

3 X E O L F 3 R O L F

Z a f B a Z Z a H) ; a) x A ; Z

6 1 \$ V X S S R U W V R I I H U L Q J K H D O G W H K Q W W F K D R R Q R P H B D U J W R D O O V W X

5 H V H D U F K V K R Z V F K L O G U H Q H D F K W R K L D Q G H D K W K L H H F W D I O W D O W H D

E R R V W W H V W V F R U H V L P S U R Y H H K D W W R Q G D Q G H F B Q G U F L O E D X W W H R R R P

3 X E O L F 3 R O L F

ZZ aH ; ;) , ; BfaV , a , HB SVH\$V AZ

7R HQVXUH DOO VWXGHQWV KEYI QHDFGHWV WRF MKHGQ XW\$U LWS BRU
VFKRRO QXWULWLRQ SURJUDLQ WQD DHEG UWO WR LSOU QXWLSLWLIR

/RZ LQFRPH IDPLOLHV ZKRVH FIKLGHGUDHQ FQHLIG QFXWHU/LWWW RQD SIO
GLVWULFW DFURVV WKH FRXQWKU\W EPXWH R QCS\HWIKIR V H FGLPVS\OUHLQIMQ
FDQ RIIHU VHUYLFHV VXFK DV WRHUOPP BQG \$RWGLUHFUKYRLEI SHDO
VWXGHQWV OLYLQJ LQ KLJKHUDLQ DRFSH ERPEXQL WQHG VGHUHLXWQDI
PHDOV DQG VQDFNV WKDW VXSSR DWDGHHDPQ WDFG EHYHIOFRHQPW QW D

3 X E O L F 3 R O L F

Z) H H ; B f a V , a , H B S V H \$ V A # f B , B \$

6 1 \$ F D O O V I R U V X V W D L Q D E O H 6 F K R R O H Q W U W O H P Q I Q W R V W D W X X C
D Q G H G X F D W L R Q D O D F K L H Y H P H Q W

6 F K R R O P H D O S U R J U D P V D U H I X Q G H G W K U R X J K I H G H U D O D Q G

3 X E O L F 3 R O L F

Z) H H ; B f a V , a , H B Z a B V Z

61\$ VXSSRUWV VFKRRO QXWUHWGLRQ WWB QIGHWBGV\ WKIDGH O UQ HEVD
FRQWLQXHG FRQVXPSWLRQ RI KHFDROQWK V WFIQRRO\ PHFKON YDCEG HD UP

6LQFH SDVVDJH RI WKH +HDOWK\ +XQJHRUR QUQXHW. U GW L\$FQV SRUIR IHV
WLUHOHVVO\ LQ SDUWQHUVK\$. SUZEWO WKKUH 8 866 '\$HSWB WLPISQWYRI
RI VFKRRO PHDOV 7KH\ UHGXFHQ G/ R Q MXLP RFXDFRGU V MX G HQ Q W D W
VHUYLQJV DQG D ZLGHU YDULHW DQFGI DURXL WDW DQGG YIHJWH WLDHEO MLVC
HDW WKHLU KHDOWKLHVW PHDIQW W W 6 F \$ RFRDO QWK DRQN&RQ RUM KM V
PDLQWDLQ WKDW VXFFHVV DQG PRIQV LQXQHV WRS SUIRQR WH VFKR R

/RQJ WHUP VFKRRO QXWULWLRQ WWH WQRGD LGHF UPXDVH QLRQWFKHQ QX
WR HDW VFKRRO PHDOV 86'\$ GDWQGVKRZ QXDMQ EHLWSEHQHQWD
QXWULWLRQ VWDQGDUGV DYIQRSHS IGG LEQ\ PQRXQF W KSDQ WIZRL S DQO
DQ LQFUHDVH LQ VWXGHQW HQHUSIQDPRHQ W6 Q X G HQJW WIK HW D D WHH W
PHHWLQJ HYHQ VWULFWHU VFKWRRE UHX DWHL VQRR Q DQVGDQGRDUI GQVXWK
WKH FRPPHUFDO PDUNHW R R JRWDRN UV XFKHDVD QV QXK W X S SQR R HSQW
3URJUDP 61\$3

)URQWOLQH VFKRRO QXWULWQRQ FKWEIFRIHQHZL WQRIR/WLQRQGRV
QRW IDPLOLDU RU DSSHWLJLEJWKRI WKBQWQILQFHW VFKDRRO \$ PDHU L F
VWXGHQW PHDO SDUWLFLSDWLRQ VZRXOIGHVHD FRQWLGDHQL QIRVJ RDU

)XUWKHUPRUH DV PDQ\ VFKRRO QHWLRLQDLQ QXSSRQJUDIRDLQR QIWB
86'\$ PXVW HQVXUH ORQJ WHUP \DQFKQGDYDGEQHDUE FRQRRO W HQDWQ



3 X E O L F 3 R O L F

\$ V , f ; a f V S V a B V Z) , S Z

6 1 \$ V X S S R U W V W K H O R Q J V W D Q G D Q S U O R L J O N D F E H W Q G H V Q K H F \$ R R O L F P
I R R G V D Q G E H Y H U D J H V I R U V F K Q R W K H Q R V Q J S H R U W V I R R U X G B P H W W L
H [S D Q G L Q J 8 6 ' \$) R R G V W R V H U Y H R W U D P 6 F K R R O % U H D N I D V W 3

6 1 \$ V X S S R U W V \$ P H U L F D E V D J U U R X O W X M R S B R P X Q H W F K Q R O W Q X M

3 X E O L F 3 R O L F

BfaV,a,HB f a,HB

61\$ DGYRFDWHV IRU FROODERUPPWYPH QM RRU WNG H Q D O X I Q Q G V D W F
FRPSUHKH QVLYH FRRUGLQDWHFRQ QSDWRJRQD P OD Q G W F U K L W U L L F Q C H X P X W L

1XWULWLRQ HGXFDWLRQ LV D Q V L F P S W R U D V O D Q W L D R R S R I Q E H Q R V F N D Q R G U H M
KHDOWK\ HDWLQJ KDELWV DQG S Y H R U D D D V K I H Q Y H W K W S E K Q R I Q F O X Q W
HQVXUH VFKRRO PHDOV DUH E B V H Q R S P W K H F ' D Q W D D G * X R Q W U L L Q E
HQFRXUDJH FRQVXPSWLRQ RI V Q K S U R F O J P D D O W K R X I O F R D H Q X M J U K L O W D
V X S S O H P H Q W H G Z L W K D F R R U G L Q D W Q G H G I X I G D H W I D R O O S U X R Q G I D B Q 7 X
EH D F O D V V U R R P D Q G V F K R R O H Q X W U W R L S Q U S M Q R H H V L Q L R Q D Y Q V R S
HGXFDWLRQ FXUULFXOXP WR KHOS DFKLHYH WKL V J R D O

