporated and carries on business in hong kong boom taxation hong kong tx hkg f6 acca global - Aug 17 2023

web explain the operation scope and functions of the hong kong tax system and the rights and obligations of taxpayers and or their agents employers and the implications of non compliance and the rights and powers of the taxing authorities in the context of tax assessment tax collection and tax recovery

taxation hong kong acca global - Apr 13 2023

web 2 success ltd sl a hong kong incorporated company carries on business in hong kong in the buying and selling of toy products sl imports products from its parent company in the united states us and sells the products to customers in hong kong for the year ended 31 december 2013 sl had the following trading results note turnover 1

tx hkg examinable documents acca global - Oct 19 2023

web taxation tx examinable documents tax rates and allowances hong kong hkg the examinable documents for hong kong hkg can be downloaded below taxation hkg tax rates and allowances 2023 pdf 42kb

advanced taxation hong kong atx hkg p6 acca global - Jul 16 2023

web advanced taxation hong kong atx hkg p6 syllabus and study guide this syllabus and study guide is designed to help with planning study and to provide detailed information on what could be assessed in any examination session

hkicpa hong kong faqs acca global - Feb 28 2022

web p6 hkg advanced taxation hong kong advanced taxation atx hkg module d taxation workshop only p7 advanced audit and assurance advanced audit and assurance aaa module c auditing and information management workshop and refining hong kong s tax system abmagazine accaglobal com - Mar 12 2023

web over the past year hong kong has taken steps to update its tax regime in response to the oecd s domestic tax base erosion and profit shifting beps 2 0 which calls for a minimum effective tax rate of 15 for multinational enterprise mne groups with annual group revenues of at least 750m

advanced taxation hong kong atx hkg dec 2022 examiner acca global - May 14 2023

web advanced taxation hong kong atx hkg dec 2022 examiner s report the examining team share their observations from the marking process to highlight strengths and weaknesses in candidates performance and to offer constructive advice for those

sitting the exam in the future general comments format of exam $\underline{\text{tx technical articles acca global}}$ - Dec 09 2022

web inheritance tax part 1 relevant to those sitting tx uk in june september or december 2020 or march 2021 the article considers the scope of inheritance tax transfers of value rates of tax and exemptions inheritance tax part 2 relevant to those sitting tx uk in june september or december 2020 or march 2021