



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



-) .) / ' 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 % 2 3 0- ' 6!*****! :
(0% ;) 60!) 9 3 2 % 3 0- ' 6! ' .!. 3 8 % 2 0 1 !*****! :
(0% ;) 60! ' & 5 3 6 - ` 3 0- ' 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 EFANV!a*****! <
, (? ! 3 ABCDDCEF!LFA!&HIHFICEF! 8 KCIHKCL!MEK! (EVCLX! ? EKW! 4 LREKD!*****! >
. NFVICEF!EM!IUH!\$KEOKLB!&HGCH b !EM! (INAHFI!\$HKMEKBLFVH! 8 EB BCIHH!*****! P
\$KEOKLB!&HGCH b !EM! (INAHFI!\$HKMEKBLFVH! 8 EB BCIHH!\$KEVHANKHD!*****! P
\$KEOKLB!&HGCH b !EM! (INAHFI!\$HKMEKBLFVH! 8 EB BCIHH! ' NIVEBHD!*****! P
\$KEOKLB!&HGCH b !EM! (INAHFI!\$HKMEKBLFVH! 8 EB BCIHH! 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*!

"^* ;HB EFDIKLIH!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!

!
!

%;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! ! ! !

!

)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!ACDVKCBFLICEF!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*!!!

!

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

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>!

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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!3AGDCFO!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!VXLDDHD!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[*!

!

-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!HXCOG_CXCI [!IE

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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&%'

!
OUIHKLKH!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!LDDCDI!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!VLFPEI!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 :>""*!!
!
!

%, " 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!VEFMCAHFICLX! b CIU!IUH!KHDNXID!_HCFO!VEBZNIHK!OHFHKLIIHA*!!
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*!!
!
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'% , " 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!BHHID!BEFIUX [!\%DNLXX [!ANKCFO!VEXXHOH!UENK!" aTT!ZB]*!!
3 VICGCICHD!CFVXNAH!GEXNFIIHK!HYZHKCHFVH@!ONHDI!DZHLWHKD@!DEVCLXcKHVXHLICEFLX!HGHDID@!LIHFALFVH!LI!
b EKWDUEZD!\XEVLX!LFA!ENI!EM!IE b F]@!LFA!BLF [!VEB BNFCI [!DHKGCVH!ZKERHVID*!!Ouh! (EVCLX! ? EKW!
(INAHFI! 3 DDEVCLICEF!ZXLFD!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!DVUHAXHA!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!
!

*K9C@;9';>'@H7'!?' ;=?8G'#7N7S';>'%@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!AHMVCVCHVCHD!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'#7N7S';>'%@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!bCIIHF!FEICMVLICEF!bCXX!DZHVCM[!IUH!
LXXHOHA!LKHLD!EM!AHMVCVCHFI!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!bCIIHF!
FEICMVLICEF*!!OUH!\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!8EBBCIIHH!bCXX!BHHI!ZKGLIHX[!bCIU!
IUH!DINAHFI!LFA!ACDVND!IUH!LXXHOLICEFD*!! ;NKFO!IUH!BHICFO@!IUH!\$KEOKLB! ;CKHVIEK!bCXX!ZKHDHFI!
IUH!DINAHFI!bCIU!IUH!LXXHOLICEF!EM!AHMVCVCHVCHD*!!OUH!8EBBCIIHH!bCXX!ACDVND!IUH!CDDNHD!bCIU!IUH!
DINAHFI*!!OUH!DINAHFI!bCXX!_H!ZHKBCIIHA!IE!ZKEGCAH!bCIIHF!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 [! ;HZLKBHFI!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*!!!
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!?' ;=?8G'#7N7S';>'%@KB79@'!7?>;?G89C7'4 ;GGD@77'\$K@C;G7A'

