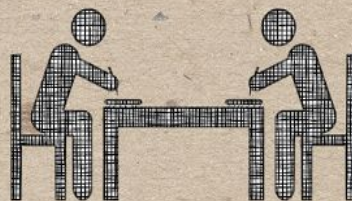
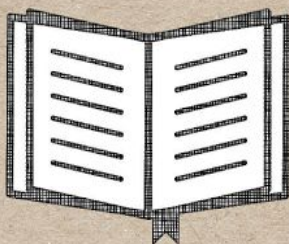
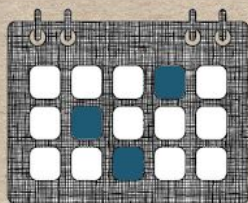
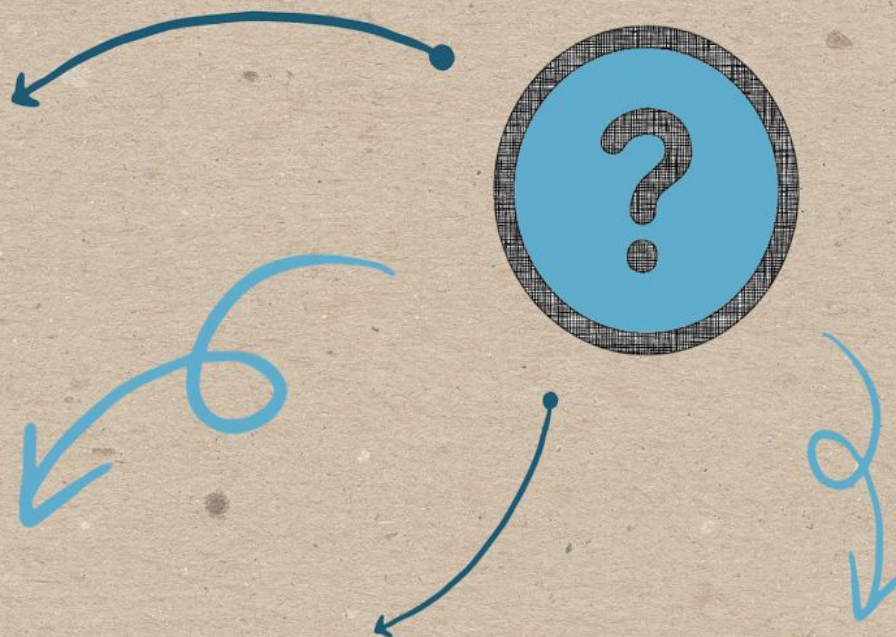
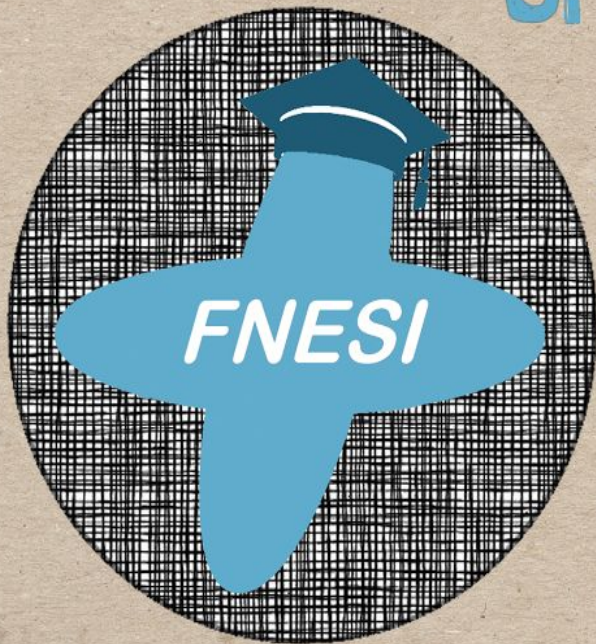




Un Tutorat Associatif dans mon IFSI !



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]`b`]`f`a`]`Y`f`g`j`f``U`V`U`g`Y`X`i``j`c`d`d`h`f`]`U`h`d`ci`f``Y`g`d`U`h`]`Y`]`U`h`Y`g`W`a`a`Y``Y`g`h`i`h`Y`f`g`#`f`]`W`g`S`
s` 7`Y`sd`f`c`Y`hs`Y`g`h`b``s`X`i`S`W`g`h`U`h`e`i`Y`S`Y`g`S``hi`X`]`U`h`Y`g`c`d`h`i`U`h`S`X`]`h``[`f`Y`f`S`Y`i`f`S`]`g`h`i`h`g`S`X`Y`S`
Z`c`f`a`U`h`]`c`b`S`X`]`Z`f`Y`h`g`S`d`U`f`W`i`f`g`S`g`W`U`f`Y`g`S`c`i`s`d`f`c`Z`Y`g`j`c`b`b`Y`g`S`a`U`g`S`U`g`j`S`e`i`Y`S``U`W`i``]`g`h`c`b`S`X`Y`S`c`i`j`Y``Y`g`S`
W`d`b`U`g`g`U`b`W`g`S`g`d`V`]`e`i`Y`g`S`d`Y`i`h`S`°`h`f`Y`S`W`a`d`]`e`i``Y`S`d`ci`f`S`W`f`h`U`b`Y`g`S`Y`h`S`b``W`g`g`h`S`i`b`S`U`W`a`d`U`b`Y`a`Y`h`S`
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U`g`j`U`i``hi`X`]`U`h`Y`g`X`g`j`f`Y`i`#`g`Y`g`X`Y`d`U`f`Z`U`]`Y`Y`h`X`i`b`d`f`c`Z`c`b`X`]`f``Y`i`f`g`W`d`b`U`g`g`U`b`W`g`S`

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s` D`ci`f`S`j`c`i`g`S`e`i`]`S`X`V`]`X`Y`h`S`X`Y`S`j`c`i`g`S`U`b`W`f`S`X`U`b`g`S`Y`S`h`i`h`c`f`U`h`S`W`]`g`h`i`b`Y`S`U`b`b``Y`S`X`Y`b`U`U`Y`a`Y`h`S`U`d`f`@`g`S`
X`Y`g`S``hi`X`]`U`h`Y`g`S`e`i`]`j`c`i`g`S`U`h`Y`b`X`S`i`c`i`g`S`f`U`b`g`a`Y`h`f`Y`h`S`j`c`g`S`g`j`c`]`f`g`S`h`S`j`c`i`g`S`i`Y`f`W`f`Y`h`S`i`b`S`U`W`a`d`U`b`Y`a`Y`h`S`
d`X`U`c`]`e`i`Y`Y`h`d`g`h`W`c`c`]`e`i`Y`S`

