



TITLE IX SEXUAL HARASSMENT POLICY

! "#\$%&' ()\$&#!

! #*+, ' -./0-1 -+23-*+!43235 1 5+3!

" #\$\$%&! ())*+*,!- &.)*/012*3!45(O!67\$1#52! ! (4!8.2)*!9: !5*+7)#2. (; !- .2&!5*%1* <2!2(!.2%!#3O.%. (; %! #; 3!5* <57.2O* ; 2!# <2.=.2.*% !#3O.2%!%273* ; 2%!# ; 3!+.=*%!* >7)#!#<<*%2(!.2%!%&()#5%&.1% !15(+5#O% !# ; 3! 4#<.)2.*% !- .2&(72!5*+ #53!2(!5#<* !<() (5,!%*/7#)!(5.* ; 2#2. (; ;! ; #2. (; #)! (5!*2& ; .<! (5.+ ; ;!5*).+ (; ;! (5!1&?%.<#)!(5!(2&*5!3.%#\$.).2.*%@ " #\$\$%&!% !- *)<(O. ; +!4(5!#))!1*(1)*!- &(!#=#*!5*)#2. (; %&.1% !- .2&!2&*! ())*+*@A(5! . ; 4(5O#2. (; !#\$ (72! " #\$\$%&B%!(OO.2O* ; 2!# +.#. ; %2!3.%<5.O ; #2. (; ;! ; !*O1)(?O* ; 2,!%*!* " #\$\$%&! ())*+*B%!(CO1)(?*!D7.3* !6* <2. (; !E!F!G5(4*%.(; #)! (; 37<2!G().<?!# ; 3!G5(&\$.2. (; !H+#. ; %2! ! #5%#%O* ; 2@

! #*3-/5!*6!#*+, ' -./0-1 -+23-*+!

9; !#<<(53# ; <*!- .2&!8.2)*!9: !(4!2&*!C37<#2. (; !HO* ; 3O* ; 2%! (4!FJKL,!2!%!2&*!1 ().<?!(4! " #\$\$%&! ())*+*! 2! ; (! " #\$\$%&!%273* ; 2!-))!\$*!*/<)73*3!45(O!1#52.<.1#2. (; ;! ; ;!\$*!3* ; . *3!2&*!\$* ; *4.2%!(4!(5!\$*! %7\$M* <2*3!2(!3.%<5.O ; #2. (; ;! ; !# ; ?!*37<#2. (; !15(+5#O!(5!#<2.=.2?! ; !2&*!\$#%!(4!%*/@H!%273* ; 2!O#?! ; (2,! (; !2&*!\$#%!(4!%*/!\$*!).O.2*3! ; !2&*!* ; M(?O* ; 2!(4!# ; ?!5.+&2,!15.=.)*+* !#3=# ; 2#+* ; ! (5!(11(527 ; .2? ; ! . ; <)73. ; +!<(75%*%!* /25#<755.<7)#5!#<2.=.2.*% !\$* ; *4.2% !# ; 3!4#<.)2.*%@

! 8&.%!1 ().<?!#+#. ; %2!* /!3.%<5.O ; #2. (; ;! ; <)73*%!#!15(&\$.2. (; !#+#. ; %2!* /7#)!%#%O* ; 2! ; <)73. ; +!%*/7#) ! =.())* ; <*@6*/7#)!%#%O* ; 2!<(; %.%2%!(4!%*/7#)!#3=# ; <*% !%*/7#)!+*%275*% !5* >7*%2%!4(5!%*/7#)!4#=(5%!(5! (2&*5! =*5\$#!) (5!1&?%.<#)!<(; 37<2!(4!#!%*/7#)! ; #275*!2!%!7 ; - *)<(O*!# ; 3!2!).O.2%! (5!3* ; . *%!(; !2&*! \$#%!(4!%*/!#!%273* ; 2B%#\$.).2?!(11#52.<.1#2*! ; !# ; 3!\$* ; *4.2!45(O!2&*! ())*+*B%!*37<#2. (; !15(+5#O! %*/7#)!%#%O* ; 2!%!4752&*5!3*4. ; *3! ; !+5*#2*5!3*2#).! ; !2&*! ())*+*B%!(8.2)*!9: !1 ().<?@8&.%!1 ().<?! 15(&\$.2%!%*/!3.%<5.O ; #2. (; !?;!# ; !*O1)(?*!(5!# +* ; 2!(4!2&*! ())*+* !,\$?!# ; (2&*5!%273* ; 2!# ; 3!\$?!2&.53! 1#52.*% !- &(!<(O*! ; 2(!<(; 2#<2!- .2&!%273* ; 2%!#2! ())*+* ! (5!#2! ())*+*05*)#2*3!#<2.=.2.*%@8&*!#<<7*%3! %#%*5!<# ; !\$*! .2&*5!O#)*! (5!4*O#)* !# ; 3!2&*!2#5+*2! (4!2&*!#5%#%O* ; 2!<# ; !\$*! .2&*5!O#)*! (5!4*O#)*@ 8&*!#<<7*%3!%#%*5!# ; 3!2#5+*2!<# ; !\$*! (4!2&*!#O*!+* ; 3*5@8.2)*!9: !#11).%!5*+ #53)*%!(4!2&*!#<<7*%3! %#%*5B%!(5!2#5+*2B%!#<27#)!(5!1*5<*.*3!%*/7#)!(5.* ; 2#2. (; @6*/!3.%<5.O ; #2. (; !15(&\$.2*3!\$?!2&.%! 1 ().<?!<# ; ! ; <)73*!\$* ; +!%#%*3!4(5!4#). ; +!2(!<(; 4(5O!2(!%2*5*(2?1.<#)! ; (2. (; %!#\$ (72!&(- !#!1*5%(; !(4! 2&*!2#5+*2B%!* ; 3*5!%&(7)3!\$*&#=#@

! P*1(52%!(4!3.%<5.O ; #2. (; ;! ; 3!5* >7*%2%!4(5!#<<(OO(3#2. (; !5*+ #53. ; +!3.%#\$).2.*%!O#?!\$*!O#3*!2(! " #\$\$%&B%!(8.2)*!9: ! ((53. ; #2(5!H%(<.*2!O*# ; !! *#2&*5!8&57%&! ; !&*5!(44.<*!(; !2&*!O# ; ;!4)(5!(4!2&*! H5O(5?;!#2!2&57%&&R- #\$\$%&@*37;! (5!KSTOESFOSUEK@ ; >7.5.*%!(; <*5 ; . ; +!2&*!#11).<#2. (; !(4!8.2)*!9: !O#?! \$*!O#3*!2(!2&*!8.2)*!9: ! ((53. ; #2(5!# ; 3V(5!2&*!H%.%2# ; 2!6* <5*2#5?! (4!2&*!W ; .2*3!62#2*!Q*1#52O* ; 2!(4! C37<#2. (; @

! ' 78#" "\$" !

H<27#)!X ; (-)*3+*!O*# ; %! ; (2.<*!(4!6*/7#)!! #5%#%O* ; 2!(5!#)*+*#2. (; %!(4!6*/7#)!! #5%#%O* ; 2!2(!2&*! ' ())*+*B%!(8.2)*!9: ! ((53. ; #2(5!(5!# ; ?! ())*+*!(44.<#)!- &(!#%#!#72&(5.2?!(! ; %2.272*!<(55* <2.*!O*#%75*%!(; !2&*! ())*+*B%!\$*&#)4@ ; !#33.2. (; !2(!2&*!8.2)*!9: ! ((53. ; #2(5!*O1)(?*!*!- .2&!#72&(5.2?!(! ; %2.272*! <(55* <2.*!O*#%75*%!(; !\$*&#)4!(4!2&*! ())*+*!#5*!2&*!O*# ; !(4!6273* ; 2% !2&*!H%(<.*2!O*# ; !(4!6273* ; 2% ; ! 2&*!O.5* <2(5!(4!H2&)*2.<%!# ; 3! #O17%! " *) ; *% ; !2&*!O.5* <2(5!(4! 7O# ; !P*(75<*% !# ; 3!2&*!

!
!
Q.5* <2(5!(4!6#4*2?!#; 3!6* <75.2?@8&.%!%2#; 3#53!.%!; (2!O*2!- &*; !2&*!(;)?!' ())*+*(44.<#)!- .2&!H<27#)!
X; (-)*3+*!.%!2&*!P*%1(; 3*; 2@!

!
' (O1)#.; #; 2!O*#; %!#; ?!.; 3.=.37#)!- &(!.%!#)))*+*3!2(!\$*!2&*!=-.2.O!(4!<(; 37<2!2!<(7)3!<(; %2.272*!
6*/7#)!I #5#%O*; 2@

!
' (; %* ; 2!O*# ; %!4(5!1751 (%*%!(4!2&.%!8.2)*!9; !1 () .<? ; !2&*!1 (%.2.=* ; !7 ; #O\$.+7 (7% ; !# ; 3!=(7) ; 2#5?!
#+5**O* ; 2!2(!* ; ++*! ; !#%1* <.4.<!%*/7#)!#<2.=.2?!2&5(7+&(72!#!%*/7#)!* ; <(7 ; 2*5@' (; %* ; 2!2(!%(O*!#<2%!
3(*%! ; (2!<(; %2.272*!<(; %* ; 2!2(!2&*5% ; ! ; (5!3(*%1#%2!<(; %* ; 2!2(!#!+.=* ; !#<2!<(; %2.272*!15*%* ; 2!(5!47275*!
<(; %* ; 2@' (; %* ; 2!O7%2!\$*!(; + (; +!2&5(7+&(72!#!%*/7#)!* ; <(7 ; 2*5!# ; 3!<# ; !\$*!5*=(Y*3!#2!# ; ?!2.O* @
' (; %* ; 2!<# ; ; (2!\$*!(\$2# ; *3!\$?!(5!2&5(7+&!<(*5.< ; !5!4(5<*@' (; %* ; 2!<# ; ; (2!\$*!(\$2# ; *3!45(O!
%(O* (; *!- &(!.%!#%))*+*1!(5!(2&*5- .%*!O* ; 2#))?!(5!1&?%.<#))?! ; <#1#<.2#2*3!- &*2&*5!37*!2(!#)<(&() ; !
357+% ; !5!%(O*!(2&*5!<(; 3.2.(; @H!1*5% (; !.%!O* ; 2#))?!(5!1&?%.<#))?! ; <#1#<.2#2*3!- &* ; !2&*!1*5% (; !#<Y%!
2&*!#\$).2?!2(!O#Y*!(5!#<2!(; !<(; %3*5*3!3* <.% (; %!2(!* ; ++*! ; !%*/7#)!#<2.=.2?@H!1*5% (; !.%!#%(!
. ; <#1#)\$)*!(4!+. =. ; +! =#).3!<(; %* ; 2!2(!%*/7#)!#<2.=.2?!4!2&*?!#5*!7 ; 3*5!2&*!)*)+*!#*+*(4!<(; %* ; 2@

