

Hqtv" Y qtvj "Kpfgrgp fgpv"Uejqqn" Fkuvtkev

368" O0J0" Oqqtg" Gng o gpvct { "Uejqqn

4244/4245" Ec o r wu" K o r t q x g o g p v" R n c p

Ceeqwpvcdknkv { "Tevkpi < "D



Okuukqp"Uvcvg o gpv

3URYLGGLQJ PHDQLQJIXO HTXLWDIEOWSLDQHG WLLJRO RQV DQVWQXEWLRG

Xkukqp

&UHDWLQJ D OHDUQLQJ FRPPXQLWJLVQKHW URPZ RZQHG VD DLOCH YW XBRQWV V

Eqtg"Dgnkghu

\$W 0 + ORRUH (OHPHQWDU\ ZH EHOLHYH LQ

3URYLGGLQJ PHDQLQJIXO HTXLWSDIHS DLDQGWUXGRQRXVIRQVVRDQXWHRQDURHU

(PSRZHULQJ VWXGHQWV WR VWULYH IRU H[FHOHQFH

'HYHORSLQJ VWXGHQWV VRFLDOO\ HPRWLRQDOO\ DQG DFD

1XUWXULQJ D FXOWXUH WKDW SURPRWDHW HGLSYRWXQW\ÀLP@•OV G@ #

Vcdng"qh"Eqpvpgvu

&RPSUHKHQLVLYH 1HHGV \$VVHVVP HQW

'HPRJUDSKLFV

6WXGHQW /H DUQLQJ

6FKRRO 3URFHVVHV 3URJUDPV

3HUFH SWLRQV

3ULRULW\ 3UREOHP 6WDWHPHQWV

&RPSUHKHQLVLYH 1HHGV \$VVHVVP HQW 'DWD 'RFXPHQWDWLRQ

'LVWULFW *RDOV

'LVWULFW *RDO ,QFUHDVH WKHZ ERUFHQWVDDW RPHLVGVJJUDDGHVOMXYGHQ RWRDERYH \$XQXV\$5 5HDGLQ

'LVWULFW *RDO ,QFUHDVH WKHZ ERUFHQWVDDW RPHLVGVJJUDDGHVOMXYGHQ RWRDERYH REA \$X\$5/WDWKHP

'LVWULFW *RDO ,QFUHDVH WKH SIHWK HQW QJH LQGLW QWRQWURJRDGXDRVLQJE\ -XQH

'LVWULFW *RDO (QVXUH DOO VSRXUHLQWVDDQGYFXDFXIVDOR WHW\$IRQLXSH OHDUQLQJ HQYLURQPHQ

&DPSXV)XQGLQJ 6XPPDU\

\$GGHQGXPV

Eq o r t g j g p u k x g " P g g f u " C u u g u u o g p v

Tg x k u g f l C r r t q x g f < " U g r v g o d g t " 3 8 . " 4 2 4 4

F g o q i t e r j k e u

F g o q i t e r j k e u " U w o o c t {

' H P R J U D S K L F 6 X P P D U \

0 + 0 R R U H (O H P H Q W D U \ L V D 7 L W O Y H V Q H L V W E K E U H Q P A R G L V Q F W K R H O ' L W K P R V Q P R H Q L C O W K C H U H D O O H - E H O I R V Q 3 \ W B P W
, 6 ' \$ O O V W X G H Q W V H L W K H U Z D O N R K R P U H L V B Q A G R D S F D K R V R P H I Q U R P V X U K U D R Y E D G M K H K D O W R I J W B E H F B Q V R X I W F E
Z D \ 2 X U F D P S X V S U R Y L G H V J L I W H G V D E G L D V D D Q H G W S I G F L D S C H H I G K F D K W H L U D O S \ V R Q Y S L B H V F O : D H K D R R P V V S I R F E B
H G X F D W L R Q F K L O G U H Q L Q R X U D G H I D H G H P R I U R M Q W V E X G H Q J X D O V H C F R O D V I H G L G H Q V D L U H H G H D V H G I E A H G K D
D U H U H F H L Y L Q J V S H F L D O H G X F D W L R Q U V I F D P S X V H R I D H Q U G / D Z D O N K Q P A S C H H Q A V K V S Z K R J D D I P I R U H D X D O R L O G O G
H Q U R O O L Q R X U 3 U H . S U R J U D P 2 X U Z K H D P L G O I O V W K K H V F Q Q R B Q H S D Q W Y L P D O S D V G H B U B M D H F V H / H L D D O 7 6 7 H O : S U
W R K D Y H E H H Q D Z D U G H G D 3 / 7 : ' L V W D O J X V L W K Z H G \ & H D R S X V O \$ Z D O S R I R H Z A K V H W D K V H W L R U E W F I R O H P S I D Q U W D B V W F
Z K L F K S U R P R W H V K H D O W K \ O L Y L Q J K S Y I X S D % L O X I H F E S D W H G F W Q Y I H V U O V K D W H Z X U D D V O D L F C H U G F D K I R Q E O R X F W Z L K
Z D O N S L F N L Q J X S P R U H V W X G H Q W Z / H D L Q H G S B U H F Q V R R O D O % Q X H W K R Q Z I D K D R E K W H R O S H F G R B V : E H K D Y F I R R I E X G I Q W D Z
E D J W R R X U I D P L O L H V I R U H D F K R I H V K H V S D K R V R Q W S B Q W D U V D W H V B G V H R Q B S R I D O D U W K I U V F K R X L O F A D P L S Y L V F S U R
D Q G W K H L U V L E O L Q J V \$ G G L W L E O D O O \ U X Z Q R R Q H U F O X R E F E I Q G E D L O V O H V W V O R F A K N U W R B X D D G D W R W E L Y L Q W L L H Q J D P

7 H D F K H U V D Q G V W D I I Z R U N K D U G W X R G E Q W O G V U B O D J M L V R V R U K L S L Y Z L W G D H E D F L F R / F L I D O R I U P R M U L R A Q R D O H Q H W H Q W
F R P P X Q L W \ W K D W L V S U L P D U L O \ + L O L S V K Q L B D D Q G K E K O H Q J X O D G O V B S B I Q P L X / K E V H Q E U B X V H U D Z W L J R Q A D O W R 7 M Q R Z L P D G
S H R S O H L Q R X U F K L O G U H Q V I D P L S C H R S O B I Q L Q R X K U H E K L I O R G U H Q Q K Y H Y H W G E S M R V Q J R V D S I K U F O H D U H Q L Q J @ L V S D Q E
: K L W H \$ V L D Q D Q G 7 Z R R U O R K R O S D U F V H D U H H F R R Q X R P L F D V O \ G L V D G Z Y L Q E W D J H G Q Z X U V A W E E B E D X Y
R X U V W X G H Q W V V W D U W D Q G I L Q L L W K K W K H L X H C F O F H V Q W B R P V F D K R R P O K M R V A Q Q H F D H Z Q Z V D V Q Z F L W H K L V C H Q K E H V W
S U H Y L R X V V F K R R O \ H D U O R U H W K D O W K V K U I H R I \ R I X U W W R D F A K H D F K I K O J H H [S W K O B D V F H Q D Q H D W V R X Q V G H D F K I D Q J H
Y H W H U D Q V W D I I K H O S V W R E X L O G V R E K D Q G Z I X W Q V R X U K H R I P P A K R R O W E R 7 R R H I D V D S D F F D K Q Q J K D W H U D W K H L Y L B V W D K Q G H
W H D F K H U V W K D W K D Y H % L O L Q J X D G H Y (H U D O R I Q R S X G S V G H B F K M U L V L R D W H L R O G V D Q R F H B X U J . U B S V I L J D U G X F O W L
S D U W L F L S D W L Q J L Q W K H 7 (\$ 5 H D G L Q W \$ F O R G Z O F L G H J H V L R I X K M K H F U H Q S I B O R G W I K I F K L Q J O L W H U D F \

F g o q i t e r j k e u " U v t g p i v j u

' X D O O D Q J X D J H R Q H Z D \ F O D V V H V E L O L W H U D F \ P R G H O

/ R Z P R E L O L W \ U D W H

O X O W L J H Q H U D W L R Q D O I D P L O L H V L Q D K R X V H K R O G V

0 + 0 R R U H (O H P H Q W D U \ 6 F K R R O

Uvwfgpv"Ngctpkpi

Uvwfgpv"Ngctpkpi"Uw o o ct{

4244"UVCCT"Ueqtgu

Eqpv"ctgc"Crtrtqcejgu"IN"Oggvu"IN"Ocuvgtu"IN

0DWK *UDGH

5HDGLQJ *UDGH (QJOLVK

5HDGLQJ *UDGH 6SDQLVK

6FLHQFH *UDGH

0DWK *UDGH

5HDGLQJ *UDGH (QJOLVK

5HDGLQJ *UDGH 6SDQLVK

0DWK *UDGH

5HDGLQJ *UDGH (QJOLVK

5HDGLQJ *UDGH 6SDQLVK

Oevj"OCR"itqyvj"tgrqtv"DQ[/GQ[

Rgtegpvc ig"qh"uvwfgpvu"yjq"ogv"qt"gzegfgf"vjgk"rtqlgevgf"itqyvj

I tcf"qh"Uvwfgpvu" ' "Ogv"Rtqlgevgf" I tqyv j

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Tgcfkpi"Gpinkuj"OCR" I tqyvj"Tgrqtv"DQ[/GQ[

Rgtegpvc ig"qh"uvwfgpvu"y jq" o gv"qt"gzegfgf"vjgk"rtqlgevgf"i tqyvj0

I tcfg"%"qh"Uvwfgpvu" ' "Ogv"Rtqlgevgf" I tqyvj"

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\$ 0 0

Tgcfkpi"Urcpkuj"OCR" I tqyvj"Tgrqtv"DQ[/GQ[

Rgtegpvc ig"qh"uvwfgpvu"y jq" o gv"qt"gzegfgf"vjgk"rtqlgevgf"i tqyvj0

I tcfg"%"qh"Uvwfgpvu" ' "Ogv"Rtqlgevgf" I tqyvj"

