



**Europass
Curriculum Vitae**

Personal information

First name / Surname	Dr. sc.administr. IVETA CĪRULE
Address	Veca Bikernieku Street 9-16, Riga, LV-1079, Latvia
Mobile	+371 29189748
E-mail	naturalproducts@inbox.lv
Nationality	Latvian
Date of birth	03/07/1975
Gender	Female

PEN PROFILE

Since January 2020 (30 months) independent Postdoctoral researcher on topic of Open Innovation and Business Incubation.

Iveta Cīrule holds PhD Degree in Business Administration. Phd Thesis “University Business incubator impact on tenant’s performance” proved the business incubator mediating role in entrepreneurship development through open innovation concept.

Since 2013 - Head of RISEBA University Creative Business Incubator and Co-founder of Latvia Students’ Business Incubations.

Since 2013 – Co-founder and Board Member of non-governmental organization Project Net focusing on the education challenges, particularly adult and long-life education.

Since 2019 – founder and promoter of SENIOR UNIVERSITY initiative based on global Third Age University Network RUTIS model. Iveta is a Founder and Board Member and Researcher at NGO Project Net, Ltd BIORGANIK5 and SENIOR UNIVERSITY.

Moto “Turn ideas into action” reveals the main philosophy of all activities!

Competitive advantage: management of international projects and teaching.

Research interests:

- + Business incubation, young entrepreneurs, youth entrepreneurship
- + social innovation & social entrepreneurship
- + open innovation & open innovation competencies & strategies
- + cultural & creative industries
- + entrepreneurship education
- + social capital
- + creativity & creative thinking
- + third age university
- + communication and public diplomacy

WORKING EXPERIENCE

Date **2017- 2020 (part-time)**

Latvia Science Council, Scientific Secretary for Social and Humanity Research projects proposals, national funding for projects (budget min 150 000 max 300 000 eur)

Part time work during calls, Expert Agreement

Main tasks: coordinate the process of international evaluation

Main outcome: 310 projects supervised since 2017, total 4 national calls

Occupation or position held **Dr.sc.adminstr., Head of Creative Business Incubator, RISEBA University 2013 -2019**

Entrepreneurship Lecturer and Business Incubation & Acceleration & Innovation Expert

Developed Curricula in Latvia, English, Russian:

- ✓ Course “Innovation and Creativity in Business”, Bachelor’s Programme “European Business Studies” in English;
- ✓ Course “Entrepreneurship Basics”, Bachelor’s Programme “Public Relations, Advertising and Marketing” in Latvian;
- ✓ Course “Commercial Activity”, Bachelor’s Programme “Audio Visual Media” in Latvian;
- ✓ Course “Project Management and Reconstruction”, Bachelor’s Programme “Architecture” in English;
- ✓ Course “Open Innovation, Creativity and Knowledge Management”, Master’s programme “International Business” in English;
- ✓ Course “Social Business “ Bachelor’s Programme “Entrepreneurship” in Russian;
- ✓ Course “Social Business“for Distance Learning Students, Bachelor’s Programme “Entrepreneurship” in Latvian and Russian.
- ✓ Course “Open Innovation and Organizational Development”, Master’s Programme “Strategic Business Management”, “Human Resource Development” in Latvian, English.

Main activities and responsibilities business incubation and entrepreneurship education, education policy

Name and address of employer RISEBA University www.riseba.lv

Type of business or sector Education

Occupation or position held **Senior Expert, National Contact Point, Programme Horizon 2020,**

Main activities and responsibilities **Thematic strands “*Innovation in SMEs*”, “*Access to finance*”, “*Inclusive, innovative and reflective societies*”**

SEDA Education, Research and Innovation Department

SME consultations, NGO consultations, representative of Latvia in European Commission working groups and programme committees on SME and Societal challenges.

