

Positive Behavioral Interventions and Supports
At Antonio Del Buono Elementary School

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**Positive Behavioral Interventions and Supports
At Antonio Del Buono Elementary School**

A General Overview

H\Y'a U]b'ZcW'g'cZ'Dcg]h]j Y'6Y\Uj]cf' =bhYfj Ybh]cbg'UbX'Gi ddcf'hg'fD6=GŁ]g'hc'dfcj]XY'UÆ
WYUf'gmghYa 'Zcf'U''YI dYVhYX'VY\Uj]cf'g'Uh'5bhcb]c'8Y'6i cbc'9'Ya YbhUf'mGVXcc''K \]YÆ
a UbmiZUW'hmž'ghUZZ'UbX'ghi XYbhg'a Um\Uj Y'Uggi a dh]cbg'cZ'k\Uh]g'YI dYVhYX'VY\Uj]cf'ž'kYÆ
WUbbch'Uggi a Y'h\Uh'Yj Yf'mcbyY'VY'YZg'UfY'g]a]'Uf''H\fcI [\ 'D6=Gž'k'Y'k]''k'cf_'hc[Yh\Yf'hcÆ
WYUf'UbX'a U]bhU]b'U'dfcXi Vh]j Yž'gUZy'Ybj]f'cba Ybh'j'b'k\]W'5@@gVXcc''VŁa a i b]hmÆ
a Ya VYfg'WYUf'mi bXYf'ghUbX'h\Y'g\UfYX'YI dYVhU]cbg'Zcf'VY\Uj]cf''K Y'VY']Yj Y'h\UhÆ
h\fcI [\ 'h\Y'ja d'Ya YbhU]cb'cZ'D6=G'gmghYa g'UbX'ghf'UhY[]Yg'k'Y'k]''bWYUgY'ghi XYbhÆ
UWUXYa]WdYfZcfa UbWž]bWYUgY'gUZyhmž'XYWYUgY'dfcV'Ya 'VY\Uj]cf'ž'UbX'YghU'g\ 'UÆ
dcg]h]j Y'gVXcc''W]a UhY''Æ

Æ
D6=G'a Yh\cXg'UfY'fYgYUfVX! VUgYX'UbX'\Uj Y'VYb'dfcj Yb'hc'g][b]Z]WUbh'mifYXi W'h\YÆ
cWVffYbW'cZ'dfcV'Ya 'VY\Uj]cf'g'j'b'h\Y'gVXcc''C bY'cZ'h\Y'_Ymg'cZ'h\Y'gmghYa]'g'U'ZcW'gÆ
cb'dfYj Ybh]cb''=h]g'VUgYX'cb'h\Y']XYU'h\Uh'k\Yb'ghi XYbhg'UfY'hUi [\ 'h'WYUf'mXYZ]bYXÆ
VY\Uj]cf'U'YI dYVhU]cbg'UbX'dfcj]XYX'k]h\dfYX]WUUV'Y'fYgdcbgYg'hc'h\Y]f'VY\Uj]cf'ž'Vch\Æ
dcg]h]j Y'UbX'WŁffYVh]j Yž,)!-) i 'cZ'h\Y'ghi XYbhg'k]''a Yh'h\cgY'YI dYVhU]cbg'Æ

Æ
5g'dUf'h'cZ'D6=Gž'586'\Ug'XYj Y'cdYX'gVXcc''!k]XY'dfcW'Xi fYg'hc'UWŁa d]g\ 'h\Y'Zc''ck]b[.Æ

Define Behavior Expectations. '5'ga U''bi a VYf'cZ'WYUf'mXYZ]bYX'VY\Uj]cf'UÆ
YI dYVhU]cbg'UfY'XYZ]bYX'j'b'dcg]h]j Yž]g]a d'Yž'fi 'Yg''5h'586'9'Ya YbhUf'mGVXcc''ci fÆ
YI dYVhU]cbg'UfY. '6Y'GUZYž'6Y'fYgdYVhZi 'ž'6Y'fYgdcbg]V'Yž'6Y'Ga Uf'h''H\YgYÆ
YI dYVhU]cbg'UfY'ci h'j]bYX'j'b'h\Y'YI dYVhU]cbg'a Uhf]j']bWi XYX'j'b'h\]g'**dUW_Yh'\UbXVcc_**''Æ

Æ
Teach Behavior Expectations. H\Y'VY\Uj]cf'U'YI dYVhU]cbg'UfY'hUi [\ 'h'hc'U''ghi XYbhgÆ
j'b'h\Y'Vi]X]b[ž'UbX'UfY'hUi [\ 'h'j'b'fYU'WŁbhYI hg''6Y\Uj]cf'U'YI dYVhU]cbg'UfY'hUi [\ 'hÆ
i]g]b['h\Y'gUa Y'hYUW]b['Zcfa Uhg'Udd']YX'hc'ch\Yf'W'ff]W'U''H\Y [YbYfU'fi 'Y'gÆ
dfYgYbhYXž'h\Y'fUh]cbU'Y'Zcf'h\Y'fi 'Y'g'X]gW'ggYXž'dcg]h]j Y'YI Ua d'Yg'f'h\Y'f][\ 'h'k'UmĭŁÆ
UfY'XYgW]VYX'UbX'fY\YUf'gYXž'UbX'bY[Uh]j Y'f'h\Y'k'f'cb['k'UmĭŁ'UfY'XYgW]VYX'UbXÆ
a cXY'YX''

Ghi XYbhg'UfY' []j Yb'Ub'cddcf'hi b]hmhc'dfUW]W'h\Y'ĭf][\ 'h'k'Umĭ'ĭ bh]'h\YmXYa cbghf'UhYÆ
Z'i Ybh'dYfZcfa UbW''@Yggcb'd'Ubg'UfY'j]bWi XYX'j'b'h\]g'\UbXVcc_''

Acknowledge Appropriate Behaviors. 'C bW'Uddf'cdf]UhY'VY\Uj]cf'g'\Uj Y'VYb'XYZ]bYXÆ
UbX'hUi [\ 'hž'h\YmbYX'h'c'VY'UW_bck'YX[YX'cb'U'fY[i 'Uf'VUg]g''586'\Ug'XYj Y'cdYX'UÆ
Zcfa U'gmghYa 'h\Uh'fYk'UfXg'dcg]h]j Y'VY\Uj]cf''ĭ586'K Umih]W_Yhgĭ'UfY'i gYX'VmÆ
]bX]j]Xi U'ghUZZ'a Ya VYfgž'Uh'h\Y]f'X]gW'Yh]cbž'Ug'U'hcc''cZ'YbWŁi fU[Ya Ybh'UbX'UÆ
ghi XYbh'a ch]j Uhc''GhUZZ'a Ya VYfg'WU'Uk'UfX'ĭ586'K Umih]W_Yhgĭ'hc'ghi XYbhgž'k\h\YfÆ
h\YmhYUW'h\Ya 'cf'bc''=bg'f'i Vh]cbg'cb'h\Y'dfcV'Xi fY'hc'i gY'j'b'fYk'UfX]b['h\Y'586Æ

K Umh]W_Yhg'UfY']bWi XYX']b'h\]g'dUW_Yh"5 XX]h]cbU`nř'gV\cc'!k]XY'XfUk]b[g'Zcf Æ
]bV\bh]j Yg'UbX'UggYa V']Yg'k]`Zi fh\Yf'UW_bck`YX[Y'UbX'YbWłi fU[Y'Uddf cdf]UhYÆ
VY\Uj]cf"Æ

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Proactively Correct Behavior Errors. K \Yb'ghi XYbhg'j]c`UhY'h\Y'VY\Uj]cfU'Æ
YI dYWhUh]cbg'h\YmUfY']bZcfa YX'h\Uh'h\Y]f'VY\Uj]cf'k Ug'i bUW\dhU'Y"7'YUfÆ
dfcW\Xi fYg'UfY'i gYX'hc'fYX]fYWh'ghi XYbhg'hc'Uddf cdf]UhY'VY\Uj]cf"Æ

Æ

5 bch\Yf' _YmY'Ya Ybh'hc'D6=G]g'h\Y'UbU'mg]g'Vm'h\Y'gV\cc`hYUa 'cZ'X]gW'd']bY'fYZYffU'Æ
XUhU"H\Y'hYUa !VUgYX'Uddf cUW'hc'XUhU'UbU'mg]g'U`ck g'h\Y'gV\cc`hc']XYbh]Zmh\Y'dfcV'Ya Æ
UfYUgžVfU]bg'hcfa`]bhYfj Ybh]cbgž'UW_bck`YX[Y'h\Y'ghi XYbhg'YI \]V]h]b['h\Y'YI dYWhYXÆ
VY\Uj]cfž'UbX'Wła a i b]WWhY'h\Y'Z]bX]b[g'hc'ghUZZž'ghi XYbhg'UbX'dUfYbhg"Æ

Æ

C b'U'XU]mVUg]gž'U'ghi XYbh'WUb'YUf'b'Ī586'K Umh]W_Yhg'i'k \Yb'h\YmUfY'Włi [\h'VY]b['GUZYžÆ
FYgdYWhZi`ž'FYgdcbg]V'Y' UbX'#cf'VmU'ghUZZ'a Ya VYf'f]jYY'a Uhf]i' Zcf'YI Ua d'Ygł"H\YfY'k]`Æ
VY'a Ubm]bghUbW\g'k \Yb'U'ghi XYbh'k]`fYW\j]j Y'j YfVU'dfU]gY']bghYUX'cZ'Ub'586'K UmÆ
h]W_Yh"H\Y'ghUZZ'a Ya VYf'a UmV\ccgY'hc' [] Y'Ub'586'K Umh]W_Yh'gc'Ug'hc'\Uj Y'[fYUhYfÆ
]a dUWh"Æ

Æ

5`ghUZZ'a Ya VYf'g'\Uj Y'h\Y'cddcfhi b]hmihc'\UbX'ci h'586'K Umh]W_Yhg'k \Yh\Yf'h\YmÆ
hYUW'h\Uh'dUfh]W'Uf'ghi XYbh'cf' bch"H\]g'g'U'gV\cc'!k]XY'YZZcf'h'hc'dcg]h]j Y'mifY]bZcfWÆ
ghi XYbh'VY\Uj]cf"Æ

Æ

586'K Umh]W_Yhg'UfY'XYg][bYX'hc'VY'i gYf'Zf]YbX'm'H\YmUfY'ga U`Ybci [\hc'Z]h']bhc'UÆ
dcW_Yh'UbX'k]`cb'mhU_Y'U'ei]W_a ca Ybh'hc'Z]'`ci h"Æ

Æ

< ck`XcYg'h\Y'dfcW\gg'k cf_3Æ

Æ

ADB WayÆ

9UWX`hYUWX`Yf`k`j`fYVW`j`Y`U`f`c`c`Z`h`j`W`Y`hg`U`h`h`Y`V`Y`[`]`b`b`[`c`Z`h`Y`m`Y`U`f`"`=Z`a`c`f`Y`h`j`W`Y`hg`Æ
U`f`Y`b`Y`Y`X`Y`X`ž`d`Y`U`g`Y`g`Y`Y`?`j`a`]`b`h`Y`c`Z`Z`j`W`Y`Æ

Æ

H`j`W`Y`hg`k`j`V`Y`[`]`Y`b`c`i`h`h`c`g`h`i`X`Y`b`h`g`k`l`c`U`f`Y`Z`c`c`k`j`b`[`h`Y`5`8`6`K`U`m`Y`l`d`Y`W`h`U`h`j`c`b`g`Æ
H`j`W`Y`hg`b`Y`Y`X`h`c`V`Y`f`Y`k`U`f`X`Y`X`Z`c`f`h`Y`d`f`Y`j`c`i`g`U`b`X`W`f`f`Y`b`h`Y`g`g`c`b`g`h`U`i`[`h`"``H`Y`U`W`X`Y`f`g`k`j`Æ
h`l`U`b`_`g`h`i`X`Y`b`h`g`Z`c`f`h`Y`U`W`h`h`Y`m`U`f`Y`V`Y`j`b`[`[`]`j`Y`b`h`Y`h`j`W`Y`h`Z`c`f`":`c`f`Y`l`U`a`d`Y`ž`I`H`l`U`b`_`m`c`i`Æ
Z`c`f`h`f`U`j`Y`j`b`[`h`Y`f`j`[`h`k`U`m`c`b`h`Y`a`c`b`_`Y`m`V`U`f`g`i`Æ

Æ

G`h`i`X`Y`b`h`g`k`j`V`Y`f`Y`g`d`c`b`g`j`V`Y`Z`c`f`k`f`j`h`j`b`[`h`Y`j`f`b`U`a`Y`U`b`X`f`c`c`a`b`i`a`V`Y`f`c`b`h`Y`h`j`W`Y`h`U`b`X`Æ
d`U`W`j`b`[`]`h`j`b`h`Y`X`Y`g`j`[`b`U`h`Y`X`Y`b`j`Y`c`d`Y`c`W`h`Y`X`j`b`h`Y`W`U`g`g`f`c`c`a`"``H`Y`Y`b`j`Y`c`d`Y`j`g`U`V`Y`Y`X`Æ
I`H`l`Y`5`8`6`K`U`m`i`Æ

Æ

H`Y`U`W`X`Y`f`g`U`f`Y`f`Y`g`d`c`b`g`j`V`Y`Z`c`f`a`U`_`j`b`[`g`i`f`Y`U`h`j`W`Y`hg`l`U`j`Y`V`Y`Y`b`d`U`W`X`j`b`h`Y`Y`b`j`Y`c`d`Y`Æ
d`f`j`c`f`h`c`A`c`f`b`j`b`[`A`Y`g`g`U`l`Y`Æ

Æ

K`Y`Y`_`m`D`f`j`n`Y`g`Æ

H`Y`U`W`X`Y`f`g`k`j`V`f`j`b`[`Y`b`j`Y`c`d`Y`g`h`c`h`Y`X`Y`g`j`[`b`U`h`Y`X`[`f`U`X`Y`Y`j`Y`A`c`f`b`j`b`[`A`Y`g`g`U`l`Y`"``H`k`c`Æ
h`j`W`Y`hg`d`Y`f`W`U`g`g`k`j`V`Y`X`f`U`k`b`V`m`i`a`f`g`"7`c`X`j`[`U`#`a`f`g`">`c`Y`"``=b`h`Y`Y`j`Y`b`h`b`Y`h`l`Y`f`U`f`Y`h`Y`f`Y`ž`Æ
h`l`Y`h`Y`U`W`X`Y`f`k`j`X`f`U`k`h`Y`h`j`W`Y`hg`"D`Y`U`g`Y`b`c`h`Y`h`l`U`h`h`Y`h`j`W`Y`hg`X`f`U`k`b`U`f`Y`h`Y`k`j`b`b`Y`f`g`ž`Æ
k`l`Y`h`l`Y`f`c`f`b`c`h`h`Y`m`l`U`j`Y`k`c`b`V`Y`Z`c`f`Y`"F`Y`W`c`[`b`h`j`c`b`#`d`f`j`n`Y`g`Z`c`f`h`l`j`g`X`f`U`k`j`b`[`k`j`V`Y`U`h`Æ
A`c`f`b`j`b`[`A`Y`g`g`U`l`Y`"F`Y`a`U`j`b`[`h`j`W`Y`hg`k`j`V`Y`g`U`j`Y`X`Z`c`f`X`f`U`k`j`b`[`g`U`h`K`c`b`X`Y`f`K`c`Z`Æ
U`g`g`Y`a`V`j`Y`g`Z`c`f`U`d`f`j`n`Y`Z`f`c`a`h`Y`d`f`j`n`Y`V`c`l`c`f`h`Y`d`f`j`n`Y`a`Y`b`i`"5`ei`U`f`h`Y`f`m`X`f`U`k`j`b`[`U`h`Æ
K`c`b`X`Y`f`K`c`Z`5`g`g`Y`a`V`j`Y`g`k`j`V`Y`Z`c`f`U`U`f`[`Y`f`d`f`j`n`Y`"f`[`]`Z`h`W`U`f`X`Z`f`c`a`A`V`B`c`b`U`X`l`ž`6`U`g`_`j`b`Æ
F`c`V`V`j`b`g`ž`Y`h`W`L`"H`l`Y`g`Y`k`j`V`Y`X`j`j`X`Y`X`V`m`i`[`f`U`X`Y`Y`j`Y`Z`c`f`%)`U`b`X`V`m`i`W`U`g`g`Z`c`f`H`?`#`?"`H`?`#`?`Æ
k`j`c`b`m`i`g`Y`h`j`W`Y`hg`Z`c`f`U`X`f`U`k`j`b`[`g`ž`j`b`W`i`X`j`b`[`h`Y`X`f`U`k`j`b`[`Z`c`f`h`Y`i`b`W`X`Y`g`X`i`f`j`b`[`K`c`b`X`Y`f`Æ
K`c`Z`U`g`g`Y`a`V`m`i`k`Y`Y`_`g`"8`f`U`k`j`b`[`g`Z`c`f`H`?`#`?`k`j`V`Y`X`c`b`Y`h`Y`k`Y`Y`_`c`Z`h`Y`A`c`f`b`j`b`[`A`Y`g`g`U`l`Y`g`Æ
U`b`X`h`Y`X`U`m`c`Z`h`Y`K`c`b`X`Y`f`K`c`Z`5`g`g`Y`a`V`m`i`Æ