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\$ 0 0

4243/4244"Uejqqn" [gct

Fkuvtkev"Dgpej o ctm"4 "Crrtqcejgu" IN""Oggvu" IN ""Ocvgtu" IN

0DWK *UDGH

5HDGLQJ *UDGH

0 + 0RRUH (OHPHQWDU\ 6FKRRO
*HQHUDWHG E\ 3ODQ /HDUQLQJ FRP

RI

&DPSXV
2FWREHU

6FLHQFH *UDGH

0DWK *UDGH

5HDGLQJ *UDGH

0DWK *UDGH

5HDGLQJ *UDGH

Ocvj"OCR" I tqyvj "Tgrqtv"DQ[/OQ[

Rgtegpvc ig"qh"uvwfgpvu"yjq" o gv"qt"gzeggfgf"vjgkt"rtqlgevgf"i tqyvj0

I tcfg"%"qh"Uvwfgpvu" ' "Ogv"Rtqlgevgf" I tqyvj

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Tgcfkpi"Gpinkuj"OCR" I tqyvj "Tgrqtv"DQ[/OQ[

Rgtegpvc ig"qh"uvwfgpvu"yjq" o gv"qt"gzeggfgf"vjgkt"rtqlgevgf"i tqyvj0

I tcfg"%"qh"Uvwfgpvu" ' "Ogv"Rtqlgevgf" I tqyvj"

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\$ 0 0

Tgc f k p i " U r e p k u j " O C R " I t q y v j " T g r q t v " D Q [/ O Q [

R g t e g p v c i g " q h " u v w f g p v u " y j q " o g v " q t " g z e g g f g f " v j g k t " r t q l g e v g f " i t q y v j 0

I t c f g " % " q h " U v w f g p v u " ' " O g v " R t q l g e v g f " I t q y v j "

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\$ 0 0

R t g M " E k t e n g " Y c x g " 4 " G p i n k u j " ' " q h " u v w f g p v u " q p " V t c e m

5 D S L G / H W W H U 1 D P L Q J

5 D S L G 9 R F D E X O D U \

3 K R Q R O R J L F D O \$ Z D U H Q H V V

: R U G V L Q D 6 H Q W H Q F H

R t g M " E k t e n g " Y c x g " 4 " U r e p k u j " ' " q h " u v w f g p v u " q p " V t c e m

5 D S L G / H W W H U 1 D P L Q J

5 D S L G 9 R F D E X O D U \

3 K R Q R O R J L F D O \$ Z D U H Q H V V

: R U G V L Q D 6 H Q W H Q F H

0 + 0 R R U H (O H P H Q W D U \ 6 F K R R O
* H Q H U D W H G E \ 3 O D Q / H D U Q L Q J F R P

R I

& D P S X V
2 F W R E H U

Uvwfgpv"Ngctpkpi"Uvtgpiju

- 2Q 0DWK 67\$\$\$ RI ILIWK JUDGH VMXHGQWVPD\$S WURDG KHOGHYH DGDQG PDVWHUHG JUDGH
- 2Q 5HDGLQJ 67\$\$\$ 6SDQLVK RIDIEKWK JUDGH VWXBBQWV FHS\$ WUDGHYHOYHO DQG PDVW
- 2Q 5HDGLQJ 67\$\$\$ (QJOLVK RURDXFKWK JUDGH VMXBBQWV FHS\$ WUDGHYHOYHO DQG PDV
- 2Q 0DWK 67\$\$\$ RI WKLUG JUDGH HMWIKG HQWPHD\$S SUBGFKOHGYH DGDQG PDVWHUHG JUDGH
- RI WKLUG JUDGH VWXGHQWV PHW RU \$H F5HDGHLG JW(KHLOL SKRIMREWK GJRDO WIRIPU 2JU DGH(2-X DDOG PHHW RU H[FHGHHG WKHLU SURMHWH%2@ \$W F5HDGLQJ 6SDQLVK JURZWK IURP
- RI IRXUWK JUDGH VWXGHQWV PHW RU \$H F5HDGHLG JW(KHLOL SKRIMREWK GJRDO IURP %2< WR (2<
- \$W OHDVW RI . VWXGHQWV PHW RU \$H F5HDGHLG JW(KHLOL SKRIMREWK GJRDO IURP %2< WR (2<

Rtqng o"Uvcvg o gpv"Kfgpvkh{kpi"Uvwfgpv"Ngctpkpi"Pggfu

Rtqng o"Uvcvg o gpv"3"Rtkqtkk|gf+< RI VWXGHQWV RQ FDPSXV PHW WKH\$ URN\$ F5HDGHLG JW(KHLOL SKRIMREWK GJRDO IURP %2< WIRIPU 2JU DGH(2-X DDOG

DQG UHGGLQJ UHVRXUFHV DUH QRW KUDYDGD 67 \$5 SODEO/H F7HDLFJRURXW BRQR X/UFYH Q LPM KF BPS OBIHW \D
JUDGH OHYHO H[SHFWDWLRQV 7HDXE SDFN QWKB PRGHDQJ BRQLR R RQHRZ WRGHO KLJK OHYHUDJH VN

ORUH WKDQ RI RXU WHDFKHUV QDUXID OXFOU (67/HFUWULWILHLCF DW GRKQVOG ELOL

ORVW RI RXU WHDFKHUV DUH YHWHUDQ WHDFKHUV

:H KDYH VHYHUDO DIWHU VFKRRO FOXEV DDGGS VR UWRV FM XFKDQG VURXWEDDD

,PSOHPHQWDWLRQ RI WKH 37/: 67(0 SURJUDP

2XU OLEUDU\ ZDV WKH KH DUW RI QDWLORLQ GMBEHS URHJUDPH QDG KRXW RWULFXUHFRRUG DEBYH :H DOER RZR
5HDGHUV %HFRPH /HDGHUV 3URJUDP

Rtqdn g o "Uvcv g o gpv"Kfgpvkh{kpi"Uejqqn"Rtqegug" ("Rtqitc ou"Pggfu

Rtqdn g o "Uvcv g o gpv"3*Rtkqtkv|gf+< 1HZ WHDFKHUV GLG QRW KDYH DQ DVVLJQHG KFDPP"KNDUH QWR UF DFXSLQJ GRV QRW KD
SURJUDP IRU QHZ WHDFKHUV 3ODQ WIRWH QRW VDWLGH WR LPSOHPHQW D P

Rtqdn g o "Uvcv g o gpv"4*Rtkqtkv|gf+< 667 ZDV QRW DEOH WR PRQLWRUDU FQ WWJUDGLOH YHO D VG XULVQ"EWI-G &OW S XWF
V\ VWHP UHOLHV RQ WHDFKHUV WRWU QJWU VWHDFKHUV QEGUFRXJH VWUOLV QEGUWRQ KRZ WR FRPSOHWH

Rgtegrvkqpu

Rgtegrvkqpu"Uw o o ct{

Rtqhguukqpcn"Rtcevkegu<

2XU FDPSXV GHYHORSV LQVWUXFWLRQDOG 0YHDCRISPVHEWS URYILQUQW HSDURQHUVV CRISYHQRURASXPQLQWL HGK WMLRQ D HI
V\ VWHPV IRU WHDFKHUV WR FROQDZPNDW HD QBUJ/&VPJHUVGLQ DVY HDQGDVVEVLLQDQXIDOH OBBGMKLSPDVRKH
OHDGHU 7KHVH WHDFKHU OHDGHVW UULHFMHGYHS LQWPUHQDWWL BQG UERPF FVXHI QDKVHLG[SHUWV V R7Q BDIRSUV KE
GHYHORSV LQJ RXU FDPSXV &1\$ SODQ 'L&VPSIXFW, QVRQWXFQWL RQDQ K&RVD BK HD BQDQGGWRHPORSHPH QVQGV B UVRH
UHFHLYHG WUDLQLQJ RQ .DJDQ &RRSHUDWLYH /H65LUFKW, QJLHVDF QG Y H65HDSVHW R/RK B HVKW VH Q B R R PHQW U

Rtqitcou"cpf"qrrqtvpkvgu"hqt"uvwfgpvu<

7HFKQRORJ\ LQWHJUDWLRQ HDFK DWWXGHPW KDV D &KURPHERRN LQ WKH FO
3URMHFW /HDG 7KH :D\ 67(0 DQG KDCQWK R Q /VFLHQIHF HD D Q YSHVH/SLDUDWGL REQ D 6FLHQFH WHDFKHU DVVLV
.DJDQ &RRSHUDWLYH /H65LUFKW, QJLHVDF QG Y H65HDSVHW R/RK B HVKW VH Q B R R PHQW U
1HZ 'XDO /DQJXDJH %LOLWHUDF\ ORGHO

Rtqegfwtku<

\$OO WHDFKHUV XVH):,6'¶V LQVWUXFWLXHQDFH I U XPHZIRG RFXQ B QWFR SHU B QSGR QV R VSOHQQ DVQG QHMGW W
7HFKQRORJ\ LV LQWHJUDWHG LQWBWVWRJFOH VUHRVMP ERXJLQJ & QDWVHV RQF K&RUVHZ /H[L D 0\3DWK P\2
'DLO\ VFKHGXOHV DUH SRVWHG RXV M Y G H RSKHG FEQ DWK/H FDP S&FKDIGRLOQEW D RQDVL RQ LEYDHUH G RQ):,6'¶V
(TXLW\ LV GHPRQVUDWHG WKURXJ B W Q Q D XHLYHQ H Q Y LVV R OPHVQDVQ G B B R R B R S H V K B B Q Q X * F D V G L R Q H [L D
:H XVH UHVWRUDWLYH SUDFWLFH OXWIKYHW OHDHU G HQJL JQHYG UVRQ PH B DWIR UD Q Q Q FVWXGHQWV

