

!

'#%(!2(#)*!#&)!7(**!2(#)*_!%&2*(%6&#;!2(#)*!#H(**<*&21_H+6: #+!; 6+!2%5#+!*56&6<3_!5(92%5#+!
)**\$+6; <*&2!12>)%*1_!; 135. 6#&#+32%5!2. *6(3!

#

8"#/&90*" ()*+, 4#

!

"#\$%%&'!

!

BKB^!QY%2. !\+#&!`#; 66(SI!?(61#)@#)A%B(C(-48()6%2-.#6#53D!O`P![)Y#(!)[+H#(!->: +%!. %&H!!

!

BKBCI!QY%2. !\+#&!`#; 66(!?#>(**&!=%6. ,!#&)!-%*2*(!)*!a(%*1S!E.-F".%7#F#"#)".%G5-)-8HI!X+: #&3,!
F*Y!M6(NP!=OFM!-(*11!!

!

BKT^!<-++((!9#<:(%)H*![&H+##&)P!-6+!23!-(*11!!

bBKTc,!O>(N%1. !#&H>#H*!\$*(1%6&,!! "1C(!2(#&1+##2*)!: 3!=%<% !d*+%N!!\12#&: >P!a%\$6!

M#3%&*%\$!Y%2. !&*Y!; (*7#5*e!

!

BKTCI!J.6(\$)"6#C(%&\$"" (0%7(A"5#(3%-5%1(%! ; 6; \$(!D#+%#EP!*(&Y66)!->: +%!. %&H!!

!

BKKc!!! "#\$%&\$"" (%<-++((0%&1(%2\$-34(563%)" %2#6+"..3%-+%&K"\$@(6LB\$#C()%)0-5#"%.%; 36#5(!,!06(6&26P!
O&%\$*(1%23!67!06(6&26!-(*11!!

!

!

!

!

BKBC!0Y%2. !g+%\$*(!=#&2k&!- *I #S!i m#1!7>* &2*1!) *!*&* (Hk#!(*&6\$#: +*!*&!F6\$#!=562%#P![12(#2*H%#1!
) *!H6: %*(&6!; (6\$%&5%#-!7(*&2*!#!:#1!; (*1%6&*1!) *!H6: %*(&6!7*) *(!#5#&#)%* &1*!; #(!#5#&R#(!1>!
<*2#!) *!5*(6!* <%!%6&*1!; #(!#BKLKn!4* &*Y#: +*!*&* (H3!16>(5*1!&!F6\$#!=562%#P!=2(#2*H%*1!67!2. *!
-(6\$%&5%#-!" 6\$*(&<* &2!%&!2. *!' #5*!67!-(*11>(*!7(6<!2. *!9#&#)%#&! ' *) *(!#!" 6\$*(&<* &2!26!
X5. %*\$*!%21!" 6#-!67!f*(6!

!

!

BKTTI!i 0. *!9#1*!XH#%&12!9. *#; !G#&#P!m*116&1!7(6<!2. *![OV9#(% : *#&!G#&#&#XH(** < *&2,j!
<#6#5".%0-5#-.-AH%CC!C,!; !!CLTVCC^1%

!

BKTKI!i ' #%(!0(#) * ,!' (**!0(#) * ,!#&!)!2. *!=2#2* ,j!>(Q%2-.#6#5".%G5-)-8H!TLPC,!; !!^LcV^cKI!

!

BKKAI!i 0. *!966; *(#2%\$*!#&!)!2. *!96(; 6(#2%6&P!96<; *2%&H!a%1%6&1!67!2. *!' >2>(*!67!' #%(!0(#) *j!
:-; \$)''.%-+%N; 3#) (33%G61#53!UZ,!; !!UTVAL!

!

BKKCI!i ' #%(!0(#) *!9677**!#&!)!96<<6)%23! *2%1. %1<P!0. *!m%<12!67!?' # (N*2V/(%\$*!&=65%#r>12%*j!
M#36-\$#5".%K<"6(\$#" #38!TLP!^,!; !!cAVTK^!!!!

bBKKU,!F6(Y*H#%&!2(#&1+#2%6&!; >: %1. *)!%&!?'b' 6!^,!; !!CTV^Ue!

!

BKKZI!i ' #%(!0(#) *!#&!)!F*6+% *(#%1<P!X11*11%&H![<*(H%&H!-*(1; *52%\$*1,j!7"6#)%J8(\$#5")%
2(\$34(56#C(3!CCP!Z!QF6\$* <: *(S,!; !!UVBUI!

!

BKKZI!i 96<*(5%6!]>126,!&*6+% *(#%1<6,!3!) *1#((6+6!(>(#P!O&#!\$#+6(#5%6&! %12s(%5# ,j!b' #%(!0(#) * ,!
F*6+% *(#%1< ,!#&!)!4>(#!/*\$*+6; <*2P!X&!D%126(%5#+X11*11<*2e,!c!U>U9!TKP!T,!]6>(&#+67!2. *!
m#2%&!X<*(%5#&! #5>+23!67!=65%#r=5%&5*1!0' mX9=gS!%&![5>#)6(!!

!

BKK^!i 0. *!' #%(!0(#) *!F*2Y6(N!%&!D%126(%5#+-*(1; *52%\$*j!<"')'' #'')% -; \$)''.%-+%B(C(-48()6%
96; '#(3!B!P!C,!; !!^TTV^BUI!!!

bBKKU,!4* ; >: %1. *)!%&!<\$-335; \$\$()630%R)6(\$)"6#-)" %B(C(-48()6,T!"!)I,!?' # (N!9. #(+26&!
Q*)IS,!=5#(: 6(6>H. ,!gFP!F*+16&e!!

!

BKK^!i 0. *!O&%\$*(1%23!#&!)!2. *!?' 6(#!< ; *(#2%\$*!67!' #%(!0(#) *!9677** ,j!:-; \$)''.%-+%J5"' (8#5%
G61#53!BP!T,!; !!T^TVTLAI!

%

<#!\$%%&!>40. +, 5' !!

#

BKBTI!QY%2. !`#2*![((\$%*S!i / * <#&)%&H!r>12%5*P!9#&!0(#) *!-6+%53!; *!' #%(tj!%&!&1(% "#\$%\$"' (%
M")' F--@0%N; #' #)A%'%N(66(\$% -\$.' =%&-A(61(\$,! " !' (%)*+,!f!!" (611,!=!?' 5D>H. ,!*)11,!D#+%#EP!
'*(&Y66)!->: %1. %&H,!; ; !!TABVBKTI!

!

BKBTI!QY%2. !f#5N!" (611!#&!)!=*#&!?' 5D>H. S,!iW. 3!W(%2*!#!G66N!6&! #' #%(!0(#) *tj!%&!&1(% "#\$%\$"' (%
M")' F--@0%N; #' #)A%'%N(66(\$% -\$.' =%&-A(61(\$,! " !' (%)*+,!f!!" (611,!=!?' 5D>H. ,!*)11,!D#+%#EP!
'*(&Y66)!->: %1. %&H,!; ; !!TVc!!

!



!

