

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

UNIVERSITY OF MISSOURI
Columbia . Kansas City . Rolla . St. Louis



%2\$5' 2) &85\$7256
0LQXWHV RI WKH %RDUG RI &XUDWRUV 0HH
-XQH
&ROXPOLDVRXUL

%RDUG&XUDWRUV WWH PHHWXQHYZHUH KRCQXQFWLRQ
ZLWK WKLW %RDUG PHHWLQJ

%2\$5' 2) &85\$7256 0((7±38%/, & 6(66,21

R 0LVVRXUL&%RDWRUV ZDV FRQYHQHG LG
DW \$ 0 RQKXGDAXQH LQRUWK \$IDWQSPULDO 6WXGH
8QLRQ WCHYHUVLW\ &ROXPOLDVRXULVXDQW W
SXEOLF QRWLFH JLYHQ RIRQZG PCHWDRUG R &XUDWRUV
&XUDWRUV SUHVLGHG RYHU WKH PHHWLQJ

3UHVHQW

7KH +RQRUDEOH -XOLD * %UQFLF
7KH +RQRUDEOH 'DUU\O 0 &KDWPDQ
7KH +RQRUDEOH)DUPHU
7KH +RQRUDEOH % *UDKDP
7KH +RQRUDEOH -HIIUH\ / /D\PDQ
7KH +RQRUDEOH -RKQ 5 3KLOOLSV
7KH +RQRUDEOH 3KLOOLS + 6QRZGHQ
7KH +RQRUDEOH 'DYLQ / 6WHHOPDQ
7KH +RQRUDEOH -RQ 7 6XQGYROG

\$OVR 3UHVHQW

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

' U0XQ < 83KURHLVLGHQW
0U 6WHSKHQ - 2ZHQV *HQHUDO &RXQVHO
0V &LQG\ +DUPRQ 6HFUHWDU\ RI WKH %RDUG RI &XUD
0U \$YHU\ : 60XBUHQW 5HSUHVHQWDWLYH WR WKH %RDU
'U & 0DXOL \$JUDZDO &KDQFHQ &DQV D8Q & YWU VVLW\ RI 0L
'U *DU\ . \$OOHQ 9LFH 3UHVLGHQW IRU ,QIRUPDWLRQ
'U \$OH[DQGHU &DUWZULJKW &KDQFHQ &DQV D8Q & YWU VVLW\ RI 0L
0U -RQDWKDQ &XUWULJKW &KLHI ([HFXWLYH 2IILFHU
0V .DPUKDQ)DUZHOO &RIPPIXQDUFNMMRQJ 2QIGFHU
0V 0DUVKD)LVFKHU &KLHI +XPDQ 5HVRXUFHV 2IILFHU
'U 7KRPDV) *HRUJH &KDQFHQ &DQV D8Q & YWU VVLW\ RI 0L
'U 6WHYHQ : *UDKDP 6HQLRU \$VVRFLDWH 9LFH 3UHVL
0V &KULVWLQH +ROW6\ &WHP RI 6WDII 80
0U .HYLQ 0F'RQDOG &KLHI 'LYHUVLW\ 2IILFHU
'U 0DUN 0F,QWRVK 9LFH 3UHVLGHQW IRU 5HVHDUFK DQ
'U &KULV 0DSOHV ,QWHULP &KDQFHQ &DQV D8Q & YWU VVLW\ RI 0L
0V 0LFKHOOH 3LUDQLR FXWHMHP &KLHI \$XGLW ([H
0U 5\DQ ' 5DSS 9LFH 3UHVLGHQW IRU)LQDQFH
'U 0DUVKDOO 6WHZDUW 9LFH &KDQFHQ &DQV D8Q & YWU VVLW\ RI 0L
0U &KULVWLDQ %DVL 'LUHFWRU RI 0HGLD 5HODWLRQV
0HGLD UHSUHVHQWDWLYHV