Rgtegrvkqpu"Uvtgpiju

7HDFKHUV DUH NQRZOHGJHDEOH DQDGOVRDQJ RQV HFDH QWRWVHU DV LQVWUXFWLR
ODQ\ WHDFKHUV YROXQWHHU WR E B OXIM MUR WFKR R Q VFR DXKWL RZKD G KS D B GUV P
&DPSXV DIWHU VFKRRO SURJUDPV VV D B G J W [SHH Q VHIQF HD HRW Q V O X J H H Q V L V R Q P H Q
,QVWUXFWLRQDO &RDFK DQG 'LVWVSLFUVW&RDFV K B VR QULHQ B V MGGW B OS WRHYDFKHU W X ¶ Q H H G V
0 + ORRUH (OPHQWU\ 6FKRRO R I &DPSXV
*HQHUDWHG E\ 3ODQ /H65LUFKW FRP 2FWREHU

Rtkqtkv{"Rtqdnng o "Uvcvg o gpvu

Rtqdnng o "Uvcvg o gpv"5 RI VWXGHQWV DUH LGHQWLI LWHIGH DG/L VWLW I HFGWDJRG O DLOH QWHG ZKLOH

Tqqv"Ecwug"5 &DPSXV UHIHUUDO V\ VWHP KDV QR S/D EIH QOV F OHDGU O/H DFR KPIXQL F D&DHP S XZ R W/ W VFR R U% H Q B WLRUV
KDYH QRW EHHQ H[SOLFLWO\ FRPPXQLFDWHG WR DOO VWDNHKROGHUV

Rtqdnng o "Uvcvg o gpv"5"Ctgcu 'HPRJUDSKLFV

Rtqdnng o "Uvcvg o gpv"3 RI VWXGHQWV RQ FDPSXV PHW WKHS LWR OMSH F 5HDCG UQR Z W KOILMRP %2< FVDR S X Y PHW WRK
5HDGLQJ 6SDQLVK SURMHFWHG JURZWK IURP %2< WR (2<

Tqqv"Ecwug"3 &XUULFXOXP GRHV QRW SURYLGHFD S BRVUD PWHQVH D W GFDV O V D O R D O W K I P E S K U R Q L W J H D F D K N I Q Q J V I W Q U
UHOHYDQW WH[W HYLGHQFH HWRFDEXD DNU RI JUDGH OHYHO DFDGHPLF Y

Rtqdnng o "Uvcvg o gpv"3"Ctgcu 6WXGHQW /HDUQLQJ

Rtqdnng o "Uvcvg o gpv"7 1HZ WHDFKHUV GLG QRW KDYH DQ DVVLJQVHG KFRPS XNDRUHQWRU GXULQJ WKH

Tqqv"Ecwug"7 7KH FDPSXV GR QRW KDYH D PHQW B O D Q J S U H R U H U D R W R B D C H H Z W R H D F S C H R H Q W D P H Q W R U L Q J

Rtqdnng o "Uvcvg o gpv"7"Ctgcu 6FKRRO 3URFHVVHV 3URJUDPV

Rtqdnng o "Uvcvg o gpv": RI WKH WHDFKHUV FDQ FKDQJH QVHGHV R M H D I K L Q J V W X G H Q W R B F F R U G I B F X O W R \ 3 D U R Z U W

Tqqv"Ecwug":)DFXOW\ IL[HG PLQGVHW 7HDBKHWWKURDXFK DRQILGVLQVH WR SHUVHYH

Rtqdnng o "Uvcvg o gpv": "Ctgcu 3HUFHSWLRQV

Rtqdnng o "Uvcvg o gpv"6 RI VWXGHQWV KDYH EHHQ LGHFWWJ RLDCG LZLWK DG GOM KLDV WIDHW B LD/YHU DJH LV

Tqqv"Ecwug"6 7KH 0766 SURFHVV ZDV QRW LPS O H P H Q P A S H X G / Z L W W H I E G W R O I H Q V X U H D F N O B 6 G V F R G R Q W W H Z H U H 7 P I R
KDYH HQRXJK WLPH WR FRPSOHWH WKH %K H D F O K I L Q W O L Q Q G G R F X I P I D Q I L D H W H G M A C H G X F Z D W L P R Q Y M G W G B H U

Rtqdnng o "Uvcvg o gpv"6"Ctgcu 'HPRJUDSKLFV

Rtqdnng o "Uvcvg o gpv"4 RI VWXGHQWV RQ FDPSXV PHW WKH L J U B S W B D I W R P %2< W S U (R M H F W

Eq o r t g j g p u k x g " P g g f u " C u u g u u o g p v " F c v c " F q e w o g p v c v k q p

7KH IROORZLQJ GDWD ZHUH XVHG WR VYHHW IPIN QWK HDQRBSULHVKHQVLYH QHHGV

K o r t q x g o g p v " R a c p p l p i " F e v e

- 'LVWULFW JRDOV
- &DPSXV JRDOV
- +% 5HDGLQJ DQG PDWK JRDOV IRU 3UH.
- +% &&05 JRDOV
- 3HUIRUPDQFH 2EMHFWLYHV ZLWK VXPPDWLYH UHYLHZ SULRU \HDU
- &DPSXV 'LVWULFW LPSURYHPPHQW SODQV FXUUHQW DQG SULRU \HDUV
- 3ODQQLQJ DQG GHFLVLRQ PDNLQJ FRPPLWWHH V PHHWLQJ GDWD
- 6WDWH DQG IHGHUDO SODQQLQJ UHTXLUHPPHQWV

C e e q w p v c d k k v { " F e v e

- 7HJDV \$FDGHPLF 3HUIRUPDQFH 5HSRUW 7\$35 GDWD
- 6WXGHQW \$FKLHYHPPHQW 'RPDLQ
- 6WXGHQW 3URJUHVV 'RPDLQ
- &ORVLQJ WKH *DSV 'RPDLQ
- (IIHFWLYH 6FKRROV)UDPHZRUN GDWD
- &RPSUHKHQVLYH 7DUJHWHG DQG QW\$GLFDWLLRQDGDWDDJHWHG 6XSSRUW ,GH

U v w f g p v " F e v e < " C u u g u u o g p v u

- 6WDWH DQG IHGHUDDO\ UHTXLUHG DVVHVPPHQW LQIRUPDWLRQ
- 67\$\$5 FXUUHQW DQG ORQJLWXGLQDO UHVXOWV LQFOXGLQJ DOO YHUVLRQV

Uvwfgpv"Feve<"Dgjcxkqt"cpf"Qvjgt"kpfkcevqtu

- \$WWHQGDQFH GDWD
- 0RELOLW\ UDWH LQFOXGLQJ ORQJLWXGLQDO GDWD
- 'LVFLSOLQH UHFRUGV
- 6WXGHQW VXUYH\V DQG RU RWKHU IHGEDFN
- &ODVV VLJH DYHUDJHV E\ JUDGH DQG VXEMHFW
- 6FKRRO VDIHW\ GDWD

Go rni{gg"Feve

- 3URIHVVLQRQDO OHDUQLQJ FRPPXQLWLHV 3/& GDWD
6WDII VXUYH\V DQG RU RWKHU IHGEDFN

Fkvtkev" I qcnu

Tgxhgf1Crrtqxf<"Ugrvg o dgt"38."4244

Fkvtkev" I qcn"3< , QFUHDVH WKH SHUFHQWDJH RI UG JUDDGH O/HYXGH Q W V D Z R R H V R R U G 7 \$ S / 5 B H / 0 / L Q

Uejqqn"Rgthqt o cpeg"Qdlgevkg"3< , QFUHDVH WKH SHUFHQWDJH RI 3. VUWFOGH QKRVQ B K R J L F F D O H \$ Z O U H Q F M E \ O D \

, QFUHDVH WKH SHUFHQWDJH RI 3. VUWFOGH QKRVQ B K R J L F F D O H \$ Z O U H Q F M V R I O & 6 S D Q L V K I U R

, QFUHDVH WKH SHUFHQWDJH RI + O V S B I Q R Q R O R X J G F D O W \$ Z D Q H Q H D F W I R Q Q (Q U J O E V K I U R P

JD5"Fkvtkev" I qcn

Gxcnvcvqp"Fcvc"Uqwtegu< & , 5 & / (3 U R J U H V V O R Q L W R U L Q J 3 U H .

Uvtcvgi{"3< , P S U R Y H W K H T X D O L W \ D Q G D O L J Q V H X G M Q R W 7 L W K U R Q K W U X F W L R Q R I R W K B O O H D O G H
, Q W H U Q D O L J D W L R Q S U R F H V V D Q G W U R F H : \ , 6 ' W Q V M O U X F W L R I Q S O L F U D P I Z G F L K W H S N L I Q J U D G O X U
U L J R U R X V L Q V W U X F W L R Q L V R F F X U U L Q J G D L O \

Uvtcvgi{)u"Gzrgevfg" Tguwnvko rcev< RI 3UH. VWXGHQWV ZLOO EH RQ WEJ D W K H R Q B K R Q R O K H I L F D O \$ Z D F U K R O H O \ H D

Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi< & D P S X V L Q V W U X F W L R Q D O O H D G H U L W K W L S Q W H S B L & F / 7 S D S U L Q F L S D O D Q G D V V

Vkvg"K<

VGC"Rtkqtkvkgu<

% X L O G D I R X Q G D W L R Q R I U H D G L Q J V F K R R O W K , P S U R Y H O R Z S H U I R U P L Q J

GUH"Ngxgtu<

/ H Y H U 6 W U R Q J 6 F K R R O / H D G H U V K Y S D : Q G Q G D Q Q R Q W H / G I Y H H U D F K H I U N F W H Y Y H U U + (L J K F A X I D Y C L W Q V & X W X