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@/g`c`V`Y`W`]`Z`g`X`Y`S`]`f`g`U`f`U`h`c`b`S`X`i`f`i`b`h`i`h`c`f`U`h`S`U`g`Y`]`o`S`X`Y`g`c`b`S`G`S`g`c`h`j`U`f`]`g`S`Y`b`S`c`b`W`i`c`b`S`X`Y`g`S`G`S`Y`h`S`X`Y`g`S`
W`g`c`]`g`X`Y`g`9`G`°`C`b`d`Y`i`h`V`]`W`f`d`U`f`Y`i`Y`a`d`Y`S`

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- :`U`c`f`]`g`Y`f``U`f`i`g`j`h`Y`X`Y``hi`X`]`U`h`Y`S`
- 5`d`d`c`f`h`Y`f`i`b`g`c`i`h`Y`b`g`d`d`a`Y`h`U`f`Y`S``hi`X`]`U`h`Y`S`
- 9`b`W`i`f`U`Y`f``Y`h`f`U`X`Y`[`b`f`U`Y`Y`h`f`Y`9`G`S`
- 8`n`b`L`a`]`g`Y`f``U`j`Y``hi`X`]`U`h`Y`U``g`Y`]`b`X`Y`°`G`Y`h`U`W`A``g`j`c`b`]`h`Y`f`!`d`f`c`a`c`h`]`c`b`g`S`
- 8`j`Y`c`d`b`Y`f`X`Y`g`W`a`d`h`Y`b`W`g`Y`b`h`i`h`c`f`U`h`S`
- C`Z`f`]`f`i`b`g`c`i`h`Y`b`[`f`U`h`]`h`S`X`Y`g`h`b`h`j`c`b`X`]`f`Y`W`i`X`Y`g`9`G`S`
- -b`Z`c`f`a`Y`f``Y`g``hi`X`]`U`h`Y`g`j`f``Y`g`j`]`h`g`d`f`c`Z`Y`g`j`c`b`b`Y`g`Y`h`d`ci`f`g`]`h`Y`g`X`f`i`h`X`Y`g`d`c`g`]`Y`g`S`
- D`U`f`U`Y`f``Y`g`X`]`Z`f`Y`h`Y`g`Y`i`d`f`]`b`W`g`Y`h`f`Y``hi`X`]`U`h`Y`g`S`
- 5`d`d`c`f`h`Y`f`X`Y`g`f`d`c`b`g`Y`g`U`i`X`j`Y`f`g`Y`g`e`i`Y`g`h`c`b`g`X`Y`g``hi`X`]`U`h`Y`g`S`

@'dfcYhH hcfUžYgdf ! fYei]g'ss

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@/sdfcYhH hcfUhsXYaUbXYsXYsUbf]]i Yi fsYhsYsfYgdWm6Xi bsWkFYsDci fsWUis]sYghadi h hs Wabgy]]~ sXYsYsaYhYfYsYbadiUWsuJ YWfUggcV]]h]cbosXYgs hi X]UbHY'gafdi sei fYU sBYgs hi X]UbHY'gbsXYj chfYs = G-sci sXYosVf' Yfsi bYzsg]sWgc]bsYgh5i sac]bgsi bYs hi X]UbHYsXc]hs° hfYsf Z fYbhYsXi sdfcYhnsYos [- b fU'i bY'J]M! Df gXYbhY'Yb'Wuf[Y'Xi 'H hcfUhs

BchYnsei]sYghs]adcfhUhsX]bzcfayfs' = G-sXYsgUsvf' U]cbosYhsX° hfYshfUbgdlfYbhsj fsWsei]s gyfUbsdfcbog sU l s9G=57cbgh]i Ynsj ci gsU gg]si bYsWY's ei]dYsXYshi hYi fg#f]Mgsdi]gsf Z W]ggYns YogYa VYsSsUsZcfaYsei YsdfYbXfUj chfYsH hcfUhs8 Z]b]ggYnsU gg]j cgsVYm]ZgsYhsYgsa cnylogf]i a U]log]s hYWb]ei Ygj c]fY' Z]bubV]fg]Uci ~ g]s

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@YgsU]cbogsoci j Uhs° hfYsaYb Ygsdlf'sYshi hcfUhs]gcbhsbca VYi gygsYhsUsZU-cbsXYsYgsaYhYfYs YosdlUWsxYj fUsv]Ybgsi j YchsgU]UbHYfsU szcbM]cbbya YchsXYs'f; G-s9bsYZYhnsXf]os= G-sSi bdl hfYzXYs bcaVYi l s~ aYchgsX dYbXfcbhsYhsgYfcbhs]sdfYbXfYsYosWta chYs]f]ica VYsXf]i X]UbHY'g]s bcaVYsXYs hi hYi fgsYhshi hf]Mgsb WggU]fYgsX]gcb]M]]h žbcaVYsYhshU]YsXYgsU]Ygsj ddcf]gsd X]U c]]ei YgsXYs 'f; G-šl 9gsXUbs Ygei Y YgsccsfYfci j Ysi bsWgc]b''lsDufsu]]Yi fg]s YgsWgc]bgsXYgs hi X]UbHY'gsgcbhs j Uf]U]YgsYosZcbM]cbgsXYs = G-s=šYghsYggYbh]Y sXYsdfYbXfYsYosWta chYsMUWbsXYsWgs~ aYchgsU] Uhs a° aY'XY' df gYbhYf Y' dfcYh'š U]X]fYm]cb'ss

