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| |  | | --- | | LAMPIRAN III  PERATURAN BERSAMA MENTERI PENDIDIKAN DAN KEBUDAYAAN DAN KEPALA BADAN KEPEGAWAIAN NEGARA NOMOR: 4/VIII/PB/2014 DAN NOMOR: 24 TAHUN 2014  TENTANG  KETENTUAN PELAKSANAAN PERATURATURAN MENTERI PENDAYAGUNAAN APARATUR NEGARA DAN REFORMASI BIROKRASI NOMOR 17 TAHUN 2013, TENTANG JABATAN FUNGSIONAL DOSEN DAN ANGKA KREDITNYA, SEBAGAIMANA TELAH DIUBAH DENGAN PERATURAN MENTERI PENDAYAGUNAAN APARATUR NEGARA DAN REFORMASI BIROKRASI REPUBLIK INDONESIA NOMOR 46 TAHUN 2013. | |

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| **DAFTAR USUL PENETAPAN ANGKA KREDIT** | | | | | | | | | | | | | |
| **JABATAN AKADEMIK DOSEN** | | | | | | | | | | | | | |
| **Nomor :** | | | | | | | | | | | | | |
|  |  |  |  |  |  | |  |  |  |  |  | |  | |
| **INSTANSI : UNIVERSITAS WIJAYA KUSUMA SURABAYA** | | | | | | **MASA PENILAIAN :** | | | | |
|  |  | | | | | **Bulan …………… s/d Bulan ……….. Tahun ………** | | | | |

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|  | **KETERANGAN PERORANGAN** | | | |
| 1. | Nama |  | |  |
| 2. | NIK / NIDN |  |  |  |
| 3. | Nomor Seri Kartu Pegawai |  |  |  |
| 4. | Tempat danTanggal Lahir |  | |  |
| 5. | Jenis Kelamin |  |  |  |
| 6. | Pendidikan yang diperhitungkan angka kreditnya |  | | |
| 7. | Jabatan Akademik Dosen/TMT |  |  |  |
| 8. | Pangkat, golongan, ruang (Inpassing) / TMT |  | |  |
| 8. | Masa kerja golongan lama |  |  |  |
| 9. | Masa kerja golongan baru (Inpassing)/ TMT |  |  |  |
| 10. | Unit Kerja |  | | |

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| **NO** | **UNSUR YANG DINILAI** | | | | | | | | |
| **UNSUR, SUB UNSUR DAN BUTIR KEGIATAN** | | | **ANGKA KREDIT MENURUT** | | | | | |
| **INSTANSI PENGUSUL** | | | **TIM PENILAI** | | |
| **LAMA** | **BARU** | **JUMLAH** | **LAMA** | **BARU** | **JUMLAH** |
| **1** | **2** | | | **3** | **4** | **5** | **6** | **7** | **8** |
| **I** | **PENDIDIKAN** | | |  |  |  |  |  |  |
|  | A | Pendidikan formal | |  |  |  |  |  |  |
|  |  | 1 | Doktor (S3) |  |  |  |  |  |  |
|  |  | 2 | Magister (S2) |  |  |  |  |  |  |

