

CUSTOMISED TRAINING CALENDAR 2020

"customise your course to suit your training needs"



Tel: (+27) 79 075 4005
Website: www.sterlingafricatrainco.co.za
Email: info@sterlingafricatrainco.co.za
Email: sterlingafrika@gmail.com
Email: obo.richard1@gmail.com
Sterling Afrika Training & Consultancy

PHYSICAL
Unit 5, Parkfield Court
1185 Park Street
Hatfield, 0028
South Africa
POSTAL
Postnet Suite 198
Private X4
Menlo Park, 0102

Airport Management

Code	Course Title	No of wks	Course Dates
SAT 340	Strategic Management for Civil Aviation Authorities	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 341	Airport Security Operations	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 342	Aviation and Airport Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 343	Aviation Security Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 344	Airport Operations and Transportation Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 345	Airport Ramp Operations and Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 346	Airside Induction Training and Safety	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Secretarial & Administration Development

Code	Course Title	No of wks	Course Dates
SAT 350	Advanced Skills for Executive Secretaries & Personal Assistants	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 351	Strategic Office Management and Administration Skills	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 352	Fundamental Customer Care, Management Skills And Record Keeping	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 353	Paper And Electronic Records Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 354	Advanced Records and Registry Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 355	Communication Skills (Skills Development & Presentation)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 356	Computer Skills for Data Records Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 357	Diploma in Document & Information Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 358	Electronic Archiving & Records Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 359	Financial Skills for Pro-active PA's	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 360	Management Development Programme for Frontline Staff	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 361	Managerial Skills for Secretaries & Administrative Assistants	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 362	Project Management for PA's & Secretaries	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 363	Protocol, Diplomacy and International Relations	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 364	International Protocol, Ethics And Etiquette Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

HIV & AIDS

Code	Course Title	No of wks	Course Dates
SAT 370	(HIV/AIDS) Guidance & Counselling	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 371	Advanced Certificate in Advocacy, Communication & Behavioural Change (HIV/AIDS)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 372	Advocacy, Communication & Social Mobilization	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 373	Gender Training Policy on HIV/AIDS	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 374	HIV/AIDS in Gender Research Projects	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 375	Management of HIV in the Workplace	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 376	Monitoring HIV/AIDS Programmes	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 377	HealthCare Quality Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Legal

Code	Course Title	No of wks	Course Dates
SAT 380	Building Effective Judicial Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 381	Contractual Laws & Dispute Resolution	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 382	E-Commerce and Cyber Crimes Law	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 383	Judicial Administration	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 384	Judicial Records Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 385	Legislative Drafting & Court Reporting	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 386	Regulatory Impact Analysis	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 387	Women In Law Enforcement	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Government and Governance

Code	Course Title	No of wks	Course Dates
SAT 390	The Role of Corporate Governance in Creating Effective Boards	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 391	Corporate Governance for Fraud Prevention	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 392	Disarmament, Demobilization and Reintegration programmes	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 393	Effective Stakeholder Management Course	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 394	Decentralisation and Local Government Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 395	Election Observation Monitoring	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 396	Good Governance and Policy Analysis Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Rural Development and Gender

Code	Course Title	No of wks	Course Dates
SAT 400	Agricultural Project Analysis Management Techniques	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 401	Strategy Rural Development Management (SRDM)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 402	Agricultural Extension and Rural Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 403	Rural Cooperatives Techniques and Marketing	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 404	Rural Micro-Credit Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 405	Management of Rural Poverty Alleviation Projects	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 406	Agricultural Food Marketing and Export Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 407	Management of Rural Poverty Alleviation Projects	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 408	Agricultural Food Marketing and Export Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 409	Participatory M & E of Agricultural Extension Programme	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 410	Animal & Crop Management for Agricultural Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 411	Data Management & Statistical Analysis	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 412	Diploma in Health Information Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 413	Disaster Management & Response Programme	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 414	Gender advocacy, Networking and Strategy	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 415	Gender & Economic Policy Analysis (GEPA)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 416	Gender Auditing	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 417	Gender Mainstreaming (Train the Trainer)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 418	Leadership Skills and Management for Women	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 419	Management of Community Development Projects	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 420	Empowering Women In Politics	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 421	Poverty and Social Impact Assessment Programme	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 422	Poverty Monitoring & Assessment (PMA) Systems	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 423	Rural Road Development & Maintenance	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Human Resources Development

