

BORYS GRINCHENKO KYIV UNIVERSITY

«APPROVED»

Decision of the Academic Council,
Borys Grinchenko Kyiv University

25 May 2017, Protocol No.5

The Head of the Academic Council, Rector
Viktor Ogneviuk

Programme of Study (Vocational)

073.00.01 Management of Organization

Level One (Bachelor)

Field of Knowledge:	07 Management and administration
Specialty	073 Management
Qualifications	Bachelor of Management

Enacted since 01 September 2017
Order No. 348, May 26, 2017

LETTER OF APPROVAL
Programme of Study (Vocational)

The Chair of Management
Protocol No 9 dated April 5, 2017

The Head of the Chair _____ Valentyna Hladkova

The Academic Council of the Faculty of Informational Technologies and
Administration
Protocol No 7 dated 19 April 2017

The Head of the Academic Council _____ Alla Mykhatska

The Head of the SMC of Standardization and Quality
Education _____ Olha Leontieva
26 April 2017

Vice-Rector on Academic Affairs _____ Oleksii Zhylytsov
_____ 2017

PREAMBLE

The programme of study (vocational) complies with the Law of Ukraine "On Higher Education", 01.07.2015, No.1556-VII, and the Draft of the Standard for Higher Education of Ukraine in the field of 073 Management (Level One (Bachelor) and the interim standard of Borys Grinchenko Kyiv University until the officially approved standard of higher education was implemented.

The programme of study (vocational) developed by the project group:

Alexander Fedotov, PhD in Economics, Associate Professor, Associate Professor of the Chair of Management, Borys Grinchenko Kyiv University

Valerii Pavliuk, PhD. in Public Administration, Associate Professor, Associate Professor of the Chair of Management, Borys Grinchenko Kyiv University

Olena Akilina, PhD in Economics, Associate Professor, Associate Professor of the Chair of Management, Boris Grinchenko Kyiv University

External Reviewers:

Volodymyr Udovychenko - PhD in Economics, Professor, Member of the Kyiv Oblast Council

Valentyna Sereda - Associate Professor of the Chair of International Economics and Marketing, Taras Shevchenko Kyiv State University,) PhD in Economics, Associate Professor

Reviews of the Representatives of Professional Associations/Employers:

Tetiana Onishchenko, Director of VENBEST Ltd. Educational Center

The educational program is introduced for the first time

The term for viewing the educational program is once every 3 years.

Actualized:

Date of Review of the PS /Amendments to PS			
Signature: _____			
PS Guarantor			

I. Profile of the programme of study (vocational)

073 Management

(specialization: Business Development Management / Human Resources Management)

1 – General information	
The full name of the higher education institution and the structural unit	Borys Grinchenko Kyiv University Faculty of Information Technologies and Management
Higher education and the name of the qualification the original language	Higher Education: Bachelor specialty: 073 Management Specialization (selective): management of business development, human resources management educational program: 073.00.01 Management of organizations Educational qualification: Bachelor of Management
Official name of the programme of study	073.00.01- Management of organizations
Type of diploma and term of study according to the programme	Bachelor's degree, unitary, 240 ECTS credits, term of training 3 years 10 months
Availability of accreditation	National Agency for Quality Assurance in Higher Education. Ukraine. The deadline for submission of the program for accreditation is 2019.
Cycle / Level	Level 7 of the National Qualification Framework of Ukraine, FQ-EHEA-first cycle, EQF-LLL- Level 6
Preconditions	Complete secondary education
Language (s) of teaching	Ukrainian
Validity of the programme of study	2022 p.
Internet address of the permanent placement of the description of the programme of study	http://kubg.edu.ua/

2 - The purpose of the programme of study (vocational)

Training of specialists capable of solving practical problems and complex specialized tasks characterized by complexity and uncertainty of conditions in the field of management of organizations and their subdivisions