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Wonder Wolves

K`c`b`X`Y`f`K`c`j`Y`g`k`j`V`Y`[`]`j`Y`b`h`c`g`h`i`X`Y`b`h`g`k`l`c`X`Y`a`c`b`g`h`f`U`h`Y`U`V`X`U`f`U`W`h`Y`f`h`l`U`h`[`c`Y`g`U`V`c`j`Y`Æ
U`b`X`V`Y`m`c`b`X`Y`l`d`Y`W`h`U`h`j`c`b`g`"H`l`Y`m`U`f`Y`b`c`h`[`]`j`Y`b`Z`c`f`Z`c`c`k`j`b`[`h`Y`f`i`Y`g`"H`l`Y`f`Y`U`g`c`b`Z`c`f`Æ
g`h`i`X`Y`b`h`f`Y`W`j`j`b`[`h`Y`K`c`b`X`Y`f`K`c`Z`j`g`h`c`V`Y`k`f`j`h`h`Y`b`c`b`h`Y`K`K`"f`g`l`c`f`h`U`b`X`V`f`j`Y`Z`L`"H`l`j`g`Æ
k`j`V`Y`g`l`U`f`Y`X`U`h`h`Y`U`g`g`Y`a`V`m`i`Æ

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H`l`Y`g`h`i`X`Y`b`h`g`U`f`Y`f`Y`g`d`c`b`g`j`V`Y`Z`c`f`d`i`h`h`j`b`[`h`Y`j`f`b`U`a`Y`U`b`X`f`c`c`a`b`i`a`V`Y`f`g`c`b`h`Y`K`c`b`X`Y`f`Æ
K`c`Z`U`b`X`d`U`W`j`b`[`]`h`j`b`U`g`d`Y`W`j`U`K`c`b`X`Y`f`K`c`Z`V`U`[`#`V`c`l`#`V`U`g`_`Y`h`Æ

Æ

H`l`Y`h`Y`U`W`X`Y`f`g`U`f`Y`f`Y`g`d`c`b`g`j`V`Y`Z`c`f`a`U`_`j`b`[`g`i`f`Y`U`K`c`b`X`Y`f`K`c`j`Y`g`U`f`Y`d`U`W`X`j`b`h`Y`g`d`Y`W`j`U`Æ
K`c`b`X`Y`f`K`c`Z`V`U`[`#`V`c`l`#`V`U`g`_`Y`h`U`b`X`V`f`c`i`[`h`h`c`h`Y`K`c`b`X`Y`f`K`c`Z`5`g`g`Y`a`V`j`Y`g`Æ

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A fg"7cX][U#A fg">cY#HYUWXYf'k]'XfUk 'hk c'K cbXYf'K c'j Yg'dYf'WUgg'Uh'h\Y'UggYa V`m'Æ
D'YUgY'bchY'h\Uh'h\Y'K cbXYf'K c'j Yg'XfUk b'UfY'h\Y'k]bbYfgžk \Yh\Yf'cf' bch'h\Ym\Uj YÆ
k cb'VYZcfY'"K]bbYfg'k]'fYWY]j Y'U'gdYWU'7\UfUWXYf'7ci bhg'df]nY'UbX'fYWŁ[b]h]cb'Uh'h\YÆ
UggYa V`m'Æ

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VIP Lunch

C bWU'U'a cbh\ž&'YI hfU'h]W_Yhg'k]'VY'XfUk b'dYf'WUgg'"H\Y'k]bbYf'Zfca 'YUW'WUgg'fUbXÆ
cbY' [i YghŁ'k]'X]bY'Uh'h\Y'gdYWU'J =D'hUV'Y'U'XUHy'hc'VY'XYhYfa]bYXž'i gi U`mh\Y'bYI hÆ
k YY_'"'H?#?'k]'cb'm\Uj Y'&h]W_Yhg'XfUk b'dYf'WUgg'UbX'Xc' bch'bj]hY'U' [i Ygh'"J =DÆ
ghi XYbhg'k]'fYWY]j Y'fYWŁ[b]h]cb'Xi f]b['h\Y'gdYWU'žh\Ya YX'i bW'"'Ghi XYbhg'k]'Vf]b[Æ
h\Y]f'ck b'i bWYg'cf'gWŁcc''i bWŁžVi h'k]'fYWY]j Y'U'ga U'hfYUh'cf'gbUW_'D]Vhi fYg'k]'VYÆ
hU_Yb'UbX'd'UWY'X'cb'U'gdYWU'Vi ''Yh]b'VcUfX"Æ

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Staff Recognition

GhUZZ'WUŁ[]j Y'fYWY]j Y'D5K G'Zcf'[ccX'XYXg#\Y'd]b['ch\Yfg#YhW'"H\Y'D5K G'k]'VYÆ
d'UWY'X'cb'h\Y'fYWŁ[b]h]cb'VcUfX'j b'h\Y'ghUZZ'fcc'a "'GhUZZ'fYWŁ[b]h]cb'cWVfg'Uh'A cbXUmÆ
ghUZZ'a YYh]b[g"Æ

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!Y'586'K Um' '9l dYMUh]cb'HYUM]b['@Yggcb'GWYXi`YÆ

f&\$'A]bi hY '@YggcbgÆ
&\$%+!&\$% 'GW'cc`MYUfÆ

†7`Uggfcca '9l dYMUh]cbg'HYUMYf'fYgdcbg[V']]mZ]fghXUmUbX'XU]mfYa]bXYfg'hY'Z]fghZYk`k YY_gÆ

		A cb" , #&%Æ	Hi Y" , #&&Æ	K YX" , #&Æ	H \ " , #&(Æ	: f] " , #&)Æ
D`Um[fci bXAÆ	, .) \$Ua Æ	H? !`≠UffUÆ	Æ	)h!`? bi mYbÆ	(h!`æ\bgcbÆ	' fX!`A i < cnÆ
Æ	, .) \$Ua Æ	H? !`< YfbUbXYnÆ	Æ	)h!`A UM]UgÆ	(h!`HfUa gÆ	' fX!`8]UnÆ
Æ	-.%\$Ua Æ	Æ	Æ	)h!`DU[YÆ	(h!`GfUhzcfxÆ	' fX!`A UM]UgÆ
7 ci fmUfXÆ	, .) \$Ua Æ	? !`@† b[VYf[Æ	H? !`≠UffUÆ	Æ	)h!`? bi mYbÆ	(h!`æ\bgcbÆ
Æ	, .) \$Ua Æ	? !`Gk]ZhÆ	H? !`< YfbUbXYnÆ	Æ	)h!`A UM]UgÆ	(h!`HfUa gÆ
Æ	-.%\$Ua Æ	? !`A W`Ug\UbÆ	Æ	Æ	)h!`DU[YÆ	(h!`GfUhzcfxÆ
7 UZYHf]UÆ	, .) \$Ua Æ	%gh` : XYfgd]YÆ	? !`@† b[VYf[Æ	H? !`≠UffUÆ	Æ	)h!`? bi mYbÆ
Æ	, .) \$Ua Æ	%gh` ? UdU_i Æ	? !`Gk]ZhÆ	H? !Æ < YfbUbXYnÆ	Æ	)h!`A UM]UgÆ
Æ	-.%\$Ua Æ	%gh` < Yb`mÆ	? !`A W`Ug\UbÆ	Æ	Æ	)h!`DU[YÆ
F Ygfcca Æ	, .) \$Ua Æ	&bX!`A W`UYÆ	%gh` : XYfgd]YÆ	? !`@† b[VYf[Æ	H? !`≠UffUÆ	Æ
Æ	, .) \$Ua Æ	&bX!`F Yb[YfgÆ	%gh` ? UdU_i Æ	? !`Gk]ZhÆ	H? !`< YfbUbXYnÆ	Æ
Æ	-.%\$Ua Æ	&bX!`DUF_Æ	%gh` < Yb`mÆ	? !`A W`Ug\UbÆ	Æ	Æ
C Z]WÆ	, .) \$Ua Æ	' fX!`A i < cnÆ	&bX!`A W`UYÆ	%gh` : XYfgd]YÆ	? !`@† b[VYf[Æ	H? !`≠UffUÆ
Æ	, .) \$Ua Æ	' fX!`8]UnÆ	&bX!`F Yb[YfgÆ	%gh` ? UdU_i Æ	? !`Gk]ZhÆ	H? !`< YfbUbXYnÆ
Æ	-.%\$Ua Æ	' fX!`5 bXfUXYÆ	&bX!`DUF_Æ	%gh` < Yb`mÆ	? !`A W`Ug\UbÆ	Æ
@]VfUfmÆ	, .) \$Ua Æ	(h!`æ\bgcbÆ	' fX!`A i < cnÆ	&bX!`A W`UYÆ	%gh` : XYfgd]YÆ	? !`@† b[VYf[Æ
Æ	, .) \$Ua Æ	(h!`HfUa gÆ	' fX!`8]UnÆ	&bX!`F Yb[YfgÆ	%gh` ? UdU_i Æ	? !`Gk]ZhÆ
Æ	-.%\$Ua Æ	(h!`GfUhzcfxÆ	' fX!`5 bXfUXYÆ	&bX!`DUF_Æ	%gh` < Yb`mÆ	? !`A W`Ug\UbÆ
< U`k UmgÆ	, .) \$Ua Æ	)h!`? bi mYbÆ	(h!`æ\bgcbÆ	' fX!`A i < cnÆ	&bX!`A W`UYÆ	%gh` : XYfgd]YÆ
Æ	, .) \$Ua Æ	)h!`A UM]UgÆ	(h!`HfUa gÆ	' fX!`8]UnÆ	&bX!`F Yb[YfgÆ	%gh` ? UdU_i Æ
Æ	-.%\$Ua Æ	)h!`DU[YÆ	(h!`GfUhzcfxÆ	' fX!`5 bXfUXYÆ	&bX!`DUF_Æ	%gh` < Yb`mÆ
7 ca d"@UÆ	, .) \$Ua Æ	Æ	)h!`? bi mYbÆ	(h!`æ\bgcbÆ	' fX!`A i < cnÆ	&bX!`A W`UYÆ
Æ	, .) \$Ua Æ	Æ	)h!`A UM]UgÆ	(h!`HfUa gÆ	' fX!`8]UnÆ	&bX!`F Yb[YfgÆ
Æ	-.%\$Ua Æ	Æ	)h!`DU[YÆ	(h!`GfUhzcfxÆ	' fX!`5 bXfUXYÆ	&bX!`DUF_Æ

†5 ff]j U#8]ga]ggU`9l dYMUh]cbg'5`fY]Yk`YggcbgZ]fghXUm]cb'ck b`UbX'XU]mfYa]bXYfg'Z]fghk YY_Æ
†G8 7`k]`W`a d`Yh`U`YggcbgVmK`YX" , #`\$`cb`h`Y]f`ck b`h`a`Y`g`W`Y`X`i`Y`V`U`g`Y`X`c`b`g`h`X`Y`b`h`W`U`g`g`Æ
b`Y`X`g`"

BA , # - % & Æ



1\Y'5 8 6 'K Um' '9I dYVUu]cb 'HYUW]b['@Yggcb 'GWYXi `YÆ

f&\$'A]bi hY '@YggcbgkÆ
&\$%!'&\$%+ 'GW\cc`'MYUfÆ

†7`Uggfcca '9I dYVUu]cbg 'HYUWYf'fYgdcbg]V]]mZ]fghXUmUbX`XU]`mfYa]bXYfg'hY`Z]fghZYk`k`YY_gÆ

		A cb", #&_Æ	Hi Y", #&_Æ	K YX", #&_Æ
D`Um[fci bXÆ	,.' \$Ua Æ	&bX!'`A W`UYÆ	%gh`': YXYfgd]Y`Æ	?!'@↑ b[VYf[Æ
Æ	,.) \$Ua Æ	&bX!'`F Yb[YfgÆ	%gh`'? UdU_i Æ	?!'Gk]ZhÆ
Æ	-.%\$Ua Æ	&bX!'`DUF_Æ	%gh`'< Yb`mÆ	?!'`A W`Ug\UbÆ
7ci fmUfXÆ	,.' \$Ua Æ	' fX!'`A i < cnÆ	&bX!'`A W`UYÆ	%gh`': YXYfgd]Y`Æ
Æ	,.) \$Ua Æ	' fX!'`8]UnÆ	&bX!'`F Yb[YfgÆ	%gh`'? UdU_i Æ
Æ	-.%\$Ua Æ	' fX!'`5 bXfUXYÆ	&bX!'`DUF_Æ	%gh`'< Yb`mÆ
7 UZYHYf]UÆ	,.' \$Ua Æ	(h!'`æ\bgcbÆ	' fX!'`A i < cnÆ	&bX!'`A W`UYÆ
Æ	,.) \$Ua Æ	(h!'`HfUa gÆ	' fX!'`8]UnÆ	&bX!'`F Yb[YfgÆ
Æ	-.%\$Ua Æ	(h!'`GfUhzcfXÆ	' fX!'`5 bXfUXYÆ	&bX!'`DUF_Æ
F Ygrfcca Æ	,.' \$Ua Æ	)h!'`? bi mYbÆ	(h!'`æ\bgcbÆ	' fX!'`A i < cnÆ
Æ	,.) \$Ua Æ	)h!'`A UWUgÆ	(h!'`HfUa gÆ	' fX!'`8]UnÆ
Æ	-.%\$Ua Æ	)h!'`DU[YÆ	(h!'`GfUhzcfXÆ	' fX!'`5 bXfUXYÆ
C ZZ]WÆ	,.' \$Ua Æ	Æ	)h!'`? bi mYbÆ	(h!'`æ\bgcbÆ
Æ	,.) \$Ua Æ	Æ	)h!'`A UWUgÆ	(h!'`HfUa gÆ
Æ	-.%\$Ua Æ	Æ	)h!'`DU[YÆ	(h!'`GfUhzcfXÆ
@]VfUfmÆ	,.' \$Ua Æ	H?'`!`≠UffUÆ	Æ	)h!'`? bi mYbÆ
Æ	,.) \$Ua Æ	H?'`!`< YfbUbXYnÆ	Æ	)h!'`A UWUgÆ
Æ	-.%\$Ua Æ	Æ	Æ	)h!'`DU[YÆ
< U`k`UmgÆ	,.' \$Ua Æ	?!'@↑ b[VYf[Æ	H?'`!`≠UffUÆ	Æ
Æ	,.) \$Ua Æ	?!'Gk]ZhÆ	H?'`!`< YfbUbXYnÆ	Æ
Æ	-.%\$Ua Æ	?!'`A W`Ug\UbÆ	Æ	Æ
7ca d"@UÆ	,.' \$Ua Æ	%gh`': YXYfgd]Y`Æ	?!'@↑ b[VYf[Æ	H?'`!`≠UffUÆ
Æ	,.) \$Ua Æ	%gh`'? UdU_i Æ	?!'Gk]ZhÆ	H?'`!`< YfbUbXYnÆ
Æ	-.%\$Ua Æ	%gh`'< Yb`mÆ	?!'`A W`Ug\UbÆ	Æ

