

**Bylaws of the Westmont College Student Association!**

"# \$%&! '()\*+,-.:/012! \*34(' &50()!67&!3,)!1\*/&'!),!)%&!, 11, 8\*39:!

6# \$, !7& 7&+&3!)!%&!<, \*4&!, -!)%&!( ' &3)+!),!)%&!-64(1)25+)6--5!63' !6' / \*3\*+)76)\*, 3!63' !  
+&7<&!6+!63!6' <\*+, 72!0, ' 2!),!)%&! = >?. !@7&+\*' &3)#

0# \$, !' \*+4(++)!63' !<, )&!, 3!611!; 7, ; , +61+!(0/\*))&'!), != >?. !6!)!%&!3&A)!; , ++\*01&!  
/ &&)\*39!6-)&7!)%&!; 7, ; , +61!86+!+(0/\*))&' #

4# \$, !6; ; 7, <&!&64%+&/ &+)&75!02!6!/ 68, 7\*)2!<, )&5!6!0(' 9&!), !9(\*' &!)%&! ' \*)7\*0()\* , 3!, -!  
= >?. !-(3' +!63' !), !6; ; 7, ; 7\*6)&!-(3' +!644, 7' \*3912#

' #

V# . ; , \*3)! =>? . !/ & / O&7+5!63' !, )%&7!+) (' &3)+5!-!3&4&+6725), !4, 11&9&!  
 4, / / \*)&&+##

W# X3!)%&!46+&! , -!6!<6463)!+&6)!\*3!)%&! . ++& / O125!)%&!@7&+\* ' &3)!+&611!  
 6; ; , \*3)!+ , / & , 3&! , !-11!)%&!<6463)!+&6)!8\*)%&! ! ! / 68 , 7\*)2!6; ; 7 , <6!  
 -7 , /!)%&! . ++& / O12# \$%&!@7&+\* ' &3)!+ , (1' !+&&F!4 , (3+&!-7 , /!)%&!  
 EA&4 ()\*<&+! , -!)%&! . ++& / O125!)%&! . ++& / O12!6+!6!8% , 1&5!63' !)%&!  
 4 , 3+\*) (&3)+!8% , !8\*1!0&!7& ; 7&+&3)&' !02!)%&! ; , +)\* , 3#

Y# S& , !632!< , )&! , -!)%&! . ++& / O12!8\*)%\*3!V!' 62+! , -!)%&!\*3)\*6!< , )&# \$%\*+!  
 <& , !463!0&! , <&7) (73&' !02!6!Z!!< , )&!-7 , /!)%&! . ++& / O12#

" [#! I &&!8\*)%!)%&!> , 11&9&!@7&+\* ' &3)! / , 3)%12!) , !\*3- , 7 / !%\* / ! , -!+) (' &3)!  
 3&&' +!63' ! , !7&4&\* <&! ( ; ' 6)&+!60 , ()!632!7&1&<63)! ' &4\*+ , 3+! / 6' &!02!  
 )%&!6' / \*3\*+ )76)\* , 3#

" " #?4%&' (1&!\*3' \* <\* (6! / &&)\*39+!8\*)% , )%&7!EA&4 ()\*<&+! , -!)%&! . ++& / O12!  
 6+!3&&' &' #

" K# I 6\*3)6\*3!6! / \*3\* / ( / ! , -!)8 , ! ; , +)&' ! , --\*4&!% , (7+! ; &7!8&&F#

" P# > , / ; 1&)&! ; &7+ , 361!&3' 6 , -62&67!7& ; , 7)!6+!6!+ (44&+\* , 3!1&)&7!

O# S\*4&!@7&+\* ' &3)!

\*# \$%&!S\*4&!@7&+\* ' &3)!8\*11+\*)! , 3!4 , 11&9&!4 , / / \*)&&+!63' !7& ; 7&+&3)!%&!+ (' &3)!  
 0 , ' 2!\*3! / &&)\*39+!8\*)%!) (' &3)!97 , ( ; +5!-64(1)25!6' / \*3\*+ )76 , 7+5!61 ( / 3\*5!  
 63' N , 7! ; 67&3)!97 , ( ; +#

\*\*# \$%&' ()\*&+! , -!)%&!S\*4&!@7&+\* ' &3)!\*34! (' &5!0 ()!67&!3 , !)!\* / \*)&' ! , 5!)%&!  
 - , 11 , 8\*39:!