3 - Characteristics of the programme of study

Subject area	Objects of study / or activity:
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	<p>management of organizations and their divisions. <i>Theoretical content of the subject area:</i> paradigms, laws, laws, principles, historical background of management development; concepts of systemic, situational, adaptive, anticipating, anti-crisis, innovative, project management, etc.; functions, methods, technologies and managerial decisions in management. <i>Methods, techniques and technologies:</i></p> <p>general scientific and specific research methods: calculation-analytical, economic-statistical, economic-mathematical, expert evaluation, factual, sociological, documentary, balance sheet, etc.;</p> <p>methods of realization of management functions: methods of marketing research; methods of economic diagnostics; methods of forecasting and planning; methods of designing organizational management structures; methods of motivation; control methods; methods of evaluating social, organizational and economic efficiency in management, etc ;</p> <p>management methods: administrative, economic, socio-psychological, technological; technologies of substantiation of managerial decisions: economic analysis, simulation modeling, decision tree etc. <i>Instruments and equipment: modern information and communication equipment, information systems and software products used in management.</i></p> <p><i>The proportion of the volumes of the general and professional components and optional parts:</i></p> <ul style="list-style-type: none"> - general and special (professional) competencies in the specialty - 180 ECTS credits (75%); - specialization - 60 ECTS credits (25%), among them: discipline of free choice from the catalog - 20 ECTS credits. <p>Share of training and production practices: 64.5 ECTS credits (26.9%)</p>
Orientation of the programme of study	<p>Educational-professional program with applied orientation to business management and human resources management</p> <p>The program is based on well-known (classical) scientific results, taking into account the current</p>

	state of management, its active penetration into variety area of knowledge and practice, focuses on relevant specialization, within which further professional and scientific careers are possible.
The main focus of the programme of study	<p>General education in management.</p> <p>Additional specialization:</p> <p>Business Development Management provides for the acquisition of fundamental knowledge and practical skills in the field of business efficiency development</p> <p>Personnel management involves mastering managerial skills of personnel behaviour, mentoring, coaching and business career management.</p> <p>Key words: management methods, management functions, managerial decisions, leadership styles and leadership</p>
Specific features of the programme	The interdisciplinary nature of the program gives you the opportunity to form knowledge and skills in the field of management, to prepare high-level specialists who are able not only to carry out basic professional activities but also to adapt to the related areas of professional activity: marketing, accounting, analytical, economic
<p>4 - Eligibility of graduates to employment and further studying</p>	
Employment	<p>Areas of professional activity include:</p> <ul style="list-style-type: none"> • enterprises of any organizational and legal form (commercial, non-profit, state, communal, private) in which graduates work as executives or junior managers in departments and departments of management (marketing, sales, strategic planning, finance, personnel); Small business enterprises in which graduates work as assistant managers; • bodies of state and local government; • Structures in which graduates are entrepreneurs who create and develop their own business. <p>According to the National Classification of Professions ДК 003: 2010, specialists who have completed training according to the programme of study Management of Organization may hold the following primary positions:</p> <p style="padding-left: 40px;">3436.1 - Assistant to the head of the enterprise (institution, organization);</p>

	<p>3436.2 - Assistant to the head of the main unit of the enterprise (institution, organization);</p> <p>3436.3 - Assistant to the manager of a small enterprise without a management unit;</p> <p>3436 - Administrative Assistant;</p> <p>3423 - Personnel inspector;</p> <p>3423 - Personnel Organizer;</p> <p>2419.2 - Specialist in the efficiency of entrepreneurship.</p>
Further learning	Ability to get education at the second (master's) level at the master's programs of educational and professional orientation. Acquiring additional qualifications in the system of postgraduate education.
5 – Teaching and assessment	
Teaching and learning	Based on the individual-personality approach and student-centered principles; is realized through studies based on research, strengthening of practical orientation and creative orientation in the form of a combination of lectures, practical classes, independent study and research work using elements of distance learning, trainings, master-classes of leading managers, gaming imitation technologies, case study, team work , training and production practices, coursework. During the last year of studying 75% of the time is spent on the practice and implementation of the bachelor's project.
Assessment	Cumulative rating system that allows students to get evaluated based on all types of classroom and extracurricular work (current, module, final control); modular control works, individual, group and design work, testing, credits, practice reports, term papers, exams, complex exams, public defense of a bachelor project
6 - Programme competencies	
Integral Competence	The ability to solve complex specialized problems and practical problems that are characterized by complexity and uncertainty of conditions in the field of management or in the process of learning that involves the application of theories and methods of social and behavioral sciences.
General Competence	GC-1 The ability to realize their rights and responsibilities as a member of society, to realize the values of civil (democratic) society and the need for its sustainable development, the rule of law, human and civil rights and freedoms in Ukraine