Activity 1.1.1.5 “Research Aid” of the Specific Aid Objective 1.1.1 “To increase the research and innovative capacity of scientific institutions of Latvia and the ability to attract external financing, investing in human

Name and address of employer *resources and infrastructure” of the Operational Programme “Growth and Employment” of the EU Structural and Cohesion Fund 2014-2020*

Type of business or sector

State Education Development Agency (SEDA) www.viaa.gov.lv

Public Administration

- Occupation or position held **Senior Expert, Bioeconomy, Regional Development, Business Administration, Innovation Management, SED**
 Main activities and responsibilities **Administration, Innovation Management, SED** Education, Research and Innovation Department
 Expert selection, Project evaluation
Activity 1.1.1.2 "Post-doctoral Research Aid" of the Specific Aid Objective 1.1.1 "To increase the research and innovative capacity of scientific institutions of Latvia and the ability to attract external financing, investing in human resources and infrastructure" of the Operational Programme "Growth and Employment" of the EU Structural and Cohesion Fund 2014-2020
- Name and address of employer State Education Development Agency (SEDA) www.viaa.gov.lv
 Type of business or sector Public Administration
- Date June 2016 – July 2016
- Occupation or position held **Senior Expert, Bioeconomy, Regional Development, Business Administration, Innovation Management, CFCA**
 Main activities and responsibilities **Administration, Innovation Management, CFCA** Project Selection Division
 Expert selection, Project evaluation
1.1.1.1 "Industry-Driven Research" of specific objective 1.1.1 "To increase the research and innovation capacity of scientific institutions of Latvia and their ability to attract external funding by investing in human resources and infrastructure" of priority axis "Research, development of technologies and innovation" of operational programme "Growth and Employment" of the EU Structural and Cohesion Fund 2014-2020
- Name and address of employer Central Finance and Contracting Agency (CFCA), www.cfla.gov.lv
 Type of business or sector Public Administration
- Occupation or position held **Expert and lecturer, Member of Board, Project Net**
 Main activities and responsibilities Entrepreneurship education promotion and trainings
- Name and address of employer non-governmental organization "Project Net", www.projectfund.net , Latvia
 Type of business or sector Civil Society Organization
 Date December 2012- December 2015
- Occupation or position held **Expert and lecturer, Member of Board, Social Innovation Centre**
 Main activities and responsibilities Create Social Innovation Initiative in Latvia, exchange best practices among EU states and international partners; promote the development of social entrepreneurship in Latvia; enhance sustainable development of society
- Name and address of employer non-governmental organization "Social Innovation Centre", www.socialinnovation.lv , Latvia
 Type of business or sector Civil Society Organization, social innovation, social entrepreneurship, public health, creative and culture industries
 Date October 2011 - now
- Occupation or position held **Expert and lecturer, Creative and Culture Industries, freelance**

Main activities and responsibilities	<p>Expertise and lecturing, Creative and Culture Industries, Latgale Planning Region Latvia- Lithuania Cross Border Cooperation Project LLIII-194 „Development of joint strategy and cooperation network for promotion of creative industries”;</p> <p>Training “Creative thinking and innovation” for sales managers of Company “Latvijas Tālrūnis” (www.latvijastalrunis.lv) January – March 2012;</p> <p>Volunteer lecturer for Vidzemes Augstkola (Valmiera City) “Creating Ideas for Startups” (Motivation seminar for graduates and students) January 2012</p>
Name and address of employer	non-governmental organization “Knowledge and Innovation Society” (“ZINIS”) www.zinis.lv , Jurmala, Vasaras Street 6, Latvia
Type of business or sector	Civil Society Organization, EU Project Management and regional development
Date	2006 -now
Occupation or position held	Entrepreneur, Innovation & entrepreneurship & business incubation consultant, Expert and lecturer, Project Manager, part-time