!
Q* <.% (; !Z#Y*5!O*# ; %!2&*!1*5% (; !5!1*5% (; %!- &(! (= *5**!#!&*#5. ; +!2(15*%()=*!#!A(5O#)! (O1)#. ; 2@!
" #\$\$\$%&B!*37<#2.(; !15(+5#O!(5!#<2.=.2?! ; <)73*%!)<#2.(; %! !* =* ; 2% ; !5!<.5<7O%2# ; <*%!(=*5!- &.<.&!
" #\$\$\$%&!*/5<.%*3!7\$%2# ; 2.#)!<(; 25()!(=*5!\$(2&!2&*!P*%1(; 3* ; 2!# ; 3!2&*!<(; 2*/2! ; !- &.<.&!2&*!6*/7#)!
! #5#%O* ; 2!(<<75% ; !# ; 3!#%(! ; <)73*%!# ; ?!\$7).3. ; +!(- ; *3!(5!<(; 25())*3!\$?!#%273* ; 2!(5+# ; .[#2.(; !2!
" #\$\$\$%&! (44.<#)?!5* <(+ ; .[*%@

!
A(5O#)! (O1)#. ; 2!O*# ; %!#!3(<7O* ; 2!(5!)* <25(; .<!%7\$O.%% (; !% .+ ; *3!\$?!2&*! (O1)#. ; # ; 2!(5!2&*!
' ())*+*B%!8.2)*!9; ! (53. ; #2(5!#))*+ ; +!6*/7#)!I #5#%O* ; 2!#++# ; %2!#!P*%1(; 3* ; 2!# ; 3!5* >7*%2. ; +!2!2&*!
' ())*+*! ; =*%2.+#2*!2&*!#))*+*#2.(; @H2!2&*!2.O*!(4!4.). ; +!#!A(5O#)! (O1)#. ; 2!#!' (O1)#. ; # ; 2!O7%2!\$*!
1#52.<.1#2. ; +! ; !5!#22*O12. ; +!2(!1#52.<.1#2*! ; !2&*! ())*+*B%!*37<#2.(; !15(+5#O!(5!#<2.=.2?@H22*O12. ; +!
2(!1#52.<.1#2*! ; <)73*%!#11).<# ; 2%!4(5!#3O.%% (; !5!#!1*5% (; !- &(!&#%!- .2&35#- ; !\$72! ; 3.<#2*%!#!3*%5*!
2(15*0* ; 5())!#2!2&*! ())*+*!4!2!#115(15.#2*)?!5*%1(; 3%!2(16*/7#)!I #5#%O* ; 2!#))*+*#2.(; %@

!
9; =*%2.+#2(5!O*# ; %!# ; !. ; 3.=.37#)!#%%.+ ; *3!\$?!2&*!8.2)*!9; ! (53. ; #2(5!2! ; =*%2.+#2*!#!A(5O#)!
' (O1)#. ; 2@

!
P*%1(; 3* ; 2!O*# ; %!# ; !. ; 3.=.37#)!- &(!&#%!\$** ; !5*1(52*3!2(!\$*!2&*!1*51*25#2(5!4!<(; 37<2!2!<(7)3!
<(; %2.272*!6*/7#)!I #5#%O* ; 2@' (O1)#. ; # ; 2%!# ; 3!P*%1(; 3* ; 2%!#5*!%(O*2.O*%!5*4*55*3!2(!<)))* <2.=*)?!
#%!G#52.*%!# ; 3! ; 3.=.37#)?!#%!#!G#52?@

!
6*/7#)!I #5#%O* ; 2!O*# ; %!<(; 37<2!#++# ; %2!#!1*5% (; !. ; !2&*!W ; .2*3!62#2*%!(; !2&*!\$#%!(4!%*/!<<755. ; +!
. ; !2&*! ())*+*B%!*37<#2.(; !15(+5#O!(5!#<2.=.2?!2!#2.%4.*%!(; *!(5!O(5*!(4!2&*!4O))(- . ; +!

!
H@ H! ())*+*!O1)(?)*!<(; 3.2.(; . ; +!2&*!15(=%.(; !4!#!' ())*+*!#3!\$* ; *4.2!(5!%*5=<*!(; !# ; !
. ; 3.=.37#)%!1#52.<.1#2.(; !. ; !7 ; - *)<(O*!%/7#)!<(; 37<2N!

!
]@ W; - *)<(O*!<(; 37<2!3*2*5O. ; *3!\$?!#!5*%#(; \$#)*!1*5% (; !2(!\$*!(!%*=*5* ; !1*5=#%.* ; !# ; 3!
(\$M* <2.=*)?!(44* ; %.*!2!.2!*44* <2.=*)?!3* ; .%!#!1*5% (; !* >7#)!#<<*%!2(!2&*! ())*+*B%!*37<#2.(; !

15(+5#O!(5!#<2.=2?N!(5!

' @ !^6*/7#)!#%#7)2_!#%13*4.; *3!.; !L`!W@ @F` JLa4baSbaHba=b,!^3#2.; +!=(.)*; <*!_!#%13*4.; *3!.; !EU!
W@ @FLLJFa#baF` b,!^3(O*%2.<!=.(.)*; <*!_!#%13*4.; *3!.; !EU!W@ @FLLJFa#baCb,! (5!^%2#)Y.; +_!#%!
3*4.; *3!.; !EU!W@ @FLLJFa#baE` b@

8.2)*9:!' ((53.; #2(5!O*#; !#; !.; 3.=.37#)!- &!<((53.; #2*%12&*!')*+*%<(O1).#; <*!- .2&!8.2)*9:;! 15(=.3*%!)
*#3*5%&.114(518.2)*9: !#<2.=.2.*%!(44*5%!(; %7)2#2.(; ,!*37<#2.(; !#; 3!25#.; ; +,!#; 3!&*)1%12(!
;%75!2!2&*!)*)*+*15*%1(; 3%!#115(15.#2*)?;!*44* <2.=*)?;!#; 3!*>7.2#)\$?12(1#)!8.2)*9: !.%%7*%@

' (\$9!\$&!%7: &%\$!
H))!%273* ; 2%!#; 3!' ())*+*!O1)(?***,!*/<*12!2&(%!*/*O12*3!\$?)!)*+#!15.=.)*+*(4!<(; 4.3* ; 2.#).2?;!&#=#!
#; !(\$).+#2.(; !15(O12)?12(15*1(52!<.5<7O%2#; <*%12!2&*?!5*#%(; #)\$?)!\$*).*=*!O#?!<(; %2.272*16*/7#)!
! #5#%#O* ; 2!2(12&*!8.2)*9: !' ((53.; #2(5@' (55* <2.=*!#<2.(; !O#?!\$*!2#Y* ; !#+#. ; %2!# ; ?! ; 3.=.37#)!- &(14#.)%!
2(13(!(@P*1(52!%&(7)3!\$*!O#3*!2(12&*!8.2)*9: !' ((53.; #2(5!- &!<#; !\$*15*#<*&*3! ; 12&*!4(O) (-. ; +!- #?%!!!

8.2)*9:!' ((53.; #2(5!! I *#2&*5!Z @8&57%&!
9; 0G*5%(; ! ! H5O(5?;!Z#.; !A)(5!
Z#.)! ! ! E`F!" @" #\$\$%&!H=* ; 7*!' 5#- 4(53%=-.))*!9d!UKJEE!
G&(; *!! ! KST0ESF0SEUK!
CO#.)! ! ! 2&57%&&R - #\$\$%&@*37!

" &* ; 12&*!Q*# ; ! (4!6273* ; 2%; 12&*!H%(<.#2*!Q*# ; ! (4!6273* ; 2%; 12&*!Q.5* <2(5! (4!H2&)*2.<%!# ; 3!' #O17%!
" *)); *% ; 12&*!Q.5* <2(5! (4! 7O# ; !P*(75<*% ; ! (5!2&*!Q.5* <2(5! (4!6#4*2?!# ; 3!6* <75.2?!&#=* ; (2.<*! (4!#!
5*1(52; 12&*?!%&(7)3!15(=.3*!2!.; 4(5O#2.(; !2(12&*!8.2)*9: !' ((53.; #2(5!#%!(; !#%1((%%.\$)*@

)" 7#\$"; <"\$9!
8&*! ())*+*!- .))!O#.; 2#.; 12&*!<(; 4.3* ; 2.#).2?!(4!2&*!1.3* ; 2.2?!(4!.; 3.=.37#)!- &(O#Y*!5*1(52%!(5!
<(O1).# ; 2!(4!%!/13.<5.O. ; #2.(; ! (5!6*/7#)! #5#%#O* ; 2; 11*5%(; !#<<7*%3!(4!7<&!O.%<(; 37<2;!# ; 3!# ; ?!
- .2 ; *%#%*!*/<*12!#%!ACPGH!1*5O.2% ; 1#%!.!13**O*3! ; * <*%#5?12(115(2* <2!2&*!#4*2?!(4!2&*!)*)*+*%!
<#O17%!# ; 3!<(OO7 ; .2?;!#%12&*!)#- !5* >7.5*% ; ! (5!2(1<#55?!(72!2&.%!1(O).<?%11751(%*%!(5!15(=.%. (; % ;
.; <)73.; +!<(; 37<2.; +!#!+5.*=# ; <*!15(<*%@

