# Annual Plan CUOS 2021-2022

### 1. Table of contents

•	Preface	0
2.		3
3.	Objectives of the CUOS 2021-2022	4
4.	COVID	8
5.	The general task of the CUOS	9
	5.1 Boardgrants	9
	5.2 Subsidies	9
	5.3 Housing	9
	5.4 Information Provision	12
	5.5 TOP-meeting	12
6.	Budget	13
7.	Actualisation 2020 - 2021	14
8.	Yearschedule	15
9.	Meeting dates	16
10.	Contact details	17

#### 2. Preface

Dear reader,

This is the annual plan of the Central Executive Board for Student Organisations (CUOS) of the University of Groningen (RUG) for the academic year 2021-2022. We specifically looked at what the CUOS can achieve this year and how this can be achieved. This year, an extra chapter on corona has been included again. Although the university buildings are allowed to open again and the one and a half metres in the academic world have disappeared, the crisis and the measures continue. This is still having its impact on the student organisations in this city.

The CUOS endorses the view of the Board of the University that academic development is more than just studying. As a student city, Groningen distinguishes itself by an enormous diversity of student bodies and a rich student culture. The CUOS believes that this is an important factor in the position of Groningen as a student city, and wants to support this wherever possible.

Next to its general tasks, the CUOS will focus specifically on the following points in the upcoming year:

- Developing a long-term vision with regards to housing for student organisations.
- Improving the internationalisation and inclusion subsidy
- Improving the timeline for the campaign subsidy applications
- Improving the general communication of the CUOS.
- Realising a subsidy that helps organisations to comply with the amendments to the statutes that they are obliged to make on the basis of the new WBTR.
- The creation of a digitalisation subsidy with the aim of helping small organisations without a website to create one.

As the academic year progresses, new points of attention will undoubtedly arise that are not covered in this annual plan. The CUOS strives to realise these points and to fulfil its tasks in the best way possible.

The board of CUOS 2021-2022 consists of:

Eva Esser Chair
Hylke Everaarts Secretary
Lorien van Gortel Finance
Freek Hobbenschot Housing

Sander Venema PR & Communication

#### 3. Objectives of the CUOS 2021-2022

# a) Developing a long-term vision with regards to housing for student organisations;

The housing of student organisations in the University Ambulatorium Groningen (Ambulatorium) of the Faculty of Behavioural and Social Sciences is a temporary solution since the offices at the Muurstraat are closed. The building on the Muurstraat is undergoing renovation and will no longer be available to student organisations after this renovation. Since the accommodation in the Ambulatorium is temporary, a long-term solution will have to be found.

Examinations take place in the Ambulatorium and during these examinations it is not desirable for boards of these student organisations to be present in the building. This is a problem, since board members work full-time for their organisations. For this reason, another solution for these student organisations must be found.

The building on Pelsterstraat is outdated. For this building, too, it should be examined whether it is desirable for student organisations to remain housed there in the future. For these two reasons, the CUOS wants to create a long-term vision, with the ideal solution of housing all student organisations in one building. The Duisenberg building has a wing in which the study associations are housed. In this wing, each association has an office to work in, with a space in the middle with a hub function, where boards and committees can exchange ideas and (international) members can be received. Ideally, we would like to see a similar design for the joint accommodation of the other student organisations, student groups and facilities, because this is experienced as a pleasant and effective working atmosphere by the student organisations. The CUOS wants to actively think and talk about the future of the accommodation and will continue to work towards a solution that satisfies the student organisations in the coming years.

# b) Improving the inclusion and internationalisation subsidy by broadening the goals this subsidy can achieve;

In recent years, the number of applications for the inclusion and internationalisation subsidy has steadily declined. Whereas in the year 2019 €23,682 was still distributed for inclusion and internationalisation grants, in 2020 only €10,829 was spent. Although applications are declining, the CUOS believes that the internationalisation and inclusion grant should continue to exist. This is because CUOS wants to continue to recognise the great importance of inclusion and internationalisation within a diverse student community such as Groningen.

Because of the declining number of applications, the CUOS does believe that improvement is necessary for the inclusion and internationalisation subsidy. Within the current framework of the internationalisation and inclusion subsidy, activities are mainly undertaken with an eye on internationalisation. The CUOS wants to continue to

promote this. In addition, the CUOS wants to focus on inclusivity. The CUOS wants to especially promote activities that focus on the inclusion of various minority groups within the Groningen student population (including students with physical disabilities and the LGBTQ+ community). The CUOS wants to achieve this by means of information campaigns and by actively entering into dialogue with organisations that work for these groups, but especially by informing other organisations about the objectives and the possibility of applying for a subsidy with these goals.

