**APPENDIX**

***Appendix A: Sampled 78 Developing Countries by Regions***

**Africa**: Algeria, Botswana, Burkina Faso, Burundi, Cameroon, Egypt, Ethiopia, Ghana, Kenya, Lesotho, Madagascar, Malawi, Mali, Mauritius, Morocco, Mozambique, Namibia, Nigeria, Rwanda, Senegal, South Africa, Tanzania, Tunisia, Uganda, Zambia, and Zimbabwe

**Asia:** Armenia, Azerbaijan, Bangladesh, Bhutan , Cambodia, China, Georgia, India, Indonesia, Iran, Jordan , Kazakhstan, Kyrgyzstan, Lao PDR, Lebanon, Malaysia, Mongolia, Nepal, Pakistan, Philippines, Sri Lanka, Tajikistan, Thailand, Turkey, Vietnam, and Yemen

**LAC:** Argentina, Brazil, Bolivia, Colombia, Costa Rica, Dominica Republic, Ecuador, El Salvador, Guatemala, Honduras, Jamaica, Mexico, Nicaragua, Paraguay, Peru, and Venezuela

**Europe**: Albania, Bosnia and Herzegovin, Bulgaria, Macedonia, Moldova, Montenegro, Romania, Russian, Serbia, and Ukraine

*NB: The countries in Europe and LAC were combined to form the Western countries cohort for the regional analyses.*

**Supplementary Materials for Reviews**

***Appendix B1: Effect of Macro Talent Management on National Wellbeing by Regional Location: The African Region***

|  |  |  |  |
| --- | --- | --- | --- |
|  | **log (Life satisfaction)** | **log (Economic wellbeing)** | **log (Composite NWB Index)**  |
|  |  | Model 1 | Model 2 | Model 3 | Model 4 |  | Model 5 | Model 6 |  |
| Wellbeing t-1 (log) |  | -0.588\*\*\* | -0.387\*\*\* | -0.225\*\*\* | -0.094\*\*\* |  | -0.284\*\*\* | -0.180\*\*\* |  |
|  |  | (0.013) | (0.021) | (0.001) | (0.015) |  | (0.002) | (0.018) |  |
| Wellbeing t -2 (log) |  | -0.268\*\*\* | - | - | - |  | - | - |  |
|  |  | (0.012) | - | - | - |  | - | - |  |
| MTM (log) |  | 0.112\*\* | 0.183 | 0.757\*\*\* | 0.908\* |  | 0.293\*\* | 0.156 |  |
|  |  | (0.055) | (0.151) | (0.135) | (0.532) |  | (0.140) | (0.359) |  |
| Country size (log) |  | - | 0.259 | - | -0.732\* |  | - | -0.080 |  |
|  |  | - | (0.191) | - | (0.420) |  | - | (0.311) |  |
| Inflation (log) |  | - | 0.011 | - | -0.010 |  | - | -0.004 |  |
|  |  | - | (0.016) | - | (0.080) |  | - | (0.049) |  |
| Employment (log) |  | - | 0.929\*\*\* | - | -1.185 |  | - | 0.266 |  |
|  |  | - | (0.200) | - | (0.790) |  | - | (0.503) |  |
| Social support |  | - | 0.285 | - | -0.914 |  | - | -0.047 |  |
|  |  | - | (0.225) | - | (0.805) |  | - | (0.541) |  |
| Tourism (log) |  | - | 0.062\*\* | - | -0.044 |  | - | 0.021 |  |
|  |  | - | (0.025) | - | (0.081) |  | - | (0.051) |  |
| NRE (log) |  | -0.100\*\* | -0.033 | 0.060\*\*\* | 0.345\*\*\* |  | 0.002 | 0.043 |  |
|  |  | (0.011) | (0.033) | (0.009) | (0.105) |  | (0.010) | (0.087) |  |
| MTM x NRE (log) |  | 0.065\*\* | -0.117\* | 0.389\*\*\* | 0.171 |  | 0.389\*\*\* | 0.071 |  |
|  |  | (0.031) | (0.066) | (0.090) | (0.252) |  | (0.064) | (0.240) |  |
| Total MTM effect @ mean |  | 0.112\*\* | 0.183 | 0.758\*\*\* | 0.908\* |  | 0.293\*\* | 0.156 |  |
|  |  | (0.055) | (0.151) | (0.135) | (0.532) |  | (0.140) | (0.359) |  |
| Total MTM effect @ median |  | 0.136\*\*\* | 0.139 | 0.903\*\*\* | 0.972\* |  | 0.439\*\*\* | 0.183 |  |
|  |  | (0.050) | (0.151) | (0.129) | (0.561) |  | (0.132) | (0.378) |  |
| Year FE Dummies |  | - | YES | *-* | YES |  | - | YES |  |
| *Wald Chi2*  |  | *14390.50\*\*\** | *15780.23\*\*\** | *244430.88\*\*\** | *11503.90\*\*\** |  | *82704.04\*\*\** | *9138.05\*\*\** |  |
| *AR (2) p-value* |  | *0.354* | *0.380* | *0.306* | *0.301* |  | *0.299* | *0.276* |  |
| *Sargan X2 test p-value* |  | *0.220* | *0.519* | *0.129* | *0.570* |  | *0.234* | *0.938* |  |
| *Instrument count* |  | *20* | *24* | *18* | *24* |  | *18* | *24* |  |
| *Number of countries* |  | *26* | *26* | *26* | *26* |  | *26* | *26* |  |
| *Observation* |  | *130* | *144* | *156* | *144* |  | *156* | *144* |  |

