



ISCEA Supply Chain Certification Programs

Frequently Asked Questions

Why to Obtain Certification in Supply Chain?

- Gain an analytical Edge
- Build a Knowledge Base in Supply Chain
- Stand from the Crowd
- Best Value to Money
- To Gain Practical Edge
- Internationally Recognized Certificate
- Learn Supply Chain Tools & Techniques

CSCA

Certified Supply Chain Analyst **CSCM**

Certified Supply Chain Manager **CLM**

Certified Lean Master **CDDP**

Certified Demand
Driven Planner

Authorized Knowledge Partners



Lahore & Punjab Region



Karachi & Sindh Region





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Frequently Asked Questions

What does the CSCM / CSCA stands for?

CSCA – Certified Supply Chain Analyst CSCM - Certified Supply Chain Manager

2. What is the difference between CSCA, CSCM and CDDP?

2.1 What is CSCA & what is the benefit of CSCA?

- . It is an analytical program
- . This program is designed to impart Supply Chain knowledge required for tactical level and participants acquire analytical skills to understand needs of end to end supply chain.

2.2 What is CSCM & what is the benefit of CSCM?

- It is a strategic level program
- . You will learn to increase the performance of your organization's supply chain.
- . You will be capable to develop strategies which will be aligned with your company's short term & long term goals.
- . You will learn to control the inventory levels of your business process because major cost lies.
- . You will learn tools and techniques for decision making and negotiation in scouring and procurement.
- . You gain capabilities in making sound decisions in how much to buy, when to buy & where to store.
- . You will have expertise in capacity planning & distribution network modeling skills.
- . Professionals gain better control over your throughput accounting.
- . You gain capabilities to rectify bottle necks in supply chain.
- . You will know the various methodologies and practices related to business operations.

2.3 What Is CDDP?

- . It is a strategic level program for Planners and Top Management
- . You will learn "Dealing with Variability"
- . You will know "Where to Focus First"
- . The Challenge of MRP in Today's Environment
- . You can compare DDMRP to Past Practices
- . You will understand Inventory is Asset or Liability
- . You will know importance of Buffers and How to create Buffer Profiles
- . You will evaluate Strategic Inventory Positioning and Dynamic Adjustments
- . You will be able to apply Demand Driven Planning
- . You will learn Visible and Collaborative Execution and S&OP
- . Get insight of Demand Driven Operating Model and Adaptive System

3. What is the duration of this program?

- . CSCA comprises of 2 days, having total credit hours of 15 hours.
- . CSCM comprises of 5 days, having total credit hours of 40 hours.

4. Can I take exam without completing credit hours?

No. It is mandatory to complete required credit hours of the program.

5. What will be the session learning hours?

You have to reach venue at 8:45 AM. Session will start at 9:00 AM sharp in the morning and will be concluded at 6:00 PM in evening



6. What is included in the program?

CSCA

- . 15 hours of classroom instruction led by an experienced supply chain management expert.
- . A study guide with all the slides and exercises.
- 2 hour classroom review of the CSCA exam.
- 2 hour CSCA exam

CSCM

- . 40 hours of classroom instruction led by an experienced supply chain management expert.
- . A study guide with all the slides and exercises.
- . 2 hour classroom review of the CSCA exam.
- 4 hour CSCA exam

7. What is the fee of these programs?

CSCA

- . Standard fee is US\$ 1,100 globally.
- . ISCEA is currently running capacity building program in Pakistan; this fee is subsidized through partial scholarship.
- . If you are less than 30 years of age then you can avail partial scholarship of USD 600 under the young professional category.
- . Payable fee under this category is US\$ 500.
- . If you are more than 30 years of age then you can avail partial scholarship of USD 350 under the non-young professional category.
- Payable fee under this category is US\$ 750.

CSCM

- . Standard fee is US\$ 2,150 globally
- . ISCEA is currently running capacity building program in Pakistan; this fee is subsidized through partial scholarship.
- . You can avail partial scholarship of USD 1,155.
- . Payable fee under is US\$ 995 which is around PKR 104,500.