Rtqdnq o "Uvcvg o gpvu< 6 W X G H Q W / H D U Q L Q J

Cevkqp"Uvgr"3"Fgvcknu	Tgxkgyu			
<p>Cevkqp"Uvgr"3< 3UH. ZLOO DGRSW D QHZ FXUULFXOX PD GMDPSVXNGP WVRWFHJH D FMH WX 0 HqzRtGg ZEHNO\ 3U8o cvkxg PHHWLQJV 3UH. WHDFKHUV ZLOOHKWKH WKZ BSSBW N&QLXUW/RXIOQW HJGG 0 BTO ODERUDWH ZLWK W KHL FROOHDJXHV WR LPSURYH VWXGHQW FDXKL B YMPDLOW R3UWKW N SFRF UOJZZLDG & UHDWLYH & XUULFXOX OHVVRQV WKHPHV DFWLYLWLHWW V W X B J L Q W C X W L Q D F W & V R I 7 O H D F K G U O J Z D Q G U H I O H F W R Q D V W U D W H OHDUQHG WKDW WKH\ ZLOO WU\ WKH IROORZLQJ ZHHN</p> <p>Kpvgpfgf"Cwfkpeg< 3UH. WHDFKHUV Fcvg*u+"Vkohtcog< \$XJXVW 0D\ Rtqxifgt"Rtgugpvt"Rgtuqp"Turqpukdng< 3UH. WHDP & ,/7 DQG FDPSPXV DGPLQLVWUDWRUV Eqmedqtckpi"Fgrctvogpvu< /LWHUDF\ PDWK VFLHQFH DQG ELOLQJXDO GHSDUWPHQWV Fgnkxgt{"Ogvjqf< , Q SHUVRQ</p>	Pqx	Lcp	Oct	Lwpg
Cevkqp"Uvgr"4"Fgvcknu	Tgxkgyu			
<p>Cevkqp"Uvgr"4< \$OO 3UH. WHDFKHUV DQG WHDFKHU WDLVXLOXP D Q X P P Z U O S U B W H W N Q B Q A P O H A W Y M H R S P H Q D W C v k x g VHVLRQV WR SUHSDUH IRU WKH EPSOHPHQWDWLRQ RI WKH QHZ FXUULFXOX</p> <p>Kpvgpfgf"Cwfkpeg< 3UH. WHDFKHUV DQG WHDFKHU DVVLVWDQWV Fcvg*u+"Vkohtcog< -XQH \$XJXVW Rtqxifgt"Rtgugpvt"Rgtuqp"Turqpukdng<): ,6' & XUULFXOX P ,QVWUXFWLRQ DQG YHQGRU Eqmedqtckpi"Fgrctvogpvu<): ,6' & XUULFXOX P ,QVWUXFWLRQ Fgnkxgt{"Ogvjqf< , Q SHUVRQ</p>	Pqx	Lcp	Oct	Lwpg
Cevkqp"Uvgr"5"Fgvcknu	Tgxkgyu			
<p>Cevkqp"Uvgr"5< 3URYLGH SURIHVVLRQDO GHYHORSP M Q H V F R Q H U F D R P S K R Z G W U R L Q V H B / & / Y J W R R X S I H Q J W R R O DQG FODVVURRP DFWLYLWLHV WR DFFHOHUDWH VWXGHQW OHDUQLQJ</p> <p>Kpvgpfgf"Cwfkpeg< 3UH. 7HDFKHUV Fcvg*u+"Vkohtcog< Rtqxifgt"Rtgugpvt"Rgtuqp"Turqpukdng< 5LFDUGR \$OYDUHJ 3ULQFLSDO Eqmedqtckpi"Fgrctvogpvu< (DUO\ &KLOGKRRG 'HSDUWPHQW</p>				

Fkvtkev" Iqcn"3< , QFUHDVH WKH SHUFHQWDJH RI UG JUDGGH O/WYXGCH Q W D Z R R HV R R U67 \$S/5 BH/D @/L Q

Uejqqn"Rgthqt o cpeg"Qdlgevkg"4< , QFUHDVH WKH SHUFHQWDJH RI .L @ G H W J B U W (F Q H H G U D J G H H V O W X G H O Q H W
3KRQRORJLFDO \$ZDUHQHV V LQ (QJOLVK IURP WR E\ 0D\
, QFUHDVH WKH SHUFHQWDJH RI .L @ G H W J B U W (F Q H H G U D J G H H V O W X G H O Q H W \$ H Z R V D G W L H R F R W J Q I Q W L
(QJOLVK IURP WR E\ 0D\
, QFUHDVH WKH SHUFHQWDJH RI .L @ G H W J B U W (F Q H H G U D J G H H V O W X G H O Q H W \$ H Z R V D G W L H R F R W J Q I Q W L
6SDQLVK IURP WR E\ 0D\
, QFUHDVH WKH SHUFHQWDJH RI .L @ G H W J B U W (F Q H H G U D J G H H V O W X G H O Q H W \$ H Z R V D G W L H R F R W J Q I Q W L
6SDQLVK IURP WR E\ 0D\

JD5" Fkvtkev" Iqcn

Gxcnwevkqp" Fcvc"Uqwtguk 0\$3 5HDGLQJ)OXHQF\ 7HUP 6XPPDU\ 5HSRUWV

Uvtcvgi{"3< (QVXUH GLUHFV DQG H[SOLFLW G D Q W A D M Q L R V Q U R I F W K R I Q) :W6K U R W J H U W F K H % D R S D P H H F O W D V O
WR LPSURYH IOXHQF\ DQG OLWHUDVFAURRPSUWKH Q X U R G S U R I B O V L B Q H . O L D F O W D U D Q G J H V W H Q L G R

Uvtcvgi{"u" Gzrgevfg" TguwnvKorcev< 7KH SHUFHQWDJH RI . V W X G H Q W V H (S H W W Q W B R Q Y F R G S L K R J R L D R G H F O H O C L O D L R
ZLOO LQFUHDVH E\ DW OHDVW IURPH 20% QMR) QXHQE\ 0\$3 5

Uvchh" Tgurqpukng" hqt" Oqpkvqtkpi< & DPSXV LQVWUXFWLRQDO OHDGHUVKLS WHDP SULQFLSDO DQG \$3

\$FWLRQ 6WHS 'HWDLOV	5HYLHZV		
\$FWLRQ 6WHS RI UHTXLUHG WHDFKHU VVVW WUIRXOK RJO XDUVH CHRG DQG DWSURDVL DQG 6XPPDWLY	IRORZ XS SULRULW\ SURIHVVLRQ HDGHDU SLEQGHRIUHL & HDLALYSP & OLUFLXOXPE\ 1BYHPEHU	ILUVW VHPHVWHU DQG)HEUXDU\ VFRQG VHPHVWHU	
,QWHQG HG \$XGFKGHW & ,/7 DQG FDP SXV DGPLQLVWUDWRUV			
'DWH V 7L \$XUXDM \$SULO			
3URYLGHU 3UHVHQWHU/LWHUFRQ'HSVSRVPLEW H7H[DV 5HDGLQJ \$FDGHPHV DQG YHQGRUV			
&ROODERUDWLQJL'WSDWPHQW WPHQW DQG 7H[DV 5HDGLQJ \$FDGHPHV 'LVWULFW &RRUGL			
'HOLYHU\ 0, QSKRGV RQ DQG YLUWXDO			
1R 3URJUHVV \$FFRPSOLVKHG &RQLQXH 0RGLI\LVFRQLQXH			

6FKRRO 3HUIRUPDQFH 2EMHFWLYH 3UREOHP 6WDWHPHQWV

6WXGHQW /HQUQLQJ	
3UREOHP 6WDWHPHQW WXGHQWV RQ FDP SXV PHW WKHSURMHSF 5HDGLQJ RZV KOILWRP %2 < FDP SXV PHW WRK	0\$3 5HDGLQJ 6SDQLVK SURMHFW RQ W & DZWKU ULFXOX2< GRHY2QRW SURYLGHFD SBRVLDWPHQWHD
DOLJQPHQW RQ WHDFKLQJ VWUDWHULQFV VHF L W V Q P U H U H L Y Q J Q V P D N H L W H G L Y D I R H G F H L F H Y R F D E X O D F U M R I J U I	

Fkvtkev" Iqcn"3< , QFUHDVH WKH SHUFHQWDJH RI UVG JUDDGH O/WYXGCH Q W D Z R R HV R R U67 \$\$\$ BHM B/L Q

Uejqqn"Rgthqt o cpeg"Qdlgevkhg"5< , QFUHDVH WKH SHUFHQWDJH RI .LW G HZKJD PWHI W WK UH R R HIKI G USDGRM H F

5HDGLQJ LQ (QJOLVK IURP WR E\ 0D\

, QFUHDVH WKH SHUFHQWDJH RI .LW G HZKJD PWHI W WK UH R R HIKI G USDGRM H F W X G S O Q Z W K I R Q F O \$ E\ 0D\

, QFUHDVH WKH SHUFHQWDJH RI 6 S P S X D O Z K B X F H D H W L F R Q V H V X I G H H G S U R M C H R W I H O F (J U P O Z L W K R L Q R E\ 0D\

, QFUHDVH WKH SHUFHQWDJH RI 6 S P S X D O Z K B X F H D H W L F R Q V H V X I G H H G S U R M C H R W I H O F G S J R Q Z L W K R Q F E\ 0D\

JD5" Fkvtkev" Iqcn

Gxcnwekqp" Fcvc"Uqwtguc 0\$3 *URZWK 5HDGLQJ (QJOLVK 6SDQLVK

Uvtevgi{"3< , PSURYH WKH TXDOLW\ DQG DOLJQPH) QMD RH ZRLUHU \$ P: S O' L, Q V W V W E W E R Q R S S I R U W D X O I R U W H D F K H U V W R H Q J D J H L Q O H V V R Q L Q W H U Q D O L J D W L R Q

Uvtevgi{"u" Gzrgevfg" Tguwnk o rcev< 7KH SHUFHQWDJH RI . VWXGHQW F P H E W S Q J U R I D B L F C H H G L R Z I W K K J H L D O S Z H R O W L R Q (2< RQ WKH 0\$3 5HDGLQJ *URZWK \$VVHVPHQW

Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi< & DPSXV LQVWUXFWLRQDO OHDGHUVKLS WHDP

Vkvng"K<

VGC" Rtkqtkvkgu<

%XLOG D IRXQGDWLRQ RI UHDGLQJ DFKR R O W K , PSURYH ORZ SHUIRUPLQJ

GUH" Ngxgtu<

/HYHU 6WURQJ 6FKRRO /HDGHUVKLS D: Q G O G O Q S R Q W H G Y H H W F K H I U N F W H Y Y H U + (LJ K F4XIDYCH WQ V&XW

Rtdng o "Uvtevg o gpvu< 'HPRJUDSKLFV 6WXGHQW /HDUQLQJ 6FKRRO SWRR B VVHV 3URJUDPV