\$=7!\$<7!">!)&&% " # ; \$&%?4! "4)%7\$"&#!\$&!8"<7! ; !8&%@ ; <!)&@ : < ; "#\$!
H@ 94!# ; ! ; <.3* ; 2!%!3.%<)(%*3!(5!5*1(52*3!2(12&*!)*)*+*!# ; 3!2&*!.; 3.=.37#)!5* >7*%2!2!2&*!
' ())*+*! ; (2!* ; +#+*! ; !#!+5.*=# ; <*!15(<*% ; 12&*!8.2)*9: !' ((53.; #2(5!(5!3*%+ ; **!- .))!*/1)#. ; !
2!2&*!)*)*+*!15(&\$.2%!5*2#).#2.(; !# ; 3!*/1)#. ; 12&*!%2*1%!2!- .))!2#Y*!2(115*=% ; 2!# ; 3!5*%1(; 3!
2(15*2#).#2.(; !4!2&*!.; 3.=.37#)!1#52.<.1#2*%!. ; !.2%!+5.*=# ; <*!15(<*%@8&*!8.2)*9: !' ((53.; #2(5!- .))!
=#)7#2!2&*!5* >7*%2!2(13*2*5O. ; *!- &*2&*5!2&*!)*)*+*!<# ; !&(; (5!2&*!5* >7*%2!- &.)!%2!))!
15(=.3.; +!#!%#4*!# ; 3! ; (; 3.%<5.O. ; #2(5?!* ; =.5(; O* ; 2@

]@ H!3* <%. (; !2(115(<*%3!- .2&!#!+5.*=# ; <*!15(<*%13*%1.2*!# ; ! ; 3.=.37#)!%15* >7*%2!- .))!\$*!O#3*!
(; !#!<#%\$?0<#%*\$#%!.!#42*5!# ; ! ; 3.=.37#)![*3!5*=%- ; !# ; 3!2&*! (O1)#. ; # ; 2!- .))!\$*! ; (2.4*3!4!
2&*!)*)*+*!O#Y*!%7<&!#!3* <%. (; @94!2&*!)*)*+*!15(<*%3!- .2&!#!+5.*=# ; <*!15(<*% ; 12&*!8.2)*9: !

9: !' ((53.; #2(5!- .))!O#Y*!2&*!A(5O#)! (O1)#.; 2!#; 3!2&*! (O1)#.; #; 2!%!7; 3*5!; (!(\$).+#2.(; !2(!
1#52.<.1#2*#d

%7\$; <; \$"&#!

" #\$\$%&! ' ()*+*!15(&\$.2%15*2#).#2.(; @61* <.4.<#)?;!; (!(; *!O#?!.; 2.O.3#2*,!2&5*#2*; ;!<(*5<*;! (5!
3.%<5.O.; #2*!#+#.; %2!#; ?!.; 3.=.37#)!4(5!2&*!1751(%*!(4!.; 2*54*5.; +!- .2&!#; ?!5.+&2!(5!15.=.)+*+*!%*<75*3!
\$?!8.2)*!9; !(5!\$*<#7%*!2&*!.; 3.=.37#)!&#%!O#3*!#15*1(52!(5!<(O1)#.; 2,!2*%2.4.*3,!#%%.%2*3,!(5!
1#52.<.1#2*3!(5!5*47%*3!2(!1#52.<.1#2*!.; !#; ?!O#; ; *5!.; !#; !.; =*%2.+#2.(; ;!15(<*3.; +!(5!&*#5.; +!
7; 3*5!2&.%!1().<?#d

%7@7' "74 A"\$=&(\$ "#B74\$"C; \$"B7 %74&<(\$"&#!

H@ " &*; !2&*! ' ()*+*!%!7; #)\$*!2(!15(<*3!- .2&!.; =*%2.+#2.=*!5*(O)72.(; !a*#@!37*!2(!.; %744.<.*; 2!
.; 4(5O#2.(; !; !2&*!5*1(52!(5!#15*>7*%2!\$?!2&*! (O1)#.; #; 2!2!#; !.; =*%2.+#2.(; !; (2!O(=*!
4(5- #53!- &.<&!2&*! ' ()*+*!+5#; 2%b,!2&*! ' ()*+*!O#?!2#Y*!(2&*5!O*#%75*%!2(!%*Y!2(15*O*3?!2&*!
44<2%!(4!2&*!#)*)*+*3!6*/7#)! #5#%O*; 2!(5!15*=%; 2!2%!5*<755*; <*@P*O*3.#)!O*#%75*%!O#?!
#%(!\$*!.O1)*O*; 2*3!- &*; !2&*! ' ()*+*!3*2*5O.; *%!2!.; #115(15.#2*\$*&#=(5!(<<755*3!\$72!
3.3!; (2!5.*!2(12&*!)*=*)!(4!#!1().<?!=.().#2.(; @

]@ P*O*3.#)!O*#%75*%!O#?!.; <)73*!#; 3!#5*!; (2!).O.2*3!2(!15(=.3.; +!6*/7#)! #5#%O*; 2!25#.; .; +!
.; <5*#%.; +!%*<75.2?!.; !#!3*%.; #2*3!%1#<*;!&#; +.; +!1().<?!(5!15(<*375*! (5!<(; 37<2.; +!<).O#2*!
<&*<Y%#d

%74: "B7;)\$" ; #' \$=7 C%"7B; #)7 : %&)744!

H@ 62*1%!.; !2&*!G5(<*%#d" #\$\$%&#%8.2)*!9: 15*%1(; %.=*!#<2.(; %!71(; !.2%!H<27#)!X; (-)*3+*!(4!6*/7#)!
! #5#%O*; 2!O#?!.; =()=*!3.44*5*; 2!%2*1%!3*1*; 3.; +!(; !2&*!.; 3.=.37#).[*3!<.5<7O%2#; <*%!(4!#!
O#22*5d8&*%!*%2*1%!O#?!.; <)73*!%711(52.=*!O*#%75*%!- .2&!(5!- .2&(72!2&*!4.); +!(4!#!A(5O#)!
' (O1)#.; 2!2&*!4.); +!(4!#!A(5O#)! (O1)#.; 2!4())(- *3!\$?!.; 4(5O#)!5*%(O)72.(; !!(4!
#!A(5O#)! (O1)#.; 2!2&5(7+&!.; =*%2.+#2.(; !#; 3!#!).=*!&*#5.; +!- &.<&!O#?!\$*!4())(- *3!\$?!#; !
#11*#)#d!

]@ G5(O12!#; 3!C>7.2#\$)*!P*(O)72.(; @" &*; !" #\$\$%&!&#%!H<27#)!X; (-)*3+*!(4!6*/7#)! #5#%O*; 2!
.2!- .)!15(=.3*!%711(52.=*!O*#%75*%!#; 3!#!15(O12!#; 3!*>7.2#\$)*!5*(O)72.(; !2&5(7+&!2&*!
+5.*=#; <*!15(<*%#!%*2!4(52&!.; !2&.%!1().<?@H42*5!2&*!4.); +!(4!#!A(5O#)! (O1)#.; 2!2&*! ' ()*+*!- .)!
%*2!5*#% (; #)\$?!15(O12!2.O*!45#O*%!4(5!#)!%2*1%!.; !2&*!+5.*=#; <*!15(<*%#dG#52.*%!O#?!%*Y!
2*O1(5#5?!3*)#?%!(5!).O.2*3!*/2*; %.(; %!(4!2.O*!4(5!+((3!<#7*#dA(5!1751(%*%!(4!2&.%!1().<?;!#; ?!
2.O*!1*5.(3!3*4.; *3!\$?!3#?%!&#)!O*#; !\$7%.; *%#!3#?%,!*/<)73.; +!- **Y*; 3!#; 3! ' ()*+*!
&().3#?%#d

' @ G5*%7O12.(; !(4!d(; OP*%1(; %.\$).2?@P*+5#3.; +!#; ?!5*1(52!(4!6*/7#)! #5#%O*; 2!#; 3!#!A(5O#)!
' (O1)#.; 2!1*52#.; .; +!2(!%7<&!#)*)*+*#2.(; %;!2&*!P*%1(; 3*; 2!%!15*%7O*3!2(!\$*!; (2!5*%1(; %.\$)*!4(5!
2&*!#)*)*+*3!<(; 37<2!7; 2.)!#!3*2*5O.; #2.(; !%!O#3*!#2!2&*!<(; <)7%.(; !(4!2&*!+5.*=#; <*!15(<*%#d

Q@ 9; .2.#)!H%%*%O*; 2@W1 (; 15*<*. =.; +#!5*1 (52,!2&*!8.2)*!9: !' ((53.; #2(5!- .))!15(O12)?!3.%<7%%!- .2&! 2&*!' (O1)#.; #; 2!2&*!#=#.)#\$.).2?!(4!%711 (52.=*!O*#%75*%!,<(;%3*5!2&*!' (O1)#.; #; 2B!- .%&*%! - .2&!5*%1 *<2!2(!%711 (52.=*!O*#%75*%,!.; 4(5O!2&*!' (O1)#.; #; 2!(4!2&*!#=#.)#\$.).2?!(4!%711 (52.=*! O*#%75*%!- .2&! (5!- .2&(72!2&*!4.); +!(4#!A(5O#)!' (O1)#.; 2,!#; 3!* /1)#.; !2(!2&*!' (O1)#.; #; 2!2&*! 15(<*%4(5!4.); +#!A(5O#)!' (O1)#.; 2@!!