Code	Course Title	No of wks	Course Dates
SAT 425	Human Resource Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 426	Organisational Change & Strategy Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 427	Measuring The Return On Investment (ROI) Of Training	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 428	Succession Planning And Career Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 429	Human Resource Planning (HRP)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 430	Balanced Scorecards and Strategy Maps	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 431	Advanced Course in Public Private Partnerships	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 432	Skills Auditing Techniques	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 433	Budget Control In HR	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 434	Strategic HR Solutions, Planning and Talent Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 435	Training of Trainers	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 436	Compensation Management Programme	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 437	Remuneration and Benefit Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 438	Computer Assisted Human Resources	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 439	Financial Human Resources Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 440	Human Resources and Performance Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 441	Human Resources Management (Policy & Strategy)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 442	Organisational Change & Development Strategy	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 443	Organisational Change Management (Policy & Strategy)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 444	Pensions and Social Security Benefits Administration	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 445	HR Analytics and Strategic Workforce Planning	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Tourism Management

Code	Course Title	No of wks	Course Dates
SAT 446	Heritage and Museum management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 447	Sustainable Tourism Management and Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 448	E-Tourism	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 449	Eco-Tourism management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 450	Sustainable Tourism in protected Areas	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 451	Policy Development and Planning for Sustainable Tourism	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 452	HRM in Tourism & Hospitality	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Corporate Management

Code	Course Title	No of wks	Course Dates
SAT 456	Strategic People Management for Senior Public Managers	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 457	Infrastructure Delivery Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 458	Executive Public Management And Governance	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 459	Corporate and Institutional Governance in the Public Sector	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 460	E-Business Strategies, Planning & Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 461	Effective Performance Management and Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 462	Leadership And Change Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 463	Asset & Liability Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 464	Crisis Management & Contingency Planning	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 465	Fraud Detection, Prevention & Control	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 466	Policy Development Skills for Managers	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 467	Supervisory & Operations Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 468	Leadership, Supervision & Organisational Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 469	Sustainable Local Economic Development Planning	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Energy

Code	Course Title	No of wks	Course Dates
SAT 470	Energy Management Systems	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 471	Energy for Sustainable Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 472	Renewable Energy	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 473	Monitoring & Evaluation of Energy Projects	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 474	Mining Geology	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 475	Surface Mining	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 476	Negotiation and Conflict Management in Community and Protected Areas	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 477	Mining Surveying	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 478	Oil and Gas Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 479	Biomass Conversion Technologies	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 480	Asphalt Technology	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Information Technology (IT)

Code	Course Title	No of wks	Course Dates
SAT 481	IT Security And Cyber Forensics	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 482	ICT Policy Formulation And Implementation	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 483	IT Governance	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 484	IT Security And Risk Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 485	IT Project and Service Management (ITPSM)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 486	Risk Based IT Audit and Governance	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 487	IT Security, Infrastructure and Data Recovery	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 488	IT Governance with Cobit*	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 489	ICT Service Level Agreements	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 490	Digital Forensics	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 491	Information Systems Auditing	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 492	Broadcasting, Content Monitoring and Enforcement	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 493	Radio Spectrum management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 494	Systems Analysis and Design	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 495	IT Systems & Network Security	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 496	Database Systems Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Marketing Management

Code	Course Title	No of wks	Course Dates
SAT 500	Public Relations, Communication and Information Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 501	Marketing Communication	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 502	Public Relations, Communication and Media	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 503	Advanced Customer Care & Public Relations	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 504	International Trade and Negotiation	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 505	Marketing Information Systems & Foreign Trade Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 506	Strategic Marketing Management (Policy, Strategy & Implementation)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 507	Total Quality Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Environmental

Code	Course Title	No of wks	Course Dates
SAT 510	Environmental Sanitation and Pollution Control	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 511	Environmental Water Quality in Water Resource Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 512	Environmental Impact Assessment Towards Sustainable Development	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 513	Contemporary EIA	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 514	Environmental Planning and Management in Urban Design	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 515	Non-Revenue Water Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 516	Advanced Issues in Regulating Electric Utilities & Energy Networks	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 517	Solid Waste Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 518	Toxic and Hazardous Waste Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 519	Diploma in Disaster Preparedness & Response	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 520	Geographic Information Systems (GIS)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 521	Impact Evaluation for Water & Sanitation	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 522	Leadership and Climate Change	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec

Project Management and Monitoring & Evaluation

Code	Course Title	No of wks	Course Dates
SAT 526	Project and Environmental Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 527	Project Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 528	FIDIC Contract Management For Engineering Projects	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 529	Project management for engineers	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 530	Project Planning, Monitoring & Evaluation	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 531	Computerised applications for Monitoring & Evaluation	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 532	Computerised applications for Project Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 533	Project Design, Proposal Writing & Fund-Raising	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 534	Project Management for Donor Funded Projects	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 535	Project Management Information Systems (PIMS)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 536	Statistical Methods for Risk Management	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 537	RB Monitoring & Evaluation of Development Projects	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 538	Sector-Wide Approach Management (SwAP)	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec
SAT 539	Participatory Monitoring & Evaluation of Projects	1 - 4	Jan - Mar Apr - Jun Jul - Sep Oct - Dec