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- Cf[Ub]g]h]cb'XY'g' UbWg]W'Ym] Yg'Xf]XY' g'cb'd'i' g]Yi' fg'dL'Ua'@fYg].ss
 ! s HhdYs XYs g' UbWgs' f]ci' gs' ZcfaYs XYs Wd' fgs' h'~' cf]ei' Yg's' d'f]U]ei' Yg's' Xf]ij' U]i' U]h]cbgs'
 ZcfaU]h] Yg'z'XY'ei' Yg]h]cbg] f'~' dcbg]Yg]'s
 ! s I b]h' gs'X'g]g] [b]Ya'Yd]gs'UbWf]b' Ygs]ll' 9gsh'~' cf]ei' Yg's]U]XYsU' s'df'c'Yhs'XYsgc]lg's]MMW'g's'
 [Ygh]Ygsh]Ym]e]ei' Yg's]Wgs]V]e]ei' Yg's]a'U]gs]U' gg]s]U]XYsU' s'dcf]h' Zc']c'za'~' h'c'X'c'c']]Ys'XYs'
 hf]U' U]z'W]cbg]Y]g' U] U]h]g]U] Yg]'z's
 ! s • h' X]Ub]h]Y'gs'UbWf]b' Ygs]f]U]b' Ys'XYs'Zcfa'U]h]cbz] [f'ci' d]Ys'W]a'ai' bs'X'f]i' X]Ub]h]Y'gsci' s'
 g' dL'~' Y'gs]Y'bsd'i' g]Yi' fg] [f'ci' d]Yg's]b'ca'V'f]Ys'XYs'i' h'i' fg]#i' hf]W]g]z'ei' Y's]j' d'cb'f]h'i' h]]g]f]s'
 d'ci' f's'df'~' g]Y'h]f]s'U]sg' UbW's]f]l]U]YU' z]j'a' d]Yg]g]cbg]z' f' h'f'c'd]f'c'Ym]i' f'~'z'a' U]gs]U' gg]s]d'ci' fs'
 Y#U]h'i' h'i' f#i' hf]W]g]f]l]U]b'XY'g' UbW]z'a']j]ei']m]'s

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=sYg]s]j'ad'cf]h]U]hs'XYs'W]a'd]f]Y'b'X'Y'sei' f]i]s'd]ll']gh]Y's]d]U]g] f]U]j'a' Yd]hs'XYs' [sg' UbW's]m]d]Y's]t'z]Y'h'ei' Y's]M]U]ei' Ys'
 h'i' h'c'f]U]hs'X]Y] f]U]s'U]Ub]h]f]s'g]Ygs'g' UbW]gs' S's'g'cb's = G'z's' S's]g]Ygs'~' h'i' X]Ub]h]Y'g's' Yhs' S's]g]Ygs'a'c'm]Y'g's'f]l]i' a'U]j'g's'
 c' []gh]ei' Yg's]a'U]h' f]Y'g]'z's]j' U]hs'XYs]g]s'UbW]f]s'X]U]gs'U]s'f' U]j]g]h]cb's'X]Y'g]g' UbW]g]s]d'ci' g]j' c]i' g]s]j]]r'cbg]s]j' c]i' g]s'
 d'og]f' i' b'W]f]l]U]b' b'ca'V'f]Y'XY'ei' Yg]h]cbg]s

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- ! Dci' fei' c]s'cf' [Ub]g]Y's]W]h]Y's]g' UbW's]3'9'os]Z]Y'h]s]f]f' [Ub]g]h]cb's]Y'f]i]b]Y's]g' UbW's]d]U]s'XYs]Y'g]z'ei' Y's]j]s'Y's'
 f'~' d'cb'X's]s'i' bs'W]g]c]b's]f]l]i' s's]h]U' l' s'~' Y]j'~' s'X'f]i'W]W]s]Y'W]s'd' 9's]&%'z's]j]W]a'd]f'~' \Y'g]j]cb's] [~' b'~' f]U]Y's'X]Y'g]s'd]U]b]Y'g's'
 XYs'f]U]K'c'Y'g]W]b]W]'s'~'s'Y'g]s]j'ad'cf]h]U]hs'XYs'a'Y'h]f]Y's]Y'os'i' a]@f]Y's]W's]W]g]c]j]z's]W]f]s'U]s'W]cb]g]f]i' W]j]cb's'XYs'
 b'c'h]f]Y'g' UbW'g]Y'Z]Y'f]U]Y'b'Z'c'b]M]j]cb's

SS

- ! 8Y'sei' c]s]Y's]X]g]cb]g]Y's]d'ci' f's'cf' [Ub]g]Y's]W]h]Y's]g' UbW's]3's]j' U]hs'XYs]g]s'UbW]f]s'X]U]gs'U]s'W]cb]g]f]i' W]j]cb's'XYs'
 b'c'h]f]Y's'g' UbW]z's']s' Y'g]h's' Y'g]g]Y'h]Y's' XYs' g]j' c]f]s' XYs' ei' Y'g's' a'c'm]Y'g's' c'bs' X]g]cb]g]Y's' f]l]c'a'V]Y]b's' XYs'
 h'i' h'i' fg]#i' hf]W]g]g]c]b's'X]g]cb]j]Y'g's]3'8'Y's]W]a'V]Y]b's'XYs]g]U]Y'g's]Y's]X]g]cb]g]Y's]d'ci' f's'a'U]sg' UbW]z's]Y'h'ei' Y'Y's'
 Y'g]h's'Y'i' f's]M]U]U]Y'h' s'X]U]W]Y]s]3's'G'c'h] Y'Y'g's' ei']d'f' Y'g's]X'f]i]b]s]h]U]YU' s]Y'h's'XYs]Z]Y'i' h'f]Y'g's]3'5] Y's' b's'a'c'm]Y'os'
 X]f]i'a' d]f]Y'g]g]cb's'XYs'a' Y'g's]X'c]W]a'Y'd]g]s]Y'h]U] Y's'Y'g's'a'c'm]Y'og]s]Z]j]U]b]V]f]g's'XYs'Y's]U]f]Y's]3]i' b]j']X' c'd]f'c'Ym]i' f's'
 Y'g]h']]S' X]g]cb]g]h]cb' 3's

SS

! 8Ygsg UbWgsdch Y'YgsX \$s` hi scf[Ub]g YgsXUbsa cbs= G-s3s8UbsYsMjgc1 sXYgsg UbWgsdchs X \$sYi s]Mi dU sgY]bsXYsj chfYs= G-z]sdMi h° hfYs]ch fYggUbsX]lbs` hi X]YfsYgq sZ]M]WgsdfcYngst: f %sgjsY YgsdchsSsX]gcb]h]cbzYhsXYsj c]f]sWsei]sdMi h° hfYs↑ X]M]i l sXYsf`]h fYfsci sXfij]hYf's @fih]]g]h]cbxi s?]hshi hcfUhsYhsYgsM]ogY]gsX]l hfYgshi hcfUhgscYfa YhYhdsU gg]sXYsZUM]hYf]s]Ms dfcYr]ts