!

d(\$3%)(%4-.#6#e; (%5-88(\$5#".(%8-5#".(8()6%\$(34-)3"F.(% ")3%)%5-)6(S6% (%()3#-)3%
5-88(\$5#".(3!b&-Q"\$' 3%"%8-5#"..H%\$(34-)3#F.(%\$"' (%4-.#5H#)%1(%5-)6(S6%+%5-88(\$5#".%()3#-)3e!

!

!

BKKAI!i' (**!0(#)*!#&)! '#%(!0(#)*,j!%&!R)6\$-' ; 56#-)%-%R)6(\$)"6#-)"%B(C(-48()6%06; '#(30%
J44\$-"51(3=%J56-\$3%')' %R33; (3,!-!!D#1+#<,!r!|=5. #7*(,!#&)!-!!G*#>)*2,!*)11,!/6&!?%+1,!gFP!
gE76(!O&%\$*(1%23!-(*11!9#&#)#,!; !!BcTVBUZI!
! bBKTb,!4*\$%*)!\$*(1%6&!B#\$![]%2%6&,!; !!BcAVBA^e!
! bBKTZ,!? #]6(!4*\$!P!i' (**!0(#)*,! '#%(!0(#)*,!#&)!=6>2. V=6>2. !0(#)*,j!C%\$![]!;! !!BUBVCKTe!
bBKBT,!

!

!

?(C#(Q%-+%JA\$#5; .6; \$".=9! --' %')' %G)C#-\$) 8 ()6".%06; '#(3!AcP^,!; !!BZcZVBZA,!/g\p!
TKITKKcn1^TTCKVKTZVKKBUVRI!

!

BKT^!4*\$%*Y!67!M;)A\$H%- \$%<1")A(0% "\$8 (\$3=9! --' %; 36#5(%)' %1(%JA\$"\$#")%T; (36#-)!QG+#5N!
-6%&2,!F6\$#!=562%#P!' *(&Y66)!->: %9! . %&H,!BKTCS,!; 3!D#(66&!XN(#<Vm6) . %!:-; \$)".%-+%JA\$"\$#")%
<1")A(!T^PT,!; !!TLCVTLII!

!

BKTKI!4*\$%*Y!67!! "#\$%N")")"30% "\$8 (\$3=% - \$@(\$3=%)' %<-)3; 8 (\$3%06\$#C(%-%<1")A(%")%R)' ; 36\$H!
00>516&P!O&%\$(1%23!67!X(%R6&#!-(*11,!BKKAS,!; 3!D*&(3!r!l' (>&)2,!<"')' #")% -; \$)".%-+%7"6#)%
J8(\$#5")%')' %<"\$#FF(")%06; '#(3!CLP!ZA,!; !!BZLVBZc!l

!

BKKUI!4*\$%*Y!67!

!

!

BKBCI!i O=!4*; >: %5#&1!#(*!+66N%&H!26!%<; +* < * &2!#15#(: 6&! : 6()*(!2#EqY. #2!)6*1!2. #2! < *#&t,j!
&1(%<-)#6-\$,!/*5* <: *(!BT,!

!

!

. 22; PnnYYYI56>&2*(; >&5. 16(HnBKTZnKTnBK2. *V: #22+*V26V>&%&%R*V12#(: >5N1V%&V5. %*V#&V
%&2*(\$%*YVY%2. V#&)(*1VH%6#)#&6V1#:#R#(n!

!

BKTLPI4*; +3!26!iO(#)%&H!' #%(P!O. *!1+% ; *(3!1+6; *!67!%&)>12(3!1*+7V(*H>#2%6&j!; 3!r6!1*; . !D*#2. ,!%&!
2. *!7#6(\$"\$H%?(C#(Q%-+%<"') "' "%7?<j;!a6+!BC,!&6!^,!'? #3!!

. 22; Pnn(*\$%*Y5#&#)#I5#n<#H#R%&*nBKTLnKLn2(#)%&HV7#%(n!

!

BKTLI!i W3&&*!" %\$*1!G%#4*2#%#2. *!" %2!67!G** (j !&1 (%N; ..(6,!F6!TKAC,!'? #5. !BC,!

. 22; PnnYYYI165%#%#2; (6]*52I5#n: >+*2nTKACI; . ; !!

!

BKT^!i X+2*(%\$*!O(#)*j!, "6(\$31(' %0()6#) (.,!a6+!B^,!&6!C,!=><< *(!

. 22; PnnYYYIY#2*(1. *)1*&2%&*+5#n5#2*H6(3n2#H1n7#%(V2(#)*!!!

bBKT^,!(*; >: %0. *)!%&!&1 (%N; ..(6,!F6!TKKB,!r>&*!B^e!!

!

BKTCI!i ? #<3!Y{#)R|!|#N6!N6&1><*%5%#j!b' #%(!O(#)*!#&)!2. *!m%<%2!67!p96&1><*(!-6Y*(e,!

!; .6; \$"%7#F(\$".) "lb7#F(\$" %<; .6; \$(,!-6%0. !W**N+3,!W#(1#Ye,!/*5* <: *(!C!!

bBKT^,!(*; >: %0. *)!%&![&H+%0. !%&!&-; 51%N"3(!' *:(>#(3!C,!

. 22; PnnYYYI26>5. : #1*6&%&*I5#nt; }CLUUle!

!

BKTCI!i 9677**!9(%!%!%&!9*2(#+X<*(%5#j!, "6(\$31(' %0()6#) (.,!a6+!BC,!&6!B,!^!*=; 2ng52,!

. 22; PnnYYYIY#2*(1. *)1*&2%&*+5#n56&2*&2n5677**V5(%!%V5*2(#+!#<*(%5#!!

bBKTC,!(*; >: %0. *)!%&!&1 (%N; ..(6,!F6!UcB,!*=; 2* <: *(!Ue!!

!

BKTCI!i O. *!/#3!2. *!W. *#2!G6#(!!/%*)j!, "6(\$31(' %0()6#) (.,!a6+!BC,!&6!B,!'? #5. nX; (%,!

. 22; PnnYYYIY#2*(1. *)1*&2%&*+5#n56&2*&2n)#3VY. *#2V: 6#(V)%*)!!

!bBKTC,!(*; >: %0. *)!#1!i W. 3!9#&#)#@!W. *#2!G6#(!!Y%+! : *!<%1*)j,%&!?"FF.(05",!r>+3!^e!

!

BKTB!i O. *!/#3!2. *!W. *#2!G6#(!!/%*)j!&1 (%N; ..(6,!F6!ZcT,!r>+3!Bc,!

. 22; PnnYYYI165%#%#2; (6]*52I5#n: >+*2nZcTI; . ; !!

!

BKTTI!i X(*!56(; 6(#2%6&1!56((>; 2%&H!9#&#)%#&!5. %) (*&tP!4*1%12%&H!56<<*(5%#%0<!%&!6>(!

15. 66+1j!0%&2*(\$%*Y!67!0(*\$6(!F6((%S!?"FF.(05",!?' #5. !CTI!

. 22; Pnn(#: : +*I5#n: 66N1n(*\$%*Y1nBKTTnKcN56&1><%&HV15. 66+1V56<<*(5%#%0<V#&)V*&)V; 6+2%51!!