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| **INSTANSI PENGUSUL** | | | **TIM PENILAI** | | |
| **LAMA** | **BARU** | **JUMLAH** | **LAMA** | **BARU** | **JUMLAH** |
| **1** | **2** | | | | **3** | **4** | **5** | **6** | **7** | **8** |
|  | B | Pendidikan dan pelatihan Prajabatan | | |  |  |  |  |  |  |
|  |  |  | Pendidikan dan pelatihan Prajabatan golongan III | |  |  |  |  |  |  |
| **II** | **PELAKSANAAN PENDIDIKAN** | | | |  |  |  |  |  |  |
|  | A | Melaksanakan perkulihan / tutorial dan membimbing, menguji serta menyelenggarakan pendidikan di laboratorium, praktek keguruan bengkel / studio / kebun percobaan / teknologi pengajaran dan praktek lapangan. | | |  |  |  |  |  |  |
|  |  |  | Melaksanakan perkulihan / tutorial dan membimbing, menguji serta menyelenggarakan pendidikan di Laboratorium, Praktik Keguruan Bengkel / Studio / Kebun pada Fakultas /Sekolah Tinggi / Akademi / Politeknik sendiri, pada fakultas lain dalam lingkungan Universitas / Institut sendiri, maupun di luar perguruan tinggi sendiri secara melembaga paling banyak 12 sks per semester. | |  |  |  |  |  |  |
|  | B | Membimbing seminar | | |  |  |  |  |  |  |
|  |  |  | Membimbing mahasiswa seminar | |  |  |  |  |  |  |
|  | C | Membing kuliah kerja nyata, pratek kerja nyata, praktek kerja lapangan. | | |  |  |  |  |  |  |
|  |  |  | Membimbing mahasiswa kuliah kerjan yata, pratek kerja nyata, praktek kerja lapangan. | |  |  |  |  |  |  |
|  | D | Membimbing dan ikut membimbing dalam menghasilkan disertasi, thesis, skripsi dan laporan akhir studi. | | |  |  |  |  |  |  |
|  |  | 1 | Pembimbing utama | |  |  |  |  |  |  |
|  |  |  | a. | Disertasi |  |  |  |  |  |  |
|  |  |  | b. | Thesis |  |  |  |  |  |  |
|  |  |  | c. | Skripsi |  |  |  |  |  |  |
|  |  |  | d. | Laporan akhir |  |  |  |  |  |  |
|  |  | 2 | Pembimbing pendamping/pembantu | |  |  |  |  |  |  |
|  |  |  | a. | Disertasi |  |  |  |  |  |  |
|  |  |  | b. | Thesis |  |  |  |  |  |  |
|  |  |  | c. | Skripsi |  |  |  |  |  |  |
|  |  |  | d. | Laporan akhir |  |  |  |  |  |  |

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| **UNSUR, SUB UNSUR DAN BUTIR KEGIATAN** | | | **ANGKA KREDIT MENURUT** | | | | | |
| **INSTANSI PENGUSUL** | | | **TIM PENILAI** | | |
| **LAMA** | **BARU** | **JUMLAH** | **LAMA** | **BARU** | **JUMLAH** |
| **1** | **2** | | | **3** | **4** | **5** | **6** | **7** | **8** |
|  | E | Bertugas sebagai penguji pada ujian akhir | |  |  |  |  |  |  |
|  |  | 1 | Ketua penguji |  |  |  |  |  |  |
|  |  | 2 | Anggota penguji |  |  |  |  |  |  |
|  | F | Membina kegiatan mahasiswa | |  |  |  |  |  |  |
|  |  |  | Melakukan pembinaan kegiatan mahasiswa di bidang Akademik dan kemahasiswaan. |  |  |  |  |  |  |
|  | G | Mengembangkan program kuliah | |  |  |  |  |  |  |
|  |  |  | Melakukan kegiatan pengembangan program kuliah |  |  |  |  |  |  |
|  | H | Mengembangkan bahan pengajaran | |  |  |  |  |  |  |
|  |  | 1 | Buku ajar |  |  |  |  |  |  |
|  |  | 2 | Diktat, modul, petunjuk praktikum, model, alat bantu, audio visual, naskah tutorial . |  |  |  |  |  |  |
|  | I | Menyampaikan orasi ilmiah | |  |  |  |  |  |  |
|  |  |  | Melakukan kegiatan orasi ilmiah pada perguruan tinggi tiap tahun. |  |  |  |  |  |  |
|  | J | Menduduki jabatan pimpinan perguruan tinggi | |  |  |  |  |  |  |
|  |  | 1 | Rektor |  |  |  |  |  |  |
|  |  | 2 | Pembantu rektor/dekan/direktur program pascasarjana |  |  |  |  |  |  |
|  |  | 3 | Ketuasekolahtinggi/pembantudekan/asistendirektur program pascasarjana /direktur politeknik |  |  |  |  |  |  |
|  |  | 4 | Pembantu ketua sekolah tinggi/pembantu direktur politeknik |  |  |  |  |  |  |
|  |  | 5 | Direktur akademi |  |  |  |  |  |  |
|  |  | 6 | Pembantu direktur akademi/ ketua jurusan/bagian pada Universitas/ institut/ sekolah tinggi |  |  |  |  |  |  |
|  |  | 7 | [Ketuajurusan pada politeknik/ akademi/ sekretaris jurusan/bagian pada universitas/ institut/ sekolah tinggi](file:///C:\Documents%20and%20Settings\mustaka\My%20Documents\Downloads\._pb_tahun2014_VIII_nomor004_lampiran3.xls) |  |  |  |  |  |  |
|  |  | 8 | Sekretaris jurusan pada politeknik/ akademik dan kepala laboratorium universitas institut/sekolahtinggi/politeknik /akademi |  |  |  |  |  |  |
|  | K | Membimbing Akademik Dosen yang lebih rendah jabatannya | |  |  |  |  |  |  |
|  |  | 1 | Pembimbing pencangkokan |  |  |  |  |  |  |
|  |  | 2 | Reguler |  |  |  |  |  |  |