Cevkqp"Uvgr"6"Fgvcknu	Tgxkyu			
Cevkqp"Uvgr"6< 7XWRULQJ VHUYLFHV DOLJQHG ZLWKWRU IRZLOOZEHNSUVRM 7KH WXWRU ZLOO PHHW ZLWKWRU SDWK DJUDG 67\$\$5 ONQWVWVKQW VWXGHQW ZLOO UHFHLYH KRXUV RI LQWHUYHQWLRQ SHU FRQWH Kpvgpfgf"Cwfkpeg<)RUWK JUDGH VWXGHQWV WKDW GLG QRW SDVV D Fcvg*+!"Vkohtcog< Rtqxifgt!"Rtgugpygt!"Rgtuqp"Turqpukdng< +H\ 7XWRU 5\DQ 3URNHOO DQG FDP Eqmedqtcvki"Fgrctvogpvu< +LJK ,PSDFW 7XWRULQJ Fgnkxgt{"Ogvjqf< ,Q SHUVRQ	DGMG E J H R O W R E H U G Q G W L U G J U D G H Q W D U H D 67\$\$5 WHVW		Oct (DFK	Uwo o cvkxg Lwpg
Cevkqp"Uvgr"7"Fgvcknu	Tgxkyu			
Cevkqp"Uvgr"7< 3URYLGH RQJRLQJ FDP PHHWLQJ DQG OHDUQLQJ ZDONV 3GRIEXWLRQDQGWGOLPWSHGHQW 5HVWRUDWLYH SUDFWLFHV 5HODWLRQDO DJUHHPHQW \$0 3/&)UDPHZRUN DQG &RQVHQVXV 3URWFRQ \$0 \$PSOLI\ (XUHND /HVVRQ ,QWHUQDOLJDWLRQ 30 7 7(66 5HIUHVKHU DQG &RQWHQW &RQQHFWLRQ \$0 &RQWHQW DQG /DQJXDJH 2EMHFWLYHV 30)RFXV 7UDLQLQJ 7(/3\$6 GDWD UHYLHZ DQG /3\$& 7UDLQLQJ %UDQFKLQJ 0LQGV 7UDLQLQJ DQG &DPSXV 667 PHHWLQJ 0\$3 7UDLQLQJ DQG 6WXGHQW 7HDFKHU *RDO 6HWWLQJ &RQIHUHQFHV 6FLHQFH 7UDLQLQJ DQG EUHDNRXW VHVVLQV +(/3 3URJUDP 7UDLQLQJ DQG %UHDNRXW VHVVLQV \$SSOH 7UDLQLQJ 7HDFKHUV OHDUQLQJ IURP WHDFKHUV EUHDNRXW VHVVLQV 7HDFKHUV OHDUQLQJ IURP WHDFKHUV EUHDNRXW VHVVLQV 7HDFKHUV OHDUQLQJ IURP WHDFKHUV EUHDNRXW VHVVLQV 7HDFKHUV OHDUQLQJ IURP WHDFKHUV EUHDNRXW VHVVLQV 7HDFKHUV OHDUQLQJ IURP WHDFKHUV EUHDNRXW VHVVLQV &DQYDV 7UDLQLQJ Kpvgpfgf"Cwfkpeg< \$00 WHDFKHUV DQG VXSSRUW VWDII Fcvg*+!"Vkohtcog< \$XJXVW 0D\ Rtqxifgt!"Rtgugpygt!"Rgtuqp"Turqpukdng< 3ULQFLSDO \$VVLVWDQW 3ULQFLSDO & ,/7 WHDFKHUV GLVWULFW FRDFK Eqmedqtcvki"Fgrctvogpvu< *7 6FLHQFH 5HVWRUDWLYH 3UDFWLFHV Fgnkxgt{"Ogvjqf< ,Q SHUVRQ	G Q G W L U G J U D G H Q W D U H D \$0 \$0 \$0	Pqx Lcp Oct Lwpg		Uwo o cvkxg Lwpg
0% 1R 3URJUH 100% \$FFRPSOLVK &RQWLQXH 0R X\LVFRQWLQXH				

Uvtevgi{"4< (VWDEOLVK DQG QXUWXUH DQ HIMH B VSDYHV IORQ HRUD FAHSUGRQJUDIQWKOOW 3LWJQLWWWXG

Uvtevgi{u"Gzrgevfgf" Tguwnvko rcev< , QFUHDVH OLEUDU\ FLUFXGGVZLRQK E\ ERKRNROF R-PDSU U
 7KH SHUFHQWDJH RI . VWXGHQW VFWWHQV DQ3 B HDGLQJ GLLQJZWK HJLRPSU ZLQWR LQZU RQVWKEH DW OH
 5HDGLQJ *URZWK \$VVHVVPHQW

Uvchh" Tgurqpukng" hqt" Oqpkvqtkpi< /LEUDULDQ &, /7 DQG 3ULQFLSDO

Vkvg"K<

VGC"Rtkqtkvigu<
 %XLOG D IRXQGDWLRQ RI UHDGLQJ DQG PDWK
 GUH"Ngxgtu<
 /HYHU 6WURQJ 6FKRRO /HDGHUVKLS DQG 3ODQQLQJ

Cevkqp"Uvgr"3" Fgvcknu	Tgxkyu			
Cevkqp"Uvgr"3< 0RQLWRU /H[LD &RUH LPSOHPHQW DQG RQV XGHDQW JORZWRK QZ H R R OQ MWKYGQ V XUH EHLQJ XVHG ZLWK ILGHOLW\ 7ZR VWXGHQW VFWWHQV DQ3 B HDGLQJ GLLQJZWK HJLRPSU ZLQWR LQZU RQVWKEH DW OH ZHHNV EDVHG RQ WKH QXPEHU RI OHVVRQV FRPSOHWHG DQG DFKLHYH PHQW Kpvqpf" Cwfkpeg< \$OO . VWXGHQWV Fcv*+ "Vkohtcog< 6HSHPEHU 0D\ Rtqxifgt" "Rtgugpvt" "Rgtuqp" Tgurqpukng< 3ULQFLSDO &, /7 7LWOH , WHDFKHU Fgnxgt{ "Ogvjqf< , Q SHUVRQ RQOLQH	Pay Lcp	Oct	Lwpg	Uwo d cvkg Wkuh
Cevkqp"Uvgr"4" Fgvcknu	Tgxkyu			
Cevkqp"Uvgr"4< \$OO 3UH. VWXGHQWV ZLOO YLVKMW VCDIVOLELUDLWVH WRUWZ H HOLEU D Q D Q G W X G H Q W FKHFN RXW ERRNV H[SORUH QHZUW UWDQV DQGGORBRM RXW FHMZILW K GVKMDOLAEZQ FODVV FLUFXODWLR UHDGLQJ FRQWH[VW HWF 7KHGLDPS BFKZLHOH FHHQW ELKDWQHF DWF B DWRICH BLOHVWRQHV DUH PHW Kpvqpf" Cwfkpeg< \$OO 3UHN VWXGHQWV Fcv*+ "Vkohtcog< \$XJXVW 0D\ Rtqxifgt" "Rtgugpvt" "Rgtuqp" Tgurqpukng< /LEUDULDQ DQG 3ULQFLSDO Fgnxgt{ "Ogvjqf< , Q SHUVRQ	Pay Lcp	Oct	Lwpg	Uwz b Oqg

Cevkqp"Uvgr"5"Fgvcknu

Tgxkyu

Cevkqp"Uvgr"5< 7KH VFKRRO OLEUDULDQ ZLOO DWWRHQG &WRQH UHUHQFHDMQ/LSXUWDLQ\$WRRFWD\ FXUUHQW
ZLWK WUHQGV DQG EHVW SUDFWLFHV

Kvqpf"Uvgr"5< 6FKRRO OLEUDULDQ

Fcvq*u+"Vkohtcog< \$SULO

Rtqxkfgt"Rtgugpvt"Rgtuqp"Turqpukdng< 7H[DV /LEUDU\ \$VVRFLDWLRQ

Fgnkxgt{"Ovjqf< ,Q SHUVRQ

Hwpfkpi"Uqwtegu<

Fkvtkev" Iqcn"4< , QFUHDVH WKH SHUFHQWDJH RI UG JUDGGH O/HWXGH Q W V D Z K R HV R R U G 7 \$ S V \$ B J W W / W

Uejqqn"Rgthqt o cpeg"Qdlgevkxg"3< , QFUHDVH WKH SHUFHQWDJH RI 3. VWXGH QDWK ZKRPVFRUWRQ 7 UBFND

JD5" Fkvtkev" Iqcn

Gxcnwevkqp" Fcvc"Uqwtegu< &LUFQH ODWK

Uvtcvgi{"3< , PSURYH 7LHU ODWK LQVWUXFWLRQDWXV LQXH(QE)HNDGO B W Q F W S W R D F X W D R I O K F H V Q W R C E D (D Q G / L W H U D F \) U D P H Z R U N V W R L Q F W F B F H V D E K I G H H Y H H P H R S W Q D J Q G \ V O H H D R U O M Q K J H W K F H N S I G R L F X Q G D U L J R U R X V O H Y H O G X U L Q J W K H L Q V W U X F W L R Q D O S U R F H V V

Uvtcvgi{"u" Gzrgevfg" Tguwnvko rcev< RI 3UH. VWXGHQWV ZLOO VFRUHE R Q D W U D F N R Q & L U F O H O D W K : D \

Uvchh" Tgurqpukdng" hqt" Oqpkvtpi< & DPSXV LQVWUXFWLRQDO OHDGHUVKLS WHDP

Vkvg"K<

VGC"Rtkqtkvkgu<

%XLOG D IRXQGDWLRQ RI UHDGLQJ VDFKR R O W K , PSURYH ORZ SHUIRUPLQJ

GUH"Ngxgtu<

/HYHU 6WURQJ 6FKRRO /HDGHUVKLS D: Q G Q G Q S Q R Q W H G Y H H U D F K H I U N F W H Y Y H U + (L J K F A X I D Y C L W Q V & X W X

