



Company Email Address

Company Website

Company Number

Company Social Media

EMPLOYEE WELLNESS PROGRAM ANNOUNCEMENT NOTICE

NOTICE: EMPLOYEE WELLNESS PROGRAM ANNOUNCEMENT

Dear [Your Company Name] Team,

We are excited to announce the launch of our new Employee Wellness Program, aimed at fostering a healthier and more productive work environment. At [Your Company Name], we prioritize the well-being of our employees, recognizing that a healthy workforce is a key driver of success.

In alignment with our commitment to employee welfare, the Employee Wellness Program has been designed to address various aspects of well-being, including physical, mental, and social health. This program is a testament to our dedication to creating a workplace where every team member can thrive both personally and professionally.

Program Highlights

Sample Memo To Employees Program Announcement

Lei Shi

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the name 'Lei Shi'.

Sample Memo To Employees Program Announcement:

Immerse yourself in heartwarming tales of love and emotion with Explore Love with is touching creation, **Sample Memo To Employees Program Announcement** . This emotionally charged ebook, available for download in a PDF format (PDF Size: *), is a celebration of love in all its forms. Download now and let the warmth of these stories envelop your heart.

https://hersolutiongelbuy.com/data/virtual-library/Download_PDFS/Toshiba%20Dkt2020%20Sd%20User%20Guide.pdf

Table of Contents Sample Memo To Employees Program Announcement

1. Understanding the eBook Sample Memo To Employees Program Announcement
 - The Rise of Digital Reading Sample Memo To Employees Program Announcement
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Memo To Employees Program Announcement
 - 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 Memo To Employees Program Announcement
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Memo To Employees Program Announcement
 - Personalized Recommendations
 - Sample Memo To Employees Program Announcement User Reviews and Ratings
 - Sample Memo To Employees Program Announcement and Bestseller Lists
5. Accessing Sample Memo To Employees Program Announcement Free and Paid eBooks
 - Sample Memo To Employees Program Announcement Public Domain eBooks
 - Sample Memo To Employees Program Announcement eBook Subscription Services
 - Sample Memo To Employees Program Announcement Budget-Friendly Options
6. Navigating Sample Memo To Employees Program Announcement eBook Formats

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

Sample Memo To Employees Program Announcement 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. Sample Memo To Employees Program Announcement Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Sample Memo To Employees Program Announcement : 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 Sample Memo To Employees Program Announcement : Has an extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Sample Memo To Employees Program Announcement Offers a diverse range of free eBooks across various genres. Sample Memo To Employees Program Announcement Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Sample Memo To Employees Program Announcement Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Sample Memo To Employees Program Announcement, especially related to Sample Memo To Employees Program Announcement, 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 Sample Memo To Employees Program Announcement, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Sample Memo To Employees Program Announcement books or magazines might include. Look for these in online stores or libraries. Remember that while Sample Memo To Employees Program Announcement, 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 Sample Memo To Employees Program Announcement 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 Sample Memo To Employees Program Announcement 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 Sample Memo To Employees Program Announcement eBooks, including some popular titles.

FAQs About Sample Memo To Employees Program Announcement Books

1. Where can I buy Sample Memo To Employees Program Announcement books? Bookstores: Physical bookstores like Barnes & Noble, Waterstones, and independent local stores. Online Retailers: Amazon, Book Depository, and various online bookstores offer a wide range of books in physical and digital formats.
2. What are the different book formats available? Hardcover: Sturdy and durable, usually more expensive. Paperback: Cheaper, lighter, and more portable than hardcovers. E-books: Digital books available for e-readers like Kindle or software like Apple Books, Kindle, and Google Play Books.
3. How do I choose a Sample Memo To Employees Program Announcement book to read? Genres: Consider the genre you enjoy (fiction, non-fiction, mystery, sci-fi, etc.). Recommendations: Ask friends, join book clubs, or explore online reviews and recommendations. Author: If you like a particular author, you might enjoy more of their work.
4. How do I take care of Sample Memo To Employees Program Announcement books? Storage: Keep them away from direct sunlight and in a dry environment. Handling: Avoid folding pages, use bookmarks, and handle them with clean hands. Cleaning: Gently dust the covers and pages occasionally.
5. Can I borrow books without buying them? Public Libraries: Local libraries offer a wide range of books for borrowing. Book Swaps: Community book exchanges or online platforms where people exchange books.
6. How can I track my reading progress or manage my book collection? Book Tracking Apps: Goodreads, LibraryThing, and Book Catalogue are popular apps for tracking your reading progress and managing book collections. Spreadsheets: You can create your own spreadsheet to track books read, ratings, and other details.
7. What are Sample Memo To Employees Program Announcement audiobooks, and where can I find them? Audiobooks: Audio recordings of books, perfect for listening while commuting or multitasking. Platforms: Audible, LibriVox, and Google Play Books offer a wide selection of audiobooks.
8. How do I support authors or the book industry? Buy Books: Purchase books from authors or independent bookstores. Reviews: Leave reviews on platforms like Goodreads or Amazon. Promotion: Share your favorite books on social media or recommend them to friends.
9. Are there book clubs or reading communities I can join? Local Clubs: Check for local book clubs in libraries or community centers. Online Communities: Platforms like Goodreads have virtual book clubs and discussion groups.
10. Can I read Sample Memo To Employees Program Announcement books for free? Public Domain Books: Many classic books are available for free as they're in the public domain. Free E-books: Some websites offer free e-books legally, like Project Gutenberg or Open Library.