8. What is included in the fee?

- . IISB Accredited Certification Exam
- Workshop course material
- . Lunch/refreshments at the hotel during the workshop sessions.
- . 1 free retake (if applicable)
- Certificate
- . Membership cards

9. Does this fee also include travel and lodging?

The Fee covers following, else to be managed by the candidates:

- . Training workshop
- . Course material
- . Exam & 1 free re-take
- Certificate



10. Can you provide additional discount?

As ISCEA is currently running a capacity building program in Pakistan, our programs are already available on subsidized rates.

11. Is Tax included in the mentioned fee?

No. Fees are exclusive of taxes.

12. What happens after I deposit the fee?

Once you have made the payment, please email the copy of cheque or pay order and copy of deposit slip.

13. Can I pay in installments or after the program?

No. fee must be paid once and should be paid before the program date.

14. Can I do CSCA / CSCM program online?

CSCA is available online. Once you pay the fee for CSCA, we will give you access to 16 online session recordings which will be valid for 30 days, you will get course book through courier. 2 practice online exams are included. Once you are ready, you should notify by email to Customer desk Pakistan & Global Desk and register for i-proctor exam. You have to make sure that you have computer / laptop with webcam and good internet connectivity.

15. What will be the exam about?

Exam will be online and will come from the training material which will be discussed during preparation classes. Theme of the exam is multiple choice questions.

- . CSCA exam consists of 100 MCQs from which you have to secure minimum 70% correct answers i.e. 70 correct answers.
- . CSCM exam consists of 200 MCQs from which you have to secure minimum 70% correct answers i.e. 140 correct answers.

16. When will be the result announced?

As the exams are CBT, Computer Based Testing, you will get the result immediately...

17. When certificate will be given?

On passing the exam, you will receive a confirmation email from ISCEA Global Desk. Certificates come from ISCEA World Head Quarters USA and we scheduled a certificate handover ceremony and handover the certificate, this process usually takes 3 months approximately.

18. What is the validity of the certificate?

ISCEA Certification is valid upto 3 years.

19. How can I renew my certification?

19.1 ISCEA Continuing Certification Requirements

Your credentials with the international supply chain education alliance (ISCEA) make you an industry expert. Therefore, ISCEA requires that all its certification holders participate in continuing education to keep up with ever changing global supply chain body of knowledge and practice by renewing your certification with ISCEA every three (3) years.



19.2 Professional Development Units:

45 PDUs for CSCM, 25 PDUs for CSCA, 25 PDUs for CDDP, 45 PDUs for RFIDSCM, 45 PDUs for CLM, 25 PDUs for CSSYB, 45 PDUs for CSSGB, 60 PDUs for CSSBB

19.3 Application and Renewal fees:

US\$75 for CSCM, US\$50 for CSCA, US\$50 for CDDP, US\$75 for RFIDSCM, US\$75 for CLM, US\$50 for CSSYB, US\$75 for CSSGB, US\$75 for CSSBB

19.4 The Renewal process:

19.4.1 Complete the ISCEA Certification Renewal Application

Then mail, fax, or scan and email the Renewal Application to ISCEA Global Desk (info@iscea.net)

19.4.2 Pay the renewal fees

Pay the fees on-line or mail a check to ISCEA WHQ with your application.

19.4.3 By Mail:

ISCEA WHQ

Attn: ISCEA Certifications Renewals

2000 Auburn Drive, Suite 200

Beachwood, OH 44122 USA

Via Fax: 440-708-2641 (Only if you have paid the fees on-line)
Via Email: info@iscea.net (Only if you have paid the fees on-line)

19.5 Here are some of the activities that qualify for ISCEA PDU:

- . Workshops conducted by ISCEA (1 Hour = 1PDU)
- . Workshops conducted by ISCEA Authorized Knowledge Provider (1 Hour = 1PDU)
- . Upgrade to a higher level ISCEA Certification (25 PDU per)
- . University Courses at an Accredited University (1 Hour = 1PDU)
- . ISCEA Sponsored Conferences and Expos (1 Hour = 1PDU)
- . Board/Committee Position at ISCEA or other Professional Organizations (10 PDU per year)
- . Publishing Articles or White Papers in Supply Chain related publications (10 PDU per)
- . Industry Awards (10 PDU per)
- . If you are not sure, please email the program or event details to info@iscea.net to find out if it qualifies for ISCEA PDU.