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! 7caaYbhcdf[Ub]gYsM]hYsg UbW]s3@Ud\UjYsX]sM]ogfi M]cb]sXYsUsg UbW]sYghsUd]i gsX`]M]hYz WcgYsX]l h]hdsdi gj fU]Ysdi fsUdfYa]@fYsg UbW]sM]f'sYgscVY]M]ZgsgYfcb]sai h]dYgs]sbsZZYh's UdfYa]@fYsg UbW]sgYfUsV]Ybsgci j YbhsUdfYa]@fYsfYbW]bhfYsYbhfYsYgs` hi X]U]hY]gsYhsYs hi hcfUhsYhsUaaYshci hYsdYa]@fYsfYbW]bhfYzY` YsU fU]i bs]adU]M]g fj chfYs]aU] YsU l sn]i l sXYgs` hi X]U]hY]gsaU]ggYfUs [UYaYbhsU]X` acb]gfU]h]cb]sXYsj chfYs]ch f° h'sYhsXYsj chfYsU hcbca]YsU l s n]i l XY'j chfY U]a]b]g]fU]h]cb]s

'@Ug UbW]bX]]i Y'Ys

S

8Ygsg UbWgs]bX]]i Y'YgsM]i j Ybhs` [UYaYbhs` hfYsa]gYgsYbsdU]W]s]sbsM]` U]cfU]h]cb]s] YW]` ei]b]Ys d' XU]c]]ei Y'XY'j chfY` = G-z]W]g] UbW]g]df` g]YbYb]h]X]` bcaVfYi l 'U] U]h]U] Yg'dci f` hi X]U]hY` s

- ! 8Ygsg UbWgsdfgcb]U]g Ygs.sYbsZZYh'sW]gsg UbW]sgYfcb]sYb]h]@fYaYbhsV]W` Ygsj fsi bsci s di g]Yi fgsV]gc]b]gsdU]h]M]Yf]gsXYs` hi X]U]hY]z YbsZcbM]cb]sXYsgY]gsW]c] s YhsXYsgcb]s] YU s XU] UbWaYb]z` Y'hci h]S]i b'f]n]h]aY` U]U]h]` s
- ! l bs hYadgsdf]]`]` sssXi fU]hsM]hYsg UbW]s` hi X]U]hYsdi ffU]scb]gYfshci hYgsYgsei Yg]h]cb]gs ei]Y`Ysgci \U]h]z]g]b]gs] c]f]sU]` ° b]Ys` j Yb]h] Y'YsXYsgYi d]f]aYf]sX]j U]b]sXU hfYgs` hi X]U]hY]gs@Ygs f` dcb]g]g]U]g] Xcb]` Yg'dci ffcb]° hfY` dYf]gcb]U]g] Yg]S` hi X]U]hY]s
- ! l bsVcb]sacm]bsXU hcl`]` j U] U]h]cb]s.s[f@M]s]sW]gsg UbW]gsdYf]gcb]U]g] Yg]s` hi X]U]hYsdi ffU]s U]g] aYbhs` U] YW] U]X]YsXi shi h]i fsci sXYsU]h] hf]W]d! s]h]i Yf]sgcb]s] UbWaYbhsXU]b]f]Yb]h]gg]U] Y]z W]cb]g]U]h]f` gcb]` j c]i h]cb]zYh]V]W]Yf` U]g] g]g]` U]M]b]Y]gs
- ! 8Ygsg UbW]gsU]U]h]U]YgsYbsZcbM]cb]sXYgsY]gc]b]gsYgsM]i j Ybhs` hfYsf` [i]@fYgsdi sc]cb]M]i Y'Ygs]bX]]i Y'Ygsdi s[sg]a]]bX]]i Y'Ygsst.s]f]f]ci d]YsXYsX]i l s]sh]f]c]gs` hi X]U]hY]gsYh]sd]i j Yb]h]U] c]f]s]Mi `Yb]X] Yf]gYb]X]c]h]g]Yh]S` X] Yf]g]acaYb]h]g]XY` U`ci fb` Y's

S

%8]g]cb]M]Y` Yb]Z]U]g]U]h]` U]X]YaU]b]X]` S`]b]c] U]h]cb]g]c]V]U]Y4 Zb]Y]g]f]c]f]s

5ZlpsXYsZUWjYfS'cf[UbjgUj]cbosXYgsj UbWgsfVt'VMij Ygsi s]oXj]Xi Y'YgZsVhscdci fs' hfYsVfHj]psXYs
bci V]YfsU VmosX' hU]z's'Usa' h'cXYs(sEECE77Ds±sYghsdUfZUj]hYaYchUkUth' Ysfici gsfVWta aUbXcbgs
hci hZc]g'XY'Vta aYbWfZVta aYV]XYgpci gZdUf' UXf]o]fY' YhfYZ'Y' { 'D'±Is

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- ! DCI FEI C=3' fS'ei Y'Vgcl]p'f' dcbXfUWthY' g' UbW' 3Ei Y'Y'ZUj]h' Xcbbyf' s' VthY' g' UbW' 3s
- ! EI C=s3s' fEi Y'smalYsXYsg' UbW'saYhfYsYbsdUWsf7c' VMij Ysci s]oXj]Xi Y'Ys3G' fsei Y'Y'gd' 9gs3s
Ei Y'g'WUd]h'fY'g'3Is
- ! EI =s 3s' fDCi fs ei]s cf[UbjgYfs VthY's g' UbW's fdlfcach]cbgs g'VM]cbg' Is 3s' Dufs ei]s g'fUbs
cf[Ubjg' Y#f' U]g' Y' VthY' g' UbW' fth' hY' fgza Ya VYg'UW]Zg' E:3s
- ! Cl '3' f8Ubg'ei Y']Yi' g'X' fci Y'fUWthY' g' UbW' 3Is
- ! EI 5B8' 3' fS'ei Y'Y'XUj' 38i fUthVtaV]Yb'XY'hYadj' 39h'S'ei Y'Y'Zf' ei YbW' 3s
- ! 7CAA 9BHs3s' f7caaYchscf[UbjgYfsVthY'sg' UbW's3Gci gsei YsZcfaUhs3s8i saUhf]Y'sYgH]s
b'WggU]fY' 37caaYch'U'Vta ai b]ei Yf'U' I' h' X]UthY'g'3Is
- ! 7CA 6=9Bs3s' fDCi fsVtaV]Yb'sX' hi X]UthY'gs3s7caV]Yb'sYsti hYi fg#h' hf]WgsacV]]gYfs3s7caV]Yb's
XY' [fci dYg'f' U]gYf' 3Ei Y'Y'gh'Y'Vb'h'chU'XY' VthY' g' UbW' fVta ai b]Mh]cbzaUhf]Y' ItS

=sdYi hs' [UYaYch's' hfYsZcfh]ch' fYggUth'sXYsZUj]fYsg'] fYSVSECE77DsdUfslba' h'cXYsX]hYs(sH'Est'z'ei]s
Vcbjg]h'Y'Yo's