†G8 7`k]` `W'a d`Yh`U`YggcbgVm: f]`, #&*`cb`h`Y]f`ck`b`h`a`Y`g`W`YXi`Y`V`U`g`Y`X`cb`gri`XYbh`#`W`U`g`b`Y`Y`g`Æ

BA ; #-#%`

Æ

.....5"8"6"K UmGcb[
5h'586ž]h'g'h\Y'VYgh'd`UW'hc'VY"
5h'586ž=Ń'VY'h\Y'VYgh'=WUb'VY"
6Y'gUZYžÆ
fYgdYWŹi`žÆ
fYgdcbg]V`Y'UbX'ga Ufh'Æ
6Y'gUZYžÆ
fYgdYWŹi`žÆ
fYgdcbg]V`Y'UbX'ga Ufh'Æ
6Y'gUZYžÆ
fYgdYWŹi`žÆ
fYgdcbg]V`Y'UbX'ga Ufh'Æ
H\Uh'g'h\Y'k UmZcf'a YžÆ
586`Æ



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586ŃgÆ
'5bh]i'6i`m]b[Æ
Fi`YgÆ

Æ
%"K Y'k]`bch'Vi`mich\Yfg"Æ
&"K Y'k]`\Y'd'ghi XYbhg'k \cÆ
'UfY'Vi`]YX"Æ
' "K Y'k]`]bWi XY'ghi XYbhgÆ
k \c'UfY`YZhici h'Æ
βª =Zk Y'_bck'h\Uhigca YVcXmÆ
]g'VY]b['Vi`]YXž'k Y'k]`hY`Æ
Ub'UXi'hUh'gW\cc`UbX'UbÆ
UXi'hUh'\ca Y"





° XX° ž Ł ł aMw{Zxł n|l {y¹H nl XZxH njfZy_xnk °° l`ZjM

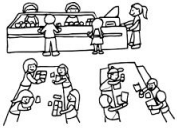
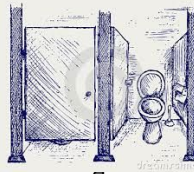


Ī HĀY'586'K UmĪ Æ



bhcb]c'8Y`'6i cbc'GWcc`'7ca a cb'5fYU'9I dYVU]h]cbgÆ




Æ 7ca a cb'5fYU'Æ	6Y'GUZY'Æ <u>Hfi gk cfh]bYggÆ</u>	6Y'F YgdYVWZ`'Æ <u>F YgdYVWZ`' / Æ</u> <u>7Uf]b[Æ</u>	6Y'F Ygdcbg]V`YÆ <u>F Ygdcbg]VY/`'7]h]b]dÆ</u>	6Y'Ga UfhÆ <u>: UfbYggÆ</u>
Æ D`Um] fci bXÆ f6`UW`HcdtÆ 	Æ !D`UmGUZY`mÆ Æ !K U`_Æ Æ !GUmk]h]b`hYÆ Vci bXUf]YgÆ Æ	Æ !K U]h]mci f`h fbÆ Æ Æ !! gY`Uddfcd]UH]YÆ `@Ub[i U[YÆ	!: c``ck`X]fVW]cbg]cZÆ `hY`mUfX`Xi`hmik`Yb`mci`Æ `YUf`hY`VY``cf`k`]\]gh]YÆ !6f]b[]b`UW]Yhg/`Æ `Gk`YU]h]fgÆ !9Uh]gbUW]g`Uh]hYÆ d`Ub]h]f`Vcl`Yg/`Æ `h]fck`Uk`Um]f]Ug]VÆ	Æ !Y`Yd`\UbXg]UbXÆ `ZY]h]c`mci`fgY`ZÆ Æ !: c``ck`[Ua`Yfi`YgÆ !! gY`fY]gh]fcca`/`Æ `Xf]b_`VY]c]fY`hYÆ VY`Æ
Æ D`Um] fci bXÆ fHUbVUf`tÆ 	Æ !D`Um]gUZY`mÆ !K U`_Æ !Gk]b[`GUZY`mÆ f7`ci`bhcb`hc`&\$tÆ !G]XY`Xck`b/`cbÆ mci`f`Vcl]tca`cb`mÆ Æ	Æ !K U]h]mci f`h fbÆ !;`c]b`hY`Vc]ffYVWÆÆ X]fVW]cb]cb`hYÆÆ Yei`]da`YbhÆ !! gY`Uddfcd]UH]YÆ `@Ub[i U[YÆ	Æ !: c``ck`X]fVW]cbg]cZÆ `hY`mUfX`Xi`hmik`Yb`mci`Æ `YUf`hY`VY``cf`k`]\]gh]YÆ Æ !6f]b[]b`UW]Yhg/`Æ `gk`YU]h]fgÆ	Æ !Y`Yd`\UbXg]UbXÆ `ZY]h]c`mci`fgY`ZÆ Æ !: c``ck`[Ua`Yfi`YgÆ Æ
Æ D`Um] fci bXÆ f[fUgg]tÆ 	Æ !F i b/`d`Um]gUZY`mÆ Æ !Y`Yd`gc]VW]f`Uk`UmÆ Z]ca`Z]b]Wg]UbXÆ WUgg]fcca`gÆ	Æ !! gY`Uddfcd]UH]YÆ `@Ub[i U[YÆ Æ !6Y`Uk`UFY`cZÆ `ch`Yfg]N]U]j`h]Yg/`Æ [Ua`YgÆ	Æ !: c``ck`X]fVW]cbg]cZÆ `hY`mUfX`Xi`hmik`Yb`mci`Æ `YUf`hY`VY``cf`k`]\]gh]YÆ Æ !6f]b[]b`UW]Yhg/`Æ `gk`YU]h]fgÆ	Æ !Y`Yd`\UbXg]UbXÆ `ZY]h]c`mci`fgY`ZÆ Æ !: c``ck`[Ua`Yfi`YgÆ Æ
Æ 7ci`fm]UfX`Æ 	!K U`_]b`hYÆ Vci`fm]UfXÆ Æ !! gY`gdc]f`_`UbXÆ `gh]Uk`Uddfcd]UH]Y`mÆ Æ !K U`_]hc`hYÆ d`Um] fci bXÆ	Æ !9Uh]cb`m]mci`fÆ `ck`b`ZccXÆ Æ !K U]h]Zcf`h]U]Y`hcÆ `VY`X]ga`]ggYXÆ	Æ !D]V]`i`d`Ub]m]h]b[`Æ X]fcd]d]YXÆ !G]h]U]h]X]Y]g][`b]U]h]X`h]U]V]Y]zÆ Z]U]V]b[`Zcfk`UfXÆ !HU`_`ei`]Y]h]mÆ !H]fck`Uk`Um]mci`fÆÆ [UfVU[YÆ	Æ !Y`Yd`\UbXg]UbXÆ `ZY]h]c`mci`fgY`ZÆ !F U]g]Y`\UbX`]Z]mci`Æ `b]Y]X`gca`Y]h]b[`Æ !@]b]Y`i`d`UbX`Zc``ck`Æ WUgg]hc`d`Um] fci bXÆ
Æ 7UZ]h]f]UÆ	!K U`_]ei`]Y]h]m/`g]hÆ d]fcd]Yf`m]U]h]mci`fÆÆ `h]U]V]YÆ Æ !7Uff]m]h]Ya`gÆ W]f]Y]Z` ``mk`]h`&Æ	Æ !E i]Y]h]c]W]gÆ	Æ !@]gh]b`hc`a`YU`gY`Y]m]cbÆ Æ !HU`_`mci`f`gY`Y]m]cb/`Æ i`h]bg]`gÆ Æ	Æ !Y`Yd`\UbXg]UbXÆ `ZY]h]c`mci`fgY`ZÆ Æ



	\UbXgÆ		!@YUfb'mci f',Æ	
Æ FYgrfcca gÆ Æ 	Æ !@cW_UbX'i b'cWÆ 'ghU''k \Yb XcbYÆ Æ !H\fcck 'hck Y']bÆ [UFVU[YÆ Æ Æ	Æ !! gY'ghU''#i f]bUÆ 'cbY'UhU'hja YÆ Æ !FYgdYVh'df]j UWhÆ	Æ !! gY'fYgrfcca 'VYzcfY'VY''Æ !K U_']b'ei]Yhm/ 'hU_YÆ 'WfY'cZVi g]bYggÆ !! gY'hc']YhUbX'Zi gÆ !K Ug\ / 'Xfm\UbXgÆ !@YUj Y']hWYUbÆ	Æ ! ? YYd \UbXg'UbXÆ 'ZYh'hc'mci fgY'ZÆ Æ !@YUj Y'dfca dhimÆ Æ !B ch]ZmUXi 'h]ZÆ 'h'YfY']g'U'bYXXÆ



Ī H\Y'586'K UmĪ Æ
o]hcb]c'8 Y' '6i cbc'GWcc`'7ca a cb'5 fYU'9I dYVU]h]cbgÆ



7ca a cb'5 fYUÆ	6Y'GUZYÆ Hfi gk cfh]bYggÆ	6Y'F YgdYVh'Zi \Æ F YgdYVh'Zi / '7UF]b[Æ	6Y'F Ygdcbg]V'YÆ F Ygdcbg]VY/ '7]h'nbg]dÆ	6Y'Ga UfhÆ : UfbYggÆ
Æ < U'k Um#Æ DUgg]b['5 fYUgÆ 	Æ !K U_'ZU]Vb[Æ 'Zcfk UfX']b'UÆ 'g]b['Y'Z]'Y'']bYÆ Æ !GhUmhc'h\Y'f][\hÆ Æ	Æ !6Y'Vei fhYci g'hcÆ 'chYf'WUggYg'UbXÆ 'chYfg'Ufci bX'mci Æ Æ !E i]Yhj c]W']ZÆ 'bYVWggUfmhc'gdYU_Æ	Æ !GhUm]b'XYg][bUHYXÆ 'k U_']b['UFYUgÆ Æ ! ? YYd \UbX'VY\]bX'mci Æ 'UFY']b'mci f'dcW_YhgÆ	Æ ! ? YYd \UbXg'UbXÆ 'ZYh'hc'mci fgY'ZÆ Æ
Æ C Z]WÆ 	Æ !< UbX'bchY'hcÆ 'cZ]W'g]UZZÆ Æ !@YUj Y'UbX'WcgyÆ 'h\Y'Xccf'ei]YhmÆ Æ	Æ !K U_'hc'h\Y'ZfcbhÆ 'Ve'i bhYf'ei]YhmÆ Æ !K U]h'hi fb'dUh]YbhimÆ Æ !b]g]XY'j c]WÆ	Æ !< Uj Y'U'dUgg'cf'bchYÆ Æ !GhUmgyUHYX']b'XYg][bUHYXÆ 'UFYUÆ	Æ ! ? YYd \UbXg'UbXÆ 'ZYh'hc'mci fgY'ZÆ Æ !GdYU_'k \YbÆ 'gdc_Yb'hc'VmicZ]WÆ 'g]UZZÆ
Æ @]VfUfmÆ 	Æ !K U_'UhU''hja YgÆ Æ !K U]hdUh]Ybhim]bÆ ']bYÆ Æ !Di g\ 'WU]f']bÆ 'k \Yb XcbYÆ	Æ !G]h'UbX'k U]h'ZcfÆ 'X]fYV]cbg]hc'VYÆ []j YbÆ Æ !K \]gdYf'j c]WÆ	Æ !7UFYZi ''md'UW'Vcc_g'cbÆ 'Ve'i bhYf'VUF'Ve'XYi dÆ Æ !! gY'g'Y'Za Uf_YfgÆ 'dfcdYf'mÆ Æ !7UffmVcc_g'dfcdYf'mÆ	Æ ! ? YYd \UbXg'UbXÆ 'ZYh'hc'mci fgY'ZÆ Æ !FYdcfhUbmÆ 'XUa U[YX'Vcc_g'hcÆ ']VfU]Ub'cf'hYUW'YfÆ
Æ 7ca di hYf'@UVA Æ	Æ !K U_'UhU''hja YgÆ Æ !FYd'UWÆ '\YUXd\cbYgÆ 'k \Yb''YUj]b[Æ Æ !Di g\]b'WU]f'UbXÆ ']bY'i dÆ	Æ !FYU]gY'\UbX'ei]YhmÆ 'Zcf'\Y'dÆ Æ !@c['cZZ'k \YbÆ 'bYVWggUfmÆ Æ !@YUj Y'_Ym'cUfX'UbXÆ 'a cb]hcf']b'h\Y]fÆ 'd'UWÆ	Æ !G]h'UhUgg][bYX'gYUhÆ Æ !Di h\YUXd\cbYg'cbÆ 'WfYZi ''mÆ Æ !@c['cb'Ve'ffYVh'mi/ ''YUj YÆ ']Vebg'Ug'h'YmUFYÆ	Æ ! ? YYd \UbXg'UbXÆ 'ZYh'hc'mci fgY'ZÆ Æ !GbUW_ / 'k UHYfÆ 'd'UWX'i bXYf'WU]fgÆ Æ
Æ 5 ff]j U'#Æ 8]ga]ggUÆ	Æ !! gY'Vfcgk U'_gÆ 'UbX'g]XYk U'_gÆ	Æ !@]ghYb'Zcf'X]fYV]cbgÆ 'hc'']bY'i dÆ	Æ !; YhVfYU_Z]gh'UbX'#cf[cÆ 'hc'XYg][bUHYX'WUgg'UFYUÆ !K U_' / 'hU_']b'WUgg'UFYUÆ	Æ ! ? YYd \UbXg'UbXÆ 'ZYh'hc'mci fgY'ZÆ Æ

	<p>!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!Æ !K U_`k]h`WUggÆ `hc`XYg][bUHXAÆ [fUXY`Yj`Y`UFYUAÆ Æ</p>	<p>!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!Æ !G]hdUh]Ybhmk]hÆ WUgg`k` \]`Y`k`U]h]b[Æ hc`VY`d]W_YX`i`dÆ</p>	<p>`cf`g]UbX`]b`]bYÆ !!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!! !F U]gY`UbX`k` \Yb`mci`gYÆ `h`Y`dYfgcb`k` \c`]g`d]W]b[Æ `mci`i`dÆ</p>	<p>!9bhYf`h`fci [\Æ `a`i`h]di`fdcgY`fccæ Æ !!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!Æ !`?`YYd`UbXg`UbXÆ `ZYyh`hc`mci`fgY`ZÆ</p>
<p>Æ 5 ggYa V`mÆ</p>  <p>Æ</p>	<p>Æ !K U_`]b`ei`]YhmÆ]b`U`g]fU][\h`]bYÆ `UbX`g]hcb`mci`fÆ Vchca`"Æ Æ</p>	<p>Æ !E`i`]Yhj`c]WÆ Æ !:`UW`Zcfk`UfXZ`UbXgÆ]b`UdÆ Æ !5`dd`Ui`XÆ `Uddfcd]f]UH`mÆ</p>	<p>Æ !Di`hd`Um[`fci`bXÆ `Yei`]da`YbhUk`UmÆ Æ !G]hei`]Yhm`UbX`dUh]YbhmÆ Æ !6Y`Ub`UW]j`Y`]ghYbYfÆ Æ</p>	<p>Æ !`?`YYd`UbXg`UbXÆ `ZYyh`hc`mci`fgY`ZÆ Æ</p>