Find Sample Memo To Employees Program Announcement :

[toshiba dkt2020 sd user guide](#)

[toshiba 1340 1350 service manual](#)

[torque spec for 20sonata cylinder head](#)

[toro lx 460 service manual](#)

toro 1200 trimmer manual

torrent guide du routard thailande

~~[toshiba e 450 manual](#)~~

[toshiba ct scanner 32 slice operators manual](#)

~~[toro z50shop manual](#)~~

toshiba estudio 120 service manual

torrance test of creative thinking

topol manual of cardiovascular medicine

[topics for an example essay](#)

toro 724 owners manual

[toro sand pro infield pro 3040 5040 service repair workshop manual](#)

Sample Memo To Employees Program Announcement :

icse chemistry dalal of 2014 2015 pdf jean daniel horisberger - Nov 30 2021

web epub icse chemistry dalal of 2014 2015 pdf books this is the book you are looking for from the many other titles of icse chemistry dalal of 2014 2015 pdf books here is

downloadable free pdfs icse chemistry dalal of 2014 2015 - May 05 2022

web sep 19 2023 icse chemistry dalal of 2014 2015 author whichissed visionaustralia org 2023 09 19 15 42 24 subject icse chemistry dalal of 2014 2015 keywords

[icse chemistry dalal pdf ebook and manual free download](#) - Jun 18 2023

web icse chemistry dalal pdf ebook and manual free download free pdf ebooks user s guide manuals sheets about icse chemistry dalal ready for download i look for a pdf

icse class 10 chemistry previous year question paper 2015 - Dec 12 2022

web jan 17 2023 icse chemistry dalal of 2014 2015 1 5 downloaded from secure docs lenderhomepage com on by guest icse

chemistry dalal of 2014 2015 thank you

icse chemistry dalal of 2014 2015 - Apr 04 2022

web icse chemistry dalal of 2014 2015 bombay scottish school mahim cbse class 12 toppers 2017 the learning point s roll of peer reviewed journal ijera com

icse chemistry dalal of 2014 2015 - Nov 11 2022

web icse 2015 chemistry science paper 2 class10th free sample question papers of chemistry 2015 are issued by indian certificate of secondary education i c s e icse

icse 2015 chemistry question paper for class 10 - Oct 10 2022

web web icse chemistry dalal of 2014 2015 ptanc com get free icse chemistry dalal of 2014 2015 has been thoroughly revised as per the new cbse examination paper design 2 the

icse chemistry dalal of 2014 2015 pdf uniport edu - Mar 15 2023

web apr 15 2023 icse chemistry dalal of 2014 2015 2 8 downloaded from uniport edu ng on april 15 2023 by guest beginning of each chapter at the end of each chapter unsolved

icse chemistry dalal of 2014 2015 edms ncdmb gov ng - Mar 03 2022

web jun 2 2023 if you enterprise to fetch and install the icse chemistry dalal of 2014 2015 it is wholly basic then presently we extend the associate to buy and create bargains to

icse chemistry dalal of 2014 2015 pdf zapmap nissan co - Jul 07 2022

web icse chemistry dalal of 2014 2015 investigations into flavor chemistry with special reference to synthesis of volatiles in developing tomato fruit under field and glas

ebook icse chemistry dalal of 2014 2015 pdf - Sep 09 2022

web this online revelation icse chemistry dalal of 2014 2015 pdf can be one of the options to accompany you bearing in mind having extra time it will not waste your time take me

