



!"#\$%&"' ()&\$*++ , '



-) .) / ' 0 & 12 % / 31 " 4 "

! + 5 1) 6 ' 7 + / , ' 8 / + 9 /) . "



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? KCICFO!2L_!*****! :
(0% ;) 60!\$3&0-8-\$30- ' 6!-6!\$ ' 2-81!. ' & 4% 230- ' 6!*****! :
(0% ;) 60!) 9 3 2% 30- ' 6! ' .!. 3 8% 20 1!*****! :
(0% ;) 60! ' & 5 3 6- ` 30- ' 6 (!*****! <
(EVCLX! ? EKW! (INAHFI! 3 DDEVCLICEF!*****! <
(EVCLX! ? EKW! / EFEK! (EVCHI[!*****! <
6 LICEFLX! 3 DDEVCLICEF!EM! (EVCLX! ? EKWHKD!*****! <
(0% ;) 60!\$)&. ' & 4 3 6 8)! 3 6 ; !,) / 3 9- ' &!&) 9-) ? !*****! <
\$KEMHDDCEFLX! 8 EFANVIa!*****! <
, (? ! 3 ABCDDCEF!LFA!&HIHFICEF! 8 KCIHKCL!MEK! (EVCLX! ? EKW! 4 LREKD!*****! >
. NFVICEF!EM!IUH!\$KEOKLB!&HGCH b !EM! (INAHFI!\$HKMEKBLFVH! 8 EB BCIIHH!*****! P
\$KEOKLB!&HGCH b !EM! (INAHFI!\$HKMEKBLFVH! 8 EB BCIIHH!\$KEVHANKHD!*****! P
\$KEOKLB!&HGCH b !EM! (INAHFI!\$HKMEKBLFVH! 8 EB BCIIHH! ' NIVEBHD!*****! P
\$KEOKLB!&HGCH b !EM! (INAHFI!\$HKMEKBLFVH! 8 EB BCIIHH! 3 ZZHLX!\$KEVHANKHD!*****#T
/ LKLDDBHFI!\$EXCVCHD!*****#T
3 VLAHBCV! ; CDUEFHDI[!*****#T
2 3 4 3 &!% 6-9)&(-0 1!(0% ;) 60!5&-) 9 3 6 8)!\$&' 8) ; %&)(!*****#"
5 HFHKLX!%FCGHKDCI[!(INAHFI!5 KCHGLFVH!\$KEVHANKHD!*****#"
2LBLK!(INAHFID! ; NH!\$KEVHDD!&COUID!LFA!\$KEVHANKHD!*****#"
. LVNXI[!c!(ILMM! , HULGCEKa! . CXCF0!(INAHFI!5 KCHGLFVHD!*****#"
(4 ' Q)=. &) !% 6-9)&(-0 1!*****##
?) ,!(-0) (!' .!-60)&)(0!*****##
(' 8-32! ? ' &Q!8 ' %&()! 4 3 \$\$-6 5

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^* \$KHZLKH!OKLANLIHD!b UE!GLXNH!LFA!KHDZHVI!UNBLF!ACGHKDCI[!LFA!b UE!LKH!VLZL_XH!EM!ZKLVICVH!
b CIU!ACGHKDH!ZEZNXLICEFD!b CIUENI!ACDVKCBCFLICEF*!!

+* \$KHZLKH!OKLANLIHD!IE!NFAHKDILFA!IUH!CBZLVI!EM!ZEXCV[!EF!LXX!DEVCLX!b EKW!ZKLVICVH@!LFA!IE!
_H!HFOLOHA!CF!ZEXCV[!AHGHXEZBHFI!LFA!ZEXCV[!VULFOH*!!

:* \$KHZLKH!OKLANLIHD!b UE!LKH!VEB BCIHA!IE!XCMH

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"#* .NFVICEF!b CIUCF!IUH!DIKNVINKH!EM!EKOLFceLICEFD!LFA!DHKGCvH!AHXCGHK [!D [DIHB D!LFA!DHHW!
FHVHDDLK [!EKOLFceLICEFLX!VULFOH*!

"^* ;HBEFDIKLIH!CAHFICMVLICEF!b CIU!IUH!DEVCLX!b EKW!ZKEMHDDCEFLFA!CID!HBZULDCD!EF!XCMH=XEFO!
XHLKFCFO!FHVHDDLK [!MEK!VEBZHIHFI!ZKLVICVH*!!

/ 6 0) 2) % , # / ,) \$ 2 ' / 2 6 '* / 4 " . , - '

6789:'4 ;<7=7';>' / ?@A'89B'%CD79C7AE!
; K*!2 [FF! 4 LNKHK! ! ! !
#T^!8LXX!\$LKWHK! , NCXACFO! ! ! !
\$* ' *! , EY!"TT: J!!
2LBLK!%FCGHKDCI [! ! ! !
, HLNBEFI@!O f !>>>"T!! ! ! !
EMMCVHa! \+TP]!JJT=J : TJ!
MLYa! \+TP]!JJT=J : T>!
HBLcXa!XBLNKHK g XLBLK*HAN!

!
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%;CD8<' I ;?J'!?!;=?8G'6D?7C@;?E! ! ! !
; K*!5 CFOHK!5 NB BHI! ! ! !
:<=3! 4 LHD! , NCXACFO! ! ! !
\$* ' *! , EY!"TT#<! ! ! !
2LBLK!%FCGHKDCI [! ! ! !
, HLNBEFI@!O f !>>>"T! ! ! !
EMMCVHa! \+TP]!JJT=J : <J! ! ! !
MLYa! \+TP]!JJT=#^#+! ! ! !
HBLcXa!OCFOHK*ONB BHI g XLBLK*HAN! ! ! !

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)9A@?KC@;?L . 7C@K?7?E!! ! ! !
3FOHXL!8XGCRE@!2 4 (?! !! ! !
P"! 4 LHD! , NCXACFO! ! ! !
\$* ' *! , EY!"TT#<!! ! ! !
2LBLK!%FCGHKDCI [! ! ! !
EMMCVHa!\+TP]!JJT=J : J<!

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!!!!!!! 67F8?@G79@'4H8D?a!
(INLKI! ? KCOUI!
: J! 4 LHD! , NCXACFO!
\$* ' *! , EY!"TT#<!
2LBLK!%FCGHKDCI [!
, HLNBEFI@!O f !>>>"T!
EMMCVHa! \+TP]!JJT=J : +:!
MLYa! \+TP]!JJT=#^#+!
HBLcXa b KCOUIDL g XLBLK*HAN!

*D7<B'6D?7C@;?E!
2EKCI ? KCOUI@!2 8 (? ! !
PT! 4 LHD! , NCXACFO!
\$* ' *! , EY!"TT#<!
2LBLK!%FCGHKDCI [!
, HLNBEFI@!O f !>>>"T!
EMMCVHa! \+TP]!JJT=J>>"!
MLYa! \+TP]!JJT=#^#+!
HBLcXa!XEKC*b KCOUI g XLBLK*HAN!