Consequence System

K` \Yb`ghi`XYbhg`j`]c`UhY`h`Y`VY`Uj`]cf`U`YI`dY`WUh]cbgž`ghUZZ`a`i`gh`]bhYfj`YbY`]b`cf`XYf`hcÆ
]bZcfa`h`Y`ghi`XYbh`cZ`h`Y`df`cV`Ya`VY`Uj`]cf`ž`hYUW`h`Y`Uddfcd]f]UhY`VY`Uj`]cf`Zcf`h`YÆ
dUf]h]W`Uf`g]hi`Uh]cbž`UbX`UXa`]b]ghYf`Uddfcd]f]UhY`X]gW]d`]bUf`mUW]cb";`]VYf`h`DUF`_`\Ug`U` Æ
h]YfYX`WčbgYei`YbW`gmghYa`"Æ
Æ

Level 1:

:`cf`a`]bcf`cZZYbgYgž`U`ghUZZ`a`Ya`VYf`k`]`[`]j`Y`U`j`YfVU`fYX]fYW]cb`UbX`fYa`]bXYf`"H`Y`ghUZZÆ
a`Ya`VYf`a`UmUgc`[`]j`Y`h`Y`ghi`XYbh`U`F`Ya`]bXYf`i`g`d`hc`Zi`fh`Yf`]bX]WUhY`hc`h`Y`ghi`XYbhÆ
h`Uh`h`Y`VY`Uj`]cf`k`Ug`]bUddfcd]f]UhY`Zcf`gW]cc`"Æ
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Level 2:

:`cf`UbmicZZYbgY`h`Uh`k`Uf`f`Ubhg`Wča`a`i`b]WUh]cb`k`]h`dUfYbhgž`ghi`XYbh`k`]`fYW]j`Y`UbÆ
Î`I`!\`C`\I`Zcfa`"H`Y`ghi`XYbh`hU`_Yg`\ca`Y`h`Y`cf][`]bU`Zcfa`hc`g\ck`h`Y]f`dUfYbhg`UbXÆ
fYhi`fbg`h`Y`Zcfa`hc`\]g`cf`\Yf`hYUWYf`k`]h`U`dUfYbh`g][`bUhi`fY`"H`Y`VY`Uj`]cf`g`h`UhÆ
]bX]WUhY`Ub`Î`I`!\`C`\I`UfY`a`cfY`gYf]ci`g`h`Ub`U`@Yj`Y`%cZZYbgY`UbX`a`UmYfYgi`h`]b`X]gW]d`]bUf`mÆ
UW]cb`"Ghi`XYbhg`a`UmUgc`fYW]j`Y`Ub`Î`I`!\`C`\I`Zcf`fYdYUhYX`mYUf]b[`f`Ya`]bXYf`g`Zcf`h`YÆ
gUa`Y`VY`Uj`]cf`"Æ

Level 3:

Gyf]ci`g`ghi`XYbh`cZZYbgYg`Zcf`k`\]W`h`Y`gW]cc`df]bW]dU`k`]`VY`]bj`c`j`YX`W]`Zcf`U`FYZYffU`Æ
:`cfa`"Gi`W`cZZYbgYg`k`]`Ugc`a`Yf]h`dUfYbh`Wča`a`i`b]WUh]cb`UbX`k`]`[_Y`mfYgi`h`]b`gca`YÆ
X]gW]d`]bUf`mUW]cb`"5`ghi`XYbh`a`UmUgc`fYW]j`Y`U`FYZYffU`Zcf`fYW]j`]b[`"Î`I`!\`C`\g`Zcf`h`YÆ
gUa`Y`cZZYbgY`"Æ
Æ
5`XcW`a`YbhUh]cb`fY[`UfX]b[`VY`Uj`]cf`U`WčbgYei`YbW]g`[`cYg`h`fci [\`h`Y`WUggf`cca`Æ
hYUWYf`"GdYV]Z]W]mž`h`Y`WUggf`cca`hYUWYf`_YYdg`h`Y`hYUWYf`WčdmicZ`h`Y`Î`I`!\`C`\`UbXÆ
FYZYffU`Zcfa`g`UbX`a`cb]hcf`g`h`Y`fYhi`fb`cZ`dUfYbh`Zcfa`g`"Æ

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Antonio Del Buono Elementary School

"A good education builds a good citizen."

ADB WAY BEHAVIOR FLOWCHART

*Be Safe
Be Respectful*

*Be Responsible
Be Smart*

MINOR OFFENSES

MAJOR OFFENSES

Recovery

Possible Citation

Automatic Referral

Teacher calls office for support (Sends Student with Discipline Referral)

- Disruptions
- Arguing
- Not listening to an adult
- Not following ADB Way

- Harassment
- Disrespect
- Stealing
- Bullying
- Weapons
- Drugs
- Alcohol

- Buddy Break
- Social Conference w/teacher
- Reteach positive behavior

- Inappropriate use of facilities
- Cheating
- Teasing
- Play fighting
- Spitting
- Property misuse
- Toys
- Swearing
- Lying
- Throwing food

- Vandalism
- Abusive Language
- Threats
- Tampering w/ fire alarm
- Defiance
- Interfering w/ the rights of others
- Repeated minor offenses

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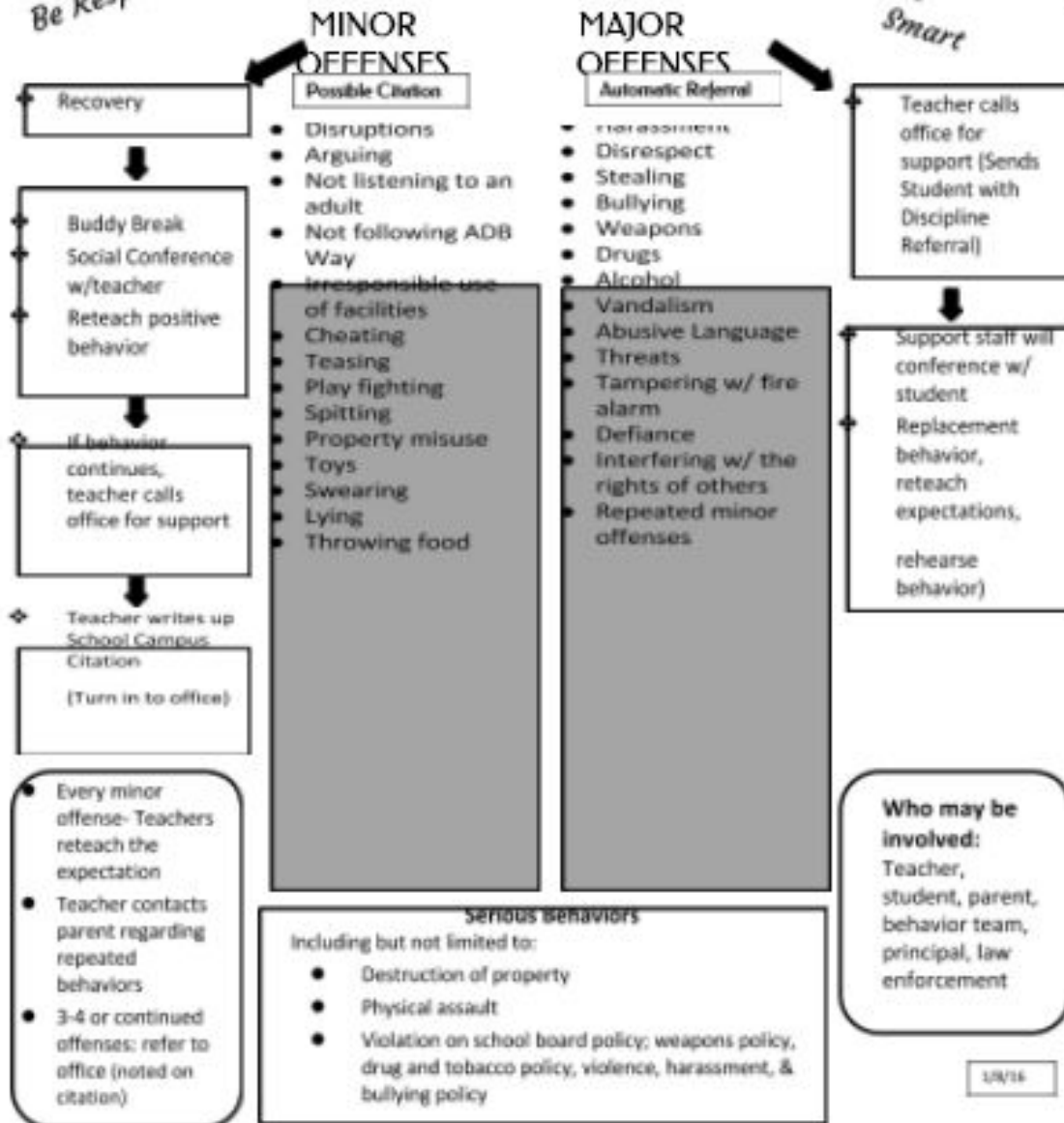
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Be Smart*



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5g'dUfh'cZ'D6=GžkY'k]''VY'ja d'Ya Ybh]b['Udfc[fUa 'hc']ja dfcj Y'ghi XYbh'UhhYbXUbW''H\]gÆ
dfc[fUa 'ZcW'gYg'cb'YbVæi fU[]b['h\cgY'ghi XYbhg'k]h\ci h'V\fc]WUhhYbXUbW' dfcV'Ya g'hcÆ
Væa Y'hc'gV\cc`fY[i 'Uf`mUbX'cb'h]a Y''H\Y'dfc[fUa 'jg'hk c! Zc'Xž]bWi X]b['fYVæ[b]h]cb'ZcfÆ
Vch\ 'j]X]j]Xi U'UbX'WUggfcca 'UhhYbXUbW''Æ

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Individual Recognition: 'H\Y'UhhYbXUbW'WYf_'k]''a cb]hcf'ghi XYbh'UhhYbXUbW'cb'UÆ
a cbh\`m'VUg]g''Ghi XYbhg'k]h\`dYfZYVh'UhhYbXUbW'Zcf'h\Y'a cbh\`k]''VY'YI W'gYX'YUf`mZcfÆ
h\Y'a cbh\`m'UggYa V`m'H\YgY'ghi XYbhg'k]''[Uh\Yf'Ug'U'[fci d']b'h\Y'a i`h]!di fdcgY'fccaÆ
UbX'VY'Uk UfXYX'Ub'UhhYbXUbW'W'fh]Z]WUhy'Vmih\Y'df]bV]dU''H\Ymik]''[Yh'h\Y]f'd]Whi fYÆ
hU_Yb'Ug'U'[fci d''H\Y'd]Whi fY'k]''VY'dcghYX'cb'h\Y'D6=G'Vi ``Yh]b'VcUfX''Ghi XYbhg'k]''VYÆ
UW_bck`YX[YX'Ug'U'[fci d'Uh'h\Y'UggYa V`m'Æ

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Classroom Recognition: Attendance Incentives: (Given monthly or at the end of the year)

1. Awarding of “Wolfie” to visit the class that has the greatest percentage of perfect attendance. Done at each Wonder Wolf Assembly. Grades 1-3 vie for Wolfie Jr. at their assembly. Grades 4-5 vie for Wolfie at their assembly. The class awarded Wolfie get to dress him up in a theme of the class choice and keep him as a mascot for the month.
2. Perfect attendance certificates are given at the end of year assemblies for students with perfect attendance for the year.

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cR_NYi e] RPaNaX [` fŁ'd WYXRR] 'UN[Q` k` 'RRa'a` Z f` RYS

' NSRj` &R`] RPaŝYj` &R`] \ [` VOYR< " Z N_a

+ UNaVaY\X` YXR`	+ UNaVaQ\R` [aY\X` YXR`
<p>° __\cNY</p> <ul style="list-style-type: none"> Ł'd WYN_\cR'a` " PU\Y\ ['aZ R` Ł'd WYd NX`" NSRf; b` R_P_\` d NX` N[Q'd NX`\ ['aUR` \QORd NX` Ł'd WYR[aR` aU_\bTU`aURZ b`Y] b_] \ ` R_\Z` Ł'd WYTRaO_RNXSN a`_T\ a\ Z f` OR` VT [NaRO`PN` `N_RN` Ł'd WYd NX`N[Q'aNX` [RN_Z` f` OR` VT [NaRO`PN` `N_RN`_` aN[QV[Z f` Y[R` Ł'd WYW aR['S_\OV`RPaX [` a\ Y[R'b]` <p>~ V Z V` NY</p> <ul style="list-style-type: none"> Ł'd WYd NX`d VU`Z` f` PN` ` a\ Z` f` OR` VT [NaRO`T`_NOR`YRcRY` N_RN` Ł'd WY` Va[NaR[aF` d VU`Z` f` PN` ` d UWR`d NaM[T`a\` OR`] VPXRQ`b]` Ł'd WY` NV`RZ` f` UN[Q`d UR['Ł` RR`aUR`] R_\ [` d U\ V`] VPXV[T`Z` R'b]` 	<p>° __\cNY</p> <ul style="list-style-type: none"> Ł'd WY[\a`OR`YNaR` Ł'd WY[\a_b[\V['aUR` a_RRa`_] N_XV[T`Ya` Ł'd WY[\aR[aR` aU_\bTU`aUR`\SSPR` Ł'd WY[\a`Y`VR`_N_\b[Q`aUR`_R` a_\Z` \`_UNYd` NF` Ł'd WY[\a`] YNf` _b[`N_\b[Q`aUR`] YNf`T_\b[Q` Ł'd WY[\a`aNX`_V[aR`_b] ad UWR`OV`RPaX [` N_R` T`cR[` <p>~ V Z V` NY</p> <ul style="list-style-type: none"> Ł'd WY[\a_b[` Ł'd WY[\a` P_RNZ` ; f`RY`PUN`R` \aUR`_\`_\` d V[T` N[f`aUV[T`N_\b[Q` Ł'd WY[\a_b['a\`aUR`] R_\ [` d U\ V`] VPXV[T`Z` R'b]`

(i ° , fŁE#cR_cVRd `SaUR`YR` \ [Ł-(\ONf` d R`N`RT\`V[T`a\` a`NX`NO\baU\ d " ~ " " abOR[a` b[OR_\` aN[Q`U\ d 'a\` OR`" NSRj`_R`] RPaŝYj`_R`] \ [` VOYR`N[Q` Z` N_aOb`_V[T`N_\cNYN[Q`OV` Z` V` NYaZ` R` " &RcVRd` 'aUR`Re] RPaNaX [` NO\cR`

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..... (RNPUR`_a`XR` PN` ` a\` aUR`N_\cNYN[Q`OV` Z` V` NYN`RN` N[Q`Z` \ORY` RNPU`\SaUR`NO\cR`Re] RPaNaX [` " (RNPUR`_` RYRPa` " abOR[a` a\`Z` \ORY`

.....Re] RPaNaX [` Y` aRO`NO\cR`+ UNaVaY\X` YXR`+ fŁcR`a`PXRa` a\` abOR[a` Q`V[T`aUR`Z` \ORY` T`

° " RZ \ [` a_NaR`ReNZ] YR` \ S" # (S`Y\ d V[T`Re] RPaNaX [` ° aRNPUR`j [\a` abOR[a` " (RNPUR`_Z` \ORY` 'aUR`+ UNaVaQ\R` [aY\X` YXR`+ \Y\ d RO`Of` QV`Pb` \ ['Ź`_RZ` V[Q` abOR[a` 'Ź`-(UNa` [\a` aUR` " ~ " + Nf` + R`d` NX`d` VU`_b`_PN` ` j` N[Q` aN[Q`_\` Va[NaR[aF` V[_b`_OR` VT [NaRO`PN` ` N_RN`

~ Ł`) ' ' Ł# " Ł-(RYZ` R`d` UNa` " " abOR[a` b[OR_\` aN[Q`NO\baORV[T`" NSRj`_R`] RPaŝYj`_R`] \ [` VOYR< " Z` N_a` + UNaQ\R` VaY\X` YXR`_` \b[Q`YXR`V['aUR`N_\cNYN[Q`OV` Z` V` NYN`RN` " + UR['f`b` RR` \Z` R\ [R`O`RN`'aUR`_b`Y`Ź`U\ d` PN['f`b` XV[QY`_RZ` V[Q`aUR`Z` 'aUR`_N`R['a`S`Y\ d V[T`aUR` " ~ " + Nf`_b`YR`