20. How can employers verify their employees' certifications?

ISCEA Certified Professionals bring expert knowledge to your organization. If you are interested in checking the certification status for any of your employees, please email, the employee name and the ISCEA certification that they claim to hold to verification@iscea.net . We will check our records and send you a conformation email within 24 hours

21. Who gives out the Exam and the Certification?

ISCEA (International Supply Chain Education Alliance) is the owner and operator of this Exam and Certification. Read more at http://www.iscea.com/about_us.html

22. What is the main Benefit of having the CSCA / CSCM designation?

You will be recognized as a Supply Chain Industry Expert. CSCA/CSCM has globally recognized certifications in the field of supply chain. A certified supply chain analyst & certified supply chain manager can use the title "CSCA" & "CSCM" with his name.

23. Does industry recognize these certifications?

Various professionals across the industries have been certified by ISCEA Pakistan. Please see this link: http://www.isceapakistan.com/customers.html



24. What is the acceptance of these programs in MEA region?

Yes, both certifications are highly recognized in Middle East and Africa.

- . In Saudi Arabia, ISCEA programs are additionally recognized by Council of Saudi Chambers and are well offered by council to the Saudi professionals.
- . CSCA program is recognized and offered by South African Apics & Jordan Apics.
- . Companies like Samsung, United Nations Development Program (UNDP), United Nations World Food Program (UNWFP), Saudi Arabian Basic Industries Corporation (SABIC), Saudi Aramco, Equate Petrochemical, Tamer Group, IMC, Saudi Telecom Company (STC) DP World, prefer to get their professionals certified from ISCEA.

25. Would I get any benefit on Job after doing CSCA/CSCM/CDDP?

As ISCEA is one of the recognized accreditation bodies around the world. Employers requested ISCEA for the recommendation of professionals to meet supply chain challenges round the year.

26. Are there any successful professionals with these credentials in the industry?

Yes. Till date more than 450 certified professionals have been certified from ISCEA in Pakistan.

- . To view CSCA certified professionals kindly visit this link: http://www.isceapakistan.com/cp-csca-1.html
- . To view CSCM certified professionals kindly visit this link: http://www.isceapakistan.com/cp-cscm-1.html
- To view CDDP certified professionals kindly visit this link: http://www.isceapakistan.com/cp-cddp-1.html

27. Does doing CSCA CSCM CDDP give me any competitive advantage over other candidates in a recruitment process?

Certified Professionals, with relevant educational qualification along with practical experience, have the ability to overcome day to day supply chain challenges and resolving challenges as per best of their industry exposure and skills sets. **Employers give preference to certified professionals over non certified professionals in recruitment process.**

28. How CSCA / CSCM / CDDP professionals differentiate from other professionals?

- . CSCA focused on tactical approach towards supply chain
- . CSCM focused on strategic and decision making approach
- . CDDP focused on demand driven operating model

29. Why should organizations ask their employees to acquire these credentials?

If your company working on:

- . Business process improvement
- . Capacity expansion
- . ERP Implementation
- . Members of cross functional teams
- . Expansion of warehouses, retail & distribution channels.
- . New product and services development and increasing SKUs.
- . Synchronizing demand & supply planning
- . New projects initialization.