- ! 9J5@ 5H+CBss' jUi Yfs YZZVM]h' sXYsUbg' UbW'sf' U]g' Ysf]j Ui Uh]cbsei U]hUj] YsVh'ei Uth]hUj] Yz's
gcb YZZ]YbWZg'g'YZZ]hgZ'gJdYfh]bYbWZU]bg]ei Y'gUj]U]h' 's
- ! HF5BGA -EG-CB: '7caaYch'fYb'fY' Y' d'fc'Yh'Xi fUYZ'Yh'Ugg' fYf' gUd' fYb]h' '3s
- ! 5A 9@CF5H+CB: '7caaYch'Ua']cfYf' Y' d'fc'Yh' 3s

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@Ua]gYsYbsdUW'sXi bsYi UaYb'sVUbWsdYi hs' [UYaYch's' hfYs]ch' fYggUthY'sGci j Ychsf' U]g' sYbs
W'UwcfUh]cbst]Y'W' ei]pYsd' XU]c[]ei YsXYs' = G-z]sYghs' bshf'@gsVcbosa'cm]bsdci fs'Ygs' hi X]UthY'gsXYs
g]h' Yf'Yi f'U] UbW'aYch'XUd]fYch]ggU] YZ'Yo'g'Y'aYhfUth'Yo'g]h' Uh]cb's

=sVcbjg]h'YsYbs'U'sf' U]gU]h]cb'sXi bYs' d'fYi j Ysbcb'scZZ]Y' Yz'ci j YfhYs'S'hci g's'UW]h' Y'YaYch's
ei Yei Ygs'ci fgsU] Uth'sYgsdUf]h]Y'gs=sU'W'a aYscV]VM]ZsXYsd' dUfYfsYgs' hi X]UthY'gsU] I sYi UaYb'gsYbs'Yi fs
dYfa YhfUth'sXYsVfYb'Ys'Yi fgsdcl]hgsZcfhgsYh'sYi fgsUmb'YgsaU]gsU] gg]sXYsZU] cf]gYfs'Yi fsf' i gg]h'ZsYbs'Yi fs
d'f'cdcgUth'si bYs' d'fYi j YsVUbWYsXcb's' U'sZcfaYz's YgsacXU]h' gsYh'sYsh'f'ad]gs'gYfU]Mch'sYgsa' aYgsei Ys
' d'fYi j Y'cZZ]Y'Y'ss



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 ~ ei j dYs XYs hi hYi fg#hi hfjWgjs Uj Ws~ Us
 dUfhjMjUhcbs ~ j Ydhi Y~Ys XYgs ZcfaUhi fgs
 fēi YsWsgc]hsXUbg~ UcfUhcbsXYgsj Yngs
 ci s ~ Us WffYWjcbos XYs W! ! Vjz Yhs ~ Us
 WffYWjcbosdYi hs Yi fs° hfYshfUoga jYsdlfs
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 WffYWjcbosēi jsdYfa YhfUjU I s hi XjUchYgs
 XY ddogYf hci hYg Yi fgei Yghjcbgls

⇒sYgshjadcfhUchXysfUggj fYfsYgs hi XjUchYgsgj fsYsZj hsei i bs WWSjcfgsXYSMhM UaYos/UbW
 bYgshUgc i aYchsdUbgntcbna YsX WWSjcfgsXYgsdUfhjYgshsS jY YfgYzXysdlf VjYfsei i bYsf i ggjYsS
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- F~ UjUhcbsXifbsZcfi as]ZcfaUhej Ysdli gYi fgsdlUa @fYgssUMfXsXYsUsXjYfWjcbzsdoggjV]h s
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 : jWYgsf Wb]hi Uhj YgsZs ddogjM]h sXfis ddogYfs YgsWffYWjcbosXYgs j Ui UhjcbosZcfa Uhj Ygs
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 ~ hi XjUchYgs bYsdci j Uchsv b ZMfYsXYgsj UbWgsXUjYgs7Ygs fci dYgsdYfa YhfYchUj ggjs bYsUjXYs
 di gXUch Y dci f WffUj bYg]cbjcbg fWwWgZdfc YhXY gc]b"ls

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- Cf[Ub]g]h]cbgsXYsfYbMchfYgsYchfYs` hi X]UbhY'gsfYchfYs` hi X]UbhY'gsX` gjfYi | #gYgsXYsdlf]f]sYos gh] YsSs'fihfUb[YfsYhsX]i hfYgsUhbbsX` \$sWthYSYI d' f]YbWzYchfYs` hi X]UbhY'gsU`UbhsYosgh] Ys X]Ubsi bshmalYSXYsgYfj]WsyhsX]i hfYgsUhbbsX` \$sYi sWthYSYI d' f]YbWzsci sdc fsgjadYaYchs UMMY]`]fsYgs` hi X]UbhY'gscfgsXYgsfYchf` Ygsf]chUaYchsdci fsYgs= G-sX]UbsYgei Ygs]sbfisUbdUgs XY'689ci `ei f]g]bf]chidUg`Udcgg]`h` XY`Y`Z]fY`"Is
- Cf[Ub]g]h]cbgs X'ij` bYaYchgs dcbM] Ygs Ybs`]Mos U] YW' Ysa` h]Yfs ci s` Us dci fg]hYsX'fih XYs f]WbZ` fYbWgZHU]Yg'fcbXYgZcfaU]cbg`Is
- Cf[Ub]g]h]cb XY`Vci fgYgU I`]`fYgYhU` aUhf]Y`S
- : cfi a` XY`d'` gYchU]cb XYga` ac]fYgXY`Zp`X` hi XYgdUf` YgUb]YbbYg` hi X]UbhY'gXY` = G`ss

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@/sdfc`YhsH hcfUhsYgshf`@gs]bdf` V]`sdlfs`Ygs` hi X]UbhY'gs]sYsgYfUsXU` hUbsdci gsg]s ci gs` hYgs]cbg UchgsYhsWf` U]Z]gs]XYfsYhsfUba YhfhYsXYgsMcbUggUbbWgsdYi hsgYsZ]fYsXysaUb]@fYsdYi sMubUYs` 9bsW`ei Uchs`Ygsa` h`cXYgsd` XU`c[]ei YgsXYgsW]i fgsX]gpYbg` gsYos= G`Z` Usdci g] j`Ui YsgYfUsa]bW`S 7YdYbX]UbhsYos` hUbs]g] Ych]Zs]cbg UchsX]Ubsj chfYsaUb]@fYsXysZ]fYzj ci gsXcbbYfYnsi bYsf` Y`Ysj UYi fs Uci h` YsSsj cgs]i hcfUhg]fYbgY]]bYrl` j` ci gsg] fsYgsX] YfgYgsaUb]@fYgsX]Ub]aYfsi bs[fci dYsei]sY]]ghYchis g] fsYgsa` h`cXYgsd` XU`c[]ei Ygs]cbg UchYgs]chYfbYhs Yhs Ygs`]` fYgsgcdhsj cgsLa]gs`Sdci fsYI YadYz bfi` ghYnsdlgsS]Z]fYsXys =W6fYU`Yf; UaYg` Z`Mh]hYgsU]ij`]` gsei]b]f]gh]ch]U]` UMSYosX` Vi h`Xysg` UbW`S Duf`U]`Yi fgZXY`bcaVfYI |` ci h]g]YI]ghYch. V]U]g]hcf]a]b[Z`Wf]h` aYchUY`YhW`S