!

BKTTI!i 96(; 6(#2%6&1!g55>; 3!#%(!O(#)*j!&1 (%N; ..(6,!F6!LZL,!F6\$* <: *(!c,!

. 22; PnnYYYI165%#%#2; (6]*52I5#n: >+*2nLZLI; . ; !!

!

BKTKI!i O. *!7(**!2(#)*!7(#5#1!#2!*=*6>+!" BK,j!?"FF.(05",!/*5* <: *(!T,!

. 22; Pnn(#: : +*I5#n*Y1nBKTKnTBn7(*V2(#)*V7(#5#1V1*6>+HKBK!

!

BKKA!i i' #%(!2(#)*t!G6356221,!:(#&)%&H!#&)!#; #2. *)j!?"FF.(05",!r#&>#(3!BB,!

. 22; Pnn(#: : +*I5#n*Y1n7#%(V2(#)*V: 6356221V: (#&)%&HV#&)V#; #2. *)j!!

.

!

!

BKKUI!i D6Y!7(*!*2(#)*!>*+1p: #&#&#!Y#(1@j!?"FF.(05",!X>H>12!TC,! 22; Pnn(#: : +*15#n&*Y1n. 6YV
7(*!*V2(#)*V7>*+1V: #&#&#VY#(1!

bBKKU,!(*; >: +! . *)!%&!1(%N(36%-+%?"FF.(=%_DW,!r*&!WV#22!Q*)IS,!4#: : +*15#,!; !!CCVCLe!

!

: "#' +, 5\$3\$, ' \$4#(, %#/3\$4\$,)() *+, 4#

!

"#!>%83, 5, 8/, !@5%/ , ,) *8C' !95, 3, 5, , ,) ;!

#

i 0. *!-6+%2%5# +!m%<%21!67!\<; *(%# +!a2!/(#%&!0. *6(3P!X!-135. 6#&#+32%5!9(%2%O>* ,j!_W_Z%J)); ".%
<-)+(\$()5(0%J6.")6#5%2\$-C#)5(3%2-.#6#5".%95#()5(%J33-5#"6#-) %J229Jj,! =2!0. 6<#1!O&%\$*(1%23,!
'(*)*(%526&!F*Y!G(>&1Y%5N,!9#&#)#,!g526: *(!T^,!BKBC!!

!

i =>12#%&#: +*!O(#)*!#&!O(#)*! *2% . %<P!G*2Y**&!O6N* &!#&!)! =>: 12#&2%\$*!9. #&H*!%&!2. *!F*Y!
FX' OX!BIK,j %<") "' #")%2-.#6#5".%95#()5(%J33-5#"6#-) %<29Jj0%J)); ".%<-)+(\$()5(%_W_Z=%k-\$@%
)#C(\$3#6H=%&-\$-)6--% ;) (%V=%_W_ZD!

!

i " +6: # +!m% %) %&# +![56&6<3,j!X>2. 6(!? **21!9(%2%51@=*11%6&!<") "' #")%2-.#6#5".%95#()5(%
J33-5#"6#-) %<29Jj0%J)); ".%<-)+(\$()5(%_W_Z=%k-\$@%*)#C(\$3#6H=%&-\$-)6--%<"H%ZW=%_W_ZD%
%

i 9#&#)%#&!96V6; *(#2%\$*1!#&!)! #%(2(#)*P!4*1*#(5. !#&!)!-(#52%5*,j%46>&)2#: +*,%<") "' #")%
J33-5#"6#-) %-\$%96; ' # (3%#)%<-L-4(\$"6#-)=%&K"H%ZW=%_W_ZD%

#

; 0. %&N%&H!g>21%)*!2. *!9. #%&P!W. 6!-#31#2. *!96121!67! =>; ; +3!9. #%&!&5+>1%6&##&!)![E5+>1%6&t!0. *!
9#1*!67! =2!a%&5* &2!#&!)!2. *!" (*&#)%&*1,j!_WV! %J)); ".%<-)+(\$()5(0%J6.")6#5%2\$-C#)5(3%2-.#6#5".%
95#()5(%J33-5#"6#-) %J229Jj,!X5#)%#!O&%\$*(1%23,!W6+7\$%+*,!F6\$#! =562%# ,!9#&#)# ,!g526: *(!BK,!
BKTAI!

!

i X2+#&2%5!-6+%2%5# +![56&6<3! =3<; 61%><!0X- [=S,j!46>&)2#: +*,!_WV! %J)); ".%<-)+(\$()5(0%J6.")6#5%
2\$-C#)5(3%2-.#6#5".%95#()5(%J33-5#"6#-) %J229Jj,!X5#)%#!O&%\$*(1%23,!W6+7\$%+*,!F6\$#! =562%# ,!
9#&#)# ,!g526: *(!BK,!BKTAI!

!

!

!

!

ig&!2. *!#(H%&1!67!2. *!4%1%&H!=6>2. P!0. *!9#1*!67!=6>2. V=6>2. !966; *(#2%&!%&!2. *!9#(% : *#&,j!

!

!

!

!

"

!

!

!

iX+2*(#2\$*!0(#)*P!m*H#5%*1!76(!2. *!' >2>(*,j!; (*1*&2#2%6&!#&)! : 66N!:#>&5. ,!==D49V7>&)*)!
Y6(N1. 6; ,!iX+2*(#2\$*!0(#)*P!9(%2%5#!X; ; (6#5. *1!#&)!F*Y!/%(*52%6&1!%&!0(#)*!#&)!

!

!

!

!

i' (**!0(#) *!#&)! #%(!0(#) * j!H>*12!+*52>(*!76(!<"') "' '%')' %1(%n&1#'\$' % -\$. ' o,!v>* * &@!
O&%\$*(1%23,!` %&H126&!g&2#(%6,!F6\$* <: *(!BB,!BKTTI!

!

96<<* &2#26(!#&)!H>*12!<6)* (#26(!76(!i [56V-%(#2*1P!O. *!=26(3!67!-#>!W#216&j!7%<!15(* * &%&H!
#&!)!%15>11%&&!` #Y#(2. #!W6(+)!11>*1!9* &2*(!#&)!2. *!- *2*(: 6(6>H. !\&2*(%&#+' %<!' *12\$#+,!
?(N*2!D#+,!- *2*(: 6(6>H. ,!g&2#(%6,!F6\$* <: *(!L,!BKTTI!!

!

96<<* &2#26(!#&)!H>*12!<6)* (#26(!76(!i 96&1><%&H!=5. 66+1P!96<<* (5%#+%<!#&)!2. *![&)!67!
-6+%2%51,j!G66N!m#>&5. !76(!/(!0(*\$6(!F6((%!,!D#(2!D6>1*!m% (#(3,!O&%\$*(1%23!67!06(6&26,! ' *: (>#(3!
B^,!BKTTI!!

!

i' #%(!0(#) *!9677* *!F6(2. P!O. *!-(61; *521!#&)!-%27#++j!; >: +%5!+*52>(*,!? 6>&2!X+%1 6&!O&%\$*(1%23,!
=#5N\$%+*,!F*Y!G(>&1Y%5N,! ' *: (>#(3!TL,!BKTKI!