30. What are the Topics covered in the CSCM Exam?

Elements of the Supply Chain, Just-in-Time (JIT), Manufacturing Resources Planning, MRP Techniques and Practice, Demand Planning, Capacity Management, Demand management, Sales and Operations



Planning, Master Scheduling, Finite Scheduling, Business Plans, Inventory management Techniques, Understanding your source of supply, How to manage your Procurement, Partnership with Vendors, Prioritizing and Sequencing work, Push and Pull Systems, Implementing controls, Understanding the Global Market, Outsourcing, Understanding of Supply Chain Networks, Make up of a Supply Chain Organization, Systems that needed to run your Supply Chain, Putting controls in place to support the Supply Chain Vision, Supply Chain Projects, Supply Chain Financial budgets, Total Supply Chain Cost implications, Product Costing, Operational Accounting, Managing Supply Chain Teams, Team Building, Total Quality Management (TQM), Continues Improvement, and LEAN Six Sigma.

31. What are the Topics covered in the CSCA Exam?

Understanding the supply chain, fundamental issues of planning & forecasting, aggregate planning, role of inventory in the supply chain, material requirement planning, sourcing, purchasing, manufacturing, transportation, warehousing & distribution, optimization of the supply chain, sales order fulfillment, lean & continuous improvement tools, sustainability, team dynamics.

32. Is there any Self Study Exam Preparation Material?

No, ISCEA provide the workshop & exam preparation material of program at day 1 of workshop.

33. How do I know if I am eligible for the CSCA certification examination?

You are eligible to do CSCA – a Tactical & Analytical Based Program:

- . If you are in last semester of BBA
- . If you are in last year of engineering such as industrial, mechanical, civil, electrical, electronics, telecom, automobile etc.
- . If you are in final year
- . If you have a bachelors degree with experience from 6 months to 2.5 years
- . If you are working as a officer, executive or senior executive or assistant manager having 3 months to 3 years
- . If you are a manager or senior manager having no formal supply chain education.
- . If you are working as a management trainee.

34. How do I know if I am eligible for the CSCM certification examination?

You are eligible to do CSCM – Strategic & Decision Making based Program:

- . If you have completed 16 years of education.
- . If you have more than 2 years of experience in Supply Chain domain with no supply chain specific education.

35. What is the CSCM Exam content?

Subject Matter Covered in the ISCEA CSCM Exam:

Supply Chain Body of Knowledge (80%)*

Theory of Constraints (10%)

Operational Accounting (4%)

Lean Six Sigma (4%)

Leadership & Team Building (2%)

- * Break Down of the 80% of the Supply Chain Body of Knowledge in the Exam:
 - Understating the Supply Chain
 - . Supply Chain Performance: Achieving Strategic Fit and Scope
 - . Supply Chain Drivers and Obstacles
 - . Designing the Distribution Network in a Supply Chain
 - . Network Design in the Supply Chain
 - . Network Design in an Uncertain Environment



- . Demand Forecasting in a Supply Chain
- . Aggregate Planning in the Supply Chain
- . Planning Supply and Demand-Managing Predictable Variability
- . Managing Economies of Scale in the Supply Chain- Cycle Inventory
- . Managing Uncertainty in the Supply Chain- Safety Inventory
- . Determining Optimal Level of Product Availability
- . Sourcing Decisions in a Supply Chain
- . Transportation in the Supply Chain
- . Pricing and Revenue Management in the Supply Chain
- . Coordination in the Supply Chain
- . Information Technology and Supply Chain
- . E-Business and the Supply Chain

36. How many modules make up the CSCA Exam?

There are 16 modules. One exam covers all modules. CSCA is a 100 questions exam. You get 2 hours to answer them.

37. How many Modules make up the CSCM Exam?

One exam covers all modules. CSCM is a 200 questions exam. You get 4 hours to answer them.

38. How do I get sample questions for CSCA?

You get practice exam before the final exam which is consist of 25 questions in 30 minutes.

39. How do I get sample questions for CSCA?

You get practice exam before the final exam which is consist of 50 questions in 1 hour.

40. If I am not ready for CSCM, is there another supply chain exam from ISCEA?

Yes, The CSCM exam consist of 200 questions while the CSCA (Certified Supply Chain Analyst) examination covers 100 questions.