Rtqdnq o "Uvcvg o gpvu< 6WXGHQW /HDUQLQJ

Cevkqp"Uvgr"3" Fgvcknu	Tgxkyu			
Cevkqp"Uvgr"3< (QVXUH RI UHTXLUH G WHDFKHUV VVW W D U I R X Q K R O C X D W H G H Q G O G D H S U R Q D O D Q G I R O O R Z X S S U L R U L W \ S U R I H V V L R Q X C H O D D B Q L R Y H R E H R D W K F X U L L F X V O X H P P H V W H U V H F R Q G V H P H V W H U	Pqx	Lcp	Oct	Uw o o cvkxg Lwpg
Kpvgpfgf" Cwfkppeg< ODWK WHDFKHUV FDPSXV FRDFK W W W D W R U W H D F K H U Fcvg*u+" Vko ghtc og< -XQH OD\ Rtqxfgt" Rtgugpvt" Rgtuqp" Tgurqpukdng< 9HQGRU DQG GLVWULFW FRDFKHV Eqmedqtcvpi" Fgrctv ogpvu< ODWK 'HSDUWPHQW Fgnkxgt{" Ogvjqf< , Q SHUVRQ	DQG	FDPSXV	DGPLQL	

Cevkqp"Uvgr"4"Fgvcknu	Tgxkgyu			
<p>Cevkqp"Uvgr"4< 5HYLV LW D OHDVW RQH .DJDQ &RR SHUKD @XV HQ/H DDJFQLOW \6P FODVVURRP LPSOHPHQWDWLRQ GXULQKHZDHNWKRURXUJLVH D DG HO IGDIU HQJJDJHPHQW DQG DFDGHPLF SHUIRUPDQFH</p> <p>Kpvpgfgf"Cwfkpeg< \$OO VWXGHQWV Fevg*u+"Vkohtcog< 2FWREHU \$SULO Rtqxfgt"l"Rtgugpvt"l"Rgtuqp"Turqpukng< 3ULQFLSDO DQG & ,/7 Eqmcdqtcvki"Fgrctvogpnu< 1 \$ Fgnkxgt{"Ogvjqf< , Q SHUVRQ</p>	<p>HU-WF MQXJWHDSHG Pqx</p>	<p>WVONFRRVW Lcp</p>	<p>RRQLW RUV Oct</p>	<p>U o o cvkxg Lwp</p>

Fkvtke" I qcn"4< , QFUHDVH WKH SHUFHQWDJH RI UG JUDGGH O/WYXGH Q W D Z R HV R Q U67 \$\$\$ B B W W H P

Uejqqn"Rgthqt o cpeg"Qdlgevixg"4 Rtqdnq o "Uvcvg o gpvu<

Uwfgpv"Ngctpkpi

Rtqdnq o "Uvcvg o gpv"4

RI VWXGHQWV RQ FDP SXV PHW W H L J U B S Z V X D I W R P T Q R E C W I Y S U P Z M H F W U U L F X O X P V F R S H
LV QRW FRUUHODWHG WR 2ULJR HY H I O L R R F R P S O X H J E M X G R T Q R W H G H E N O W M K H F U O P S C H P L W M H P I W W K D I Q G H V U G R V
H [S H F W D W L R Q V / D F N R I Y H U W L F G H O S U R L E J O P P H Q W O Y L Q B M R I W F H P S X V Z L

0 + ORRUH (OHPHQW DU \ 6FKRRO
*HQHUDWHG E \ 3ODQ / HDUQLQJ FRP

RI

& DPSXV
2FWREHU

Fkvtkev" Iqcn"4< , QFUHDVH WKH SHUFHQWDJH RI UG JUDDGH O/HYXGH Q W D Z R R HV R R U67 \$S/S \$ X J W W W P



Uejqqn"Rgthqt o cpeg"Qdlgevkg"5< , QFUHDVH WKH SHUFHQWDJH RI . L Q G H W J R W W [H Q H G * L S D U R H M H F W W X G H J Q W Z
(Q J O L V K I U R P W R E \ O D \ , Q F U H D V H W K H S H U F H Q W D J H R I . L Q G H W J R W W [H Q H G * L S D U R H M H F W W X G H J Q W Z / W Z K R Q W \$ 3 O D W / K O * D

, QFUHDVH WKH SHUFHQWDJH RI 6SRBLQ DH (GGX SDWR MRQ W MG G H Q Z W K Z R R O \$ V R D W K E ^ U O R Z W K

JD5" Fkvtkev" Iqcn

Gxcwvkkpp" Fcvc" Uqwtguk 0\$3 0DWK *URZWK \$VVHVVP HQW

Uvtevgi{"3< 'DLO\ LQVWUXFWLRQ LV SURYLGHG JUDGWHK H G Y H S O V Q Q G D E R F S I O H W D P Q G B F H W D Q F V
FODVVURRP DFWLYL p`UR

Cevkqp"Uvgr"4"Fgvcknu	Tgxkyu		
Cevkqp"Uvgr"4< (QJDJHG 3UH. VWXGHQWV LQ FDPSPXVRZLGHHPYDHWK VOXZEPHNVRPESHVYDWRQZLWK WKH KLJKHVW SHUFHQWDJH LQ HWHURQJLDDPSXOHYOHXZIEOVKDYNHDUZHJQDEEDGLVSOODAHG LQWKH PDL KDOOZD\ (DFK VWXGHQW ZLOO KQYWKDQLGFDYLVGURRP IDXWQFIRVQGBENHU L kpvpgfgf"Cwfkpeg< \$OO VWXGHQWV LQ 3UHN Fcvg*u+"Vkohtcog< 7KH ILUVW IOXHQF\ FRPSHWLWLRREZLLOO EH) QNDGFWKH ODVW ZHHN RI 2FW FRPSHWLWLRQV ZLOO KDSSHQ WKH ODVW ZHHN RI HYHU\ VL[ZHHNV Rtqxfgt"l"Rtgugpvt"l"Rgtuqp"l"Rgtuqpukdng< -RVH &DUUDQ]D & ,& Fgnkxgt{"Ogvjqf< , Q SHUVRQ	Pux	Lcp	Oct Lwpg
Cevkqp"Uvgr"5"Fgvcknu	Tgxkyu		
Cevkqp"Uvgr"5< &ODVVURRP WHDFKHUV DQG 7LWOHHQ,WWRIDFKXJWLZUJOFD BSRV L:G1HWLPDPAKXVQV JH ULY 5HDG\ UHVRXUFHV 7KH FDPSPXV ZLOO[SXRFJKDMHWLHBFHGBUVHGLFKWUDORFQEHVVWRGLTHUH QWLDWHG LQVWUXFWLRQDO UHVRXUFHV WRWDFHNYHQWDLRE WWRKSHQW OHDUQLQJGXULQJL kpvpgfgf"Cwfkpeg< \$OO . VWXGHQWV Fcvg*u+"Vkohtcog< 1RYHPEHU OD\ Rtqxfgt"l"Rtgugpvt"l"Rgtuqp"l"Rgtuqpukdng< 3ULQFLSDO DQG & , /7 Fgnkxgt{"Ogvjqf< , Q SHUVRQ	Pux	Lcp	Oct Lwpg
<div style="display: flex; justify-content: space-between; align-items: center;">  1R 3URJUH  \$FFRPSOLVKHG &RQLXQH 0RGLI\LVFRQWLQXH </div>			

Uejqqn"Rgthqt o cpeg"Qdlgevksxg"5 Rtqdnq o "Uvcvgo gpvu<

Fgoqiterjkeu	
Rtqdnq o "Uvcvgo gpv"3 RI VWXGHQWV DUH LGHQWLIWHIGHDGLVWVWHKQWELRQ ODRFCSXMGUHZKIUDHO V\VWHP KDVO FRPPXQLFDWHG ZLWK SDUHQWV DQGZNDQFKZHWR W&DPSXRFHVRRRUGLQDQWVSRF MWKQ\ SURRPUXDLF DKVM	
Uwfgpv"Ngctpki	
Rtqdnq o "Uvcvgo gpv"4 RI VWXGHQWV RQ FDPSPXV PHW WKE LJURSZV KDWRPTQV Ecvw\ SUPZM HFW UULFXOXP VFRSH LV QRW FRUUDHODWHG WR 2ULJRHYZIDLRR FRP/SXHUJEMM GRTRRWHIGHENOWR KHFJOPDSCOH PLWHROI WKBQCGHDVGRV H[SHFWDWLRQV /DFN RI YHUWLFQDHO SDURLEJQPHI QWYOYLQBN RWHDFP SXV ZL	
Uejqqn"Rtqeguugu" ("Rtqitcou	
Rtqdnq o "Uvcvgo gpv"3 1HZ WHDFKHUV GLG QRW KDYH DQ DVVLJQVGF KFRPSXNDPH QWHR UF DPXSLQGRVQRW KDYH D P QHZ WHDFKHUV 3ODQV ZHUH QRW WBEH WR LPSOHPHQW D PHQWRULQJ V\	
Rtqdnq o "Uvcvgo gpv"4 667 ZDV QRW DEOH WR PRQLWRUDFQW WUJXGGOLOH YHLDV G XULVQJEWKXG H&DPSXWFKVRHOPV WHDFKHUV WR UHIHU VWXGHQWV DQGHGHPTRUHV WUBZQLFHJWRQ KVRZ WRDFRPHSJO/HWH WKH 667 SURFHVV	

Rgtegrvkqpu

Rtqdn go "Uvcvgo gpv"3
PLQG YqVw cwug

RI WKH WHDFKHUV FDQ FKDQJH QVHGLV RMHVDK LQ JV WX GHQWR B FHRU GIBCFK OVR \ 3JUCRZUM
)DFXOW\ IL[HG PLQGVHW 7HDEKHWKURXEM DSGYHLGVLQVH WR SHUVHYH

Fkvtke" I qcn"5< , QFUHDVH WKH SHUFHQWDJH RI VWXGHQWV UJLPHG XDWRLQJ ZLWK QD &&05 LQGL

Uejqq"Rgthqt o cpeg"Qdlgevxg"3< , QFUHDVH WKH SHUFHQWDJH RI JUDGH VWXGHQWV VFRULQJ DW 0

