

=>:%-?"'Y88:.-"9-:##',:%'E/<"7-:%'Y#">&8-8'L%:X%"C']/7-/G/%'()((I'())(4'

YC/%-."#L8&.<:>:X-.">'Y88:.-"9-:##'A-7-8-:##'(5'L%:X%"C'3<"-%'()())R()DYC/%-."#'
L8&.<:>:X-.">'Y88:.-"9-:##'A-7-8-:##'(5'6B.:C-#X'L%:X%"C'3<"-%'()DPR()())'

Y?'2:.'=/?/%">'V%"#9']/7-/G/%'Y.9-7-9-/8'

c"9-:##">'[#89-9\$9/8':, '2/">9<'

E-:T/<"7-:##">'#?'E/<"7-:##">'L%:./88/8'[#9/X%"9/?']/7-/G'V%:\$B'

' d]V['EEELR!'PD'

()DD'

S?-9:##">'Y.9-7-9-/8''

! "#\$%&'()*!+%,-.'!'+!/)0#2!V\$/89'Y88:.-"9/'S?-9:##'

()(4R()(*'

! "#\$%&'()*!+%,-.'3!4#.#%)0\$!5!/!)0#2!Y88:.-"9/'S?-9:##'

()DP'

! 6(7)+%,!(8!*99,'#:'! "#\$%&'()*!+%,-.'I'E:"%?'1/CT/%!

()D*I'()DKR()DN'

! ;:70%l'(+!5!<)#%l=#+l!(8!>\$',:)+2!V\$/89'Y88:.-"9/'S?-9:##'

()D(R()D4'

' 6(7)+%,!(8!"#\$%&'()%,!;:70%l'(+2!V\$/89'Y88:.-"9/'S?-9:##'

()DK

e Z /&C "#I'!F']FI' /A<<F'K',L'+L'K'3 "CB:8I'3FI' f 'V"%.-"I'YF']F'M() ((OF'Y#" "BB>-. "9-: #: , '9</'9%- ">R
T"8/?', \$#.9-: #" ">"#">&8-8'9: ""88/88'B%: T>/C'T/<"7-: %'/7: ^/?"T&'%-9\$">' -#9/%\$B9-: #F'
"\$%&'()%,! ?+1#)&#+1'(+. !?: -F: %XaD)FD)) (aT-#FDNN('

e Z /&C "#I'!F']FI' /A<<F'K',L'+L'K'3 "CB:8I'3FI' f 'V"%.-"I'YF']F'M() (DOF'; : C//', / .98': , 'B%"-8/'
?%-#X'9</'/8. "B/' . : #?-9-: #: , '9</' , \$#.9-: #" ">"#">&8-8F' "\$%&'()%,! ?+1#)&#+1'(+. 2!GH!MDO'
5NRKKF'? : -F: %XaD)FD)) (aT-#FDQK4'

e 3 "CB:8I'3FI' /A<<F'K',L'+L'K' Z /&C "#I'!F']FI' f 'V"%.-"I'YF']F'M() ()OF'L "%/#9R-CB>/C/#9/?'
C\$>9-B>/'8. </? \$>/8F' "\$%&'()%,! ?+1#)&#+1'(+. 2!GI/M*OF'5 (*R5*DF'? : -F: %XaD)FD)) (aT-#FDQ*4'

/A<<FK',L'+LI' f 'J"CT/%9I'!F' 1 F'M()D50F'[CB>-. "9-: #8', : %'B%" .9-./0'] /8\$%X/#. /' "#? '?-, /%/#9-'">'
%/#, :% . /C/#9':, "'>9/%#"9-7/'%/8B: #? -#XF'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!KRM*02!
QNDRQN*F'? : -0D)FD)) (aW"TF(KK/

eJ"CT/%9I'!F' 1 FK' /A<<FK',L'+LI'; "C"<"I'YF'JFIeA"&9: #I'SFI' f 'e] : ?/G">?I'YF'M()D50F'; /%-">
>9/%#"9-7/'%/8B: #8/'9%" -#-#X'"8'-#9/7/#9-: #', : %'9%"X/9'%/8B: #8/'%/8\$%X/#. /F'6(7)+%,!(8!
99, '#:!'#\$%&'(!)+%, -. '2!KRM*02!QK5RQN)F'? : -0D)FD)) (aW"TF(54'

c />8: #I'JF!FI'eL: G/>>I' gFI' /A<<FK',L'+LI' f 'J-X#\$X"%-8Rg%",9I'EF'M()D*0F'A/7/>: BC/#9':, 'T"8-.'
.: #. /B98'-#/'%">&'/?\$. "9-: #B": X"C8', : %'. <->?%/ #'G<: "'%/'?/'", ': %'<"%?':, '</'% -#X' -#'
>89/#-#X'"#?'8B: ^/#>'#X\$"X/' .>"88% : C8F'S(,1%!4#&'#E2!PPKMD0I'QR(QF!

eV%: 8^%/\$9'I' cF3FI'eV%: 8^%/\$9'I' 1 FLFI' /A<<FK',L'+LI' f ' ;>: . \$CI'HFYF'M()D*0F'V/#/'%>` "9-: #':, '
#/X"9-7/>&'%/ -#, : % . /?'C"#?8'-#'. <->?%/ #'G-9<"\$9-8CF'6(7)+%,!(8!*99, '#:!'#\$%&'(!)
*+%, -. '2!KTM402!5K)R5QPF'? : -0D)FD)) (aW"TFD5D'

eE%: ?</'?I' 1 FFI'AS%i#I'JFI' /A<<FK',L'+LI'M()D*0F'3\$>9\$%">"#?'>-#X\$-89-. '?-7/%8-9&' -#%/' . /#9'
>"#X\$"X/'" .h\$-8-9-: #%/8/'%" .<F'<\$#!*+%, -. '!(8!S#)A%,!'#\$%&'(!)2!GQMD02!Q5RNKF'
?: -0D)FD)) Q j (=8*)KDKR)D*R)) PRN'

eJ"CT/%9I'!F' 1 FI' /A<<FK',L'+LI'e3">'&I'3F!FI'e g\$###"7"9"#"I'; F'; FI' f 'e3 :>>-#8I'; FAF'M()D*0F'
H%" -#-#X'%/8-?/#9-">'89",, "'#?'8\$B/%7-8: %8'9': . : #?\$. 9'9%"? -9-: #">', \$#. 9-: #">"#">&8/8F'
4#. #%)0\$!'+!@#&#, (9=#+1%,!@'. %A', '1#. 2!GIMQ02!DQ5QRDQK5F'
?: -0D)FD)DKaWF%-??F()D*F)(F)D*'