icse chemistry dalal of 2014 2015 pdf renewalcc - May 17 2023

web objective workbook for simplified icse chemistry icse art of effective english writing for classes ix x 2021 edition osaal ncert exemplar problems solutions class

icse chemistry dalal of 2014 2015 pdf uniport edu - Sep 21 2023

web mar 8 2023 icse chemistry dalal of 2014 2015 2 7 downloaded from uniport edu ng on march 8 2023 by guest machine intelligence and data science soft computing and

icse chemistry dalal of 2014 2015 pdf download - Oct 30 2021

[simplified icse chemistry dr viraf j dalal google books](#) - Apr 16 2023

web simplified icse chemistry author dr viraf j dalal publisher allied publishers isbn 8184245467 9788184245462 export citation bibtex endnote refman

chemistry 2015 solved paper previous year question - Jan 13 2023

web get icse class 10 chemistry previous year question paper 2015 questions with solutions icse prepare with these previous year papers and score more ask a doubt

icse chemistry dalal of 2014 2015 test reportandsupport gold ac - Feb 02 2022

web icse chemistry dalal of 2014 2015 cbse class 12 toppers 2017 the learning point s roll of jamnabai narsee school wikipedia peer reviewed journal ijera com falguni

icse chemistry dalal of 2014 2015 free pdf books - Jul 19 2023

web icse chemistry dalal of 2014 2015 book everyone it s free to register here to get icse chemistry dalal of 2014 2015 book file pdf file icse chemistry dalal of 2014 2015

icse chemistry dalal of 2014 2015 iet donnu edu ua - Jan 01 2022

web currently this icse chemistry dalal of 2014 2015 pdf as one of the most functioning sellers here will entirely be in the course of the best options to review learning

icse chemistry dalal of 2014 2015 copy wrbb neu - Jun 06 2022

web icse chemistry dalal of 2014 2015 investigations into flavor chemistry with special reference to synthesis of volatiles in developing tomato fruit under field and glas

icse chemistry dalal of 2014 2015 pdf old nziob org - Aug 20 2023

web icse chemistry dalal of 2014 2015 1 icse chemistry dalal of 2014 2015 this is likewise one of the factors by obtaining the soft documents of this icse chemistry dalal of 2014

icse class 10 chemistry question paper solution - Feb 14 2023

web nov 1 2019 chemistry 2015 solved paper previous year question chemistry 2015 solved paper previous year question icse with sample paper for 2020 and other

icse chemistry dalal of 2014 2015 pdf catalogo - Aug 08 2022

web 61 sample question papers icse class 10 for 2022 examination information systems and neuroscience emerging ict for bridging the future proceedings of the 49th annual

isuzu rodeo factory service repair manuals cardiagn - May 02 2022

web free online pdf for isuzu rodeo workshop manuals isuzu rodeo oem repair manuals isuzu rodeo shop manuals isuzu rodeo electrical wiring diagrams ewd free online service and repair manuals free pdf online

isuzu rodeo ue 2001 full service repair manual ca034189 - Sep 06 2022

web the isuzu rodeo ue 2001 full service repair manual ca034189 provides comprehensive instructions and diagrams for servicing repairing and maintaining your isuzu rodeo ue 2001 this manual is packed with all the information you need and is very easy to use it contains detailed illustrations step by step instructions and diagrams to

isuzu rodeo service repair manual isuzu rodeo pdf online - Apr 13 2023

web you fix cars has auto service repair manuals for your isuzu rodeo download your manual now isuzu rodeo service repair manuals complete list of isuzu rodeo auto service repair manuals isuzu trooper rodeo amigo vehicross 1999 2002 usa versi isuzu trooper rodeo amigo vehicross 1999 2002 usa models