)9A@?KC@;?L . 7C@K?7?E!!
3ZKCX! , EOOD@! 4 (? !!
J+! 4 LHD! , NCXACFO! ! ! !!!!!!!!!!!!!!!!!!!!!!!!!!!!!
\$* ' *! , EY!"TT#<! !! ! !
2LBLK!%FCGHKDCI [! ! ! !!!
EMMCVHa!\+TP]!JJT=J : +<! !!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

2 \$ 2M6)%4#) 0)2 / ,)\$ 2'! \$.)4 - '

OUH!(EVCLX! ? EKW!\$KEOKLB!GLXNHD!UNBLF!ACGHKDCI[*!!OUH!\$KEOKLB!OKLFID!LXX!CID!DILWHUEXAHKD!\C*H*
DINAHFID@!MLVNXI[@!DILMM@!MCHXA!KHZKHDHFILICGHD@!\$KEOKLB!VEB BCIHHD]!ACOFCI[!LFA!bEKIU!LFA!
IUHKHMEKH@!ZKEUC_CID!ACDVKCBCFLICEF!CF!CID!ZEXCVCHD!LFA!ZKLVICVHD!_LDHA!EF!ACMMHKHFVHD!CF!LOH@!VXLDDE!
VEXEK@!ACDL_CXCI[@!HIUFCVCI[@!MLBCX[!DIKNVINKH@!OHFAHK@!BLKCILX!DILIND@!FLICEFLX!EKCOCF@!KLVH@!KHXCOCF@!
DHY@!LFA!c!EK!DHYNLX!EKCHFILICEF*!!!

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3 VVEKACFO!IE!IUH!!"#\$%&'()*\$+(-%.,67*'%8''79//3

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/BND7G79@'

(INAHFID!bCIU!MHbHK!IULF!DCYI[!\<T]!VEBZXHIHA!VKHACI!UENKD!bCXX!_H!LDDCOFHA!IE!IUH!(EVCLX! ? EKW!
LAGCDEK!LI!IUH!%FAHKOKLANLIH!3AGCDCFO!8HFIHK*!! ' FVH!L!DINAHFI!ULD!VEBZXHIHA!<T!VKHACI!UENKD@!
IUH[!bCXX!_H!LDDCOFHA!IE!LF!LAGCDEK!CF!IUH!(EVCLX! ? EKW!\$KEOKLB*!\$LKICVCZLICEF!CF!IUH!LAGCDHBHFI!
ZKEVHDD!CD!L!BLFALIEK[!KHSNCKHBHFI!MEK!LXX!DEVCLX!bEKW!BLREKD*!! ? UCXH!DINAHFID!LKH!KHDZEFDC_XH!
MEK!BEFCIEKCF!IUHCK!ZKEOKLB!EM!DINA[!LFA!LDDNKCF!IULI!IUH[!BHHI!LXX!KHSNCKHBHFI!CF!L!ICBHX[!@!
LZZKEZKCLIH[!DHSNHFVHA!MLDUCEF@!MLVNXI[!LAGCDEK!DHKGH!LD!LF!LCA!CF!VLKK[CF!ENI!IUCD!CBZEKILFI!
ZKEVHDD*!! (INAHFID!DUENXA!ZXLFI!IE!BHHI!bCIU!IUHCK!LAGCDEK!LI!XHLDI!EFVH!ZHK!DHBHDIHK!IE!KHGCHb!
IUHCK!ZKEOKLB!EM!DINA[!LFA!AHIHKBCFH!IUH!LZZKEZKCLIH!DVUHANXH!EM!VXLDHHD!MEK!IUH!FHYI!DHBHDIHK*!!
3AGCDEK!bCXX!OCGH!HLVU!DINAHFI!L!VEZ[!EM!IUH! , (? !AHOKHH!ZXLFI!LFA!IUH!(EVCLX! ? EKW!VENKDH!OKCA!

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DHSNHFVH!\^^"T@!^^^T@!^^:T]!LFA!. CHXA!\$XLVHBHFI!\+^TT@!+^#"!k!+^#+]!BNDI!_H!VEBZXHIHA!LI!
2LBLK!%FCGHKDCI[*!

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-M!L!DINAHFI!IKLFDMHKD!DEVCLX!bEKW!VXLDHHD!MKEB!L!8(?)!LVVKHACIHA!ZKEOKLB@!HLVU!DEVCLX!bEKW!
VENKDH!bCXX!_H!HGLXNLIHA!_[\$!\$KEOKLB!MLVNXI[*!!OKLFDMHKKCFO!DINAHFID!BNDI!DN_BCI!VENKDH!ENIXCFHD!
EM!IUHCK!DEVCLX!bEKW!VENKDHD!IE!AHBEFDIKLIH!IUH!VEFIHFI!EM!IKLFDMHKKHA!VENKDHD*!!\$KLVICVH!VENKDHD!
LFA!MCHXA!ZKLVICVNB!VENKDHD!VLFFEI!_H!IKLFDMHKKHA*!!OUH[!bCXX!VENFI!LD!OHFHKLX!NFCGHKDCI[!
HXHVICGHD*!!%FAHK!FE!VCKVNB!DILFVH!CD!DEVCLX!bEKW!VKHACI!OCGHF!MEK!XCMH!HYZHKCHFVHD!EK!ZKHGCEND!
bEKW!HYZHKCHFVHD*

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(% I ' 0 8P;?' / BGDAAD;9'#7QKD?7G79@A'

4 LREKCF0! , (? !DINAHFID!DULXX!E_ILCF!MEKBLX!LABCDDCEF!IE!IUH! , (? !\$KEOKLB!_ [!IUH!HFA!EM!IUHCK!
RNFCEK! [HLK!\IUH!ZKEVHDD!b CXX!_H!CFCLLIHA!b CIUCF!IUH!ZKH=MCHXA!DHBCFLK!VENKDH!HGK [!MLXX]*!OKLFDMHK!
DINAHFID!b UE!ULGH!VEBZXHIHA!DEVCLX!b EKW!VENKDHD!LI!LFEIUHK!NFCGHKDCI [!BNDI!E_ILCF!MEKBLX!
LABCDDCEF!IE!IUH! , (? !\$KEOKLB!BLREK!CF!EKAHK!IE!HDIL_XCDU!IUHCK!HXCOE_CXCI [!IE

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"T!

LKH!ZHKBCIIHA!IE!ILWH!L!BLYCBNB!EM!"#!VKHACI!UENKD*!!(INAHFID!bCXX!FEI!_H!LXXEbHA!IE!ILWH!LF!
EGHXKELA!\OKHLIHK!IULF!"#!UENKD]!bUCXH!ILWCFO! . CHXA!\$KLVICVNB!\(' ? Q!+^#"!LFA!(' ? Q!+^#+!)!
NFXHDD!ZHKBCDDCEF!CD!OKLFIHA!_ [!IUH!\$HKMEKBLFVH!&HGCHb!8EBBCIIHH*!!OUH!AHVCDCEF!IE!LZZKEGH!LF!
EGHXKELA!BNDI!LDDNKH!IULI!IUH!MCHXA!ZKLVICVNB!bCXX!FEI!_H!VEBZKEBCDHA!CF!LF[!bL[*!
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*D7<B'! ?8C@DCKG'\%;CD8<' I ;?J')9@7?9AHDFAJ'

OUH!MCHXA!ZKLVICVNB!CD!LF!HYIKHBHX[!CBZEKILFI!ZLKI!EM!IUH!VNKCVNBNB*!!3XX!DEVCLX!bEKW!BLREKD!LKH!
KHSNCKHA!IE!DNVVHDDMNXX[!VEBZXHIH!IbE!MCHXA!ZKLVICVNB!VENKDHD!=(' ? Q!+^#"!LFA!(' ? Q!+^#+!)!
OUHDH!LKH!EMMHKHA!LD!L!DZKCFO!\ " :=bHHW]!EK!DNBBHK!\ "T=bHHW]!_XEVW!ZXLVHBHF!*!
!