***Appendix B2: Effect of Macro Talent Management on National Wellbeing by Regional Location: The Asian Region***

|  |  |  |  |
| --- | --- | --- | --- |
|  | **log (Life satisfaction)** | **log (Economic wellbeing)** | **log (Composite NWB Index)**  |
|  |  | Model 1 | Model 2 | Model 3 | Model 4 |  | Model 5 | Model 6 |  |
| Wellbeing t-1 (log) |  | 0.748\*\*\* | 0.098 | 1.115\*\*\* | 0.891\*\*\* |  | 0.930\*\*\* | 0.912\*\*\* |  |
|  |  | (0.090) | (0.082) | (0.044) | (0.086) |  | (0.037) | (0.065) |  |
| Wellbeing t -2 (log) |  | 0.367\*\*\* | - | - | - |  | - | - |  |
|  |  | (0.114) | - | - | - |  | - | - |  |
| MTM (log) |  | 0.124\*\* | 0.167\*\*\* | 0.140\*\*\* | 0.095 |  | 0.131\*\*\* | 0.034 |  |
|  |  | (0.051) | (0.027) | (0.47) | (0.89) |  | (0.042) | (0.069) |  |
| Country size (log) |  | - | 0.023 | - | 0.018 |  | - | -0.014 |  |
|  |  | - | (0.019) | - | (0.036) |  | - | (0.023) |  |
| Inflation (log) |  | - | -0.007 | - | 0.009 |  | - | 0.006 |  |
|  |  | - | (0.007) | - | (0.010) |  | - | (0.006) |  |
| Employment (log) |  | - | 0.483\*\*\* | - | 0.111 |  | - | -0.011 |  |
|  |  | - | (0.098) | - | (0.145) |  | - | (0.089) |  |
| Social support |  | - | 0.440\*\*\* | - | 0.309 |  | - | 0.024 |  |
|  |  | - | (0.123) | - | (0.207) |  | - | (0.183) |  |
| Tourism (log) |  | - | -0.023\*\* | - | 0.027\*\* |  | - | 0.019 |  |
|  |  | - | (0.010) | - | (0.014) |  | - | (0.012) |  |
| NRE (log) |  | -0.008 | 0.030\*\*\* | 0.036\*\*\* | 0.010 |  | -0.008 | -0.011 |  |
|  |  | (0.008) | (0.007) | (0.007) | (0.019) |  | (0.006) | (0.015) |  |
| MTM x NRE (log) |  | 0.001 | -0.068\*\*\* | -0.130\*\*\* | -0.071 |  | -0.054\*\*\* | -0.052 |  |
|  |  | (0.037) | (0.021) | (0.018) | (0.066) |  | (0.020) | (0.041) |  |
| Total MTM effect @ mean |  | 0.124\*\* | 0.167\*\*\* | 0.140\*\*\* | 0.095 |  | 0.131\*\*\* | 0.034 |  |
|  |  | (0.051) | (0.027) | (0.047) | (0.089) |  | (0.042) | (0.069) |  |
| Total MTM effect @ median |  | 0.124\*\* | 0.152\*\*\* | 0.112\*\* | 0.080 |  | 0.120\*\*\* | 0.023 |  |
|  |  | (0.049) | (0.026) | (0.044) | (0.088) |  | (0.041) | (0.065) |  |
| Year FE Dummies |  | - | YES | *-* | YES |  | - | YES |  |
| *Wald Chi2*  |  | *323.00\*\*\** | *2716.78\*\*\** | *1817.09\*\*\** | *3899.70\*\*\** |  | *3268.40\*\*\** | *13612.10\*\*\** |  |
| *AR (2) p-value* |  | *0.164* | *0.388* | *0.281* | *0.336* |  | *0.516* | *0.435* |  |
| *Sargan X2 test p-value* |  | *0.068* | *0.387* | *0.124* | *0.917* |  | *0.207* | *0.889* |  |
| *Instrument count* |  | *13* | *24* | *14* | *24* |  | *14* | *24* |  |
| *Number of countries* |  | *26* | *26* | *26* | *26* |  | *26* | *26* |  |
| *Observation* |  | *129* | *149* | *155* | *149* |  | *155* | *149* |  |