\$ 0 3XEOLF 6HVVLRQ

*HQHUDO %XVLQHVV

8QLYHUVLW\ WRRXUL %RDUG & KDLU 6XQGYR
ILOH

&KDLU 6XQGYR QG VSRNH W &DQV D8Q & YWU VVLW\ RI 0L
&XUDWRUV 'LVWLQJXLVKHG 3URIHVVRUV DQG VSRNH W
,QLWLDWLYH

0DUVKDOO 6WHZDUW GLVFXVVHG ZD\ VWUHQV &DQV D8Q & YWU VVLW\ RI 0L
UHFHQW IORRGLQJ DQG WRUQDGR GDPDJH LQ WKH VWD

8QLYHUVLW\ RI 0LVVRXUL 6XWHMHP &DQV D8Q & YWU VVLW\ RI 0L
RQ ILOH

3UHVLGHQW &DQV D8Q & YWU VVLW\ RI 0L ([FHOHQFH DZDUGHV D
(QJDJHPHQW) &KRL DOVR SUHVHQWHG XSGDW
&UHDWLYH :RUNV DQG 6WXGHQW 6XFFHVV &RPSDFWV

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

(4 6WXGHQW \$FFHOHUDWZHU ZLRDGHU SUHVHQWDWLRQV
7HDQQD %DVV0DQW/QEIRP 08

6WXGHQW 5HSUHVHQWDWLYH WR YHQHWKRDVGRH & XUDWRUV
VWXGHQWV \$YHU\ :HONU\ TV SUHVHQWDWLRQ ZDV FDQF

&RQVHQW \$JHQGD

,W ZDV HQGRUVHG E\ 3UHVVLGHQW &KRL PRYHG E\
&XUDWRUV WKH IROORZLQJ LWHPV EH DSSURYHG E

&216(17 \$*(1'\$

\$FWLRQ

0LQXWHV \$SULO %RDUG RI &XUDWRUV 0H
0LQXWHV \$SULO %RDUG RI &XUDWRUV &
0LQXWHV 0DUFK %RDUG RI &XUDWRUV 6S
0LQXWHV 0D\ %RDUG RI &XUDWRUV 6SHF
&RPPLWWHH 0HHWLQJ
'HJUHHV 6XPPHU 6HPHVWHU IRU DOO FDPSX
3URMHFW \$SSURYDO 08 ±8DKL 0 0HGLQHW% &L30GL0
\$GGLWLRQ
3URMHFW \$SSURYDO 08 &RQVWUXFWSKDWRU\

0LQXWHV \$SULO %RDUG RI &XUDWRUV 0H
UHYLHZ DQG DSSURYDO

0LQXWHV \$SULO %RDUG RI &XUDWRUV 0H
WKH FXUDWRUV IRU UHYLHZ DQG DSSURYDO

0LQXWHV 0D\ %RDUG RI &XUDWRUV 6SHFLDO
FXUDWRUV IRU UHYLHZ DQG DSSURYDO

0LQXWHV 0D\ %RDUG RI &XUDWRUV 6SHFLDO
0HHWLQJ SURYLGHG WR WKH FXUDWRUV IRU UHYLHZ

'HJUHHV 6XPPHU 6HPHVWHU IRU DOO FDPSXVHV

WKDW WKH DFWLRQ RI WKH 3UHVVLGHQW RI WKH 8QLY
GHJUHHV DQG FHUWLILFDWHV WR FDQGLGDWHV UHF

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

FRPPLWVHHV RI WKH IRXU 8 QLDYHSXMLHWA ZK RDU X O RLXOQJ
UHTXLUHPHQWV IRU VXFH GHJUHHV DQG FHUWLILFDV
VKDOO EH DSSURYHG DQG WKDW WKH OLVWV RI
GHJUHHV DQG FHUWLILFDWHV EH LQFOXGHG LQ WKH

3URMHFW \$SSURYDO 08 ±*8KLO 0 0 UHSL QHW 4 1 3 0 0 L Q W \$ G
WKH SURMHFW DSSURYDO H&K WOKH GD V W X H U E \$ G B L % X

)XQGLQJ RI WKH SURMHFW EXGJHW LV IURP
5HVHUYH IRU 8WLOLW\ ([SDQVLRQ
8WLOLWDO QFHQW 5HQSDLU 5HVHUYHV
&DPSXV 5HVHUYHV
7RWDO