C@ 6711(52.=*!Z *#%75*%@8&*!8.2)*!9: !' ((53.; #2(5!- .))!<((53.; #2*!2&*!15(=. (%; ! (4!%711 (52.=*! O*#%75*%@6711 (52.=*!O*#%75*%!#5*!; (; 03.%<.1); #5?;!; (; 017; .2.=*!.; 3.=.37#).[*3!%*5=<*% (44*5*3!#%#1#115(15.#2* ,!#%5*#%(; #%)?!#=#.)#%)!#; 3!- .2&(72!4*! (5!<8#5+*!2(!' (O1)#.; #; 2!(5! P*%1 (; 3*; 2!\$*4(5*! (5!#42*5!2&*!4.); +!(4#!A(5O#)!' (O1)#.; 2!(5!- &*5*!; (!A(5O#)!' (O1)#.; 2!&#%! \$**; !4.)*3@67<&!O*#%75*%!#5*!3*%.; *3!2(!5*%2(5*! (5!15*%*5=*!#<*%2(!2&*!' ())*+*B!*37<#2. (; ! 15(+5#O!(5!#<2.=2?!- .2&(72!7; 5*#%(; #%)?!\$753* ; .; +!2&*! (2&*5!1#52?;!.; <)73.; +!O*#%75*%! 3*%.; *3!2(!15(2*2!2&*!%#4*2?!(4!#))!1#52.*% (5!2&*!' ())*+*B!*37<#2. (; #)!* ; =.5(; O* ; 2!(5!2(! 3*2*5!6*/7#)! #5#%O* ; 2@6711 (52.=*!O*#%75*%O#?!; <)73*!<(7; %*); +!*/2* ; % (; %! (4!3*#3); *% (5! (2&*5!<(75*%05*)#2*3!#3M7%2O* ; 2% !O (3.4.<#2. (; %! (4!- (5Y! (5!<)#%&!<*37)*% !<#O17%! *%<(52! %*5=<*% !O727#)!5*%25.<2. (; %! (; !<(; 2#<2!\$*2- ** ; !2&*!1#52.*% !<#& ; +*% ! ; !- (5Y! (5!&(7% ; +!)<#2. (; %!) *#=*% (4!#\$* ; <* ; ! ; <5*#%*3!%* <75.2?!# ; 3!O (; 2(5 ; +! (4!<*52# ; !#5*#% (4!2&*!<#O17% ! # ; 3! (2&*5!O.)#5!O*#%75*%@8&*! ())*+*!- .))!O# ; 2# ; !#%<(; 4.3* ; 2.#)!# ; ?!%711 (52.=*!O*#%75*%! 15(=.3*3!2(!2&*!' (O1)#.; #; 2!(5!P*%1 (; 3* ; 2!2(!2&*!*/2* ; 2!2!O#.; 2#.; .; +!%7<&!<(; 4.3* ; 2.#).2?! - (7)3! ; (2!.O1#5!2%!\$).).2?!2(1!5(=.3*!2&*!%711 (52.=*!O*#%75*%@

A@ CO*5+* ; <?!P*O(=#)@8&*!' ())*+*!O#?!5*O(=#)!P*%1 (; 3* ; 2!45(O!2%! *37<#2. (; !15(+5#O!(5! #<2.=2?! (; !# ; !*O*5+* ; <?!\$#%!.4!a#b!2!3*2*5O ; *% ! \$#%*3!71 (; !# ; !. ; 3.=.37#).[*3!#4*2?!# ; 3!5%Y! # ; #)!?% !2!2&*!P*%1 (; 3* ; 2!1 (%*!# ; !.OO*3.#2*!2&5*#2!2(!2&*!1&?%.<#)!&*#2! (5!#4*2?!(4!# ; ?! %273* ; 2!*O1)(?***,! (5!# ; ?! (2&*5! ; 3.=.37#)!#5.% ; +!45(O!6*/7#)! #5#%O* ; 2!#))*+*#2. (; %;!# ; 3!a\$b! .2!15(=.3*%2&*!P*%1 (; 3* ; 2!- .2&! ; (2.<*!# ; 3!# ; ! (11 (527 ; .2?!2(!<#&)) * ; +*!2&*!3*%<. (% ; ! .OO*3.#2*)?!4())(- . ; +!2&*!O*5+* ; <?!5*O(=#)@

D@ H3O.; .%25#2.=*!e*#=#@H42*5!#!A(5O#)!' (O1)#.; 2!%4.*3,!2&*!' ())*+*!O#?!1)#<*!# ; !*O1)(?***! P*%1 (; 3* ; 2! (; !#3O.; .%25#2.=*!) *#=#!375.; +!2&*!1* ; 3* ; <?! (4#!+5.*=# ; <*!15(<*%@

I @ A(5O#)!' (O1)#.; 2@H2!2&*!2.O*(4!4.); +#!A(5O#)!' (O1)#.; 2,!2&*!' (O1)#.; #; 2!O7%2!\$*! 1#52.<.1#2.; +!(5!#22*O12.; +!2(!1#52.<.1#2*!.; !2&*!' ())*+*B!*37<#2. (; !15(+5#O!(5!#<2.=2?!@ H22*O12.; +!2(!1#52.<.1#2*!.; <)73*%1#11).<# ; 2%!4(5!#3O.% (; ! (5!#11*5% (; !- &(1&#%!- .2&35#- ; !\$72! . ; 3.<#2*%!#13*%5*!2(!5*0* ; 5())!#2!2&*!' ())*+*!4!2!#115(15.#2*)?!5*%1 (; 3%!2(!6*/7#)! #5#%O* ; 2! #)!*+*#2. (; %@6*/7#)!O.%<(; 37<2!#))*+*#2. (; %!#+# ; %2!" # \$#%&!%273* ; 2!\$?!1*5% (; %! ; (2! 1#52.<.1#2.; +!(5!#22*O12.; +!2(!1#52.<.1#2*!.; !2%!*37<#2. (; !15(+5#O!(5!#<2.=2?!- .))!\$*!15(<*%*3! 7 ; 3*5!2&*!D* ; 2)*O# ; B!P7)*@94!2&*!' (O1)#.; #; 2!(5!2&*!' ())*+*B!8.2)*!9: !' ((53.; #2(5!)*<2%2(! 4.)*!#!A(5O#)!' (O1)#.; 2,!2&*!8.2)*!9: !' ((53.; #2(5!- .))!15(=.3*!- 5.22* ; ! ; (2.<*!2(!2&*!1#52.*%!- &(! #5*!Y ; (- ; !- .2&. !2* ; !aF` b!3#?%!. ; <)73.; +!

.@ d(2.<*!(4!2&*!' ())*+*B!+5.*=# ; <*!15(<*%!. ; <)73.; +!2%!. ; 4(5O#)!5*% (72. (; !15(<*%N!

..@ 8&*!#)*+2.(;%!(4!4#<2!2!1(2*;2.#)?)!<(;%2.272*!6*/7#)! #5#%#O*;2!-.2&!%744.<.*;2!
3*2#)%!Y;(-;#!#2!2&*!2.O*!#;3!-.2&!%744.<.*;2!2.O*!2(115*1#5*!#15*%1(;%*!\$*4(5*!#;?!
.;2.#)!;2*5=. * - !.; <)73.;+!2&*!3*;2.2.*%!(4!2&*!1#52.*%!.;=)=*3!.;!2&*!.; <.3*;2!#;3!2&*!
3#2*!#;3!)(<#2.(;! (4!2&*!#))*+*3!.; <.3*;2!.4!Y;(-;#!

...@ 8!2&*!P*%1(; 3* ; 2!.%!15*%7O*3!; (2!5*%1(; %.\$)*!4(5!2&*!#))*+*3!<(; 37<2!#; 3!2!#!
5*%1(; %.\$).2?!3*2*5O.; #2.(; !%!O#3*!#2!2&*!<(; <)7%. (; ! (4!2&*!+5.*=#; <*!15(<*%#N!

..=@ 8!#)!1#52.*%!#5*!*; 2.2)*3!2(!#; !#3=%(5!(4!2&*!5!<(<.*!- &!O#?!\$*!,\$72!%!; (2!5*>7.5*3!
2(!\$*!#; !#22(5; *?!a2&*!' ())*+*!%!; (2!5*>7.5*3!2(!<(O1* ; %#2*!#; ?!.; 3.=.37#)4(5!%*5=. ; +!
#%!#; !#3=%(5bN!

=@ 8!#)!1#52.*%!<#; !.; %1* <2!#; 3!5* =. * - !* =.3* ; <*N!#; 3;!

=.@ 8!2&*!' ())*+*!15(&.\$.%2!4#)%*!%2#2*O* ; 2%!O#3*!.; !\$#3!4#.2&d

8&*!' ())*+*!O#?!<(; %) .3#2*!A(5O#)! (O1)#. ; 2%!- &*5*!2&*!#))*+2.(; %!(4!6*/7#)! #5#%#O* ; 2!
#5.*%!(72!(4!2&*!%#O*!4#<2%! (5!<.5<7O%2#; <*%d

9@ Q.%O.%%#)! (4!A(5O#)! (O1)#. ; 2d!

..@ 9; !2&*!*=* ; 2!2!15.(5!2(,!(5!.; !2&*!<(75*!(4!#; !.; =*%2.+#2.(; !2&*!' ())*+*!3*2*5O.; *%!
2!2&*!#))*+2.(; %!4#.)!2(O**2!2&*!3*4.; 2.(; ! (4!6*/7#)! #5#%#O* ; 2!* =* ; !.4!15(=*3.!(5!
3.3!; (2!(<<75!#+#. ; %2!#!1*5%(; !.; !2&*!W; .2*3!62#2*%!(5!3.3!; (2!(<<75!.; !2&*!' ())*+*B!
37<#2.(; !15(+5#O!(5!#<2.=.2?;!2&!' ())*+*!O7%2!3.%O.%!2&*!A(5O#)! (O1)#. ; 2d94!
3.%O.%%*3,!2&*!#))*+2.(; %!#; 3!* =* ; 2%!7 ; 3*5)?.; +!2&*!A(5O#)! (O1)#. ; 2!O#?!%2!))!\$*!
5*%(=*3!2&5(7+&!#; !.; 4(5O#)!5*%()72.(; !15(<*%#!#%!(72). ; *3!\$*)(-!(5!7 ; 3*5!2&*!
D* ; 2)*O#; B%!P7)*!(5!#; ?!(2&*5!#11).<#)\$)*!' ())*+*!1 ().<?d

..@ 8&*!' ())*+*!O#?!3.%O.%%!2&*!A(5O#)! (O1)#. ; 2!(5!#; ?!(4!.2%!#))*+2.(; %!.4!#2!#; ?!2.O*!
375.; +!2&*!. ; =*%2.+#2.(; ! (5!&*#5.; +!a#b!2&*!' (O1)#. ; #; 2!; (2.4.*%!2&*!8.2)*!9! ((53. ; #2(5!
.; !- 5.2.; +!2!&*!(5!%&*!- .%&*%!2(!- .2&35#- !2&*!A(5O#)! (O1)#. ; 2!(5!#; ?!(4!.2%!
#))*+2.(; %N!a\$b!2&*!P*%1(; 3* ; 2!.%!; (!) (; +*5!* ; 5 () *3! ; ! (5!*O1) (?*3!\$?!2&*!' ())*+*N! (5!
a<b!%1* <.4.<!<.5<7O%2#; <*%!15* =* ; 2!2&*!' ())*+*!45(O!+#2&*5.; +!%744.<.* ; 2!* =.3* ; <*!2(!
5*#<&!#!3*2*5O.; #2.(; !#%!2(!2&*!A(5O#)! (O1)#. ; 2!(5!.2%!#))*+2.(; %!a*#@!)#<Y!(4!
1#52.<.1#2.(; !.; !2&*!. ; =*%2.+#2.=*!15(<*%!\$?!1#52.*%!(5!- .2; *%#*%b