***Appendix B3: Effect of Macro Talent Management on National Wellbeing by Regional Location: The Western Region***

|  |  |  |  |
| --- | --- | --- | --- |
|  | **log (Life satisfaction)** | **log (Economic wellbeing)** | **log (Composite NWB Index)**  |
|  |  | Model 1 | Model 2 | Model 3 | Model 4 |  | Model 5 | Model 6 |  |
| Wellbeing t-1 (log) |  | 0.994\*\*\* | 0.542\*\*\* | 0.931\*\*\* | 1.095\*\*\* |  | 1.013\*\*\* | 0.857\*\*\* |  |
|  |  | (0.250) | (0.064) | (0.080) | (0.158) |  | (0.099) | (0.200) |  |
| MTM (log) |  | -0.068 | 0.160\*\* | -0.026 | 0.260\*\*\* |  | 0.075\* | 0.155\*\* |  |
|  |  | (0.049) | (0.080) | (0.097) | (0.096) |  | (0.043) | (0.077) |  |
| Country size (log) |  | - | 0.016 | - | 0.017 |  | - | 0.006 |  |
|  |  | - | (0.015) | - | (0.020) |  | - | (0.011) |  |
| Inflation (log) |  | - | -0.008 | - | -0.034\*\*\* |  | - | -0.020\*\* |  |
|  |  | - | (0.012) | - | (0.007) |  | - | (0.010) |  |
| Employment (log) |  | - | 0.004 | - | 0.952\*\*\* |  | - | 0.074 |  |
|  |  | - | (0.094) | - | (0.129) |  | - | (0.125) |  |
| Social support |  | - | 0.391\*\*\* | - | 0.002 |  | - | 0.512\*\*\* |  |
|  |  | - | (0.138) | - | (0.254) |  | - | (0.148) |  |
| Tourism (log) |  | - | -0.001 | - | -0.018 |  | - | -0.016 |  |
|  |  | - | (0.019) | - | (0.044) |  | - | (0.024) |  |
| NRE (log) |  | 0.023 | 0.008 | 0.003 | -0.010 |  | 0.006 | -0.003 |  |
|  |  | (0.018) | (0.016) | (0.010) | (0.010) |  | (0.007) | (0.013) |  |
| MTM x NRE (log) |  | -0.057 | 0.023 | -0.420\*\*\* | -0.231\*\*\* |  | -0.194\*\*\* | -0.145\*\*\* |  |
|  |  | (0.057) | (0.030) | (0.090) | (0.059) |  | (0.028) | (0.043) |  |
| Total MTM effect @ mean |  | -0.068 | 0.160\*\* | -0.026 | 0.260\*\*\* |  | 0.075\* | 0.155\*\* |  |
|  |  | (0.049) | (0.080) | (0.097) | (0.096) |  | (0.043) | (0.077) |  |
| Total MTM effect @ median |  | -0.064 | 0.158\*\* | 0.003 | 0.276\*\*\* |  | 0.088\*\* | 0.165\*\* |  |
|  |  | (0.048) | (0.080) | (0.100) | (0.096) |  | (0.043) | (0.078) |  |
| Year FE Dummies |  | - | YES | *-* | YES |  | - | YES |  |
| *Wald Chi2*  |  | *271.37\*\*\** | *1426.98\*\*\** | *218.82\*\*\** | *1378.54\*\*\** |  | *223.01\*\*\** | *409.77\*\*\** |  |
| *AR (2) p-value* |  | *0.623* | *0.726* | *0.618* | *0.666* |  | *0.749* | *0.764* |  |
| *Sargan X2 test p-value* |  | *0.127* | *0.577* | *0.415* | *0.686* |  | *0.102* | *0.218* |  |
| *Instrument count* |  | *14* | *24* | *14* | *24* |  | *14* | *24* |  |
| *Number of countries* |  | *26* | *26* | *26* | *26* |  | *26* | *26* |  |
| *Observation* |  | *156* | *139* | *156* | *139* |  | *156* | *139* |  |

