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Qualified Proposers

Shaun Bailey  
West Hills College Coalinga  
300 Cherry Lane.  
Coalinga, CA 93210

West Hills College Coalinga  
West Hills Community College District

This project will require the WPga (r)- an (op)-10[(W)-8(op)-1pgaTc no



- be without alterations to content, form, and scope project; and the signatures of all persons signing shall be in longhand.
2. Alternate proposals will not be considered unless called for. No oral, telegraphic or telephonic proposals or modifications will be considered.
  3. Before submitting proposals for this work, including RFP's, each proposer will be held to have examined the project premises and satisfied himself as to the existing conditions under which he will be obliged to operate, and that no changes will be made subsequently in this connection or in behalf of the Contractor for any error or negligence on his part, and he shall include in the proposal a sum to cover the cost of all items included in the contract and/or subsequent RFP's. No additional cost will be considered for price increases of any materials, labors, methods and/or procedures. The Contractor shall make allowances for any and all price changes occurring during this project from proposal through final completion and project acceptance by District.
  4. Proposals will be delivered to the District at locations and time noted on "Bid Proposal" on or before the day and hour set for the opening of proposals. Proposal forms shall be enclosed in an envelope and bear the title of work and the name of the proposer. It is the sole responsibility of the proposer to see that his proposal is received in proper time and location. Any proposal received after the scheduled closing time for receipt of proposals will be returned to the proposer. Emailed or Faxed Proposals are acceptable as well. Email proposals to [shaunbailey@whccd.edu](mailto:shaunbailey@whccd.edu) or fax to 559-934-2874.
  5. Each proposer shall include with Proposal a Non-Collusion Affidavit, Prevailing Wage Compliance Certificate, required bond documents, and Certification of Workmen's Compensation to be executed by proposer and submitted with proposal. Form is included in "Bid Proposal" section. Form shall be fully executed and included with Proposal.
  6. General Information:
    - a. The District reserves the right to reject any or all proposals and/or waive any irregularities or informalities in any proposals and/or in the proposals process.
    - b. The District has determined the general prevailing rate of per diem wages in the locality in which this work is to be performed for each craft or type of worker needed

H. ADHERENCE:

No proposal will be considered that does not strictly adhere to all requirements of these instructions to Proposers.

I. PROPOSALS TO BE ACCEPTED BY DISTRICT:

The successful contractor shall be determined by the lowest total aggregate proposal of any or all proposals accepted by the District. The District reserves the right to select the proposals and/or aggregate of proposals it deems advantageous to the District.

J. AWARD OR REJECTION OF PROPOSALS:

The contract shall be awarded to the responsible proposer complying with these instructions. The District reserves the right to reject any and all proposals and to waive any informality or irregularity in proposals received. The award, if made, will be made within sixty (60) calendar days after the opening of the proposals.

K. EXAMINATION OF SITE:

The Proposer shall carefully examine the site of the contemplated work prior to submitting a proposal and shall have satisfied himself as to the existing conditions and the conditions under which he will be obligated to operate, and/or that will in any manner affect the work under the contract. No allowance will be made subsequently in this connection for items that could be reasonably be inferred to be required to complete project scope from a careful examination of site of the contemplated work.

L. ADDENDA AND BULLETINS:

Any addenda or bulletin items issued during the time of proposals shall be an integral part of the Contract Documents used by the Proposer for the preparation of his proposal, all items of addenda and/or bulletins shall be included in the Proposal and shall be made part of the Contract. Delivery of any Addenda or Bulletin in person to the individ

4. Any proposal protests



project: The insurance required must be written by a Best Key Rating Guide "A" or better rated carrier admitted to write insurance in the state where the work is located at the time the policy is issued.

3. Indemnification

a. To the fullest extent permitted by law, the Contractor shall indemnify and hold harmless the District and the Consultants and their employees from and against all claims, damages, losses and expenses, including attorneys' fees arising out of or resulting from the performance of the Work, provided that any such claim, damage, loss of expense is attributable to bodily injury to or destruction of tangible property (other than the Work itself) including the loss of or damage to the Work itself.



The policy is to be on a Comprehensive General Liability form and must include Contractual Liability endorsed to specifically cover an Indemnity Agreement contained in the Contract. The Comprehensive General Liability coverage may be provided on an "occurrence" form or a "claims made" basis. If the coverage is on a "claims made" basis, the policy shall provide for a non-cancelable 5 year extended reporting period.

- a) The Contractor shall carry such public liability and property damage insurance that will protect the Contractor, Owner, Architect, and the Contractor's subcontractors. The policy shall be on a "claims made" basis and shall include a non-cancelable 5 year extended reporting period.

- F. PCB-CONTAINING PRODUCTS & LEAD PLUMBING ITEMS:
1. Contractor agrees that lead plumbing domestic water items, asbestos, PCB, -containing products or materials will not be used or substituted in performing work under the Agreement.
  2. At the completion of work under this Agreement, Contractor will certify in writing to the Owner that, to the best of Contractor's knowledge, no lead plumbing domestic water items, asbestos/PCB-containing products or materials were used or substituted in performing work under the Agreement.
- G. PREVAILING WAGE RATES AND APPRENTICESHIP REQUIREMENTS – All proposals that exceed \$1,000 shall be prevailing wage.
1. Wages and Employer Payments:
    - a) The general prevailing wage rates and employer payments for Health and Welfare, Pension, Vacation and similar purposes in the county in which the work is to be done shall be in accordance with the Labor Code of the State of California, Section 1770, et seq.
    - b) Copies of all collective bargaining agreements relating to the work as set forth in the aforementioned Labor Code are on file and are available for inspection in the Office of the Division of Labor Statistics and Research of the Department of Industrial Relations.
    - c) Employer payments as defined in Section 1773.1 of the Labor Code are to be paid in accordance with the terms of the collective bargaining agreement applicable to the type of classification of the workmen employed on the project and shall be the prevailing wage rate of the county in which the work is to be performed. Overtime shall be paid for the hours worked in excess of the working day and for time worked on Saturdays, Sundays and the seven (7) holidays which are to-wit:  
 New Year's Day, Memorial Day, July Fourth,  
 Labor Day, Veteran's Day, Thanksgiving Day  
 and Christmas.  
 The Contractor and any subcontractor under him shall comply with the requirements of Sections 1773.3, 1777.5, 1776 and 1777.6 in the employment of apprentices.
      - 1) The predetermined (double asterisk) changes are no longer a part of the general prevailing rates of per diem wages. The rates at the time of the proposal advertisement date of a project will remain in effect for the life of project.
      - 2) The definition of prevailing rate states that when there is no single rate paid to a majority of workers, then the prevailing rate is a weighted average.
    - d) Not less than the general prevailing wage rate for each classification of work State or Federal which is higher shall be paid by the general contractor and all subcontractors under him shall be paid to all laborers, worker and mechanics employed in the execution of such contract or subcontract there under, including rates for overtime and general holidays in the locality in which the work is to be performed.
    - e) The Contractor and all subcontractors under him shall make travel and subsistence payments to each workman needed to execute all the work as such travel and subsistence payments are defined in the applicable collective bargaining agreements filed in accordance with Section 1773.8 of the Labor Code.
  2. Eight Hour Day: Contractor shall not permit any persons employed w (ont) ploy



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Proposals will be received at the West Hills College Coalinga Maintenance & Operations Office, 300 Cherry Lane; Coalinga, CA 93210 up to

Submitted to:

Submitted by:

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Name of Firm

Having carefully examined the Proposal and Contract Documents and General Requirements, as well as the premises and the conditions affecting the work, including Addenda (a) No (s) \_\_\_\_\_, inclusive, the Undersigned proposes to furnish all material and labor called for by all documents for the "entire work", in accordance with said documents for the sum of:

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The undersigned understands that the time required to complete the work is the essence of the Contract and agrees to commence the work within ten (10) calendar days of the Contract date. The undersigned further agrees that this proposal may not be withdrawn for a period of sixty (60) days after the date set for the opening thereof unless otherwise required by law.

The undersigned agrees, if awarded the Contract, to complete all work between, or as otherwise mutually scheduled by College and Contractor.

The undersigned hereby certifies that this proposal is genuine and not sham or collusive or made in the interest or in behalf of any person not herein named, and that the undersigned has not directly or indirectly induced or solicited any other proposer to refrain from submitting a proposal, and that the undersigned has not in any manner sought by collusion to secure for himself any advantage over any other proposer.

In submitting this proposal, I hereby certify that I will conform to the State of California Public Work (C.P.W.) Law (Art. 1.1)





Pursuant to the Provisions of the Public Contracts Code Sections 4100 to 4107 inclusive, every proposer shall set forth the name and location of the place of business of each subcontractor who will perform work or labor in or about the construction of the work or improvement in an amount in excess of one-half of one percent (1/2 of 1%) of the Proposers total proposal. If a Contractor is not listed and the work is more than one-half of one percent (1/2 of 1%) of the Proposers total proposal, he agrees to perform that portion himself. The following is the list of subcontractors:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I declare, under penalty of perjury, that information provided, and representations made in this proposal are true and correct and that this declaration was executed on \_\_\_\_\_, at \_\_\_\_\_, \_\_\_\_\_, California. (date) (city) (county)

Respectfully submitted,

\_\_\_\_\_  
Name of Firm

\* \* \*

Be advised that we, \_\_\_\_\_  
as Principal ("Principal") and \_\_\_\_\_

\_\_\_\_\_ a corporation duly licensed to transact business under the laws of the State of California as Surety ("Surety")  
are firmly bound to \_\_\_\_\_ as Obligee ("Obligee") in the sum

of \$ \_\_\_\_\_ for the payment of which the Principal and the Surety bind ourselves, our heirs, executors, administrators, successors, and assigns, jointly and severally, by this Bond.