!

iO. *!pG#&#&#!W#(1@!2. *!W0g,!#&)!2. *!' >2>(*!67!9#(% : *#&!G#&#&#!' #(<* (1,j!H>*12!+*52>(*!76(!
R)6\$- ' ; 56#-)%-%)6(\$)"6#-)" .%?(."6#-)3,!? 6>&2!X+%1 6&!O&%\$*(1%23,!=#5N\$%+*,!F*Y!G(>&1Y%5N,!
' *: (>#(3!TL,!BKTKI!

!

i' #%(!0(#) *!9677* *P!=65%#+!r>12%*!6(!G>1%&*11V

!

!

!

i' #%(!O(#)*!W6(N1. 6; !BKKcP!=*5>(%&H!#!=>12#%&#: +*!' >2>(*!76(!' #(<* (1!%&!#!? # (N*2V/(%\$* &! W6(+),j!; >: #5!Y6(N1. 6; ,!O&%\$*(1%23!67!9#H#(3,!9*&2(*!76(!->: #5!\&2* (*!2!X556>&2%&H!QD#1N#3&*! =5. 66!67!G>1%&*11S,!9#H#(3,!X+: *(2#!F6\$* <: *(!BT,!BKKc!

!

!

!

96 << *(5*!F*H62%#2%&1,j!Qr>&*!BC,!BKBKS_!i /%#2#:#E#2%&!#&!)!O(#)*!O(*#2%*1,j!
Q' *: (>#(3!BZ,!BKBKS!

!

<"#/3+5\$44*+, (0#3\$' +=, *)*+, #

!

"#!=/0), M*/0!D, ', 05/4!08)!)=)E**%56!>%MM*++, , '!

!

?* <: *(,!O(#)*!#&)!&\$*12<*&2!4*1*#(5. !-(6]*52!00\4-\$,!9#&#)%#&!9*&2(*!76(!-6+%53!
X+2*(%\$*!1099-XS,!BKTAV; (*1*&2!

!

!

O&%*(1%23!67!9#H#(3!-(*11,!BK TU!
O&%*(1%23!67!06(6&26!-(*11,!BK BK!

%

N"#/??@#3?A#?C#DE#3?J?>@FO#=@>KPJ#

!

=65%#+=5%* &5*1!#&)!D>< #&%2%*1!4*1*#(5. !96>&5%!67!9#&#) #,!BKT^,!BKTA,!BK BK,!BKBB,!
BKBCI!
=Y%1!F#2%6&#+=5%* &5*!' 6>&)#2%6&!#&)!2. *!=Y%1!XH* &53!76(!/*\$*+6; < * &2!#&)!
966; *(#2%6&,!BKTL!
F#2%6&#+=! " *6H(#; . %5!=65%*23,!BKTB#
F*2. *(+&#)1!\&12%>2*!76(!X)\$#&5*)!=2>)3!%&!2. *!D>< #&%2%*1!#&)!=65%#+=5%* &5*1!QF\X=S,!
BKTC,!BK BK,!BKBT!
F*2. *(+&#)1!g(H#&%1#2%6&!76(!=5%* &2%7%5!4*1*#(5. !96>&5%!67!2. *!D>< #&%2%*1,!BKTB#
0. *!463#+=65%*23!67!F*Y!f*#+#&),!BK TU#
OF [=9g!9. #%(1!-(6H(#<< * ,!BKTC!

%

F"#/??@#3?A#?C#ED#@ (F>G?HBF#QDR@K>WJ#

!

XH(%5>+2>(*!#&)!D>< #&!a#+=*1,!BKKA,!BKTT,!BKTB,!BKTC,!BKTC,!BKTC!
X<*(%5#&! [2. &6+6H%12,!BK T^!
X&2% 6) * ,!BK T^,!BKBB,!BKBC!
9#&#)%#&! ' 6(*%H!-6+%53!r6>(&#+,!BK TU,!BK TU!
9#&#)%#&!r6>(&#+!67!/*\$*+6; < * &2!=2>)*%1,!BK KZ,!BK KU,!BK T^,!BK TL,!BK TC,!BK BC!
96&12*+2%6&1,!BKTA!
9(%2%5#+=65%6+6H3,!BKTB,!BKTC,!BK TZ,!BK TZ!
/*\$*+6; < * &2!8!9. #&H* ,!BKTT!
/%12%&N2%6& ,!BK BK!QBS!
[56+6H%5#=[56&6<%51,!BK TU!
[2. %51!8!\&2* (%6&#+=X77#%(1,!BK TC!
[2. %51,!-6+%53!8! [&\$%(6&< * &2,!BK TT,!BK TT!
[>26; k#!b=; #&%1. e,!BK TL!
" *676(>< ,!BK TU!
" +6: #+! [&\$%(6&< * &2#+=6+%2%51,!BK KU!
" +6: #+R#2%6&1,!BK BC!
" +6: #+!F*2Y6(N1,!BK BB!
D>< #&! " *6H(#; . 3,!BK BK!
D>< #&!4%1. 2!4*%\$*Y ,!BKTB!
D>< : 6+)2!r6>(&#+!67!=65%#+=4*+2%6&1!4*%\$*Y ,!BKTK!
\&2* (%6&#+=!r6>(&#+!67!96< ; #(#2%\$*!=65%6+6H3,!BKTT!
r6>(&#+!67!XH(#(%#&!9. #&H* ,!BK T^!
r6>(&#+!67!G>1%&*11![2. %51,!BK KU,!BK KA,!BK TT!

!

!

r6>(&#!67!96V6; *(#2%\$*!g(H#&%R#2%&!#&)!? #&#H* <*&2,!BKTC,!BKT^,!BKT^,!BKT^,!BKTL,!
BKTL,!BKTL,!BKTL,!BKTL,!BKTL!
r6>(&#!67!/*\$*+6; <*&2!=2>)%*1,!BKKA!
r6>(&#!67!m#2%&!X<*(%#&!#&)!9#(% : *#&!X&2. (6; 6+6H3,!BKTZ!

!

!

""#J ,) *0! = . . , 0508 / , ' !

!