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@UggvUhzlcbsei]s[@fYsYshi hcfUhgYsXc]hsXYsZUfYsdfYi j YsXYsg f]Yi l 's7ca aYsg]di ~ sdi gsU h's]sdi h's hfYshf@g]h fYggUbsXYshfUj U]YfsYbsW~UwcfUhzlcbUj YW~ ei]dYsd' XU[c]ei Yshci h'sYb[UfXUbs i bYsU hcbca]YsXUM]cbshsXYsX' V]g]cb's@UggvUhzlcbshg] UfUbhYsXi shi hcfUhsX']f' sYhsXc]hsgUgg fYfs Xi sfYgMhsXi bsWfhUjbsWXYf'sDci fsWUis]sYghs]adcfhUbsXcf[U]b]gYfsf' [i]@fYa YbhsfVWcaUW]fYs aYog Y'YsV]aYghf]Y'Y"hsXYgsf' i b]cbgsYbhfYshi hYi fgsYshsi hf]Mg'sU]bsXfihU]f]si bsV]Ubsg] fsYsac]gs dUgg' z'XYsibUng]fz'sYhsYsdfc[fUaaYfsUbj]h'sXYsgg' UbMgsYbsZcbM]cb's7ca aYsdi fshci hsd'c'Yhs]sYghs]adcfhUbsXYs' j Ui Yf'sDci fsWUis]ci gsdi j Ynsi h]]gYfsXYgsei Ygh]cbU]fYgsXfij Ui U]cbgs'sXYgh]U]h]cb XYgh hcf' 'Y]gs

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· 'Dci f`Yg'hi hYi fg#f]Mg` hi X]UbhY'gss

9fYs hi hYi f#f]Mg` hi X]UbhYs bYs g]adfcj]gYs dU]gs Dci fs WUis WUMb'Ys Xc]hs dU]gYfs dUfs `UggvUhzlcbsei]s[@fYsYshi hcfUhs] bshYa dgsXYsZcfaU]cbsh]bX]]Xi Ysci sW~Ym]ZsXc]hs hfYsX]gdYog' sdufs Ygshi hYi fg#f]Mg'sX' \$sYbsdUW'sDUfsU]Yi fgs]sYghs]h fYggUbsXYsf' X]] Yfsi bYsWUfhYs\$sg]] bYfsdci fs hci hYsZ hi f'Yshi hYi f#f]Mg's7UUMb'YsXc]hsgYb[U] Yfs\$sfYgdW]M]f]si bsWfhU]bscaVfYsXYsf@] Yg's\$ ZU]fYsdfYi j YsXYsX]gcb]M]]h' sYhsXYsg f]Yi l 's7YdYbXUbsWaaYshci 'ci fgsXUbs' UggvUhz]ZsWUMb'Ys gYb[U] YsXUbs'Us]a]hYgsXYsgYgsdgg]M]]h' g'sUbf' i gg]hYsXYsgYgsdfcdfYgs' hi XYgsYghsi bYsdf]cf]h' 's@Ys Wc] sXc]hsfYghYfsYsaUhfYsa ch'sYbsfYgdW]U]h]sdufs]Y ad'Ys' Ugg]] bu]h]cbshXYgshi hYi fg#f]Mg's\$XYgs

i b]h gsXflogY[[bYa YdhsYbsZcbM]cbosXYSYi fgsX gjfghsXygsf gj hUgscVhYbi gsXUogslMgsl 9gls`sdYi hslU ggls ° hfYs]bh fYggubhsXys[UfUth]fs`Usdcgg[M]]h sdcf fsYgsbci j YU l sYhsbci j Y`YgsX]d. a` Y`gsXys[UfXysYi fs ghU h`XY`h hYi f#i hf]W'ss

⇒sYghslU ggls]bh fYggubhsXyq jg[YfsUsdcgg[M]]h sXfihfYsg j j]YsVhsVlogY]` Ysdlfsi bsZcfaUHYi fs` Z fYdhs YnsXysdci j c]fsV b` Z]M]YfsXysUsfYwbbUggubWsxysfihUv]ggYa YdhsZsYhsYbsZcbM]cbosXygsVwad` hYbWgxi s hi hYi fsdci sXys`Lsh hf]W'sXfibYsaYth]cbosj fs`YsX]d. aYzci sX]ihYfj Yth]cbosXubgs`Usj U]XU]cbosXys`Ls Vwad` hYbW`%\$'s

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· 'Dci f`Y#Uhi hcf`Yss

7\Uei Ys`hi X]ubhYshi hcf`YsXc]hsdfYbXfYsVlogY]VbWsei Ys UggcV]U]h]cbosYhsYgsh hYi fg#f]MggYs aYrhYdhsSsUsX]gcbg]h]cbosXygs`hi X]ubhYsdci fsdYfaYrhfYsUsf`i gg]hYsXygs`hi XYgs5]gg]s]#Y`Ysg]YsXc]hsXys hYb]fsgYgsYd[U]Ya YdngsYhsXysfYgYMMfs`YshfY U]sZci fb]hsl bYs]ad]M]h]cbosYgshb`WggU]fYsYhsU Vmas hUci `bY`Xc]hg Vg]ghYf`j j]S]j j]Xi #XY`Uhi hYi f#f]W'ss

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· '@UfYU]cb`YdYfY`Y#Uhi hYi f#f]W`Yh`Y#Uhi hcf`Ys