The principal has submitted a proposal for \_\_\_\_\_  
*(list project on Proposal)*

The condition of our obligation is this: if the Principal is awarded the contract upon its proposal, and shall, within the required number of days after the notice of award, execute a contract with the Obligee in accordance with the contract documents, submit the required payment and performance bonds, and provide all other required documents, then this obligation shall be null and void; but in the event that the Principal fails and/or refuses to execute and deliver those documents, this bond will be charged with the costs of the damages experienced by the Obligee as a result of that refusal, including but not limited to, publication costs, the difference in money between the amount of the bid of the Principal and the amount for which the Obligee may legally contract with another party to perform the work if the amount is in excess of the former; building lease or rental costs, transportation costs, professional service costs, and additional salary costs that result from the delay due to the Principal's default on the awarded contract. In no event, however, shall the Surety's liability exceed the penal sum indicated above.

The Surety, for value rec











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**A. PROJECT DESCRIPTION:****PART 1 - GENERAL****1.1. SUMMARY**

The West Hills Community College District (WHCCD), West Hills College Coalinga has a requirement to remove and replace the existing roof at Building E. The Contractor will include all labor, materials, equipment and necessary rigging to complete the work located at 300 Cherry Lane, Coalinga, CA 93210. To this end, WHCCD, West Hills College Coalinga requires quotations for a licensed contractor to complete the proposed modifications.

**Intent:**

Requirements in this SOW serve as a direction to the Contractor for the roof replacement Building E at West Hills College Coalinga. The Contractor shall perform all services in accordance with professional standards of skill, care and diligence adhered to by reputable, first class international firms and shall conform to generally accepted professional practices and to all applicable codes.

**B. WORK SEQUENCE :**

1. Schedule building shutdown with M&O Director. All work to each building to be performed as scheduled so as not to interrupt any instruction.
2. The Work will be conducted in one phase to provide the least possible interference to the activities of the Owner's personnel and to permit an orderly transfer of personnel and equipment to the new facilities. Installation must be complete when building is vacant and/or a Friday afternoon. Contractor may have weekend access if so desired.

**C. CONTRACTOR USE OF PREMISES:**

1. General: Limit use of the premises to construction activities in areas indicated; allow for Owner occupancy and use by the public.
  - a. Confine operations to areas within Contract limits indicated. Portions of the site beyond areas in which construction operations are indicated are not to be disturbed.
  - b. Keep driveways and entrances serving the premises clear and available to the Owner and the Owner's employees at all times. Do not use these areas for parking or storage of materials. Schedule deliveries to minimize space and time requirements for storage of materials and equipment on site.
2. Use of the Existing Building: Maintain the existing building in a weather tight condition throughout the construction period. Repair damage caused by construction operations. Take all precautions necessary to protect the building and its occupants during the construction period.

**D. OWNER OCCUPANCY:**

1. Full Owner Occupancy: The Owner will occupy the site and existing building during the entire construction period. Cooperate with the Owner during construction operations to minimize conflicts and facilitate Owner usage. Perform the Work so as not to interfere with the Owner's operations.

**E. GENERAL SCOPE OF WORK:**

1. Contractor to inspect project site and inspect existing conditions/utilities.
2. Scheduling of work to be coordinated with college M/O Director.
3. Provide all necessary labor, tools and equipment to complete work within time frame stated in contract.
4. Contractor to inform Owner one (1) week before work is completed to schedule testing and inspection.
5. Work areas shall be cleaned / cleared on a daily basis. All construction debris to be removed from site upon completion of work by contractor.

1. Coordinate schedule with M&O Director once materials have been ordered so a lead time is identified.
2. See attachment (7.0) for scope of work.

\_\_\_\_\_:

The Contractor shall supply everything necessary for the execution and completion of the work including Site preparation and installation performance shall be in accordance with all building codes and standards

\_\_\_\_\_

Working hours are to be 6am to 6pm. No work is to take place outside these hours unless Director M&O has given agreement.

\_\_\_\_\_

The Contractor shall at all times keep the work area, including storage areas, free from accumulations of waste materials. Before completing the work, the Contractor shall remove the work and premises any rubbish, tools, scaffolding, equipment, and materials that are not the property of the College. Unsightly materials and debris including excess soil, garbage, and equipment should be removed as required; while materials should be scheduled for delivery only as required for immediate use.

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1. SECTION 07 54 16 FULLY ADHERED 60 mil KEE MEMBRANE ROOFING SYSTEM



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45F@\$?5/:B\$5::4<32<D"\$LA\$;>7;;5<:256\$32;5D/4494<;;\$4K2;:\$5:\$F0<F6>;20<\$  
0A\$F0<A4/4<F48\$34:4/92<4\$@0G\$32;5D/4494<;;\$G266\$74\$/4;06143\$5<3\$;4:\$  
35:4\$A0/\$/4F0<14<2F0<A4/4<F4\$

!#" \$ ,4124G\$<0:2A2F5:20<\$?/0F43>/4;\$A0/\$G45\$@4/\$S2<B5B;"\$

%

!#"V\$ M)OLk),c8\$%P',.R)8\$.QM \$.QMOLQR\$

%

." \$

%

!##\$%&'()\*'+))%,-\*&.)%\*//!0.1%2\$23),%  
45%67%89%

%

X'\$ MO\$<0:\$4K?0;4\$9497/5<4\$5<3\$5FF4;;0/24;\$:0\$F0<;:5<:\$:49?4/5:>/4\$2<\$  
4KF4;;\$0A\$;4F0<35/B\$95:4/256;\$0<6B\$5;\$/4F0994<343\$7B\$\$95<>A5F:>/4/\$  
0A\$:@4\$?/295/B\$95:4/256\$52243\$  
Z'\$ MO\$ <0:\$ 4K?0;4\$ 95:4/256;\$ 1>6<4/5764\$ :0\$ G5:4/\$ 0/\$ ;><\$ 3595D4\$ 2<\$  
=>5<:2:24;\$D/45:4\$:@5<\$F5<\$74\$G45:@4/?/00A43\$3>/2<D\$;594\$35B"\$P@4\$

%

!##\$%&'()\*'+),- \*&.)%\*/!0.1%2\$23),%  
45%67%89%

%

!"#a\$ Y.Q`.& P`),f% \$LQ%()&PL'Q %\$

%

." \$ + @4<\$:@4\$?/0d4F:\$2;\$2<\$?/0D/4;;8\$:@4\$,00A2<D\$%B;:49\$Y5<>A5F:>/4/\$G266\$?/0123  
:@\$

%

!##\$%&'()\*'+))%,-\*&.)%\*/!0.1%2\$23),%  
45%67%89%

%

&"\$ (65:4\$5<3\$A5;:4<4/\$;?5F2<D\$F56F>65:20<;\$5/4\$:0\$74\$?4/A0/943\$7B\$5\$P4F@<2F56\$  
&>;:094/\$%4/12F4\$,4?/4;4<:5:214\$0A)\$00\*!)+,("# \*!"#\$%"&'\$()("\$

%

M\$ &56F>65:20<;\$A0/\$A5;:4<4/\$;?5F2<D\$5/4\$:0\$5FF09?52B\$:@4

%

)" \$ L<;:5665:20<;@566\$@514\$5\$&6\$5\$2\$A0/4

%

!"N \$ +,.,QPc \$

%

." \$ .;\$?5/:\$0A\$:@4\$G0/S\$0A\$:@2;\$;4F:20<8\$?5B\$566\$/4=>2/43\$A44;8\$;4F>/4\$566\$/4=>2<;?4F:20<;8\$5<3\$F09?64:4\$566\$2:49;\$<4F4;:5/B\$ :0\$;4F>/4\$5<3\$346214/\$:0\$:@4\$  
0G<4/\$:@4\$#("&'(\*<322/01234\$5\$W\$B\$570/5<3H9:5:4/256\$5/5<:B\$

%

E"\$ P@4\$/00A\$;B;:49\$95<>A5F:>/4/\$;@566\$?/01234\$5\$U19\$65/5<:BU\$A0/\$5\$  
?4/203\$0A\$B45;\$A/09\$M5:4\$0A\$%>7;:5<256\$64:20<\$

%

&"\$ +5//5<:B\$;@566\$74\$6292:43\$:0\$/4?52/;8\$0\$/4?65F494<:8\$5;\$/4=>2/43\$:0\$952<:52<\$  
:@4\$-))\$Y497/5<4 \$00A2<D\$%B;:49\$2<\$5\$G5:4/5D@2:20\$"

%

M\$ )KF6>;20<;8\$62;:43\$><34/\$P4/9;\$5<3\$&0<32:20<;\$0A\$:@4\$+5//5<:B8\$;@566\$F0<A0/9\$  
:0\$D4<4/566B\$5FF4?:43\$2<3>;:/B\$;:5<35/3;\$4KF4?:\$A0\$@42\$DT

%

!" \$ +5//5<:B\$;@566\$F0<:52<\$<0\$4KF6>;20<\$A0/\$UD6243\$A0/F4  
N\$ +5//5<:B\$;@566\$F0<:52<\$<0\$4KF6>;20<\$A0/\$36<42\$D

%

!##\$%&'()\*'+))%,-\*&)%/!/0.1%2\$23),%  
45%67%89%



%

?/0?0;4;\$:0\$=>0:4\$0<\$:@4\$75;2;\$0A\$5<\$56:4/<5:4\$95:4/256\$5<3b0/\$;B;:49\$G266\$0<6B\$  
74\$ F0<;234/43\$ 2A\$ :@4\$ ?/0?0;43\$ 56:4/<5:4\$ 2;\$ ;>792::43\$ 0<\$ :294\$ 5<3\$ 2;\$  
30F>94<:43\$5\$742<D\$4=>21564<:\$0/\$;>?4/20/\$2<\$=>562:B\$:0\$:@4\$;?4F2A243\$;B;:49\$  
5;\$ 34;F/2743\$ 2<\$ :@4;4\$ ;?4F2A2F5:20<;"\$ .332:20<566B8\$ 566\$ 95<>A5F:>/4/\$ 5<3  
F0<:/5F:0/bA57/2F5:0/\$D>23462<4;\$9>;\$74\$94:\$5;\$;?4F2A243"\$ (645;4\$/4A4/\$:0\$:@4\$  
=>562:B\$5;;>/5<F4\$5<3\$:@4\$;>792::56804\$A0/\$5\$62;:\$0A\$/4=>2/43