41. Is the CSCA / CSCM Exam computer based?

Yes, the CSCA / CSCM Programs exams are computer based.

For more details please review: http://iscea.net/

42. Are there review workshops to help to prepare for the CSCA exam?

Yes, these are structured learning and delivery of program is designed in such a way that professionals who are appearing in preparation sessions would be strengthen enough to get prepare for the online proctored exams. ISCEA Pakistan conduct workshop for CSCA program which is consist of 15 credit hours & take online exam on last day of the workshop.

43. Are there review workshops to help to prepare for the CSCM exam?

Yes, these are structured learning and delivery of program is designed in such a way that professionals who are appearing in preparation sessions would be strengthen enough to get prepare for the online proctored exams. ISCEA Pakistan conduct workshop for CSCM program which is consist of 40 credit hours & take online exam on last day of the workshop.

44. Is there any ISCEA Recommended Self Study Books for CSCM or CSCA exams?

Yes. Here are the Recommended Self Study books. These books are available at ISCEA Book Store and any leading Book seller in your area.



Supply Chain Management, Second Edition by Sunil Chopra, Peter Meindl, for advanced undergraduate and MBA courses in Supply Chain Management. This book brings together the strategic role of the supply chain, key strategic drivers of supply chain performance, and the tools and techniques for supply chain analysis. Every chapter gives suggestions that managers can use in practice and all methodologies are illustrated with an application in Excel. Fully updated material keeps the book on the forefront of supply chain management. Distribution networks (Chapter 4); Sourcing (Chapter 13), discusses different sourcing activities including supplier assessment, supplier contracts, design collaboration, and procurement; Price and revenue management (Chapter 15); Early coverage of designing the supply chain network-after developing a strategic framework, readers can discuss supply chain network design in Chapters 5 and 6 and then move on to demand, supply, inventory, and transportation planning; Information Technology in the Supply Chain (Chapter 17), for business professionals managing the supply chain.

Manufacturing Operations and Supply Chain Management, by David L. Taylor & David Brunt.

This book explains both the theory and the practical application of the 'lean' approach to manufacturing operations and supply chain management. Includes practical case studies which illustrate the theory presented, dealing with every aspect of the supply chain. For students in logistics, operations management, or supply chain management.

Necessary but Not Sufficient by Eliyahu M. Goldratt, Eli Schragenheim, Carol A. Ptak. After reading the newspapers and following the sharp oscillations of the stock market, it becomes apparent that hi-tech companies are of a different breed. Never before have the chances of making a fortune been so realistic and never before have large companies been so fragile. What is really going on inside these hi-tech companies? What types of pressures and challenges are they facing? And how do they cope? Computer software providers, especially the ones that specialize in handling the data needs of organizations, are prime examples of these volatile companies. In the nineties we witnessed their growth from small businesses into multi-billion dollar giants. No wonder investors were attracted. In 1998 it was easy for such companies to raise as much money as they wanted.

World Class Supply Management by David N. Burt, Donald W Dobler, Stephen Starling. The best-selling textbook in purchasing and supply management through several editions, this book presents a practical framework for students to apply how firms actually manage the enterprisewide functions of purchasing and supply in today's business environment. This edition represents a complete and thorough revision of the book, now explaining purchasing and supply management in the context of the supply chain, which has begun to dominate the literature in the field. World Class Supply Management: The Key to Supply Chain Management, Seventh Edition, reflects that change in focus, right down to the title (formerly called, more traditionally, Purchasing and Supply Management; now with the subtitle that specifically references the book's increased focus on supply-chain issues). New chapters have been added to the beginning and end of the text, to frame the new discussion of supply chain issues. The book has also been thoroughly updated to reflect the realities of purchasing and supply management in the digital age.

Lean Six Sigma: Combining Six Sigma Quality with Lean Production Speed by Michael L. George Introduction to the Theory of Constraints (TOC) Management System by Jr, Thomas B. McMullen "The Theory of Constraints (TOC) is a science of management..."