e g\$###"7"9"#"I'; F'; FI' /A<<FK',L'+LI'; "C"<"I'YF'JFI' f 'eA"&9: #I'SF'M()D40'H%" -#-#X'9/' . </%8'9': '
. : #?\$. 9'9%">RT"8/?', \$#. 9-: #">"#">&8/8F' "#\$%&'(!) J (: '8'0%l'(+2!GT2!Q)QRQ((F'

e g\$###"7"9"#"I'; F'; FI' /A<<FK',L'+LI'; "C"<"I'YF'JFI' J-X#\$X"%-8ag%",9I'EFIeA"&9: #I'SFI' f 'e2 "%-8I'
;F'M()D40'68-#X'"'C: ?-,-/?'B&%"C-?">9%" -#-#X'C: ?/9: '9/' . <'8B/ . -">'/?\$. "9-: #9/' . </%8'
9: . : #?\$. 9'9%">RT"8/?', \$#. 9-: #">"#">&8/8F'<#%0\$#!); : 70%l'(+!%+ : !C9#0%,!); : 70%l'(+2!
GHMKOI'(KQR(N5F'? : -0D)FDDQqa)D*5**55D4*P)P5)'

e ; />>/%8I'HFLFI' /A<<FK',L'+LI'; "C"<"I'YF'JFI'eA"&9: #I'SFI'eJ"CT/%9I'!F' 1 FI' f 'e g /&RY\$89-#I'
YFYFI'M()D40'S7">9-: #':, '8: C'/' . : CB: #/#98':, ': <:-. /'C"^-#XF'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!KHM(02!*55R*K*F'? : -0D)FD)) (aW"TF*K'

=%9'I'!F'cFI'[G"9'I'EF'YFI'2"CC: #?I'!FJF' f ' /A<<FK',L'+LI'M()D40F'SbB/%-C/#9">"#">&8-8':, '
B%/ . \$%8: %8'9: 'B%: T>/C'T/<"7-: %F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!KHMD02'D)DRD(PF'
?: -0D)FD)) (aW"TF(Q'

eJ"CT/%9I'!F' 1 FI' /A<<FK',L'+LI'e g\$###"7"9"#"I'; F'; FI'e3 :>>-#8I'; FAF' f 'e3">'&I'3F!F'M()D40F'
H%" -#-#X'%/8-?/#9-">'89",, '9: . : #?\$. 9'9%">RT"8/?', \$#. 9-: #">"#">&8/8F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!KHMD02!(PKR4)F'? : -0D)FD)) (aW"TFDQ'

2"CC: #?I'!FJFI'[G"9'I'EF'YFI'] : : ^/%I'VFI'=%9'I'!F'cFI' f ' /A<<FK',L'+LI'M()D40F'S,, / .98':, ', -b/?'
7/%8\$8%"#? : C'8/h\$/#. -#X'?\$% -#X'C\$>9-/>/C/#9', \$#. 9-: #">"#">&8/8F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!KHMD02!(R4)F'? : -0D)FD)) (aW"TFQ'

/A<<FK',L'+LI'eJ"CT/%9I'!F' 1 FI'eA"&9: #I'SFI' f ' ; "C"<"I'YF'JF'M()D40'H/" . </%R. : #?\$. 9/?'9%">R
T"8/?', \$#. 9-: #">"#">&8-8'"8'9</'T"8-8', : %' -#9/7/#9-: #F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)
*+%, -. '2!KHMD02!()NR(DNF'? : -0D)FD)) (aW"TF(D'

AS%i#I'JF'gFI' /A<<FK',L'+LI' f ' ; "C"<"I'YF'JF'M()D40'Y?"B9"9-: #8'9: "'', \$#. 9-: #">'T/<"7-: %'
"88/88C/#9'G-9<'"'; B"#-8<R8B/'^ -#X'B%/8. <: :>/%F'; : 70%l'(+!%+ : !<)%#l=#+!(!>\$', :)#>2!
GHMD02!Q4RP5F'

e3>"&I'3F!FI'; "C"<"I'YF'JFI' /A<<F'K',L'+LI'eE:X:/7I'EFgFI' f'eE:&/I' 1 FYF'M()D40F'Y88/88-#X'
B%/ ,/ %/ #. / . , : % '8: . - ">' - #9/%" . 9- : #8F'4#. #%)0\$!'+!@#&#, (9=#+1%,!@'. %A', 'l'#.2!GKMD02!4K(R
4QDF'?:-0D)FD)DKaWF%-??F()D(F)QF) (N'

Z->8: #I'AF' 1 FI'[G"9"I'EF'YFI' f' /A<<F'K',L'+L'M()D(OF'3 : CB\$9/%R"88-89/?'C/"8\$/C/#9: , 'G: # \$?'
8-` / ""88: . - "9/?'G-9<'8/>,R-#W\$%- : \$8'T/<"7-: %F!6(7)+%,!(8!*99, '#:!"#\$%&'(!)*+%, - . 'I'KIM*02!
QPQRN)NF'

e g / & > RY\$89-#I'YFYFI'; "C"<"I'YF'JFI' /A<<F'K',L'+LI' f'eE:&/I' 1 FYF'M()D(OF'S, , / .98': , 'B%/ , / %/ #. / . /
" # ? ' % / - # , : % . / % '7" % - "9- : # : # 'G-9<-#R8/88- : # 'B"99/%#8': , % /8B: # ? -#XF'6(7)+%,!(8!*99, '#:!
"#\$%&'(!)*+%, - . '2!KIM402!K4QRK*DF'?:-0D)FDP)DaW"TF()D(F*5RK4Q'

eJ"CT/%9I'!F' 1 FI' /A<<F'K',L'+LK' f'e[%7-#I'F'M()D(O'H%->RT"8/?', \$#.9-: # ">"# ">&8-8"##? , \$#.9-: # ">
.: CC\$#- . "9-: # "9%" -#-#X'-#""#/'">&' . <->?<: : ?'8/99-#XF'6(7)+%,!(8!*99, '#:!"#\$%&'(!)
*+%, - . '2!KIM402!5QPR5N*F'?:-0D)FDP)DaW"TF()D(F*5R5QP'

/A<<F'K',L'+LI'[G"9"I'EF'YFI'=%9`I'!FcFI'] : 8. : /I'SF' 1 FI' f'3 ""%/"\$I'YF'M()DDOF'3>"88%: : C'
"BB> . "9-: # : , "'9%" ->RT"8/?', \$#.9-: # ">"# ">&8-8F'6(7)+%,!(8!*99, '#:!"#\$%&'(!)*+%, - . '2!KK2!
DPR4DF'

