**Harmonogram form wsparcia – w projekcie „Nowe kwalifikacje i doświadczenie kluczem do lepszej przyszłości”**

**Zadanie 1 Poradnictwo zawodowe obejmujące identyfikację potrzeb uczestnika z opracowaniem IPD**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  l.p. | nazwisko i imię |  |  |  | **SUMA** |
| data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin |
| 1 | Osoba 16 | 04.12.2020 | 2 | 05.12.2020 | 2 | 06.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 2 | Osoba 17 | 04.12.2020 | 2 | 05.12.2020 | 2 | 06.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 3 | Osoba 18 | 04.12.2020 | 2 | 05.12.2020 | 2 | 06.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 4 | Osoba 19 | 04.12.2020 | 2 | 05.12.2020 | 2 | 06.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 5 | Osoba 20 | 04.12.2020 | 2 | 05.12.2020 | 2 | 06.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 6 | Osoba 21 | 01.12.2020 | 2 | 02.12.2020 | 2 | 03.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 7 | Osoba 22 | 01.12.2020 | 2 | 02.12.2020 | 2 | 03.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 8 | Osoba 23 | 01.12.2020 | 2 | 02.12.2020 | 2 | 03.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 9 | Osoba 24 | 01.12.2020 | 2 | 02.12.2020 | 2 | 03.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 10 | Osoba 25 | 01.12.2020 | 2 | 02.12.2020 | 2 | 03.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 11 | Osoba 26 | 10.12.2020 | 2 | 11.12.2020 | 2 | 13.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 12 | Osoba 27 | 10.12.2020 | 2 | 11.12.2020 | 2 | 13.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 13 | Osoba 28 | 10.12.2020 | 2 | 12.12.2020 | 2 | 13.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 14 | Osoba 29 | 10.12.2020 | 2 | 12.12.2020 | 2 | 13.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 15 | Osoba 30 | 09.12.2020 | 2 | 10.12.2020 | 2 | 12.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 16 | Osoba 31 | 09.12.2020 | 2 | 11.12.2020 | 2 | 12.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 17 | Osoba 32 | 09.12.2020 | 2 | 11.12.2020 | 2 | 12.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |
| 18 | Osoba 33 | 09.12.2020 | 2 | 11.12.2020 | 2 | 13.12.2020 | 2 |  |  |  |  |  |  |  |  | **6** |

**Harmonogram form wsparcia – w projekcie „Nowe kwalifikacje i doświadczenie kluczem do lepszej przyszłości”**

**Zadanie 2 Warsztaty z zakresu aktywnego poszukiwania pracy (poradnictwo zawodowe grupowe)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  l.p. | nazwisko i imię |  |  |  | **SUMA** |
| data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin |
| 1 | Osoba 11 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 2 | Osoba 12 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 3 | Osoba 13 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 4 | Osoba 14 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 5 | Osoba 15 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 6 | Osoba 16 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 7 | Osoba 17 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 8 | Osoba 18 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 9 | Osoba 19 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 10 | Osoba 20 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 11 | Osoba 21 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 12 | Osoba 22 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 13 | Osoba 23 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 14 | Osoba 24 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 15 | Osoba 25 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 16 | Osoba 26 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 17 | Osoba 27 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 18 | Osoba 28 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 14 | Osoba 29 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 15 | Osoba 30 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 16 | Osoba 31 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 17 | Osoba 32 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |
| 18 | Osoba 33 | 14.12.2020 | 8 | 15.12.2020 | 8 | 16.12.2020 | 8 |  |  |  |  |  |  |  |  | **24** |

**Harmonogram form wsparcia – w projekcie „Nowe kwalifikacje i doświadczenie kluczem do lepszej przyszłości”**

**Zadanie 3 Pośrednictwo pracy przez cały okres projektu dla wszystkich**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  l.p. | nazwisko i imię |  |  |  | **SUMA** |
| data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin |
| 1 | Osoba 1 | 14.12.2020 | 1 | 16.12.2020 | 1 | 18.12.2020 | 1 | 20.12.2020 | 1 |  |  |  |  |  |  | **4** |
| 2 | Osoba 2 | 14.12.2020 | 1 | 16.12.2020 | 1 | 18.12.2020 | 1 | 20.12.2020 | 1 |  |  |  |  |  |  | **4** |
| 3 | Osoba 3 | 14.12.2020 | 1 | 16.12.2020 | 1 | 18.12.2020 | 1 | 20.12.2020 | 1 |  |  |  |  |  |  | **4** |
| 4 | Osoba 4 | 14.12.2020 | 1 | 17.12.2020 | 1 | 19.12.2020 | 1 | 21.12.2020 | 1 |  |  |  |  |  |  | **4** |
| 5 | Osoba 5 | 15.12.2020 | 1 | 17.12.2020 | 1 | 19.12.2020 | 1 | 21.12.2020 | 1 |  |  |  |  |  |  | **4** |
| 6 | Osoba 6 | 15.12.2020 | 1 | 17.12.2020 | 1 | 19.12.2020 | 1 | 21.12.2020 | 1 |  |  |  |  |  |  | **4** |
| 7 | Osoba 7 | 15.12.2020 | 1 | 17.12.2020 | 1 | 19.12.2020 | 1 | 21.12.2020 | 1 |  |  |  |  |  |  | **4** |
| 8 | Osoba 8 | 15.12.2020 | 1 | 17.12.2020 | 1 | 19.12.2020 | 1 | 21.12.2020 | 1 |  |  |  |  |  |  | **4** |
| 9 | Osoba 9 | 16.12.2020 | 1 | 18.12.2020 | 1 | 20.12.2020 | 1 | 22.12.2020 | 1 |  |  |  |  |  |  | **4** |
| 10 | Osoba 10 | 16.12.2020 | 1 | 18.12.2020 | 1 | 20.12.2020 | 1 | 22.12.2020 | 1 |  |  |  |  |  |  | **4** |