#### c) Improving the timeline for the campaign subsidy applications;

The campaign subsidy aims to provide funds for the campaign of the parties on the electoral list. This aim is not always achieved at present because, due to the late deadline for submitting campaign grants and the decision-making process that follows, the grant is often paid out after the campaign week. As a result, participating parties have to draw on their own reserves for the campaign. This can also be an additional constraint for parties that want to participate in the elections as newcomers, since these parties may not have any reserves of their own for a campaign. The CUOS considers this undesirable and therefore wants to bring about the following changes in the long run:

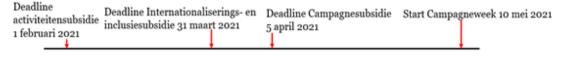


Figure 1: Current situation deadlines subsidies 2021

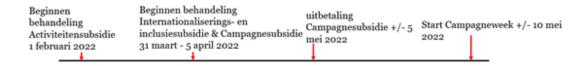


Figure 2: Intended solution for late payment Campaign subsidy

#### d) Improving the general communication of CUOS;

In the past years, it has often come up that it is not clear to everyone who the CUOS is and what exactly the CUOS does. In the coming year, the CUOS wants to focus on a broad improvement of the communication of the CUOS. This can be divided into two main themes.

#### Clarifying the website.

Although the website is familiar territory for us as administrators of the CUOS, this is not true for many new boards that need the information. For instance, the CUOS still receives emails with questions about the "Profileringsfonds" and the various subsidies, the answers to which can usually be found on the website. In the coming year, the CUOS wants to survey the boards that are being reevaluated and boards that receive subsidies from the CUOS about the website. From this, the CUOS hopes to find points of improvement so that we can improve the website again for the next boards.

#### *Improving the information supply by CUOS.*

Many boards are not aware of what CUOS can do for their association. The "Profileringsfonds" is most important to many boards, but subsidies such as the new Well-being subsidy are not always easy to find. By proactively clarifying our function to the new boards in the coming year, the CUOS hopes to improve this. For instance, during the introductory talks and the information meetings, the CUOS informed the boards about the subsidies they may be entitled to. Furthermore, it turned out that many boards are not aware of the existence of the CUOS at the start of the academic year. In order to remedy this, the CUOS wants to stimulate the boards that depend on it to deal with the CUOS at, for example, the transfer of boards.

# e) Realising a subsidy for amendments to the articles of association in connection with the WBTR;

Last July, the new "Wet Bestuur en Toezicht Rechtspersonen" (WBTR) was introduced, containing changes that have affected many associations and their respective supervisors. Many associations will have to amend their articles of association in the next five years. As the costs for changing the statutes at the notary are very high and many small associations have difficulties with paying for a (legally required) change of statutes, the CUOS would like to look into setting up a subsidy to support associations with the required notary changes. The subsidy will most likely not cover all costs for notarial changes, but should be seen as partial support for the associations concerned. For the exact implementation of this subsidy, the CUOS will work closely with the organisations involved, the university council groups and ABJZ.

#### f) The creation of a digitalisation subsidy

Many small associations cannot be found on the internet because setting up a website is rather expensive and many small associations cannot afford to invest in it. At the same time, it is becoming increasingly important to have a presence on the internet. For these reasons, the CUOS would like to investigate the introduction of a "digitalisation subsidy". This subsidy is meant to give associations the opportunity to "get started" with their own website and thus improve their visibility. Similar to the WBTR subsidy, the CUOS will work closely with the associations that could make use of this subsidy on the exact details.

#### 4. Corona

Almost all student associations in Groningen have suffered from corona in one way or another in the past year. In 2019-2020, the former CUOS has created a corona-subsidy so that associations can be (partially) reimbursed for costs made for cancelled events. In 2020-2021, the former CUOS extended this subsidy with a part B. The corona subsidy part B relates to events that had already been postponed and then had to be cancelled due to prevailing measures. In the coming year, the CUOS will focus on the following issues with regard to corona:

Maintaining the information platform for associations.