)LVU!CFIHKF!CD!ZXLVHA!CF!L!DEVCLX!DHKGCVH!LOHFV[!LFA!KHVHCGH!IUKHH!VKHACI!UENKD!MEK!HLVU!VENKDH*!!
)LVU!CFIHKF!BNDI!_H!LZZKEGHA!MEK!IUH!CFIHKFDUCZ!_ [!IUH! . CHXA!\$KLVICVNB!8EEKACFLIEK!LFA!bCXX!_H!
LDDCOFHA!_ [!IUH! . CHXA!\$KLVICVNB!8EEKACFLIEK!IE!LF!LOHFV[!MEK!DNZHKGDCDF!_ [!LF!LZZKEGHA!MCHXA!
CFDIKNVIEK*!!OUH!E_RHVICGH!EM!IUH!CFIHKFDUCZ!CD!IE!LXXEb!IUH!DINAHFI!DIKNVINKHA!EZZEKINFCICH!IE!
LZZX[!IUH!WFEbXHAOH@!GLXND@!LFA!DWCXXD!EM!IUH! , (? !VNKCVNBNB!IE!UNBLF!DHKGCVH!AHXCCHK[!
D[DIHBD*!
!

(INAHFID!bCXX!FEI!_H!LXXEbHA!IE!HFIIK!IUH!ZKLVICVNB!NFXHDD!IUH[!LKH!L_XH!IE!AHGEIH!IUH!KHSNCKHA!
UENKD!ZHK!bHHW!bCIUENI!CFIHKMHKHFVH!MEKB!ZLCA!RE_D!EK!VXLDHHD*!!OUH!ZKEDZHVICGH!DINAHFI!
CFIHKF!VEBZXHIHD!L!ZXLVHBHF!ZKHMHKHFVH!MEKB!MEK!IUH!MCHXA!ZKLVICVNB!IUH!DHBHDIHK!ZKCEK!IE!
HFKEXXBHF!CF!IUH!MCHXA!ZKLVICVH*!!OUH!ZXLVHBHF!ZKHMHKHFVH!MEKB!CD!NDHA!IE!LDDCD!IUH! . CHXA!
8EEKACFLIEK!CF!LDDHDDCF!CFACGCANLX!DINAHFI!FHAD!bCIUCF!IUH! , (? !\$KEOKLB*!\$KEMHDDCEFLX!
XCL_CXC[!CFDNKLFVH!CD!KHSNCKHA!EM!LXX!CFIHKFD!LFA!CD!IE!_H!ZNVULDHA!IUKENOU!IUH!6LICEFLX!
3DDEVCLICEF!EM!(EVCLX! ? EKWHKD!ZKCEK!IE!HFIIK[!CF!MCHXA*!!(INAHFID!DUENXA!_H!LbLKH!IULI!BLF[!
ZKLVICVNB!LOHFVCHD!bCXX!ZHMEKB!L!VKBCFLX!_LVWOKENFA!VUHVV!_HMEKH!LVVHZICFO!L!DEVCLX!bEKW!
DINAHFI!LD!LF!CFIHKF*!!(INAHFID!bCIU!ZLDI!VKBCFLX!VEFGVCVIC

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(HH!IUH%<(*17%4\$"0,(06#%= " '6"/MEK!CF=AHZIU!CFMEKBLICEF!LFA!VEZCHD!EM!LXX!KHXHGLFI!MEKBD!NDHA!
\CFVXNACFO!IUH!LZZXCVLICEF!LFA!IUH!HGLXNLICEF!CFDIKNBHFID]!!(INAHFID!VLFFEI!KHVHCGH!MCHXA!
ZKLVICVNB!VKHACI!MEK!GEXNFIHHK!LFAcEK!bEKW!HYZHKCHFVHD!ENIDCAH!EM!IUH!CFIHKFDUCZD*!!
,

.8A@'VW' + ;K?' #7QKD?7G79@'

-F!WHHZCFO!bCIU!%FCGHKDCI[!ZEXCV[@!IUH!XLDI!^T!DHBHDIHK!UENKD!BNDI!_H!ILWHF!LI!2LBLE!
%FCGHKDCI[= , HLNBEFI!\(HH!h5HFHKL!)ANVLICEF!&HSNCKHBFID@i!CF!IUH!! "#"\$%&'()*\$+(-% : *'\$"1%
; " , "1/5>?!
!

1?8BK8@;9'

OUI!OKLANLICEF!ZKEVHDD!CD!ENIXCFHA!CF!IUH!VNKKHFI!! "#"\$%&'()*\$+(-% : *'\$"1% ; " , "1/5*!!(INAHFID!
DUENXA!ZL[!VLKHMNX!LIHFICEF!IE!IUH!DIHZD!ENIXCFHA!CF!IUH!8LILXEO*!!-F!EKAHK!IE!OKLANLIH!DINAHFID!
BNDI!VEBZXHIH!IUH!)9@79@'@; '1?8BK8@7!MEKB!EF!IUH!2%!(EVCLX! ? EKW!ZLOH*!! ' FVH!IUH!MEKB!CD!
VEBZXHIHA!LFA!IUH!AHOKHH!ZLXF!ULD!_HHF!KHGCHbHA@CI!bCXX!_H!MEKbLKAHA!IE!IUH!5KLANLICEF! ' MMCVH*!!
(INAHFI!bCXX!IUHF!FHHA!IE!VEBZXHIH!IUH!LZZXCVLICEF!MEK!OKLANLICEF!IUKENOU!IUH!&HVEKAD! ' MMCVH*!!
3AACICEFLXX[@!DINAHFID!BNDI!ZL[!IUH!FHVHDDLK[!MHHD!MEK!VLZ@!OEbF!LFA!ACZXEbL!_ [!IUH!AHLAXCFH!
XCDIHA!CF!IUH!VNKKHFI!! "#"\$%&'()*\$+(-% : *'\$"1% ; " , "1/5*!!
!

%, "6&2 , '%)4&%'

!
OUI!LKH!LKH!L!XKOH!FNB_HK!EM!DINAHFI!DHKGCVDH!LGLCXL_XH!LI!2LBLE!%FCGHKDCI[*!!(INAHFID!DUENXA!
KHMHK!IE!IUH!! "#"\$%&'()*\$+(-% , 67* ' , %8 " '79//3MEK!L!VEBZXHIH!XCDICFO!EM!DINAHFI!DHKGCVDH*!!OUI!
' MMCVH!EM!(HKGCVDH!MEK!(INAHFID!bCIU! ; CDL_CXCICHD@!IUH!(INAHFI/HLXIU!8HFHKL!LFA!IUH! ? KCICFO!2L!
LKH!_KCHMX[!ACDVNDHA!_HXEb*!!
!

%@KB79@A'SD@H'6DA8TD@D7A'

OUI!2LBLE!(EVCLX! ? EKW!bHXVEBHD!DINAHFID!bCIU!ACDL_CXCICHD!CF!IUH!ZKEOKLB*!!(INAHFID!bCIU!
ACDL_CXCICHD!LKH!HFVENKLOHA!IE!BHH!LD!HLKX[!LD!ZEDDC_XH!bCIU!(EVCLX! ? EKW!MLVNXI[!LFA!IUH!
8EEKACFLIEK!EM!(HKGCVDH!bCIU!(INAHFID!bCIU! ; CDL_CXCICHD!IE!HFDNKH!IUH!KHVHCZI!EM!LZZKEZKCLIH!
DHKGCVDH*!!OUI! ' MMCVH!EM!(HKGCVDH!MEK!(INAHFID!bCIU! ; CDL_CXCICHD!EMMKD!L!GLKCHI[!EM!DHKGCVDH!
AHDCOFHA!IE!LDLDCDI!DINAHFID!bCIU!ACDL_CXCICHD!IE!_HVEBH!MNXX=ZLKICVCZLICFO!BHB_HKD!EM!IUH!

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%@KB79@' +78<@H'479@7?'