3 "CBI'SF' 1 FI'[G"9"I'EF'YFI' 2 "CC: #?I'FJFI' f' /A<<F'K',L'+L'M())POF'Y#9/ . / ? / #9'7/%8\$8'
.: #8/h\$/#9'/7/#98'"8'B%/ ?- .9: %8': , 'B': T>/C'T/<"7-: %F'6(7)+%,!(8!*99, '#:!"#\$%&'(!)
*+%, - . '2!KMM(02!*KPR*N4F'?:-0D)FDP)DaW"TF())PF*(R*KP'

,
& * 2 " , ! # \$ 3) , ' " 2 1 + # ' # + (\$ + H M , " / & \$) + 1 '
,

eV"" . - "I'YF'] FI' /A<<F'K',L'+LK' 3 "CB: 8I'3FI' f' Z / & C "#I'!F'] F'M\$#?/%'%/7-/GOF'H%" -#-#X'B"%/#98'9: '
.: #?\$. 9'9%" ->RT"8/?', \$#.9-: # ">"# ">&8/8'\$8-#X'T/<"7-: %">'8^>>8'9%" -#-#XF' " # \$ % & ' () ! * + % , - . ' !
'+! /) % 0 ! ' 0 # !

eH"></>CI'LFI' /A<<F'K',L'+LK' 3 : # . / B . - : #I'YFI' f' ; "C"<"I'YF'JF'M\$#?/%'%/7-/GOF'H%"#8>"9-: #'
/7"> \$"9-: # : , '<-89: % & ' / , , / .98': # % /8\$X/#. /F' " # \$ % & ' () ! * + % , - . ' . 3 ! 4 # . # %) 0 \$! % + : ! /) % 0 ! ' 0 # !

!
& * 2 " , ! # \$ 3) , ' \$ 2 ' # + (\$, \$ 0 2 '
,

*Garcia, A. R., **Bl** , **S. E.**, Campos, C. & Bell, M. C. (in revision). CARES: Culturally-
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eL"\$>#I'EFI' /A<<F'K',L'+LK'!: <#I'gF' ; FI'V"" . - "I'YF'] FI' f' E / > > I' 1 F'3F'68-#X'7-?/: 'C: ? / > -#X'9: '
9/ " . < ' . : # ? \$. 9-#X'""9%" ->RT"8/?', \$#.9-: # ">"# ">&8-8F'

1 : #>\$bI'gF'AF'E / > > I' 1 F'3FI' f' /A<<F'K',L'+F'L%" . 9- . ">9/ . <# : > : X&'9-B8' , : % '8/99-#X'\$B'"#?'
.: #?\$. 9-#X'9/ > / < / ">9<'8/%7- . /8F'

e2/89/%I' ; F'SFI' f' /A<<F'K',L'+F'g //B-#X'\$B'G-9<'9</'X" # ? ^ - ?80'68-#X'HYV9/ " . < k '9: '9%" -#T'9: #'
9G-%>#X'8^>>8'9: ' : > ? / % "" ? \$ > 98F'6(7)+%,!(8!*99, '#:!"#\$%&'(!)*+%, - . ' !

*Stubbs, M. R., **Bl** , **S. E.**, Garcia, A. R. Evaluating effectiveness, feasibility, and treatment
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Afro-Caribbean families.

*Bell, M. C., **Bl** , **S. E.**, Garcia, A. R. (submitted). Considering cultural and linguistic
diversity in practice: Recommendations for behavior analytic services

&*2", !#3), '2'3#+3*#*)\$02'

V:#`>^I';FI'/A<<FK',L'+LK' f '3"CB:8I'3F'S7">\$"9-#X'9</'/,,-./#.&'""#?' . : %/8B:#?/#./':, '9%->R
T"8/?'"#?'8/88-:#RT"8/?', \$#.9-:#>""#">&8/8'-#'. : #9%:>/?'8/99-#X8F'

e!:<#I'gF';FI'/A<<FK',L'+LK';"C"<"I'YF'JFI'E/;>>I' 1 F'3FI' f 'H"></>CI'LF'; : C//, ,/.98':, ', \$#.9-:#>
"#">&8-8':#B%:T>/C'T/<"7-:%':\$98-?/'':, '8/88-:#F'

/A<<FK',L'+LK'V"%.-"F'YF']FI'3"CB:8I'3FI'Z /&C"#I'!F']FI'E/;>>I' 1 F'3FI' f '3 : #. /B.-:#I'YF'Y'
. : CB"%-8:#':, ', \$#.9-:#>""#">&8-8'. : #?\$.9/?'-#';B"#-8<'""#?'S#X>-8<F'

eE/;>I' 1 F'3FI' f '/A<<FK',L'+L'3<"#X-#X'9</'. \$>\$%/'':, '. : #8/#90'H/' .<#X'&:\$#X' .<->?%/#'. : #8/#9'
8^>>8'7-"9/>/</">9<F'

e3"CB:8I'3FI'/A<<FK',L'+LK'Z /&C"#I'!F']FI' f 'V"%.-"I'YF'A/7/>:BC/#9""#?'7">-?'9-:#':, '9</'
Z"-9-#X'Y88/88C/#9[#9/%7-/G'H: :>'#?'/7">\$"9-:#':, '-#?-7-?'\$">-/'?G"-9-#X'?'\$%"9-:#8-#'
8-X#">/?'"/-#,:%./C/#9F'

/A<<FK',L'+LK';>99/%&I'JFI' 1 ->I'EF'H</'\$8/'':, 'B%:X%/88-7/'%"9-:'8.</?\$>/8'9:'"88/88#/'X"9-7/'
%/ -#,:%./C/#9F'

; "C"<"I'YF'JFI'eJ\$?/C"#I'gFI'/A<<FK',L'+LK' f 'eg\$##"7"9"#I';F';F'S7">\$"9-:#'. %9/%-"' : %'9%->R
T"8/?', \$#.9-:#>""#">&8/80'Y'8-X#>'?/9/.9-:#""BB%:".<F'

'eA"&9:#I'SFI'/A<<FK',L'+LK';"C"<"I'YF'JFI'eg\$##"7"9"#I';F';FI' f 'eL/">I'YF' 1 F'J"9/#.&'""8'9</'
?/B/#?/#9'7"%-T>/'-#9%->RT"8/?', \$#.9-:#>""#">&8/8F'