"# . )&3' !61! / &&)\*39+! , -!)%&! . ++& / O12#

K# >6+!)6!< , )&! , 3!&<72! . ++& / O12!' &4\*+ , 3!)%6)!4 , / &+!) , !6!< , )&#

P# \ (34)\* , 3!6+!)%&! =>? . !@7&+\* ' &3)!\*3!)%&!&<&3!)%6!)%&!@7&+\* ' &3)!\*+!  
 (360!&! , ! ; &7- , 7 / !)%&\*7!6- , 7& / &3)\* , 3&' !' ()\*&+## = %&3!64)\*39!6+!  
 @7&+\* ' &3)5!)%&!S\*4&!@7&+\* ' &3)!\*+!3 , !)60!&! , !< , )&! , 3! . ++& / O12!  
 ' &4\*+ , 3+##

Q# L&!7&+ ; , 3+\*0!&- , 7! / , 3\*) , 7\*39!)%&! / ; 1& / &3)6)\* , 3! , -!1&9\*+16)\* , 3!  
 -7 , /!)%&! . ++& / O12#

R# ?\*)! , 3!4 , / / \*)&&+!6+!6; ; , \*3)&' !02!)%&! =>? . !@7&+\* ' &3)#

U# ]&3' !6' <\*4&! , !)%&!@7&+\* ' &3)!\*3!)%&! ; 7 , 4&+! , -!7&4 , / / &3' \*39!  
 6; ; , \*3) / &3)+! , !)%&! . ++& / O12!) , !-11!6!<6463)5! \*+ / \*++&' 5! , 7!7&4611&' !  
 ; , +)\* , 3#

V# = , 7F!41 , +&12!8\*)%!)%&! = &+ ) / , 3)! . 4)\*<)\*&+!> , (34\*!>1(O#!  
 > , , 7' \*36) , 7!63' !)%&! =>? . !L (+\*3&+! I 6369&7!) , ! / 6369&?) (' &3)!  
 ^ , <&73 / &3)M!\_ =>? . `! , --\*4\*6!7&16)\* , 3+\*% ; !8\*)%&!41(O+!63' ! , !+ ( ; ; , 7)!  
 41(O!)%7\* <\*39#

W# I &&!8\*)%!)%&!> , 11&9&!S@!- , 7!?) (' &3)!] \*-&! / , 3)%12!) , !\*3- , 7 / !%&7N%\* / !  
 , -!+) (' &3)!3&&' +!63' ! , !7&4&\* <&! ( ; ' 6)&+!60 , ()!632!7&1&<63)! ' &4\*+ , 3+!  
 / 6' &!02!)%&!6' / \*3\*+ )76)\* , 3#

Y# ?4%&' (1&!\*3' \*<\*' (6!./ &&)\*39+!8\*)%!?&36), 7+!6+!3&&' &' #  
" [#

""#]&3' !6' <\*4&!), !)%&!@7&+\* &3)!\*3!)%&!; 7, 4&+!, -!7&4, / /&3' \*39!  
6; ; , \*3) / &3)+!\_8%\*4%!8, (1' !0&!+(0&4)!), !63!. ++&/012!4, 3-\*7/6)\*, 3!  
<, )&`!), !)%&! . ++&/012!), !-\*11!6!<6463)5!' \*+/\*++&' 5!, 7!7&4611&' !; , +)\*, 3#  
"K#| 6\*3)6\*3!6!/\*3\* / (/!, -!)8, !; , +)&' !, --\*4&!%, (&!%, ((, -3#

"U#I 6\*3)6\*3!6!/\*3\*/ (/!, -!)8, !; , +)&' !, --\*4&!%, (7+!; &7!8&&F#  
"V#>, /; 1&)&!; &7+, 361!&3' 6, -62&67!7&; , 7)!6+!6!+ (44&+\*, 31!&))&7!

&# . 46' &/ \*4!] \*6\*+, 3!

\*# \$%&! . 46' &/ \*4!] \*6\*+, 3!8\*1!0&!&1&4)&' !\*3!)%&!9&3&761!! 674%&!&1&4)\*, 3+!63' !8\*1!  
0&!)%&!7&; 7&+&3)6)\*<&! , !)%&!6' / \*3\*+)76)\*, 3!-, 7!646' &/ \*4!4, 34&73+!\*341(' \*39!  
+\*)) \*39!, 3!)%&! . 46' &/ \*4! ?&36)&#

\*\*# \$%&! ' () \*+!, -!)%&! . 46' &/ \*4!] \*6\*+, 3!\*341(' &5!0()!67&!3, )!1\* / \*)&' !, 5!)%&!  
-, 11, 8\*39:!