\$&° (Ł` i Ł` \$`_NPaPR`d` VU`" abOR[a` k` _RV[S`_PR`VZ` Z` RQ`NaRf` d` VU`a`PXRa` " RO`VRSN[f`^b`R` aX [` " _R`aUR`_R` N[f`^b`R` aX [` f`b` UNcR`NO\baU\ d " ~ " " abOR[a` b[OR_\` aN[Q`U\ d` 'a\` OR`" NSRj`_R`] RPaŝYj`_R`] \ [` VOYRj`< ` Z` N_a`V['aUR`N_\cNYN[Q`OV` Z` V` NYN`RN` " -

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&RV[S`_PR`ORUNC`_\` E`_NV`Rj` (VPXRa` j` RaP`

\$YNfT_b[Q°" YNPX(\) »

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' NSR; &R`] RPaSbY; &R`] \ [` VOYR< " Z N_a	
+ UNaVaY\X` YXR`	+ UNaVaQR` [eY\X`YXR`
<ul style="list-style-type: none"> • E'd WYd NX'N[Q] Ynf` NSRyf` • E'd WYW aR['S_aUR'd UV aR'N[Q'S.YXd 'OV_RPaX [` • E'd WYb` R'N]] \] _WbR'Yn[TbNTR; Xv Q'd _Q` • E'd WYd MāZ f` ab_] • E'd WY` aNf V['aUR'Ob[ON_R` • E'd WYb` R'aUR'aRaUR_ONY' NPP_OM[T'a\ 'bYR` • E'd WYS.YXd 'NYTNZ R_bYR` • E'd WYb` R'aUR`R` a_VZ < 'Q_V X'd NaR_Ob_V[T_RPR` • E'd WYS.YXd V[`a_bPaX [`d UR['aUR'ORY_V[T` N[Q'd NYX` a\ aUR'Y[R` • E'd WY_RZ RZ OR_a\ O_V[T V[Z f` WMPXRa` d RNbR` • E'd WYRNāZ f` [NPX'Na'aUR] YN[aR_OveR` 	<ul style="list-style-type: none"> • E'd WY[\a_b[\ ['aUR'OMPXa\]` • E'd WY[\a'aNPXYR\ aUR_i] Ynf` _bTU; _] Ynf` aNT` • E'd WY[\a] Ynf` \ba` VOR'aUR'Ob[ON_R` • E'd WY[\a'a\ bPU'aUR'aRaUR_ONYNSaR_aUR'ORY` d UV aR` • E'd WY[\a'O\ b[PR; X'PX_] V['NONYNSaR_aUR' ORY` d UV aR` • E'd WY[\a] Ynf` d VdUN[f` R^bV] Z R[aNSaR_aUR' ORY` d UV aR` • E'd WY[\ab` R'ONQ'Yn[TbNTR; b[Xv Q'd _Q` • E'd WY[\aS_TRaZ f` WMPXRa` d RNbR` • E'd WY[\a'PbaV[S_ \ a\ S` \Z RO\Of` RY R` • E'd WY[\ad Māb[aY'aUR'ORY_V[T` a\ b` R`R` a_VZ < TRad NaR` • E'd WY[\aRNāid UVVR] Ynf` V[T`

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° ā~ RZ \ [`a_NaR'ReNZ] YR` \SaUR'S.YXd V[T'Re] RPaNaX [` ° abOR[a` PN['ORZ \ [`a_NaR]ā

° ° ° ° ° (RNPUR_a\XR` PYN` \a\ O'NPX'a\] N_RN'd VdUR^bV] Z R[a WMPXRa` N[Q` [NPX` a\ Z \ORYRNPU\ SaUR'NO\cR` Re] RPaNaX [` ā(RNPUR` RYRPa`

° ° ° ° ° abOR[a` a\ Z \ORY`Re] RPaNaX [` Y aRQ'NO\cR` → UNaVaY\X` YXR` fivcR'a\ PXRa` a\` abOR[a` O\ V[T'aUR` Z \ORY[Tā

° ā~ RZ \ [`a_NaR'ReNZ] YR` \S" # ('S.YXd V[T'Re] RPaNaX [` ° aRNPUR_j [\a` abOR[a` »ā

° ° ° ° ° (RNPUR_Z \ORY` aUR` → UNaVaQR` [eY\X`YXR` / \YXd RO\Of` OV Pb` \ ['¶]_RZ V[Q` abOR[a` ¶]-(UNā [\a` aUR` ° ~ ° + Nf` ° + R'd NX \ ['aUR` ° ° ° ° ° OMPXa\] ā

~ E`) ' ' E# " E-(RYZ R'd UNa` ° ~ ° " abOR[a` b[OR_aN[Q'NO\baORV[T` NSR;_R`] RPaSbY;_R`] \ [` VOYR< " Z N_aā

+ UNaQR` VaY\X`YXR` _] \b[QYXR \ ['aUR'OMPX'a\] ° ° ° ° + UR['f\ b` RR` \Z R\ [R'O_RNX` aUR`_bYR¶] U\ d PN[' f\ b` Xv Qf` _RZ V[Q'aURZ` aURf` N_R[eS.YXd V[T'aUR` ° ~ ° + Nf`_bYR`

\$& ° (E_ i E\$ _NPaPR` d VdU` abOR[a` < _RV[S_PRVZ Z ROWNaRyf` d VdU` a\ PXRa` ā RO_VRSN[f` ^bR` aX [` ā° _R'aUR` R` N[f` ^bR` aX [` f\ b` UNcR'NO\baU\ d ° ~ ° " abOR[a` b[OR_aN[Q'U\ d 'a\ OR` NSR;_R`] RPaSbY;_R`] \ [` VOYR; < ` Z N_a\ ['aUR'OMPX'a\] ° °

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' NSRj`&R`] RPaSbYj`&R`] \ [` VOYR< " Z N_a	
+ UNaVaY\X` YXR`	+ UNaVaQ\R` [aY\X`YXR`
<ul style="list-style-type: none"> • Łd WYd NX Vj` aV` aUR`NO`^bVRaf` • Łd WY` VaNaZ f` N` VT[RO` RNa` • Łd WY] YNPRZ f` [NPX`Nj` Q` _d NaR`_b[OR`_Z f` PUNV` • Łd WY` VaNj` Q`d NaS`_OV`RPaX [` aV` ORTVcR [` • Łd WY] ba`aUR`URNQ] U\ [R` \ [`PN`RSbYf` • Łd WYX`T \ [aV` aUR`P__RPa] _T`NZ` Nj` Q`Q`Z f` OR` a` • Łd WY`RNcR`aUR`OR` Xa\] V\ [`d UR`R`ŁS`b[Q`aURZ` • Łd WY`_NV`R`N`^bVRa`UNQ`aV` N`X`S`_URY] V`S`PNj` [\a`URN`_ • Łd WY`RNcR`aUR`XRf`O\N`Q`Nj` Q`Z \ [V\`_Vj` aURV`_] YNPR` • Łd WYX`T`SSd UR [Vj` a`bPaRQ`aV` Q` \ ` • Łd WY`_R] YNPR`aUR`URNQ] U\ [R` d UR`R`ŁS`b[Q`aURZ` • Łd WY] b` U`V` Z f` PUNV`_Nj` Q`PRN [`b] Nj` f` P`NaPU`] Nj` R`_ Nj` Q`] R [PV` • Łd WYX [R`b] ^b`VRaf` aV` ReVa`aUR`P\Z] baR`_YNO` 	<ul style="list-style-type: none"> • Łd WY [\a`_b [Vj` aUR`NO` _OR`OV`_b] aV`cR` • Łd WY [\a` VaVj` \ `Z R\ [R`RY`R`c` `RNa` • Łd WY [\a] YNPRZ f` [NPX`Nj` Q` _d NaR`_ [RN`_aUR` P\Z] baR`_ • Łd WY [\a`T\`NURNQ`SZ f` a`RNPUR`_k` Vj` a`bPaX [` • Łd WY [\a] bY\ [aUR`URNQ] U\ [R` _NQM` a`aUR` c\`bZ` R` • Łd WY [\a`YT \ [aV` Nj` f`] _T`NZ` RePR] a`aUR`N` VT [RO`] _T`NZ` • Łd WY [\a`NOQ`_Z \cR`Nj` f` V\ [` • Łd WY [\a` U\`baS`_N` V`aNj` PR` • Łd WY [\aZ \cR`aUR`XRf`O\N`Q`_Z \ [V\`_S`_Z` aURV`_ P__RPa] YNPR` • Łd WY [\a`P\ [aV` bR] YNf` V\ [aUR`P\Z] baR`_V`StkZ` N`XRO`aV` ReVa` • Łd WY [\a`Q` Nj` f`aUj` T`aV` QNZ` NTR`Z f` URNQ] U\ [R` • Łd WY [\a`YRNcR`Z f` PUNV`_ \ba`_YRNcR`Z f` P`NaPU`] Nj` R`_ORUj` Q` • Łd WY [\a`_b [_] b` U`aV` Y [R`b] `

(i ° f i E# cR_cVRd \ SaUR`YR` \ [E-(\ ONf` d R`N`RT`V\j` T`aV` a`NX`NO`ba`U`d ` ~ ` ~ ` abOR [a` b [OR`_ aNj` Q`U`d` aV` OR` NSRj`_R`] RPaSbYj`_R`] \ [` VOYR`N [Q` Z N_aVj` aUR`P\Z] baR`_YNO`&RcVRd` aUR`Re] RPaNaX [` NO`cR`

! #` i žŁ` fiE

°` RZ \ [` a`NaR`ReNZ] YR` \ SaUR`S`Y\`d Vj` T`Re] RPaNaX [` °` abOR [a` PN [ORZ \ [` a`NaR`>`

..... (RNPUR`_a`X`R` PYN` `aV` aUR`YO`_N`_f` Nj` Q`Z \ QRY` RNPUR`_SaUR`NO`cR`Re] RPaNaX [` > (RNPUR`_` RYRPa` ` abOR [a` aV` Z \ QRY`

.....Re] RPaNaX [` Y`aRQ`NO`cR`+ UNaVaY\X` YXR`>`fiV`cR`aV`PX`Ra` aV` abOR [a` Q`Vj` T`aUR`Z \ QRY` T`>

°` RZ \ [` a`NaR`ReNZ] YR` \ S` # (`S`Y\`d Vj` T`Re] RPaNaX [` °`aRNPUR`_j [\a` abOR [a` >>`

(RNPUR`_Z \ QRY` aUR`+ UNaVaQ\R` [aY\X`YXR`>`/`Y\`d RO`Of`OV`Pb` \ [` j`_RZ` Vj` Q` abOR [a` j`-(UNa` [\a` aUR` °` ~ ` + Nf` + R`d NX`^bVRaf` Vj` aV` aUR`P\Z] baR`_YNO`Q` _b`_OR` aV` [aUR`OR` VT [NaRO`] _T`NZ` j` Nj` Q` _R` aV`_R`RcR`_f`aUj` T`ONPX`aV` aUR`d Nf` d R`S`b [Q`V`>

~ Ł`) ' ' Ł#` E-(RYZ` R`d UNa` °` ~ ` abOR [a` b [OR`_ aNj` Q`NO`ba`ORVj` T` NSRj`_R`] RPaSbYj`_R`] \ [` VOYR`< ` Z N_a` + UNaQ\R` VaY\X`YXR`\` \b [Q`YXR`Vj` aUR`P\Z] baR`_YNO`-`+ UR [f`b` RR` \Z R\ [R`O`RN`aUR`_b`Y`j` U`d` PN [f`b`XVj` QY`_RZ` Vj` Q`aURZ` aUR`f` N`Rj` aV`S`Y\`d Vj` T`aUR` °` ~ ` + Nf`_b`YR`

\$&` (Ł` i E`\$`_NPaPR`d` V\j` abOR [a` < ` _RVj` S`_PR`VZ` Z` R`ONaR`Yf` d` V\j` aV`PX`Ra` >` RO`_VRSNj` f`^b`R` aX [` >`-` R`aUR`R` Nj` f`^b`R` aX [` f`b`UNcR`NO`ba`U`d` ~ ` ~ ` abOR [a` b [OR`_ aNj` Q`U`d` aV` OR` NSRj`_R`] RPaSbYj`_R`] \ [` VOYR`< ` Z N_aVj` aUR`P\Z] baR`_YNO`-`

/#žž# + ¥) \$E' URPX'd VU' abOR[a' a' Z \[V\ _ORUNCV_ j' a'] N[O' ROV_RPa' U_ \[VP'] \OYZ ` TRa'N' P\Na\ [' ' &RV[S_ PR'ORUNCV_ E\$ _NV Rj (VPXRa' j RaPa' , \b_ afN_ O'

° ~ ° + ° - i e] RPaNa\ ['žR' \ ['\$Y\ [' ']

#cR_NYi e] RPaNa\ [' E'd WYXRR] UN[O' ' SRRa' a' Z f' RYS

' NSRj &R'] RPaSbYj &R'] \ [' VOYR< " Z N_a'	
+ UNaVaY\X' YXR'	+ UNaVaQ\R' [«Y\X' YXR'
<ul style="list-style-type: none"> • E'd WYd N\X' a' 'aUR' P\ b_ afN_ O' • E'd WY[VPX' b] N[f aU\ T' E_Q_ \] \ [' Z f' d Nf' • E'd WY' V\ ['aUR' OR[PU' Na' Z f' OR' V[N\ R_ O' a' NOYR' S' NPV] T' S_ d N_ O' • E'd WYRNa\ [Yf' Z f' \ d [' S\ \ O' • E'd WYb' RZ f'] _X' N[O' a' Nd [N]] \] _NaRYf' • E'd WYaNX' ^bVRaf' • E'd WY_NV RZ f' UN[O' VSE[RRO' \ Z RaU\ T' °VR' _R' a' \ \ Z »' • E'd WYd M\ S_ Z f' a' NOYR' a' OR' OVZ V' RO' • E'd WYaJ_ \ d ' NYZ f' TN_ ONTR' Nd Nf' d UR[' OVZ V' RO' • E'd WYY[R' b] N[O' S_ Yd ' Z f' PYN' ^ a' aUR] YNF T_ \ b[O' • E'd WYd N\X' a' 'aUR] YNF T_ \ b[O' 	<ul style="list-style-type: none"> • E'd WY[\ a' _b [' a' 'aUR' P\ b_ afN_ O' • E'd WY[\ a' V[\ _Rj aU_ \ d _X' VPX' N[f aU\ T' \ [' Z f' d Nf' • E'd WY[\ a' ' V\ S' NPV] T' Nd Nf' S_ \ Z 'aUR' a' NOYR' _ ' aN[O' \ [' OR[PU' _ ' a' NOYR' • E'd WY[\ a' UN_ R' _ ' a' NXR' \ aUR' ^ S\ \ O' • E'd WY[\ a' aU_ \ d '] _X' j' a' Nd [j S\ \ O' _ TN_ ONTR' • E'd WY[\ a' f RY' • E'd WY[\ a' TRab] S_ \ Z 'aUR' a' NOYR' d VU\ ba] R_ Z V' \ \ ['] • E'd WY[\ a' YR' NcR' aUR' a' NOYR' b[aYV\ ^ a_ bPaRO' • E'd WY[\ a' YR' NcR' TN_ ONTR' \ [' _ b[OR_ aUR' a' NOYR' • E'd WY[\ a' TRa' \ ba' \ S\ W[R' _ YR' NcR' aUR' P\ b_ afN_ O' d VU\ ba Nf N_ O' Obaf' • E'd WY[\ a' _b [' a' 'aUR] YNF T_ \ b[O'

(i ° , f i E' # cR_cVRd \ SaUR' YR' \ [E- (\ ONF' d R' N_ RT' V\ T' a' a' NYX' NO\ baU\ d ' ° ~ ° " abOR[a' b[OR_ aN[O' U\ d ' a\ OR' NSRj _R'] RPaSbYj _R'] \ [' VOYR' N[O' Z N_aV[' aUR' P\ b_ afN_ O' & R' cVRd ' aUR' Re] RPaNa\ [' NO\ cR' &