Main activities and responsibilities	<p>Since 2006 Ltd BIORGANIK (www.biorganik.lv) Founder and Board Member</p> <p>Consultant for company “MarLeo” www.marleo.lv (natural&organic products for health and beauty) – export markets, development strategy, product development and marketing, January – June 2012</p> <p>Training for Startup companies in Latgale Region “Business Models”, “The role of Team and Personnel in entrepreneurship”, September – December 2012</p> <p>Project Manager “SYNERGY”, EU Lifelong Learning Programme, September 2013 – August 2015, http://socialinnovation.lv/en/synergy-when-local-partners-become-an-european-network/</p> <p>Social Dialogue Consultant and Coordinator for Riga Planning Region, Social Dialogue Strengthening Project, Latvia Employers’ Confederation, April 2014 – May 2015, www.lddk.lv</p> <p>Social Business Models, Training for Social Business Incubator Reach For Change, October 2015, May 2016</p> <p>Workshop “How to promote the sense of entrepreneurship”, Riga City Council, Youth Workers and Youth NGOs, Riga, April 20, 2016</p> <p>Entrepreneurship Expert, project Erasmus for Young Entrepreneurs BIZ4EYE, January 2015- January 2017, http://www.biz4eye.eu/</p> <p>Regional Development Consultant, Aloja District, April 2015 – December 2015, regional development and entrepreneurship development, the concept of Regional Centre SALA http://www.sala.lv/</p> <p>Regional training for Seniors (24 persons and 5 mentors) “Strengthen entrepreneurial skills”, Smarde, Smarde Parish, Riga Region, Latvia, December 14, 2016</p>
Name and address of employer/contractor	<p>Latgale Region, Latgale machinery and technology centre, Rezekne’s Business Incubator (www.idejuviesnica.lv);</p> <p>Daugavpils University Technological Centre (www.du.lv);</p> <p>Preilu City Business Incubator (www.preili.lv);</p> <p>Alberta College (www.alberta-koledza.lv)</p> <p>Latvia Investment and Development Agency (www.liaa.gov.lv)</p> <p>Riga City Council (www.riga.lv)</p> <p>Aloja District Council (www.aloja.lv)</p>
Type of business or sector	<p>Entrepreneurship, education and regional development</p>

Dates	04/2012- 03/2013
Occupation or position held	Head of Project Management and International Cooperation Division, Centre for Disease Prevention and Control of Latvia Lecturer at Riga Stradin's University, Project Management in the field of Public Health
Main activities and responsibilities	<ul style="list-style-type: none"> • Plan, coordinate, implement International cooperation projects • Coordinate communication process on international cooperation with international and national institutions and organizations (World Health Organizations, European Commission, Ministry of Health of Latvia, national and international NGOs and Funds) • Supervise 8 EU co-funded public health projects (Euro-Urhis, Equity Action, Eurocat, Jamie, Orphanet, Euro-Peristat, EPAAC, ECHIM) • EU funded project TUBIDU (<i>Empowering civil society and public health system to fight tuberculosis epidemic among vulnerable groups</i>) Project Manager in Latvia, public health research project, www.tai.ee/tubidu
Name and address of employer	Centre for Disease Prevention and Control of Latvia (www.spkc.gov.lv) Dunties Street 22, Riga, LV-1005 Riga Stradin's University (www.rsu.lv), Dzirciema Street 16, LV-1007
Type of business or sector	Public Administration, International Relations and Project Management Public Health Policy
Dates	06/2011- 04/2012
Occupation or position held	Project Manager International Cooperation
Main activities and responsibilities	<ul style="list-style-type: none"> • Plan, coordinate, implement International cooperation projects • Coordinate communication process on international cooperation with international and national institutions and organizations (World Health Organizations, European Commission, Ministry of Health of Latvia, national and international NGOs and Funds) • EU funded project TUBIDU (<i>Empowering civil society and public health system to fight tuberculosis epidemic among vulnerable groups</i>) Project Manager in Latvia, Public Health research project
Name and address of employer	State Agency Infectology Centre of Latvia, Latvia; Linezera Str. 3 Riga, LV – 1006
Type of business or sector	Public Administration, International Relations and Project Management Public Health Policy
Dates	02/2011 – 07/2011
Occupation or position held	Culture and Creative Industries Coordinator