OUH!KLFOH!EM!AHVCDCEFD!EM!IUH!\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!8EBBCIIHH!DZLF!MKEB!
ACDBDDLX!EM!IUH!DINAHFI!MKEB!IUH!(EVCLX! ?EKW!\$KEOKLB!IE!LMCFACFO!EM!FE!LVICEF!IE!_H!LWHF*!!-F!
OHFHLX@!bUHKH!MCFACFOD!EM!AHMVCVCHVCHD!LKH!MENFA@!IUH!\$KEOKLB!&HGCHb!EM!(INAHFI!\$HKMEKBLFVH!
8EBBCIIHH!bCXX!HFH!CFIE!L!bCIIHF!VEFIKLV!bCIU!IUH!DINAHFI*!!OUCD!VEFIKLV!bCXX!DZHX!ENI!IUH!
ZKEVHANKHD!IUH!DINAHFI!BNDI!MEXXEb!IE!LAAKHDD!IUH!CDDNHD!LFA!VEFVHKFD!MENFA!_ [!IUH!8EBBCIIHH*!!
OUH!bCIIHF!VEFIKLV!bCXX!LXDE!DZHX!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!VEBZXFLFVH!
bCIU!IUH!VEFIKLVINLX!IHKB!D*!!8EBBCIIHH!AHVCDCEFD!LI!UCD!ICBH!bCXX!_H!IEa\ "]!ACDBDD!IUH!VEFIKLV!
 \#]!BEACM [!IUH!VEFIKLV!@!EK!\^]!ACDBDD!IUH!DINAHFI!MKEB!IUH!(EVCLX! ?EKW!\$KEOKLB*!!OUH!
8EBBCIIHH!BL [!LXDE!VEFGHFH!CF!LF!LA!UEV!_LDCD!IE!KHGCHb!IUH!DINAHFI!D!ZHKMEKBLFVH!ANKCFO!IUH!
IHKB!EM!IUH!VEFIKLV*!! .LCXNKH!IE!VEBZX [!bCIU!IUH!VEFIKLV!bCXX!KHDNXI!CF!CB BHACLIH!ACDBDDLX!MKEB!
IUH!(EVCLX! ?EKW!\$KEOKLB*!!-I!CD!IUH!_HXCHM!EM!IUH!\$KEOKLB!IULI!DINAHFI!_HULGCEK!VLF!_H!CBZKEGHA!
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 , !

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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 ! ! ! ! ! ! ! !

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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 ? !

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+ 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!! "# "\$%
& '()*\$+(-%<"06l,-%8 "'79//3@IUH!! "# "\$%& '()*\$+(-% : '*"\$%I% ; ", "1/5%LFA!IUH!! "# "\$%& '()*\$+(-%
.,67* ',%8 "'79//3*!! (INAHFID!DUENXA!KHMHK!IE!IUHDH!AEVNBHFID!MEK!L!VEBZKHUHFDCGH!ACDVNDCEFIEM!
LXX!OKCHGLFVH!ZKEVHANKHD*!! (INAHFID!BL[!E_ILCF!L!VEZ[!EM!IUH!! "# "\$%& '()*\$+(-% : '*"\$%I% ; ", "1/5%
CF!IUH! ? CB_HKX[! , NCXACFO*!!OUH!! "# "\$%& '()*\$+(-%.,67* ',%8 "'79//3%CD!LGLCXL_XH!CF!IUH!
? CB_HKX[! _NCXACFO!LFA! (HCeHK! (INAHFI! 8 HFIHK*!! 3 !VEZ[!EM!IUH!! "# "\$%& '()*\$+(-%<"06l,-%
8 "'79//3%CD!LGLCXL_XH!CF!IUH! ; HZLKI B HFI! ' MMCVH!MEK!DINAHFI!GCH b CFO*!!!

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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%! "# "\$%& '()*\$+(-%.,67* ',%8 "'79//3%VXLKX[!ENIXCFHD!IUH!ANH!ZKEVHDD!ZKEVHANKHD!MEK!DINAHFI!
ACDVCZXCFLK[!UHLKCFOD!IEF!ZLOHD!> : !IE!>P*!!-F!ZLKI!IUH!! "# "\$%& '()*\$+(-%.,67* ',%8 "'79//3%DILIH@!!
h-F!IUEDH!VLDHD!CF! b UCVU!IUH!LVVNDHA!DINAHFI!ACDZNIHD!IUH!MLVID!NZEF! b UCVU!IUH!VULKOHD!LKH!_LDHA@!
DNVU!VULKOHD!DULXX!_H!UHLKA!LFA!AHIHK B CFHA!_ [!LMLCK!LFA!CBZLKICL!ZHKDEF!EK!VE B B CIIH@!
UHKHCFLMIHK!VLXXHA!IUH!UHLKCFO!EMMCVHK!EK!UHLKCFO!VE B B CIIH@!DHXVIHA!CF!LVVEKALFVH! b CIU!
ZKEVHANKHD!LAEZIHA!_ [!IUH!NFCGHKDCI[*i!!OUH!! "# "\$%& '()*\$+(-%.,67* ',%8 "'79//3%ENIXCFHD!IUH!
ZKEVHANKHD@!LZZHLX!ZKEVHDD!LFA!ZEIHFIKX!KLFOH!EM!ZHFLXICH!MEK!OHFHKLX!DINAHFI!EMMHFDHD! !