OUH! (INAHFI! / HLXIU! 8HFIHK!EMMHKD!ENIZLICHFI!DHKGCVHD!MEK!VNKKHFI [!HFKEXXHA!DINAHFID*!! 6E!
LZZECFIBHFI!CD!FHHAHA@!LFA!DINAHFID!LKH!VULKOHA!EFX [!MEK!BHACVLICEFD!LFA!DNZZXCHD@!FEI!MEK!IUH!
EMMCVH!GCDI*!!-F!LAACICEF!IE!_LDCV!BHACVLX!DHKGCVHD!\CFVXNACFO!XL_EKLIK [!DHKGCVHD]@!IUH! / HLXIU!
8HFIHK!LXDE!ZKEGCAHD!BHFILX!UHLXIU!VENFDHXCFO*!!OUH!ZUEFH!FNB_HK!EM!IUH! (INAHFI! / HLXIU! 8HFIHK!
CD!JJT=J+<<*<!
,

I ?D@d9=' .8T'

OUH! ? KCICFO! 8HFIHK!ZKEGCAHD!LDDCDILFVH!IE!2LBLK!%FCGHKDCI [!DINAHFID! b CIU!IUHCK! b KCICFO!ZKERHVID*!!
OUH! 8HFIHKd!OELX!CD!IE!UHXZ!DINAHFID!OKE b !LFA!BLINKH!LD! b KCIHKD!_ [!ZKEGCACFO!UHXZ! b CIU!
ACMMCXNIXCHD!IUH [!BL [!ULGH!CF!LVLAHB CV! b KCICFO*!! 3 !DINAHFI!BL [! b EKW!EFH=EF=EFH!_LDCD! b CIU!L!
b KCICFO!VEFDNXLFI!ANKCFO!CFACGCANLX!INIEKCLXD*!! (INAHFID!LKH!KHBCFAHA!IE!NICXcH!IUH!DHKGCVHD!EM!IUH!
? KCICFO! 8HFIHK!CF!L!ICBHX [!MLDUCEF*!!OUH! ? KCICFO! 8HFIHK!DILMM!VLFFEI!LX b L [D!LDDCD!DINAHFID! b UE!
LZZHLK!B CFNIHD!_HMEKH!IUH!AHLAXCFH!MEK!IUHCK!LVLAHB CV!ZLZHKD*!!
!
OUH! ? KCICFO! 8HFIHK!CD!XEVLIHA!CF!IUH!""!MXEEK!2C_KLK [! , NCXACFO@!EK!ZXHLDH!VLXX!JJT=J :>""*!!
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%, " 6&2 , '! / # ,)4)! / ,)\$ 2')2'! \$.)4 - '* \$ # 0 " . / ,)\$ 2'

!
)LVU!MLXX!IUH! (INAHFI! (EVCLX! ? EKW! 3DDEVCLICEF!CD!VULKOHA! b CIU!KHGCH b CFO!IUH! . /0("! 2 /\$3%
..67* ', %8 " " 79//3*!!OUKENOU!IUH! (INAHFI! 3DDEVCLICEF@!DINAHFID!BLWH!KHVEB BHFALICEFD!MEK!
VULFOH!IE!IUH!\$KEOKLB !MLVNXI [*!! (INAHFID!LKH!HFVENKLOHA!IE!_KCFO!CDDNHD!VEFVHKFCFO!ZEXCV [!
VULFOH!IE!MLVNXI [!BHB_HKD!LI!LF [!ICBH*!!! !
!

%, " 6&2 , '&5 / . " / ,)\$ 2'\$ *' / 4 " . , - "

!
3XX!DINAHFID!HFKEXXHA!LI!2LBLK!%FCGHKDCI [!ULGH!LF!EZZEKINFCI [!HLVU!DHBHDIHK!IE!HGLXNLIH!IUHCK!
CFDIKNVIEKD*!! 3 I!IUH!HFA!EM!HLVU!VENKDH@!DINAHFID!LKH!OCGHF!DILFALKAcHA!MLVNXI [!HGLXNLICEF!MEK!BD!
IE!VEBZXHIH*!!OUHDH!HGLXNLICEFD!LKH!VEFMAHFICLX! b CIU!IUH!KHDNXID!_HCFO!VEBZNIHK!OHFHKLHA*!!
OUHDH!HGLXNLICEFD!LKH!KHINKFHA!IE!IUH!MLVNXI [!IE!NICXcH!CF!DIKHFOIUHF!VEFIHFI@!IHLVUCFO@!LFA!
XHLKFCFO!BHIUEAD!IE!MLVCXCILIH!BEKH!HMMHVICGH!CFDIKNVIECF*!! (EVCLX! b EKW!MLVNXI [!LXDE!BL [!AHGCDH!
IUHCK!E b F!CFDIKNBHFI!IE!HGLXNLIH!CFACGCANLX!VXLDHHD*!!
!
!

":!

'% , " 6&2 , '\$ # 1 / 2) ^ / ,) \$ 2 %'

% ; CD8 < ' I ; ? J ' % @ KB79 @ ' / AA ; CD8 @ ; 9'

Ouh! (EVCLX! ? EKW! (INAHFI! 3 DDEVCLICEF@!LF!LZZKEGHA!%FCGHKDCI [!DINAHFI!EKOLFceLICEF@!CD!IUH!
EMMCVCLX!DINAHFI!EKOLFceLICEF!MEK!DEVCLX! b EKW!BLREKD!LFA!CD!LXDE!EZHFI!IE!LXX!2LBlk!%FCGHKDCI [!
DINAHFID!CFIHKHDIHA!CF!DEVCLX! b EKW!KXLIHA!LVICGCICHD*!

!

Ouh! (EVCLX! ? EKW! (INAHFI! 3 DDEVCLICEF!BHHD!BEFIUX [!\%DNLXX [!ANKCFO!VEXXHOH!UENK!" aTT!ZB]*!!
3 VICGCICHD!CFVXNAH!GEXNFIIHK!HYZHKCHFVH@!ONHDI!DZHLWHKD@!DEVCLxckHVKHLICEFLX!HGHDID@!LIHFALFVH!LI!
b EKWDUEZD!\XEVLX!LFA!ENI!EM!IE b F]@!LFA!BLF [!VEB BNFCI [!DHKGCVH!ZKERHVID*!!Ouh! (EVCLX! ? EKW!
(INAHFI! 3 DDEVCLICEF!ZLFD!LFA!VE-EKACFLIHD!IUH!LFFNLX! (EVCLX! ? EKW!) FA-EM= 1 HLK!&HVHZICEF*!!
' MMCVHKD!LKH!HXHVIHA!MKEB !IUH!DINAHFI!BHB_HKD!LFA!ZKEGCAH!XHLAHKDUZC!CF!VEFRNFVICEF! b CIU!IUH!
DNZZEKI!EM!L!MLVNXI [!LAGCDEK*!! 3 XX!EMMCVHKD!BNDI!_H!DEVCLX! b EKW!BLREKD*!!Ouh!EKOLFceLICEF!CD!
DNZZEKIHA!_ [!DINAHFI!ANHD!\q : *TT!ZHK!DINAHFI!ZHK!DHB HDIHK]!LFA!MNFA=KLCDCFO!LVICGCICHD*! 3 XX!DEVCLX!
b EKW!BLREKD!LKH!HFVENKLOHA!IE!LIHF!BHHICFOD@!LFA!IE!FHI b EKW! b CIU!IUHCK!DINAHFI!VEXXHLONHD*!!
-FMEKBLICEF!KHOLKACFO!DVUHANXHA!BHHICFOD!LFA!LVICGCICHD!CD!ZEDIHA!CF!IUH!VXLDKKEE B D!LFA!EF!IUH!
(EVCLX! ? EKW!\$KEOKLB! , NXXHICF! , ELKA!\ 4 LHD! , NCXACFO]*!!