%

!##\$%&'()\*'+),- \*&.)%\*//0.1%2\$23),%  
45%67%89%  
%

%

E/45S2<D\$;:/4<D:0\$ /2?!  
 )60<D5:20<\$7/45S\$:/2?!  
 O0G\$49?4/5:>/4 \$74<3!  
 O0G\$49?4/5:>/4 \$74<3!  
 %459\$%:/4<D:@  
 (><F:>/4 \$4;2;:5<F4 !  
 Y.P),L.O \$,')Pc !  
 eB3/0;:5:2F\$4;2;:5<F4892<!  
 %:5:2F><F:>/4!  
 MB<592F><F:>/4!  
 .FF464/5:43\$G45:@4/2<D  
  
 .FF464/5:43\$G45:@4/2<D

j\$0A\$/2D2<56 a#\$  
 j\$0A\$/2D2<56 a#\$  
 5A:4\$@45\$D2<D ?5;; \$  
 M\$N!W\$:\$W#m! ?5;; \$  
 M\$VZ!\$R/57\$167AU!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!##\$  
 \*43"\$%:3"\$#!E\$b\$Y4:@03\$N#W!\$167;J\$NZ#\$  
 .%PY\$P)%P\$Y)Pe'MI%J ! ,)%`OP% \$  
 M\$VZ!\$I?;2J Z##\$  
 ! M\$ZC#N ! ?5;;\$  
 M\$ZCWZ ?5;;\$  
 ! R\$!ZZ\$IZ8###\$@ \$n4\$0FJ \$  
 &/5FS2<D\$16\$5D<2A2F5:20<J <0<4\$  
 &/5g2<D\$16\$5D<2A2F5:20<J <0<4\$  
 R\$!ZZ\$IZ8###\$@J \$  
 &/5FS2<D\$16\$

%

!##\$%&'()\*'+))%,)-\*&.)%\*/!0.1%2\$23),%  
 45%67%89,%

%

V"\$ +56S\$+5BT\$IW#U\$K\$XNf\$K\$ZbWNU\$:@2P5\$062\$B2\$@56S\$G5B\$  
95:4/256\$G2:@\$/27743\$U;62?\$/4\$24;2DU\$  
\_"\$ \*5; :4<2<M412F4;\$

%

5"\$ e451B\$M>:B\$o!ZT\$P0\$;4F>/4\$2<;>65:20<\$5<3\$9497/5<4\$:0\$;:446\$p\$  
G003\$34FS;"\$e451B\$3>:B\$:@/45343\$;:4468\$oW\$?@2662?;\$:/>;8\$5<3\$  
;46A5??2<D\$ F0//0;20<\$ /4;2;5<:\$ A5;:4<4/"\$ \*5F:0/B\$ Y>:>56\$  
5??/0143"\$  
7"\$ &0<F/4:4\$ %?2S4T\$ P0\$ ;4F>/4\$ 2<;>65:20<\$497\$<4\$ :0\$  
;:/>F:>/56\$F0<F/4:4\$34FS;"\$e5/3\$F5/70<\$;:4468\$@5298\$<0\$  
:@/45343\$A5;:4<4/"\$\*5F:0/B\$Y>:56/0143"\$  
F"\$ P@/45343\$ QB60<T\$ P0\$ ;4F>/4\$ 2<;>65:20<\$ 5<3\$ 9497/5<4\$ :0\$  
DB?;>9\$ 5<3\$ F494<:2:20>;\$ A274/\$ 34FS;"\$ P@/45343\$A26643\$  
<B60<\$ A5;:4<4/\$ G2:@\$ 60F\$2/4\$ 75/7;"\$ \*5F:0/B\$ Y>:>56\$  
5??/0143"\$  
3"\$ \*P,\$ Y5D<>9\$ 0156\$ 9497/5<4\$ ?65:4;T\$ `;43\$ :0\$ 5<F@0/\$  
9497/5<48\$5/4\$:G0\$2<F@4;\$2<\$32594:4/8\$95<>A5F:>/43\$A\$09\$NN  
D5>D4\$.dZZ\$D56156>94\$;:446\$G2:@\$56\$#N0\$32594:4/\$@064\$  
2<\$2:;\$F4<:4/"\$P@4\$?65:4\$@5;\$:G0\$F2/F>65\$#597/\$2<F@4;\$  
2<\$@42D@:\$5<3\$A0>/U75/7;8]\$#"\$Z\$2<F@\$344?\$0<\$:@4\$70::09\$0A\$:  
?65:4\$  
4"\$

%

!##\$%&'()\*'+))%,)-\*&)%/!/0.1%2\$23),%  
45%67%89%

%

N"#G ,)O.P)M \$Y.P),L.O% \$

%

." \$ +003\$Q5264;/T\$P/45:43\$G003\$<5264/;\$; @566\$74\$2<;:56643\$5:\$566\$?4/294:4/\$60F5:20<5;\$<0:43\$0<\$5??/014\$5/5G2<D;\$

%

!" \$ +003\$<5264/;\$; @566\$74\$:/45:43\$A0/\$A2/4\$5<3\$0:\$/4;2;:5<F48\$on\$=>562:B\$0/\$74::4/\$6>974/"\$&/40;0:4\$0/\$5;? @566\$74\$43\$G003\$2;\$<5FF4?:576\$

N\$ +003\$<5264/;\$; @566\$74\$;4F>/43\$:0\$:@4\$;>7;:5:4\$:0\$/4;2;:\$5\$92<29>9\$W###\$?0><3;\$?4/\$62<450\$

W\$ .66\$G003\$<5264/;\$; @566\$ @514\$5\$95K29>9\$902;:>/4\$F0<:4<:\$0A\$!a\$?4/F4<:\$7B\$G42D@:\$0<\$55/B"\$

%

N"#V\$ ,"\$LQ%`O.PLQR \$Y.P),L.O% \$

%

." \$ R4<4/56\$ (/01234\$ A65:\$ 5<3\$ :5?4/43\$ 2<;>65:2<D\$ 95:4/256;\$ :0\$ F09?6B\$ G2:@\$/4=>2/494<;\$ 2<32F5:43\$ A0/\$ 95:4/256;\$ 5<3\$ F09?625<F4\$ G2:@\$/4A4/4<F43\$ ;:5<35/3;r\$2<\$;2g4;\$:0\$A2:\$5??62F5:20<;\$2<32F5:438\$;464F:43\$A/09\$95<>A5F:>/4/f;\$ ;:5<35/3\$:@\$<4;:4;8\$G23:@;8\$5<3\$64<D:@;\$5Z\$;M4FSS\$ (/294\$705/3\$A>66B\$ 53<4/43\$2<\$L40FSS\$L<;>65:23@4;214\$

%

;36\$(Y( <"Z"#0\$%&' (

!

W"# \$ )n.YLQ.PL'Q\$\*' \$%`,\*.&)% \$

%

." \$ P@4\$.>:@0/2g43\$,00A2<D\$&0<:/5F:0/\$; @566\$2<;?4F:\$:@4\$/00A\$34FSS\$5<3\$;>/A5F4;\$:/4F4214\$<4G\$95:4/256;8\$?/20/\$:0\$F0994<F494<:\$0A0A24\$G0/S8\$5<3\$; @566\$ <0:2AB\$:@4\$./F@2:4F:\$2<\$G/2:2<D\$0A\$5<B\$34A4F;:\$07;4/143"\$,00A2<D\$G0/S\$; @566\$ ?/0F443\$><:26\$5<B\$;>F@34A4F;:\$5/4\$F0//4F:43\$:0\$:@4\$;5:2;A5F:20<\$0A\$:@4\$./F@2:4Y5:4/256;\$; @566\$ <0:\$74\$2<;:56643\$014/\$/0>D@8\$><414<8\$0/\$297503\$6B\$?/ ;>/A5F4;"\$

%

E"\$ &0994<F494<:\$ 0A\$ G0/S\$ 7B\$ .>:@0/2g43\$ ,00A2<D\$ &0<:/5F:0/\$; @566\$ F0<;:2:>:4\$ 5FF4?:5<F4\$0A\$:@4\$4K2;:2<D\$F0<32:20<;\$5;\$;>2:5764\$A0/\$:@4\$;>FF4;;A>6\$F09?64:200A\$:@4

%

!##\$%&'()\*+),-\*.!%\*/!0.1%2\$23),% 45%67%89%

%

G0/S\$0A\$566\$/534;\$:0\$?/414<:\$3595D4\$:0\$: @4\$F09?64:43\$/00A2<D\$;B;:49\$5<3\$:0\$  
?/414<:\$: @4\$5FF>9>00<\$0A\$;F/5?;8\$94:56\$; @512<D;8\$A5;:4<4/;8\$:006;8\$4:F"\$  
G@2F@\$F0>63\$?><F:>/4\$: @4/00A\$9497/5<4"\$FF>9>65:20<\$0A\$347/2;\$0A\$5<B\$:B?4\$  
0<\$: @4\$Y497/5<4\$/00A2<D\$%B;:49\$; @566\$/4=>2/4\$/490156\$5<3\$/4?65F494<:\$0A\$  
:@4\$5AA4F:43\$5/45;8\$2A\$/4=>2/43\$7B\$: @4\$./F@2'\$F:\$b\$'G<4/

%

\*\*\$ L<;?4F:\$ 34FS2<D\$ 74A0/4\$ G0/S\$ 2;\$ F0994<F43\$ A0/\$ ?/0d4F:20<;8\$ 2<534=>5:4\$  
5<F@0/5D48\$60G\$5/45;8\$2<F0//4F:\$;60?4;8\$ @064;\$0/\$1023;8\$A0/42D<\$95:4/256;\$5<3  
0:@4/\$ ><5FF4?:5764\$ F0<32:20<;"\$ &0//4F:\$ 34A4F;:\$ 2<\$ ;>/A5F4;\$ ?/20/\$ :0\$  
F0994<F2<D\$G0/S\$