...@ 9!2&*!' ())*+*!3.%O.%%!2&*!A(5O#)! (O1)#. ; 2!4(5!#; ?!5*#% (; !2&*!' ())*+*!O7%2!15(O12)?!
%* ; 3!2(!2&*!1#52.*%!- 5.22* ; !; (2.<*!(4!2&*!3.%O.%%#)!#; 3!2&*!5*#% (; %!4(5!2&*!3.%O.%%#)!
%.O7)2#; * (7%)?dC.2&*5!1#52?!O#?!#11*#)!2&*!3.%O.%%#)!#%!(72). ; *3!.; !2&.%!1 ().<?B!#11*#)!
15(<*%#d

f@ 9; 4(5O#)!P*%()72.(; d8&*!' ())*+*!O#?!(44*5!.; 4(5O#)!5*%()72.(; !.4!#!A(5O#)! (O1)#. ; 2!.%!.4)*3!#; 3!
2&*!P*%1(; 3* ; 2!.%!#%273* ; 2N! ; 4(5O#)!5*%()72.(; !%!; (2!#=#.)#)\$)*!4!2&*!P*%1(; 3* ; 2!.%!#; !
O1) (?#dH2!#; ?!2.O*!15.(5!2(!5*#<&. ; +!#!3*2*5O.; #2.(; !5*+#53.; +!5*%1(; %.\$).2?;!2&*!' ())*+*!

O#?I4#<.)2#2*!#; !; 4(5O#)I5*(O)72.(; !15(<*!3(*!; (2!.; =())=*!#I47))!.; =*%2.+#2.(; !#; 3!
#3M73.<#2.(; !#%I4())(- %!
!!

..@ 8&*! ' ())*+*!15(=.3*%I#I- 5.22*; !; (2.<*!3.%<)(%; +!a#bI2&*!#)*)+*#2.(; %!#; 3I2&*!5*>7.5*O*; 2%!
(4I2&*!.; 4(5O#)I5*(O)72.(; !15(<*!3(*!; <73.; +I2&*!<.5<7O%2#; <*!3(*!; 3*5!- &.<I2!15*<)73*%!
2&*!1#52.*%I45(O)I5*(O)72.(; !15(<*!3(*!; (O1)#.; 2!#5.%; +I45(O)I2&*!#O*!#)*)+*#2.(; %!a\$bI#2!
#; ?!2.O*!15.(5I2(I#I+5**.; +I2(I#I5*(O)72.(; !#; ?!1#52?!&#%I2&*!5.+&2I2(!- .2&35#- I45(O)I2&*!
.; 4(5O#)I5*(O)72.(; !15(<*!3(*!; 3I5*%7O*!2&*!+5.*=#; <*!15(<*!3(*!; .2&I5*%1*<2I2(I2&*!
A(5O#)!' (O1)#.; 2NI#; 3Ia<bI#; ?!<(; %*>7*; <*!3(*!; 7)2.; +I45(O)I2&*!.; 4(5O#)I5*(O)72.(; !
15(<*!3(*!; <73.; +I2&*!5*<(53%I2!- .))!\$*!O#; 2#; *3!(5I<(7)3I\$*!%*3I#; 3I(\$2#.; *3@
!

..@ 8&*! ' ())*+*! (\$2#.; %I2&*!1#52.*%I#I= (O)7; 2#5?!- 5.22*; !<(; %*; 2I2(I2&*!.; 4(5O#)I5*(O)72.(; !
15(<*!3(*!; %!
!!!

...@ 8&*! ' ())*+*!- .))!15(=.3*!#I4#<.)2#2(5I- &(I.%I45**I45(O)I<(; 4).<2%!(4I.; 2*5*%2!#; 3I\$.#%I4(5I(5I
#I#.; %2I#; ?!1#52?@
!

..@ 9; 4(5O#)I5*(O)72.(; !<#; I2#Y*!#; ?!4(5O)I2I2&*!1#52.*%I#I+5**I71(; @8&*!8.2)*!9; !
' ((53.; #2(5I- .))!- (5YI- .2&I2&*!1#52.*%I2(I3*#)*)*(I1#I4(5O)I(4I5*(O)72.(; I2!3*#>7#2*)?!
5*%(O)=*%I2&*!; **3%!(4I2&*!1#52.*%I48&.%I#O#?!.; <)73*!#O(; +!(2&*5I4(5O#Ia#bI#I4#<.)2#2.; +!
3.#)(+7*!.; =())=. ; +I2&*! ' (O1)#.; #; 2I#; 3I2&*!P*%1(; 3*; 2I#; 3Ia\$bI#O*3.#2.(; @
!

..@ 8&5(7+&!.; 4(5O#)I5*(O)72.(; !2&*!1#52.*%I#; 3I2&*! ' ())*+*!O#?!#I+5**I2(I#33.2.(; #)!
O*#%75*%Ia.; <)73.; +!*37<#2.(; #)!15(+5#OO.; +I25#.; .; +I5*+7)#5I#O*2.; +!- .2&I#; !
#I15(15.#2*! ' ())*+*!.; 3.=.37#)!(5I5*(75<*!*/2*; %.(; %!(4I; (!<(; 2#<2!(53*5%!(5I
<(7; %*); +I%*%.(; %b@

! "#B74\$C; \$"&# ; #' =7; %"#C4!
H@ 9; =*%2.+#2.(; !

..@ 8&*! ' ())*+*!- .))!.; =*%2.+#2*!#; ?!A(5O#)!' (O1)#.; 2I2!&#%I; (2I\$**; !3.%O.%*3@H; !
9; =*%2.+#2(5I- .))!\$*!#%%.+; *3I2(I2&*!<#%*!\$?I2&*!8.2)*!9; !' ((53.; #2(5@Q75.; +I2&*!
.; =*%2.+#2.(; !2&*!9; =*%2.+#2(5I- .))!%*%YI2(I#O*2!%*1#5#2*)?!- .2&I2&*! ' (O1)#.; #; 2I2&*!
P*%1(; 3*; 2I#; 3I#; ?!5*#%(; #I\$)?!#=#.)#I\$)*!- .2; *%*%I- &(I#O#?!&#=*!.; 4(5O#2.(; !
5*+5#53.; +I2&*!#)*)+*3I!; <.3*; 2@8&*!9; =*%2.+#2(5I#O#?!#)%(!+2&*5I(5I5*>7*%2!(2&*5!
.; 4(5O#2.(; !5I*=.3*; <*!5*+5#53.; +I2&*!#)*)+*3I!; <.3*; 2I- &*; !#=#.)#I\$)*!#; 3I#I15(15.#2*!
] (2&I2&*! ' (O1)#.; #; 2I#; 3IP*%1(; 3*; 2I- .))!\$*!#%Y*3I2(I.3*; 2.4?!- .2; *%*%I#; 3I15(=.3*!
(2&*5!; 4(5O#2.(; !5*+5#53.; +I2&*!#)*)+*3I!; <.3*; 2I; !#I2.O*)?!O#; ; *5I2(I4#<.)2#2*!15(O)I2!
5*(O)72.(; !4I2&*!A(5O#)!' (O1)#.; 2@

! ..@ H)2&(7+&I2&*! ' ())*+*!#3=.%*%I\$(2&I2&*! ' (O1)#.; #; 2I#; 3IP*%1(; 3*; 2I2(I1#52.<.1#2*!.; !
2&*!.; =*%2.+#2.(; !2(I4#<.)2#2*!#I4#5I#; 3I*>7.2#I\$)*5*(O)72.(; !; *2&*5!%I5*>7.5*3I2(I3(I%(@

! ..@ Q75.; +I2&*!.; =*%2.+#2.(; !15(<*!3(*!; I2&*!1#52.*%I#I#=*!#; !*>7#)!(11(527; 2?I2(I!
#@ HI15(<*!3(*!; .2&I5*#%(; #I\$)?!15(O)I2I2.O*45#O*%I- .2&I*/2*; %.(; %!(4I+((3I<#7*%NI

\$@ G5***(2!5)*=#; 2!; 4(5O#2.(; !2(12&*!9; =*%2.+#2(5,!; <)73.; +!; <7)1#2(5?!#; 3!
 /<7)1#2(5?!=.3*; <*!#; 3!4#<2!#; 3!*/1*52!-.2; *%*%*%N!
 <@ I #=*!2&*!(11(527; .2?!2(!\$*!#<<(O1#; . *3!2(!#; ?!O**2.; +!(5!15(<*3.; +!\$?!#; !
 #3=%(5!(4!2&*5!<&(<.*!- &!O#?*\$*!\$72!%!.; (2!5*>7.5*3!2(!\$*!#; !#22(5; *?N!#; 3!
 3@ H; !.; =*%2.+#2(5!- &(!%#3*>7#2*)?!25#.; *3!2(!.; =*%2.+#2*!<#%*%!(4!#))*+*3!6*/7#)!
 I #5#%O*; 2;!%4#O.)#5!- .2&!#11).<#\$)*!1().<.*%#; 3!15(<*375*%!.#; 3!- &(!3(*%!
 ; (2!&#=*!#!<(4).<2!(4!.; 2*5*%2!(5!\$.#%4(5!(5!#+#.; %2!#; ?!1#52?@

=@ O75.; +!2&*!.; =*%2.+#2.(; !2&*!#3=%(5!O#?!#3=%*!&.%!(5!&*5!1#52?!\$72!3(*%!.; (2!&#=*!#!
 %1*#Y.; +!5()*)@

=@ 8&*!()*)+*!O7%2!15(=.3*!#!- 5.22*; !; (2.<*!(4!2&*!3#2* !2.O*!)(<#2.(; !1#52.<1#; 2%!.#; 3!
 1751(%*!(4!#)!..; =*%2.+#2.=*!.; 2*5=. * - %!.!(5!(2&*5!O**2.; +%!2(!#))!1#52.*%!- &(*%!
 1#52.<1#2.(; !%!.; =.2*3!(5!*/1*<2*3!- .2&!%744.<.*; 2!2.O*!4(5!2&*!1#52?!2(!15*1#5*!2(!
 1#52.<1#2*@