3URMHFW \$SSURYDO 08 & R Q V W U X F W S B K D W R U \

WKH SURMHFW DSSURYDO IRU WKH 08 8Q±YHUVLW
&RQVWUXFW 3KDVH

)XQGLQJ RI WKH SURMHFW EXGJHW LV IURP
&DPSXV 5HVHUYHV
7RWDO

7KH PRWLRQ FDUULHG EX 0 0 Q L P R X W O H Z L W K Q R D E V

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

WKDW WKH 8QLYH&RDXP RUD0IEHV BXWIKRULJHG WR VX
SURSRDWDQ ILOH ZLWK WKH PROXDWH\$ RIRYKWLVPXV
'HPRFUDF\ WR WKH &RRUGLQDWLQJ %RDUG IRU +LJH

7KH PRWLRQ FDUULHG XQDQLPRXVCH ZLWK QR DEVW

0DVWHUV RI \$UWV \$WODQWLVF &QVWRWV LVRGRPRDDVRX
SUHVHGWGREG\ \$VVRFLDWH 9LEGRUPDMGLRQWR QDLCDF

,ZDVHFRPPEGGHG/RFLDFWUHV LGWHQV KDRGREVHG
3UHVLGH&QVLFK RPP E WSHG GHFWK \$HDW5 (' &RPPLWWHH
PRYB&XUDWRU &KDWPDQ VHFRQGHG E\ &XUDWRU 6QRZ
DSSURYHG

WKDW WKH 8QLYH&RDXP RUD0IEHV BXWIKRULJHG WR VX
SURSRDWDQ ILOH ZLWK WKH PROXDWH\$WGDQWLF PHV
DQG 3ROLWLFV WR WKH &RRUGLQDWLQJ %RDUG IRU

DDEPRWALGRQ FDUULHG XQDQLPRXVX ö~19f}. C—p7KH

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

7KH PRVW LPRXV\YRLFH YRWH ZLWK QR DEVW

+HDOWK &KIDLUV HSRUW

&XUDWRU *UDKDP YLURZY RG HFG FDLR WWHUH EXVLQHVV

,QIRUPDWLRQ

4XDUWHUO\ &RPSOLDQFH 5HSRUW 08 +HDOWK LQIF
4XDUWHUO\)LQDQFLDO 5HSRUW 08 +HDOWK LQIRU

08 +HDOWK &DUH \$SUOXDHO VHSREUW-RQDWKDKQ &XUWULJKV
=ZHLJ VOLGRU WQLMQR QIRUPDWLRQ LWHP

\$ UHSRUW ZDV SUHVHQWHG WKDW LQFOXGHG

08 +HDOWK &DUH

- o 3HUIRUPDQFH 0HWULFV)<
- o 2SHUDWLRQDO ([FHOOHQFH
- o)RFXV 1RZ DQG ,QWR WKH)XWXUH
- o 08 +HDOWK HILFWLQJ QLQJ

6FKRRO RI 0HGLFLQH 8SGDWH

- o 08 6FKRRO RI 0HGLFLQH 1RZ DQG ,QWR WKH)XV
- o 6WUDWHJLF SODQQLQJ IRU UHVHDFK

3 0 /XQFKHRQ E\ LQYLWDWLRQ IRU WKH %RDUG RI &
2IILFHUV DQG ,QWHUFDPSXV 6WDII \$GYLVRU\ &R
1RUWK % DQG & 0HPRULDO 8QLRQ

3 0 5HFRQYHQHG 3XEOLF 6HVVLRQ

\$ PHHWLQJ RI WKH 8QLYHUVLW\ RI 0LVVRXUL %RDUG P
VHVVLRQ DW 3 0 RQ 7KXUVGD\ -XQH LQ 1R
6WXGHRU RQLWKH 8QLYHUVLW\ RI 0LVVRXUL &ROXP
SXUVXDQW WR SXEOLF QRWLFH JLYHQ RI VDLG PHHWLQJ
%RDUG RI &XUDWRUV SUHVLGHG RYHU WKH PHHWLQJ