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9YsXc]hs`hfYsVUj`Ysg fsUsVbz]UbW'sUsVaa i b]M]h]cbosYhs`YdYfYU]Xys`fYghYfsgYi `YsZUW'ssi bYs]bVwadf`YVg]cbosdYi hs`hfYj YMM fsXi bYsX`ach] U]h]cbosXi bsX`g]bh fYggYa Ydhsj c]fYsdlfs`Usj]hYsXi bs UUbXcb's5]gg]s]sYghsd]acX]Usei YsY#`Ush hYi f#f]W's]ggU fYsi bYsfYU]h]cbosXysVbz]UbW'sUj YsY#`Us hi hcf`Y`Bf`ghYndU]S]j ci gjc]f`f`[i]@fYaYdZa° aYdci f`Xyg`acaYdng`vcfg]hi hcfUhs

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'7caai bjei Yf'g f'Y'dfcYhs s



Hci hsd'fcYhsSsXYghjUj'cb'sXi bsd' V]M]b' Wgg]hYsi bsd'UbsXYsWaa' ai b]M]h]cb's8UbsYsM]gsXi s
 H hcfUz' cV]M]Z'YghX]bZcfaYf'Yg' hi X]U]hY'g'XY''Yi]ghYbW'Xi 'dfc'Yh'Yh'XYg'UM]cb'g'a]gY'g'Yb'd'UW's
 s 8]ZZ fYchgsacmYbgsXYsWaa' ai b]M]h]cb'sdYi j Ych's° hfYs i h]]g' g]sI bYs aU]]b[sj ci gsdYfaYh'f'U
 X]bZcfaYf's]bX]]X] Y'YaYch'sYgs9G'sh'ci h'sYb's h'U]h'g'f'sei]g'scb's]M]b'fY-i s]bZcfaU]h]cb's U]W'cc_s]g'h'i bs
 ci h]s]b]W]h'ci f]bU]YscZZ'U]h'sXYsai h]d'YgsZcb]M]cb'dU]h' g'sf]l' V]M]h]cb'g's' j' bYa Ych'g'sd'ch'g'sYh'W]s]ci gs
 dci j YnsU g]g]f' U]g]Yf'sXYgsUZZ]M]W'gsU sg]Y]b'sXYs` = G-sYhsZU]fYsXYgsUbbcb]W'g'scfU]Yg]sDf]]' []Yns'U
 f' d' h]h]cb'sXYgsWaa' ai b]M]h]cb'g]]U'sYga° aYgsj d'cb'f'g]s@Yg's hi X]U]hY'g's]Yh]Z]Yf'cb'h]j cgsUbbcb]W'g'sd'i gs
 ZU]Y'aYch'g]s]j ci g]i h]]g]Yns'ci 'ci f'g'sYga° aYg'sacmYbgsXYsWaa' ai b]M]h]cb'sGcmYns]b'cb] U]hY'g's]h'g]j f'h'ci h's
 U]h'ni bY']Y'h]h']']g] Y'Y'XY'aU]b]@fY'S° hfY' ZU]Y'aYch]]Y'h]Z]U]Y's
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Df' g]h'Yf'Y'dfc'Yh's'g]U]X]f]Y]M]cb's

s @YsH hcfUhsYg'h'i bsd'fcYhsf]M]W'sYhs'h'@gsUbb'f' V]]sXYgs' hi X]U]hY'g]s; c'V]U]YaYch'sYgs= G-s
 g]i h]Y]b'b]Ych's Ysd'fc'YhsaU]g]s]sYg'h'b' Wgg]U]fYsXYh'U]aYf'si bsX]U]c[i YsX'@gs]g]U]a]g]YsYb'sd'U]W's=sYg'h's
]ad'cf'U]h's XYs d'f' g]h'Yf's Ys d'fc'Yhs Yhs XYb'sX' Z]b]f's Ygs]a]h]YgsU d'f'@gsXYs' 'ei]d]Ys d' XU]]c[]e]i Y's
 =bZcfaYrl Ygs ei Ys Ys hi hcfUhs bYs d'fcX]]i Ys d]U]gsXYgs W]f' f'g]s aU]g]s d'f'cb'g]Ys d'i h hsi bYs fYg]g]i f]W's
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 j U]Yi fsU]ci h Ys S'si bYs ei U]h' sXYsZcfaU]h]cb'sX' S'sYi]g]U]h]Y's YbsU]W]f'X'sU] Y]W'Ygs fYg]cb'g]U]YgsXYs
 'f]b'g]]]bYaYch'sYhs Ysf' Z fYch]Y'sXYsZcfaU]h]cb's@YgsUM]]h' g'sXi sH hcfUhsXc] Ych's° hfYsh'ch]U]YaYch's
 hfU]b'g]U]fYch]YgsYhs'ci hYgs]bZcfaU]h]cb'g'sWaa' ai bjei ' YgsXc]h's° hfYsZ]U]YgsYhs'g]i f]W]g]sDi g]j ci g'sZ]fYhs
 d'fYi j Y'XY'g'f]M]]Z'di g]j ch'f'Y'dfc'Yh'U fUXY'U]W]f'X]M]]h' 'U] m]i] 'XY']g]h] h's

:]WYg'dfU]ei Ygs

JcM]i bY`]ghY'Xci h]g'Yh'X'XcMaYhdgei]jci g'dYfaYhfhcdh'X' aYbYf`\$'V]Mb] dcfY'dfc'Yh'hi hcfU'hi.ss
S

: =><9'89'DFC>9H5BBI 9@s	
7\YZXi 'dfc'Yh'.ss S	9ei]pY'Xi 'dfc'Yh'.ss
6Ygc]bg]X]h]Z]g'.ss S	
CV'W]Zg'Xi 'dfc'Yh'.ss !s	S
7cdfU]h]Yg'.ss S ! 'Cf[Ub]g]h]cb]Y'Yg'.ss S ! 'H'adcfY'Yg'.ss SS ! 'A'Uh'f]Y'Yg'.ss S ! ':]ub]Y'Yg'.ss	DUb'XY'W'aaib]M]h]cb'.ss S ! 'Ei]'cb]p]Z'cfay'3ss S ! 'Dci f'ei Ub'X'3ss S ! '7'caaY'h]3ss S S

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70B8I 7H9 F'89'G 5B79' B8-J=8I 9@@S

8i f`Y`XY`Ug`LbW`.ss	Bca`XY`Ug`LbW`.ss	H hI f#f]W`YhH hcf`Y`.ss
CV`M]g`XY`Ug`LbW`.ss !s		
7cdhYd`XY`Ug`LbW`.ss S		
A`h`c`X`Y`g`X`L`b`d`f`Y`h`g`g`l`Y`g`s S		
A`U`h`f`j`Y`b`W`g`g`j`Y`.ss S S	H`f`Y`U`j`d`f`U`U`Y`.ss	@`M`I`.ss S