/A<<FK',L'+LK'eL:>>"%?I'!FI'e; />"%8I'HFIEg /&I'YFI' f ' ; "C"<"I'YF'JF'3 : %/8B:#?/#./T/9G//#'
9/" .</%R. : #?\$.9/?'9%->RT"8/?', \$#.9-:#>""#">&8/8""#?'89"#?"%?', \$#.9-:#>""#">&8/8'-#""#'
/"%>&' .<->?<: : ?'8/99-#XF'

eJ"CT/%9I'!F' 1 FI'/A<<FK',L'+L'eA"&9:#I'SFI' f ' ; "C"<"I'YF'JF'Y88/88C/#9""#?'9%/"9C/#9':, '
T/<"7-:%\$#?'%'. : #9%:>: , '/8."B/',%:C'/?C"#?8', :>:G-#X%/C:7">: , 'B%/ , /%/%/?'C"9/%->8F''

/A<<FK',L'+FI';"C"<"I'YF'JFI' f 'g#:bI'LF'gF'H</'/, ,/.98':, '. : #9-#X/#9'/CB>:&/B"&.</ . ^'
T:#\$8/8':#'/b/%.-8/F'

/A<<FK',L'+FI'[G"9"I'EF'YFI'3"CBISF 1 FI'] :>-?/I'cF6FI' f '2"CC:#?I'!FJF'Y88/88C/#9':, '
B%/ , /%/#. /' : %':> , ".9:%&'89-C\$>-'#-#?-7-?'\$">8'G-9<L%"?/%RZ->>';&#?%:C/F'

/A<<FK',L'+LK' f '[G"9"I'EF'YF'Y88/88C/#9""#?'9%/"9C/#9':, '.<#:#-.'%\$C-#"9-:#""#?'7:C-9-#XF''
H<:C"8:#I'!F'JFI'[G"9"I'EF'YFI'A: `-/I'3F'JFI'c /-?/%9I'LF'JFI' f '/A<<FK',L'+LI'=: : ?'B%/ , /%/#. /8'-#'
-#?-7-?'\$">8'G-9<'""#?'G-9<:\$9'L%"?/%RZ->>-'8&#?%:C/F'

2"CC:#?I'!FJFI'[G"9"I'EF'YFI'/A<<FK',L'+LI'="<C-/I'HFYFI' f '=9-I'!F'cF'c /X"9-7/'%/#, :%./C/#9'
, :%'. : CB>-"#./""#?'B%:T>/C'T/<"7-:%0'S, ,/.98':, '89-C\$>\$8'C"X#-9\$?/F'

/ 0 0 D'! - *3)+# , I'3" / %\$, - +1'* 21'\$2'3#+, , ,'

/A<<FK',L'+L'M()DNof 1 \$>9-B>/RT"8/>#/'/?/8-X#8F'[#SF'E""9/#MS?OI'<\$#I'CU; !#+0-0, (9#:%!(8'
'+1# , #017%, !%+ : ! : #&# , (9=#+1%, ! : ' . () : #) . F'J : 8'Y#X/>/8I'3Y0'; "X/F'

L[0'S7"#'A"%9I'6 ;='

oSb"C-#X'H-/'[L%"9-./8'L%/?-9-#X'E/<"7-:='%=\$#.9-: #'-#';9\$?/#98'[?/#9-,-/?',:%'H-/%'[[
;SBB:%98p'

[#89-9\$9/':,'S?\$. "9-: #' ;.-/#./8'

;\$TC-99/?0'Na()a()()'

H:9">'3 :8980'nDIQ))I))F))'

,

/)'+0'9%,!'+&#.l'B%l(!)

o+#>#/'9%"-#X',:%'H%->RE"8/?'=\$#.9-: #'>'Y#">&8-8p'

c "9-: #'>'[#89-9\$9/8':,'2/">9<0'c "9-: #'>'[#89-9\$9/':,'3<->'2/">9<"#?'2\$C"#'A/7/>:BC/#9'

;\$TC-99/?0'1 "%.<'D)I'()DK'

H:9">'3 :8980'n4NPINP5F))'

,

/)'+0'9%,!'+&#.l'B%l(!)

oA/7/>:BC/#9':,'.\$>\$%">&'%/8B:#8-7/'-#9/%7/#9-: #8',:%'2-8B"#-.'.<->?%/ #'G-9<'\$9-8Cp

;\$TC-99/?0'+.9:T/%'()D*'

A-8B:8-9-:#0'\$#,\$#?/?'

!

>(X/)' +0'9%,! ?+&#.1'B%l(!)

'oA:.9: "%>L%:X%"C'9:'L%:C:9/'S7-?/#./RE"8/?'L%" .9-./8'-# 1 \$>9-RH-/%/?';&89/C8':,; ;\$BB:%9p'

; >:.\$CI'HF'M3:RL[OI'] :88I';F'M3:RL[OI'E>: :CI';F'M3:RL[OF'

6F;F'A/B"%9C/#9':,'S?\$. "9-:#I'+,,-./':,;B/.-">'S?\$. "9-:#'""#?'] /<"T->-9"9-:#I'L%/B""9-:#':,'

J/"?/%8<-B'L/%8:##/>'

H:'9%"-#>/"?/%8'-#';B/.-">'S?\$. "9-:#'] /8/"%.<'

H:9">'3:8980'nDI(*NI4(4'

;\$TC-99/?' 1 "&'QI'()D('

A-8B:8-9-:#0';.: %/?'MP*aD)50I'\$#,\$#?/?'

,

/)' +0'9%,! ?+&#.1'B%l(!)

oH%-">RE"8/?'=#\$.9-:#">'Y#">&8-8'"#?'H%/"9C/#9':, 'L%:T>/C'E/<"7-:%p'

[#89-9\$9/' :,'S?\$. "9-:#' ;.-/#./8'

S89-C"9/?'H:9">'3:8980'nPK*IDNQF))'

;\$TC-99/?0';/B9/CT/%'DKI'()D)'

A-8B:8-9-:#0'\$#,\$#?/?'