	GC-2	The ability to maintain and multiply the moral, cultural, scientific values and multiply the achievements of society on the basis of understanding the history and patterns of development of the subject area, and place in the general system of knowledge about nature and society and in the development of society, technology and technology, use different types and forms of motor activity for active rest and healthy lifestyle
	GC-3	The ability to abstract thinking, analysis, synthesis
	GC-4	The ability to apply knowledge in practical situations
	GC-5	Knowledge and understanding of the subject area and understanding of professional activity
	GC-6	The ability to communicate in the state language both verbally and in writing
	GC-7	The ability to communicate in a foreign language
	GC-8	Skills of using information and communication technologies
	GC-9	The ability to learn modern knowledge
	GC-10	The ability to lead research at the appropriate level
	GC-11	The ability to adapt and act in a new situation
	GC-12	The ability to generate new ideas (creativity)
	GC-13	Valuation and respecting for diversity and multiculturalism
	GC-14	The ability to work in an international context
	GC-15	The ability to act on the basis of ethical considerations (motives)
Professional competence of the specialty	PC-1	The ability to identify and describe the characteristics of the organization
	PC-2	The ability to analyze the results of the organization, compare them with the factors of influence of external and internal environment
	PC-3	The ability to determine perspectives for the organization
	PC-4	The ability to determine the functional areas of the organization and the relationship between them
	PC-5	The ability to manage the organization and its subdivisions through the implementation of management functions
	PC-6	The ability to act socially and consciously
	PC-7	The ability to choose and use modern management tools
	PC-8	The ability to plan organization activities and manage time
	PC-9	The ability to work in a team and to establish interpersonal interaction in solving professional problems.
	PC-10	The ability to evaluate the work performed, to ensure their quality and motivate the staff of the organization

	PC-11	The ability to create and organize effective communication in the management process
	PC-12	Ability to analyze and structure the organization's problems, to make managerial decisions and to provide conditions for their implementation.
	PC-13	Understand the principles of law and use them in professional activities
	PC-14	Understand the principles of psychology and use them in professional activities
	PC-15	The ability to form and demonstrate leadership skills and behavioral skills
Additional professional competence specializations (APC)	APC1	For the specialization "Business Development Management". Skills for evaluation and forecasting of business development prospects, financial status of business entities.
	APC2	For specialization "Human Resources Management". Skills of using modern tools for providing personnel development, mentoring, coaching and business career management
7 - Program learning outcomes		
Knowledge and understanding	PLO-K-1	To know your rights and responsibilities as a member of society, to realize the values of civil society, the rule of law, human and civil rights and freedoms in Ukraine
	PLO-K-2	To maintain moral, cultural, scientific values and multiply the achievements of society, use different types and forms of motor activity for a healthy lifestyle
	PLO-K-3	To demonstrate knowledge of theories, methods and functions of management, modern leadership concepts
	PLO-K-4	To have the basics of legal and ethical relations and the bases of psychological peculiarities of behavior
	PLO-K-5	To understand interdisciplinary connections, be able to find out the essence of the same concept (process, phenomenon) from the standpoint of various economic disciplines
	PLO-K-6	To have basic knowledge in the field of economics, in the amount necessary for the mastering of general professional disciplines.
	PLO-K-7	To have the basics of economic theories used in business and human resources management.
Application of knowledge and understanding	PLO-L-1	To demonstrate skills to identify problems and justify managerial decisions.
	PLO-L-2	To describe the content of the functional areas of the organization's activities
	PLO-L-3	To identify the skills of the search, compilation and analysis of information, calculation of indicators for