3UHVHQW

7KH +RQRUDEOH -XOLD * %UQFLF

7KH +RQRUDEU\O 0 &KDWPDQ

7KH +RQRUDEOH -DPLH /)DUPHU

7KH +RQRUDEOH 0DXULFH % *UDKDP

7KH +RQRUDEOH -HIIUH\ / /D\PDQ

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

7KH +RQRUDEOH -RKQ 5 3KLOOLSV
7KH +RQRUDEOH 3KLOOLS + 6QRZGHQ
7KH +RQRUDEOH 'DYLG / 6WHHOPDQ
7KH +RQRUDEOH -RQ 7 6XQGYROG

\$OVR 3WHVHQ

'U 0XQ < &KRL 3UHVLGHQW
0U 6WHSKHQ - 2ZHQV *HQHUDO &RXQVHO
0V &LQG\ +DUPRQ 6HFUHWDU\ RI WKH %RDUG RI &XUDWRUV
0U \$YHU\ :HONHU 6WXGHQW 5HSUHVHQWDWLYH WR WKH
'U & 0DXOL \$JUDZDO &KDQFHQ &DQVWLYHUVLW\ RI 0LW
'U *DU\ . \$OOHQ 9LFH 3UHVLGHQW IRU ,QIRUPDWLRQ
'U \$OH[DQGHU &DUWZULJKW &KDQFHQ &DQVWLYHUVLW\ RI 0LW
0U -RQDWKDQ &XUWULJKW &KLHI ([HFXWLYH 2IILFHU
0V .DPUKDQ)DUZHOO &KLHI 0DUZHUWLYH DQG &RPPXQL
0V 0DUVKD)LVFKHU &KLHI +XPDQ 5HVRXUFHV 2IILFHU
'U 7KRPDV) *HRUJH &KDQFHQ IRU 8QLYHUVLW\ RI

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

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:+(5(\$6 .HYLQ * 0F'RQDOGKD-V'VH(GY'HG ZLWK GLVWLQFWI
6\WVHP &KLH(TXLYWU DQG ,QFOXVLRQ 2IILFHU IURP -XQH
9LFH &KDQFHOOHU IRU ,QFOXVLRQ 'LYHXLW\ (TXLW\
DQG

:+(5(\$6 SULRU WR MRLQLQJ WKH H[SHUWLHG\ DQG GLLVSR
SURDFWLYH\GLPHDVXUHV IRU QHDO\ \HDOV DW -RK
7HFK DQG 5RFKHVWHU ,QVWLWXWH RI 7HFKQRORJ\ DQ

:+(5(\$6 KH ODLG WKH IRXQGDWLRQ RI WKH ,QFOXVLYH
6\WVHP DQG DOO IRXU LQVWLWXWH\ QLYHUV\PHDQZDWR
GLYHUVLW\ DQG LQFOXVLRQ JRDOV +H FUHDWHG DQG
GHYHORSPHQW VWXGHQW VXFFHVV DQG LPSURYLQJ P
6\WVHP FRQVWLWXHQF\ DQG

:+(5(\$6 .HYLQ VKDUHG KLV H[SHUWLHG DQG OHDGHUV
RUJDQL]DWLRQV &ROOHJH %RDUG 'DOH &DUQHJLH WK
DJHQFLHV DQG FROOHJHV DQG XQLYHUVLWLHV DFURVV

:+(5(\$6 KH FUHDWHGDQGCHILPSHGPHQWHG D OHDGHUVKI
PHQRULQJ LQLWLDWLYH DPHG DW LPSURYLQJ DF
XQGHUHSUHVHQWHG KLJK VFKRRO VWXGHQWV 7KH LG
VFKRRO GLVWULFWV LQ DQG CHILPSHGPHQWHG DQG LQ
DQG LQVWLWXWH\ DQG

:+(5(\$6 KLV OHDGHUVKLS LQVSLUHGRJHQV RI EXVLQH
FRPPXQLW\ FRXQW\ DQG WKURXJKRXW WKH VWDWH WR
DQG

:+(5(\$6 KH LV D GHGLFDWHRG DQHDGHRJUZKRRQDQW\ WUD
FROODERUDWLRQ DQG VHHNV RSSRUWXQLWLHV WR EU
VHUYH PHPEHUV RI RXU XQLYHUVLW\ FRPPXQLW\ DQG