,

/)' +0'9%,! ?+&#.1'B%l(!)

oL%:W/.9' 2-X<Rc//?0'E:"%?'3/%9-,-/?'E/<"7-:%'Y#">&89'[#9/%7/#9-:#';B/.-">-898p'

+ , , - . / ' : , ; B / . - "> ' S ? \$. " 9 - : # ' L % : X % " C 8 I ' A / B " % 9 C / # 9 ' : , '

! "##\$%&' (

E>.:CI';F'SF'M()N0'Y88/88C/#9'"#?'9%/9C/#9':,'B%:T>/C'T/<"7-:%'C"-#9"-#/?'T&'8:.->R
#/X"9-7/'%/-#,:%./C/#9I'S,,/.9-7/'L%"9-./8'-#';B/..>'S?\$. "9-:#'3:#,#/#./I'69"<';9"9/'
6#-7/%8-9&'

! 0 2 @ + # + 2 ! + ' 3 # + , + 2) *) \$ 0 2 , ' P + N ! % " 1 \$ 2 S '\$ 2 (\$) + 1 ' 3 # + , + 2) *) \$ 0 2 , Q'

/A<<F'K',L'+L'M()(4I';/B9/CT/%0F'A-8.\$88"#9F'A/J/:#I'[F'3<"-%F!<)%+.,%l'(+%,!%+:!>,'+'0%,!
C17: '#.!(+!4#,%9.#!(8!/) (A,#=! "#\$%&'(!)[(, (E'+B!' "#\$%&'(%),!#+1#)&#+1'(+0!);&CB:8-\$C'
B%/8/#9/?'"9'*4^k'C//9-#X':,'9</'=>:%-?"'Y88:.-"9-:#',:%'E/<"7-:%'Y#">&8-8I'+%>"#?:I'=JF''

V-"CT%:#/I!'f'E>.:CF';F'SF'M()(4I';/B9/CT/%0F'C#)&'0#!>(+1'+7'1-3!>(+0#)+.!%+:!
4#0(=##+:%l'(+.!8(!)"#\$%&'(!)*+%,-.l.0!L"B/%'B%/8/#9/?'"9'*4^k'C//9-#X':,'9</'=>:%-?"'
Y88:.-"9-:#',:%'E/<"7-:%'Y#">&8-8I'+%>"#?:I'=JF''

2 "#I'!'E'FI' /A<<F'K',L'+L'M'V-"CT%:#/I!'f'f'3-7-?-#-R 1 :99"i'3F'M()(4I';/B9/CT/%0'Z.'+B!
4#9#%l#:#X]#l#+0-!J#%.7)#.!(!*..#![7+0l'(+%,!4#,%l'(+.\$'9.0!#[# 1 "#/%&8'J/:#
M3<"-%0F'4#0#+1!%:%&+0#.!'+!87+0l'(+%,!%+%,-.!.!=#l\$(:.!%0)(...!(0'%,!%+:!%71(=#l'0!
)#'+8()0#=#+1!87+0l'(+.0!;&CB:8-\$C'B%/8/#9/?'"9'9</'9*4^k'C//9-#X':,'9</'=>:%-?"'
Y88:.-"9-:#',:%'E/<"7-:%'Y#">&8-8I'+%>"#?:I'=JF''

/A<<F'K',L'+L'M()(

4#,%1#:!(!*..#..=#+1!%+ :!<)#%l=#+1!(8!/) (A,#=#!"#\$%&'(!8)(=!%S%)#1-!(8!
/#).9#0!'&#.0!;&CB:8-\$C'B%/8/#9/?'"'9'9</'*K#"###\$">'. :#7/#9-: #' : , '9</'Y88:.-"9-: #' : , %'
E/<"7-: %'Y#">&8-8'[#9/%#"9-: #'>I'+#>#/'

E>.: CI';F'SFI'M()DPI';/B9/CT/%OF'@'.07..%+10! [#'Y#?%/G'2 :\$7:\$%"8'M3<"-%OF' J#+1%,! :'. () :#).2!
A7)+(712!%+ :!.7A.1%+0#!%A7.#3!`007)#+0#!%+ :!.1'B=%!%=(+B!A#\$%&'(!)%+%,-.'.0!
;&CB:8-\$C'B%/8/#9/?'"'9'9</'4P#"###\$">'. :#7/#9-: #' : , '9</'=>: %-?"'Y88:.-"9-: #' : , %'
E/<"7-: %'Y#">&8-8'F'L: #9/'m/?%/I'=J'

!:<#I'gFI'E>.: CI';F'SFI';"C"<"I'YF'JFI'H">/>CI'LFI' f'E/;>I' 1 F'M()DPI';/B9/CT/%OF'C(=#!#88#0!..
(8!87+0!'(+%,!%+%,-.'.!(+!9)(A,#=#!A#\$%&'(!)(71.' :#!(8!.#..'(+0! [#'S>- 'T/9<'; .<-/T/'
M3<"-%OF';&CB:8-\$C'B%/8/#9/?'"'9'9</'4P#"###\$">'. :#7/#9-: #' : , '9</'=>: %-?"'Y88:.-"9-: #' : , %'
, : %'E/<"7-: %'Y#">&8-8'F'L: #9/'m/?%/I'=JF'

V"%.-"I'YFI'E>.: CI';F'SFI'E/;>I' 1 F'M()DPI';/B9/CT/%OF'Z. '+B!9-)%=' : %,!1)%'+B!1(!1#%0\$!
A#\$%&'(!)%+%,-!0!9)(0#:7)#.!!(!V'.9%+'0!8%=' , '#.0! [#'g /%-%L/9/8'M3<"-%OF'; &%,7%1'(+.! (8!
'++ (&%1'&#!1#%0\$'+B!9)(0#:7)#.!%='# : !%1!1)%'+B!9%)#+1.2!.1%882!%+ : !0(, #B#!.17: #+1.0'
;&CB:8-\$C'B%/8/#9/?'"'9'9</'4P#"###\$">'. :#7/#9-: #' : , '9</'=>: %-?"'Y88:.-"9-: #' : , %'
E/<"7-: %'Y#">&8-8'F'L: #9/'m/?%/I'=JF'

H"></>CI'LFI'E>.: CI';F'SFI'3 :#. /B.-: #I'YFI' f' ; "C"<"I'YF'JFI'M()DPI';/B9/CT/%OF'<)%+.,%1'(+%,!
#&%,7%1'(+!(8!\$.1(-!#88#0!..!(+!)#.7)B#+0#0! [#'E%-"###"J"\$%/"#: 'M3<"-%OF'<)%+.,%1'(+%,!
#&%,7%1'(+!(8!)#.9(+.#!9#).'.1#+0#!%+ : !)#,%9.#0!;&CB:8-\$C'B%/8/#9/?'"'9'9</'4P#"###\$">'
. :#7/#9-: #' : , '9</'=>: %-?"'Y88:.-"9-: #' : , %'E/<"7-: %'Y#">&8-8'F'L: #9/'m/?%/I'=JF'