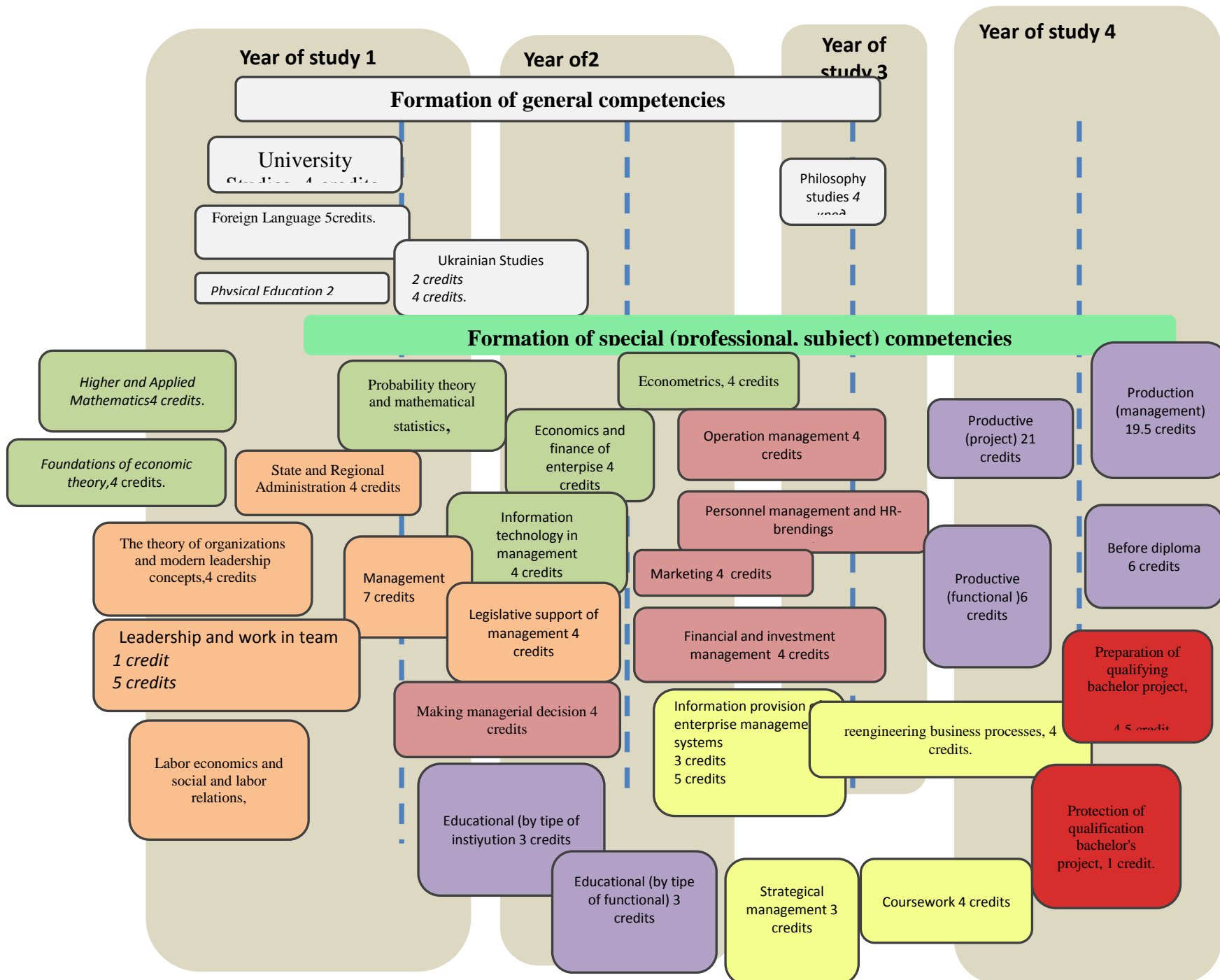
		substantiation of managerial decisions
	PLO-L-4	To identify organizational design skills
	PLO-L-5	To apply management methods to ensure the effectiveness of the organization
	PLO-L-6	To demonstrate skills of interaction, leadership, team work
	PLO-L-7	To have the skills to substantiate the effective tools for motivating the organization's staff
	PLO-L-8	To demonstrate the skills of situational analysis and implementation of communications in various areas of the organization
	PLO-L-9	To evaluate the legal, social and economic implications of the organization's functioning
	PLO-L-10	To demonstrate the ability to communicate competently in oral and written form in state and foreign languages
	PLO-L-11	To identify the causes of stress, adapt themselves and team members to a stressful situation, find ways to neutralize it
	PLO-L-12	To demonstrate the ability to act socially responsible and public consciously on the basis of ethical considerations (motives), respect for diversity and different cultures
	PLO-L-13	To demonstrate skills of independent work, flexible thinking, openness to new knowledge, to have critical thinking and be self-critical
	PLO-L-14	To do research individually or in a group led by a leader
	PLO-L-15	To demonstrate the ability to apply the latest technology in professional activities, willingness and ability through self-education, learning positive experiences, improving their managerial skills.
Additional program learning outcomes	APLO1	For the specialization "Business Development Management". To use the methods of the disciplines which are being studied within the specialization (technology of business process development and management, business security and risk management, controlling, control and audit of the company, management of operations efficiency) to solving tasks of effective business development, to obtain the knowledge of modeling business processes
	APLO2	For specialization "Human Resources Management". To use the methods of disciplines studied in the specialization (HR administration and HR management, staff audit, human resources management technology, personnel behavior management, mentoring, coaching and business career management) to improve the effectiveness of