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% ; CD8 < ' I ; ? J ' + ; 9 ; ? ' % ; CD7 @ Y'

Ouh!2LBlk!%FCGHKDCI [! (EVCLX! ? EKW!\$KEOKLB!CD!L!BHB_HK!EM! 3 XZUL! ; HXIL! 4 N! 6 LICEFLX! (EVCLX!
? EKW! / EFEK! (EVCHI [*!!Ouh!2LBlk!8ULZIHk@!5LBBL! ' BCVKEF@! b LD!HDIL_XCDUHA!CF! 3 ZKX!" PJ<*!!
)LVU! (ZKCF!DHB HDIHK@!DHFCEK!DEVCLX! b EKW!BLREKD! b CIU!LF!EGHKLXX!OKLAH!ZECFI!LGHKLOH!EM!^*T!LFA!
LF!EGHKLXX!OKLAH!ZECFI!LGHKLOH!EM!^* : !CF!DEVCLX! b EKW!VENKDHD!LKH!CFGCIHA!IE!RECF! 3 XZUL! ; HXIL! 4 N!
(INAHFID!LKH!CFICLIHA!CFIE!IUH! / EFEK! (EVCHI [!ANKCFO!IUH!LFFNLX! (EVCLX! ? EKW!\$KEOKLB!_LFSNHI*

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!
&R8GF<7AE'%@KB79@'!7?>;?G89C7'5D);<8@D;9A'
!
"* .LCXNKH!\L!;!EK!.]!EM!LF[!KHSNCKHA!(EVCLX! ? EKW!VENKDH!IbCVH!bUCXH!HFKEXXHA!LD!L!!
!!!!!!!!!!!!(INAHFI!LI!2LBLK!
#* .LCXNKH!\L!;!EK!.]!EM!IbE!EK!BEKH!KHSNCKHA!(EVCLX! ? EKW!VENKDHD!CF!EFH!DHBHDIHK!
!
!
%;CD8<' I ;?J'!?!;=?8G'!;!<CY'89B'!?!;C7BK?7A'>;?'%@KB79@'!?!;>7AAD;98<' 0 DAC;9BKC@'89B'
%@KB79@')GF8D?7B'(7H8ND;?'
!
OUH!LDDNBZICEF!EM!IUH!2LBLK!(EVCLX! ? EKW!\$KEOKLB!CD!IULI!LABCIIHA!DINAHFID!ULGH!IUH!LVLAHBCV@!
HIUCVLX@!LFA!ZKEMHDDCEFLX!ZEIHFICLX!IE!HFIHK@!NZE!OKLANLICEF@!IUH!ZKEMHDDCEFLX!ZKLVICVH!EM!DEVCLX!
bEKW*!!3XX!DINAHFID!CF!IUH!\$KEOKLB!LKH!HYZHVIHA!IE!BLCFILCF!DILFALKAD!HDIL_XCDUHA!_ [!IUH!
%FCGHKDCI [@!IUH!\$KEOKLB!LFA!IUH!\$KEMHDDCEF!EM! (EVCLX! ? EKW*!!-F!LAACICEF!IE!IUH!%FCGHKDCI [dD!
LVLAHBCV!LFA!ZHKDEFLX!DILFALKAD!EM!_HULGCEK!\ENIXCFHA!CF!IUH!!"#"\$%&'()*\$+(-.67* ',%
8 " '79//3>@!DEVCLX! bEKW!DINAHFID!LKH!KHSNCKHA!IE!LAUHKH!IE!IUH!8EAH!EM!) IUCVD!EM!IUH!6LICEFLX!
3DDEVCLICEF!EM! (EVCLX! ? EKWHKD*!!&@HDC8<'8BH7?79C7'@;'@H7'2 / % I '4 ;B7';>'&@HDCa'Da'?7QKD?7B!

!
" J!
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*K9C@;9';>'@H7'!?' ;=?8G'#7ND7S';>'%@KB79@'!7?>;?G89C7'4 ;GGD@77''

OUH!MNFVCE!EM!IUH!\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!8EBBCIIHH!CD!IE!LDDHDD!IUH!LXXHOHA!
DINAHFI!_HULGCEK!LD!bHXX!LD!IE!AHHKBCFH!IUH!ENIVEBH!MEK!IUH!CFACGCANLX!DINAHFI*!!(INAHFID!bUE!
LKH!LXXHOHA!IE!ULGH!AHMVCVCHFVCHD!CF!LVLAHBCV@!HIUCVLX@!ZKEMHDDCEFLX@!EK!ZHKDEFLX!ZHKMEKBLFVH!BL[!
_H!KHMHKHA!IE!IUH!\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!8EBBCIIHH*!!OUH!BHB_HKD!EM!IUH!
\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!8EBBCIIHH!bCXX!_H!IUH!\$KEOKLB! ;CKHVIEK!LFA!LI!XHLDI!
IbE!EIUHK!(EVCLX! ? EKW!MLVNXI[!BHB_HKD*!!!3XX!AHVCDCEFD!EM!IUH!8EBBCIIHH!bCXX!_H![_!BLREKCI[!
GEIH*!!
!

!?' ;=?8G'#7ND7S';>'%@KB79@'!7?>;?G89C7'4 ;GGD@77'!?' ;C7BK?7A'

(EVCLX! ? EKW!DINAHFID!bCXX!_H!FEICMCHA@!CF!bKCICFO@!EM!IUH!CDDNHD!bUCVU!bCXX!_H!VEFDCAHKHA!_ [!IUH!
\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!8EBBCIIHH*!!OUH!bKCIHF!FEICMVLICEF!bCXX!DZHVCM[!IUH!
LXXHOHA!LKHLDI!EM!AHMVCVCHF!DINAHFI!ZHKMEKBLFVH!EK!_HULGCEK*!!3!BHICFO!ALH!MEK!IUH!\$KEOKLB!
&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!8EBBCIIHH!bCXX!_H!DHI!bCIUCF!MCGH!bEKWCFO!AL [D!EM!IUH!bKCIHF!
FEICMVLICEF*!!OUH!\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!8EBBCIIHH!bCXX!BHHI!ZKGLIHX[!bCIU!
IUH!DINAHFI!LFA!ACDVND!IUH!LXXHOLICEFD*!! ;NKCF!IUH!BHICFO@!IUH!\$KEOKLB! ;CKHVIEK!bCXX!ZKHDHFI!
IUH!DINAHFI!bCIU!IUH!LXXHOLICEF!EM!AHMVCVCHFVCHD*!!OUH!8EBBCIIHH!bCXX!ACDVND!IUH!CDDNHD!bCIU!IUH!
DINAHFI*!!OUH!DINAHFI!bCXX!_H!ZHKBCIIHA!IE!ZKEGCAH!bKCIHF!LFA!EKLX!CFMEKBLICEF!LFA!BL [!LXDE!LDW!
NZ!IE!IbE!ZHKDEFD!WFEbXHAOHL_XH!L_ENI!IUHCK!ZHKMEKBLFVH!IE!ZKHDHFI!CFMEKBLICEF!IE!IUH!
VEBBCIIHH*!!-F!EKAHK!IE!_KCF!CFACGCANLXD!IE!IUH!BHICFO@!IUH!DINAHFI!BNDI!ZKEGCAH!LI!XHLDI!+J!
UENKD!LAGLFVH!FEICVH!EM!IUH!FLBHD!EM!IUH!CFACGCANLXD!LFA!IUH!I [ZHD!EM!CFMEKBLICEF!IUHDH!
CFACGCANLXD!bCXX!ZKEGCAH!IE!IUH!8EBBCIIHH*!!OUH!ACDVNDCEFD!EM!IUH!LXXHOLICEF!bCXX!_H!WHZI!
VEFMCAHFICLX*!!!OUH!KHVEKAD!EM!IUH!BHICFO!bCXX!FEI!_H!L!ZLKI!EM!IUH!EKACFLK [;HZLKI!BHFI!DINAHFI!
MCXCFO!D [DIHB*!!OUH!KHVEKAD!EM!IUH!8EBBCIIHH!bCXX!_H!DHVNXHX [!BLCFILCFHA!_ [!IUH!\$KEOKLB!
 ;CKHVIEK!NFICX!IUH!ICBH!EM!IUH!DINAHFI!D!OKLANLICEF!LI!bUCVU!ICBH!IUH!KHVEKAD!bCXX!_H!AHDIKE [HA*!!!
!