E/;>I' 1 FI'E>.: CI';F'SFI' f'V"%.-"I'YF'M()DPI' 1 "&OF'>7,17)%.,-!% : %9!#:!.#)&0#.3!Z. '+B!9-)%=' : %,!
l)%'+B!1(!1#%0\$!A#\$%&'(!)%+%,-!0!9)(0#:7)#.!!(!V'.9%+'0!8%=' , '#.0! [#'3>"\$?-"3"CB:8'
M3<"-%OF' [%=', -X0#+1#)# : ! :'. #='+%1'(+!(8!.)&'0#.0' ;&CB:8-\$C'B%/8/#9/?'"'9'9</'*5"#
Y##\$">'3 :#7/#9-: #' : , '9</'Y88:.-"9-: #' : , %'E/<"7-: %'Y#">&8-8'[#9/%#"9-: #'>F'3<-. "X:I'[JF'

3"CB:8!3FI'E>.: CI';F'SFI' f'g :>>#I'JF'YF'M()DPI' 1 "&OF'>(=9%)+B!\$#!#88#0!..!(8!.1%1'0!%+ : !
: -+%='0!. 'B+%.,! :7)' +B! =7,1'9,#!.0\$#:7,#.0! [#'3>"\$?-"3"CB:8'M3<"-%OF' [%=', -X0#+1#)# : !
:'. #='+%1'(+!(8!.)&'0#.0' ;&CB:8-\$C'B%/8/#9/?'"'9'9</'*5"#Y##\$">'3 :#7/#9-: #' : , '9</'
Y88:.-"9-: #' : , %'E/<"7-: %'Y#">&8-8'[#9/%#"9-: #'>F'3<-. "X:I'[JF'

E>.: CI';F'SFI'M()DPI' 1 "&OF'@'.07..%+1F' [#' 1 """" ; <"<"C'M3<"-%OF'

V%"\$/%<:>`R=-8</%I'.<"-%F';&CB:8-\$C'B"B/%B%/8/#9/?""9'9</'C//9-#X':,'9</'=>:%-?"'
Y88:.-"9-:#,:%'E/<"7-:%'Y#">&8-8'-#'=9F'J"\$?/%?">/I'=JF'
g-CI' I FI'; "C"<"I'YFJFI'E>: :CI';FSFI' f '!:<#I' gFM()DKI';/B9/CT/%OF'S,,/.98':,'?/>"&'9:'

E>.: CI';F'SFI'J"CT/%9I'!F' 1 FI'; "C"<"I'YF'JFI'A"&9: #I'SF' f '] : ?/G">?I'YFM()D*I'; /B9/CT/%OF'
4#: 70'+B!#88#01..!(8!%,1#)+%1'&#!)#. 9(+.#!#F1'+01'(+!(!9)(A,#=!A#\$%&'(!)#. 7)B#+0#0![#'
;FSF'E>.: C'M3<"-%0I'Y?7"#.#/8'-#L%:T>/C'E/<"7-:%'Y88/88C/#9'"#?'H%/"9C/#9F'
;&CB:8-\$C'B%/8/#9/?'"9'9</'C//9-#X':,'9</'=>:%-?"'Y88:.-"9-: #' ,:%'E/<"7-:%'Y#">&8-8I'
E:#-9"' ;B%-#X8I'=JF'

;"C"<"I'YF'JFI'J"CT/%9I'!F' 1 FI'E>.: CI';F'SFI' g\$###"7"9"#"I';F';FI'E:&>/I' 1 FYFM()D*I'
; /B9/CT/%OF' [7+01'(+%,!%+%,-.'!(8!=%+: '+B3! J %W'+B!.#+.#!(8!:'0)#9%+!9)#&'(7.!
)#.#%)0\$0![#';FSF'E>.: C'M3<"-%0I'Y?7"#.#/8'-#L%:T>/C'E/<"7-:%'Y88/88C/#9'"#?'
H%/"9C/#9F';&CB:8-\$C'B%/8/#9/?'"9'9</'C//9-#X':,'9</'=>:%-?"'Y88:.-"9-: #' ,:%'E/<"7-:%'
Y#">&8-8I'E:#-9"' ;B%-#X8I'=JF'

E>.: CI';F'SF

!"##\$%&'()*

M3<"-%0I'

[#9/%7/#9-:#8',:%L:T>/C'E/<"7-:%'68-#X'3 :#9-#X/#9'"#?' c :# . :#9-#X/#9'] /-# ,:% ./C/#9F!
;&CB:8-\$C'B%/8/#9/?'"'9'9</'C//9-#X':,'9</'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'
[#9/%#"9-:#">I';/'"99>/I'Z YF'

J"CT/%9I'F' 1 F'E>: : CI';F'SFI'A"&9:#I'SF' g \$\$\$"7"9#"I';F';FI' f ' ; "C"<"I'YF'JF'M()D('=/T%\$"%&OF'
<\$#/#88#0I.!(8!+(+X0(+1'+B#+1!)#'+8()0#=#+1!(+!\$#I'9#).'.1#+0#I!%+:!)#.'7)B#+0#I(8!\$7=%+!
A#%\$&'())3!*99,'0%1'(+.!(8!A#%\$&'())%,!=(=#+17=!\$#(-)0![#HF'2-XT//M3<"-0I'H</'
S,./ .98':,'Y#9/./?/#9'"#?'3 :#8/h\$/#./' 1 "#-B\$>'9-:#8':#] /8B:#8/'m'"-"T->-9&F'
;&CB:8-\$C'B%/8/#9/?'"'9'9</'C//9-#X':,'9</'3"> ,:%#-"Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'
Z/89/%#'] /X-:#">'3 :# ,%/#./':#E/<"7-:%'Y#'">&8-8I'V"%?/#'V%:7/I'3 YF'

E>: : CI';F'SFI' g \$\$\$"7"9#"I';F';FI' ; "C"<"I'YF'JI' f '3>"&I'3F'M()D('=/T%\$"%&OF'H%->RT"8/?'
, \$# .9-:#">"#">&8-80'Z<"9'-9'-8'"#?'<:G'9:.'?':-9F'Z:%^8<:B'B%/8/#9/?'"'9'9</'C//9-#X':,'9</'
3"> ,:%#-"Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'Z/89/%#'] /X-:#">'3 :# ,%/#./':#E/<"7-:%'
Y#'">&8-8I'V"%?/#'V%:7/I'3 YF'

E>: : CI';F'SF'M()DD' c :7/CT/%OF<)>%XA%.#:#!/[7+01'(+%,!*+%,-.'!(8!/)(A,#=#!"#\$%&'())!'+!%;)-!
>\$'.:\$((:!/C#11'+B.0';/88-:#B%/8/#9/?'"'9'9</'C//9-#X':,'9</'A-7-8-:#',:%'S'">&3<->?<: :?'
, '9</'3 :\$#.-> ,:%'Sb./B9-:#">'3<->?%/#I'c'9-:#">'2"t:%I' 1 AF'