"# ?&7<&! , 3!)%&! . 46' &/ \*4! ?&36)&!4, / / \*)&#

K# ?\*)! , 3!4, / / \*)&&+!6+!6; ; , \*3)&' !02!)%&! = >?. !@7&+\* ' &3)#

P# . ))&3' !63' !; 67)\*4\*; 6)&!\*3!8&&F12!. ++&/ 012! / &&)\*39+##

Q# c& ; 7&+&3)!)%&!3&&' +!, -!)763+-&7!63' !-\*7+)69&3!+)( ' &3)+!\_ ; 67)3&7!8\*)%!  
?, 326! = &14%!63' !>&3)&7!-, 7!?) (' &3)!? (44&+\* `!

R#

R#

P#

"# c&; 7&+&3)!63' !6' <, 46)&! , 3!0&%61-!, -!+)( ' &3)+!-7, /!)%&\*7!  
4, 3+\*)(&342!), !=>?. !63' !46/; (+!6' / \*3\*+)76)\*, 3#  
K# ?\*)!, 3!4, / / \*)&&+!6+!6; ; , \*3)&' !02!)%&! =>?. !@7&+\*\* &3)#  
P# . )&3' !63' !; 67)\*4\*; 6)&!\*3!8&&F12!. ++&/ 012! / &&)\*39+#  
Q# >6+)!6!<, )&!, 3!&<&72!. ++&/ 012!' &4\*+\*, 3!)%6)!4, / &+!), !6!<, )&#  
R# >, /; 1&)&!0\*G/ , 3)%12!7&; , 7)!-, 7 / +#  
U# >, 3' (4)!6)!1&6+)!K!%, (7+!, -!463<6++\*39!\_ ' \*7&4)5!, 3!)%&!97, (3' !4, 3)64)!  
8\*)%`!2, (7!4, 3+\*)(&342!&64%!8&&F!

\*\*\*# \$%&!6





/ &63\*39!, -!)%&!0\*11!/ (+)!; 6++!02!6!+\*/ ; 1&! / 68, 7\*)2!63' !)%&!6 / &3' &' !; , 7)\*, 3!, -!)%&!

)%6)! =>?. !8\*1!7&\* / 0(7+&!)%&/!63' !=>?. !' , &+!3, )!6; ; 7, <&!)%&!6; ; 7, ; 7\*6)\*, 3!, -!  
)%, +&!- (3' +# =>?. !+%6!1!, 3!2!0&!-, (3' !1\*60!&!-, 7!632!/, 3&2!+; &3)!02!; 67)\*&+!, )%&7!  
)%63! =>?. !8%&3! \*7&4)!4, / / (3\*46)\*, 3!-7, /!)%&! =>?. !L(+\*3&+! 6369&75!  
@7&+\* &3)!5, 7!>, / / (3\*46)\*, 3+! 6369&7!%6+!, 44(77& !+)\*39!%)%&!6; ; 7, ; 7\*6)\*, 3!  
, -!)%&!- (3' +!3!e(&+)\*, 3!%6+!0&&3!6; ; 7, <&' #

\*# X-!)%&! =>?. !L(+\*3&+! 6369&75!@7&+\* &3)!5, 7!>, / / (3\*46)\*, 3+! 6369&7!' , &+!  
4, / / (3\*46)&!8\*)%!)%&!; 67)2!8%\*4!\*+!+; &3' \*39!- (3' +!8\*)%!, 7!, 3!0&%6!-!, -!  
=>?. !)%6!)%&!3&4&+!+672!0\*1!%6+!0&&3!; 6+!+&' !8%&35!)\*5\*3!-64)5!%6+!+3, )!63' !  
)%&!; 67)2!/, <&+!-, 7867' !8\*)%!)%&!; (74%6+&! (3' &7!)%&! (3' &7+)\*39!%)%6!  
=>?. !%6+!; 6+!+&' !)%&!0\*1!5!)%&3!)%&! / &/ 0&7!, -! =>?. !8%, !4, / / (3\*46)&' !  
8\*)%!)%&!; 67)2!+%6!1!0&!%&' !7&+; , 3+\*0!&!-, 7!)%&!- (3' +!3!e(&+)\*, 3#

"# @ (7; , +&!