! # ~ i žE' fiE

° ' RZ \ [' a_ NaR' ReNZ] YR' \ SaUR' S_ Y\ d V\ T' Re] RPaNa\ [' ° abOR[a' PN[' ORZ \ [' a_ NaR' & (RNPUR_ a' NXR' PYN' ^ a' aUR' P\ b_ afN_ O' N[O' Z \ ORY' RNPUR' \ SaUR' NO\ cR' Re] RPaNa\ [' ° (RNPUR_ RYRPa' abOR[a' a' Z \ ORY' Re] RPaNa\ [' Y' aRO' NO\ cR' + UNaVaY\X' YXR' fiVcR' a' VPXRa' a' ^ abOR[a' O' V\ T' aUR' Z \ ORY] T' ° ' RZ \ [' a_ NaR' ReNZ] YR' \ S" # (S_ Y\ d V\ T' Re] RPaNa\ [' ° aRNPUR' j [\ a' abOR[a' » (RNPUR_ Z \ ORY ' aUR' + UNaVaQ\R' [«Y\X' YXR' / \ Y\ d RO' Of' OV' Pb' \ V\ [' j] _RZ V\ O' abOR[a' j] - (UNa' [\ a' aUR' ° ~ ° + Nf' + R' RNab' V\ T' \ b_ a' NOYR' Z N[[R_ &

~ E') ' ' # E' - (RYZ R' d UNa' ° ~ ° " abOR[a' b[OR_ aN[O' NO\ baORV] T' NSRj _R'] RPaSbYj _R'] \ [' VOYR< " Z N_a' + UNaQ\R' V\ Y\ X' YXR' _ ' \ b[O' YXR' V\ ' aUR' P\ b_ afN_ O' - + UR[' f \ b' RR' \ Z R\ [R' O_ RNX' aUR' _bYR' j] U\ d ' PN[' f \ b' X\ Q' f' _RZ V\ O' aUR' Z ' aUR' f' N_ R] « S_ Y\ d V\ T' aUR' ° ~ ° + Nf' _bYR'

\$&° (E_ i E' \$ _NPaPR' d VU' abOR[a' k' _RV[S_ PR' VZ Z R' ONaRYf' d VU' a' VPXRa' ° RO_ VRSN[f' ^ bR' a\ [' a' _R' aUR' _R' N[f' ^ bR' a\ [' f \ b' UNcR' NO\ baU\ d ' ° ~ ° " abOR[a' b[OR_ aN[O' U\ d ' a\ OR' NSRj _R'] RPaSbYj _R'] \ [' VOYRj < ' Z N_aV[' aUR' P\ b_ afN_ O' -

/#žž# + ¥) \$E' URPX'd VU' abOR[a' a' Z \[V\ _ORUNCV_ j' a'] N[O' ROV_RPa' U_ \[VP'] \OYZ ` TRa'N' P\Na\ [' ' &RV[S_ PR'ORUNCV_ E\$ _NV Rj (VPXRa' j RaPa'

\$YNfT_b[Q°fi_N` ° _RN»

° ~ ° " + ° - i e] RPaNaX [žR` \ [\$YN[`

#cR_NYi e] RPaNaX [` fE'd WYXRR] UN[Q` < 'SRRa'Z f` RYS

' NSRj &R`] RPaSbYj &R`] \ [` VOYR< " Z N_a'

+ UNaVaY\X` YXR`	+ UNaVaQVR [«Y\X` YXR`
▪ E'd WY_b['N[Q] YNF` NSRYf`	▪ E'd WY[\a] YNF` \bTU`
▪ E'd WYW aR['S_aUR'd UV aR'N[Q'S`Yd 'OV_RPaX[`	▪ E'd WY[\a'aNPXYR\ aUR`
▪ E'd WYb` R'Nj] \] _NaR'Y[TbNTRj XV Q'd _Q`	▪ E'd WY[\a] YNF` aNT`
▪ E'd WYOR'Nd N_R\S\ aUR` «NPaCvAR` TNZ R`	▪ E'd WY[\ab` R'ONO'Y[TbNTRj b[XV Q'd _Q`
▪ E'd WYXRR] ` \ PPR_TNZ R` Nd Nf 'S_Z 'SR[PR` N[Q] P'N` _Z`	▪ E'd WY[\a] YNF` \ PPR_[RN_aUR'SR[PR` N[Q] P'N` _Z`
▪ E'd WY'S`Yd V` a_bPaX[` d UR['aUR'ORY_Vj T` N[Q] d NY'a\ aUR'Yj R`	▪ E'd WY[\a_b['a\ Z f` Yj R'NSa_aUR'ORY_Vj T`
▪ E'd WY_RZ RZ OR_a\ O_Vj T` Vj Z f` WMPXRa` d RNaR`	▪ E'd WY[\a'S_TRaZ f` WMPXRa` d RNaR`

(i ° , fiE#cR_cVRd \SaUR'YR` \ [E-(\ONf` d R'N_RT\ Vj T'a\ a'NX'NO\baU'd ° ~ ° " abOR[a` b[OR` aN[Q] U\ d 'a\ OR` NSRj_R`] RPaSbYj_R`] \ [` VOYR'N[Q` Z N_a\ ['aURT_N` N_RN` &RcVRd 'aUR'Re] RPaNaX [` NO\cR`

! #~ i žE' fiE`

° ~ RZ \ [` a_NaR'ReNZ] YR` \ SaUR'S`Yd Vj T'Re] RPaNaX [` ° abOR[a` PN['ORZ \ [` a_NaR`»

.....(RNPUR` a'XR` P'N` 'a\ T_N` N_RN'd VU'N` \ PPR_ ONYj WMPXRa` N[QZ \ORY` R'NPU\ SaUR'NO\cR` Re] RPaNaX [` «(RNPUR` RYRPa` abOR[a` 'a\ Z \ORY`

.....Re] RPaNaX [` W aRO'NO\cR`+ UNaVaY\X` YXR` fiVcR'a'PXRa` 'a\` abOR[a` Q\ Vj T'aUR'Z \ORYj T`

° ~ RZ \ [` a_NaR'ReNZ] YR` \ S" # ('S`Yd Vj T'Re] RPaNaX [` ° aRNPUR_j [\a` abOR[a` »»

.....(RNPUR` Z \ORY` aUR`+ UNaVaQVR [«Y\X` YXR` / Y\ d RO'Of 'OV Pb` \ Vj '¶] _RZ Vj Q` abOR[a` ¶] -(UNa` [\a'aUR` ~ ° + Nf` + R'd NY\ ['aUR`

.....aN[ON_X`

~ E`) ' ' E#` E-(RYZ R'd UNa` ~ ° " abOR[a` b[OR` aN[Q] NO\ba'ORVj T` NSRj_R`] RPaSbYj_R`] \ [` VOYR< ` Z N_a`+ UNaQVR` VaY\X` YXR` _` \b[Q`YXR` \ ['aURT_N` N_RN` -` + UR['f\ b` RR` \Z R\ [R'O_RNX` aUR` _bYR`¶] U\ d PN['f\ b` XVj QYf` _RZ Vj Q` aURZ` aURf` N_Rj [«S`Yd Vj T'aUR` ~ ° + Nf` _bYR`

\$&° (E i E` \$ _NPaPR'd VU` abOR[a` < _RVj S_PR` VZ Z RO'NaRYf` d VU'a'VXRa` «~ RO_VRSN[f` ^bR` aX [` « -° _R'aUR_R'N[f` ^bR` aX [` f\ b` UNcR'NO\baU'd ° ~ ° " abOR[a` b[OR` aN[Q] U\ d 'a\ OR` NSRj_R`] RPaSbYj_R`] \ [` VOYRj< ` Z N_a\ ['aURT_N` -`

/ # ž ž # + ¥ \$ E` , URPX` d VU` abOR[a` 'a\ Z \ [V\ _ORUNcV_j` a\] 'N[Q` ROV_RPa` , U_ [VP] _VOYRZ` ` TRa` NPaNaX [`

&RVj S_PR` ORUNcV` _ E\$ _NV Rj (VXRa` j` RaP`

f l N Y d N f ` j \$ N ` V [T ` _ R N ` N [Q ` V O R d N X ` `
 ° ~ " + ° - i e] R P a N a X [ž R ` \ [\$ Y N [` `

c R _ N Y i e] R P a N a X [` f l d W Y X R R] U N [Q ` < ` S R R a a ` Z f ` R Y S

' N S R j & R `] R P a S b Y j & R `] \ [` V O Y R < ` " Z N _ a i	
+ U N a V a Y \ X ` Y X R `	+ U N a V a Q \ R ` [a Y \ X Y X R `
<ul style="list-style-type: none"> • E d W Y d N X ` S N P [T S _ d N _ Q V ` N ` V [T Y R ` S Y R ` Y [R ` • E d W Y X R R] Z f ` U N [Q ` O R U V [Q Z R \ _ V [Z f `] \ P X R a ` • E d W Y ` a N f ` a \ a U R _ V T U a ` • E d W Y O R P \ b _ a R \ b ` a \ a U R _ P N ` ` R ` N [Q \ a U R _ ` N _ b [Q Z R ` • E d W Y ` a N f ` V [a U R O R V T [N a R Q d N X V [T N _ R N ` • E d W Y b ` R N ^ b V R a c \ V P R V S [R P R ` ` N f ` a ` `] R N X ` 	<ul style="list-style-type: none"> • E d W Y [\ a d N X ` O N P X d N _ Q ` \ _ [R e a a ` Z f ` S _ V R [Q ` • E d W Y [\ a a \ b P U \ a U R _ ` a b O R [a ` \ _ a U R d N Y ` • E d W Y [\ a O R V [\ a U R _ ` a b O R [a ` P N ` ` R ` d N f ` • E d W Y [\ a f R Y \ _ Q V _ b] a \ a U R _ ` • E d W Y [\ a d N X V [a U R] Y N [a ` \ _ \ [a U R] Y N [a R _ O \ e R ` • E d W Y [\ a f R Y j ^ U \ b a \ _ ` P _ R N Z ` V [a U R Y [R `

(i ° , f l E # c R _ c V R d \ S a U R Y R ` \ [E - (\ O N f ` d R N _ R T \ V [T a \ a N X ` N O \ b a U \ d ` ` ~ " " a b O R [a ` b [O R _ a N [Q ` U \ d ` a \ O R ` N S R j _ R] R P a S b Y j _ R] \ [` V O Y R N [Q ` Z N _ a V [a U R U N Y d N f ` j] N ` V [T N _ R N ` N [Q ` V O R d N X ` & R c V R d ` a U R R e] R P a N a X [` N O \ c R &

! # ~ i ž E' f i E `

° & R Z \ [` a _ N a R R e N Z] Y R ` \ S a U R ` S Y X d V [T ` R e] R P a N a X [` ° a b O R [a ` P N [` O R Z \ [` a _ N a R & (R N P U R _ a \ X R ` P N ` ` a \ a U R U N Y d N f ` \ _ \ b a V O R a \ ` V O R d N X ` P N ` ` Y [R ` N [Q Z \ O R Y R N P U \ S a U R N O \ c R R e] R P a N a X [` & (R N P U R _ ` R Y R P a ` ` a b O R [a ` a \ Z \ O R Y ` ` R e] R P a N a X [` W a R O N O \ c R ` + U N a V a Y \ X ` Y X R & f i V c R a \ P X R a ` a \ ` a b O R [a ` Q \ V [T a U R Z \ O R Y V [T & ° & R Z \ [` a _ N a R R e N Z] Y R ` \ S " # (` S Y X d V [T ` R e] R P a N a X [` ° a R N P U R _ j [\ a ` a b O R [a ` & & (R N P U R _ Z \ O R Y ` a U R ` + U N a V a Q \ R ` [a Y \ X Y X R & / \ Y X d R O O f ` O V P b ` ` V [` ¶] _ R Z V [Q ` a b O R [a ` ¶] - (U N a k [\ a a U R ` ` ~ " + N f ` ` + R d N X V [Y [R j ` S N P [T S _ d N _ Q d V a U \ b _ U N [Q ` O R U V [Q \ b _ O N P X ` \ _ V [\ b _] \ P X R a ` &

~ E `) ' ' E # " E - (R Y Z R d U N a ` ~ " " a b O R [a ` b [O R _ a N [Q ` N O \ b a O R V [T ` N S R j _ R] R P a S b Y j _ R] \ [` V O Y R < ` ` Z N _ a + U N a Q \ R ` V a Y \ X Y X R \ _ ` \ b [Q Y X R V [a U R U N Y d N f ` \ _ V [N Y [R ` - + U R [f \ b ` R R ` \ Z R \ [R ` O _ R N X a U R _ b Y R ¶] U \ d ` P N [f \ b X V [O f ` _ R Z V [Q a U R Z ` a U R f ` N _ R [a S Y X d V [T a U R ` ~ " + N f ` _ b Y R `

\$ & ° , (E i E \$ _ N P a P R d V a U ` a b O R [a ` < _ R V [S _ P R V Z Z R O N a R Y f ` d V a U a \ P X R a ` & R O _ V R S N [f ` ^ b R ` a X [` & - ° _ R a U R _ R N [f ` ^ b R ` a X [` f \ b U N c R N O \ b a U \ d ` ` ~ " " a b O R [a ` b [O R _ a N [Q ` U \ d ` a \ O R ` N S R j _ R] R P a S b Y j _ R] \ [` V O Y R j < ` ` Z N _ a V [a U R U N Y d N f ` \ _ V [N Y [R ` -

/ # ž ž # + ¶ \$ E ` , U R P X d V a U ` a b O R [a ` a \ Z \ [V a _ O R U N c V _ j ` a \] N [Q _ R O V R P a & , U _ \ [V P] _ \ O Y R Z ` T R a ` N P a N a X [& & R V [S _ P R O R U N c V _ E \$ _ N V R j (\ P X R a ` j R a P &

žVO_N_f

° ~ " + ° - i e] RPaNaX [žR` \ [\$YN[`

#cR_NYi e] RPaNaX [f' d WYXRR] UN[Q' < 'RRa'a' Z f' RYS

' NSR; &R'] RPaSbY; &R'] \ [` VOYR< " Z N_a

+ UNaVaY\X` YXR`	+ UNaVaQVR` [aY\X` YXR`
<ul style="list-style-type: none"> • E'd WYd NX V[a\ 'aUR'YO_N_f` ^bVRaf` • E'd WYPN_RSbYf`] YNPRZ f` O\X` \ ['aUR'P\ b[aR_ d V\U'aUR'ON_P\QRb]` • E'd WY` VaN[Q'd M'aS_ QV_RPaX [` a\ ORTVcR[` • E'd WY` Va^bVRaf` N[Q'W aR[` a\ 'aUR'_RNO'NM.bQ` • E'd WYN[] _\] _VNaYf` b` R'N` URYSZ N_XR_d UR[` PUA\` V[T'N-Hb` a&VUa-O\X` • E'd WYd M'a] NaR[af` V['Y[R'a\ PURPX\baZ f` O\X` • E'd WYb` R'Nd UV] R_c\VR` • E'd WY` aNf` RNaRO'd UVR'ENZ` _RNOV` T'Z f` O\X` • E'd WY[b` UV[Z f` PUM_d UR[` VaV` aZ` R'a\ YRncR` • E'd WYPN_f` Z f` O\X` » _R'] \ [` VOYf` • E'd WY_R] _aQNZ NTRQ'O\X` a\ 'aUR'YO_N_W[_` aRNPUR_` 	<ul style="list-style-type: none"> • E'd WY[\a_b[V[a\ 'aUR'YO_N_f` • E'd WY[\a'aU_d _` YNZ` Z f` O\X\ ['aUR'P\ b[aR_` • E'd WY[\ad N[OR_N\ b[Q'aUR'YO_N_f` • E'd WY[\a'aNX`Ob_V[T'aUR'_RNO'NM.bQ` • E'd WY[\a'] ba'O\X` ONPX'd UR_R'aURf` O\ [a` ORY\ T` • E'd WY[\a'OR] b` UV[T'_` U\cV[T'V['Y[R` • E'd WY[\a'aNX`Y.bQf` • E'd WY[\aTRab] 'S_Z` Z f` PUM\ _` aUR'SX\ _b[aW` QV_RPaRO'a` • E'd WY[\a'YRncR'Z f` PUM\ \ba` • E'd WY[\a` d V[T'Z f` O\X` N\ b[Q'_PN_f` Va` d UVR'VaV` \] R[RO` • E'd WY[\a'QNZ NTR'aUR'O\X`