!?' ;=?8G'#7ND7S';>'%@KB79@'!7?>;?G89C7'4 ;GGD@77'\$K@C;G7A'

OUH!KLFOH!EM!AHVCDCEFD!EM!IUH!\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!8EBBCIIHH!DZLF!MKEB!
ACDB!CDDLX!EM!IUH!DINAHFI!MKEB!IUH!(EVCLX! ? EKW!\$KEOKLB!IE!LMCFACFO!EM!FE!LVICEF!IE!_H!LWHF*!!-F!
OHFHLX@!bUHKH!MCFACFOD!EM!AHMVCVCHFVCHD!LKH!MENFA@!IUH!\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!
8EBBCIIHH!bCXX!HFH!CFIE!L!bKCIHF!VEFIKLV!bCIU!IUH!DINAHFI*!!OUCD!VEFIKLV!bCXX!DZHXX!ENI!IUH!
ZKEVHANKHD!IUH!DINAHFI!BNDI!MEXXEb!IE!LAAKHDD!IUH!CDDNHD!LFA!VEFVHKFD!MENFA!_ [!IUH!8EBBCIIHH*!!
OUH!bKCIHF!VEFIKLV!bCXX!LXDE!DZHXX!ENI!IUH!ANKLICEF!EM!ICBH!MEK!IUH!VEFIKLV*!!3!IUH!HFA!EM!IUH!
VEFIKLVINLX!ICBH@!IUH!8EBBCIIHH!bCXX!KHVEFGHFH!CF!EKAHK!IE!AHHKBCFH!IUH!DINAHFI!D!VEBZXCLFVH!
bCIU!IUH!VEFIKLVINLX!IHKB!D*!!8EBBCIIHH!AHVCDCEFD!LI!UCD!ICBH!bCXX!_H!IEa\ "]!ACDB!CDD!IUH!VEFIKLV!
 \#]!BEACM [!IUH!VEFIKLV!@!EK!\^]!ACDB!CDD!IUH!DINAHFI!MKEB!IUH!(EVCLX! ? EKW!\$KEOKLB*!!OUH!
8EBBCIIHH!BL [!LXDE!VEFGHFH!CF!LF!LA!UEV!_LDCD!IE!KHGCHb!IUH!DINAHFI!D!ZHKMEKBLFVH!ANKCF!IUH!
IHKB!EM!IUH!VEFIKLV*!! . LCXNKH!IE!VEBZX [!bCIU!IUH!VEFIKLV!bCXX!KHDNXI!CF!CB!B!HACLIH!ACDB!CDDLX!MKEB!
IUH!(EVCLX! ? EKW!\$KEOKLB*!!-I!CD!IUH!_HXCHM!EM!IUH!\$KEOKLB!IULI!DINAHFI!_HULGCEK!VLF!_H!CB!ZKEGHA!
LFA@!IUH!KHMEKH@!IUH!8EBBCIIHH!bCXX!bEKW!bCIU!IUH!DINAHFI!IE!ZKEGCAH!LF [!FHHAHA!LDDCDILFVH!IE!UHXZ!
IUH!DINAHFI!IE!MNXMCXX!CFACGCANLX!CeHA!KHSNCKHBHFID*!!

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"P!

! ? ; = ? 8 G ' # 7 N 0 7 S ' ; > % @ K B 7 9 @ ' ! 7 ? > ; ? G 8 9 C 7 ' 4 ; G G D @ 7 7 ' / F F 7 8 < ' ! ? ; C 7 B K ? 7 A '

(I N A H F I D ! b U E ! A E ! F E I ! L O K H H ! b C I U ! I U H ! A H V C D C E F ! E M ! I U H ! \$ K E O K L B ! & H G C H b ! E M ! (I N A H F I ! \$ H K M E K B L F V H !
8 E B B C I I H H ! C F ! H C I U H K ! I U H ! C F C I C L X ! B H H I C F O @ ! L I ! L F ! L A ! U E V ! K H G C H b @ ! E K ! I U H ! H F A ! E K ! V E F I K L V I ! K H G C H b ! B L [@ !
b C I U C F ! M C G H ! \ :] ! b E K W C F O ! A L [D @ ! L Z Z H L X ! I E ! I U H ! ; H Z L K I B H F I ! 8 U L C K * ! ! O U H ! ; H Z L K I B H F I ! 8 U L C K ! b C X X ! K H G C H b !
I U H ! D I N A H F I d ! L Z Z H L X ! b C I U C F ! M C G H ! \ :] ! b E K W C F O ! A L [D ! L F A ! Z K E G C A H ! I U H ! D I N A H F I ! b C I U ! L ! b K C I I H F ! K H D Z E F D H * ! !
(I N A H F I D ! U L G H ! I U H ! D L B H ! K C O U I D ! E M ! L Z Z H L X ! L _ E G H ! I U H ! ; H Z L K I B H F I ! 8 U L C K ! L D ! E N I X C F H A ! C F ! I U H ! ! " # " \$ %
& ' () * \$ + (, - % . , 6 7 * ' , % 8 " ' 7 9 / / 3 * ! ! (I N A H F I D ! B L [! L Z Z H L X ! L X X ! A H V C D C E F D ! I E ! I U H ! ; H L F ! E M ! I U H ! 8 E X X H O H ! E M !
3 K I D ! L F A ! (V C H F V H D ! L F A ! I E ! I U H !) Y H V N I C G H ! 9 C V H ! \$ K H D C A H F I ! M E K ! 3 V L A H B C V ! 3 M M L C K D * ! ! O U H ! A H V C D C E F ! E M ! I U H !
) Y H V N I C G H ! 9 C V H ! \$ K H D C A H F I ! M E K ! 3 V L A H B C V ! 3 M M L C K D ! C D ! M C F L X * !

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!

. / 0 / # ' " 2) 5 & # %) , - ' ! # \$ +) () , & 6 % , " 6 & 2 , ' 4 \$ 2 6 " 4 , !

!

O U H ! ! " # " \$ % & ' () * \$ + (, - % . , 6 7 * ' , % 8 " ' 7 9 / / 3 % E N I X C F H D ! L ! X L K O H ! F N B _ H K ! E M ! G H K [! D Z H V C M C V ! Z K E U C _ C I H A !
L V I C G C I C H D * ! ! (I N A H F I D ! D U E N X A ! M L B C X C L K C e H ! I U H B D H X G H D ! b C I U ! I U C D ! X C D I * ! ! 3 B E F O ! I U H ! Z K E U C _ C I H A ! L V I C G C I C H D !
L K H a ! U L e C F O @ ! Z E D D H D C F O ! b H L Z E F D @ ! H F A L F O H K C F O ! I U H ! U H L X I U ! E M ! E I U H K D ! L F A ! U L K L D D B H F I * ! ! (Z H V C M C V L X X [@ !
I U H ! ! " # " \$ % & ' () * \$ + (, - % . , 6 7 * ' , % 8 " ' 7 9 / / 3 % D I L I H D @ ! h \$ H K D E F D ! M E N F A ! O N C X I [! E M ! K L V C L X ! U L K L D D B H F I @ ! D H Y N L X !
U L K L D D B H F I @ ! E K ! G C E X L I C F O ! L F E I U H K ! Z H K D E F d ! V C G C X ! K C O U I D ! b C X X ! _ H ! D N _ R H V I ! I E ! A C D V C Z X C F L K [! D L F V I C E F D ! N Z !
I E ! L F A ! C F V X N A C F O ! D N D Z H F D C E F ! M K E B ! I U H ! N F C G H K D C I [* i ! ! ! ! ! ! ! !