6# \$%&!&1&4)\*, 3!; 7, 4&+!+%6!1!0&! (+&' !), !+&4 (7&!)%&!. ++&/ 0!2!-, 7!&64%!3&8!2&67!\*3!)%&!  
=>?. !^, <&73 / &3)#\$%\*+!L2!68!+%6!1!&3+ (7&!)%&!; 7, ; &7!- (34)\*, 3\*39!, -!)%\*+!; 7, 4&+!  
63' !&3-, 74&/ &3)!-, -!)%&!; 7, <\*+\*, 3+!63' !7&9(16)\*, 3+!, -!)%&!&1&4)\*, 3#

K# E1\*9\*0\*1\*)2!63' !@, +)\*, 3+!

6# ]\*+!)! -!&1&4)&' !, --\*4\*6!+!@7&+\* &3)!5S\*4!@7&+\* &3)!5L(+\*3&+! 6369&75!  
>, / / (3\*46)\*, 3+! 6369&75!. 46' &/ \*4!]\*6\*+, 35!Ee(\*)2!63' !T\* <&7+\*)2! 6369&75!63' !  
?&36), 7+!-7, /!&64%! -!)%&!7&+\* &34!%6!1!\_S63!j 6 / ; &35!. 7 / \*39), 35!E / &7+, 35!@69&5!  
>167F5!^ ]>5!63' !b4&63!S\*&8Nb--6>6 / ; (+`#

0# E1\*9\*0\*1\*)2!:\$, !0&!&1\*9\*0!&!-, 7!632!; , +)\*, 35!)%&!+)( ' &3)! / (+)!0&!6!4 (77&3)!- (116)\* / &!  
)(' &3)!\_46772\*39!)8&1<&! (3\*)+!, 7! / , 7&' \*3!9, , ' !646' &/ \*4!+)\*63' \*39! / &63\*39!%)%&!  
, 7!+%&!+!3, )!4 (77&3)!2!, 3!646' &/ \*4!; 7, 06)\*, 3!63' ! / (+)!%6<&!6!4 / (16)\*<&!^@. !, -!  
K#R!, 7!97&6)&7!\_ 46' &/ \*4!]\*6\*+, 3!7&e(\*7&+!^@. !, -!P#[!, 7!97&6)&7 #>63' \*\* 6)&+!-, 7!)%&!  
; , +)\*, 3!, -! =>?. !@7&+\* &3)! / (+)!0&!&3)&7\*39!)%&7!)%\*7' !, 7!-, (7)!%2&67!, -!4, 11&9&#

\*# Ee(\*)2!63' !T\* <&7+\*)2! 6369&7!463' \*\* 6)&\_+! / (+)!%6<&! &/ , 3+76)&' !6!  
4, / / \*) / &3)! , ! / (1)\*4(1) (76! ! &<&1, ; / &3)!\_#&#%6<\*39!; 7&<\*, (+12!+&7<&' !6+!

4# \$%\*7)2G-\*<&!\_PR`!+\*936)(7&+!8\*11!0&!7&e(\*7&'!-, 7!611!, )%&7!EA&4()\*<&+!, -!)%&! . ++&/ 012!  
; , +)\*, 3+##

' # \$8&3)2G-\*<&!\_KR`!+\*936)(7&+!8\*11!0&!7&e(\*7&'!-, 7!611!?'&36), 7!; , +)\*, 3+##

&# b34&!)%&!6; ; 1\*46)\*, 3!+!4, /; 1&)&' !63' !611!+\*936)(7&+!67&!64e(\*7&' 5!611!463' \*\* 6)&+!  
7(33\*39!-, 7!; , +)\*, 3+!8\*11!0&!6+F&' !), !+(0/\*)!6!+% , 7)!+6)&/ &3!)%6)!8\*11!644, /; 632!  
)%&\*7!; % , !, 3!)%&!&1&4)\*, 3!0611, )#

Q# >6/; 6\*93\*39!