2001 isuzu rodeo service and repair manual ca033137 - Feb 11 2023

web this 2001 isuzu rodeo service and repair manual ca033137 is an electronic format manual that covers all aspects of maintenance and repair for your vehicle it contains detailed illustrations step by step instructions and diagrams to help you diagnose and repair any issue

isuzu rodeo workshop manual 1988 2002 tf free factory service manual - Jun 15 2023

web title isuzu rodeo tf 1988 to 2002 factory service manual workshop manuals file size 334 6 mb file type zip containing pdf files manual type factory service manual factory service manuals and workshop manuals for

isuzu rodeo ue 2001 workshop service repair manual ca031480 - Jul 04 2022

web the manual covers all aspects of the vehicle including engine transmission brakes suspension and more it also includes detailed diagrams and pictures to help guide you through the repair process this manual is an essential tool for anyone looking to keep their isuzu rodeo in top condition

isuzu rodeo service repair manual pdf just give me the damn manual - May 14 2023

web 1999 2002 isuzu trooper rodeo amigo vehicross axiom factory service manual free preview 23400 pages pdf complete fsm contains everything you will need to repair maintain your vehicle download now isuzu trooper rodeo amigo vehicross axiom service repair workshop manual download 1999 2000 2001

2001 isuzu rodeo service repair manual software - Jan 30 2022

web oem service and repair manual software for the 2001 isuzu rodeo if you need a repair manual for your isuzu you ve come to the right place now you can get your repair manual in a convenient format

2001 isuzu rodeo repair manual online repairsurge - Mar 12 2023

web service repair instructions specific to your 2001 isuzu rodeo comprehensive diagrams see how parts fit together so you can repair or replace it diagnostic procedures step by step procedures for testing and repairing problems wiring diagrams detailed information on circuit paths splice locations more

isuzu rodeo 2001 repair service manual ca052650 - Feb 28 2022

web this isuzu rodeo 2001 repair service manual ca052650 is an electronic format and can be printed out for easy reference it contains detailed illustrations and step by step instructions with diagrams and pictures to guide you through the repair process

isuzu rodeo ue 2001 workshop service repair manual - Apr 01 2022

web the manual for isuzu rodeo ue 2001 is available for instant and been prepared primarily for professional technicians however adequate data is given for the majority of do it yourself mechanics and those performing repairs and maintenance procedures

2001 isuzu rodeo service and repair manual - Dec 09 2022

web 2001 isuzu rodeo service and repair manual fixing problems in your vehicle is a do it approach with the auto repair manuals as they contain comprehensive instructions and procedures on how to fix the problems in your ride also customer support over the email and help to fix your car right the first time

isuzu rodeo 2001 factory service repair manual - Aug 05 2022

web meets all your information needs to repair or make some adjustments to your isuzu rodeo 2001 this manual is intended as a handy easy to read reference book for the mechanics and diy persons comprehensive explanations of all installation removal disass

isuzu rodeo service repair manual isuzu rodeo pdf downloads motor era - Aug 17 2023

web motor era offers service repair manuals for your isuzu rodeo download your manual now isuzu rodeo service repair manuals complete list of isuzu rodeo auto service repair manuals isuzu trooper rodeo amigo vehicross 1999 2002 usa versi isuzu trooper rodeo amigo vehicross 1999 2002 usa models

2001 isuzu rodeo repair manuals carid com - Oct 07 2022

web service your 2001 isuzu rodeo easier with our repair manuals available in print and electronic formats and loaded with detailed illustrations

isuzu workshop repair owners manuals 100 free - Jul 16 2023

web our isuzu automotive repair manuals are split into five broad categories isuzu workshop manuals isuzu owners manuals isuzu wiring diagrams isuzu sales brochures and general miscellaneous isuzu downloads the vehicles with the most documents are the other model trooper and ascender

isuzu rodeo sport 2001 factory service repair issuu - Dec 29 2021

web isuzu rodeo sport 2001 factory service repair manual download download here the isuzu rodeo sport 2001 factory service repair manual pdf download contains maintenance schedule and the repair

2001 isuzu rodeo sport service repair manual issuu - Jun 03 2022

web 2001 isuzu rodeo sport service amp repair manual software download here licensed oem service and repair manual software for the 2001 isuzu rodeo sport

2001 isuzu rodeo repair manual vehicle autozone - Nov 08 2022

web 2001 isuzu rodeo battery 2001 isuzu rodeo spark plug 2001 isuzu rodeo oil filter 2001 isuzu rodeo air filter 2001 isuzu rodeo belt 2001 isuzu rodeo wiper blade windshield 2001 isuzu rodeo ignition coil 2001 isuzu rodeo thermostat 2001 isuzu rodeo wireset 2001 isuzu rodeo idler pulley 2001 isuzu rodeo hose heater show

isuzu rodeo 2001 repair service manual manuals online - Jan 10 2023

web service manual repair the manual for isuzu rodeo 2001 is available for instant and been prepared primarily for professional technicians however adequate data is given for the majority of do it yourself mechanics and those performing repairs and m isuzu rodeo 2001 repair service manual manuals online