AS#i#I'JF' f 'E>: : CI';F'SF'M()DD'!\$#/OF*:%9I%1'(+!(!%87+01'(+%,!A#%\$&'())!%..#..=#+1'E'!\$!%!
C9%+'.\$.!9#%W'+B!9)#.0\$((,#)0L"B%/B%/8/#9/?'"'9'9</'W:-#9'C//9-#X':,'9</'69'<
Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<'3 :# ,%/#./':#S,./ .9-7/'L" .9-./8',:%'
H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'6HF'

A"&9:#I'SFI'E>: : CI';F'SFI';"C"<"I'YF'JFI' g \$\$\$"7"9#"I';F';FI' f 'L/"I'YF' 1 F'M()DD'!\$#/OF'J%I#'+0-!
%.!\$#!:#9#+:#+1!&%)%A,#!'+1!)%XA%.#:#!87+01'(+%,!%+%,-.#.0![#F';FSF'E>: : C'M3<"-0I'
3\$%#/#9%/8/"% .<-'#9%->RT"8/?', \$# .9-:#">"#">&8-8F';&CB:8-\$C'B%/8/#9/?'"'9'9</'W:-#9'
C//9-#X':,'9</'69'<'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<'3 :# ,%/#./':#
S,./ .9-7/'L" .9-./8',:%'H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'6HF'

g \$\$\$"7"9#"I';F';FI'E>: : CI';F'SFI';"C"<"I'YF'JFI' f 'A"&9:#I'SF'M()DD'!\$#/OF<)>%'+B!#:70%l().!
l(!0(+:70!1!)%XA%.#:#!87+01'(+%,!%+%,-.'0![#F';FSF'E>: : C'M3<"-0I'3\$%#/#9%/8/"% .<-'#
9%->RT"8/?', \$# .9-:#">"#">&8-8F';&CB:8-\$C'B%/8/#9/?'"'9'9</'W:-#9'C//9-#X':,'9</'69'<
Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<'3 :# ,%/#./':#S,./ .9-7/'L" .9-./8',:%'
H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'6HF'

!/#8/#I'FI'E>: : CI';F'SFI' f 'J"CT/%9I'F' 1 F'M()DD'!\$#/OF*..#..=#+1!%+:!l)#%l=#+1!(8!9)(A,#=#!
A#%\$&'())!'+!%+!#%)-!0\$',:\$((:!.#11'+B!7.'+B!1)%XA%.#:#!87+01'(+%,!%+%,-.'F'[#F';FSF'
E>: : C'M3<"-0I'3\$%#/#9%/8/"% .<-'#9%->RT"8/?', \$# .9-:#">"#">&8-8F';&CB:8-\$C'B%/8/#9/?'
"9'9</'W:-#9'C//9-#X':,'9</'69'<'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<
3 :# ,%/#./':#S,./ .9-7/'L" .9-./8',:%'H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'
6HF'

!/#8/#I'FI'E>: : CI';F'SFI' f 'J"CT/%9I'F' 1 F'M()DD' 1 "&OF*..#..=#+1!%+:!l)#%l=#+1!(8!9)(A,#=#!
A#%\$&'())!'+!%+!#%)-!0\$',:\$((:!.#11'+B!7.'+B!1)%XA%.#:#!87+01'(+%,!%+%,-.'F'[#F'YFJF'
;"C"<"M3<"-0I'=" .9:%8'[#,>\$/#.-#X';/;>/.9-:#':,'Y88/88C/#9'"#?'H%/"9C/#9'
A/7/>:BC/#9'"#?'] /, #/C/#9':,'Y88/88C/#9'"#?'H%/"9C/#9'YBB%:" .</8',:%'[#?-7-?S">8'
G-9<[#9/>/.9\$">"#?'A/7/>:BC/#9'>'A-8'T->-9-/8F';&CB:8-\$C'B%/8/#9/?'"'9'9</'C//9-#X':,'
9</'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'[#9/#"9-:#">I'A/#7/%I'3 +F'

g /&'Y\$89-#I'YFYFI'E>: : CI';F'SFI';"C"<"I'YF'JFI'J"CT/%9I'F' 1 F' f 'E:>I' 1 FYF'M()DD' 1 "&OF'
;88#0I.!(8!9)#8#)#+0#I!%+:!.1'=7,7.!&%)%1'(+!+)#.'9(+.#!9#).'.1#+0#0'[#F'YFJF';"C"<"
M3<"-0I'=" .9:%8'[#,>\$/#.-#X';/;>/.9-:#':,'Y88/88C/#9'"#?'H%/"9C/#9'A/7/>:BC/#9'"#?'
] /, #/C/#9':,'Y88/88C/#9'"#?'H%/"9C/#9'YBB%:" .</8',:%'[#?-7-?S">8'G-9<[#9/>/.9\$">

"#?'A/7/>:BC/#9">'A-8"T->-9-/8F';&CB:8-\$C'B%/8/#9/?""9'9</'C//9-#X':,'9</'Y88:.-"9-: #'
,:%'E/<"7-:%'Y#">&8-8'[#9/%#"9-:#">'I'A/#7/%I'3+F"

A"&9:#I'SFI'E>.:CI';F'SFI';"C"<"I'YF'JFI'g\$##"7"9#"I';F';FI'f'L/">'I'YF'1F'M()DD'1"&0F'J%l#+0-!
%.!l\$#/:#9#+:#+l!&%)%A,#!'+!l)%xA%.#;!87+0l'(+%,!%+%,-.#.0![#F'YFJF';"C"<"M3<"-%0I'
="9:%8'[#,>\$/#.-#X';/;>.9-: #' :,'Y88/88C/#9'""#?'H%/"9C/#9'A/7/>:BC/#9'""#?'

Z->8:#I'AF' 1 FI'[G"9"I'EF'YFI' f 'E>.: : CI';F'SF'M())*I' 1 "&0F' ; &%,7%l'(+!(8!0(=97l#)X%..'l#:!