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70B8I 7H9 F'89'G 5B79'7C@@97HJ9S

8i f`Y`XY`Ug`LbW`.ss	Bca`XY`Ug`LbW`.ss	H hI fg#H f]M`g`YhH hcf`Y`g`.ss
CV`M]g`XY`Ug`LbW`.ss !s		
7cdhYd`XY`Ug`LbW`.ss S		
A`h`c`X`Y`g`X`L`b`d`f`Y`h`g`g`l`Y`g`s S		
A`U`h`f`j`Y`b`W`g`g`j`Y`.ss S S	H`f`Y`U`j`d`f`U`U`Y`.ss	S S S

S

9L5A 9B'6@5B7s		
Ci h' .ss	BcaVfYsXysdYfgcbYgsYgha~Ygs .SS	@Yi l' .ss
CVWZ.ss !s S		
AUh fY' b~WgUfY'.ss S S S	8YaUbXY' df~ UUY'.ss S	: JUbWaYch.s S S

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F9-FCD@5BB-B; ss			
H@W's	8UH'X Vi hs	8UH' JchYfa~XUfYs	8UH' ZbuYs
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S	S	S	S
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6-@5B'8l 'DFC>9t	
8UHg.s	@M' .ss
BcaVfYg'XY'H hM fg#f]Mg'.ss	BcaVfYg'XY'H hcf~'Yg'.ss
5Mcbga]gYb'dUW'.ss !s !s	
6]Ub'acfU'XY'fij~bYaYth'.ss	
Dc]hgdcb]hZg'.ss	
5lYgXUa~]cfU]cb'.ss	
FYM]ZM]cbg\$YZZMl Yf'.ss	

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: =7<98fU5@ 5HCB'%89GH5HCB'89GH HCF•'9Gss	
7caaYth~jUi Yrljci g'Y'WdhYi 'XY'Ug UbW'3ss	
7caaYth~jUi Yrljci g'Ub]aU]cb'XY'Ug UbW'3s	
7caaYth~jUi Yrljci g'f]ad]M]cb'XYgdUfh]M]cb'Yg\$'Ug UbW'3ss	
7caaYth~jUi Yrljci g'Y'bj YU 'XY'Wad' hYbMg'hW]b]ei YgYhd XU[c]ei YgXygh hM fg#f]Mg'3ss	
Ei Ygh W'ei Y'WthY'g UbW'jci gUUbdcfh~'3ss	

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7CA D H 9 F 9 B 8 I ' 8 9 F • I B = C B ' 8 5 U 5 B 7 9 A 9 B H 8 I ' D F C > 9 H S

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H` 5XfYggY "s
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A ULaYzA cbjYi fzs

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@UggV]h]cbsXYgs` hi X]UthY'gsYbsgc]bgs]bZ]fa]YfgsXYs`"sfY[fci dUths`YbgYa VYsXYgs` hi X]UthY'gs
]bZ]fa]YfgsXYs` = G= sXUbs`YsWfYsXYsgYgsUW] j` h` gsYghsYbsWf fgsXYsd` dUf]h]cbsXi bsdfc`Yhs]cbj Uths
dci f`bchfY` = G= .i b`H hcfUh`UggcV]h]Z's

@Ysh hcfUhs` hi X]UthsYghs bsdfc`YhsX`YchfU]X]Ysa]gsYbsdUWsdUf`Yhsdci fsYgs` hi X]UthY'gsYbsgc]bgs
]bZ]fa]Yfsgs` fs`UsVUjYsXi sj`c`d`h`f]Uhsdci fs`YgsdUf]h]UthY'gsfYgshi hcf`YgsWaaYsYgs` hi X]UthY'gs
hi hYi fg#f]Wgs8] YfgYgsUW]cbgsYi j` Ydhs` hfYsa]gygsYbsdUWsdUf`sbchfYsUggcV]h]cbs]Z]bsXYsZ] cf]gyfsls
f`i gg]hYsXYgs` hi XYgsXYgs9G=sXYs` = G= sDci fsYi Ya dYzbc`i ggci `U]hYf]cbgsa YhfYsYbsdUW` s
@YgUj UthU] Yg'dci f`Yg`9G=gYfU]Ych]s`bchfY`gYbg ss

6]Ybs`j]X]YaaYdhs`bci gsa @YfcbgsWsdfc`YhsUj Ywsj f]Yi l sYhsdUf`cZ]gg]cbU]gaY'sBci gsgYf]cbgs
[UfUthsXi bsWfYsei Ysbci gsdci ffcbsX`Z]b]fsYbgYa VY's9bsU WbsWbs]sgU]]hsdci fsbci gsXYsgYs
g`Vgh]ri YfsU l sWf fgsWUei Yshi hYi f#f]WsgYb[U] YfUsSsgci fWf'sYhsSsgUggj fYfsXYsUbdYfh]pYbW'sYhs
j`fU]h`X`Yg`]bZ]cfaU]cbj hfUbgaj]g]s

Bci gslj cbgsXcbW'sYbsW`UcfU]cbj YbsUs` X`fU]cbbsBU]cdU]YsXYgs9ri X]UthY'gsYbsGc]bgs=bZ]fa]Yfgs
f]B9G-zX`V]X`XY`f`Z`W]f`S`Uei Ygh]cb`Yh`XY`UbWf`i b`dfc`Yh`H hcfUh`U`g]p`XY` = G=s

S

A YfV]sYs`UthYch]cbsei Ysj`ci gsdchfYfYhsSsbchfYsXYa UbXY's>YsfYghYsX]gcbj]VYsdUf]saU]sci sdUf's
h`~`dcbYzXUbg`UthYchY`Xi b`j`Ych`Y`YchfYh]Yb's

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6]Yb`WfX]U]Ya Ydhs`

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8cWbYthUddUfhYdUthiS`U: B9Gžf`Ulg`Yb`CMtVfY`&\$%`dlf`S
5krcJbY`>ci fXUzj JM! df`gXYthYb`WUf[Y`XY``=bcj Uhjcb`GcVUYS
5haUby`6YbUjMUžaYaVfY`XY`UWaa`ggjcb`gd`VUlg`Y`H hcfUhs
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@J: B9G=dMi hj ci gUjYf`š`acbhYf`ci`šs
X`j`Y`c`d`b`Y`f`j`c`h`f`Y`d`f`c`Y`h`i`H`h`c`f`U`h`z`b`N`g`h`Y`n`i`d`U`j`šs
bci g`V`d`h`U`W`Y`f`š`hi hcfU4 ZbYgJcf]ss