-6)5#12!%&2*(\$%*Y,!iO&; #5N%&H!' #%(!O(#) *!Y%2. !" #\$\$%&! (%)*+,j!9; 36"#) "F.(%l ""#\$%&\$"" (pk-\$@,!=#: (%&#!) *!m61#)#!9#1#: ,!g526: *(!c,!BKBC,!
. 22; 1Pnn6; * &l1; 62%3156 <n*; %l6) *n^]Na]5`0T]/BE\$^cC' B5C^t1%Z)C#*c*)c7Zc^: B: !!
0*+*\$%l%&!%&2*(\$%*Y,!<&d%>(Q3%J6.")6#5,!G(>5*!' (%lN6,!g526: *(!T,!BKBCI!
F*Y1; #; *(!%&2*(\$%*Y,!iF#2%&#-!#&!)!&2*(%&#-!9677**!/#315*+*: (#2*1!9#&#)#x1!H6V26!
)(%&N,j!<&d%>(Q3%J6.")6#5,!X+#&#!-%N(*+,!=*; 2* <: *(!CK,!BKBCI!
0*+*\$%l%&!%&2*(\$%*Y,!<&d%>(Q3%J6.")6#5,!X+#&#!-%N(*+,!=*; 2* <: *(!BA,!BKBCI!
-6)5#12!%&2*(\$%*Y,!iD6Y!#!9>; !67!9677**![E; +%&1!" +6: #-!&7+#2%&j!&1(%N#A%06-\$H!#&!)!
<#6H%>(Q3%&-\$-)6- ,!r6()#&!D*#2. V4#Y+%&H1,!? # (5. !C,!BKBC,!
. 22; 1Pnn2. *: %H126(3; 6)5#1215#nBKBCnKcKcN. 6YV#V5>; V67V5677**V*E; +%&1VH+6: #-!
%&7+#2%&n!
?#H#R%&*!%&2*(\$%*Y,!iG%l. 6; @!*#(&!7#%(!2(#) *!5#<; >1!) *1%H%&j!*)#C(\$3#6H%J++"#3,!
?6%(!? #5/6&#+),! * : (>#(3!B,!BKBC,!. 22; 1PnnYYYI>&%*(1%23#77#%(115#n&*Y1n&*Y1V
#(2%5+*n: %l. 6; 1V

!

!

" (*&#)%&*1,! ' *: (>#(3!BC,!BKTc,!#+16!%&!>N<%?' ' #-,! =2!a%&5*&2!#&!)!2. *!" (*&#)%&*1,!
' *: (>#(3!BC,!BKTc_!#, #6) (33%>(Q3,! =2!a%&5*&2!#&!)!2. *!" (*&#)%&*1,! ' *: (>#(3!B^,!BKTc_!
960%7; 5#" % (3,! =2!m>5%#,! ? # (5. !T,!BKTc!!!
0*+*\$%&!%&!%&2*(\$%*Yp!<&d%>(Q3%J6.")6#5,!G(>5*!' (%N6,! ' *: (>#(3!BL,!BKTc!
F*Y1; #; *(!%&2*(\$%*Yp!i0. *!1*5(*2!%7*!67!7#%(!2(#) *!#&!)!2. *!5677**!%&)>12(3,j!9. #(<#%&*!
?%+##%(*,!&1(%0#A)".

!

!

F*Y1; #; *(!%&2*(\$%*YP!i 9#&#) #P! #52!7(6<! ' %52%&!%&! #'%(!0(#) *!m#: *%&H,j!9. (%!?!? #++%&61,! &1(%G4-51%(3,!r#&>#(3!TC,!BKTTI!

F*Y1; #; *(!%&2*(\$%*YP!i 4*; 6(2!6&!7#%(!2(#) *P!0. *(!6621!67!Y. #2!Y*!56&1><* ,j!9#2. (3&! X2N%&16&!0. *!E.-F(%') ' %K"#,!X>H>12!TU,!BKTKI!

0*+*\$%1%&!; #&*%#2P!i 0. *!/ *: #2*P![2. %5#-!96&1><* (%! <P!a62%&H!Y%2. !/6+#(1,j!&1(% JA() ' ""Q#61%96(C(%2" #@#) ,!. 612*)!: 3!=2*\$*!-#%N%&!0ag,!g&2#(%6,!/*5* <: *(!C,!BKKA!

F*Y1; #; *(!%&2*(\$%*YP!i =2%<>#2%&H!*2. %5#!*56&6<%51,j!=. #&&6&!G>12#,!&1(%<-\$' ,!V%7(%)! m#>(%*(!O&%\$*(1%23,!F6\$* <: *(!TU,!BKKA!

F*Y1; #; *(!%&2*(\$%*YP!i ' #'%(!2(#) *!# #'%(!H# <*t,j!F%56+*![+1#11*(,!&1(%J)6"\$#-),!" >*+; . ! O&%\$*(1%23,!g526: *(!BA,!BKKA!

?#H#R%&*!%&2*(\$%*YP!i ' #'%(!-#3,j!56\$*(!126(3,!D>Y!0. 6<#1,!>(S6%E()) (\$"6#-)%! --' !QO`S,! %11>*!c,!X>H>12,!BKKA!

F*Y1; #; *(!56\$*(#H*P!i =; %&!935+*!€!' #'%(!0(#) *!#1!\$%52%<167!%21!6Y&!1>55*11,j!9. >5N! `>*; 7*(,!

!

!

F*Y1; #; *(!%&2*(\$%*YP!iW#1!36>(!<6(&%&H!5677**!7#%(!2(#)*t,j![+R#: *2. !G6Y*(,!
 2(6(\$F-\$-; A1%GS" 8#) (\$,!? #3!TB,!BKKc!
 4#)%6!%&2*(\$%*YP!&1(%E\$("6%>-\$61Q(36,!m%#!m#56,!9G9!(#)%6,!` * &6(#,!? # (5. !BZ,!BKKc!
 4#)%6!%&2*(\$%*YP!U)6"\$#-%K-\$)#)A,!W*%9. * &!9G9!(#)%6,!g&2#(%6,%? # (5. !BB,!BKKc!
 F*Y1; #; *(!%&2*(\$%*YP!i-(67!Y6&)*(1!Y.#2@!7#%(!#: 6>2!' #%(!0(#)*t,j!=2>#(2!m#%)#Y,!
 &-\$-)6-%06"\$,!? # (5. !BT,!BKKc,!/BI!
 F*Y1; #; *(!%&2*(\$%*YP!i0(*&2!;(67!+66N1!76(!#!7#%(!5>; !67!]6*j!m#>(*&! "%5. (%2,!
 2(6(\$F-\$-; A1%&1#3% ((@,!? # (5. !TZ,!BKKc!

!

"<#!"8E+,)!B%5&'4%. '!! !-6M. %'*O!

#

!

!