Uvtevgi{"u"Gzrgevfgf"Tguwnvko rcev< 7KH SHUFHQWDJH RI VWXGHQW\$ \$/F BUDGL QJWZL(Q D6 LQF UDEBYWH ERQD&V OHD
WR

, QFUHDVH WKH SHUFHQWDJH RI J76DGHYHVDWXC6Q\$V5 \$FUHQFPLQJ DWRO((WR

Uvehh"Tgurqpukdng"ht"Oqpkvqtkpi< &DPSXV LQVWUXFWLRQDO OHDGHUVKLS WHDP

Vkng"K<

YGC"Rtkqtkvigu<

5HFUXLW VXSSRUW UHWDLQ WHDWFKRQVRD QG DSGUQJF DSGO F D % K L @ BODHFWQ FLSURWYFK BRQ S/RUFRDWHPH

GUH"Ngxgtu<

/HYHU 6WURQJ 6FKRRO /HDGHUVKLS D:QGG 3:QSRQW H/GIYHHD FKHUWF WHYHYHU + (LJ K F4XIDYCH WQ V&XW

Rtqndng o"Uvtevg o gpvu< 6WXGHQW /HDUQLQJ 6FKRRO 3URRHWVHV 3URJUDPV 3HUFHSWLR

Cevkqp"Uvgr"3" Fgvcknu		Tgxkyu		
Cevkqp"Uvgr"3< % \ \$XJXVW FUHDWH 67(0 /DE GFKFLG XQH WBRQSUR RQGHHQRJLWKRQDQW RSSRUWXQLWLHV IRU . VWXGHQWV WWWW B XJ K L O O Y H Q W O X G W L R X Q W D Q G S R W M H L P L W H G W R F R G L Q J GHVLJQLQJ REMHFWV XVLQJ D ' SULQWHU DQG 3/7: H[SHULHQFHV		Pqx	Lcp	Uw o o cvkxg
	Kpvpgfgf"Cwfkpeg< 7HDFKHUV 6FLHQFH 7\$ &, /7 Fcvg*+ "I"Vko ghtc og< \$XJXVW 0D\ Rtqxifgt"Rtgugpygt"Rgtuqp" Tgurqpukdng< 6FLHQFH 7\$ &, /7 0DWK 6FLHQFH 7HDFKHUV Eqmcdqtevkpi" Fgretv o gpvu< 6FLHQFH DQG 0DWK 'HSDUWPHQWV Fgnxgt{"Ogvjqf< , Q SHUVRQ Hwpfkpi"Uqwtegu< 6FLHQFH 7HDFKHU \$VVLVWDQW 7LWOH ,) , QVWUXFWLRQDO URERWV (7LWOH ,)			
Cevkqp"Uvgr"4" Fgvcknu		Tgxkyu		
Cevkqp"Uvgr"4< 'HVLJQ DQG EXLOG DQ H[HPSODU 7KLFKNWQH L/DEOZH DWQ LQVXIG[SHW VHQDQWYKLRXJK DXWKHQWLF FKDOOHQJLQJ SURMHFWV 3%/		Pqx	Lcp	Uw o o cvkxg
	Kpvpgfgf"Cwfkpeg< \$OO VWXGHQWV Fcvg*+ "I"Vko ghtc og< 1RYHPEHU 0D\ Rtqxifgt"Rtgugpygt"Rgtuqp" Tgurqpukdng< 5LFDUGR \$OYDUH] DQG 0LFKDHO)OXVFKH Eqmcdqtevkpi" Fgretv o gpvu< *7 'HSDUWPHQW Fgnxgt{"Ogvjqf< , Q SHUVRQ			

'HPRJUDSKLFV

3UREOHP 6WDWRRHQW XGHQWV DUH LGHQWLIWHIGH DGL VWV W HSW BURG & D DZHP SW M GU HZ KIUOH O V\ VWHP KD V C
FRPPXQLFDWHG ZLWK SDUHQWV DQG ZND DFKZUWR W & DPSXV R F HV FRR U% GLOHIVARSOR F WKKO\ SURP PUKDLF D V M
3UREOHP 6WDWRRHQW XGHQWV KDYH EHHQ LGHFWW LRDHG LZLWK DQ GOM KIB R W W O N D S V W H U L D S H S I U R F H V V Z D
LPSOHPHQWHG ZLWK ILGHOLW\ /D D Q R W X G H D P S X V Z M U H V P R Q W R R L C H X G I E G Q R M C T D S H F R R I X W K V M H L P H 7 M
DQG GRFXPHQW VWXGHQWV LQ %UDQPRY G G O L Q G H V U W'KHOV\$ H F L V D I O V M G X Q J D Z D L R Q V\ VWHP

6WXGHQW /H DUQLQJ

3UREOHP 6WDWHPHQW XGHQWV RQ FDPSXV PHW WKHSLWRMSH F V H D G U Q R Z W K O I L U R P % 2 < F V D R S X V P H W W R K
0\$3 5HDGLQJ 6SDQLVK SURMHF V R B W L P Z W K U L L F X Q X P C R R H V 2 Q R W S U R Y L G I H F D S B Q V U D P W H Q S W H D
DOLJQPHQW RQ WHDFKLQJ VWUDW H H I Q F V V H F L W V X B P U H U H I L Y O J Q V P D N H L Q W H G L Y D I E H G H F L F H V R F F D E X O D F U M R I J U I

6FKRRO 3URFHVVHV 3URJUDPV

3UREOHP 6WDWHPHQW WHDFKHUV GLG QRW KDYH DQ DVVLJQHG KFDPSXW D D I Z W H R U F G P X L Q G R V K I R W K D Y H D F
QHZ WHDFKHUV 3ODQV ZHUH QRW W B E H W R L P S O H P H Q W D P H Q W R U L Q J V\
3UREOHP 6WDWHPHQW WHDFKHUV DEOH WR PRQLWRUDF O G W W J U X D G O I L Q H Y H O D V G X U L S O R W M S H D K O W S X W F K R V I O P\
WHDFKHUV WR UHIHU VWXGHQWV D Q G H G H P T R U H V W U B Z Q L C H W L Q K R Z W R D F R K H S O J H W H W K H 6 6 7 S U R F H V V

3HUFHSWLRQV

3UREOHP 6WDWHPHQW WHDFKHUV FDQ FKDQJH Q H H G L V R M H D I K L Q J V W X G H Q W R B F H R W G I O F X O W R \ 3 D U R Z U M
PLQG & R W W & D X D F X O W \ I L H G P L Q G V H W 7 H D B K H W K U R D E K D R G I L G V H L Q F H W R S H U V H Y H

Fkvtkev" I qcn"5< , QFUHDVH WKH SHUFHQWDJH RI VWFDEMRQW VUJRPD G X DMR L Q J E\ L V K Q B & & 05 L Q G L

Uejqqn"Rgthqt o cpeg"Qdlgevkxg"4< , QFUHDVH WKH SHUFHQWDJH RI RJW DCEIR YHW R Q H6Q W/\$5 VOFDRWIK Q U FDPW 0

, QFUHDVH WKH SHUFHQWDJH RI 6 SH B L D G R G X B E W Y R Q R Q V 6 X \$ \$ 5 Q W D W W K F R U R L Q J D W R E \ 0 D
, QFUHDVH WKH SHUFHQWDJH RI \$ I U O L F D G R S U P H D E I R F Y D H Q R V Q W 6 7 S H \$ Q W D W W K F R U R L Q J D W W R E \ 0 D
, QFUHDVH WKH SHUFHQWDJH RI (P D W J H Q 7 6 % U O D L E R X B O R Q V 6 X \$ \$ 5 Q W D W W K F R U R L Q J W R E \ 0

JD5"Fluvtkv" I qcn

Gxcnwevkqp" Fcvc"Uqwtguc 67\$ \$5 0DWK \$VVHVVP HQW

Uvtcygi{"3< 'DLO\ LQVWUXFWLRQ LV SURYLG HIG JUDV GVK H HGYH SOW B CDG G EFRYPS O W[D QD G O P U H G W K D Q I F O X
FODVVURRP DFWLYLWLHV DVVLJQ R V Q W Q W R U P R P W Y K H H B Q G U L X F P O X V L X U S H P W R H U N L Q D O O

Uvtcygi{"Gzrgevfg" TguwnvK o rcev< 7KH SHUFHQWDJH RI V W X G H Q W V \$ 5 R O U W O K J Z L V D O (L Q G F B H D D E H R E H D R V Q G F \$ V W

Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi< & DPSXV LQVWUXFWLRQDO OHDGHUVKLS WHDP

Vkvg"K<

VGC"Rtkqtkvkgu<

% XLOG D I R X Q G D W L R Q R I U H D G L Q J F D Q G H P D D V K G & R Q Q H B W K E S K R Y F K R R O Z S R U I R U P L Q J V F K R R O V

GUH"Ngxgtu<

/HYHU 6WURQJ 6FKRRO /HDGHUVKLS D: H G G G D Q S R Q W H / G Y H H U D F K H I U N F W H Y Y H U U + (L J K F 4 X I D Y C L W Q V & X W X

Rtqdnq o "Uvcvg o gpvu< 6 W X G H V G P U H D O P E @ P W U P R Q H O P E R P O P E

Cevkqp"Uvgr"3"Fgvcknu

Tgxkyu

Cevkqp"Uvgr"3< (QVXUH WHDFKHUV IROORZ):,6' V 'XDO /DQJXDJH JXLGHO LQHV LQFOXG

Uejqqn"Rgthqt o cpeg"Qdlgevkxg"4 Rtqdnng o "Uvcvg o gpvu<

Fgoqiterjkeu

Rtqdnng o "Uvcvg o gpv"4

RI VWXGHQWV KDYH EHHQ LGHFWJLRDHC LZLWK DQZOMKIQVEWQW B7LWHD7D6SHSIURFHVV ZD

Fkvtkev" Iqcn"6< (QVXUH DOO VWXGHQWV KDYH DFUHDVH\WRHDSRQNL YVXSSBUWLQH BQGLERQWQV

Uejqqn"Rgthqt o cpeg"Qdlgevkg"3< 'HFUHDVH WKH QXPEHU DQG SHUFHQW DEHV IRQ FHWX G HRQUW RZJKR FRDYUW H
IURP WR E\ 0D\