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| **UNSUR, SUB UNSUR DAN BUTIR KEGIATAN** | | | | | **ANGKA KREDIT MENURUT** | | | | | | |
| **INSTANSI PENGUSUL** | | | | **TIM PENILAI** | | |
| **LAMA** | | **BARU** | **JUMLAH** | **LAMA** | **BARU** | **JUMLAH** |
| **1** | **2** | | | | | **3** | | **4** | **5** | **6** | **7** | **8** |
|  | L | Melaksanakan kegiatan Detasering dan pencangkokan Akademik Dosen | | | |  | |  |  |  |  |  |
|  |  | 1 | Detasering | | |  | |  |  |  |  |  |
|  |  | 2 | Pencangkokan | | |  | |  |  |  |  |  |
|  | M | Melakukan kegiatan pengembangan diri untuk meningkatkan kompetensi | | | |  | |  |  |  |  |  |
|  |  | 1. | Lamanya lebih dari 960 jam | | |  | |  |  |  |  |  |
|  |  | 2. | Lamanya 641-960 jam | | |  | |  |  |  |  |  |
|  |  | 3. | Lamanya 481-640 jam | | |  | |  |  |  |  |  |
|  |  | 4. | Lamanya 161-480 jam | | |  | |  |  |  |  |  |
|  |  | 5. | Lamanya 81-160 jam | | |  | |  |  |  |  |  |
|  |  | 6. | Lamanya 31-80 jam | | |  | |  |  |  |  |  |
|  |  | 7. | Lamanya 10-30 jam | | |  | |  |  |  |  |  |
| **III** | **PELAKSANAAN PENELITIAN** | | | | |  | |  |  |  |  |  |
|  | A | Menghasilkan karya ilmiah | | | |  | |  |  |  |  |  |
|  |  | 1 | Hasilpenelitian atau pemikiran yang dipublikasikan | | |  | |  |  |  |  |  |
|  |  |  | a. | Dalam bentuk: | |  | |  |  |  |  |  |
|  |  |  |  | 1) | Monograf | |  |  |  |  |  |  |
|  |  |  |  | 2) | Buku referensi | |  |  |  |  |  |  |
|  |  |  | b | Jurnal ilmiah: | |  | |  |  |  |  |  |
|  |  |  |  | 1) | Internasional | |  |  |  |  |  |  |
|  |  |  |  | 2) | Nasional terakreditasi | |  |  |  |  |  |  |
|  |  |  |  | 3) | Tidak terakreditasi | |  |  |  |  |  |  |
|  |  |  | c. | Seminar | |  | |  |  |  |  |  |
|  |  |  |  | 1) | Disajikan tingkat: | |  |  |  |  |  |  |
|  |  |  |  |  | a) Internasional |  | |  |  |  |  |  |
|  |  |  |  |  | b) Nasional |  | |  |  |  |  |  |
|  |  |  |  | 2) | Poster tingkat: | |  |  |  |  |  |  |
|  |  |  |  |  | a) Internasional |  | |  |  |  |  |  |
|  |  |  |  |  | b) Nasional |  | |  |  |  |  |  |
|  |  |  | d | Dalam koran/majalah populer/umum | |  | |  |  |  |  |  |