=@ 8&*!()*)+*!- .)!; (2!5*%25.<2!2&*!#\$.).2?!(4!#!' (O1)#.; #; 2!(5!P**1(; 3*; 2!(13.%<7%#!2&*!
 #))*+*#2.(; %!7; 3*5!.; =*%2.+#2.(; !(5!2(!+#2&*5!#; 3!15*%*; 2!5*)*=#; 2!*=.3*; <*@

=..@ '5*3.\$).2?!3*2*5O.; #2.(; %!O#?!; (2!\$*!\$#*%3!(; !#!1*5%(; B%#2#27%#%#!' (O1)#.; #; 2!
 P**1(; 3*; 2!(5!- .2; *%*%@

=...@ 8&*!()*)+*!- .)!15(=.3*!\$(2&!1#52.*%#; !*>7#)!(11(527; .2?!2(!.; %1*<2!#; 3!5*=. * - !#; ?!
 =.3; <*!(\$2#.; *3!.; !2&*!.; =*%2.+#2.(; !2!%!.3.5*<2?)!5*)#2*3!2(!2&*!#))*+*#2.(; %!5#.*%3!.; !
 #!A(5O#)! (O1)#.; 2@8&.%!.; <)73*%!2&*!*=.3*; <*!71(; !- &.<2&*!()*)+*!3(*%!.; (2!.; 2*; 3!
 2(15*)?!.; !5*#<&. ; +!#!3*2*5O.; #2.(; !5*+#53.; +!5*%1(; %.\$).2?!#; 3!.; <7)1#2(5?!(5!
 /<7)1#2(5?!=.3*; <*!- &*2&*5!(\$2#.; *3!45(O!#!1#52?!(5!(2&*5!%(75*<@8&*!1751(%*!(4!
 2&.%!3.<)(%75*!%!.2(!1*5O.2!*#<&1#52?!2(!5*%1(; 3!2(12&*!*=.3*; <*!15.(5!2(!2&*!
 .; =*%2.+#2.(; B%#<(; <)7%.(; @)*4(5*!2&*!5*1(52!%4.; #).[*3,!2&*!9; =*%2.+#2(5!- .)!%*; 3!2(!#))!
 1#52.*%#; 3!2&*5!#3=%(5%#!135#42!(4!2&*!.; =*%2.+#2.=*!5*1(52!#; 3!2&*!*=.3*; <*!%7\$M* <2!2(!
 .; %1*<2.(; !#; 3!5*=. * - !.; !#; !*)* <25(; .<!4(5O#2!(5!#!5!<(1?@8&*!1#52.*%!- .)!&#=*!#2!
)*%#2!2*; !aF`b!3#?%!2(!%7\$O.2!#!- 5.22*; !5*%1(; %*!- &.<2&*!9; =*%2.+#2(5!- .)!<(; %3*5!
 \$*4(5*!4.; #).[; +!2&*!.; =*%2.+#2.=*!5*1(52@8&*!9; =*%2.+#2(5!- .)!4.; #).[*!#; !.; =*%2.+#2.=*!
 5*1(52!2!7O#5.[*%!5*)*=#; 2!*=.3*; <*@H2!)*%#2!2*; !aF`b!3#?%!15.(5!2(!#!&*#5.; +!(5!
 (2&*5!3*2*5O.; #2.(; !5*+#53.; +!5*%1(; %.\$).2?!,2&*!9; =*%2.+#2(5!- .)!%*; 3!2(!*#<&!1#52?!
 #; 3!2&*!1#52?B%#3=%(5!2&*!.; =*%2.+#2.=*!5*1(52!.; !#; !*)* <25(; .<!4(5O#2!(5!#!5!<(1?!
 4(5!2&*5!5*=. * - !#; 3!- 5.22*; !5*%1(; %*%@!!

]@ I *#5.; +%!

A(5!#)!)*!&*#5.; +%!<(; 37<2*3!7; 3*5!2&*!+5.*=#; <*!15(<*%#!)

@ 8&*!8.2)*!9: !' ((53.; #2(5!- .))!#%#. ; !(; *!(5!O(5*!Q*<%. (; !Z#Y*5%!a&*5* ; #42*5!2&*!
 ^Q*<%. (; !Z#Y*5_b!- &(!&#=*!5*<*.=*3!25#.; ; +!2(!(*5%*!2&*!&*#5.; +@8&*!Q*<%. (; !
 Z#Y*5!- .)!\$*!O1#52.#)!#=(.3!#; ?!\$.#%!.#; 3!(!M* <2.*)?#; #)?[*!#)! (4!2&*!5*)*=#; 2!
 =.3; <*!.; <)73.; +!.; <7)1#2(5?!#; 3!*/<7)1#2(5?!*=.3*; <*@H1!1*5%(; !- &(!%5=*%!#%18.2)*!

9: !' ((53.; #2(5!(5!9; =*%2.+#2(5!(5!- &(!#22*O12*3!2(14#<.)2#2*!#; !; 4(5O#)!5*%()72.(; !.; !#!
O#22*5!<#; ; (2!#)%(!%*5=*!#%!2&*!Q*<%. (; !Z#Y*5!.; !2!O#22*5@

..@ 8&*!P*%1 (; 3*; 2!%!15*%7O*3!; (2!5*%1 (; %.\$)*!4(5!2&*!#)))*+*3!< (; 37<2!7; 2!)!2&*!Q*<%. (; !
Z#Y*5!O#Y*%!#!3*2*5O.; #2.(; !5*+#53.; +!5*%1 (; %.\$).2?!#42*5!2&*!&*#5.; +@

...@ 8&*!Q*<%. (; !Z#Y*5!- .))!; (2!5*>7.5*!#))(- ,!5*)?!71 (; !!(5!(2&*5- .%*!7*%!>7*%2.(; %!(5!
=.3; <*!2!<(; %2.272*! (5!%*Y!3.%<)(%75*!(4,!.; 4(5O#2.(; !15(2* <2*3!7; 3*5!#!)*)+#!)?!
5*<(; .[*3!15.=)*+*,17;)*%!2&*!1*5*(; !&()3.; +!2&*!15.=)*+*!&#%!- #.=*3!2@!!

..@ ' 5*3.\$).2?!3*2*5O.; #2.(; %!O#?!; (2!\$*!\$#%*3!71 (; !#!1*5*(; %!%2#27%!#%!#!' (O1)#.; #; 2!
P*%1 (; 3*; 2!(5!- .2; *%#@

=@ 8&*! ())*+*!- .))!O#Y*!#=#.)#)\$)*!#2!2&*!&*#5.; +!#; ?!*=.3*; <*!(\$2#.; *3!.; !2&*!
.; =*%2.+#2.(; !2!%!3.5* <2)?!5*)#2*3!2(12&*!#)))*+*#2.(; %!5#.%*3!.; !#!A(5O#)! (O1)#.; 2@8&.%!
.; <)73*%!2&*!&*=.3*; <*!71 (; !- &.<2&*! ())*+*!3 (*%!; (2!.; 2*; 3!2(15*)?!.; !5*#<&; +!#!
3*2*5O.; #2.(; !5*+#53.; +!5*%1 (; %.\$).2?!#; 3!.; <7)1#2(5?!(5!*/<7)1#2(5?!*=.3*; <*!- &*2&*5!
(\$2#.; *3!45(O!#!1#52?!(5!(2&*5!(75<*48&*!1751(%*!(4!2&.%!3.%<)(%75*!%2(!+.*!*#<&!<
1#52?!* >7#!(11(527; .2?!2(15*4*5!2(!%7<2!*=.3*; <*!375.; +!2&*!&*#5.; +,!.; <)73.; +!4(5!<5(%%0
*/#O.; #2.(; @

=@ I *#5.; +%!#5*!; (2!)*+#!15(<*3.; +%!#; 3!3(!; (2!4())(- !<(7525((O!15(<*375*!(5!2&*!
4(5O#)!57)*%!(4!*=.3*; <*!Q75.; +!#; ?!&*#5.; +,%!*#<&!1#52?!O7%2!8#=#*!#; !#3=%(5!15*%* ; 2!
2(!<5(%%0*/#O.; *!2&*!(2&*5!1#52?@8&.%!#3=%(5!3(*%!; (2!; **3!2(\$*!)<.*%*3!2(!15#<2.<*!
)#- !#; 3!O#?!\$*!#!1*5*(; !(4!2&*!1#52?B%!<&(<*!94!2&*!1#52?!3(*%!; (2!#=#*!#; !#3=%(5!
15*%* ; 2!#2!2&*!&*#5.; +,!2&*! ())*+*!- .))!15(=.3*!(; *!45*%*(4!<8#5+*!#; !#3=%(5!O#?!\$*!
\$72!%!(; 2!5*>7.5*3!2(\$*!#; !#22(5; *?@Q75.; +!2&*!&*#5.; +,!2&*!#3=%(5!O#?!#3=%*!&.%!(5!
&*5!1#52?!\$72!3(*%!; (2!#=#*!#!%1*#Y.; +!5()*(2&*5!2&#; !<5(%%0*/#O.; #2.(; !#%*/1)#.; *3!
\$*)(- @!!