**Harmonogram form wsparcia – w projekcie „Nowe kwalifikacje i doświadczenie kluczem do lepszej przyszłości”**

**Zadanie 4 Szkolenia prowadzące do nabycia, podniesienia, uzupełnienia lub zmiany kwalifikacji i kompetencji zawodowych**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  l.p. | nazwisko i imię |  |  |  | **SUMA** |
| data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin |
| 1 | Osoba 11 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 2 | Osoba 12 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 3 | Osoba 13 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 4 | Osoba 14 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 5 | Osoba 15 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 6 | Osoba 16 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 7 | Osoba 17 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 8 | Osoba 18 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 9 | Osoba 19 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 10 | Osoba 20 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 11 | Osoba 21 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 12 | Osoba 22 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 13 | Osoba 23 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 14 | Osoba 24 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 15 | Osoba 25 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 16 | Osoba 26 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 17 | Osoba 27 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 18 | Osoba 28 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 14 | Osoba 29 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 15 | Osoba 30 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 16 | Osoba 31 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 17 | Osoba 32 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |
| 18 | Osoba 33 | 17.12.2020 | 9,5 | 18.12.2020 | 9,5 | 19.12.2020 | 9,5 | 20.12.2020 | 9,5 | 21.12.2020 | 9,5 | 22.12.2020 | 9,5 | 23.12.2020 | 9,5 |  |

**Harmonogram form wsparcia – w projekcie „Nowe kwalifikacje i doświadczenie kluczem do lepszej przyszłości”**

**Zadanie 4 Szkolenia prowadzące do nabycia, podniesienia, uzupełnienia lub zmiany kwalifikacji i kompetencji zawodowych**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  l.p. | nazwisko i imię |  |  |  | **SUMA** |
| data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin | data | ilość godzin |
| 1 | Osoba 11 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 2 | Osoba 12 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 3 | Osoba 13 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 4 | Osoba 14 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 5 | Osoba 15 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 6 | Osoba 16 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 7 | Osoba 17 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 8 | Osoba 18 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 9 | Osoba 19 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 10 | Osoba 20 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 11 | Osoba 21 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 12 | Osoba 22 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 13 | Osoba 23 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 14 | Osoba 24 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 15 | Osoba 25 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 16 | Osoba 26 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 17 | Osoba 27 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 18 | Osoba 28 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 14 | Osoba 29 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 15 | Osoba 30 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 16 | Osoba 31 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 17 | Osoba 32 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |
| 18 | Osoba 33 | 28.12.2020 | 9,5 | 29.12.2020 | 9,5 | 30.12.2020 | 9,5 | 31.12.2020 | 5 |  |  |  |  |  |  | **100** |

**Harmonogram form wsparcia – w projekcie „Nowe kwalifikacje i doświadczenie kluczem do lepszej przyszłości”**

**Zadanie 5 Staże zawodowe**

|  |  |  |  |
| --- | --- | --- | --- |
| l.p. | nazwisko i imię |  |  |
| Od | Do |
| 1 | Osoba 1 | 01.12.2020 | 31.12.2020 |
| 2 | Osoba 2 | 01.12.2020 | 31.12.2020 |
| 3 | Osoba 3 | 01.12.2020 | 31.12.2020 |
| 4 | Osoba 4 | 01.12.2020 | 31.12.2020 |
| 5 | Osoba 5 | 01.12.2020 | 31.12.2020 |
| 6 | Osoba 6 | 01.12.2020 | 31.12.2020 |
| 7 | Osoba 7 | 01.12.2020 | 31.12.2020 |
| 8 | Osoba 8 | 01.12.2020 | 31.12.2020 |
| 9 | Osoba 9 | 01.12.2020 | 31.12.2020 |
| 10 | Osoba 10 | 01.12.2020 | 31.12.2020 |