6# >63' \*\* 6)&+!8% , !67&!7(33\*39!-, 7!&\*)%&7!)%&!@7&+\*\* &3)! , 7!S\*4&6@7&+\*\* &3)!; , +)\*, 3+!67&!  
) , !46/; 6\*93!), 9&)%&7# \$%&+&!463' \*\* 6)&+!+%611!7(3!, 3!, 3&!; 16)-, 7/!63' !4, , 7' \*36)&!  
)%&\*7!<\*+ , 3!-, 7!)%&!2&67!), 9&)%&7#

0# d , !463' \*\* 6)&+!%611!0&!611, 8&' !), !7&4\*<&!632!/ , 3&)&672!4, 3)7\*0()\* , 3!-7, /!)%&! =>?. !

%# \$%&! , 31\*3&!0611, )!+%611!\*341(' &!+)6)&/&3)+!63' !; % , ) , 976; %+!, -!611!463' \*\* 6)&+#  
\*# X3!)%&!46+&! , -!6!)\*&!6!7(3G, --!<, )&!+%611!0&!&A&4()&' !\*3!6!)\* / &12! / 633&7# \$%&!8\*33&7!  
, -!)%&!7(3G, --!<, )&!+%611!0&!6; ; , \*3)&' !\*3), !, --\*4&#  
B# @, +)\*39!)%&!c&+(1)+!  
\*# b312!)%&! = >?. !. ' <\*, 75!@7&+\* &3)5!63' !S\*4&!@7&+\* &3)!+%611!%6<&!644&+!), !

"# \$%&!Ee(\*)2!63' !T\*<&7+\*)2!>, / / \*)&&!+%611!\*341(' &!)%&!Ee(\*)2!63' !  
T\*<&7+\*)2!! 6369&7!6+!8&11!6+!6)!1&6+!)!8, !D611!?!&36), 7+#  
6# \$%\*+!4, / / \*)&&!8\*11!-(34)\*, 3!6+!63!&A)&3+\*, 3!, -!)%&!Ee(\*)2!  
63' !T\*<&7+\*)2!! 6369&7!:!( ; ; , 7)\*39!!X>@!6))&3' \*39!X>@!1&6' &7!

"# \$, !+)&867' !63' !/6\*3)6\*3!)%&!\*3)&97\*)2!, -!)%&!646' &/^4!; 7, 976/5!  
\*341(' \*39!4(77\*4(1(/5!9&3&76!&' (46)\*, 35!/68, 7+5!(; ; , 7)!; 7, 976/+5!  
63' !, --