:+(5(\$6 GHVSLWH KLV PDQ\ DFFRPSOLVKPHQWPE DQ D
DQG JUDFLRXV DQG DOZD\ VHHNV WKH RSSRUWXQL
FRWULEXWLRQ RI RWKHUV ,Q DOO KH GRHV .HYLQ LV
WUDQVSDUHQW DQG ZLWK DLSDHGH DQG

:+(5(\$6 3UHV DQDQWRL³VWDWHWUDWHIXO IRU 'U 0F'RQD
WR RXU IDFXOW\ VWXGHQWV DQG VWDII LQ WKH SXUV
KHOSHG HVWDEOLVK D IUDPHZRUN DQG VWUXFWXUH WK
UHPDLQW DQDQW KLJKHVW SULRULWLHV ' DQG

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

:(5(\$6 &KDQFH00RU \$OH[&DUWZULJKW VWDWHV 37KH
0LVVRXULV IODJVKLS FDP SXV WUXO\ VHWV D WRQH
H[FHOHQFH DQG JURZ WRJHWKHURXWH S0HVG JHP SRRU WRQ
WKH EHQHILW RI RXU FDP SXV FRPPXQLW\ ' DQG

:(5(\$6 .HYLQ LV D SDVVLRQDWH LQVSLULQJ DQG JH
FKDPSLRQ WR FRXQWOHVV VWXGHQWV IDFXOW\ DQG V
DQG HPSRYZHUWRQH WR PDQLIHVV WKHLU IXOO SRWHQWL

:(5(\$6 WR KLP WKH HQWLUH 8QLYHUVLW\)DPLO\ UHSHD
D 0LOOLRQ '

12: 7+(5())25(%(,7 5(62'WKDW WKH %RDUG RI &XUDWRU
VWXGHQWV IDFXOWPQLWRDIW00 8QLYHUVLW\ RI 0LVVR
FLWLJHQV RI WKH 6WDWH RI 0LVVRXUL GRHV KHUHE\ D
GHGLFDWHG DQG GHYRWHG VHUYLFH RI .HYLQ * 0F'RQD

%(,7)857+(5 5(62 'R

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

,QIRUPDWLRQ 7HFKQRORJ\ LV DERXW SHRSOH QRW WH
WKURXJK FRPSURPLVH VWULYLQJ WR ILQG ³WKH WKLUO

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

6HFWLRQ

UHQDWRUHQJ WR LQDWWHWHWVSLGHYQWLL

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

7KH +RQRUDEOH -HIIUH\ / /D\PDQ
7KH +RQRUDEOH -RKQ 5 3KLOOLSV
7KH +RQRUDEOH 3KLOOLS + 6QRZGHQ
7KH +RQRUDEOH 'DYLQ / 6WHHOPDQ
7KH +RQRUDEOH -RQ 7 6XQGYROG

~~SOVR 3UHRHQW\$EHR.TCS U~~
'U 0XQ < &KRL 3UHVLGHW
0U 6WHSKHQ - 2ZHQV *HQHUDO &RXQVHO
0V &LQG\ +DUPRQ 6HFUHWDU\ RI WKH %RDUG RI &XUDV
0U \$YHU\ :HONHU 6WXGHQW 5HSUHVHQWDWLYH WR WK
0V .DPUKDQ)DUZHOO &KLHI 0DUNHWLQJ DQG &RPPXQL

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

WKDW XSRQ WKH &HKDQFFSHOODZDMSURQYKQV6 HXKLR U
\$VVRFLDWH 9LFH 3UHVLGHQW LRUU\$HFRPPHQFG \$IGDWK
9LUJLQLD %ODQWRQ EH QDPHG WR WKH SRVLWLR
'LVWLQJXLVKHGIBHURWHYMRU 3URIHVVRU %OD
DQQXQG DWLSKROGVVWKLVSRLWLRQ
LQFUHDVHG FRPSV