BKBCVBZ! -(%&5% +*!\&\$*12%#26(!i=>12#%&#: +*!0(#)*,!G*2Y**&!06N*!#&!)!>: 12#&2%\$*!
9. #&H*P!4*2. %&N%&H!F6(2. !X<*(%&#&!0(#)*j!\&1%#H. 2!" (#&2,!&65%#&!=5%* &5*!#&!)!
D><#&%2%*1!4*1*#(5. !96>&5%!0==D49S!0...TUT,UATS!0z^CLVBKBCVKcBAS!
BKTUVBL! 96V&\$*12%#26(!i0. *!D%) *&!96121!67!>; ;+3!9. #%&1P!X!" +6: #&!\&\$*12%#2%&j!
-#(2&* (1. % !" (#&2,!&65%#&!=5%* &5*!#&!)!D><#&%2%*1!4*1*#(5. !96>&5%,!0-(6j)*52!
/!(^*526(nX; ;%&#&2P!?(!!- *2*(!` +*%&S!0...B,^UA,ZCCS!0zUALVBKTUVTKKBS!
BKTcVBB! 4* &*Y#+,!9#&#)#!4*1*#(5. !9. #%(,!0%*(!B,!&2*(%&#&!/*\$*+6; <* &2!=2>)%*1,!
=&65%#&!=5%* &5*1!#&!)!D><#&%2%*1!4*1*#(5. !0==D49S!0...LKK,KKKS!0zALKVBCTBcZS!
BKTLVBB! ? * <: *(!67!2. *!96++*H*!67!F *Y!=5. 6+#(1,!X(2%#21!#&!)!=5%* &2%#21!€!2. *!463#&!=65%* 23!
67!9#&#)#!!
BKTCVTL! -(%&5% +*!\&\$*12%#26(P!i F*Y!/!(^*52%&1!%&!0(#)*!#&!)!/*\$*+6; <* &2,j!96&&*52%&!
" (#&2,!&65%#&!=5%* &5*1!#&!)!D><#&%2%*1!4*1*#(5. !96>&5%,!; (%&5% #&!#; ;%&#&2!
0...^c,ccBS!0zZTTVBKTBVKTc^S!
BKTC! XY#()1!26!=5. 6+#(+3!->: +%%&1!-(6H(#< ,!=65%#&!=5%* &5*1!#&!)!D><#&%2%*1!
4*1*#(5. !96>&5%,!H(#&2!76(!J.6(\$)"6#C(%&\$"" (!Q' *(&Y66)S!0...U,KKKS!
BKTCVTc! m*#) *(!1g; ; 6(2>&%23!'>&),!9#&#)#!' 6>&)#2%&!76(!\&&6\$#2%&!0...CC,ZALS!
BKTBVTc! 9#&#)#!4*1*#(5. !9. #%(,!0%*(!B,!&2*(%&#&!/*\$*+6; <* &2!=2>)%*1,!&65%#&!
=&5%* &5*1!#&!)!D><#&%2%*1!4*1*#(5. !0==D49S!0...LKK,KKKS!0zALKVB BUT^US!
BKKUVTT! -(%&5% +*!\&\$*12%#26(!i ? #&#H%&H! ? # (N*21P!X!96<; #(#2%\$*!X11*11<* &2!67!

!

!

!

G"#4?M?FP#

!

!

46>&)2#: +*!96&\$*\$&*(!i F*Y!W6(+)!0(#)*!g()*(tP!X11*11%&H!2. *!G#((%*(1!#&)!g; *%&%H1!
76(!4*76(<%&H!" +6: #!0(#)*!XH(** <* &21,j!R)6(\$)"6#-)"%06; '#(3%J33-5#"6#-)%R9Jj_WV! 0%
J)); ".%<-)C()6#-),!06(6&26,!? # (5. !BA,!BKTA!
-#&*!96&\$*\$&*(,!i0(#)*!-6+%53P![<: *))%&H! =>12#%&#: %&23!#&)! '#%(&*11,j!91"4#)A%J; \$%
!; 6; \$(0% ^ %>"6#-)"% "#\$%&\$'" (%<-)+(\$()5(!g22#Y#,!9#&#)#,!? # (5. !B,!BKTA!
-#&*!96&\$*\$&*(,!i0(#)*!TKT!G*36&!)96<; #(#2%\$*!X)\$#&2#H* ,j!91"4#)A%J; \$% ; 6; \$(0% ^ %
>"6#-)"% "#\$%&\$'" (%<-)+(\$()5(!g22#Y#,!9#&#)#,!? # (5. !T,!BKTA!
96V6(H#&%R*(!#&)!<6)*(#26(!i' #%(!0(#)*!#&!)2. *!W6(+)!67!9677*!P!96&\$*(1#2%&&!
96&2%&>*) ,j!D#%7#E!9* &2(#!m% (#(3,!D#%7#E,!9#&#)#,!? # (5. !TK,!BKTL!
96V6(H#&%R*(!#&!)9. #%(,!i0. *!46. %&H3#!4*7>H**!9(%!%#!#&)!? 3#&<#(P!9#>1*1,!96&5*(&1!
#&)! =6+>2%&1,j!6(H#&%R*)! : 3!\&2*(%&&#!/*\$*+6; <* &2!=2>)%*1,!/*; # (2<* &2!67!
4*%H!6>1!=2>)%*1,!#&!)2. *!G#&H#)#*1. %&=2>)* &21!=65%*23,!=#%&2! ? # (3@!O&%\$*(1%23,!
g526: *(!TK,!BKTL!
? * <: *(,!g(H#&%R%&H!96<<%22**,![%>"6#-)"% "#\$%&\$'" (%<-)+(\$()5(!D#%7#E,!9#&#)#,!
' * : (>#(3!B^VBZ,!BKTL!
-#&*!96&\$*\$&*(,!i ->: %&D*# +2. !#&)! =65%# +r>12%* ,j!J6.")6#5%2\$-C#)5(3%2- .#6#5" .%05#()5(%
J33-5#"6#-)%J229Jj_WV[%<-)+(\$()5(!D#%7#E,!#* ; 2* <: *(!BZ,!BKTL!
-#&*!96&\$*\$&*(,!i0. *!-6+%2%# +[56&6<3!67![<*(H%&H!0(*&)1!%&!XH(%&>+2>(*!#&)!
/*\$*+6; <* &2,j!J6.")6#5%2\$-C#)5(3%2- .#6#5" .%05#()5(%J33-5#"6#-)%J229Jj_WV[%<-)+(\$()5(!
D#%7#E,!#* ; 2* <: *(!BZ,!BKTL!
96Vg(H#&%R*(,!

!

!

W"# + &34\$4#) (&=6)#

!

"#IK8), 5C50) 20+, !

" /=0!TKKK!" +6: #!/ *\$*+6; < * &2!%&!0>(: >+* &2!0%< *1!
 -g=0!B^KK!m65#+!26!" +6: #P!=2#2*1!#&)!9%\$%!=65%*23!%&!96<; #(#2%\$*!- * (1; *52%\$*!00(* &2!
 O&%\$*(1%23S!
 -g=0!BBKK!" +6: #!-6+2%51!00(* &2!O&%\$*(1%23S!
 " /=0!BCKT!\&2(6)>52%6&!26!/*\$*+6; < * &2!=2>)%*1P!- * (1; *52%\$*1!!
 " /=0!B^KT! #%(!0(#)*!#&)! (* *!0(#)*!!
 " /=0!C^KB! =* < %&#!(!%&!\&2* (%6&# #!/ *\$*+6; < * &2!=2>)%*1P!96&5*; 2># #! 6>&) #2%6&1!
 -g=0!C^CK!m#2%&!X < * (%5#&!-6+2%51!00(* &2!O&%\$*(1%23S!
 -g=0!^BcK!/* < 65(#53!#&)! " +6: #!g() *(!00(* &2!O&%\$*(1%23S!
 -gm=!CZcK!96<; #(#2%\$*!->: +%5!-6+%53!#&)!X) < %(#2%6&!0" >*+; . !O&%\$*(1%23S!
 -gm=!^BZK!06; %51!%&!->: +%5!-6+%53!0" >*+; . !O&%\$*(1%23S!
 -gm=!^AUK!-6+2%51!9#; 126&*P!" +6: #!-6+2%51!0M6(N!O&%\$*(1%23S!

!

""#!: 50) 20+, !>%25', '!08)!>5%' 'H!*+,)!P%8%25'!>%25', '!