Main activities and responsibilities	<ul style="list-style-type: none"> • Planning, preparation and implementation of Culture and Creative Industries' policy in Latvia • Cooperation in the field of CII with Ministry of Economy, Latvia State Development and Investment Agency, Ministry of Education; • Coordinate the CI working group (Institutions, NGO' s, CCI business representatives); • Manage the CCI Development Council' s work; • Representing Latvia on CI issues in European Commission DG Education and Culture working group; • Create new platform for Latvia' s CCI future development in cooperation with Latvia CCI industries representatives and Institutions; • Prepare communication strategy on CCI, implement PR actions
Name and address of employer	Ministry of Culture, Latvia; Kr.Valdemara Str. Riga, LV - 1364
Type of business or sector	Public Administration, International Relations and Culture Policy
Dates	03/2009 – 09/2009
Occupation or position held	Head of Minister's Office
Main activities and responsibilities	<ul style="list-style-type: none"> • Managing Agenda of the Minister, • International cooperation, • Planning, preparation and implementation of regional visits, • Managing communication issues of the Minister, • Preparation of documents and supervision of documentation.
Name and address of employer	Ministry of Agriculture, Latvia; Republikas Sq.2., Riga, LV - 1981
Type of business or sector	Public Administration, Agriculture Policy
Dates	10/2008 – 02/2009
Occupation or position held	Adviser (Public Administration and International Relations) to the Minister
Main activities and responsibilities	<ul style="list-style-type: none"> • Planning, preparation and implementation of foreign visits, • Managing the communication issues of international cooperation, • Preparation of documents and supervision of documentation.
Name and address of employer	Ministry of Culture, Latvia; Kr.Valdemara Str. Riga, LV - 1364
Type of business or sector	Public Administration, International Relations and Culture Policy
Dates	12/2007 – 09/2008
Occupation or position held	Head of Minister's Office
Main activities and responsibilities	<ul style="list-style-type: none"> • Managing Agenda of the Minister.
Name and address of employer	Ministry of Finance, Latvia; Smilsu Str.1., Riga, LV - 1919
Type of business or sector	Public Administration, Finance Policy
Dates	04/2006 – 12/2007

Occupation or position held	Head of Minister's Office
Main activities and responsibilities	<ul style="list-style-type: none"> • Managing Agenda of the Minister, • Managing communication issues of the Minister.
Name and address of employer	Ministry of Defence, Latvia; Kr.Valdemara Str.10/12, Riga, LV - 1473
Type of business or sector	Public Administration, Defence Policy
Dates	05/2005 – 04/2006
Occupation or position held	Adviser (Public Relations and Public Administration) to the Minister Head of Public Relations and International Cooperation Unit Project Manager of PR campaign on National Development Plan 2007-2013
Main activities and responsibilities	<ul style="list-style-type: none"> • Managing communication issues of the Ministry, • Planning, preparation and implementation of foreign visits of Ministry's Officials and Minister, • Planning, preparation and implementation of National Development Plan 2007-2013 Public Relations campaign (9 regional conferences, the discussion pool of entrepreneurs, exhibition "Regional Development in Latvia", www.nap.lv).
Name and address of employer	Ministry of Regional Development and Local Governments, Latvia; Lacplesa Str.27, Riga, LV - 1011
Type of business or sector	Public Administration, Public Relations and Regional Development Policy
Dates	08/2005 – 12/2005
Occupation or position held	Project Manager, Project „Building the Capacity of Latvia's Public Administration” carried out by the financial support of European Union and supervised by the Ministry of Finance and Public Administration School
Main activities and responsibilities	<ul style="list-style-type: none"> • Organizing training process for civil servants and employees of 14 Line Ministries and 10 State Agencies, • Preparation of tender documentation (EU and government procurement) and contracts, • Conducting survey, analyzing and decision making of study needs, • Recruitment of lecturers, • Reporting to the Project Supervision Team.
Name and address of employer	Ministry of Finance, Latvia; Smilšu Str.1., Riga, LV - 1919
Type of business or sector	Public Administration, Project Management
Dates	03/2004 – 05/2005
Occupation or position held	Head of Minister's Office
Main activities and responsibilities	<ul style="list-style-type: none"> • Managing Agenda of the Minister, • Managing communication issues of the Minister.
Name and address of employer	Ministry of Defence, Latvia; Kr.Valdemara Str.10/12, Riga, LV - 1473
Type of business or sector	Public Administration, Defence Policy

Dates	05/2000 – 09/2002
Occupation or position held	Assistant to the Minister
Main activities and responsibilities	<ul style="list-style-type: none"> • Managing Agenda of the Minister, • Planning, preparation and implementation of regional visits, • Managing communication issues of the Minister, • Preparation of documents and supervision of documentation.
Name and address of employer	Ministry of Agriculture, Latvia; Republikas Sq.2., Riga, LV - 1981
Type of business or sector	Public Administration, Public Relations and Agriculture Policy
Dates	07/1999 – 05/2000
Occupation or position held	Assistant to the Prime Minister
Main activities and responsibilities	<ul style="list-style-type: none"> • Planning, preparation and implementation of regional visits
Name and address of employer	State Chancellery , Latvia; Brivibas Blvr. 36, Riga, LV - 1520
Type of business or sector	Government Office
Dates	08/1998 – 07/1999
Occupation or position held	Project Manager, Department of Planning and Information
Main activities and responsibilities	<ul style="list-style-type: none"> • Managing the work of European Integration Council in Latvia (members - Ministers and Prime Minister, Head of Latvia State Bank, other shareholders, regular monthly meetings), • Managing the work of Senior Official Council on European Integration Issues (members – State Secretaries of Ministries, Heads of EU departments, regular weekly meetings).
Name and address of employer	European Integration Bureau, Latvia; Basteja Blvr. 14, Riga, LV - 1050
Type of business or sector	Government Office, Project Management and European Integration Process