%

R"\$ (4/A0/9\$?>66\$:4;:;\$0\$34FS2<D\$5<3\$<5264/;\$>;2<D\$?/0?0;43\$A5;:4<4/;"(4/A0/9\$5\$  
92<29>9\$0A\$A214\$IZJ\$:4;:;\$A0/\$45F@\$F0<32:20<\$0A\$2<;:5665:20<\$IA24638\$?4/294:4/8  
F0/<4/J8\$A0/\$45F@\$N#8###\$;="\$A:"\$0A\$/00A\$0/\$?0/:20<\$: @4/40A8\$5<3\$A0/\$45F@\$3  
/00A\$ 5/45\$ I5<3\$ 7>2632<DJ"\$9\$/\$832:20<56\$ :4;:;\$ <4F4;:5/B\$ :0\$ 2;065:4\$ 5<3\$  
/4F:2AB\$A526>/4;"\$(>66\$:4;:;\$5/4\$<0:\$/4=>2/43\$A0/\$<4G\$&65;:;\$!\$M4FS2<D"\$I92<"M  
D5"\$:4468\$92<"\$WbX\$2<"\$:/45:43\$?6BG0038\$92\$F0V#8\$2"

%

e"\$ )K592<4\$ :@4\$ 5/45;\$ 5<3\$ F0<32:20<;\$ ><34/\$ G@2F@\$ G0/S\$ 20\$G2\$6\$74\$  
2<;:56643"\$&0//4F:\$F0<32:20<;\$34:/294<:56\$:0\$: @4\$?/0?4/\$\$5<3\$\$:2946B\$\$F09?64:20  
0A\$G0/S"\$M0\$<0:\$?/0F443\$><:26\$;>F@\$F0<32:20<;\$ @514\$744<\$F0//4F:43"

%

W"# (,) (.,.PL'QT \$

%

." \$ . \$ 3/B8\$ F645<8\$ 5<3\$ ;900:@\$ ;>7;:/5:4\$ ; @566\$ 74\$ ?/012343\$ :0\$ /4F4214\$ : @4\$ A>66E  
53@4/43\$Y497/5<4\$,00A\$%B;:49"\$

%

E"\$ &00/32<5:4\$G2:@\$G0/S\$;?4F2A243\$2<\$0:@4/\$%4F:20<;\$:0\$5;:>/4\$?/0?4/\$5<3\$:2946B  
?@5;2<B"

%

&"\$ &00/32<5:4\$2<;:5665:20<\$;0\$45F@\$5/45\$2;\$9534\$!##\$?4/F4<:\$G5:4/:2D@:\$5:\$: @4\$4<3\$  
0A\$45F@\$G0/5203\$

%

M"\$ k4/2AB\$ :@5:\$ 566\$ ?/4?5/5:0/B\$ G0/S\$43\$52<\$ :@2;\$ ;?4F2A2F5:20<\$ @5;\$ 744<\$  
F09?64:43\$

%

)" \$ %>/A5F4;\$;F@43>643\$:0\$/4F4214\$/00A2<D\$5/4\$:0\$74\$A/44\$0A\$5<B\$G5:4/8\$A0;:8\$;<0  
0/\$600;4\$47/2;"\$

%

\*\*\$ %>7;:/5:4\$ 2;\$ :0\$ 74\$ ;900:@8\$ A/44\$ 0A\$ ;@5/?\$ ?/0d4F:20<;8\$ 5<3\$ A/44\$ 0A\$ 07120>;  
34?/4;:20<;" \$

%

R"\$ L<;:566\$ 5<3\$4?5/4\$ 14<;:8\$ 3/52<;8\$ F>/7;8\$ ;>??0/:8\$ 5<3\$ 0:@4/\$ ?/0d4F:20<;\$  
:@/0>D@\$00A\$34FS"\$(/0:4F:\$53d5F4<:\$;>/A5F4;\$<0:\$34;2D<5:43\$:0\$/4F4\$14\$/00A2<D"

%

e"\$

%

!##\$%&'()\*'+))%,-\*&)%/!/0.1%2\$23),%  
45%67%89%



%

e"\$ M41460?\$.5?4/43\$2<;>65:20<\$;B::49\$5;\$2<32F5:43\$0<\$?/0d4F:\$3/5G2<D;\$5<3\$  
5??/0143\$;@0\$5/5G2<D;\$

%

L\$ \02<;;\$2<\$2<;>65:20<\$705/3;\$;@566\$<0.\$4KF443\$!\$5\$2<@2<

%

W"#LQ%P.OO.PL'Q\$'\*\$,"\*LQR \$(Y)E,.Q) \$

%

." \$ R4<4/56\$4=>2/494<;;T \$

%

!"\$ P@4\$ Y497/5<4\$ ,00A2<D\$ %B::49\$ ;@566\$ 74\$ 2<;:56643\$7\$B\$  
!"#\$%"&'\$()(. \* :/52<43\$ 5<3\$ .:@0/2g43\$ ,00A2<D\$ &0<:/5F:0/"\$ .66\$  
!)+,(#)\* !"#\$%"&'\$()(-. \* 2<;:5665:20<\$ 2<;:/>F:20<;\$ 5<3\$  
/4F0994<35:20<;\$;@566\$74\$F:6\$A0660G4\$"

N\$ P@4\$ 94:@03;\$ 0A\$ 2<;:5665:20<\$ ;@566\$ 74\$ 2<\$ ;:/2F:\$ 5FF0/35<F4\$ G2:@\$ :  
5??/0143\$34:526;\$;>792::43\$0<\$:@4\$5032<D;\$

W\$ L:\$2;\$@4\$2<:4<:\$0A\$:@4\$3/5G2<D;\$5<3\$;?4F2A2F5\$20<2D<@5\$504;\$  
;@566\$ 74\$ A0660G43\$ ?/4F2;46B8\$ 742<D\$ 9032A243\$ 0<6B\$ G@4/4\$ ;?4F2A2  
/4=>2/43\$:0\$944:\$A2463\$F0<32:20<,\$0\$!"#\$%"&'\$()(-. \* G5//5<:B\$  
/4=>2/494<;;"\$

X\$ `:262g4\$ 34:526;\$ 5??/0143\$!\$B\$#)\* !"#\$%"&'\$()(\* A0/\$ /00A\$ G566\$  
d><F:>/4;\$ 5<3\$ ?4<4:/5:20< @5:\$ 5/4\$ <0:\$ ;?4F2A2F566B\$ 34:52643\$ 0<\$ :@4\$  
?/0d4F\$3/5G2<D;\$

Z\$ P5S4\$?/4F5>:20<;\$0\$4<;>/4\$:@5:\$G5:4/\$304;\$<0:\$A60G\$74<45:@5<B\$  
;4F:20<;\$0A F09?64:43\$00A\$

C\$ :.\$<0\$:294\$;@566\$5<B\$?0:/20<\$0A\$:@4\$5;;4976B\$74\$4K?0;43\$:0\$902;:>/4"\$LA\$  
:49?0/5/B\$;456;\$5/4\$<0:\$2<;:563\$0<\$5\$3526B\$75;2;8\$.>:@0/2g43\$,00A2<D\$  
&0<:/5F:0\$;@566\$74\$4=>2/43\$:0\$/49014\$5<3\$/4?65F4\$5<B\$F09?64:43\$/00A\$  
5/458\$:0\$:@4\$34FS8\$A0/\$5\$92<29>9\$32;:5<F4\$0A\$!#\$A44:\$A/09\$:@4\$43D4\$0  
><:26\$3/B\$95:4/256;\$5/4\$A0><38\$G@2F@414/\$2;\$\$D/45:4/8\$5:\$<0\$5332:20<56F  
:0\$:@\$G<4/" \$

V\$ Y497/5<4\$9>;\$74\$:0:566B\$2<;:56643\$014/\$566\$2<;>65:20<\$2<;:56643\$2<\$5<B\$  
D214<\$35B"\$P@2;\$2<F6>34;\$;4565<:8\$A65;@2<D\$5<3\$:/29"\$\*526>/4\$:0\$F09?64  
A65;@2<D\$5<3\$;459\$G4632<D\$0<\$5\$3526B\$75;2;G266\$74\$F5>;4\$A0/\$/4d4F  
0A\$:@4\$2<;:56643\$/00A\$266\$/4=>2/4\$/4?65F494<:\$0A\$:@2\$5061;4\$"

%

E"\$ O5B0>:\$

%

!"\$ Y497/5<4\$;@566\$74\$2<;:56643\$2<\$5\$<45:\$5<3\$5/3220\$"

N\$ `</066\$ 5<3\$ ?0;2:20<\$ /00A2<D\$ 9497/5<48\$ G2:@0>\$ ;:/4:F@2<D8\$ 014/\$ :@4\$  
5??/0143\$;>7;:/5:4"\$,066;\$0A\$Y497/5<4\$,00A2<D\$5\$4\$0\$74\$?0;2:20<43\$  
5<3\$2<;:56643\$;:/52D@:\$5<3\$;<>D\$5\$-\$>

W\$ .3d02<2<D\$/066;\$;@566\$014/65?\$: @/44\$!WJ\$2<F@4;8\$?/0?4/6B\$4@2<D643\$G2:  
A60G\$0A\$G5:4/\$G\$20/2764\$

X\$ +@4<\$>;2<D\$ ?A57/2F5:43\$ ?5<46\$/066;8\$ ;:5DD4/\$ :@4\$ A5F:0/B\$ ;459;\$ :0\$  
?/414<:\$53d5F4<:\$G463;\$A/09\$A5662<D\$0<\$:5\$30A\$0\$4

Z\$ +@4<\$>;2<D\$ F0<14<:20<56\$/066\$ D003;8\$ ;:5D4/\$ :@4\$ /066\$ 4<3;\$ :0\$ ?/414<:\$  
53d5F4<:\$G463;\$A/09\$A566\$<D\$0\$A\$0\$40: @4\$

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&"

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!##\$%&'()\*'+-./0.1%2\$3),%&.)%\*//0.1%2\$3),%  
45%67%89%