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

WKDW XSRQ WKH UHFRRPHHQGRW DRQWRLV UHFRPPH
3URIHVVRU 'HQQLV 0HUULOO EH QDPHG WR WKH
'LVWLQJXLVKHG 3URIHVVRU (PHULWXV HIIHFWLYH
&XUDWRUV 'LVWLQJXLVKHG 3URIHVVRU (PHULWXV

WKDW XSRQ WKH UHFRRPHHQGRW DRQWRLV UHFRPPH
3URIHVVRU -HUH 5REHUW)UDQFLV\ERH QDPHGWR WR
'LVWLQJXLVKHG 3URIHVVRU (PHULWXV HIIHFWLYH

5ROO &DOO 9RWH RI WKH)XOO %RDUG

&XUDWRU %UQFLF YRWHG \HV
&XUDWRU &KDWPDQ YRWHG \HV
&XUDWRU)GUPMU YRWH
&XUDWRU *UDKDP YRWHG \HV
&XUDWRUYRWHG\HV
&XUDWRUYRWHG\HV
&XUDWRU 6QRZGHQ YRWHG \HV
&XUDWRU 6WHHOPDQ YRWHG \HV
&XUDWRU 6XQGYROG YRWHG \HV

7KH PRWLRQ FDUULHG

*HQHUDO %XVLQHVV

&KDQFHORU \$J. & \$ZDQDQGLF 'LUHFWRUM ROLQHGUVQBRQ
PHHWLQJ

80. & \$WKOHWLFV & RQIHUHQFH & DEJ &KDQFHORU \$JUD
%UDQGRQ 0DUWLQ

,W ZDV UHFRPPHQGHG E\ &KDQFHORU \$JUDZDO H
E\ &XUDWRU *UDKDP DQG VFRQGHG E\ &XUDWRU %UQF

3XUVXDQW WR &ROOHFWHG 5XOH DQG \$XUDWRU
DSSURHYHUVLW\ R. IDQVWRXUW\ V SURSRVDO WR Z
:HVWHUQ \$WKOHWLF &RQIHUHQFH IRU WKH SXUSRVH
RQ WKH VDPH RU VXEVDQWLDQ\ VLPLODU WHUP
LVPHHWLQJ RI -XQH ZLWK WKH ILQDO DJUHHPHQWV
*HQHUDO &RXQVHO DV WR OHJDO IRUP

5ROO &DOO 9RWH RI WKH)XOO %RDUG

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

&XUDWRU %UQFLF YRWHG \HV
&XUDWRU &KDWPDQ YRWHG \HV
&XUDWRU)@UPMU YRWH
&XUDWRU *UDKDP YRWHG \HV
&XUDWRU /D\PDQ YRWHG \HV
&XUDWRU 3KLOOLSV YRWHG \HV
&XUDWRU 6QRZGHQ YRWHG \HV
&XUDWRU 6WHHOPDQ YRWHG \HV
&XUDWRU 6XQGYROG YRWHG \HV

%RDUG RI &XUDWRUV 0HHWLQJ

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

1R DFWLRQ WDNHQ E\ WKH %RDUG
\$GMÀ D

%RDUG RI &XUDWRUV 0HHWLQJ
-XQH

7KH +RQRUDEOH -RQ 7 6XQGYROG

7KH +RQRUDEOH 'DUU\O 0 &KDWPDQ ZDV DEVHQW

\$OVR 3UHVHQW

'U 0XQ < &KRL 3UHVLGHQW

0U 6WQHSK2HZHQV *HQHUDO &RXQVHO

0V &LQG\ +DUPRQ 6HFUHWDU\ RI WKH %RDUG RI &XUDV

0U \$YHU\ :HONHU 6WXGHQW 5HSUHVHQWDWLYH WR WK

'U & 0DXOL \$JUDZDO &KDQFHQ. DRU D8Q & YWU VLW\ RI 0L

'U *DU\ . \$OOHQ 9L, QHR3UPHWLGHQ WHIFKQ RORJ\

'U \$OH[DQGHU &DUWZULJKW &KDQ&FHOXOPEL DRU 8QLYHU

0U -RQDWKDQ &XUWULJKW &KLHI ([HFXWLYH 2À€ QD@ •