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| **UNSUR, SUB UNSUR DAN BUTIR KEGIATAN** | | | | | **ANGKA KREDIT MENURUT** | | | | | |
| **INSTANSI PENGUSUL** | | | **TIM PENILAI** | | |
| **LAMA** | **BARU** | **JUMLAH** | **LAMA** | **BARU** | **JUMLAH** |
| **1** | **2** | | | | | **3** | **4** | **5** | **6** | **7** | **8** |
|  |  | 2 | Hasil penelitian atau hasil pemikiran yang tidak di publikasikan (tersimpan di perpustakaan perguruan tinggi) | | |  |  |  |  |  |  |
|  | B | Menerjemahkan / menyadur buku ilmiah | | | |  |  |  |  |  |  |
|  |  |  | Diterbitkan dan diedarkan secara nasional. | | |  |  |  |  |  |  |
|  | C | Mengedit/menyunting karya ilmiah | | | |  |  |  |  |  |  |
|  |  |  | Diterbitkan dan diedarkan secara nasional. | | |  |  |  |  |  |  |
|  | D | Membuat rencana dan karya teknologi yang dipatenkan | | | |  |  |  |  |  |  |
|  |  | 1 | Internasional | | |  |  |  |  |  |  |
|  |  | 2 | Nasional | | |  |  |  |  |  |  |
|  | E | Membuat rancangan dan karya teknologi, rancangan dan karya seni monumental/ seni pertunjukan/karya sastra | | | |  |  |  |  |  |  |
|  |  | 1 | Tingkat internasional | | |  |  |  |  |  |  |
|  |  | 2 | Tingkat nasional | | |  |  |  |  |  |  |
|  |  | 3 | Tingkat lokal | | |  |  |  |  |  |  |
| **IV** | **PELAKSANAAN PENGABDIAN KEPADA MASYARAKAT** | | | | |  |  |  |  |  |  |
|  | A | Menduduki jabatan pimpinan | | | |  |  |  |  |  |  |
|  |  |  | Menduduki jabatan pimpinan pada lembaga pemerintahan/pejabat negara yang harus dibebaskan dari jabatan organiknya | | |  |  |  |  |  |  |
|  | B | Melaksankan pengembangan hasil pendidikan dan penelitian | | | |  |  |  |  |  |  |
|  |  |  | Melaksanakan pengembangan hasil pendidikan dan penelitian yang dapat dimanfaatkan oleh masyarakat | | |  |  |  |  |  |  |
|  | C | Memberi latihan/penyuluhan/penataran/ceramah pada masyarakat | | | |  |  |  |  |  |  |
|  |  | 1 | Terjadwal/terprogram | | |  |  |  |  |  |  |
|  |  |  | a. | Dalam satu semester atau lebih | |  |  |  |  |  |  |
|  |  |  |  | 1) | Tingkat internasional |  |  |  |  |  |  |
|  |  |  |  | 2) | Tingkat nasional |  |  |  |  |  |  |
|  |  |  |  | 3) | Tingkat lokal |  |  |  |  |  |  |

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| **INSTANSI PENGUSUL** | | | **TIM PENILAI** | | |
| **LAMA** | **BARU** | **JUMLAH** | **LAMA** | **BARU** | **JUMLAH** |
| **1** | **2** | | | | | **3** | **4** | **5** | **6** | **7** | **8** |
|  |  |  | b | Kurang dari satu semester dan minimal satu bulan | |  |  |  |  |  |  |
|  |  |  |  | 1) | Tingkat internasional |  |  |  |  |  |  |
|  |  |  |  | 2) | Tingkat nasional |  |  |  |  |  |  |
|  |  |  |  | 3) | Tingkat lokal |  |  |  |  |  |  |
|  |  | 2 | Insidental | | |  |  |  |  |  |  |
|  | D | Memberi pelayanan kepada masyarakat atau kegiatan lain yang menunjang pelaksanaan tugas umum pemerintah dan pembangunan | | | |  |  |  |  |  |  |
|  |  | 1 | Berdasarkan bidang keahlian | | |  |  |  |  |  |  |
|  |  | 2 | Berdasarkan penugasan lembaga perguruan tinggi | | |  |  |  |  |  |  |
|  |  | 3 | Berdasarkan fungsi/jabatan | | |  |  |  |  |  |  |
|  | E | Membuat/menulis karya pengabdian | | | |  |  |  |  |  |  |
|  |  |  | Membuat/menulis karya pengabdian pada masyarakat yang tidak dipublikasikan | | |  |  |  |  |  |  |
|  | **JUMLAH UNSUR UTAMA** | | | | |  |  |  |  |  |  |
| **VI** | **PENUNJANG TUGAS DOSEN** | | | | |  |  |  |  |  |  |
|  | A | Menjadi anggota dalam suatu Panitia/Badan pada perguruan tinggi | | | |  |  |  |  |  |  |
|  |  | 1 | Sebagai ketua/wakil ketua merangkap anggota | | |  |  |  |  |  |  |
|  |  | 2 | Sebagai anggota | | |  |  |  |  |  |  |
|  | B | Menjadi anggota panitia/badan pada lembaga pemerintah | | | |  |  |  |  |  |  |
|  |  | 1 | Panitia pusat | | |  |  |  |  |  |  |
|  |  |  | a. | Ketua/Wakil Ketua | |  |  |  |  |  |  |
|  |  |  | b. | Anggota | |  |  |  |  |  |  |
|  |  | 2 | Panitia daerah | | |  |  |  |  |  |  |
|  |  |  | a. | Ketua/Wakil Ketua | |  |  |  |  |  |  |
|  |  |  | b. | Anggota | |  |  |  |  |  |  |
|  | C | Menjadi anggota organisasi profesi | | | |  |  |  |  |  |  |
|  |  | 1 | Tingkat internasional | | |  |  |  |  |  |  |
|  |  |  | a | Pengurus | |  |  |  |  |  |  |
|  |  |  | b | Anggota atas permintaan | |  |  |  |  |  |  |
|  |  |  | c | Anggota | |  |  |  |  |  |  |