%

!" \$ M4;2D<\$?/4;,>/4;\$;@566\$74\$34:4/92<43\$2<\$F09?625<F4\$G2:@\$?/0F43>/4;\$  
 0>:62<43\$G2:@2<\$.%&)%%:5\$35/0\$  
 N\$ .66\$ ;/4;,\$ ?65:4;\$ 9>;\$ ;4:\$ F09?64:46B\$ 0<\$ :@4\$ 9497/5<4\$ 5660G2<D\$ 5\$  
 92<29>9\$0A\$!bN\$2<F@A/00\$D@  
 W\$ .66G\$5\$92<29>9\$0A\$N\$2<F@4;\$A/09\$:@4\$43D4\$0A\$:@4\$:/4;,\$?65:4I;J\$:0\$:@4  
 64532<D\$43D4\$0A\$:@4\$014/65??2<D\$9497/5<4\$:0\$5660G\$;>AA2F24<:\$/009\$:  
 A5F262\$34632<D"

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M\$ +4632<D\$

%

!" \$ .66\$ A2463\$ ;459;\$ 4KF4432<D\$ !#\$ A:"\$ 2<\$ 64<D:@\$ ;@566\$ 74\$ G46343\$ G2:@  
 5??/0143\$5>:095:2F\$G4634/\$  
 N\$ .66\$A2463\$;459;\$9>;:\$74\$F645<\$5<3\$3/B\$?/20/\$:0\$2<2:25:2<D\$5<B\$A2463\$G4632  
 W\$ ,49014\$A0/42D<\$95:4/256;\$A/09\$:@4\$;459;\$132/:8\$026;8\$4:F"J\$G2:@\$.F4:0<48\$  
 Y)-8\$0/\$5>:@0/2g43\$56:4/<5:214"\$` ;4\$&O).Q\$+eLP)\$&'PP'Q\$F60:@;\$  
 5<3\$5660G\$5??/0K295:46B\$92<>:4;\$A0/\$;0614<;:\$0\$32;;2?5:4\$74A0/4\$  
 2<2:25:2<D\$:@4\$5>:095:2F\$G4634/"\$M0\$<0:\$;>4\$34<29\$0/\$;B<:@\$1:2F\$/5D;\$A0  
 F645<2<D"  
 X\$ .66\$G4632<D\$;@566\$74\$?4/A0/943\$0<6B\$7B\$=>562A243\$?4;/0<<46\$:0\$4<;>/4\$:  
 =>562:B\$5<3\$F0<:2<>2:B\$G463\$4

%

)" \$ (4/294:4/; \$

%

!" \$ P@4\$?42:4/\$5/45\$0A\$5<B\$?5/:2F>65/\$00A\$;@566\$74\$34A2<43\$5\$;@4\$0>:4/\$  
 ?5/56646\$70><35/B\$0A\$:@4\$/00A\$;4F:20<\$0/\$43D4"/(/0d4F:;\$@512<D\$15/2576  
 /00A\$64146\$;@566\$:/45:\$@4\$0>:4/\$70><35/B\$0A\$45F@64146\$5;\$5\$?4/294:4  
 L<:4/<56\$4K?5<;20<\$d02<;8\$A2/4G566;8\$D\$75-2632<D\$G566;\$D/45:4/\$  
 :@5<\$X\$A44:\$5/4\$<0:\$F0<;234/43\$?4/59454/\$  
 N\$

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!##\$%&'()\*'+))%,)-\*.)%\*!/0.1%2\$23),%  
 45%67%89%0



%

N\$ \*65;@2<D\$5/4\$:0\$4K:4<3\$5\$92<29>9\$0A\$XU\$5<3\$5\$95K29>9\$0A\$\_U\$0<:0\$:@4  
/00A\$9497/5<4"\$P@4\$;?62F4\$9>;:\$74\$;45643\$5:\$645;:\$W\$2<F@4;\$4B0<3\$:@4  
A5;:4<4/"\$

W\$ P@4\$9497/5<4\$2;\$:0\$74\$;4F>/43\$5:\$:@4\$/00A\$?4/294:4/8\$F>/7;8\$G566;8\$5<3\$  
566\$?/0d4F<2\$<3\$5:\$F@5<D4;\$2<\$?65<4\$D/45:4/\$:2\$D\$4"\$

X\$ (2:F@\$?5<;\$5/4\$:0\$74\$5102343"\$(/20/\$5??/0156\$2;\$/4=>2/43\$A0/\$?2:F@\$?5<\$  
>;4"\$

Z\$ )K2;:2<D\$ 3/52<\$ 70G6;\$ 5<3\$ /2<D;\$ :0\$ 74\$ F645<43"\$ E/0S4<\$ 0/\$ 92;:2<D\$  
;:/52<4/;8\$/2<D;8\$5<3\$@113<\$:0\$74

%

!##\$%&'()\*'+),-\*.)/!0.1%2\$3),%  
45%67%89%

%

&"\$ \*0660G\$+,"#)\*!#\$%"&'\$()(-.\* 5??/0143\$34:526;\$A0/\$2<;:5665:20<\$0A\$  
9497/5<4\$A65;@2<D\$5:\$3052<;"\$

%

M"\$ %456\$74:G44<\$9497/5<4\$5<3\$:@4\$3/52<\$70G6\$5;\$/4F0994<343\$77\$  
!#\$%"&'\$()("\$

%

W"# \$ %e))P \$)P.O \$

%

." \$ %@44:\$94:56\$G0/S\$2;\$;?4F2A243\$><34/\$%4F:20<\$VC###7>:\$.:@0/2g43\$,00A2<D  
&0<:/5F:0\$;@566\$4K592<4\$94:56\$G0/S8\$5<3\$<0:\$F0994<F4\$G0/S\$><:26\$94:56G0/S\$  
G@2F@\$?/4F434;\$/00A2<D\$5:\$3052<F:0/B\$

%

E"\$ Y4:56\$G0/S\$30<4\$5A:4/\$/00A2<D\$;@566\$74\$30<4\$><34/\$32/2F<\$0A\$:@2;\$  
;4F:20<\$

%

&"\$ &05:43\$U&65\$U4:56\$

%

!" \$ .66\$?4/294:4/\$43D4\$34:526;\$5/4\$:0\$74\$A57/2F5:43\$A70\$12\$96:56\$  
5;\$?/012343\$77\$,"#)\*!#\$%"&'\$()("\$

N"\$ L<;>/4\$566\$A5F25\$5/4\$92<29>9\$N\$2<F@4;\$60G4/\$@5<\$:@4\$70::0\$0A\$:@4\$G0  
<5264/;\$

W\$ \*5;:4<\$566\$94:56\$A65;@2<D\$:0\$G003\$<5264/;\$0/\$5??/0143\$;>7;:/5:4\$G2:@\$  
5??/0143\$A5;:4<4/;\$\_2\$0&"\$

X"\$ E/45S\$5<3\$2<;:\$2<;:24:5265<64/;"

%

!##\$%&'()\*'+),-.\*!/"0.1%2\$3),%  
45%67%89%0%

%

N\$ %2:4\$ 12;2:;\$ 5<3\$ A2463\$3<0/2;<D\$ 2<;?4F:20<;\$;@566\$74\$2<F6>343\$2<\$:@4\$  
 ?/0d4F:\$d670D\$

W\$ &0?24;\$0A\$:@4\$2<;?4F:20<\$ /4?0/;\$;@566\$74\$A0/G5/343\$:0\$:@4\$./F@:2:4F:\$5:  
 :@4\$4<3\$0A\$45F@\$G44\$1\$2;\$

X\$ `?0<\$ F09?64:20<\$ 0A\$ 2<;:5665:20<8\$ ?/01234\$ A2<56\$ 2<;?4F:20<\$ 7B\$:4F@<2F  
 ;4/12F4\$ /4?/4;4<5:214\$ 0A\$ ("#)\* !"#\$\$%"&'\$)(\* :0\$ F0<A2/9\$ 5:\$  
 /00A2<D\$ ;B;:49\$ @5;\$ 744<\$ 2<;:56643\$ 2<\$ 5FF0/35<F4\$ G2:@\$

%

!##\$%&'()\*'+))%,-\*&.)%\*//!0.1%2\$3),%  
 45%67%89%

2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%

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!"#Z\$ +,.,QPc \$

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." \$ %?4F2565//5<:B\$ 0<\$ \*2<2;@4;T\$ Y5<>A5F:>/4/\$ 5D/44;\$ :0\$/4?52/\$ A2<2;@\$ 0\$/4?65F4\$ ;@44:\$ 94:56\$ A65;@2<D\$ 5<3\$ :/29\$ :@5:\$ ;@0G;\$ 41234<F4\$ 0A\$ 34:4/20/5:20<\$ 0A\$ A5F:0 5??6243\$A2<2;@4;\$G2:@2<\$;?4F2A24\$94/20/5<:B

%

!" \$ \*2<2;@\$ +5//5<:B\$(4/203N#B45;\$/A/09\$35:4\$0A\$\*2856?64:20<\$

!

;36\$(S( <;6&40#\$( (

!