..@ g7*%2.(; .; +!#; 3!' 5(%%0C/#O.; #2.(; !
#@ H!Q*<%. (; !Z#Y*5!O#?!>7*%2.(; !1#52.*%!#; 3!- .2; *%*%#@
\$@ 8&*!Q*<%. (; !Z#Y*5!O7%2!1*5O.2!*#<&!1#52?B%!#3=%(5!2(!#%Y!2&*!(2&*5!1#52?!#; 3!
#)!- .2; *%*%#%!)!5*)*=#; 2!>7*%2.(; %!.; <)73.; +!2&(%*!<&#))*+.; +!<5*3.\$).2?@67<&!<
<5(%%*/#O.; #2.(; !#2!2&*!)=*!&*#5.; +!O7%2!\$*!<(; 37<2*3!3.5* <2)?!(5#))?!#; 3!.; !
5*#)!2.O*@H!1#52?!O#?!; (2!1*5*(; #))?!<5(%%0*/#O.; *!#; (2&*5!1#52?!(5!#!- .2; *%*%@
H2!*2&*5!1#52?B%!5*>7*%2!2&*! ())*+*!- .))!1*5O.2!2&*!)=*!&*#5.; +!2(!<<75!- .2&!<
2&*!1#52.*%!)(<#2*3!.; !%*1#5#2*!5((O%!- .2&!2*<& ;)(+?!#; #\$.); +!2&*!Q*<%. (; !
Z#Y*5!#; 3!1#52.*%!%O7)2#; *(7%)?!2(1%*!#; 3!&*#5!2&*!- .2; *%*%#%!#; %- *5!
>7*%2.(; %@] *4(5*!#!' (O1)#.; #; 2!P*%1 (; 3*; 2!(5!- .2; *%*%#; %- *5!#!<5(%%0
*/#O.; #2.(; !!(5!(2&*5!>7*%2.(; !2&*!Q*<%. (; !Z#Y*5!O7%2!4.5%2!3*2*5O.; *!
- &*2&*5!2&*!>7*%2.(; !%!5*)*=#; 2!#; 3!*/1)#.; !#; ?!3*<%. (; !2(!*/<)73*!#!>7*%2.(; !
#%!; (2!5*)*=#; 2@H!- .2; *%*%!%!; (2!5*>7.5*3!2(!#; %- *5!#; ?!>7*%2.(; !2&*!Q*<%. (; !
Z#Y*5!3*2*5O.; *%!2(\$*!55*)*=#; 2@

<@ g7*%2.(; %!#; 3!*=.3*; <*!#\$ (72!2&*! (O1)#.; #; 2B%!%/7#)!15*3.%1 (%2.(; !(5!15.(5!
 %*/7#)!\$*&#=(.5!#5*!; (2!5*)*=#; 2!7;)%*%!2&*?!#5*!(44*5*3!2(1!15(=*!2!%(O* (; *!
 (2&*5!2&#; !' (O1)#.; #; 2!<(OO.22*3!2&*!<(; 37<2!' (O1)#.; #; 2!#))+*%!(5!2&*?!
 <(; <*5; !%1*<.4.<!.; <.3*; 2%!(4!2&*!' (O1)#.; #; 2B%!15.(5!%/7#)!\$*&#=(.5!- .2&!
 5*%1* <2!(!P*%1 (; 3* ; 2!#; 3!#5*!(44*5*3!2(1!15(=*!<(; %* ; 2@
 3@ 94!#11#52?!(5!- .2; *%#%!3 (*%!; (2!%7\$O.2!2(!<5(%%0*/#O.; #2.(; !#2!2&*!)=*!&*#5.; +!
 2&*!Q*<.%.(; !Z#Y*5!O#?!; (2!5*)?!(; !#; ?!%2#2*O* ; 2!(4!2!1#52?!(5!- .2; *%#%!. ; !
 5*#<&. ; +!#!3*2*5O.; #2.(; !(4!5*%1 (; %\$.).2?@! (- *=*5,!2&*!Q*<.%.(; !Z#Y*5!O#?!
 ; (2!35#- !#; !.; 4*5*; <*!#\$ (72!2&*!3*2*5O.; #2.(; !5*+#53.; +!5*%1 (; %\$.).2?!\$#%*3!
 %()*?!(; !#11#52?B%! (5!- .2; *%#%#%!#\$%*; <*!45(O!2&*!)=*!&*#5.; +!(5!5*47#)!2(!
 #; %- *5!<5(%%0*/#O.; #2.(; !(5!(2&*5!>7*%2.(; %@!

=...@ I *#5.; +%!O#?!\$*!<(; 37<2*3!- .2&!#)!)!#52.*%!1&?%.<#)?)!15*%* ; 2!.; !2&*!%#O*!+* (+5#1&.<!
)(<#2.(; !(5,!#2!2&*!' ())+*B%!3.%<5*2.(; !#; ?!(5!#)!)!#52.*%!, - .2; *%#%#%!,#; 3!(2&*5!
 1#52.<.1#; 2!O#?!#11*#5!#2!2&*!)=*!&*#5.; +!=-.527#)?)!- .2&!2*<& ; ()(+?! ; #\$.); +!
 1#52.<.1#; 2%!2(!%*!#; 3!&*#5!*#<&!(2&*5@!!

./@ 8&*!' ()+*!- .))!<5*#2*!#; !#73.(! (5!#73.(=%7#)!5* <(53!(5!25#; %<5.12!(4!2&*!)=*!&*#5.; +!
 #; 3!O#Y*!2!#=#.)#)\$*!4(5!1#52.*%!2(!.; %1* <2!#; 3!5* =.* - @!

' @ Q*2*5O.; #2.(; !P*+#53.; +!P*%1 (; %\$.).2?,!6#; <2.(; %!#; 3!P*O*3.*%!
 .@ 8&*!Q*<.%.(; !Z#Y*5!- .))!.%7*!#!- 5.22* ; !3*2*5O.; #2.(; !5*+#53.; +!5*%1 (; %\$.).2?!\$?!
 #11)?.; +!#!15*1 (; 3*5#; <*!(4!2&*!*=.3*; <*!%2#; 3#53!2(!#)!)!*=.3*; <*!45(O!2&*!
 .; =*%2.+#2.(; !#; 3!2&*!&*#5.; +!#2&.%!2#; 3#53!- .))!#11)?!2(!#)!)!P*%1 (; 3* ; 2%!.; <)73.; +!
 %273* ; 2%!4#<7)??;!#; 3!%2#44!O*O*\$*5!#; 3!2(!#)!)A(5O#)! (O1)#.; 2%!#2!" #\$\$%&@H11)?.; +!
 2!2#; 3#53,!4!2&*!Q*<.%.(; !Z#Y*5!3*2*5O.; *%!2!.2!%!O(5*!).Y*)?2&#; !; (2!2!
 P*%1 (; 3* ; 2!<(OO.22*3!#))+*3!#<2%!<(; %2.272.; +!6*/7#)! ! #5#%#O* ; 2,!&*!(5!%&*!- .))!4.; 3!
 2&*!P*%1 (; 3* ; 2!5*%1 (; %\$.)*!4(5!-.)#2.; +!2&.%!1 ().<?@
 !

..@ 8&*!Q*<.%.(; !Z#Y*5B%!- 5.22* ; !3*<.%.(; !- .))!.; <)73*!2&*!4())(- .; +!; 4(5O#2.(; !
 #@ 93* ; 2.4.<#2.(; !(4!2&*!#))+*#2.(; %!1 (2* ; 2.#)?)!<(; %2.272.; +!6*/7#)! ! #5#%#O* ; 2#!
 \$@ H!3*%-5.12.(; !(4!2&*!15(<*375#)!%2*1%2#Y* ; !45(O!2&*!5* <* .12!(4!2&*!A(5O#)!
 ' (O1)#.; 2!2&5(7+&!2&*!3*2*5O.; #2.(; !.; <)73.; +!#; ?!; (2.4.<#2.(; %!2(!2&*!1#52.*%!
 .; 2*5=.*- %!- .2&!1#52.*%!#; 3!- .2; *%#%#%!,%2*! =.%2%!O*2&(3%!7*3!2(!+#2&*5!(2&*5!
 =.3; <*!#; 3!&*#5.; +!&*#3#!
 <@ A ; 3.; +%!(4!4#<2!%711(52.; +!2&*!3*2*5O.; #2.(; !#!
 3@ ' (; <)7%. (; %!5*+#53.; +!2&*!#11).<#2.(; !(4!2&.%!8.2)*!9: !1 ().<?!#; 3V(5!2&*!
 D* ; 2)*O#; B%!P7)*!2(!2&*!4#<2%#!
 *@ H!%2#2*O* ; 2!(4,!#; 3!5#2.(; #)*!4(5,!2&*!5*%7)2!#%2(!*#&!#))+*#2.(; !.; <)73.; +!#!
 3*2*5O.; #2.(; !5*+#53.; +!5*%1 (; %\$.).2?,!#; ?!3.%<.1).; #5?!#%; <2.(; !.O1(%*3!71(; !
 2&*!P*%1 (; 3* ; 2,!#; 3!- &*2&*5!5*O*3.*%!3*%.; *3!2(!5*%2(5*!(5!15*%5=*!*>7#)!
 #<<*%#%!2(!2&*!' ())+*B%!*37<#2.(; !15(+5#O!(5!#<2.=.2?!- .))!\$*!15(=.3*3!\$?!2&*!
 ' ())+*!2(!2&*!' (O1)#.; #; 2#!#; 3!

4@ 8&*!15(<*375*%!#; 3!1*50.%.%)!\$#%*%4(5!2&*!' (O1)#.; #; 2!#; 3!P*%1 (; 3*; 2!2(! #11*#)@

...@ 8&*!' ()*+*!- .))!15(=.3*!2&*!- 5.22*; !3*2*50.; #2. (; !2(!2&*!1#52.*%!.O7)2#; *(7%)?@8&*! 3*2*50.; #2. (; !\$*<(O*%4.; #)!* .2&*5!(; !2&*!3#2*!2&*!' ()*+*!15(=.3*!2&*!1#52.*%!- .2&! 2&*!- 5.22*; !3*2*50.; #2. (; !(4!2&*!5*%7)2!(4!2&*!#11*#),!4!#; !#11*#!).!4.)*3,! (5!4!#; !#11*#!) .%!; (2!4.)*3,!2&*!3#2*!(; !- &.&!#; !#11*#!)- (7)3!; (!) (; +*5!\$*!<(; %3*5*3!2.O*)?@

..@ 94!2&*!P*%1 (; 3*; 2!%!#%!273*; 2!#; 3!4(7; 3!5*%1 (; %.\$)*4(5!=. ()#2.; +!2&.%!1 ().<?;!#; 3!4!2&*! Q*<%. (; !Z#Y*5!%!; (2!2&*!Q*#; !(4!6273*; 2%!,2&*!Q*<%. (; !Z#Y*5!- .))!<(; %7)2!- .2&!2&*! Q*#; !(4!6273*; 2%!2(!3*2*50.; *!2&*!<(55*!#<2. (; %!(5!%#; <2. (; %!2(15*%()=*!2&*!<#%*!@ 8&*!Q*<%. (; !Z#Y*5!- .))!(72); *!#; ?!%7<&!<(55*!#<2. (; %!(5!%#; <2. (; %!; !2&*!- 5.22*; ! 3*2*50.; #2. (; @

=@ " &*; !2&*!P*%1 (; 3*; 2!%!#%!273*; 2!,1(2* ; 2.#)!%#; <2. (; %!; <)73*!4(50#)15*15.O#; 3! 3.%<1.); #5?!15(\$#2. (; !%7%1* ; %.(; !*/17)%.(; !#; 3!(2&*5!#115(15.#2!*37<#2. (; #)! %#; <2. (; %@" &*; !2&*!P*%1 (; 3*; 2!%!#; !*O1)(?***,!<(55*!#<2. (; %!O#?!; <)73*! <(#<&. ; +,!3*=%)(1O* ; 2!1)#; %!,5*37<2. (; !; !%71*5=.%(5?!372.*%!#; 3!)*#3*5%&.1! 5*%1 (; %.\$).2.*%!,<&#; +*%!. ; !%#)#5?;!%7%1* ; %.(; !2*50.; #2. (; !#; 3!(2&*5!#115(15.#2*! <(55*!#<2. (; %@!!

