



collecting payment for their designs as well as building their freelance business. *Graphic Artists Guild Handbook: Pricing & Ethical Guidelines, 15th Edition* is an indispensable resource for people who create graphic art and those who buy it. As the graphic art marketplace continues to evolve to meet the needs of both digital and print media and as clients struggle with shrinking budgets in the current economy, the demand for up-to-date information on business, ethical, and legal issues is greater than ever. The fully updated 15th Edition includes: —The latest pricing guidelines for buyers and sellers —Current salary information with job descriptions —Formulas for determining hourly and per diem freelance rates —Hourly freelance rates by discipline —Copyright registration information —Model contracts and forms that can be adapted for specific needs —A totally revised and updated chapter on Surface Pattern Design —An expanded chapter of additional professional, business, and legal resources with the latest contact information This one-stop resource provides all the professional and legal guidance every graphic designer needs to build their business and enhance their careers.

Defining the value of an entire company can be challenging, especially for large, highly competitive business markets. While the main goal for many companies is to increase their market value, understanding the advanced techniques and determining the best course of action to maximize profits can puzzle both academic and business professionals alike. *Valuation Challenges and Solutions in Contemporary Businesses* provides emerging research exploring theoretical and practical aspects of income-based, market-based, and asset-based valuation approaches and applications within the financial sciences. Featuring coverage on a broad range of topics such as growth rate, diverse business, and market value, this book is ideally designed for financial officers, business professionals, company managers, CEOs, corporate professionals, academicians, researchers, and students seeking current research on the challenging aspects of firm valuation and an assortment of possible solution-driven concepts.

This compelling book serves as a comprehensive resource for readers interested in contemporary security issues in Africa. It details the impact of complex challenges in Africa and explains why addressing them grows increasingly important. • Acknowledges principal terms, underlying concepts, and specific case studies in an exploratory overview of contemporary security issues in Africa • Emphasizes the international and regional security threats caused by contemporary security issues in Africa as a continent as well as in the context of individual countries • Employs a case study methodology, which should prove useful in a range of courses on topics including security studies, international relations, comparative politics, military history, and African history • Examines linkages between various security issues, offering an integrated appraisal of how and why these issues impact one another while considering developments, trends, and future prospects

This book contains selected papers presented at the 4th International Seminar of Contemporary Research on Business and Management (ISCRBM 2020), which was organized by the Alliance of Indonesian Master of Management Program (APMMI) and held in Surabaya, Indonesia, 25-27 November 2020. It was hosted by the Master of Management Program Indonesia University and co-hosts Airlangga University, Sriwijaya University, Trunojoyo University of Madura, and Telkom University, and supported by Telkom Indonesia and Triputra. The seminar aimed to provide a forum for leading scholars, academics, researchers, and practitioners in business and management area to reflect on current issues, challenges and opportunities, and to share the latest innovative research and best practice. This seminar brought together participants to exchange ideas on the future development of management disciplines: human resources, marketing, operations, finance, strategic management and