(i ° , fiE#cR_cVRd \SaUR'YR` \ [E-(\QNF` d R'N_RT\ V[T'a\ a'NX`NO\ba'U\ d ° ~ " " abOR[a` b[OR_` aN[Q' U\ d ` a\ OR` NSR; _R'] RPaSbY; _R'] \ [` VOYR N[Q' Z N_a V['aUR'YO_N_f` &RcVRd 'aUR'Re] RPaNaX [` NO\cR` ! # ~ i žE' fiE`

° ~ RZ \ [` a_NaR'ReNZ] YR` \SaUR'S`Y\ d V[T'Re] RPaNaX [` ° abOR[a` PN['ORZ \ [` a_NaR` (RNPUR_` a'NX` P'N` ` a\ 'aUR'YO_N_f` N[Q'Z \ORY` R'NPU\ SaUR'NO\cR'Re] RPaNaX [` (RNPUR_` RYRPa` \ abOR[a` a\ Z \ORY` Re] RPaNaX [` W aRO'NO\cR` + UNaVaY\X` YXR` f' VcR'a'PXRa` a\ ` abOR[a` O\ V[T'aUR'Z \ORY\ T` ° ~ RZ \ [` a_NaR'ReNZ] YR` \S" # (S`Y\ d V[T'Re] RPaNaX [` ° aRNPUR_` i [\a` abOR[a` » (RNPUR_Z \ORY` aUR` + UNaVaQVR` [aY\X` YXR` / \Y\ d RO'Of` QV` Pb` ` V['Y[_RZ V[Q` abOR[a` 'Y[-(UNa [\a'aUR` ° ~ " + Nf` + R'd NX` ^bVRaf` V['aUR'YO_N_f` i a_RNaO\X` _R'] RPaSbYf` N[Q'b` R'N` d UV] R_c\VR`

~ E`) ' ' # E` -(RYZ` R'd UNa` ° ~ " abOR[a` b[OR_` aN[Q'NO\ba'ORV` T` NSR; _R'] RPaSbY; _R'] \ [` VOYR< ` Z N_a + UNaQVR` VaY\X` YXR` _` \ b[Q'YXR V['aUR'YO_N_f` + UR[f` \b` RR` \Z R\ [R'O_RNX` aUR` _bYR` Y\ U\ d PN[f` \b` XV[QYf` _RZ V[Q'aURZ` aURf` N_R[aS`Y\ d V[T'aUR` ° ~ " + Nf` _bYR`

\$&° (ŁıÉ\$NPaPR'd VáU" abOR[a' k' _RV[S\ PR'VZ Z RQVNaRYf'd VáU'aVPXRa' á~ RO_VRSN[f'^bR' aX[' á
 -° _R'aUR_R'N[f'^bR' aX[' f\b'UNCr'NO\ba'U\ d " ~ " " abOR[a' b[OR_`aN[Q'U\ d 'a\ OR' NSRj'_R'] RPabYf'
 _R'] \ [' VOYRk' ~ Z N_aV['aUR'YO_N'f" -
 /#žž#+ ¥) \$E" URPX'd VáU" abOR[a' a' Z \ [Vá\ _ORUNC'V_ j" a\] N[Q'_ROV'RPaá, U_\ [VP'] _VOYRZ ` TRa'
 NPáNaX[á
 &RV[S\ PR'ORUNC'V_ É\$ _NV Rj' (VPXRa' j' RaPá
 ! bYá] b_] \ ` R&\ \ Z °, NSRaR_Vb`
 ° ~ " + ° - i e] RPáNaX['žR' \ ['\$YN[']

#cR_NYi e] RPáNaX['É' d WYXRR] 'UN[Q' k' 'SRRa' a\ Z f' RYS

' NSRj' &R'] RPabYf' &R'] \ [' VOYRk' " Z N_a'	
+ UNaVáY\X' YXR'	+ UNaVáQ'R' [aY\X' YXR'
<ul style="list-style-type: none"> É' d WYd NXV[' ^bVRAF' N[Q' VáQ\ d [\ [' Z f' O\aaZ '] É' d WY[ba] YNF_T\ b[Q'R^bV] Z R[aV[' N]] \] _NaR'] YNPR'] É' d WYb` R'N^'bVRAF\ VPR' É' d WYSNPR'S_d N_Q' d VáU' Z f' UN[Q' V[' Z f' YN] '] É' d WY' Vá^'bVRAF' N[Q' d M'aS_ Z f' P'N' ` a\ OR' P'NYRO' É' d WYV' aR[' a\ 'aUR'Z R'NPU\ VPR' ' a\ ` RYRPa^'bVPXYf'] É' d WY_RZ RZ OR_`a\ TRa'NYZ f' Z R'NYVáRZ ` N[Q' baR[' W'] É' d WYRN_ [' Z f' [bZ OR_ N[Q' R[aR_ Vá^'bVPXYf'] É' d WYPN_ f' NYZ f' VáRZ ` PN_RsYf' d VáU' ad \ UN[Q' a\ 'aUR' aNOYR'] É' d WYd NX' a\ 'aUR' aNOYR'] 	<ul style="list-style-type: none"> É' d WY[\a'_b[V['aUR'Z bYá] b_] \ ` R'_ \ \ Z '] É' d WY[\a] YNF' d VáU] YNF_T\ b[Q'R^bV] Z R[a'] É' d WY[\af RYj' U\ba\ ` P_RNZ '] É' d WY[\a'ab_ [N[Q'] YNF' d VáU' Z f' [RYUO\ _] É' d WY[\a'OR' _bOR' d M'a [T'S_ Z f' P'N' ` R' ' ab_] '] É' d WY[\a'aXRZ f' aZ R' RYRPa [T'Z f' Z RNY] É' d WY[\aS_ TRaZ f' Z RNYVáRZ `] É' d WY[\a'_RYf' \ [' \ Z R\ [R'RY R'S_ Z f' [bZ OR_] É' d WY[\a'_Q_ \] ' Z f' Z RNY\ _VáRZ ` j' VSEQ' ¶ É' d WY [VPX'aURZ ' b] '] É' d WY[\a'_b[' a\ 'aUR' aNOYR']

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! #~ i žÉ' fiE' ° á~ RZ \ [' a_NaR' ReNZ] YR' \ SaUR'S\Y\ d V[T' Re] RPáNaX[' ° abOR[a' PN[' ORZ \ [' a_NaR' á~ (RNPUR_`a'XR' P'N' ` a\ 'aUR'Z bYá] b_] \ ` R'_ \ \ Z ' N[Q' Z \ QRY' R'NPU\ SaUR'NO\cR' Re] RPáNaX[' á (RNPUR_` RYRPa' ` abOR[a' a' Z \ QRY'] ' Re] RPáNaX[' W' aRO'NO\cR' → UNaVáY\X' YXR' = fiVcR'aVPXRa' a\ ` abOR[a' O\ V [T' aUR'Z \ QRY] T' á~ RZ \ [' a_NaR' ReNZ] YR' \ S' # (' S\ Y\ d V[T' Re] RPáNaX[' ° aRNPUR_ j' [\ a' abOR[a' » á~ (RNPUR_ Z \ QRY' 'aUR' → UNaVáQ'R' [aY\X' YXR' = / Y\ d RO' Of' OV' Pb' ` V [' ¶] _RZ V[Q'] abOR[a' ¶] -(UNa' [\ a'aUR' " ~ " + NF' + R' d NXV[a\ 'aUR'Z bYá] b_] \ ` R'_ \ \ Z j' Vá^'bVRAF' j' RYRPa\ b_ S\ Q' N[Q' d NX' PN_RsYf' d VáU' \ b_ Z RNYa\ 'aUR' aNOYR' á~

~ É') ' ' É# " É-(RYZ R' d UNa' ° ~ " " abOR[a' b[OR_`aN[Q' NO\ba'ORV [T' NSRj'_R'] RPabYf'_R'] \ [' VOYRk' ` Z N_aá+ UNaQ'R' VáY\X' YXR' \ ` \ b[Q' YXR' V['aUR'Z bYá] b_] \ ` R'_ \ \ Z " - + UR[' f\b' RR' \ Z R\ [R' O_RNX' aUR' bYR' ¶] U\ d PN[' f\b' XV[Qf' _RZ V[Q' aURZ 'aUR' f' N_R [aS\ Y\ d V[T' aUR' " ~ " + NF' _bYR']

\$&° (£ i £\$ _NPaPR'd VáU` abQR[a' k' _RV[S_ PR'V Z RQVNaRYf 'd VáU'aVPXRa' á~ RO_VRSN[f '^bR' aX[` á
 -° _R'aUR_R'N[f '^bR' aX[` f\b'UNcR'NO\ba'U\ d " ~ " " abQR[a' b[QR_` aN[Q'U\ d 'a\ OR'` NSRj'_R'] RPaSbY'
 _R'] \ [` VOYR'k' ~ Z N_aV['aURZ b'YáM b_] \ ` R'_\ \ Z " -

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&RV[S_ PR'ORUNcV_ £\$ _NV Rj (VPRa' j RaPa

! b'YáM b_] \ ` R'&\ \ Z °° ` ` RZ OYR' »

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cR_NYi e] RPaNaX[` ££'d WYXRR] 'UN[Q' k' 'SRRa'a' Z f' RYS

' NSRj' &R'] RPaSbYj' &R'] \ [` VOYR'k' " Z N_a'	
+ UNaVáY\X` YXR'	+ UNaVáQVR' [áY\X YXR'
<ul style="list-style-type: none"> £'d WYd NX V['^bVRaf V['N` a_NTUa'Y[R'N[Q` Vá' Q\ d [\ [Z f' O\aaZ ` £'d WY[ba] YNF T_\ b[QR^bV] Z R[aV['N]] \] _\ NaR'] YNPR' 'N [RRORO' £'d WYb` R'N^bVRa'c\ VPR' £'d WYSNPR'S_ d N_Q' d VáU' Z f' UN[Q' V[Z f' YN] ` £'d WY' Vá^bVRaf 'N[Q] NaVR[af' d VáU' Z f' PMN ` ` £'d WY'W aR['S_ QV_RPaX[` ` £'d WYOR'N['NPa'cR'W aR[R_` £'d WYN]] YNbO'N]] \] _\ NaRYf ` 	<ul style="list-style-type: none"> £'d WY[\a'_b[V['aURZ b'YáM b_] \ ` R'_\ \ Z ` £'d WY[\a] YNF 'd VáU] YNF T_\ b[QR^bV] Z R[a' £'d WY[\af RYj^ U\ba_\` P_RNZ ` £'d WY[\a'ab_] 'N[Q] YNF 'd VáU' Z f' [RV TUO_\` £'d WY[\a'OR'_bQR'd UWR'd Máv T'd VáU' Z f' PMN ` ` £'d WY[\a'aNX_\` V[aR_ b] ad UWR'OV_RPaX[` ` 'N_R' TVcR[` £'d WY[\a'OR'QV a_NPaRO_\` QV a_NPa\ aUR_ ` ` £'d WY[\ad UV aRj^ P_RNZ ` _ f RY

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 U\ d 'a\ OR'` NSRj'_R'] RPaSbY'_R'] \ [` VOYR'N[Q' Z N_aV['aURZ b'YáM b_] \ ` R'_\ \ Z á~&RcVRd 'aUR'
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° á~ RZ \ [` a_NaR'ReNZ] YR' \ SaUR'S_YXd V[T'Re] RPaNaX[` °° abQR[a' PN['ORZ \ [` a_NaR' »á
 " " " (RNPUR_ 'a'XR' PMN ` a\ 'aURZ b'YáM b_] \ ` R'_\ \ Z 'N[QZ \ ORY' RNPU\ SaUR'NO\cR'Re] RPaNaX[` á

(RNPUR_` RYRPa' ` abQR[a' a' Z \ ORY `

" " " Re] RPaNaX[` 'W aRO'NO\cR'+ UNaVáY\X` YXR'á: f'VcR'aVPXRa' a\ ` abQR[a' Q\ V[T'aURZ \ ORY] T'á

" á~ RZ \ [` a_NaR'ReNZ] YR' \ S" # ('S_YXd V[T'Re] RPaNaX[` °° aRNPUR_ j[\ a` abQR[a' »á

(RNPUR_ Z \ ORY 'aUR' → UNaVáQVR' [áY\X YXR'á: / \ YXd RO'Of 'QV Pb` ` V['¶'_RZ V[Q'` abQR[a' '¶'

-(UNá [\ a'aUR' ` ` + NF ` + R'd NX V[a\ 'aURZ b'YáM b_] \ ` R'_\ \ Z j` Vá^bVRaf j; N[Q'd Ná'S_`

QV_RPaX[` á:

~ £ () ' ' £#` £-(RYZ R'd UNa'° ~ " " abQR[a' b[QR_` aN[Q'NO\ba'ORV[T` NSRj'_R'] RPaSbY'_R'] \ [` VOYR'k' ` Z N_aá+ UNaQVR' VáY\X YXR'_` \ b[Q'YXR V['aURZ b'YáM b_] \ ` R'_\ \ Z " - + UR['f\b' RR' ` \ Z R\ [R'
 O_RNX'aUR'_bYR'¶] U\ d PN['f\b'XV[Qf'_RZ V[Q'aURZ 'aURf'_N_R[áS_YXd V[T'aUR'° ~ " + NF'_bYR'`

\$&° (£ i £\$ _NPaPR'd VU" abOR[a' k' _RV[S_ PR'V Z RQNaRYf 'd VU'aVPXRa' ¨ RO_VRSN[f '^bR' aX[' ¨ ¨
 -° _R'aUR_R'N[f '^bR' aX[' f\b'UNc'R'NO\ba'U\d " ~ " " abOR[a' b[OR_`aN[Q'U\d 'a\OR" NSRj'_R'] RPabYf'
 _R'] \ [`VOYRj'k' ~ Z N_aV['aURZ' b'Vb[b] \ `R' \ \ Z " -

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° ~ " ' + ° - i e] RPaNaX [žR` \ ['\$YN[' `

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' NSRj' &R'] RPabYf' &R'] \ [`VOYR'k' " Z N_a'	
+ UNaVáY \ X` YXR'	+ UNaVáQVR [¨Y \ X YXR'
<ul style="list-style-type: none"> £d WYUNcR'N'] N` \ _ [\aR'S_ \ Z 'N['NObYá' £d WYd NX'a\ 'aUR'S_ \ [aP\ b[aR_ ^bVRaf' £d WY_R'] RPabYf' d Máz f' ab_ ['a\ OR'URY] RO' £d WYUN[Q'aUR'] N` 'a\ N['SSPR" aNSS' R_ \ ['] £d WYb' R'N[' V\ `VOYR'c\ VPR' £d WY' aNf " RNARQV['aUR" abOR[a'OR' V[NARQ'N_RN' £d WY' Vá^bVRaf 'N[Q'Q\ Z f' d \ X' £d WY'] RNXd UR['£NZ "] \XR['a\ Of 'aUR'SSPR' `aNSS £d WYRNcR'N[Q'PY` R'aUR'Q\ \ _ ^bVRaf' d UR['£NZ ' RePb` RO' 	<ul style="list-style-type: none"> £d WY[\aP\ Z R'a\ 'aUR'SSPR'd VU\ba'N[\aR' \ _] N` £d WY[\a' b[\ _ " U\baP\ Z V[T V[a\ 'aUR'SSPR' £d WY[\aR[aR_ 'aUR'SSPR'N_RN'd VU\ba'] R_Z V` V['] £d WY[\a'aJ_ \ d 'aUR'] N` \ ['aUR'P\ b[aR_] £d WY[\a'OR'Y\ bQ'N[Q'QV _b] a\cR' £d WY[\a'd N[OR_ N_ \ b[Q' £d WY[\a'OR'QV a_NPaRO' \ _ QV a_NPa\ aUR_ " " £d WY[\aV[aR_ b] a'aUR'SSPR" aNSS' £d WY[\a' YNZ 'aUR'Q\ \ _