" /=0!^U^TnZZ^!0(#)*!#&)!/*\$*+6; < * &2!!
 " /=0!^U^KnZZ^K!0(#)*, !r>12%5*!8!-6Y*(!
 " /=0!ZZKTncLKK!/3&#<%51!67!/*\$*+6; < * &2P! (# < *Y6(N1!67!X&#+31%1!#&)!

!

!

O&%*(1%23!67!W6+6&H6&H,!5. 66+67!D><#&%2%*1!#&)!=65%#-!\&o>%(3,!X>12(#-!#,!BKBC!!
O&%*(1%23!67!06(6&26,!/*; #2<* &2!67!-6+%2%5#-!=5%* &5* ,!06(6&26,!BKBK!
O&%*(1%23!67!G(%2%!. !96+6<: %#!,4*16>(5*! ? #&#H* <* &2!#&!)! [&\$%(6&<* &2#-!=2>)%*1,!a#&56>\$*(,!
BKTZ!
M6(N!O&%*(1%23,! " *6H(#; . 3,!06(6&26,!BKT^!
M6(N!O&%*(1%23,!96<<>%5#2%&!8!9>+2>(* ,!06(6&26,!BKTC!
M6(N!O&%*(1%23,!-6+%2%5#-!=5%* &5* ,!06(6&26,!BKTT!

!

""#!J =!(T+, 5801!(TOM*8, 5!
=#%&2! ? #3@!O&%*(1%23,! ? #12*(!67!0*5. &6+6H3![&2(*; (*&* >(1. % !8!\&&6\$#2%& ,!D#-!#E,!BKBB!
=#%&2! ? #3@!O&%*(1%23,! ? #12*(!67!0*5. &6+6H3![&2(*; (*&* >(1. % !8!\&&6\$#2%& ,!D#-!#E,!BKTA!
/#+. 6>1%*!O&%*(1%23,!&2*(%6&#-!/*\$*+6; <* &2!=2>)%*1,!D#-!#E,!BKTU!
/#+. 6>1%*!O&%*(1%23,!&2*(%6&#-!/*\$*+6; <* &2!=2>)%*1,!D#-!#E,!BKTC!

!

""#!@%' +HS%/+%50!-2. , 5E**%8!
/(!!=#]#!X+f6>: %!-612)6526(#+4*1*#(5. !' *+6Y!%&! " +6: #-!/*\$*+6; <* &2!=2>)%*1,!BKBBVBKB^!
/(!4>2. !' *+)* (,!=D49!96&&*52%6&! " (#&2V7>&*)!; 612)6526(#+(*1*#(5. !7*+6Y,!BKTCVBKT^!

!

"<#!@4S!S*** , 5+0+%8!-2. , 5E**%8!08)!>%MM*++ , !B%5&!
[(%N#!` 611,! \ / =, !=#%&2! ? #3@!O&%*(1%23!0=>; *(\$%16(!%&!; (6H(*11S!
m*6&#(!)G>5N+*1, \ / =, !=#%&2! ? #3@!O&%*(1%23!04*#) *(!%&!; (6H(*11S!
9. (%126; . *(!W#N*(, \ / =, !=#%&2! ? #3@!O&%*(1%23!04*#) *(!%&!; (6H(*11S!
0(3<6(*! ? #H#&H#, \ / =, !=#%&2! ? #3@!O&%*(1%23!04*#) *(!#; ; (6\$*)!BKBK!
X(2>(6![Ro>*((6V9#I *2* , \ / =, !=#%&2! ? #3@!O&%*(1%23!04*#) *(!#; ; (6\$*)!BKBK!

!

<#!J =!-2. , 5E**%8!08)!>%MM*++ , !B%5&!
\1#5!G*((3, \ / =, !=#%&2! ? #3@!O&%*(1%23!0=>; *(\$%16(!%&!; (6H(*11S!
? *%1#!r#5N16&, \ / =, !=#%&2! ? #3@!O&%*(1%23!0=>; *(\$%16(!%&!; (6H(*11S!
->+!-3&&, \ / =, !=#%&2! ? #3@!O&%*(1%23!04*#) *(!%&!; (6H(*11S!
4%5. #(!)G6#N3* ,!

!

!

r6*!=2(#N*(,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!04*#) *(,!# ; ; (6\$*)!BKTBS!
M%#%>, \!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!04*#) *(,!# ; ; (6\$*)!BKTBS!

!

<"#!J =!J O!%5!D, ', 05/4!@0. , 5!9J D@;!-2. , 5E**%8!08)!>%MM*+, ,)!B%5&!
[]H#!(X))#,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKBT\$!
? *#H#&!W*12,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!04*#) *(,!# ; ; (6\$*)!BKBKS!
[<%3! ? >((#3,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!04*#) *(,!# ; ; (6\$*)!BKBKS!
0#&%1%-66(#&,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKTUS!

!

<"#!K8), 5C50)20+, !P%8%25'!L4, '**!-2. , 5E**%8!08)!>%MM*+, , !B%5&!
\1##5!G*((3,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKTUS!
m3)%#! ? #R*+,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKTc\$!
r*(* <3!" . 61&,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKTc\$!
F6#. !G*12,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKT^\$!
9. %*R#!=#)6< : #,\!/ =, !=#%&2! ? # (3@!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKTC\$!
`(%12*&!D#<+*3,!-6+%2%5#!=2>)%*1,!0(*&2!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKTB\$!
m*#. !G>5N+*3,!-6+%2%5#!=2>)%*1,!0(*&2!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKKAS!
X)#<!\HH*(1,\!/ =, !0(*&2!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKKAS!
\#&!X(2. >(!,-6+%2%5#!=2>)%*1,!0(*&2!O&%\$*(1%23!0=> ; *(\$%16(!# ; ; (6\$*)!BKKUS!

!

!

X52%&H!-(6H(#<!966())%(P!r#&>#(3!€!r>+3!BKBT,!r>+3!€!/*5* <: *(!BKBK,!r>&*!BKTC,!r>&*!BKTL,!F6\$* <: *(!BKT^,!r>&*!BKT^!

?X!/*7*&1*!9.#%(P!BKTZVBKTC!QT!) *7*&1*S,!BKTLVBKTCZ!QB!) *7*&1*S,!BKT^VBKTL!QT!) *7*&1*S,!BKTCVBKTC!QC!) *7*&1*S,!BKTBVBKTC!Q^!) *7*&1*S!

V/=!-(6H(#<!966())%(!F6<%%&H!96<<%22**,!BKTL!

V/=!\&2*(%%&#&!? 6: %!XY#(!)1!96<<%22**,!BKTC!

RB9%04("@"(\$3%(\$#(3,!966())%(P!BKTCVBKTU_!BKT^VBKTL_!BKTCVBKT^_!BKTBVBKTC_!96V966())%(P!BKTLVBKTC!

' #5>+23!X)\$%#6(!1>55*117>+!H(#)>#2*!12>)*&2!7>&)%&H!#; ; %5#2%&1!26!2. *!X2+#&2%5!96>&5%!76(!\&2*(%%&#&!966; *(#2%&!0X9\9S!0...TLKKS,!? * <: *(!!-->: %5![&H#H* < *&2!' >&),!76(!BKTCU!i' %!(!0(#) *!" # < *j!*\$*&21!%&!D#%#E!