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| **INSTANSI PENGUSUL** | | | **TIM PENILAI** | | | |
| **LAMA** | **BARU** | **JUMLAH** | **LAMA** | | **BARU** | **JUMLAH** |
| **1** | **2** | | | | **3** | **4** | **5** | **6** | | **7** | **8** |
|  |  | 2 | Tingkat nasional | |  |  |  |  | |  |  |
|  |  |  | a | Pengurus |  |  |  |  | |  |  |
|  |  |  | b | Anggota atas permintaan |  |  |  |  | |  |  |
|  |  |  | c | Anggota |  |  |  |  | |  |  |
|  | D | Mewakili perguruan tinggi/lembaga pemerintah | | |  |  |  |  | |  |  |
|  |  |  | Mewakili perguruan tinggi/lembaga pemerintah duduk dalam panitia antar lembaga | |  |  |  |  | |  |  |
|  | E | Menjadi anggota delegasi nasional kepertemuan internasional | | |  |  |  |  | |  |  |
|  |  | 1 | Sebagai ketua delegasi | |  |  |  |  | |  |  |
|  |  | 2 | Sebagai anggota delegasi | |  |  |  |  | |  |  |
|  | F | Berperan serta aktif dalam pertemuan ilmiah | | |  |  |  |  | |  |  |
|  |  | 1 | Tingkat internasional/nasional/regional sebagai : | |  |  |  |  | |  |  |
|  |  |  | a. | Ketua |  |  |  |  | |  |  |
|  |  |  | b. | Anggota |  |  |  |  | |  |  |
|  |  | 2 | Di lingkungan perguruan tinggi sebagai : | |  |  |  |  | |  |  |
|  |  |  | a. | Ketua |  |  |  |  | |  |  |
|  |  |  | b. | Anggota |  |  |  |  |  |  |  |
|  | G | Mendapat penghargaan/ tanda jasa | | |  |  |  |  | |  |  |
|  |  | 1 | Penghargaan/tanda jasa Satya Lancana Karya Satya | |  |  |  |  | |  |  |
|  |  |  | a | 30 (tigapuluh) tahun |  |  |  |  | |  |  |
|  |  |  | b | 20 (duapuluh) tahun |  |  |  |  | |  |  |
|  |  |  | c | 10 (sepuluh) tahun |  |  |  |  | |  |  |
|  |  | 2 | Memperoleh penghargaan lainnya | |  |  |  |  | |  |  |
|  |  |  | a. | Tingkat internasional |  |  |  |  | |  |  |
|  |  |  | b | Tingkat nasional |  |  |  |  | |  |  |
|  |  |  | c | Tingkat provinsi |  |  |  |  | |  |  |
|  | H | Menulis buku pelajaran SLTA kebawah yang diterbitkan dan diedarkan secara nasional | | |  |  |  |  | |  |  |
|  |  | 1 | Buku SLTA atau setingkat | |  |  |  |  | |  |  |
|  |  | 2 | Buku SLTP atau setingkat | |  |  |  |  | |  |  |
|  |  | 3 | Buku SD atau setingkat | |  |  |  |  | |  |  |