uniform rules for contract guarantees google books - Jun 01 2022

web the international chamber of commerce icc uniform rules for contract bonds fall within the group of norms that the icc has dedicated to the vast and complex world of

the new icc regulations on contract bonds smu - Feb 26 2022

web title uniform rules for contract guarantees international chamber of commerce imprint paris c1978 icc services description 30 p the uniform rules for contract

uniform rules for demand guarantees urdg explained - Jun 13 2023

web jul 1 2010 the icc uniform rules for demand guarantees document details the icc uniform rules for demand guarantees urdg reflect international standard practice

icc uniform rules for contract bonds urcb icc knowledge - Nov 06 2022

web jun 28 2011 the international chamber of commerce icc has published the comprehensive icc guide to uniform rules for demand guarantees urdg to serve

urdg 758 practical law - Oct 05 2022

web guarantees thus in 1978 the icc issued uniform rules for contract guarantees icc publication no 325 which are to be clearly distinguished from the urdg or uniform

the icc uniform rules for demand guarantees public private - Apr 11 2023

web feb 1 2023 edition notes icc publication no 325 international banking publication international chamber of commerce no 325 international banking paris france

uniform rules for demand guarantees international chamber - Jan 28 2022

web uniform rules for contract guarantees 325 uniform rules for contract guarantees 325 4 downloaded from old
restorativejustice.org on 2022 09 02 by guest associated risks

uniform rules for contract bonds icc knowledge 2 go - Sep 23 2021

guide to icc uniform rules for demand guarantees urdg 758 - Mar 10 2023

web jul 1 2010 urdg 758 used at all stages of a transaction between an exporter and an importer international bank
guarantees are a fundamental instrument of international

uniform rules for contract guarantees urcg globalnegotiator - Aug 15 2023

web uniform rules for contract guarantees urcg the international chamber of commerce icc has established a set of
contractual rules that may be used for contract guarantees to achieve a fair balance among the legitimate interests of the
three parties involved in

uniform rules for demand guarantees urdg practical law - Apr 30 2022

web in contrast to the failed uniform rules for contract guarantees urcg 325 urdg 458 reflected the reality of the
international demand guarantee market and struck the most

guide to icc uniform rules for demand guarantees urdg 758 - Sep 04 2022

web title uniform rules for contract guarantees volume 325 of icc publication volume 325 of international chamber of
commerce publication international banking issue 325 of

the icc uniform rules for demand guarantees urdg 758 - Jan 08 2023

web urdg 758 by raymond cox kc and niamh cleary fountain court chambers based on a prior version by alan ward
rowansbank associates a note on the international

uniform rules for contract bonds urcb united nations digital - Mar 30 2022

web the icc uniform rules for demand guarantees urdg reflect international standard practice in the use of demand
guarantees and balance the legitimate interests of all parties

icc uniform rules for demand guarantees urdg 758 - Jul 14 2023

web icc uniform rules for demand guarantees urdg 758 article 1 application of urdg a the uniform rules for demand
guarantees urdg apply to any demand guarantee

icc unveils guide to the uniform rules for demand guarantees - Aug 03 2022

web an international set of rules produced by the international chamber of commerce governing the rights and obligations of
parties under on demand bonds referred to in these rules

icc uniform rules for contract guarantees open library - Feb 09 2023

web designed specifically for the insurance industry the icc uniform rules for contract bonds are a set of rules help secure uniform practice in the operation and enforcement of

the icc uniform rules for demand guarantees urdg in - Jul 02 2022

web includes letter of the secretary general of the international chamber of commerce requesting endorsement of the uniform rules on contract bonds urcb by the un

uniform rules for contract guarantees 325 - Oct 25 2021

uniform rules for demand guarantees urdg 2010 revision - Dec 27 2021

web the uniform rules for contract bonds number 524 set out below shall apply where expressly incorporated by the parties in accordance with their detailed provisions these

guarantees rules practices conventions and laws - May 12 2023

web guide to icc uniform rules for demand guarantees users and issuers choosing the urdg for their guarantees and counter guarantees will find this guide an

n458 and n758 uniform rules on demand - Dec 07 2022

web the guide to icc uniform rules for demand guarantees urdg 758 provides a clear and comprehensive commentary on the rules and the accompanying model forms

uniform rules for contract guarantees unov library catalogue - Nov 25 2021