N"#!\$( ),\*,Y.Q&) \$)iL,)Y)QP% \$

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." \$ R4<4/56\$% @44:\$ 94:56\$ A65;@2<D\$ 5<3\$ :/29\$ 5;497624;\$ ;@566\$ G2:@;:5<3\$ G2<3\$ 6053; ;:/>F:>/56\$ 901494<:8\$ :@4/9566B\$ 2<3>F43\$ 901494<:8\$ 5<3\$ 4K?0;>/4\$ :0\$ G45:@4/\$ G2:@0>:\$ A526>/4\$ 3>4\$ :0\$ 34A4F:214\$ 95<>A5F:>/48\$ A57/2F5:20<8\$ 2<;:5665:20<8\$ 0/\$ 34A4F:;\$ 2<\$ F0<;:/>F:20<"\$ &0948\$ ;@44:\$ 94:56\$ A65;@2<D\$ 5<3\$ :/29\$ ;@566\$ <0:\$ /5::648\$ 645S8\$0/\$600;4<8\$5<3\$;@566\$049422D@:"

%

E"\$ % @44:\$ Y4:56\$ %:5<35/3\$ A0/\$ \*65;@2<D\$ 5<3\$ P/29T\$ &09?6B\$ G2:@\$ Q,&.f;\$ UP@4\$ Q,&.\$ ,00A2<D\$ Y5<>56U\$ 5<3\$ %Y.&Q.f;\$ U./F@2:4F:>/56\$ % @44:\$ Y4:56\$ Y5<>56U\$/4=>2/494<;\$ A0/\$ 320<;20<;\$ 5<3\$ ?/0A264;\$ ;@0G<\$ ><64;;\$ 90/4\$ ;:/2<D4<:\$ /4=>2/494<\$ \$ 5/4 2<32F5:4\$"

%

&"\$ % @44:\$ Y4:56\$ %:5<35/3\$ A0/\$ &0??4/T\$ &09?6B\$ G2:@\$ &M.f;\$ U&0??4/\$ 2<\$ ./F@2:4F:>/4\$ e5<3700S"U\$ &0<A0/9\$ :0\$ 3294<;20<;\$ 5<3\$ ?/0A264;\$ ;@0G<\$ ><64;;\$ 90/4\$ ;:/2<D4<:\$ /4=>2/494<;\$ 5/4\$ 2<32F5:4\$"

%

M"\$ % (,L\$ +2<3\$ M4;2D<\$ %:5<35/3T\$ Y5<>A5F:>/4\$ 5<3\$ 2<;:566\$ F0?2<D;8\$/00A\$ 43D4\$ A65;@2<D :4::43\$ 5FF0/32<D\$ :0\$ % (,L\$ )\$ 5<3\$ F5?5764\$ 0A\$ /4;2::2<D\$ :@4\$ A0660G2\$ D\$ 34;2D< ?/4;;>/4T \$

%

!" \$ M4;2D<\$ (/4;;>/4T\$ .;\$ 2<32F5:43\$ 5/4\$ 5G2<D\$

%

)" \$ P@4/956\$ Y01494<;T\$ .660G\$ A0/\$ :@4/956\$ 901494;A09\$ 59724<:\$ 5<3\$ ;>/A5F4\$ :49?4/5:>/4 \$ @5<D4\$

%

!" \$ P49?4/5:>/4\$ &@5<D4T\$ !N#\$ 34D\$ \*8\$ 59724<:r!\_#\$ 34D\$ \*8\$ 5/4\$ 1256;"

%

N"#N\$ %e))P \$)P.O% \$

%

." \$ R4<4/56T\$(/0:4F:\$ 94F@5<2F56\$ 5<3\$ 0:@4/\$ A2<2;@4;\$ 0<\$ 4K?0;43\$ ;>/A5F4;\$ A/09\$ 3595D4\$ 7B\$ 5??6B2<D\$ ;:/2??57648\$ :49?0/5/5\$ :214\$ A269\$ 74\$ 90/4??2<\$ "

%

E"\$ .6>92<>9\$ % @44:T\$ .%PY\$ E\$ N#a8\$ 5660B\$ 5;\$ ;:5<35/3\$ G2:@\$ 95<>A5F:>/4/\$ A0/\$ A2<2; /4=>2/438\$ G2:@\$ :49?4/\$ 5;\$ /4=>2/43\$ :0\$ ;>2:\$ A0/92<D\$ 0?4/5:20<;\$ 5<3\$ ?4/A0/95<F4\$ /4=>2/43\$

%

!" \$ ;.Y26643\$ \*2<2\$ @5

N\$ \*5F:0/B\$(/294\$ &05:2<DT\$ +@4/4\$ ?52<:2<D\$ 5A:4/\$ 2<;:5665:20<\$ 2;\$ /4=>2/438\$ ?/4:/45:\$ 94:56\$ G2:@\$ G@2:4\$ 0466048\$ A5F:5?62438\$ 75\$ 90/4\$ 4?0KB\$ ?/294/\$ F05:r\$ 92<29>9\$ 3/B\$ A269\$ :@2FS<4;\$ 906\$ #N

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2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%  
45%9;%4%%

2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%

%

!" \$ (/03>F:;T %>7d4F:\$:0\$F09?625<F4\$G2:@\$/4=>2/494<:;8\$515265764@750>F:;:\$  
95B\$ 74\$ 2<F0/?0/5:43\$ 2<:0\$ :@4\$ +0/S\$ 2<F6>348\$ 7>:\$ 5/4\$ <0:\$ 6292:43\$ :08\$ :@4  
A0660G2\$DT

%

5"\$ &5/62;64\$,4;234<:2568\$5\$3212;20<\$0A&&5/62;64\$&0<:/>F:20\$\$Y5:4/256;r  
+L( \$/N##eP\$

7"\$ R/5F4\$&0<:/>F:20<\$/03>F:;8\$5\$><2:\$0A\$+"\$, "\$R/5F4\$&0<"r\$  
R/5F4\$LF4\$5<3\$+5:4/\$%@276\$

F\$ e4</B\$&09?5<Br\$6>4;S2<\$()N#eP"\$

3"\$ -2;/F@\$E>2632<D\$(/03>F:;8\$5\$S;S2<\$'6\$."\$

4"\$ Y4:56157\$Y5<>A5F:>/2<D8\$004:%@2463"

A\$ 'G4<; ! &0/<2<D\$ +45:@4/O0F\$ %?4F25d:BP264 p! Y4:56\$  
<34/65B94<:"\$

D\$ (06BD>5/3\$(/03>F:;8\$5\$E\$M4FSS\$R>5\$P"\$

@\$ (/0:4F:0\$+/5?\$&09?5<Br \$/0:4F:0\$\$2AAB\$\$%456\$\$F54\$P\$  
R>5/3\$P"\$

2\$ %M(\$315<F43\$(06B94\$/(/03>F:;L<F(\$62;534\$%. H\$P"\$

%

N\$ P@4/956\$%:57262:BT\$.%PY\$M\$aV#r\$;:5764\$5A:4/\$4:;2<D\$5:\$NX#34D\$\*\$0/\$@2D@  
W\$ OOGP49?4/5:>/4\$\*64K27262:BT\$.%PY\$M\$aV#r\$?5;;4;\$5A:4/\$4:;2<D\$5:\$92<>,\$  
N#\$34D\$\*\$60G4/\$

%

M\$ %62?%\$@44:T\$10243\$7>2632<D\$?5?4/8\$W\$67b!#92;<2\$A9"\$

%

N"#X\$ YL%&)OO.Q)"% \$Y.P),L.O% \$

%

." \$ R4<4/56T\$ (/01234\$ 95:4/256;\$ 5<3\$ :B?4;\$ 0A\$ A5:;4<4/;8\$ ;0634/8\$ ?/0:4F214,\$50  
;4565<;8\$ 5<3\$ 0: @4/\$ 92;F4665<40>;\$ 2:49;\$ 5;\$ /4=>2/43\$ A0/\$ F09?64:4\$ ;@44:\$ 94:56\$  
A65;@2<D\$ 5<3\$ :/29\$ 2<;:5665:20<\$ 5<3\$ 5;/4F0994<343\$ 7B\$ 95<>A5F:>/4/\$ 0A\$ ?/295/B\$  
;@44:\$ 94:56\$ ><64;;\$ 0:@4/G2;432F5:4\$"

%

E\$ \*5:;4<4/T\$+003\$;F/4G;8\$5<<>65/\$: @/45343\$<526;8\$5262<D\$;F/4G;8\$;460FS2<D\$  
/214:;\$5<3\$706:;8\$5<3\$0: @4/\$;>2:5764\$A5:;4<4/;\$34;2D<43\$0\$G2:@:;5<3\$34;2D<\$6053;\$  
5<3\$4F0994<343\$7B\$95<>A5F:>/4/\$0A\$?/295/B\$;@44:\$56\$"

%

!" \$ R4<4/56T\$E62<3\$A5:;4<4/;\$0/\$4662<D\$;F/4G;8\$D5;S4:438\$G210\$ @4K  
@453\$

%

5"\$ )K?0:43\$ \*5:;4<4/T\$ e453;\$ 95:F@2<D\$ F060/\$ 0A\$ ;@44:\$ 94:56\$ >;2<D\$  
?65:;2F\$ F5?;\$ 0/\$ A5F107P6243\$ F05:2<D"\$ (/01234\$ 9456543\$  
(MY\$0/\$(k&\$;4562<D\$G5; @4/;\$><34/\$ @453;\$0A\$4K?0;4

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2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%  
45%9;%44%

%

X\$ \*5;:4<4/;\$A0/\$q2<R&05:43\$IR5615<2g43J\$%:446\$%@44:T\$\$%4/24;\$W##\$;:52<64;\$\$\$  
;:446\$\$\$0/\$\$\$520\$\$\$\$D561532\$\$\$;:446\$\$\$5FF0/32<D\$\$\$\$:0\$\$\$\$.%PY\$.!ZWb.\$  
!ZWY\$0/\$.%PY\$NWN\$"

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&"\$ %0634\$

%

!"\$

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2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%  
45%9;%44%



%

4"\$ e0@95<<\$p\$E5/<5/3B<F\$  
A\$ -4B;:0<4\$\*65;@2<D\$&09?5<B&F\$  
D\$ Q5:20<56\$%@44:\$Y4:56\$%B;45;\$

%

W\$ Y5:4/256T\$R5615<2g43\$;:4468\$#"#N\$2F\$@  
X\$ \*2<2;@Y26\$

%

N"#G \* .E,L&.PL'Q8 \$R)Q),.O \$

%

." \$ R4<4/56T\$ &>;:09\$A57/2F5:4\$;@44:\$94:56\$A65;@2<D\$56\$F09?6B\$G2:@\$34:526;\$  
;@0G<\$5<3\$/4F0994<35:20<;\$2<\$F2:43\$;@44:\$94:56\$;:5<35/3\$:@5:\$5??6B\$:0\$34;2D<8\$  
3294<;20<;8\$D4094:/B8\$94:56\$:@2FS<4;;8\$5<3\$0:@4/\$F@5/5F:4/2;;2F;\$0A\$2:49\$/4=>2/43"\$  
\*57/2F5:4\$;@44:\$94:56\$A65;@2<D\$5<3\$:/29\$2<\$;@0?\$:0\$D/4\$0;;\$764\$<:

%

!" \$ '7:52<\$A2463\$945;>/494<;\$A0/\$5FF>/5:4\$A2:\$74A0/\$5702F5:20\$<"  
N\$ \*0/9\$;@44:\$94:56\$A65;@2<D\$5<3\$:/29\$:0\$A2:\$;>7;:/5:4;\$G2:@0>:\$4KF4;;214\$026\$

%

2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%  
45%9;%44%

%

N"# \$ , "\*" HM,.LQ.R)\$%e))P\$Y)P.O \$.E,L&.PL'Q% \$

%

." \$ .FF4;;0/24;T\$ &0<:2<>0>;8\$ /49015764\$ 645A\$ ;F/44<\$ G2:@\$ ;@44:\$ 94:56\$ A/594\$ 5<3\$ @/5/3G5/4\$F60\$@44<"\$

%

E"\$ E>262<\$M/52<\$%>9?T\$\*57/2F5:4\$0\$F/0;;\$;4F:20<\$/4=>2/438\$G2:@\$/214:43\$5<3\$;0634/43\$ d02<;8\$09?64:4\$G2:@\$4<3\$?24F4;8\$0>:64:\$>74;8\$5<3\$0:@4/\$;?4F256\$5F\$4;;0/24;\$5; /4=>2/43\$

%

!" \$ .FF4;;0/24;T! /49015764\$645A\$75;S4:\$G2:@\$;@44:\$94:56\$A/594\$5<3\$ @/5/3G5/4\$F60\$@44<\$

%

N\$ \*57/2F5:4\$A/09\$:@4\$\*0660\$Y5<D/256;\$

%

5"\$ %:52<64;;\$%:446T\$#"#V\_!\$@2P\$"

%

&"\$ MOG<??22<5<3\$014/A60G\$3/52<;T\$\*57/2F5:4\$/0><3\$30G<??2?4;\$5<3\$014/A60G\$\$3/52<;\$ :0\$3294<;20<;\$2<32F5:438\$F09?64:4\$G2:@\$F>/143\$4\$70G;"

%

!" \$ \*57/2F5:4\$A/09\$:@4\$A0660\$Y5<D/256;\$

%

5"\$ &5;:\$L/0<T\$%F@43>6\$?2?#

%

M"\$ &0<3>F:0/\$e453;T\$\*57/2F5:4\$F0<3>F:0/\$@453;\$G2:@\$A65<D43\$75FS\$5<3\$;;2AA4<43\$\$:0? 43D4\$5<3\$0A\$3294<;20<;\$5<3\$;@5?4\$/4=>2/438\$F09?64:4\$G2:@\$0>:64:\$>74;"\$\*57/2F5:4\$ A/09\$:@4\$A0660\$Y5<D/256;\$

%

!" \$ R5615<2g43\$%:446T\$#"#V\_!\$@2P\$"

%

N"# \$ O+ H%O'(\$,"\*\$%e))P\$Y)P. O\$.E,L&.PL'Q% \$

%

." \$ ,00A\$)3D4\$\*65;@2<D\$IR/5146\$%:0?JT\$\*57/2F5:4\$2<\$92<29-F\$@C<D8\$7>:\$<0:\$ 4KF4432<D\$H00\$50<D\$;4F:20<;"\$\*"/<2;@\$G2@F\$G2348\$d02<:\$F\$66/4;\$

%

!" \$ \*57/2F5:4\$A/09\$:@4\$\*0660G2<D\$Y5:4/256;T\$.66\$/00A\$43D4\$A65;@2<D\$5/4\$:0\$ ;>??62\$7B\$,00A2<D\$Y5<>A5F:>/4\$:0\$95:F@\$94:56\$/00A2<D\$5<3\$0/\$94:56\$

%

2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%  
45%9;%48%

%

!" \$ R5615<2g43\$%:446T\$#"#\$Wa102F5@

%

)" \$ ,00AH4<4:/5:20<\$\*65;,@2<DT\$\*57/2F5:4\$A/09\$: @4\$A0660G2<D\$95:4/256;T\$

%

!" \$ %:52<64;,\$%:446T\$#"#NZ\$@2F5"

N\$ R5615<2g43\$%:446T\$#"#N \$@2F5"

W\$ .6>92<>9 H2<F\$.660B05:43\$%:446T\$#"#N\_ \$@2F5"

%

\*\*\$ ,00AHM/52<\$\*65;,@2<DT\$\*57/2F5:4\$A/09\$: @4\$A0660G2<D\$95:4/256;T\$

%

!" \$ %:52<64;,\$%:446T\$#"#NZ\$@2F5"

%

N"#a\$ %P)) (H%O'(\$,"\*\$%e))P\$Y)P.O \$ .E,L&.PL'Q% \$

%

." \$ .?/0<8\$%:4?8\$&/2FS4:8\$555\$4/\$\*65;,@2<DT\$\*57/2F5:4\$A/09\$: @4\$A0660G2<D\$95:4/256;T\$  
P0\$74\$;>??6243\$7B\$,00A2<D\$Y5<>A5F:>/4/\$:0\$95:F @ \$94:56\$/00A2<D\$5<3\$0\$94:56

%

E"\$ k5664\$65;,@2<DT\$\*57/2F5:4\$A/09\$: @4\$A0660G2<D\$95:4/256;T\$P0\$74\$;>??6243\$7B\$,00A2  
Y5<>A5F:>/4/\$:0\$95:F @ \$94:56\$/00A2<D\$5<3\$0\$94:56

%

&"\$ M/2?\$)3D4;T\$ \*57/2F5:4\$ A/09\$: @4\$ A0660G2<D\$ 95:4/256;T\$ P0\$ 74\$ ;>??6243\$ 7B\$,00A2<  
Y5<>A5F:>/4/\$:0\$95:F @ \$94:56\$/00A2<D\$5<3\$0\$94:56

%

M"\$ )5148\$,5S48\$,23D48\$5<3\$e2?\*\$65;,@2<DT\$\*57/2F5:4\$A/09\$: @4\$A0660G2<D\$95:4/256;T\$  
74\$;>??6243\$7B\$,00A2<D\$Y5<>A5F:>/4/\$:0\$95:F @ \$94:56\$/00A2<D\$5<3\$0\$94:56\$;232<D

!

;36\$(Y( <"Z"#0\$%&' (

!

W"# \$ `QM),O.cY)QP \$LQ%P.OO.PL'Q\$

%

." \$ \*46:\$ `<34/65B94<:T\$ L<:;500\$ \$ ><34/65B94<:8\$ G/2<S64\$ A/448\$ >;2<D\$ 53@4;214\$ :0\$  
92<292g4\$>;4\$0A\$94F @5<2F56\$A5;:4<4/;\$><34/\$; @44:\$94:56\$A65; @2<D\$5<3\$:/29"\$ .??6  
2<\$; @2<D64\$A5; @20<\$:0\$; @43\$G5:4/8\$G2: @ \$65??43\$d02<;;0\$2\$F@2\$4;;\$; @5<\$N

%

E"\$ %B<:@4\$F

%

2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%  
45%9;%44%

%

W"# LQ%P.OO.PL'Q(R)Q),.O \$

%

." \$ R4<4/56T\$.<F@0/\$;@44:\$94:56\$A65;@2<D\$5<3\$/29\$5<3\$0:@4/\$F09?0<4<;:\$0A\$:@4\$+0/\$  
;4F>/46B\$ 2<\$ ?65F48\$ G2:@\$ ?/012;20<;\$ A0/\$ :@4/956\$ 5<3\$ ;:/>F:/56\$ 901494<:"\$ \$ `;4\$  
A5;:4<4/;8\$ ;0634/8\$ ?/0:4F:214\$ F05:2<D;8\$ ;4?5/5:0/;8\$ ;4565<;;8\$ 5<3\$ 0:@4/\$  
92;F4665<40>;\$2:49;\$5;/\$42/43\$:0\$F09?64:4\$;@44:\$94:56\$A65;@2<D\$5<3\$/29\$;B;:49"

%

!" \$ L<;:566\$;@44:\$94:56\$A65;@2<D\$5<3\$/29\$;/>4\$:0\$62<48\$64146;8\$5<3\$;60?4;"(/012  
><2A0/98\$<45:\$;459;\$G2:@\$92<29>9\$4K?0;>/4\$0A\$;0634/8\$G46565<\$

N\$ L<;:566\$ ;@44:\$ 94:56\$ A65;@2<D\$ 5<3\$ :/29\$7;0\$A2\$5<3\$ :0\$ /4;>6:\$ 2<\$  
G5:4/:2D@:\$ ?4/A0/95<F4"\$k4/2AB\$;@5?4;\$5<3\$3294<;20<;\$0A\$; >/A5F4;\$:0\$74\$  
F014/43\$74A0/4\$A57/2F5:2<D\$92:56"

W\$ %?5F4\$F645:;\$<0:\$90/4\$:@5<N\$2<F@4;\$5?5/:"\$.:5F@\$45F@\$F645:\$G2:@\$5:\$645  
:G0\$A5;:4<4/;"\$E4<3\$;57;\$01\$A5;:4<4/;"\$

X\$ L<;:566\$4K?0;43\$;@44:\$94:56\$A65;@2<D\$5<3\$/29\$G2:@\$6292:43\$026\$F5<<2<D8\$  
A/44\$0A\$7>FS62<D\$5<3\$8\$606\$

Z\$ P0/F@\$F>::2<D\$0A\$;@44:\$94:56\$A65;@2<D\$5<3\$/29\$22\$2\$0:

%

E"\$ Y4:56\$(/0:4F:20<T\$ +@4/4\$ 32;;29265/\$ 94:56;\$ F0<:5F:\$ 45F@\$ 0:@4/8\$ 0/\$ G@4/4\$ 94:56\$  
F0<:5F:;\$ ?/4;;>/4 H/45:43\$ G003\$ 0/\$ 0:@4/\$ F0//0;214\$ ;>7;:/5:4;8\$ ?/0:4F:\$ 5D52<;:\$  
D5615<2F\$5F:20<\$0/\$F0//0;20<\$7B\$?52<:2<D\$F0<:5F:\$;>/A5F4;\$G2:@\$72:>92<0>;\$F05:2<  
0/\$7B\$0:@4/\$?4/95<4<:\$2/5:20<\$5;/\$4F0994<343\$7B\$;@44:\$94:56\$95<>A5F:>/4/\$  
0/\$F2:43\$;@44:\$94:56<35/3" \$