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 U\d 'a\ OR" NSRj'_R'] RPabYf'_R'] \ [`VOYR'N[Q` Z N_aV['aUR'SSPR" &RcVRd 'aUR'Re] RPaNaX [`NO\cR¸

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° ¨ RZ \ [`a_NaR'ReNZ] YR' \ SaUR'S_YXd V[T'Re] RPaNaX [`° abOR[a' PN['ORZ \ [`a_NaR¸¸
 " " (RNPUR_ 'aNXR' PN' `a\ 'aUR'SSPR'N[QZ \ORY' RNPU\ SaUR'NO\cR'Re] RPaNaX [`¸ (RNPUR_ " RYPa'
 ` abOR[a' a' Z \ORY'
 " " Re] RPaNaX [`W aRO'NO\cR'+ UNaVáY \ X` YXR" f'VcR'aVPXRa' 'a\ " abOR[a' Q\ V[T'aUR'Z \ORY' T¸
 " ¨ RZ \ [`a_NaR'ReNZ] YR' \ S" # ('S_YXd V[T'Re] RPaNaX [`° aRNPUR_ j [\a" abOR[a' »¸
 (RNPUR_ Z \ORY' aUR' + UNaVáQVR [¨Y \ X YXR" / \ YXd RO'Of' QV Pb` \ V['¶'_RZ V[Q" abOR[a' ¶'
 - (UNa' [\a'aUR" ~ " + NF " + R'd WYd NX' ^bVRaf' b] 'aUR'SSPR'P\ b[aR_ N[Q'UN[Q\ b_ \SSPR'] N`
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~ £ ,) ' ' £ # " £ - (RYZ R'd UNa" ~ " " abOR[a' b[OR_`aN[Q'NO\ba'ORV[T" NSRj'_R'] RPabYf'_R'] \ [`VOYR'k'
 ` Z N_a¸ + UNaQVR' VáY \ X YXR' \ _ ` \ b[Q'YXR'V['aUR'SSPR' - " + UR['f\b" RR" \ Z R\ [R'O_RNX'aUR' b'YR'¶'
 U\d PN['f\b'XV[QYf'_RZ V[Q'aURZ 'aURf'_N_R[¨S_YXd V[T'aUR" ~ " + NF'_b'YR'

\$&° (Ł i E\$ _NPaPR'd VU" abOR[a' k' _RV[S_ PR'V Z RQWNaRYf 'd VU'aVPXRa' š~ RO_VRSN[f '^bR' aX[' š
-° _R'aUR_R'N[f '^bR' aX[' f\ b' UNcR'NO\ba'U\ d " ~ " " abOR[a' b[OR_` aN[Q'U\ d 'a\ OR" NSRj'_R'] RPaSbY'
_R'] \ [' VOYR; k' " Z N_aV['aUR\SSPR' -'

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&R' a_ \ \ Z ' .

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' NSRj' &R'] RPaSbYj' &R'] \ [' VOYR; k' " Z N_a'	
+ UNaVáY\X` YXR'	+ UNaVáQ\R' [«Y\X YXR'
É'd WYb` R'aUR'_R' a_ \ \ Z 'Ob_V[T_ RPR' ` j' ORS_ R'aUR' ORY_V[T' .	É'd WY[\ ab` R'aUR'_R' a_ \ \ Z ' NSaR_ aUR'ORY_V[T' .
É'd WYd NX_V[^bVaf' N[Q'aVXR'PN_R' \ Sob` V[R' .	É'd WY[\ a' b[V[a' aUR'_R' a_ \ \ Z ' .
É'd WYb` R'aUR'a\ VRaN[Q'Sb` U'aUR'a\ VRa'	É'd WY[\ a'Sb` U'N[f aU_V[T'Oba'a\ VRa] N] R_ °VRš N]] YR' »
É'd WYd N U'UN[Q' d VU" \ N] j' Q_f' UN[Q' d VU'N'] N] R_ a\ d RYN[Q'aU_ \ d 'aUR'] N] R_ a\ d RYV['aUR' TN_ ONTR'	É'd WY[\ a] YNf V['aUR` V[Xj"] YN U'd NaR_ j' Z NXR'] N] R_ d NO' j' N[Q[\ a'aU_ \ d] N] R_ a\ d RY' \ ['aUR' T_ \ b[Q\ _V['aUR'a\ VRa'
É'd WYYPX'Z f` aNYN[Q'b[YPX'Vad UR[ŁYRNcR'	É'd WY[\ a'Y\X'b[OR_ ` \ cR_ ` aNY' .
É'd WYb` R'aUR` aNY' b_V[NY\ [R'Na'NaZ R'	É'd WY[\ a' UN_R'N' aNY' b_V[NYd VU\ aUR_` .
É'd WY_R'] RPa\ aUR_` «] _\cNPF'	É'd WY[\ a'O\ aUR_ \ aUR_` .
É'd WYRNcR'] _\Z] aF'	É'd WY[\ a] YNf V['aUR'_R' a_ \ \ Z ' .
É'd WYRNcR'aUR'_R' a_ \ \ Z ' P'RN['N[Q[\ aŠ' N['NOb'a' V SaUR_RV' N[RRO'	É'd WY[\ ad_ \ VR\ ['aUR'd NY' 'ONZ NTR'aUR' _R' a_ \ \ Z ' \ _T_ NSSaV'

(i ° . f i E# cR_cVRd \ SaUR'YR' \ [E-(\ ONf' d R'N_RT\ V[T' a\ a'NX'NO\ba'U\ d " ~ " " abOR[a' b[OR_` aN[Q'
U\ d 'a\ OR" NSRj'_R'] RPaSbYj'_R'] \ [' VOYR'N[Q' Z N_aV['aUR'_R' a_ \ \ Z ' š~&RcVRd 'aUR'Re] RPaNaX[' .
NO\cRš

! # ~ i žŁ' fiE' .

° š~ RZ \ [` a_NaR'ReNZ] YR' \ SaUR'S\Y\ d V[T'Re] RPaNaX[' ° abOR[a' PN['ORZ \ [` a_NaR'š

~~~~( RNPUR\_`aVXR' PN' ` a\ aUR'\_R' a\_ \ \ Z ' N[ Q'Z \ ORY' RNPUR' \ SaUR'NO\cR'Re] RPaNaX[ ' š( RNPUR\_`  
`RYRPa' ` abOR[ a' a\ Z \ ORY' .

~~~~Re] RPaNaX[ ' W aRO'NO\cR'+ UNaVáY\X` YXRš fiVcR'aVPXRa' a\ ` abOR[ a' Q\ V[ T'aUR'Z \ ORY\_V[ Tš

" š~ RZ \ [` a_NaR'ReNZ] YR' \ S" # (' S\Y\ d V[T'Re] RPaNaX[' ° aRNPUR_ j' [\ a' abOR[a' »š

~~~~( RNPUR\_ Z \ ORY' aUR'+ UNaVáQ\R' [ «Y\X YXRš / \ Y\ d RQ'Of' QV Pb` ` V[ ' ¶ ] \_RZ V[ Q' abOR[ a' ¶ ]  
-( UNaš [ \ a'aUR' " ~ " + NF' + R'Q\ \ b\_`Ob` V[ R' ` j' d N U'UN[ Q' N[ Q'YRNcR' ] \_\Z ] aF'š

~ Ł . ) ' ' Ł# ' E'-( RYZ R'd UNa' ~ " " abOR[ a' b[ OR\_` aN[ Q'NO\ba'ORV[ T" NSRj'\_R' ] RPaSbYj'\_R' ] \ [ ' VOYR; k'  
' Z N\_aš+ UNaQ\R' VáY\X YXR\ ` \ b[ Q'YXR'V[ 'aUR'\_R' a\_ \ \ Z ' -'+ UR[ f\ b' RR' \ Z R\ [ R'O\_RNX'aUR'  
\_bYR'¶] U\ d PN[ f\ b' XV[ QYf'\_RZ V[ Q'aUR'Z 'aUR'f' N\_R[ «S\Y\ d V[ T'aUR' " ~ " + NF' \_bYR' .

\$&° ( £ i E\$ \_NPaPR'd VdU" abOR[ a' k' \_RV[ S\_ PR'VZ Z ROVNaRYf' d VdU'aVPRa' a" RO\_VRSN[ f'^bR' aX[ ' a' -° \_R'aUR\_R'N[ f'^bR' aX[ ' f\b'UNcR'NO\ba'U\ d " ~ " " abOR[ a' b[ OR\_` aN[ Q'U\ d 'a\OR" NSRj'\_R' ] RPaSbY' \_R' ] \ [ `VOYRj'k' " Z N\_aV[ 'aUR'\_R' a\_\VZ " -

/#žž#+ ¥) \$E" URPX'd VdU" abOR[ a' a' Z \ [ Vd\_\ORUNcV\_ j" a\ ] N[ Q'\_ROV\_RPaS' U\_\ [ VP' ] \_\OVRZ `TRa' NPANaX[ a' &RV[ S\_ PR'ORUNcV\_` E\$ \_NV' Rj' ( VPRa' j' RaP'a

\$YNfT\_\b[ Q°( N[ ON\_X»  
 ° ~ " ' + ° - i e] RPaNaX[ 'žR' ` \ [ '\$YN[ ' `

#cR\_NYi e] RPaNaX[ ` f£'d WYXRR] UN[ Q' k' 'SRRa' a\ Z f' RYS

| ' NSRj' &R' ] RPaSbY' &R' ] \ [ `VOYR'k' " Z N_a'           |                                                             |
|-------------------------------------------------------------|-------------------------------------------------------------|
| + UNaVa'X\X' YXR'                                           | + UNaVa'Q'R' [ «Y\X YXR'                                    |
| £'d WYd NX'N[ Q] YNf" NSRyf'                                | £'d WY[ \aT\ b] \ [ 'aUR" YQR'                              |
| £'d WYV aR[ 'S_ 'aUR'd UV aR'N[ O'SYXd 'OV_RPaX[ ' `        | £'d WY[ \a'aNPXYR\ aUR_ j] YNf' _\bTUj\ _] YNf' aNT'        |
| £'d WYb' R'N] ] _\ ] _VNa'Y'N[ TbNTRj'XV[ Q'd \_O'`         | £'d WY[ \aT\ aUR'd _\ [ T'd Nf' \ [ 'aUR" a_bPab_R'`        |
| £'d WYd MaZ f' ab_ ]                                        | £'d WY[ \a_b[ V[ 'aUR'aN[ ON_X'                             |
| £'d WYT\ V[ 'aUR'Pa_ RP'aOV_RPaX[ \ [ 'aUR'`                | £'d WY[ \ab` R'ONO'YN[ TbNTRj' b[ XV[ Q'd \_O'`             |
| `a_bPab_R'`                                                 | £'d WY[ \aS_ TRaZ f' VMPXRa'` d RNaR_`                      |
| £'d WYb' R'aUR" d V[ T' " NSRyf' \ [ 'Z f' O\aa\Z 'N[ Q'`   | £'d WY[ \aPbaV[ 'S_\ [ a'S' \Z RO\Of' RY' R'                |
| P\b[ aa\ xU'                                                | £'d WY[ \a] b' U\ aUR_` abOR[ a'`                           |
| £'d WYT\ Q\ d [ 'aUR" YQR\ \ [ 'Z f' O\aa\Z j' \ [ R'Na'N'` | £'d WY[ \a' d V[ T\ \ [ 'Z f' ORYf' \_` aN[ Q\ \ [ `d V[ T' |
| aZ R'                                                       |                                                             |
| £'d WYSYXd V[ `a_bPaX[ ` `d UR[ 'aUR'ORYV_ V[ T' N[ Q'`     |                                                             |
| d NX' a\ aUR'Y[ R'                                          |                                                             |
| £'d WY_RZ RZ OR_ a\ O_ V[ T V[ 'Z f' VMPXRa'` d RNaR_`      |                                                             |

( i ° , f i E# cR\_cVRd \ SaUR'YR' \ \ [ £-( \ ONf' d R'N\_RT\ V[ T' a\ a'NX'NO\ba'U\ d " ~ " " abOR[ a' b[ OR\_` aN[ Q' U\ d 'a\OR" NSRj'\_R' ] RPaSbY' \_R' ] \ [ `VOYR'N[ Q' Z N\_a\ \ [ 'aUR'aN[ ON\_X' &RcVRd 'aUR'Re] RPaNaX[ ` NO\cR'a

! #~ i ž£' fi£`  
 ° a" RZ \ [ `a\_NaR'ReNZ ] YR' \ SaUR'SYXd V[ T'Re] RPaNaX[ ` °` abOR[ a' PN[ 'ORZ \ [ `a\_NaR'a  
 " " " ( RNPUR\_ 'aNXR' 'PN' ` a\ aN[ ON\_X' d VdU' VMPXRa' N[ Q'Z \ ORY' RNPUR\_ \ SaUR'NO\cR'Re] RPaNaX[ ` a'  
 ( RNPUR\_` RYRPa'` abOR[ a' a' Z \ ORY'`  
 " " " Re] RPaNaX[ ` W' aRO'NO\cR' → UNaVa'X\X' YXR' fiVcR'aVPRa' a\` abOR[ a' Q\ V[ T' aUR'Z \ ORY' T'a  
 " a" RZ \ [ `a\_NaR'ReNZ ] YR' \ S" # ( 'SYXd V[ T'Re] RPaNaX[ ` °` aRNPUR\_ j' [ \ a' abOR[ a' » a'  
 " " " ( RNPUR\_ Z \ ORY' 'aUR' → UNaVa'Q'R' [ «Y\X YXR' / \ YXd RO\Of' OV' Pb` \ V[ '¶'\_RZ V[ Q` abOR[ a' ¶'  
 -( UNa' [ \ a'aUR' ° ~ " ' + Nf' ` + R'd NX' \ [ 'aUR'  
 " " " aN[ ON\_X'a

~ Է . ) ' ' Է# " Է'-( RYZ R'd UNa" ~ " " abQR[ a` b[ OR\_` aN[ Q'NO\ba'ORV[ T` NSRj`\_R' ] RPaSbYj`\_R' ] \[ `VOYR<`  
`Z N\_ađ+ UNaQ\R` `v\X\X\YXR\`\_` \b[ Q'YXR\`[ `aUR'aN[ ON\_X" -"+ UR[ f\b` RR` \Z R\ [ R'O\_RNX'aUR`  
\_bYR`U\`d` PN[ f\b`XV[ QYf`\_RZ V[ Q'aURZ `aURf`N\_R[ «S\Y\`d V[ T'aUR" ~ " + Nf`\_bYR`

\$&° . ( Է Է' \$ \_NPaPR'd V\U" abQR[ a` k` \_RV[ S\_`PR`V Z RQ\NaRYf` d V\U'aVPXRa` đ~ RO\_VRSN[ f`^bR` aX[ ` đ  
-` \_R'aUR\_R`N[ f`^bR` aX[ ` f\b`UNcR'NO\ba'U\`d ~ " " abQR[ a` b[ OR\_` aN[ Q'U\`d `a\`OR` NSRj`\_R' ] RPaSbYj`  
\_R' ] \[ `VOYRj<` `Z N\_a\`[ `aUR'aN[ ON\_X"-`

/#žž#+ ¥) \$E" . URPX'd V\U" abQR[ a` a` Z \[ V\`\_ORUNcV\_`j` a\` ] N[ Q`\_ROV`RPađ, U\_\[ VP' ] \_\OYRZ ` TRa`  
N'Pa\NaX[ đ  
&RV[ S\_`PR`ORUNcV\_` Է\$`\_N`Rj` ( VPXRa` j` RaPđ

&Rd N\_Q` ! R[ b« T\`UR\_R`NSaR`\_PUN[ TR` `Z NOR`