EDUCATION AND TRAINING

Dates	01/2014 – 06/2018
Name and type of organisation providing education and training	Doctoral degree in Business Administration , RISEBA University of Business, Arts and technology, Doctoral studies, programme “Business Administration”, PhD Thesis – University Business Incubator impact on Tenants Performance.
Dates	09/1997 – 06/1999
Title of qualification awarded	Master’s Degree of Social Sciences in Politics

Principal subjects/Occupational skills covered

- Public policy analysis
- Decision making
- Basics of economy
- International Private Rights
- Public Law
- The Consumers' Behaviour and Free Market
- The History of Diplomacy
- European Union before and after Maastricht
- European Political System
- European Integration Process: theory and practice
- The Theory of International Politics
- Japanese and Chinese Languages

Name and type of organisation providing education and training **University of Latvia**
Faculty of History and Philosophy, Department of Political Sciences

Dates **09/1993 – 06/1997**

Title of qualification awarded **Bachelor's Degree of Social Sciences in Sinology**

Principal subjects/Occupational skills covered

- Chinese Languages,
- Oriental Culture and History,
- Calligraphy,
- China and Asia Economics,
- Ancient Chinese Language,
- English Language,
- Communication science,
- Legislation,
- Sociology,
- Psychology

Name and type of organisation providing education and training **University of Latvia**
Faculty of Foreign Languages, Department of Oriental Studies ;
China, Beijing Language and Culture University (1996-1997), Certificate.

PERSONAL SKILLS AND COMPETENCES

Mother tongue **Latvian**

Other language(s) **English, Russian, Chinese**

Self-assessment

		Understanding		Speaking		Writing	
		Listening	Reading	Spoken interaction	Spoken production		
English		Proficient user	Proficient user	Proficient user	Proficient user	Proficient user	
	Russian	Proficient user	Proficient user	Proficient user	Proficient user	Proficient user	

Social skills and competences **Excellent teamwork, including working and learning experience in multinational team;**
strong communication skills and high level of responsibility

- Computer skills and competences MS Office, MS Project, INTERNET, e-mail;
Profound use of office equipment
- Organisational skills and competences
- Strong management skills and strategic planning,
 - Competence at Public Relations issues,
 - Knowledge on EU issues,
 - Competence at Protocol issues,
 - Project writing and project management,
 - Profound organizing skills
- Training “E-marketing for successful entrepreneurship”, Latvia Technological Centre, 8th November 2011
- Study courses at the State Administration School of Latvia, certificates:
„Protocol”, 28.09.-01.10.1999., 2007,
„The Advertising and the modern communication in Public Administration”, 25.10.-29.10.1999.,
„The Quality management”, 12.10.1999,
„Psychology of Management”, March 2000,
„Project Management”, 03.09.-26.09.2001,
„How to work with the Mass Media”, 11.12.-14.12.2001.
The study course “Communicating with the Public”, Hague, Netherlands, Academy of Communication and Journalism, certificate, 30.10.-18.11.2005.
- LIFELONG LEARNING PROGRAMME - GRUNDTVIG WORKSHOP (2012-1-PT1-GRU13-11923) “GREEN: Learning New Approaches for Sustainable Alternatives”, Portugal, October 2012
- LIFELONG LEARNING PROGRAMME – GRUNDTVIG Project SYNERGY www.project-synergy.eu , adult mobilities Portugal October 2013, Romania May 2014.
- EUROPEAN ENTREPRENEURSHIP COLLOQUIUM, Vlerick Business School, Brussels, Belgium, 6-12July 2014
- Driving licence Since 1995, B

ACADEMIC RESEARCH AND PARTICIPATION 23-25 April 2014, 7th annual international research conference “Business and Uncertainty: Challenges for Emerging Markets”, Riga, Latvia; Research Paper – Youth Employability via Business Incubation;

14 May 2014, Guest Speaker and Moderator of creative workshop ““Business incubator for the young people of my school””;

International Educational Conference “THE SCHOOL OF THE FUTURE STARTS TODAY”, during National Creative week supported by British Council Latvia and Ministry of Education and Ministry of Culture.