	personnel management and ensure its development.
8 - Resource support for the implementation of the program	
Personnel support	<p>The academic staff of the programme of study consist of the teaching staff of the chairs of management, finance and economics, information technology and mathematical disciplines of the Faculty of Information Technology and Management. The teaching staff of the chairs of the Faculty of History and Philosophy, the Faculty of Law and International Relations, as well as the chairs of the Institute of Philology are involved into teaching of certain disciplines in accordance with their competence and experience.</p> <p>The practice-oriented nature of the program of study involves a broad participation of practitioners who are in line with the program's direction, which enhances synergy between theoretical and practical training. The head of the project team and the teaching staff, which ensures its implementation, meets the requirements specified by the Licensing Conditions for conducting educational activities of educational institutions.</p>
Material and technical support	<p>Organization of the educational process is ensured primarily:</p> <ul style="list-style-type: none"> - an area sufficient for conducting all kinds of training sessions and out-of-account activities, in particular, all audiences are equipped with SMART-boards or projectors; - computer classes; -availability of the library and reading room with the necessary fund of educational -methodical literature; -modern technical equipment and sports equipment. <p>The existing material and technical base provides an opportunity to provide a complete training of bachelors for management education and professional program.</p>
Information and educational and methodological support	<p>Educational and methodological support, which is developed and is available, contains all necessary documents regulating the educational activity of the educational institution. Disciplines are provided with working curricula, necessary methodological recommendations, their own system of control measures and criteria for assessing students' knowledge, as well as ENC. "University" publishing house fully provides the needs of chairs in the publishing house of educational and methodical literature.</p>
9 - Academic mobility	
National Credit Mobility	
International Credit Mobility	<p>Since the University is a member of the Erasmus + educational program of the European Union, due to such cooperation, student managers are able to study in foreign countries through exchange programs, in particular at the Polonium Academy in Czestochowa (Poland).</p>
Training of foreign applicants for higher education Education	

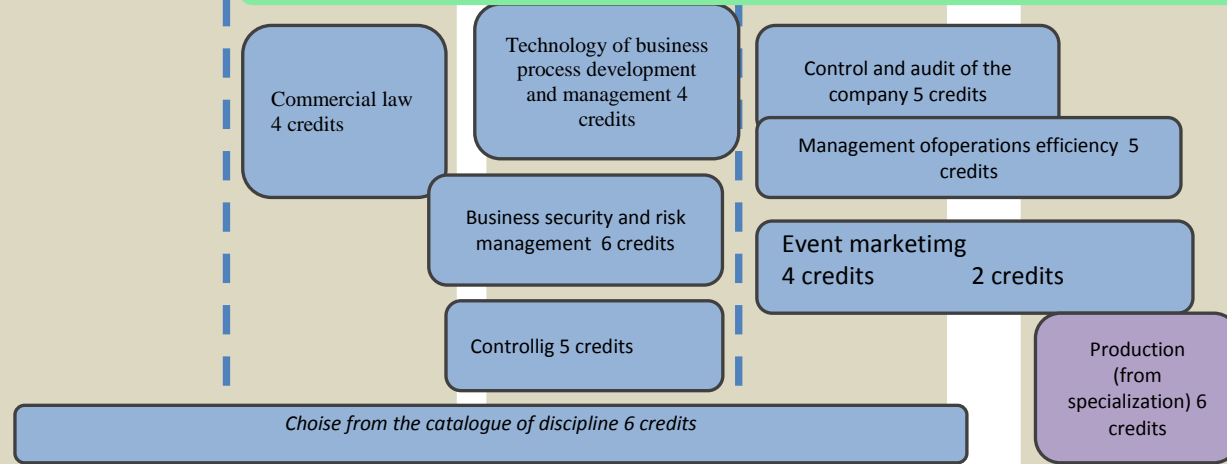
II. The List of the Components of the Programme of Study (vocational) Social Communications and Their Logical Coherence