!

O U H ! % F C G H K D C I [! U L D ! E N I X C F H A ! L ! X L K O H ! F N B _ H K ! E M ! Z E X C V C H D ! L F A ! Z K E V H A N K H D ! V E F V H K F C F O ! D I N A H F I !
L V L A H B C V ! L F A ! O H F H K L X ! V E F A N V I * ! ! O U H ! ! " # " \$ % & ' () * \$ + (, - % . , 6 7 * ' , % 8 " ' 7 9 / / 3 % 8 E A H ! E M ! 8 E F A N V I !
E N I X C F H D ! Z K E U C _ C I H A ! C F A C G C A N L X ! L F A ! L V L A H B C V ! E M M H F D H D ! L F A ! I U H ! A N H ! Z K E V H D D ! Z K E V H A N K H D ! D N K K E N F A C F O !
I U H D H ! C D D N H D * ! ! 3 B E F O ! C D D N H D ! E N I X C F H A ! L K H a ! Z X L O C L K C D B @ ! V U H L I C F O @ ! U L K L D D B H F I @ ! L F A ! O H F H K L X !
G C E X L I C E F D ! E M ! % F C G H K D C I [! \$ E X C V [* ! ! ; C D V C Z X C F L K [! Z K E V H A N K H D ! C F ! I U H D H ! L K H L D ! L K H ! V X H L K X [! E N I X C F H A ! C F ! I U H !
V N K K H F I ! ! " # " \$ % & ' () * \$ + (, - % . , 6 7 * ' , % 8 " ' 7 9 / / 3 ? !

!

+ 8 ? 8 A A G 7 9 @ ' ! ; < D C D 7 A '

\$ K E V H A N K H D ! I E ! L A A K H D D ! D I N A H F I ! V E B Z X L C F I D ! L O L C F I D ! M L V N X I [! E K ! D I L M M ! K H O L K A C F O ! A C D V K C B C F L I C E F @ ! D H Y N L X !
U L K L D D B H F I @ ! E K ! K L V C L X ! U L K L D D B H F I ! V L F ! _ H ! M E N F A ! N F A H K ! I U H ! ! " # " \$ %

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#T!

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FEICM[!IUH!DINAHFI!EM!IUHCK!KCOUID!IE!LZZHLX!IE!IUH! ; HZLKI B HFI! 8 ULCK@!IUH! ; HLF@!LFA!MCFLLX[@!IE!IUH!
) YHVNICGH! 9 CVH!\$KHDCAHFI!MEK! 3 VLAHB CV! 3 MMLCKD*!!

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. / 0 / #' " 2) 5 & # %) , - ' % , " 6 & 2 , ' 1 #) & 5 / 2 4 & ' ! # \$ 4 & 6 " # & % ' !

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1 7 9 7 ? 8 < ' " 9 D N 7 ? A D @ Y ' % @ K B 7 9 @ ' 1 ? D 7 N 8 9 C 7 ' ! ? ; C 7 B K ? 7 A ' !

OUH! (EVCLX! ? EKW!\$KEOKLB!LAUHKHD!IE!IUH!OKCHGLFVH!ZKEVHANKHD!LD!ENIXCFHA!CF!IUH!! "# "\$%
& ') * \$ + (, - % < " 0 6 1 , - % 8 " ' 7 9 // 3 % ! U H ! ! " # " \$ % & ' () * \$ + (, - % : * ' * \$ " I % ; " , " 1 / 5 % L F A ! I U H ! ! " # " \$ % & ' () * \$ + (, - %
., 6 7 * ' , % 8 " ' 7 9 // 3 * ! ! (I N A H F I D ! D U E N X A ! K H M H K ! I E ! I U H D H ! A E V N B H F I D ! M E K ! L ! V E B Z K H U H F D C G H ! A C D V N D D C E F ! E M !
L X X ! O K C H G L F V H ! Z K E V H A N K H D * ! ! (I N A H F I D ! B L [! E _ I L C F ! L ! V E Z [! E M ! I U H ! ! " # " \$ % & ' () * \$ + (, - % : * ' * \$ " I % ; " , " 1 / 5 %
C F ! I U H ! ? C B _ H K X [! , N X A C F O * ! ! O U H ! ! " # " \$ % & ' () * \$ + (, - % . , 6 7 * ' , % 8 " ' 7 9 // 3 % C D ! L G L C X L _ X H ! C F ! I U H !
? C B _ H K X [! _ N X A C F O ! L F A ! (H C e H K ! (I N A H F I ! 8 H F I H K * ! ! 3 ! V E Z [! E M ! I U H ! ! " # " \$ % & ' () * \$ + (, - % < " 0 6 1 , - %
8 " ' 7 9 // 3 % C D ! L G L C X L _ X H ! C F ! I U H ! ; H Z L K I B H F I ! ' M M C V H ! M E K ! D I N A H F I ! G C H b C F O * ! ! !

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. 8 G 8 ? ' % @ K B 7 9 @ A ' 6 K 7 ' ! ? ; C 7 A A ' # D = H @ A ' 8 9 B ' ! ? ; C 7 B K ? 7 A ' !

OUH% ! " # " \$ % & ' () * \$ + (, - % . , 6 7 * ' , % 8 " ' 7 9 // 3 % V X L K X [! E N I X C F H D ! I U H ! A N H ! Z K E V H D D ! Z K E V H A N K H D ! M E K ! D I N A H F I !
A C D V C Z X C F L K [! U H L K C F O D ! E F ! Z L O H D ! > : ! I E ! > P * ! ! - F ! Z L K I ! I U H ! ! " # " \$ % & ' () * \$ + (, - % . , 6 7 * ' , % 8 " ' 7 9 // 3 % D I L I H D @ ! !
h - F ! I U E D H ! V L D H D ! C F ! b U C V U ! I U H ! L V V N D H A ! D I N A H F I ! A C D Z N I H D ! I U H ! M L V I D ! N Z E F ! b U C V U ! I U H ! V U L K O H D ! L K H ! _ L D H A @ !
D N V U ! V U L K O H D ! D U L X X ! _ H ! U H L K A ! L F A ! A H I H K B C F H A ! _ [! ! M L C K ! L F A ! C B Z L K I C L X ! Z H K D E F ! E K ! V E B B C I I H H @ !
U H K H C F L M I H K ! V L X X H A ! I U H ! U H L K C F O ! E M M C V H K ! E K ! U H L K C F O ! V E B B C I I H H @ ! D H X H V I H A ! C F ! L V E K A L F V H ! b C I U !
Z K E V H A N K H D ! L A E Z I H A ! _ [! I U H ! N F C G H K D C I [* ! ! O U H ! ! " # " \$ % & ' () * \$ + (, - % . , 6 7 * ' , % 8 " ' 7 9 // 3 % E N I X C F H D ! I U H !
Z K E V H A N K H D @ ! L Z Z H L X ! Z K E V H D D ! L F A ! Z E I H F I C L X ! K L F O H ! E M ! Z H F L X I C H D ! M E K ! O H F H K L X ! D I N A H F I ! E M M H F D H D ! !