45. If my question is not in this list, whom should I contact?

Please contact Customer Desk ISCEA Pakistan Support Division at:

Email: customerdesk.pakistan@iscea.com



46. How are these programs compared to programs offered by some other knowledge bodies?

You can find detailed comparison between ISCEA's programs and other programs from the link given link below:

Supply Chain Certification Program Comparison Analysis						
Awarding Body	Supply Chain Management Association (SCMA) Supply Chain Management Professional (SCMP)	International Institute for Procurement and Market Research (IIPMR) Certified Supply Chain Specialist (CSCS) and Certified Procurement Professional (CPP)	Institute for Supply Management (ISM) Certified Professional in Supply Management (CPSM)	The Association for Operations Management (APICS) Certified Supply Chain Professional (CSCP)	International Supply Chain Education Alliance (ISCEA) Certified Supply Chain Manager (CSCM)	American Society of Transportation and Logistics (AST&L) Certification in Transportation and Logistics (CTL)
New Product Development	Low	High	High	High	Low	Low
Production, Lot Sizing	Low	Low	Low	Low	Low	High
Lean Six Sigma	Low	High	Low	Low	High	Low
Warehouse Management	Low	Low	Low	Low	Low	High
Network Design	Low	Low	Low	Low	High	High
Demand Management, S&OP	Low	High	High	High	High	High
Project Management	Low	High	High	Low	High	Low
Procurement	High	High	High	High	High	Low
Strategic Sourcing	High	High	High	Low	High	Low
Quality	High	High	High	High	Low	Low
Inventory Management	High	High	High	High	High	High
Transportation	High	High	Low	Low	High	High
Integrated SCM	High	High	Low	High	High	High
CRM, Customer Service	High	Low	Low	High	High	Low
Pricing	High	High	Low	High	High	Low
Risk Management	High	High	High	Low	Low	Low
Leadership, People Management	High	High	High	Low	High	Low
Technology	High	High	Low	High	High	High
Theory of Constraints	High	Low	Low	Low	High	Low
Operational Accounting	High	High	High	Low	High	Low

Supply Chain Certification Program Comparison Analysis						
Awarding Body	The Association for Operations Management (APICS) Certified Production and Inventory Management (CPIM)	International Supply Chain Education Alliance (ISCEA) Certified Supply Chain Analyst (CSCA)	Institute of Supply Chain Management (IOSCM)	Institute for Supply Management (ISM) Certified Purchasing Manager (CPM)	International Supply Chain Education Alliance (ISCEA) Certified Demand Driven Planner (CDDP)	CISCM (Chartered Institute of Supply Chain Management) awards certificate as Chartered Supply Chain Management Professional (CSCMP)
New Product Development	Low	Low	Low	Low	Low	High
Production, Lot Sizing	High	Low	High	Low	High	High
Lean Six Sigma	Low	High	Low	Low	High	low
Warehouse Management	Low	High	High	Low	Low	High
Network Design	High	High	Low	Low	Low	low
Demand Management, S&OP	High	High	High	Low	High	High
Project Management	High	Low	High	Low	High	High
Procurement	Low	High	High	High	Low	High
Strategic Sourcing	Low	Low	Low	Low	Low	High
Quality	High	Low	High	High	High	High
Inventory Management	High	High	High	High	High	High
Transportation	High	High	High	High	Low	High
Integrated SCM	Low	High	High	High	High	High
CRM, Customer Service	Low	Low	High	Low	High	High
Pricing	Low	Low	Low	Low	Yes	High
Risk Management	High	Low	High	Low	High	low
Leadership, People Management	High	Low	High	High	High	High
Technology	Low	High	High	High	High	High
Theory of Constraints	Low	High	Low	Low	High	High
Operational Accounting	Low	Low	Low	High	Low	low
Source: https://en.wikipedia.org/wiki/Supply_chain_management						