Component Code	Code (acad. disc., pr., assess.)	Components of the Programme of Study (academic discipline, practice, degree paper)	Credits ECTS	The Form of the Final Control
1	2	3	4	5
Compulsory components of PS				
CC 1	ОДФ.01	University Studies	4	Credit
CC 2	ОДФ.02	Foreign Language	10	Credit, exam
CC 3	ОДФ.03	Physical Education	4	Credit, credit
CC 4	ОДФ.04	Ukrainian studies	6	Exam
CC 5	ОДФ.05	Philosophical studies	4	Exam
Formation of professional competencies				
CC 6	ОДФ.01	Higher and Applied Mathematics	4	Exam
CC 7	ОДФ.02	Foundations of economic theory	4	Exam
CC 8	ОДФ.03	Probability theory and mathematical statistics	4	Credit
CC 9	ОДФ.04	Econometrics	4	Credit
CC 10	ОДФ.05	Economics and finance of the enterprise	4	Exam
CC11	ОДФ.06	Information technology in management	4	Exam
CC12	ОДФ.07	The theory of organizations and modern leadership concepts	4	Exam
CC13	ОДФ.08	Economics of Labour and Social-Labour Relations	5	Exam
CC14	ОДФ.09	State and regional management	4	Exam
CC15	ОДФ.10	Management	7	Exam
CC16	ОДФ.11	Leadership and teamwork	6	Exam
CC17	ОДФ.12	Legislative support of management (labor, administrative, financial)	4	Credit
CC18	ОДФ.13	Adoption of managerial decisions	4	Exam
CC19	ОДФ.14	Operational management	4	Exam
CC20	ОДФ.15	Personnel Management and HR-Branding	4	Exam
CC21	ОДФ.16	Marketing	4	Credit
CC22	ОДФ.17	Financial and investment management	4	Exam
CC23	ОДФ.18	Information support of enterprise management system	5	Credit Exam
CC24	ОДФ.19	Strategic management	4	Exam
CC25	ОДФ.20	Reengineering business processes	4	Exam
CC26	ОДФ.21	Coursework for business process reengineering	1	-
Total theoretical training			116	-
Practice				
O	OP 0.1	Educational (familiar with type of institutions)	3	Credit