BUSINESS INCUBATION AT HIGHER EDUCATION INSTITUTIONS – CASE STUDY FROM LATVIA”, XX Annual International Conference PUTTING KEYWORDS TOGETHER IN INNOVATION ECOSYSTEM, 27-29 May, 2015, Kaunas, Lithuania.

THE AGE OF MARRIAGE MATTERS: THE SUSTAINABILITY OF SOCIAL ENTERPRISES ESTABLISHED BY THE YOUNG VS OLDER ENTREPRENEURS, international conference „Information Society and Modern Business. Modern Trends in Business: Globalization vs Localization”, Ventspils, April 23-25, 2015

THE IMPORTANCE OF ENTREPRENEURSHIP EDUCATION IN BUSINESS INCUBATION AT HIGHER EDUCATIONAL INSTITUTIONS IN LATVIA, international conference 21st Century challenges in economics and culture, Riga, April 8, 2016

THE ROLE OF SOCIAL NETWORK-eWOM IN UNIVERSITY BUSINESS INCUBATORS’ START-UP DEVELOPMENT IN LATVIA, international conference Challenges of Business Sustainability in the Digital Age, Riga, April 21-23, 2016

UNIVERSITY BUSINESS INCUBATION KEY SUCCESS FACTORS - CASE STUDY FROM LATVIA, conference Entrepreneurship, Innovation and Regional Development - EIRD 2016, Tallinn, June 28-29, 2016

PUBLICATIONS

THE AGE OF MARRIAGE MATTERS: THE SUSTAINABILITY OF SOCIAL ENTERPRISES ESTABLISHED BY THE YOUNG VS OLDER ENTREPRENEURS; Journal of Business Management, ISSN 1691-5548 2015. No10, pages 37-46;

SETTING THE SCENE: LOCAL GOVERNMENT AS A CONCEPTUAL STAKEHOLDER AND PARTNER FOR SUPPORTING SOCIAL ENTERPRISES IN LATVIA, Inderscience Publishers, 2015, IJBG 170Y0X

BUSINESS INCUBATION AT HIGHER EDUCATION INSTITUTIONS IN LATVIA – CASE STUDY FROM LATVIA, RISEBA University monography Business Meets Art: Beyond the Traditional Approach to Education, Management and Business, ISBN 978-9984-705-32-3, pages 39-48, 2016;

BUSINESS GAMES.THE IMPORTANCE OF ENTREPRENEURIAL KEY COMPETENCES’ DEVELOPMENT IN UNIVERSITY BUSINESS INCUBATION IN LATIVA, ISBN: 978-84-617-4083-3 NO COMERCIAL | EDITORIAL: European Academic Publisher page 739

OPEN INNOVATION STRATEGIES AND BUSINESS INCUBATION SERVICE IMPACT ON THE SUCCESS OF INCUBATION, Proceedings of the 2017 International Conference “ECONOMIC SCIENCE FOR RURAL DEVELOPMENT” No 44 Jelgava, LLU ESAF, 27-28 April 2017, pp. 36-43 (Indexed in SCOPUS)

RESEARCH INTEREST Business incubation, entrepreneurship education, nascent entrepreneurship, start-ups, university business incubation, creative industries, social entrepreneurship, education and innovation policy

PARTICIPATION IN ORGANIZATIONS Since 2011, Member of Latvia National Project Management Association (www.lnpva.lv)

December 2012- 2015, Co-founder and Board Member, NGO Social Innovation Centre, www.socialinnovation.lv

Since July 2014, Member of EFER Network, global network of entrepreneurship faculty, <http://network.efer.eu/>

Since October 2013, Co-founder and Board Member, NGO Project Net, www.projectfund.net

REFERENCES ✓ Ingmars Kreismanis, Latvia Science Council, Senior Expert and Supervisor of national research calls, ingmars.kreismanis@lzp.gov.lv

June 15, 2020