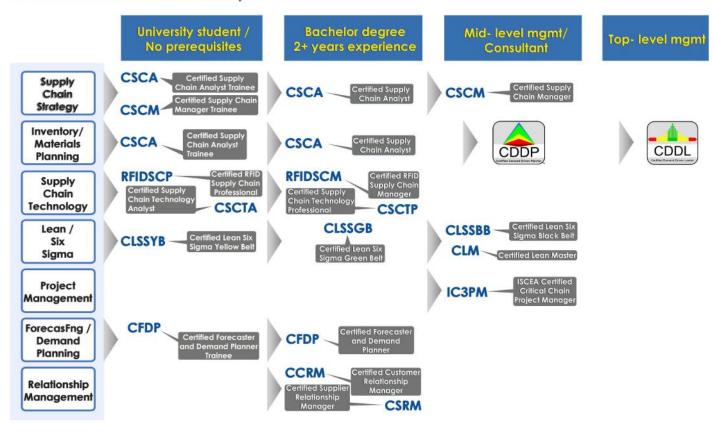


47. What is the other Certification or Workshop Schedules offered by ISCEA?

ISCEA is the developer of internationally recognized certification programs.

- CSCA Certified Supply Chain Analyst.
- . CSCM Certified Supply Chain Manager.
- CDDP Certified Demand Driven Planner.
- . CDDL Certified Demand Driven Leader.
- . RFIDSCP Certified RFID Supply Chain Professional.
- RFIDSCM Certified RFID Supply Chain Manager.
- . CSCTA Certified Supply Chain Technology Analyst.
- . CSCTP Certified Supply Chain Technology Professional.
- . CLSSYB Certified Lean Six Sigma Yellow Belt.
- . CSCEE Certified Supply Chain Energy Expert.
- . CLSSGB Certified Lean Six Sigma Green Belt.
- . CLSSBB Certified Lean Six Sigma Black Belt.
- . CLM Certified Lean Master.
- . IC3PM ISCEA Certified Critical Chain Project Manager.
- . CFDP Certified Forecaster and Demand Planner Trainee.
- . CFDP Certified Forecaster and Demand Planner.
- . CCRM Certified Customer Relationship Manager.
- . CSRM Certified Supplier Relationship Manager.

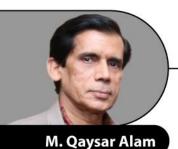
48. ISCEA Certification Road Map?





49. Who are the members of Advisory Board of ISCEA Pakistan?

You can visit this link to view the advisory board member of ISCEA Pakistan. http://www.isceapakistan.com/advisory-board.html



President Supply Chain Assoication of Pakistan.

Ex-VP Supply Chain Uniliver Pakistan Ltd.









Ex-Regional Director & Director Special Projects Agility Logistics

Ex-Director LMS Supply Chain & Industrial Projects DHL





Ex-Director Integrated Supply Chain Mondelez Pakistan







Shoaib Pasha
Ex-Technical Director,
Global Manufacturing & Supply
GlaxoSmithKline



Noman Amjad Lutfi

Supply Chain Director Uniliver SriLanka Limited



Ex-Director Supply Chain & IM Johnson & Johnson







50. ISCEA Global Network?



LATIN AMERICA	Panama	AFRICA	MIDDLE EAST	ASIA-PACIFIC	PACIFIC	Portugal
Brazil	Paraguay	Algeria	Bahrain	China	Australia	Spain
Colombia	Peru	Egypt	Jordan	Hong Kong	New Zealand	Italy
Chile	Uruguay	Kenya	Kuwait	Indonesia		Austria
Cost Rica	Venezuela	Nigeria	Oman	Malaysia	EUROPE	Germany
Dominican		South Africa	Pakistan	Philippines	Belgium	Switzerland
Ecuador	NORTH AMERICA		Qatar	Taiwan	Luxembourg	Baltics
El Salvador	Canada	ASIA	Saudi Arabia	Thailand	Netherlands	Nordics
Mexico	United States	Bangladesh	Turkey	South Korea	Ireland	Poland
Honduras		India	U.A.E.	Singapore	United Kigdom	I
1		¦ Srilanka		1	France	l