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'HWHUPLQDWLRQ RI EUDLQ GHDWK UHVLGHQFH PHGLFDQ OHJDO DQG  
HWKLFDO GLOHPPDV IRU FOLQLFLDQV KLJKOLJKWLQJ WKH QHHG IRU PHGLFDQ HWKLFDO  
HGXFDFWRQ GXULQJ UHVLGHQFH WUDLQLQJ IRVWZ /HJDO DQG HWKLFDO UHVSQRVLE  
WKH OFODWK DQG OXQRJ FDVHV -\$0\$