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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 LKLF!MEKBLX!LFA!IUEKENOU!CFGHDICOLICEF*!! (NVU!
ZHICICEFD!DUENXA!_H!DN_BCIHA!CF!L!ZKEMHDDCEFL!BLFFHK@!VEFDCDIHFI! b CIU!DEVCLX! b EKW!FEK B D@!
GLXNHD@!LFA!HIUCVD*!!!

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%\$4)/ .' I \$ # O'4\$ "#%&' 0 / !!)21'

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

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*#&%+ 0 / 2' - & / #' ! ! ! ! !
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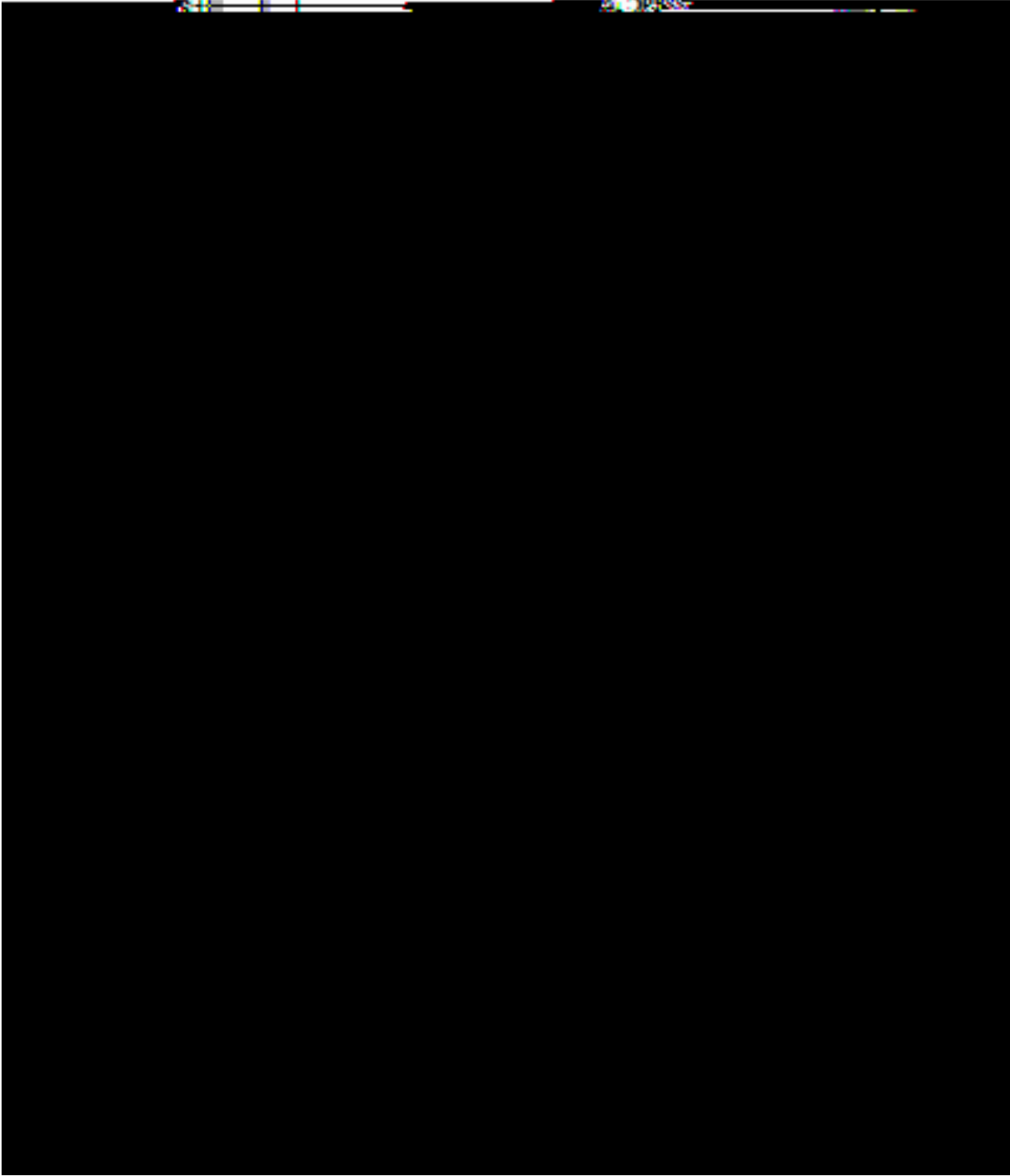
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SOCIAL WORK DEGREE PLAN

NAME: _____

DATE: _____



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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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