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| **NO** | **UNSUR YANG DINILAI** | | | | | | | | | | | | | | |
| **UNSUR, SUB UNSUR DAN BUTIR KEGIATAN** | | | | | **ANGKA KREDIT MENURUT** | | | | | | | | | |
| **INSTANSI PENGUSUL** | | | | | **TIM PENILAI** | | | | |
| **LAMA** | | **BARU** | | **JUMLAH** | **LAMA** | **BARU** | | **JUMLAH** | |
| **1** | **2** | | | | | **3** | | **4** | | **5** | **6** | **7** | | **8** | |
|  | I | Mempunyai prestasi di bidang olah raga/ humaniora | | | |  | |  | |  |  |  | |  | |
|  |  | 1 | Tingkat internasional | | |  | |  | |  |  |  | |  | |
|  |  | 2 | Tingkat nasional | | |  | |  | |  |  |  | |  | |
|  |  | 3 | Tingkat daerah/lokal | | |  | |  | |  |  |  | |  | |
|  | J | Keanggotaan dalam tim penilaian | | | |  | |  | |  |  |  | |  | |
|  |  |  | Menjadi anggota tim penilaian jabatan Akademik Dosen | | |  | |  | |  |  |  | |  | |
|  | **JUMLAH UNSUR PENUNJANG** | | | | |  | |  | |  |  |  | |  | |
| **III** | **LAMPIRAN PENDUKUNG DUPAK :** | | | | |  | |  | |  |  |  | |  | |
|  | 1. | Surat pernyataan telah melaksanakan kegiatan pendidikan | | | |  | |  | |  |  |  | |  | |
|  | 2. | Surat pernyataan telah melakukan kegiatan pengajaran | | | |  | | | | | | | | | |
|  | 3. | Surat pernyataan telah melakukan kegiatan pengabdian kepada masyarakat | | | | Surabaya, …………………………  Ketua Jurusan/Program Studi, | | | | | | | | | |
|  | 4. | Surat pernyataan melakukan kegiatan penunjang | | | |  | | | | | | | | | |
|  |  |  |  |  |  | | **……………………………………...** | | | | | | | | |
|  |  |  |  |  |  | | NIP/NIDN. | | | | | | | | |
| **IV** | **Catatan Pejabat Pengusul :** | | | | |  | | |  | | | |  | |  |
|  | 1. | …… | |  |  | | Surabaya, ………………………….. | | | | | | | | |
|  | 2. | …… | |  |  | |
|  | 3. | …… | |  |  | |
|  | 4. | dan seterusnya | | | | Rektor, | | | | | | | | | |
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|  |  |  |  |  |  | | ………………………………………..  NIP/NIDN. | | | | | | | | |

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| **V** | **Catatan Anggota Tim Penilai :** | | | | |  | | |  | | | | |  |  |  |
|  | 1. | …… | |  |  | |  |  | |  |  |  |  | | | |
|  | 2. | …… | |  |  | |  |  | |  |  |  |  | | | |
|  | 3. | …… | |  |  | | Surabaya, | | | | | | | | | |
|  | 4. | dan seterusnya | | | | Penilai I, | | | | | | | | | | |
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|  |  |  |  |  |  | | **.............................................**  NIP.: | | | | | | | | | |
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|  |  |  |  |  |  | | Penilai II, | | | | | | | | | |
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|  |  |  |  |  |  | | **..............................................**  NIP.: | | | | | | | | | |
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| **VI** | **Catatan Ketua Tim Penilai :** | | | | |  | | |  | | | | |  | | |
|  | 1. | …… | |  |  | |  |  | |  | | | | | | |
|  | 2. | …… | |  |  | |  | | | | | | | | | |
|  | 3. | …… | |  |  | |  | | | | | | | | | |
|  | 4. | dan seterusnya | | | |  | | | | | | | | | | |
|  |  |  |  |  |  | | Surabaya, Ketua Tim Penilai, | | | | | | | | | |
|  |  |  |  |  |  | |  | | | | | | | | | |
|  |  |  |  |  |  | |  | | | | | | | | | |
|  |  |  |  |  |  | | **Prof. Dr. Ali Maksum**  NIP. 196905141994031002 | | | | | | | | | |
|  |  |  |  |  |  | |  |  | |  |  |  |  | | | |