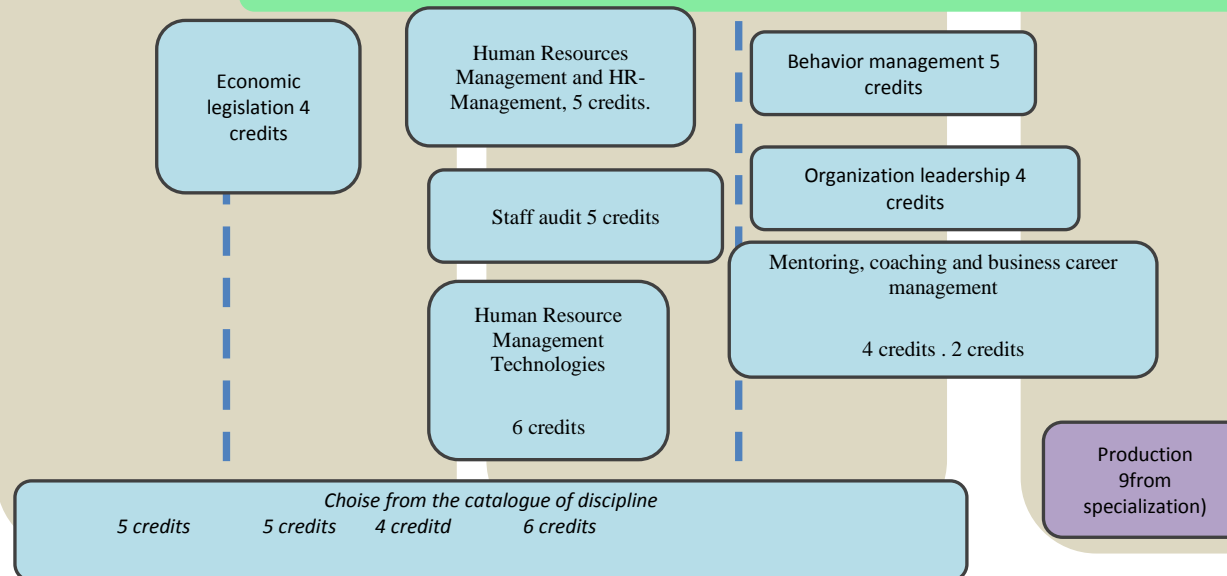
K27				
OK28	OP 0.2	Educational (familiar with the types of functions)	3	Credit
OK29	OP 0.3	Production (functional)	6	Credit
OK30	OP 0.4	Production (project)	21	Credit
OK31	OP 0.5	Production (managerial - internship)	19.5	Credit
OK32	OP 0.6	Pre-graduation	6	Credit
Total practice			58.5	-
Attestation				
OK33	OA1	Preparation of qualifying bachelor project	4.5	
Ok34	OA2	Protection of the qualification bachelor project	1	
Total Mandatory Component:			180	
Optional components of EP				
OC1.1	ВДC 1.01	Commercial law	4	Exam
OC1.2	ВДC 1.02	Technology of development and management of business processes	4	Credit
OC1.3	ВДC1.03	Business security and risk management	6	Exam
OC1.4	ВДC1.04	Controlling	5	Exam
OC1.5	ВДC1.05	Control and audit firm	5	Exam
OC1.6	ВДC1.06	Management of operations efficiency	4	Credit
OC1.7	ВДC1.07	Event Marketing	6	Exam
OC1.8	БП1.01	Industrial (from specialization)	6	Credit
Selective block 2 (specialization "Human Resources Management")				
OC2.1	ВДC2.01	Economic legislation	4	Exam
OC2.2	ВДC2.02	Personnel Administration and HR-Management	4	Credit
OC2.3	ВДC2.03	Personnel audit	5	Exam
OC2.4	ВДC2.04	Technologies of Human Resources Management	6	Exam
OC2.5	ВДC2.05	Management of personnel behavior	5	Exam
OC2.6	ВДC2.06	Organizational Leadership	4	Credit
OC2.7	ВДC2.07	Mentoring, Coaching and Business Career Management	6	Exam
OC2.8	БП2.01	Production (specialization)	6	Credit
Sample block 3 (without specialization)				
		free choice of academic disciplines from the course catalogue	20	Credits
Total for specialization			40	
Total amount of the optional components			60	
TOTAL AMOUNT OF THE PROGRAMME OF STUDY			240	



Specialization Selection (Business Development Management)



Specialization Selection (Human Resources Management)



III. Form of Attestation of Higher Educational Learners

The graduate students majoring in 073 "Management get attestation in the form of degree paper defense and they are given the document of the state standard issued to confirm that they are awarded with the bachelor's degree and education qualification of Bachelor of Management.

The attestation is performed openly and publicly.

IV. Matrix of the Programme Competence Compliance with the Programme Components.

	CC1	CC2	CC3	CC4	CC5	CC6	CC7	CC8	CC9	CC10	CC11	CC12	CC13	CC14	CC15	CC16	CC17	CC18	CC19	CC20	CC21	CC22	CC23	CC24	CC25	CC26	CC27	CC28	CC29	CC30	CC31	CC32	CC33	OC1	OC2	OC3	
GC1				•	•								•				•																	•	•		
GC2	•		•	•	•																																
GC3					•	•	•	•				•	•	•				•	•					•	•									•	•		
GC4		•			•		•		•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
GC5	•						•			•		•	•		•	•		•	•	•	•	•	•	•	•	•											
GC6				•																																	
GC7		•																																			
GC8											•																										
GC9	•	•		•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
GC10					•								•		•										•	•							•	•			
GC11					•							•			•	•																					
GC12					•							•			•	•										•											
GC13	•				•										•																						
GC14																					•																
GC15	•				•										•	•																					
PC1	•						•			•		•			•				•		•	•		•	•	•	•	•	•	•	•	•	•	•	•	•	
PC2							•	•	•	•		•			•			•	•	•	•	•		•	•	•	•	•	•	•	•	•	•	•	•	•	•