Last year, the former CUOS set up a website for student board members with information about governing during corona. This page contains tips for online events, member retention and information about facilities that the RUG offers to associations, such as free webcams and rooms for physical events. In the coming year, it is expected that more and more will become possible in terms of events and activities. Because of this, the CUOS strives to keep the current information package as found on the CUOS website up to date in the coming year.

No further expansion of the corona subsidy.

In the past year, a total of €9,023.83 in corona subsidy was paid out. This concerned both the part A of the corona subsidy and the newly introduced part B. It is clear that this has been a good support for many associations that have had to cancel activities. However, the ceiling of €30,000 set for the subsidy has not been reached. The CUOS concluded from this that the corona subsidy, as it currently exists, is sufficient for the associations that benefit from it, and that it does not need to be further expanded.

Making an inventory and mapping out possible extra supplies.

In these uncertain times, the CUOS thinks it is important to stay informed about what the associations need. In the past year, CUOS has started to provide self-tests to associations. Much of this will already be included in the information platform, but it is not self-evident. Through close contact with umbrella organisations, university council parties, the FAA and the assessor, CUOS wants to keep up to date on any necessary needs.

#### 5. The general tasks of the CUOS

#### 5.1 Board grants

The CUOS advises the Board of the University on the re-evaluation and inclusion of organisations eligible for board grants on the basis of the "Regeling Profileringsfonds" RUG 2021-2022 Part B. The CUOS strives to apply the criteria in the regulation properly and to support organisations as much as possible with their applications.

This year, the sports and student organisations that are included in the current "Profileringsfonds" Part B will be reviewed. At the end of September, the CUOS will hold an information meeting about the application procedure. The applications must be submitted to the CUOS no later than 12:00 noon on 15 November 2021. This has been made clear during the information meetings and the introductory talks to which all student organisations that need to be re-evaluated have been invited.

#### **5.2 Subsidies**

The CUOS provides various subsidies to different organisations every year, to be divided into the following:

- 1. Activity subsidy
- 2. Internationalisation- and Inclusion
- 3. Campaign subsidy
- 4. Student facilities
- 5. Well-Being subsidy (temporary)

#### Activity subsidy

The RUG wants its students to be educated through participation in extracurricular activities and active participation in an organisation. That is why the CUOS awards activity subsidy to eligible parties such as umbrella organisations and other organisations ("overige organisaties"). The CUOS Regulations, the CUOS Guidelines for Activity Grants and Housing and the document 'Clusters and Quality Characteristics' are leading in the assessment of the applications for activity subsidies. Cultural organisations have to apply for their activity subsidy through the USVA.

#### *Internationalisation grants*

To promote inclusion and internationalisation, the CUOS implements the Internationalisation Grants Scheme. Since 2017, there is an A and a B part of this grant. Grant A is provided to support the establishment or expansion of new, international student organisations. Grant B aims to stimulate inclusion and internationalisation within student organisations and thus promotes the international inclusive academic community.

#### Campaign subsidy

Since 2013-2014, candidate factions for the University Council can claim a separate campaign subsidy. At the end of the campaign period, the CUOS checks whether the supported groups have spent the subsidy effectively. It is therefore important that the candidate factions provide a clear report and accounts. As explained earlier, the CUOS hopes that this year the payment of the campaign subsidy can take place before the start of the campaign week.

#### Student facilities

ACLO, ESN, KEI and Usva have a special position within the student community. In 2011, they received a separate status, as a result of which they will receive a fixed number of board months, a fixed amount of activity subsidy and possible accommodation for an indefinite period of time. The CUOS is a member of the General Board of ACLO, ESN and KEI and receives the approved annual reports of all student facilities.

#### Well-Being subsidy

Last year, the Well-Being subsidy was introduced to give student organizations the opportunity to organize activities related to the wellbeing of students. The Well-Being subsidy is a temporary subsidy and will be terminated on 1 December.

#### 5.3 Housing

One of the CUOS portfolios is housing. The holder of this portfolio is the link between the RUG and the student organisations housed in the Ambulatorium and the Pelsterstraat.

#### Tasks

The housing portfolio consists of various tasks. One of the tasks of the CUOS is to provide for the housing needs of organisations. CUOS evaluates the applications for housing annually. Organisations that are already housed submit a new application every year. The application deadline for the coming year is 1 February. An exception to this application are the student facilities and university council factions; they do not need to reapply for housing each year.