' #5>+23!X)\$%#6(!1>55*117>+!H(#)>#2*!12>)*&2!7>&)%&H!#; ; %5#2%&1!26!2. *!X2+#&2%5!96>&5%!76(!\&2*(%%&#&!966; *(#2%&!0X9\9S!0...TLKKS!#&!)2. *!9#&#)%&!X1165%#2%&!76(!2. *!=2>)3!67!\&2*(%%&#&!/*\$*+6; < *&2!09X=!\S!0...TBLKS!76(!BKT^!?!%+*&&%&<!\/*\$*+6; < *&2!" 6#+!0? /" 1S!56&7*(*&5* ,!BKTCVBKTC^!

!

""#1-0*8+!J 056U'!K8*E, 5'+6!Q0/21+6!K8*%8!9-J KQK;!

" (%\$#&5*!#&)!X(: %2(#2%&!96<<%22**,!BKKBKVBKBT,!BKTAVBKKBK!bActing Chair, Winter 2020]!

g>2(*#5. !96<<%22**!m%#%#6&!76(!\/=,!BKTCVBKTU!!

g: 1*(\$*(,!0&%\$*(1%23!X; ; 6%&2<*&21!96<<%22**,!? # (5. !B^,!BKTC!!

[E*5>2%\$*,!?!? * <: *(

!

!

=>; *(\$%16(!' #5>+23!m*#) *(1. % !-(6H(#<,!/*; #(2<* &2!67!' 6(*%H&!X77#%(1,!0(#)*,!#&)!
/*\$*+6; <* &2,!#Y#(*)!26!?(!!` *+16&!g!!G6Y*&1,!/*#&,!/%\$%1%&!67!0*5. &%5#!#&)!
a65#2%&#&#![]>5#2%&,&!=2!a%&5* &2!#&)!2. *!' (*&#)%&*1!96<<>&%23!96+*H* ,!BKTC!!

!

"<#!K8*E, 5'+6!?2+5, 0/4!

!

!

-6+2%51!D%(&H!96<<22**!BKKcVBKKU!
 96<;(*. *&1%\$*![E#<%%&!96<<22**,!=#(#. !?5/6>H#+,!-. /!%&!9#&#)%#&!2>)%*1,!
 BTKK!
 ?* <: *(,! #%(!0(#)*!96<<22**,!0(*&2!O&%\$(1%23,!BKKc!
 ?* <: *(,!G6#(!)67!2. *!9("3-)(' %04--)!9#7w,!0(*&2!O&%\$(1%23,!BKKZ!
 '*#2>(*)!%&!iG#5N!26!2. *!'>2>(*!67!4*H>#26(3! ? # (N*21P!' #%(!0(#)*!%&!#! /3126; %#&!
 '>2>(*j!=. 6Y5#1*,'! #+,!BKTT,!; !IZ!
 '*#2>(*)!%&!0(*&2!4#)%6!#)\$*(2%!* <*&2!: (6#)5#12!%&!06(6&26,!g22#Y#,#&!)!
 -*2*(: 6(6>H. ,!BKTTVBKTBI!!
 '*#2>(*)!%&!i0. *!/*%5#2*!G#+#&5*!67!0*#5. %&HP!\&1%) *!2. *!9+#11(66<!Y%2. !-6+2%51!
 -(67*116(!" # \$%&! ' (%) *+,j! 65>1!6&!0(*&2,!/*5* <: *(!T,!BKKU!!

!

!

!

ip[\$*(3: 6)3!` &6Y1t@!=\$*&!v>*12%&1!X: 6>2!2. *!9677**!W6(+),j!H>*12!+*52>(*!76(!
 R)6\$-'; 56#-)%-#B(C(-48()6%96; '#(3,!=#%&2!? # (3@!O&%\$*(1%23,! '*: (>#(3!TB,!BKTUI!
 iO. *!-6+92%5!67!' #%(!0(#)*,j!H>*12!1; *#N*(!76(!M-)-; \$3%<-...-e; #; 8,!/*; #(2<* &2!67!
 -6+92%5#+=5%* &5* ,!=#%&2!? # (3@!O&%\$*(1%23,!g526: *(!Z,!BKTc!
 iX! #%(!0(#)*!9#<; >1P!g:]*52%\$*1,!X5. %*\$* <* &21,!#&)!9. #++* &H*1,j!2#N!26!\&2*(%6&#+!
 /*\$*+6; <* &2!=2>)%*1!O&)*(H(#)>#2*!=65%*23!0\/=O=S,!=*; 2* <: *(!TB,!BKTc!
 ip[\$*(3: 6)3!` &6Y1t@![%H. 2!v>*12%&1!X: 6>2!2. *!9677**!W6(+),j!H>*12!+*52>(*!76(!
 G)C#-\$)8()6".%9(8#)"\$,!=#%&2!? # (3@!O&%\$*(1%23,!? # (5. !T,!BKTc!!!
 im#: 6>(V9%<#2*!X+/%#&5*1!#&)!2. *!' >2>(*!67!g>(!-#&*2,j!H>*12!1; *#N*(,!E--' %>(Q3%-)%
 61(%G)C#-\$)8()6,![Fa=!^^AA!#&)!0. *!=5. 66+67!2. *! [&\$%(6&<* &2,!=#%&2!? # (3@!
 O&%\$*(1%23,! '*: (>#(3!TL,!BKTc!
 iO. *!9#1*!XH#%&12!9. *#; !G#&#,j!H>*12!1; *#N*(!76(!M-)-; \$3%<-...-e; #; 8,!/*; #(2<* &2!
 67!-6+92%5#+=5%* &5* ,!=#%&2!? # (3@!O&%\$*(1%23,!F6\$* <: *(!Tc,!BKTZI!
 i/6*1!' #%(!0(#)*!' %H. 2!-6\$*(23t,j!K"36(\$%-+%J44.#(' %G5-)-8#53%94 (" @(\$3%9(\$#(3,!=#%&2!
 ? # (3@!O&%\$*(1%23,!g526: *(!BK,!BKTZI!

!

!

!

N"#)>M J#>P#)@?KP#&KBA?@JBPS#\ -ZZ<]-Z! -^#

/%15>11#&2,!46>&)2#: +*!6&!9\X!#&)%&2*(%&#&#) *\$*+6; <*&2,!6(H#&%R*)!: 3!2. *!

=2>)*&2!X1165%#2%6&!67!\&2*(%&#&#)/*\$*+6; <*&2!0=X\!S,!0(*&2!O&%\$(1%23,!X; (%!L,!BKTBI!!

iX!9(%2%5#&#)/%15>11%&P!4%&H!" +6: #&! 66)!-(%5*1,j!6(H#&%R*)!: 3!9("3-)(' %04--)%<"` ,!

0(*&2!O&%\$(1%23,! ' *: (>#(3!TK,!BKTBI!

i0. *!-6+0%51!67!' #%(!0(#) * ,j!H>*12!+*52>(*!76(!

!