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*** 8 C K < @ Y ' L ' % @ 8 >> ' (7 H 8 N D ; ? E ' * D < D 9 = ' % @ K B 7 9 @ ' 1 ? D 7 N 8 9 C 7 A ' !**

-M!DINAHFID!_HXCHGH!IULI!IUH[!ULGH!_HHF!IKHLIHA!NFMLCKX[!EK!NFZKEMHDDCEFLXX[!_[!L!MLVNXI[!EK!DILMM!
BHB_HK@!EK!IULI!L!ZEXCV[!EK!ZKEVHANKH!CD!NFRNDI!EK!NF b CDH@!IUHF!IUH!DINAHFI!BL[!DN_BCI@!CF!
b KCICFO@!L!MEKBLX!OKCHGLFVH!ZHICICEF!IE!IUH! 8 ULCK!EM!IUH! ; HZLKI B HFI*!! 5 KCHGLFVH!ZHICICEFD!LKH!
KHDHKGHA!MEK!IUEDH!CDDNHD!EK!CFVCAHFVHD!IULI! b LKCLFI!MEKBLX!LFA!IUEKENOU!CFGHDICOLICEF*!! (NVU!
ZHICICEFD!DUENXA!_H!DN_BCIHA!CF!L!ZKEMHDDCEFLX!BLFFHK@!VEFDCDIHFI! b CIU!DEVCLX! b EKW!FEKBD@!
GLXNHD@!LFA!HIUCVD*!!!

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OUCD!VENKDH!BLZ!ENIXCFHD!IUH!DHBHDIHKD!IULI!(EVCLX! ? EKW!VENKDHD!LKH!EMMHKHA*!! ; NH!IE!IUH!
DHSNHFCFO!FHVHDDCICH@!BEDI!EM!IUH!VENKDHD!LKH!EFX[!EMMHKHA!CF!IUH!MLXX!EK!DZKCFD!DHBHDIHK!HLVU!
[HLK*!!\$XHLDH!ZL[!LIHFICEF!IE!IUH!DHSNHFCFO!IE!ZKHGHFI!ZKE_XHB!CF![ENK!VENKDH!DVUHANCFO*!OUCD!
CD!L!DLBZXH!ZLX!DNOOHDIHA@!bUCXH!EIUHK!VENKDH!VEB_CFLICEFD!VLF!bEKW!bH!DIKEFOX[!DNOOHDI![EN!
MEXXEb !IUCD!DLBZXH!ZLX!IE!KHANVH!EK!HXCBCFLIH!DHSNHFCFO!CDDNHD!IULI!VLF!LKCDH!MKEB!CFLAHSNLIH!
LAGCDCFO*!

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*#&%+ 0 / 2' - & / #' ! ! ! ! !
* / . . ' ! ! ! %!#)21' !

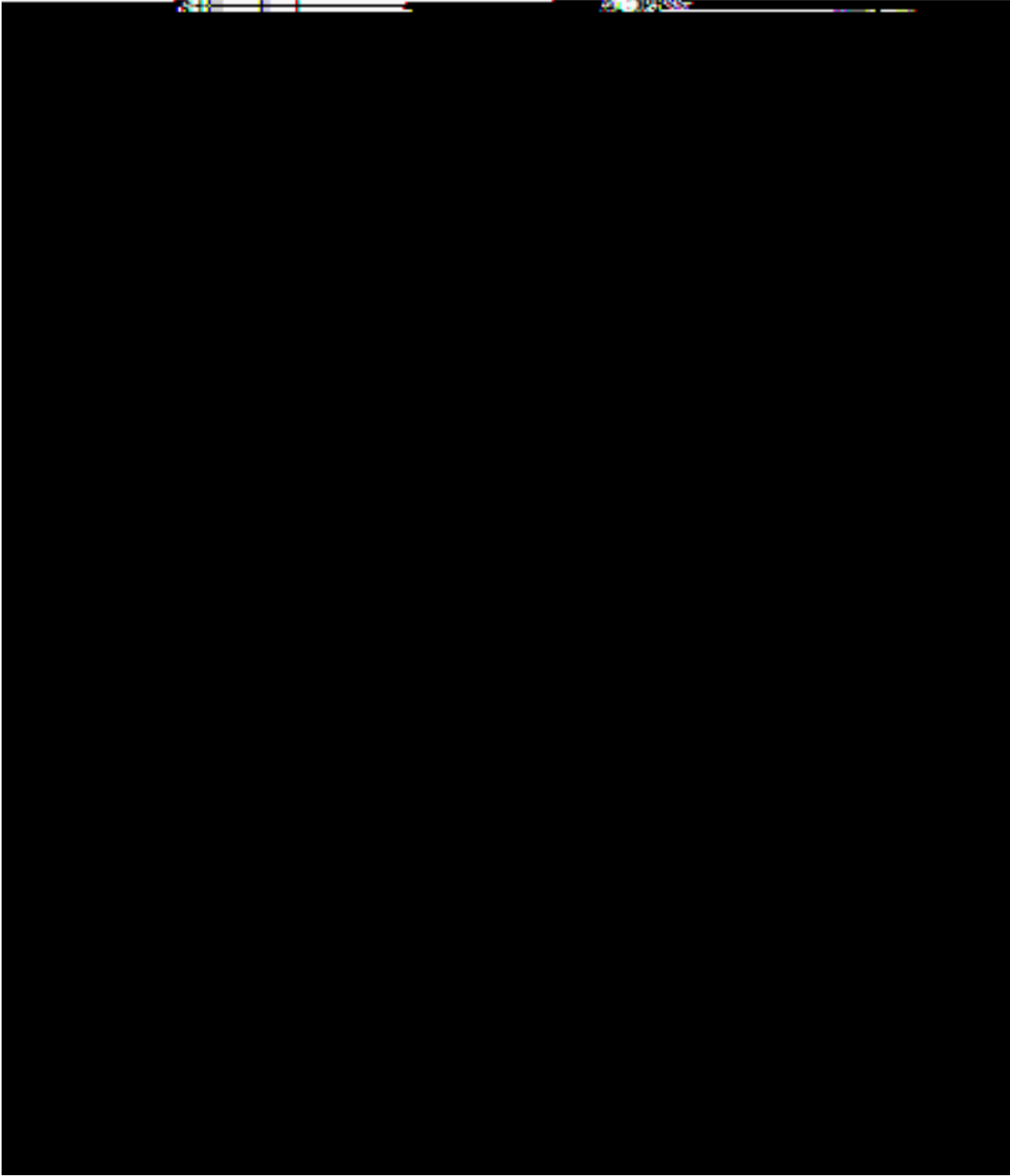
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SOCIAL WORK DEGREE PLAN	
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%@KB79@' / CJ9; S<7B=7G79@'

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(INAHFID!CF!IUH!2LBLK!%FCGHKDCI[! , (? !ZKEOKLB!LKH!HYZHVIHA!IE!LAUHKH!IE!IUH!63 (? !8EAH!EM!
)IUCVD*!!

/ =?77G79@'@H8@')'H8N7'?7C7DN7B'@H7'%@KB79@' 0 89K8<'89B'8CC7AA'@;'@H7' 4 ;B7';>'&@HDCA'

-!ULGH!KHGCHЪHA!LFA!ULGH!LVVHDD!IE!L!VEZ[!EM!IUH! (INAHFI! / LFA_EEW!LFA!-!LOKHH!IE!L_CAH!_ [!IUH!
ZEXCVCHD!EM!IUH! (EVCLX! ? EKW!\$KEOKLB*!!-!NFAHKDILFA!IULI!B [!_HULGCEK!CD!HYZHVIHA!IE!_H!
ZKEMHDDCEFLX!LFA!-!LOKHH!IE!L_CAH!_ [!IUH! (EVCLX! ? EKW!8EAH!EM!) IUCVD*!

Printed name _____

Signature _____

Date _____

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