P# c&6' !63' !7&<\*&8!L644616(7&6)&!+; &&4%&+##  
 Q# . ++\*)!8\*)%!)%&!+&1&4)\*, 3!; 7, 4&+!-, 7!L644616(7&6)&!+; &6F&7+!63' !  
 \*3)7, ' (4)\*, 3+##  
 R# @7&+&3)!4!6+++!0633&7!6!)!%&!L644616(7&6)&!+&7<\*4&#  
 '# #! >, /; ()&7!63' !&4%3, 1, 92!.' <\*, 72!>, / / \*)&&!>\$. >'!  
 \*# \$8, !+)( ' &3)!6; ; , \*3)&' !02! =>?. #  
 \*\*# #! >, 3)64):!j &<\*3!D&+!F%&+!m8&+) / , 3)#&' (5! ?&3\*, 7!T\*7&4), 7!, -!X3-, 7 / 6)\*, 3!  
 \$&4%3, 1, 92#  
 \*\*\*# Member hip >%6\*7!, -!)%&! . 46' &/ \*4!c&+, (74&+!>, / / \*)&&5, 3&!-64(1)2!  
 / &/ 0&75! \*7&4), 7!, -!)%&!]\*07672!63' !X3-, 7 / 6)\*, 3! ?&7<\*4&+5!c&9\*+)7675!S@!, -!  
 \\*3634&5!T\*7&4), 7!, -!. ' / \*++\*, 3+5!, 3&!7& ; 7&+&3)6)\*&!-7, /!. ' <634&/ &3)!63' !  
 ?)( ' &3)!]\*-&5!63' !>%&-!X3-, 7 / 6)\*, 3!b-- \*4&7#  
 \*<# Re pon ibili ie !  
 ''# c&<\*&8!63' !7&4, / / &3' !; 163+!63' !; 7\*, 7\*)\*&+!-, 7!)%&!>, 11&9&!\*3!)%&!&  
 67&6!, -!\*3-, 7 / 6)\*, 3!)&4%3, 1, 92#  
 K# c&<\*&8!63' !7&4, / / &3' !+; &4\*-\*4!; , 1\*4\*&+!7&967' \*39!4, /; ()&7!63' !  
 \*3-, 7 / 6)\*, 3!)&4%3, 1, 92#  
 P# c&<\*&8!63' !7&4, / / &3' !+)-\*39!63' !0(' 9&)#  
 Q# c&<\*&8!63' !7&4, / / &3' !3&8!\*3)\*6)\*&+5!63' !\*33, <6)\*, 3+##  
 R# c&<\*&8!; 7, 97&+!), 867' !&+)601\*+%&' !9, 61+!63' !, 0B&4)\*&<+##  
 &# #! >, / / (3\*46)\*, 3+!L, 67' !  
 \*# b3&!+)( ' &3)!6; ; , \*3)&' !02! =>?. #  
 \*\*# #! >, 3)64):!j 6+&2!! \*11&7!F6+ / \*11&7m8&+) / , 3)#&' (5! >6 / ; (+!)\*-&!>, , 7' \*36), 7#  
 S@!, -!?)(' &3)!]\*-&5, 3&!-64(1)25&&' \*), 7+!, -!+)( ' &3)!; (01\*46)\*, 3+5!-64(1)2!  
 6' <\*, 7+!, -!)%&!?)(' &3)!; (01\*46)\*, 3+##  
 \*\*\*# Re pon ibili ie !  
 ''# ?&7<&!6+!6!+&1&4)\*, 3!4, / / \*)&&!-, 7!&' \*) , 7+##  
 K# \$, !+&1&4)!6' <\*, 7+##  
 P# E+)601\*+%!9(\* &1\*3&+!-, 7!6' <\*, 7+!), !)%&!; (01\*46)\*, 3+##  
 Q# c&4\* <&!63' !64)!(; , 3!97\*&<634&+!7&16)&' !, !)%&!; (01\*46)\*, 3+!-7, / !632!  
 / &/ 0&7!, -!)%&!4, / / \*)&&#  
 R# ?&7<&!6+!6!7&<\*&8!0, 67' !, 3!e(&+)\*, 3+!7&16)\*39!), !&' \*) , 7\*61!; , 1\*42!63' !  
 4, 3)&3)#  
 U# #! >, 3' (4)! \*+ / \*++61!; 7, 4&&' \*39+!, -!&' \*) , 7+##  
 -# ^&3&76!E' (46)\*, 3!>, / / \*)&&!&  
 \*# b3&!+)( ' &3)!6; ; , \*3)&' !02! =>?. #  
 \*\*# #! >, 3)64):!\$6)\*636!d6067&3F, 5!)36067&3F, m8&+) / , 3)#&' (#  
 \*\*\*# Member hip T&63!, -!E' (46)\*, 361!E--&4)\*&<&3&+!5!T\*7&4), 7!, -!)%&!]\*076725!P!  
 )&3(7&' !-64(1)25!63' !c&9\*+)767#  
 \*<#



K# c<\*&8!63' !6; ; 7, <!3&8!4, (7+&!; 7, ; , +61+!), !&3+(7&!%6)!)%&2!  
6' %&7&! , !)%&!9&3&761!&' (46)\*, 3!47\*)&7\*6!6; ; 7, <&' !02!)%&!-64(1)2#  
P# \64\*1\*)6)&!4, / / (3\*46)\*, 3!0&)8&&3!+)( ' &3)+!63' !^E!4, / /\*)&&!60, (!  
)%&!9&3&761!&' (46)\*, 3!; 7, 976/!6+!8&1!6+!4, (7+&!4, 3)&3)!63' !



"# X3!4, 3B(34)\*, 3!8\*)%!=>?. !63' !=. >5!)%&!>1(0+!>, (34\*!%&1; +!9, <&735!  
/6369&5!63' !' &)&7/\*3&!-(3' \*39!611, 46)\*, 3+!-, 7!!)%&! = &+)/, 3)!41(0+!  
; 7, 976/#

K# \$, !7<\*&8!63' !<, )&!, 3!41(0!6; ; 1\*46)\*, 3+!&64%!+&/ &+)&7!

P# \$, !; 67)\*4\*; 6)&!\*3!)%&!41(0!-(3' \*39!63' !0(' 9&)\*39!; 7, 4&+!&64%!  
+&/ &+)&7!

Q# \$, !7<\*&8!41(0!; , 1\*4\*&+!63' !; 7, 4&' (7&+!&64%!+&/ &+)&7!

R# \$, !+(; ; , 7)!&A\*)\*39!41(0+!