	CC1	CC2	CC3	CC4	CC5	CC6	CC7	CC8	CC9	CC10	CC11	CC12	CC13	CC14	CC15	CC16	CC17	CC18	CC19	CC20	CC21	CC22	CC23	CC24	CC25	CC26	CC27	CC28	CC29	CC30	CC31	CC32	CC33	OC1	OC2	OC3		
PC3							•	•	•	•		•			•			•	•	•	•	•		•	•	•	•	•	•	•	•	•	•	•	•	•		
PC4							•			•		•	•								•	•		•	•	•		•	•	•	•	•	•	•	•	•	•	
PC5										•		•			•				•		•	•			•	•			•	•	•	•	•	•	•	•	•	
PC6												•	•	•	•	•	•			•	•				•	•	•											
PC7								•	•		•	•			•	•		•	•		•		•		•	•				•	•	•	•	•	•	•	•	
PC8													•		•			•	•	•	•			•	•	•									•	•		
PC9															•	•			•	•	•																	
PC10										•		•	•		•	•			•	•	•				•	•										•	•	
PC11											•	•			•	•			•	•	•		•															
PC12								•	•			•			•			•		•		•	•	•	•	•									•	•		
PC13	•												•	•			•																•		•	•		
PC14																•		•		•																•		
PC15												•			•	•																						
APC1																																			•	•		
APC2																																		•		•		

V. Matrix of Providing Programme Learning Outcomes with the Relevant Programme Components

	CC1	CC2	CC3	CC4	CC5	CC6	CC7	CC8	CC9	CC10	CC11	CC12	CC13	CC14	CC15	CC16	CC17	CC18	CC19	CC20	CC21	CC22	CC23	CC24	CC25	CC26	CC27	CC28	CC29	CC30	CC31	CC32	CC33	OC1	OC2	OC3		
K-1				•	•									•				•															•	•				
K-2	•		•	•	•																																	
K-3												•			•	•		•	•	•	•	•													•	•		
K-4	•				•										•	•	•		•	•	•						•	•					•	•				
K-5							•			•		•						•	•		•	•	•															
K-6							•			•		•	•									•	•	•	•	•	•						•	•	•			
K-7							•			•		•	•									•	•	•	•	•	•						•	•	•	•		
S-1								•	•	•		•	•	•	•	•		•			•	•	•	•	•	•	•			•	•	•	•	•	•	•		
S-2							•			•		•	•								•	•	•	•	•	•	•		•	•	•	•	•	•	•	•	•	
S-3								•	•	•	•	•	•	•	•				•			•	•	•	•	•	•			•	•	•	•	•	•	•	•	
S-4									•			•										•	•	•	•	•	•			•	•	•	•	•	•	•	•	
S-5												•			•	•			•			•	•	•	•	•	•			•	•	•	•	•	•	•	•	
S-6												•			•	•					•										•				•	•		
S-7										•			•		•						•										•				•	•		
S-8											•	•			•	•					•			•											•	•		
S-9										•		•					•	•																				
S-10		•		•											•																		•		•			
S-11					•										•	•					•														•	•		
S-12				•	•							•	•	•	•	•	•	•	•		•	•												•	•	•	•	
S-13	•				•	•						•	•		•	•			•		•	•				•	•					•	•	•	•	•	•	

	CC1	CC2	CC3	CC4	CC5	CC6	CC7	CC8	CC9	CC10	CC11	CC12	CC13	CC14	CC15	CC16	CC17	CC18	CC19	CC20	CC21	CC22	CC23	CC24	CC25	CC26	CC27	CC28	CC29	CC30	CC31	CC32	CC33	OC1	OC2	OC3	
S-14															•	•				•																	
S-15					•						•				•	•											•					•	•				