In addition, the housing portfolio holder acts as the first point of contact with regards to:

- Access to the buildings;
- Facilities that are defective and require repair;
- Replacement or provision of desks, chairs, computers and telephones;
- Other matters directly related to property management.

The CUOS keeps an eye on how student organisations deal with the buildings. This is done by means of regular checks by employees of the RUG and the portfolio housing. If the workplace is not kept tidy or clean, or is not handled responsibly in some other way, this can lead to enforcement in the form of official warnings or sanctions. The student organisations are entitled to expect prompt and thorough service in return.

#### Distribution

The following organisations are located in the building on Pelsterstraat;

- KEI
- ESN
- SIB
- AEGEE
- AIESEC
- CUOS

The following organisations are located in the Ambulatorium;

- TEIMUN
- GSb
- Doughnut Party
- Lijst Calimero
- DvS
- SOG
- Enactus
- Integrand

#### **Contacts**

Besides the student organisation, the CUOS also has contacts with a number of employees of the RUG. The aim is to have a transparent relationship with the housed student organisations, the facility management, the security department and the VGI department. To maintain this close contact, it will be discussed with the student organisations what is expected of them and what they can expect from the CUOS. For this purpose, a consultation meeting ("Pandoverleg") is held at the beginning of the academic year. Participation in the consultation is mandatory for every organisation housed. During these consultations, the expectations of the organisations and the rules are discussed. If deemed necessary, several consultation meetings may be held during the year.

#### Guest passes

There are guest passes for board members who do not study at the RUG. However, not all guest passes are handed in immediately after the end of the academic year. Currently, the CUOS is working on getting the guest passes back so that they can be distributed again. They are also looking at possibilities to hold students liable for not handing in a guest pass. This should prevent guest passes from not being handed in at the end of the academic year in the future.

#### 5.4 Provision of information

The CUOS strives to maintain good contacts with both the organisations supported by CUOS and all organisations that are otherwise involved in the current and future arrangements. For this reason, the CUOS holds introductory meetings with all parties at the beginning of the academic year. The CUOS also organises information meetings about the inclusion in the "Profileringsfonds" to ensure that associations are sufficiently informed about the procedure surrounding the re-evaluation.

The website is a frequently consulted source for the regulations. It is therefore important that the website always contains accurate and up-to-date information. The most recent regulations, decisions and procedures are therefore always placed on the website, also to increase the accessibility of the CUOS.

#### 5.5 TOP meeting

The CUOS organises quarterly consultations that are chaired by the Chair of the CUOS. The student services, the umbrella organisations Contractus, SKLO and GSb, delegates of the student factions of the University Council and the student assessor are invited. The consultations have two objectives:

- The exchange of information between various parties
- Speaking with one voice on behalf of Groningen's student community

## 6. Budget

Inkomsten	l	Begr. 2022	l	Begr. 2023		Begr. 202
Bijdrage College van Bestuur	€	367,600	€	367,600	€	367,60
Algemene Bijdrage	€	364,100	€	364,100	€	364,10
Prijsbijstelling 2018	$\epsilon$	3,500	$\epsilon$	3,500	$\epsilon$	3,50
Inkomsten Totaal	€	367,600	€	367,600	€	367,60
Uitgaven		Begr. 2022		Begr. 2023		Begr. 202
Algemeen	€	3,300	€	3,300	€	3,30
Beleidskosten	€	300	€	300	€	30
Overdrachtskosten	€	600	€	600	€	60
Constitutieborrel	€	850	€	850	€	85
Cadeaus	€	150	€	150	€	15
Representatiekosten	€	200	€	200	$\epsilon$	20
Reproductiekosten	€	200	€	200	€	20
Vertaalkosten	€	500	€	500	€	50
Bureaukosten	€	500	€	500	€	50
Activiteitensubsidies	€	290,000	€	290,000	$\epsilon$	290,00
Stichting ACLO	€	50,000	€	50,000	€	50,00
Stichting ESN Groningen	€	30,000	€	30,000	€	30,0
Stichting KEI	€	30,000	€	30,000	€	30,00
Usva	€	92,000	€	92,000	€	92,0
Nog te verdelen subsidies	€	88,000	€	88,000	€	88,00
Campagnesubsidies	€	4,000	€	4,000	€	4,00
Oprichtingssubsidie Int. Org.	€	2,000	€	2,000	€	2,00
Internationalisering- & inclusies.	€	20,000	€	15,000	€	10,00
Huisvesting	€	57,500	€	57,500	$\epsilon$	57,50
Servicekosten	€	32,000	€	32,000	€	32,00
Schoonmaakkosten	€	12,000	€	12,000	$\epsilon$	12,00
Afval	€	2,000	€	2,000	€	2,00
Telefoonkosten	€	500	€	500	€	50
Elektronica	€	4,000	€	4,000	€	4,00
Externe huisvestingskoster	€	6,000	€	6,000	€	6,00
Overig	$\epsilon$	1,000	€	1,000	€	1,00
incidentele uitgaven	$\epsilon$	21,970	€	3,250	$\epsilon$	3,25
Incidentele coronasubsidie	€	3,720	€	-	€	
Incidentele uitgaven	€	3,250	€	3,250	€	3,2
Welzijnsubsidie	€	15,000	€	-	€	
Uitgaven Totaal	€	398,770	€	371,800	$\epsilon$	366,80
Resultaat	€	31,170-	€	4,200-	€	80