=@ 94!2&*!P*%1 (; 3*; 2!%!#; !*O1)(?***!#; 3!4(7; 3!5*%1 (; %.\$)*4(5!=. ()#2.; +!2&.%!1 ().<?;!2&*! Q*<%. (; !Z#Y*5!%&#)!)<(; %7)2!- .2&!2&*!Q.5*!<2(5!(4! 7O#; !P*%(75<*%2(13*2*50.; *!2&*! <(55*!#<2. (; %!(5!%#; <2. (; %!2(15*%()=*!2&*!<#%*!<(; %2* ; 2!- .2&!#; ?!(2&*5!1 ().<?!(5! 3(<7O* ; 2!#11).<#)\$)*2(!2&*!P*%1 (; 3*; 2B#!*O1)(?O* ; 2!#2!2&*!' ())*+*!@

..@ 8&*!8.2)*!9: !' ((53.; #2(5!%!5*%1 (; %.\$)*4(5!*44*!<2.=*!.O1)*O* ; 2#2. (; !(4!#; ?!5*O*3.*%! 7; 3*5!2&.%!1 ().<?@" (55*!#<2. (; %!(5!%#; <2. (; %!- .))!; (2!2#Y*!*44*!<2!7; 2)!#42*5!#; ?! #11*#!)!&#=*!\$** ; !<(O1)*2*3@

; : ; 7; <4!

H@ " .2&. ; !2* ; !aF` b!3#?%! (4!5*!<*. =. ; +!2&*!3*!<%. (; !#; ?!1#52?!O#?!4.)*#!- 5.22*; !#11*#!)- .2&!2&*!8.2)*! 9: !' ((53.; #2(5!45(O!#!3.%O.%%#)!(4!#!A(5O#)!' (O1)#.; 2!(5!45(O!#!3*2*50.; #2. (; !5*+!#53.; +! 5*%1 (; %.\$).2?@

]@ H11*#)%!O#?!\$*!4.)*3!37*!2(!\!

.@ H!15(<*375#)!55*+7)#5.2?!2!#44*!<2*3!2&*!(72<(O*!(4!2&*!O#22*5N!

..@ d* - !* =.3* ; <*!2!- #%!; (2!5*#% (; #)\$)?!#=#.)#)\$)*!#2!2&*!2.O*!2&*!3*2*50.; #2. (; !(4! 5*%1 (; %.\$).2?!(5!3.%O.%%#)!- #%!O#3*!#; 3!2!<(7)3!#44*!<2!2&*!(72<(O*!(4!2&*!O#22*5N! #; 3!



!
!
...@ 8&*!8.2)*!9: !' ((53.; #2(5!.; =*%2.+#2(5!Q*%<.% (; !Z#Y*5!!#!<(; 4).<2!(4!.; 2*5*%2!(5!\$.#%!
4(5!(5!#+#.; %2!' (O1)#.; #; 2%(5!P*%1 (; 3*; 2%!*+* ; *5#)?)!(5!2&*!.; 3.=.37#)!' (O1)#.; #; 2!(5!
P*%1 (; 3*; 2!2!#44* <2*3!2&*!(72<(O*!(4!2&*!O#22*5@

' @ 8&*!8.2)*!9: !' ((53.; #2(5!- .))!; (2.4?!2&*!(2&*5!1#52.*%!.; !- 5.2.; +!- &* ; !#; !#11*#)!.%!4.)*3!#; 3!
.O1)*O* ; 2!#; !#11*#)!15(<*%!*>7#)?)!4(5!\$(2&!1#52.*%@8&*!' ())*+*!- .))!+.*!2&*!1#52.*%!#!
5*#% (; #)\$)*!#; 3!*>7#)!(11(527; .2?!2(!%7\$O.2!#!- 5.22* ; !%2#2*O* ; 2!.; !%711(52!(4!(5!<&#)*)* ; +. ; +!
2&*!(72<(O*!8&*!8.2)*!9: !' ((53.; #2(5!- .))!#11 (; 2!#!' ())*+*!#11*#)! (44.<*5!- &(!- .))!3* <3*!2&*!
#11*#)!!2&*!' ())*+*!#11*#)! (44.<*5!<# ; ; (2!\$*!2&*!8.2)*!9: !' ((53.; #2(5!.; =*%2.+#2(5!Q*%<.% (; !
Z#Y*5!(5!#; ?!1*5% (; !- &(!#22*O12*3!2(!4#<).2#2*!#; !.; 4(5O#)!5*%()72. (; !.; !2&*!O#22*5!#; 3!O#?!
; (2!&#=*!#<(; 4).<2!(4!.; 2*5*%2!(5!\$.#%!4(5!(5!#+#.; %2!' (O1)#.; #; 2%(5!P*%1 (; 3*; 2%!*+* ; *5#)?)!(5!#; !
.; 3.=.37#)!' (O1)#.; #; 2!(5!P*%1 (; 3*; 2@8&*!' ())*+*!(44.<#)!3* <3.; +!2&*!#11*#!- .))!%7*!#!
- 5.22* ; !3* <.% (; !3*%<5.\$; +!2&*!5*%7)2!(4!2&*!#11*#)#!#; 3!2&*!5#2. (; #)*!4(5!2&*!5*%7)2!#; 3!15(=.3*!
2&*!- 5.22* ; !3* <.% (; !%.O7)2# ; * (7%)?!2!(!\$(2&!1#52.*%@

!
%7)&%' D77: "#C!

H@ 8&*!' ())*+*!- .))!O#.; 2#.; !4(5!%* =* ; !aKb!?*#5!5* <(53%!(4!

!
!
...@ C#<&16*/7#)! #5#%O* ; 2!.; =*%2.+#2. (; !.; <)73.; +!#; ?!5*%1 (; %\$.).2?!3*2*5O. ; #2. (; !#; 3!
#; ?!&*#5.; +!5* <(53.; +!(5!25#; %<5.12!#; ?!3.%<1.); #5?!#%# ; <2. (; !.O1(%*3!(; !2&*!
P*%1 (; 3*; 2!#; 3!#; ?!5*O*3.*%!15(=.3*3!2(!2&*!' (O1)#.; #; 2N!

!
!
...@ H; ?!#11*#!#; 3!.2%!5*%7)2N!

!
!
...@ H; ?!.; 4(5O#)!5*%()72. (; !#; 3!.2%!5*%7)2N!#; 3!

!
!
...@ H)!O#2*5.#)!7*%3!2(!25#.; !8.2)*!9: !' ((53.; #2(5%!.; =*%2.+#2(5%!.3* <.% (; !O#Y*5%!.#; 3!
1*5% (; %!4#<).2#2.; +!.; 4(5O#)!5*%()72. (; %!- &.&!O7!2!#)!(\$*!1(2%*3!(; !2&*!' ())*+*!
- *\$%.2*@

!
]@ 8&*!' ())*+*!- .))!O#.; 2#.; !4(5!%* =* ; !aKb!?*#5!5* <(53%!(4!#; ?!#<2. (; %!.; <)73.; +!#; ?!%711(52.=*!
O*#%75*%!.2#Y* ; !.; !5*%1 (; %!2(!#!5*1(52!(5!A(5O#)! (O1)#.; 2!(4!6*/7#)! #5#%O* ; 2!.; <)73.; +!
2&*!\$#.%.!4(5!2%!(; <)7% (; !2!.2%!5*%1 (; %!*- #%! ; (2!3*).*5*%2*?)! ; 3.44*5* ; 2!#; 3!3(<7O* ; 2.; +!
2!.2!&#%!2#Y* ; !O*#%75*%!2(15*%2(5*!(5!15*%*5=*!>7#)!#<<*%!2(1.2%!*37<#2. (; !15(+5#O!(5!
#<2.=.2?@94!2&*!' ())*+*!3(*%! ; (2!15(=.3*!%711(52.=*!O*#%75*%!.!2!- .))!3(<7O* ; 2!- &?!2!
5*%1 (; %!*- #%! ; (2!<)*#5)?!7 ; 5*#% (; #)\$)*!7 ; 3*5!2&*!Y ; (- ; !<.5<7O%2# ; <*%@

!
\$% ; "#C!

H@ 8&*!' ())*+*!- .))!15(=.3*!#115(15.#2*!25#.; ; +!2(! ; 3.=.37#)!%*5=.; +!#%!2&*!8.2)*!9: !' ((53.; #2(5!
.; 4(5O#)!5*%()72. (; !4#<).2#2(5%!.; =*%2.+#2(5%!.Q*%<.% (; !Z#Y*5%!.#; 3!' ())*+*!#11*#)! (44.<*5%@

]@ 8.2)*!9: !25#.; ; +!- .))! \$*!(44*5*3!2(!4#<7)2?!#; 3!%2#44!# ; ; 7#)?)!2(!%273* ; 2%!375.; +! ; *- !%273* ; 2!
(5.* ; 2#2. (; !#; 3! (; !2&*!#115(15.#2*!(<<#% (; %@