;LSA'QN()0'] /8/"%.<' ; /C-#"0'] /8/"%.<'L% :W/.9'A/7/>:BC/#9'
M3 :R[#89%\$.9:%0'

())P'

' 4567895:;<=@A<85BC'

' 17UC8:F74:'<='39;E?<A<G;'

SYE'4QK*0'YBB>-/'?E/<"7-:%'Y#">&8-8''

())Q'

SYE'*QD*0'J'T:%'9:%&'-'YBB>-/'?E/<"7-:%'Y#">&8-8''

H/" .<#X'Y88-89"#9'M[#89%\$.9:%I'EFYF'[G"9"0'

())*R())5'

V%"?\$'9/'] /8/"%.<'Y88-89"#9a; \$B/%7-8/'?] /8/"%.<'L%" .9-.\$C''

())4R())N'

; \$B/%7-8:%0''E%- "'YF'[G"9"I'-G"9"U\$,F/?\$I''

Y8</'2/#-.<8e'
3<%-89:B</']\$8<-#X'M()DN0'
; "#?&'Y\$' 1 /\$#X'M()DN0'
="9<'] /&#: >?8e'M()DN0'
1 :#-h\$/'J-9.<C :%/e'M()DN0'
1 \$?/>^8'=\$89/'M()DN0'
; "%<'V:# ">/'e'M()DN0'
; 9'./&'L"CB<->/e'M()DP0'
g "%-/'! :<#e'M()DP0'
E%/'##/'L"\$>#/'e'M()DP0'
L"-X/'H"></>Ce'M()DP0'
1 />-88"" 1 /88-#"e'M()DP0'
H"&: %'E\$998'M()DP0'
J"\$%"' Z<-9C"#e'M()()0'
d".<"%&'2 "#?e'M()()0'
!F'H\$%#/'ME\$9/%0'E%"%/#'
Y8</&'=#"#^/#,-/>?e'M() (D0'
Y>&88""d"^e'M() (D0'
1 ">>"C&'3"C"X:'L/ña* (2021)
Khendal Robinson (2021)
Talitha Vargas*(2022)

Lauren Turrene*(2022)
Kayla Crouch* (2022)
Casey Marsh*
Allison Fisher*(2023)
Sarah Loupe*
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Sumeyye Erdam*
Rachel Krueger*
Miguel Mockabee*

"4B78G8CB>C:7' - <4<89') ?7959' ! ?C58'
; :,-"E:#->"

,>F F 78' #797C8E?' +WU78574E7'C:'@A<85BC' &74:CA' - 7CA:?'\$49:5:>:7K' &74:<8'P2\$& - '
=>4B7BQ'
g "%-/'! :<#'()DK'

" :C?' , :C:7' " 4567895: ; '

17UC8: F 74:'<=' , U7E5CA' +B>EC:5<4'R' #7?CV5A5:C:5<4'
159978:C:5<4'J ! ?C58'<8' ! <I ! ?C58'

Y>8: #'E/9`'M())P0'
1 /X"#E: & >/'M()D*0'
3 "8/&'3>"&'e'M()D50'
!/88-."="= -/?/'M())P0'
1 "%^V%: 8^%/\$9`'M()D)0'
c-.:>/'V%: 8^%/\$9`e'M()D)0'
Y>./'g /&RY\$89-#'M()DD0'

; <"#\$#' g \$##"7"9"#e'M()D*0'
! : 8/B<'J"CT/%9e'M()D40'
E%/'?''+\g//,,'M()D)0'
! : &'L: >>"%'M()D(0'
H&%"'; />>/%8'M()DD0'
g "9-/' ; #&?/'M()D40'

) ?7959'J ! ?C58'<8' ! <I ! ?C58'

3 "8/&'Y>>-/'
1 />: ?&'Y#?%/ "8/#'
; 9/B<"#-/'E">: . ^'
J&#?-'E%: : ^8'
!/88-."A">9: #e'
S>- "T/9<'A"&9: #e'
!/88-."=>/##-^/#'
YS?%/&'2 : , , C"#'
] &"# 'g #-X<9: #e'
! /##-, /% ! /#8/#e'
H"8<#" 1 //^/'e'

!"8: #'L: >"#?'
!/88-."=>/##-^/#'
g "9<%&#'= : &?'L: G/>>'
V%<8<"" ; 9/G"%9'MY#9-: .<'3 : >>/X/0'
!"8: #'H". ^/99e

Y E Y ' ; 9 / / % - # X ' 3 : C C - 9 9 / / '

() D 4 R B % / 8 / # 9 '

3 = ; ' V : 7 / % # " # . / ' 3 : \$ # . - > ' L % / 8 - ? / # 9 " # ? ' = " . \$ > 9 & ' ; \$ T . : C C - 9 9 / / ' L % / 8 - ? / # 9 '

() D 4 R () D 5 '

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6 # - 7 / % 8 - 9 & ' 3 : # # / . 9 - : # 8 ' . : \$ % 8 / I ' L " # / > - 8 9 '

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6 # ? / % X % " ? \$ " 9 / '] / 8 / " % . < ' Y ? 7 - 8 : % & ' E : " % ? ' 1 / C T / % '

() D (R) D 4 '

6 # ? / % X % " ? \$ " 9 / '] / 8 / " % . < ' : % 3 % / " 9 - 7 / ' + B B : % 9 \$ # - 9 & ' V % " # 9 '

L " # / > '] / 7 - / G ' 1 / C T / % '

() D (R) D 4 '

! < A A 7 G 7 ' < = ' + B > E C : 5 < 4 ' C 4 B ' - > F C 4 ' , 7 8 6 5 E 7 9 '

' [# 9 / % C : \$ # 9 " - # ' V % " ? \$ " 9 / '] / 8 / " % . < ; & C B : 8 - \$ C "

' ' L : 8 9 / % ' ; / 8 8 - : # ' M S ? \$. " 9 - : # ' f ' 2 \$ C " # ' ; / % 7 - . / 8 0 I ' ! \$? X / '

()) P I ' () D D '

' + % " > ' L % / 8 / # 9 " 9 - : # '

() D) '

3 \$ % % - . \$ > \$ C ' 3 : C C - 9 9 / / I ' 1 / C T / % '

() D (R) D 4 '

' 1 7 U C 8 : F 7 4 : ' < = ' , U 7 E 5 C A ' + B > E C : 5 < 4 ' C 4 B ' # 7 ? C V 5 A 5 : C : 5 < 4 '

6 # ? / % X % " ? \$ " 9 / ' 3 : C C - 9 9 / / I ' 1 / C T / % '

()) N R () D 4 '

1 / C T / % I ' 1 " 8 9 / % 8 ' 3 : C C - 9 9 / / I ' 1 / C T / % '

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E 3 E Y ' 3 : # . / # 9 % " 9 - : # ' 3 : C C - 9 9 / / I ' 1 / C T / % '

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6 # ? / % X % " ? \$ " 9 / ' ; . < : > " % 8 < - B ' 3 : C C - 9 9 / / I ' 1 / C T / % '

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6 # ? / % X % " ? \$ " 9 / ' 3 \$ % % - . \$ > \$ C ' A - 7 / % 8 - 9 & ' 3 : C C - 9 9 / / I ' 1 / C T / % '

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() D (R) D D I () D 4 '