JD5" Fkvtkev" Iqcn

Gxcnwevkqp" Fcvc"Uqwtegu<)RFXV '\$\$ ([FHVVLYH \$WWHQGDQFH 5HSRUW

Uvtcvgi{"3< \$OLJQ DQG OHYHUDJH SURJUDPV UHRRXVSRUWQ G 607X OML L7P SHWRHGH 6SDW BQ W WW K
HQJDJHPHQW GHFUHDVH EHKDYLSURDYHGVEKRRLOS G DQ FDLVQHF LGGHQ WXO W QGHL P

Uvtcvgi{"u" Gzrgevfg" Tguwnvko rcev< 7KH SHUFHQWDJH RI VWXGHQWV ZKR ZDOR EHFHWFLYHDDEGHQRIV RQRDPSK

Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi< &DPSXV DWWHQGDQFH FRPPLWWHH

Vkvnq"K<

VGC" Rtkqtkvkgu<

%XLOGDIRXQGDWLRQRIUHDGLQJFDQGHDDVKG &RQQHFW KESKURFKRROZSRUIRUPLQJ VFKRROV

GUH"Ngxgtu<

/HYHU 6WURQJ 6FKRRO /FDUHOPRQJ ?qC0™ VXUHÀ ð0ð •€P0a@Ð00 ePÀp0

Cevkqp"Uvgr"4"Fgvcknu	Tgxkyu			
Cevkqp"Uvgr"4< & RQG XFW ZHHNO\ KRPH YLVLWV RQ)ULGD\ V DQG 0RQGD\ V kpygpf" Cwfkpeg< 3DUHQWV RI VWXGHQWV FKURQLFDOO\ DEVHQW Fcvg*+!"Vkohtcog< \$XJXVW 0D\ Rtqxf"gt!"Rtgugpvt!"Rgtuqp" Tgurqpukdng< 3ULQFLSDO DQG)(6 Eqmedqtcvki" Fgrctvogpvu< 3DUHQW (QJDJHPHQW Fgnkxgt{"Ogvjqf< , Q SHUVRQ	Hqt o cvkxg			Uw o o cvkxg
	Pqx	Lcp	Oct	Lwpg
Cevkqp"Uvgr"5"Fgvcknu	Tgxkyu			
Cevkqp"Uvgr"5< , PSOHPHQW FODVV DWWHQGDQFH WUDFNZIQH FODWHPZLVW DWWHQGDQFH SHU JUDGH OHYHQ ZLCHOHEHFKPQKQWUWHG WKH ODV kpygpf" Cwfkpeg< 7HDFKHUV DQG VWXGHQWV Fcvg*+!"Vkohtcog< \$XJXVW 0D\ Rtqxf"gt!"Rtgugpvt!"Rgtuqp" Tgurqpukdng< \$WVHQGDQFH FOHUN DQG)(6 Eqmedqtcvki" Fgrctvogpvu< 3DUHQW (QJDJHPHQW Fgnkxgt{"Ogvjqf< , Q SHUVRQ	Hqt o cvkxg			Uw o o cvkxg
	Pqx	Lcp	Oct	Lwpg
Cevkqp"Uvgr"6"Fgvcknu	Tgxkyu			
Cevkqp"Uvgr"6< & UHDWH FDPSXV ZLGH KRXVH VVWVORQWRQJQFVWVHQVHQWVXKGDGHWV DQG FRPPXQLW\ HQJDJHPHQW)RXUHQVWVWVZEKOUHVZLDEOEKUHIGQVAVXVYLJQHGWRHDFK WKH HQG RI 2FWREHU 7KH WKHPH IRWVHDKKRSXVFKZLUDGVSURPBGV DEOH WR SDUWFLSDWH LQ ILHGGWVHRSRUYDXQLHWLBUHWIRPBGV H J &KLFN)LO \$ kpygpf" Cwfkpeg< 7HDFKHUV VWXGHQWV DQG VWDII PHPEHUV Fcvg*+!"Vkohtcog< \$XJXVW 0D\ Rtqxf"gt!"Rtgugpvt!"Rgtuqp" Tgurqpukdng< 3ULQFLSDO \$3 7LWOH , WHDFKHU Eqmedqtcvki" Fgrctvogpvu< 1 \$ Fgnkxgt{"Ogvjqf< , Q SHUVRQ Hwpfkpi"Uqwtegu< , QFHQWLYHV IRU VWXGHQWV WKDM DUVWVWHLJ,QHG ZLWK WKHLU () 6 & HOG W,LS	Hqt o cvkxg			Uw o o cvkxg
	Pqx	Lcp	Oct	Lwpg

Fkvtkev" I qcn"6< (Q V X U H D O O V W X G H Q W V K D Y H D F U D H O O \ W R H V S R Q I N L Y V X S S I D U Q L Q H H D Q G L E R Q P H Q W

Ue j q q n " R g t h q t o c p e g " Q d l g e v k x g " 4 < ' H F U H D V H W K H S H U F H Q W D J H R I L Q 6 S Q G L D X W (G X F V F W B R O W W X S H I Q W L V R O

J D 5 " F k v t k e v " I q c n

G x c n w e v k q p " F e v c " U q w t e g u <

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\$FWLRQ 6WHS 'HWDLOV	5HYLHZV

Uejqqn"Rtqeguugu" ("Rtqitc ou

Rtqdn go "Uvcvgo gpv"4 667 ZDV QRW DEOH WR PRQLWRUDDFOR WWJUXD GLOH YHLD VQ XULVQUBMKG H&OW S XW F KVRP IOP\ WHDFKHUV WR UHIHU VWXGHQWV DQGH G HPTXUHV W U B Z QLFHJWLO Q JKR Z W R DFRKHSU/HWH WKH 667 SURFHVV

Rgtegrvkqpu

Rtqdn go "Uvcvgo gpv"4 RI VWXGHQWV IHHO WKDW WKRIU F IDQJ UWHI XODWR H DPHDTEd" E:Rg WLRVQV G E QFV DUH ODFN

Cevkqp"Uvgr"4"Fgvcknu	Tgxkyu			
Cevkqp"Uvgr"4< 2SHQ VFKRRO SDQWU\ HYHU\ RWKHPW OZHHNLWQRQ\$UHRG YLGH IU HH IRR Ghq Redxg D kpygpfgf"Cwfkpeg< 0 + 0RRUH IDPLOLHV DQG 'LDPRQG +LOO FRPPXQLW\ Fcvg*u+"Vkohtcog< \$XJXVW -XQH Rtqxfgt!"Rtgugpvt!"Rgtuqp"Tgurqpukdng<)(6 3(&RDFK 3ULQFLSDO &DPSXV %RRVWHU &OXE Eqmcdqtcvki"Fgrctvogpvu< %OXH =RQHV RI)RUW :RUWK DQG 3DUHQW 3DUWQHUVKLSV 'HSDUWPHQW Fgnxgt{"Ogvjqf< ,Q SHUVRQ	Pqx	Lcp	Oct	Uwo o cvkxg Lwpg
 1R 3URJUHV  \$FFRPSOLVK  &RQWLQXH 0R  \LVFRQWLQXH				

Uejqqn"Rgthqt o cpeg"Qdlgevkg"5 Rtqdnng o "Uvcvgo gpvu<

Fgoqiterjkeu
Rtqdnng o "Uvcvgo gpv"5 '\$ \$ 6WXGHQW DWWHQGDQFH GHFUHDKRBOURBU WRLQ WKHQ WK Hqqv"Evwug 3FKRRO VHQDLG FRPIRUWDEOH VHQGLQJ WKHLU VWXPHQW WRUWIDGRQDPZKILLOH Z&LPH' KL JRLB 7 0 FFXDVP 0 WWS BQG DQFV K L VWXGHQWV DQG IDPLOLHV \$WWHQBGGFRQWLUXWDFW OXOHV ZHUH QRW HQIR

UEG"3; ;"RKE"46+

Flkvtkev I qcn	Uejqqn Rgthqt o cpeg Qdlgevkg	Uvtcvgi {	Cevkqp Uvgr	Tguqwtegu"Pggfgf	Fguetkrvkqp	Ceeqwpv"Eqfg	Co qwpv
							Uwd/Vqvcn
							Dwfigvgf"Hwpf"Uqwteg"C o qwpv
							-1/"Fkhgtgpeg

Rctgpv"Gpicig o gpv

Flkvtkev I qcn	Uejqqn Rgthqt o cpeg Qdlgevkg	Uvtcvgi {	Cevkqp Uvgr	Tguqwtegu"Pggfgf	Fguetkrvkqp	Ceeqwpv"Eqfg	Co qwpv
				(([WUD GXW\ IRU)(6	(([WUD 'XW\ IRU SDUHQWDO LQYROYHHPHQW)
				6QDFNV IRU SDUHQWV WR S	6QDFNV IRU SDUHQWV WR S SURPRWH SDUWLFLSDWLRQ)
							Uwd/Vqvcn
							Dwfigvgf"Hwpf"Uqwteg"C o qwpv
							-1/"Fkhgtgpeg

DGC"3; ;"RKE"47+

Flkvtkev I qcn	Uejqqn Rgthqt o cpeg Qdlgevkg	Uvtcvgi {	Cevkqp Uvgr	Tguqwtegu"Pggfgf	Fguetkrvkqp	Ceeqwpv"Eqfg	Co qwpv
				6XSSOLHV DQG PDWHULDOV W	6XSSOLHV DQG PDWHULDOV IRU LQVWUXFWLRQDO XVH		
							Uwd/Vqvcn
							Dwfigvgf"Hwpf"Uqwteg"C o qwpv
							-1/"Fkhgtgpeg
							I tcpf"Vqvcn"Dwfigvgf
							I tcpf"Vqvcn"Urgpv
							-1/"Fkhgtgpeg

Cffgpfwou

0 + ORRUH (OHPHQWDU\ 6FKRRO
*HQHUDWHG E\ 3ODQ /HDUQLQJ FRP

RI

&DPSXV
2FWREHU