***Appendix C1: Investigating β –Convergence in National Wellbeing by Regional Location: The African Region***

|  |  |  |  |
| --- | --- | --- | --- |
|  | $∆log$ **(Life satisfaction)**  | $ ∆log$ **(Economic wellbeing)**  | $∆log ($**Composite NWB Index)**  |
|  | Model 1 |  | Model 2 | Model 3 |  | Model 4 | Model 5 |  | Model 6 |
| ∆log (Wellbeing) t-1 | 0.223\*\*\* |  | 0.500\*\*\* | 0.480\*\*\* |  | 1.151\*\*\* | 0.473\*\*\* |  | 1.061\*\*\* |
|  | (0.019) |  | (0.042) | (0.012) |  | (0.025) | (0.012) |  | (0.022) |
| β-Convergence  | -1.820\*\*\* |  | -2.361\*\*\* | -1.997\*\*\* |  | -3.229\*\*\* | -2.012\*\*\* |  | -3.120\*\*\* |
|  | (0.037) |  | (0.076) | (0.022) |  | (0.045) | (0.024) |  | (0.041) |
| MTM (log) | - |  | 0.070 | - |  | 1.446\*\*\* | - |  | 0.684\*\*\* |
|  | - |  | (0.142) | - |  | (0.239) | - |  | (0.194) |
| Country size (log) | - |  | 0.463 | - |  | 0.153 | - |  | 0.613\* |
|  | - |  | (0.289) | - |  | (0.787) | - |  | (0.342) |
| Inflation (log) | - |  | 0.011 | - |  | 0.109\*\* | - |  | 0.077\*\* |
|  | - |  | (0.012) | - |  | (0.050) | - |  | (0.035) |
| Employment ratio (log) | - |  | 1.491\*\*\* | - |  | 7.855\*\*\* | - |  | 5.252\*\*\* |
|  | - |  | (0.435) | - |  | (1.689) | - |  | (0.799) |
| Social support | - |  | -0.107 | - |  | -0.198 | - |  | 0.142 |
|  | - |  | (0.170) | - |  | (0.472) | - |  | (0.322) |
| Tourism (log) | - |  | 0.034 | - |  | 0.100 | - |  | 0.105\*\* |
|  | - |  | (0.047) | - |  | (0.065) | - |  | (0.049) |
| NRE (log) | - |  | -0.146\*\*\* | - |  | -0.361\*\*\* | - |  | -0.210\*\*\* |
|  | - |  | (0.056) | - |  | (0.115) | - |  | (0.060) |
| MTM x NRE (log) | - |  | -0.110\*\*\* | - |  | -0.979\*\*\* | - |  | -0.610\*\*\* |
|  | - |  | (0.0.041) | - |  | (0.093) | - |  | (0.054) |
| Total MTM effect @ mean | - |  | 0.070 | - |  | 1.446\*\*\* | - |  | 0.684\*\*\* |
|  | - |  | (0.142) | - |  | (0.239) | - |  | (0.194) |
| Total MTM effect @ median | - |  | 0.029 | - |  | 1.080\*\*\* | - |  | 0.455\*\* |
|  | - |  | (0.137) | - |  | (0.248) | - |  | (0.201) |
| Year FE | - |  | YES | *-* |  | YES | - |  | YES |
| *Wald Chi2* | *79537.68\*\*\** |  | *390993.83\*\*\** | *2.32 X107\*\*\** |  | *2.53 x 106\*\*\** | *2.46 x106\*\*\** |  | *1.10 x 106\*\** |
| *AR(2) p-value* | *0.333* |  | *0.353* | *0.245* |  | *0.650* | *0.277* |  | 0.661 |
| *Sargan X2 test p-value* | *0.230* |  | *0.078* | *0.326* |  | *0.483* | *0.310* |  | 0.353 |
| *Instrument count* | *10* |  | *22* | *10* |  | *22* | *10* |  | *22* |
| *Number of countries* | *26* |  | *26* | *26* |  | *26* | *26* |  | *26* |
| *Observation* | *130* |  | *121* | *130* |  | *121* | *130* |  | *121* |