## 7. Actualisation 2021

CUOS Actualisatie 2021 Q1 + Q2

Inkomsten			Begroting 2021		Actualisatie/ Prognose 2021		Realisatie Q2 2021	
Bijdrage Colle	ege van Bestuur	€ 364.100		€	367.600	€ 183.800		
	Algemene Bijdrage	€	364.100	€	364.100	€	183.800	
	Prijsbijstelling 2021			€	3.500			
Terugbetaling	subsidios	$\epsilon$		$\epsilon$				
rerugbetanng	Activiteitensubsidie	•	_		-			
	Campagnesubsidie							
	Subsidie International Grants A							
	Subsidie International Grants B							
BHV cursusser	n bijdrage studieverenigingen					€	1.99	
Inkomsten To	taal	€	364.100	€	367.600	€	185.79	
Uitgaven		Beg	groting 2021	:/ Pro	ognose 2021			
Algemeen		€	2.800	€	95	€	9.	
	Beleidskosten	€	300	€	75	€	7	
	Overdrachtskosten	€	600	€	-			
	Constitutieborrel	€	850	€	-			
	Cadeaus	€	150	€	-			
	Representatiekosten	€	200	€	-			
	Reproductiekosten	€	200	€	20	€	2	
	Vertaalkosten	€	-	€	-			
	Bureaukosten	€	500	€	-			
Activiteitensu	bsidies	€	290.000	E	301.924	€	186.58	
	ACLO	€	50.000	€	50.000	€	25.00	
	A-Way Productions	€	-	€	2.146	€	2.14	
	Aegee	€	-	€	3.425	€	3.42	
	C.S.G. Gica	€	-	€	4.000	€	4.00	
	Enactus	€	-	€	750	€	75	
	ESN Groningen	€	30.000	€	32.500	€	16.00	
	G.S.M.G. Bragi	€	-	€	9.500	€	9.50	
	GDS Kalliope	€	-	€	1.243	€	1.24	
	Groningen Studenten Toneel	€	-	€	5.000	€	5.00	
	GSb	€	-	€	5.000	€	5.00	
	GSO Mira	€	-	€	5.000	€	5.00	
	Groningen University Theatre Society	€	-	€	300	€	30	
	KEI	€	30.000	€	30.000	€	14.75	
	Lijst Calimero	€	-	€	300	€	30	
	Literair Dispuut Flanor	€	-	€	2.000	€	2.00	
	Meander	€	-	€	450	€	45	
	Popkoor Estrellas	€	-	€	3.000	€	3.00	
	SIB	€	-	€	10.750	€	10.75	
				ı		ı		