%

!" \$ &05:\$F0<F45643\$;234\$0A\$><F05643<>9\$5<3\$;:52<64;446\$;@44:\$94:56\$  
A65;@2<D\$5<3\$/29\$G2:@\$72:>92<0>;\$F05:2<D\$G@4/4\$A65;@2<D\$5<3\$/29\$F0<  
G0038\$A4//0>;\$94:568\$0\$F<:2:20>\$F0<;:/>F:20<\$

N\$ `<34/65B94<:T\$ +@4/4\$2<;:5662<D\$;@44:\$94:56\$A65;@2<D\$5<3\$/29\$32/4F:6B\$0-  
F494<:2:20>;\$0/\$G003\$;>7;:/5:4;8\$2<;:566\$><34/65B94<:\$5<3\$F014/\$G2:@\$;62?\$  
;@44:\$

%

&"\$ )K?5<;20<\$(/012;20<;T\$(/01234\$A0/\$: @4/956\$4K?5<;20<\$0A\$4K?0;43\$A65;/22\$D\$5<3  
%?5F4\$901494<:\$d02<;;\$5:\$95K29>9\$0A\$!#\$A44:\$G2:@\$<0\$d02<;;\$G2:@2<\$NX\$2<F@4;  
F0/<4/\$0\$2<:4/;4F:20<\$

%

!" \$ \*0/9\$4K?5<;20<\$d02<;:\$0A\$2<:4/94;@2<D\$@00S43\$A65<D4;8\$<0:\$64;;\$:@5<\$!\$2<F0  
344?8\$A26643\$G2:@\$;4565<:\$F0<F45643\$G2:@2<

N\$ `;4\$65??43\$4K?5<;20<\$d02<;;\$0<6B\$G@4/4\$2<32F\$45\$2<D\$

%

M\$ \*5;:4<4/T\$ `;4\$ A5;:4<4/\$ ;2g4;\$ :@5:\$ ;>7;:/5:4\$ <0:\$ 64;;\$ :@5<\$ /4F0994<343\$ 7B\$  
A5;:4<4/\$95<>A5F:>/4/\$:0\$5F@214\$95K29>9\$?>62;:5<F4"\$

%

)" \$ &0<F456\$A5;:4<4/;\$5<3\$4K?5<;20<\$?/012;20<;\$G@4/4\$?0;;2764\$2<\$4K?0;43\$G0/S\$5<3\$  
60F5:4\$:0\$92<292g4\$?0;;27262:B\$0A\$645\$5\$5<3\$;456\$A5;:4<4/;\$5<3\$5<F@0/;\$5;\$  
/4=>2/43\$A0/\$5\$;22<@5665:20<\$"

%

\*" \$

%

2())3%),)3&#%#!#&2(0.1%&.'%3\*0,%  
45%9;%4:8%

%

R"\$ %0634/43\$ \0<;T&645<\$;>/A5F4;\$:0\$74\$;0634/438\$/49012<D\$026;\$5<3\$\$A0/42D<\$95::4/"\$  
(/4 H2<\$43D4;\$0A\$;@44::;\$G2:@\$;0634/438\$/49012<D\$026;\$5<3\$\$A0/42D<\$95::4/"\$  
:2<<2<D\$G@4/4\$2/4<43\$;>/A5F4\$G0>63\$;@0G\$2<\$F09\$904\$

%

!"\$ M0\$<0;\$;0634/\$94:566\$25:43\$;:446\$5\$56>92<>\$@44:\$  
N\$ M0\$<0;\$;>4\$:0/F@4;\$0634/2<D\$  
W\$ e45:\$ ;>/A5F4;\$ :0\$ /4F4214\$ ;0634/8\$ 5<3\$ A60G\$ ;0634/\$ 2<:0\$ d02<:"\$ \*266\$ d02  
F09?64:46B"\$&09?64:46B\$/49014\$A6>K\$5<3\$;?5::4/\$A/09\$5\$70543;"\$  
X\$ %:52<64;,%:446\$%0634/2<DT\$P2<\$43D4;\$0A\$;>@44::;\$2<D\$;0634/\$A0/\$  
;:52<64;,%:446\$5<3\$5F23\$A6>K"/(09?:6B\$/49014\$5F23\$A6>K/4;23>4\$A/09\$94:56\$  
5A:4/\$ :2<<2<D\$ 5<3\$ ;0634/2<D"\$ &09?6B\$ G2:@\$ ;0634/\$ 95<>A5F:>/4/f;\$  
/4F0994<343\$94:@03;\$A0/\$F645<2<D\$543;/562g5:20\$"

%

e"\$ ,214::;T\$;214:\$d02<;\$2<\$><F05:43\$56992@4/4\$<4F4;5/B\$A/4<D:@\$

%

W"#0/,"\* HM,.LQ.R)\$%c%P)Y \$LQ%P.OO.PL'Q\$

%

."\$ R4<4/56T\$ L<;:566\$ ;@44:\$ 94:566\$/5045D4\$ 2:49;\$ :0\$ ?/03>F4\$ F09?64:4\$A0A  
3/52<5D4\$ ;B;:49\$ 5FF0/32<D\$ :0\$ F2:43\$ ;@44:\$ 94:566\$ ;:5<35/3\$ ><64;,\$ 0:@4/G2;4\$  
2<32F5:43"\$&00/32<5:4\$2<;:5665:209\$074\$294:4/\$A65;@2<D\$G2:@\$2<;:5665:209\$074\$294:4/\$A65;@2<D\$G2:@\$  
3/52<5D\$B;:49" \$

%

E"\$ e5<D2<D\$R>::4/T\$\02<\$;4F:20<;\$G2:@\$/214:43\$5<3\$;0634/43\$d02<;;"(/01234\$A0/\$:@4/956  
4K?5<;20<"\$ ::5F@\$ D>::4/;\$ 5:\$ 4514\$ 0/\$ A5;F25\$ :0\$ A2/96B\$ 5<F@0/\$ :@49\$ 2<\$ ?0;2:20<  
(/01234\$4<3\$F60;>/4;\$5<3\$56\$G5:4/2D@:\$G2:@\$;4565<:"\$%60?4\$:0\$30\$<;?0>:"

%

!"\$ L<;:566\$D>::4/\$G2:@\$4K?5<;20<\$d02<;\$5:\$60F5:20<;\$2<32F5:438\$7>:\$<0:\$4KF4432-  
Z#\$A44:\$5?5/:"\$L<;:566\$4K?5<;20<\$F5?;"\$  
N\$ L<;:566\$F0<:2<>0>;\$D>::4/\$;F/44<;\$0<\$D>::4/\$;G2:@\$<0<F0/0;214\$A5;:4<4/;8\$  
/490 15764\$A0/\$F645\$D>D4/;"\$

%

&"\$ E>262<\$R>::4/T\$\02<\$;4F:20<;\$G2:@\$/214:43\$5<3\$;0634/43\$d02<;;"(/01234\$A0/\$:@4/956  
4K?5<;20<"\$%60?4\$:0\$30G<;?0>:"\$ (/01234\$4<3\$F60;>/4;\$5<3\$;456\$G5:4/2D@:\$G2:@\$  
;4565<:"\$

%

!"\$ L<;:566\$><34/65B94<:\$65B4/\$214\$7526::4/\$:/0>D@\$5<3\$4K:4<3\$:0\$3/2?\$43D4\$  
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/00A2<D\$<526;"\$L<;:566\$;62?;\$@44\$3068B94<:\$  
N\$ L<;:566\$D>::4/\$G2:@\$4K?5<;20<\$d02<;\$5:\$60F5:20<;\$2<32F5:438\$7>:\$<0:\$4KF4432-  
Z#\$A44:\$5?5/:"\$L<;:566\$4K?5<;20<\$F5?;"\$

%

M"\$ MOG<;?0>;T\$\02<\$;4F:20<;\$G2:@\$/214:43\$5<3\$;0634/43\$d02<;;"(/01234\$A0/\$:@4/956  
A5;:4<4/;\$34;2D<43\$:0\$ @063\$30G<;?0>:"\$;4F/>46B\$:0\$G566;"\$O0F5:4\$ @5<D4/;\$5:\$:0?\$  
5<3\$70::09\$5<3\$5:\$5?/?0K295:46B\$C732\$)F\$

%

)"\$ %?65;@\$(\$<;T\$L<;:566\$G@4/4\$30G<;?0>;\$32;F@5/DH602\$600A;\$%4:\$2<\$5;?@56:\$  
/00A2<D\$F494<:\$0/\$465;:094/2F\$;4565<:\$F09?5:2764\$G27@;\$@4\$

%

2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%  
45%9;%484%

%

\*"\$ (5/5?4:\$%F>??4;/T\$ &0<:2<>0>;6B\$;>??0/;\$;F>??4/8\$;4:\$:0\$ F0//4F:\$ 46415:20<8\$ 5<3\$  
;4 56\$ A65<D4;\$ :0\$ 2<:4/20/\$ G566\$ A5F48\$ 014/\$ F5<;;\$ 0/\$ :5?4/43\$ 43D4\$ ;:/2?;8\$ 5<3\$ ><34  
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%

R"\$ &0<3>F:0/\$e453;T\$.<F@0/\$;4F>/46B\$:0\$G5668\$G2:@\$46415:20<\$0A\$F0<3>F:0/\$@453\$/29\$  
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%

e"\$ )K?5<;20<N02<:\$ &014;/T\$ L<;:566\$ 4K?5<402<:\$ F014/;\$ 5:\$ 60F5:20<;\$ 5<3\$ 0A\$

%

2())3%,)3&#%#!#&2(0.1%&.'%3\*0,%  
45%9;%448%