***Appendix C2: Investigating β –Convergence in National Wellbeing by Regional Location: The Asian Region***

|  |  |  |  |
| --- | --- | --- | --- |
|  | $∆log$ **(Life satisfaction)**  | $ ∆log$ **(Economic wellbeing)**  | $∆log ($**Composite NWB Index)**  |
|  | Model 1 |  | Model 2 | Model 3 |  | Model 4 | Model 5 |  | Model 6 |
| ∆log (Wellbeing) t-1 | -0.313\*\*\* |  | -0.084 | 0.167\*\*\* |  | 0.016 | -0.163\*\*\* |  | 0.128 |
|  | (0.030) |  | (0.116) | (0.037) |  | (0.119) | (0.027) |  | (0.114) |
| β-Convergence  | -0.429\*\*\* |  | -0.872\*\*\* | -0.182\*\*\* |  | -0.509\*\*\* | -0.079\*\*\* |  | -0.814\*\*\* |
|  | (0.047) |  | (0.216) | (0.020) |  | (0.099) | (0.016) |  | (0.181) |
| MTM (log) | - |  | 0.243\*\*\* | - |  | 0.416\*\* | - |  | 0.434\*\*\* |
|  | - |  | (0.084) | - |  | (0.203) | - |  | (0.154) |
| Country size (log) | - |  | 0.026 | - |  | -0.089 | - |  | -0.109 |
|  | - |  | (0.028) | - |  | (0.090) | - |  | (0.151) |
| Inflation (log) | - |  | -0.009 | - |  | 0.009 | - |  | 0.008 |
|  | - |  | (0.009) | - |  | (0.009) | - |  | (0.008) |
| Employment ratio (log) | - |  | 0.351\*\*\* | - |  | 0.814\*\*\* | - |  | 0.855 |
|  | - |  | (0.114) | - |  | (0.275) | - |  |  (0.547) |
| Social support | - |  | 0.127 | - |  | 0.547\* | - |  | 0.409 |
|  | - |  | (0.185) | - |  | (0.281) | - |  | (0.260) |
| Tourism (log) | - |  | -0.014 | - |  | 0.024\*\* | - |  | -0.001 |
|  | - |  | (0.017) | - |  | (0.010) | - |  | (0.006) |
| NRE (log) | - |  | 0.021\* | - |  | -0.025 | - |  | 0.024\* |
|  | - |  | (0.011) | - |  | (0.029) | - |  | (0.014) |
| MTM x NRE (log) | - |  | -0.087\*\* | - |  | 0.019 | - |  | -0.002 |
|  | - |  | (0.043) | - |  | (0.085) | - |  | (0.049) |
| Total MTM effect @ mean | - |  | 0.243\*\*\* | - |  | 0.416\*\* | - |  | 0.434\*\*\* |
|  | - |  | (0.084) | - |  | (0.203) | - |  | (0.154) |
| Total MTM effect @ median | - |  | 0.224\*\*\* | - |  | 0.420\*\* | - |  | 0.434\*\*\* |
|  | - |  | (0.079) | - |  | (0.190) | - |  | (0.148) |
| Year FE | - |  | YES | *-* |  | YES | - |  | YES |
| *Wald Chi2* | *391.50\*\*\** |  | *2730.61\*\*\** | *90.90\*\*\** |  | *1096.05\*\*\** | *119.64\*\*\** |  | *2322.64\*\*\** |
| *AR(2) p-value* | *0.212* |  | *0.979* | *0.431* |  | *0.346* | *0.302* |  | *0.434* |
| *Sargan X2 test p-value* | *0.067* |  | *0.164* | *0.242* |  | *0.239* | *0.109* |  | *0.099* |
| *Instrument count* | *10* |  | *22* | *10* |  | *22* | *10* |  | *22* |
| *Number of countries* | *26* |  | *26* | *26* |  | *26* | *26* |  | *26* |
| *Observation* | *130* |  | *123* | *130* |  | *123* | *130* |  | *123* |