					,		
	SOG	€	-	€	2.000	€	2.000
	Stichting Groninger Studenten Cabaret	€	-	€	6.000	€	6.000
	Stichting Stukafest Groningen	€	-	€	2.800	€	2.800
	Studentenkrant	€	-	€	500	€	500
	Studievereniging IK	€	-	€	1.082	€	1.082
	TEIMUN	€	-	€	7.000	€	7.000
	Usva	€	92.000	€	92.000	€	46.000
	Nog te verdelen subsidies	€	88.000	€	_	ĺ	
						ĺ	
Campagnesubsid	ies	€	5.000	€	3.000	€	3.000
	De Vrije Student	€	_	€	1.000	€	1.000
	Lijst Calimero	€	_	$ _{\epsilon}$	1.000	€	1.000
	Studenten Organisatie Groningen	€	_	€	1.000	€	1.000
	Statester or gartaata er oranger			ਁ	11000	ľ	1.000
Oprichtingssubsid	die Int. Org.	€	3.500	€	3.500	€	-
Internationalise	ring- & inclusies.	€	30.000	€	13.798	€	-
	ACLO	€	-	€	1.000	ĺ	
	AEGEE	€	-	€	535	ĺ	
	ASC	€	-	€	900	İ	
	GICA	€	-	€	630	İ	
	Clio	€	-	€	220	ĺ	
	Graancirkel	€	-	€	892	İ	
	EBF	€	-	€	950	İ	
	ESN	€	-	€	481	İ	
	Golfbrekers	€	_	€	924	İ	
	GLV Idun	€	_	€	100	ĺ	
	GISA	€	_	$ \epsilon $	1.000	İ	
	GSAC	€	_	€	665	İ	
	MIRA	€	_	€	800	ĺ	
	Flanor	$\epsilon$	_	$ \epsilon $	150	ĺ	
	Multi	€	_	€	1.000	İ	
				l		İ	
	Estrella SOG	€	-	€	175	ĺ	
			-	€	475	ĺ	
	Stukafest	€	-	€	1.000	ĺ	
	Kei	€	-	€	900	İ	
	TEIMUN	€	-	€	1.000		
Terugbetaalde su	bsidies					€	24.671-
Incidentele teger	noetkoming corona 2020 (A)			€	500	€	500
	Albertus Magnus			€	500	€	500
Incidentele teger	noetkoming corona 2020 (B)	€	-	€	3.719	€	3.719
	Asci			€	440	€	440
	Siduri			€	275	€	275
	** 1 .			€	375	€	375
	Veracket	1					
	Veracket  Donitas			€	300	€	300

	Veracles			€	500	€	500
	Gica			€	451	€	451
	Esperia			€	500	€	500
	Mayday			€	500	€	500
Huisvesting		€	57.000	€	11.963	€	12.892
	Servicekosten	€	27.000	€	3.311	€	3.137
	Schoonmaakkosten	€	9.000	€	520	€	520
	Afval	€	2.000	€	719	€	719
	Telefoonkosten	€	500	€	-		
	Elektronica	€	8.500	€	-		
	Externe huisvestingskosten	€	9.000	€	5.000	€	5.000
	bhv cursussen	€	-	€	2.413	€	3.516
	Overig	€	1.000				
Uitgaven Tota	al	$\epsilon$	388.300	€	338.500	€	182.120
Resultaat		€	24.200-	€	29.100	€	3.675
Reserve 1-1-2021		€	159.498	€	159.498		
Exploitatieresult	taat	€	24.200-	€	29.100		
Reserve 31-12-20	21	€	135.298	€	188.598		

#### 8. Annual planning

#### September - October 2021

- Writing the annual plan
- Introductory talks with associations
- Information meeting "Profileringsfonds"

#### November 2021 - January 2022

- Housing meeting ("Pandoverleg")
- Processing applications for the re-evaluation of student organisations
- First "Brede Vergadering"

#### February - April 2022

- Processing applications for activity subsidy and housing
- Dealing with applications for the internationalisation and inclusion subsidy
- Processing applications for the campaign subsidy

#### May - August 2022

- Recruit and assist new board members
- Second "Brede Vergadering"
- Administrative consultation between CUOS and the Board of the University

## 9. Meeting dates

The dates of the meetings are set as follows:

Date	Activity	Location				
22 Sep 13:00	Groningen Together	Stadskerk				
28 Sep 15:30	Information P-Fund					
	(Social and other)	Van Swinderen Huys				
29 Sep 15:30	Information P-Fonds					
	(Sports)	Van Swinderen Huys				
10 Nov 11.00	TOP-Meeting	To be determined				
12 Jan 11.00	TOP-Meeting	To be determined				
09 Mar 11.00	TOP-Meeting	To be confirmed				
11 May 11.00	TOP-Meeting	To be confirmed				

Other meeting dates and decisions of the meetings will be announced as soon as possible via <a href="www.rug.nl/cuos">www.rug.nl/cuos</a>.