 ***Appendix C3 : Investigating β –Convergence in National Wellbeing by Regional Location: The Western Region***

|  |  |  |  |
| --- | --- | --- | --- |
|  | $∆log$ **(Life satisfaction)**  | $ ∆log$ **(Economic wellbeing)**  | $∆log ($**Composite NWB Index)**  |
|  | Model 1 |  | Model 2 | Model 3 |  | Model 4 | Model 5 |  | Model 6 |
| ∆log (Wellbeing) t-1 | -0.029 |  | 0.071 | -0.400\*\*\* |  | -0.456\*\* | -0.043 |  | 0.144 |
|  | (0.029) |  | (0.050) | (0.040) |  | (0.189) | (0.101) |  | (0.146) |
| β-Convergence  | -0.948\*\*\* |  | -1.229\*\*\* | -0.304\*\*\* |  | -0.539\* | -0.818\*\*\* |  | -1.174\*\*\* |
|  | (0.049) |  | (0.076) | (0.079) |  | (0.276) | (0.273) |  | (0.180) |
| MTM (log) | - |  | 0.159\* | - |  | 0.235\*\*\* | - |  | 0.192\* |
|  | - |  | (0.094) | - |  | (0.088) | - |  | (0.111) |
| Country size (log) | - |  | -0.131 | - |  | -0.066 | - |  | -0.135\*\* |
|  | - |  | (0.096) | - |  | (0.044) | - |  | (0.068) |
| Inflation (log) | - |  | -0.019\* | - |  | -0.017\* | - |  | -2.23 x 10-5 |
|  | - |  | (0.010) | - |  | (0.010) | - |  | (0.005) |
| Employment ratio (log) | - |  | 0.033 | - |  | 1.054\*\*\* | - |  | -0.223 |
|  | - |  | (0.162) | - |  | (0.245) | - |  |  (0.193) |
| Social support | - |  | 0.549\*\*\* | - |  | 0.037 | - |  | 0.508\*\*\* |
|  | - |  | (0.098 | - |  | (0.162) | - |  | (0.173) |
| Tourism (log) | - |  | 0.004 | - |  | -0.002 | - |  | -0.066\*\* |
|  | - |  | (0.023) | - |  | (0.014) | - |  | (0.030) |
| NRE (log) | - |  | -0.029 | - |  | -0.130\*\*\* | - |  | -0.041\*\*\* |
|  | - |  | (0.019) | - |  | (0.024) | - |  | (0.015) |
| MTM x NRE (log) | - |  | 0.059 | - |  | -0.386\*\*\* | - |  | -0.243\*\*\* |
|  | - |  | (0.043) | - |  | (0.103) | - |  | (0.060) |
| Total MTM effect @ mean | - |  | 0.159\* | - |  | 0.235\*\*\* | - |  | 0.192\* |
|  | - |  | (0.094) | - |  | (0.088) | - |  | (0.111) |
| Total MTM effect @ median | - |  | 0.155\* | - |  | 0.261\*\*\* | - |  | 0.209\* |
|  | - |  | (0.094) | - |  | (0.089) | - |  | (0.110) |
| Year FE | - |  | YES | *-* |  | YES | - |  | YES |
| *Wald Chi2* | *513.01\*\*\** |  | *21918.01\*\*\** | *1550.06\*\*\** |  | *3783.05\*\*\** | *77.25\*\*\** |  | *12702.44\*\*\** |
| *AR(2) p-value* | *0.206* |  | *0.563* | *0.763* |  | *0.467* | *0.818* |  | *0.088* |
| *Sargan X2 test p-value* | *0.573* |  | *0.243* | *0.190* |  | *0.36* | *0.501* |  | *0.159* |
| *Instrument count* | *10* |  | *22* | *10* |  | *22* | *10* |  | *22* |
| *Number of countries* | *26* |  | *26* | *26* |  | *26* | *26* |  | *26* |
| *Observation* | *130* |  | *117* | *130* |  | *117* | *130* |  | *117* |