

Hqtv" Yqtvj "Kpfgrgpfgpv" Uejqqn" Fkuvtkev

368" O@J@" Oqqtg" Gng o gpvc t {"Uejqqn

4244/4245" Ec o rwu" K o r tqxg o gpv" Rncp

Ceeqwpvcdknv{ "Tcvkp i<" D



Okuukqp"Uvcvg o gpv

3URYLGLQJ PHDQLQJIXO HTXLWDEOWHS LDQHG WOLJ ROR QV DQIVWQXEWLRQ

Xkukqp

& UHDWLQJ D OHDUQLQJ FRPPXQLWJ LVQKD W UHPZS RDQHG VD DILOH YM XM XQRQWV V

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&RPSUHKHQVLYH 1HHGV \$VVHVVPHQW
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&RPSUHKHQVLYH 1HHGV \$VVHVVPHQW 'DWD 'RFXPHQWDWL RQ
'LVWULFW *RDOV
'LVWULFW *RDO ,QFUHDVH WKHZ &R UFFRQWHDWW RIH HMGV JJJUDGGH VONHYCHHQ RWRD E R YEH \$RXQ XAV\$ 5 5 HDGLQ
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'LVWULFW *RDO ,QFUHDVH WKH 3LHWK HDQ WSOJH LRQ GLVWQIRQW VRJRD G XDRWLQJE \ - XQH
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7HDFKHUV DQG VWDEII ZRUN KDUGWWKRG IE QMVO QVW QO DUMIVRQWUOLV V YZHL V\QGDHEDDFLW RFLDQD RHUPGRHULRQD O HQHWH Q/W FRPPXQLW\ WKDW LV SULPDULO\ + LOVLSVKQ L B DDOQGK R K Q H Q JRDGO/ B S B QPLX/KEVHQEBI QVHJU DZWLJRHQD QV R7 M QVR Z V D Q E SHRSOH LQ RXU FKLOGUHQ V IDPLSCHLHS/OBI QLGQ RAKUHIE K L KORGRUHH Q QKYDHYHW GGRMLYQJRW B SKLUF \ HODUHQ L Q J Q L V S D Q E :KLWH \$ VLDQ DQG 7ZR RU O IR K R OSDDUFH D U H HRFRRQXRUP L F DVO O \ G L V D GZYKLCW DJVH B Q 2DXUV P RWE E O E D X RXU VWXGHQWV VWDUW DQG ILQLLWKKWVKH L2X H OFKDPDH/QW B B P VUDKVR RRD KMDKVR/OCQHDFHZQ ZMD V QZFLWVKOLVQH QV KEN V W SUHYLRXV VFKRRO \HDU O RUH WK D Q KMDKQVH RRD VWDUW V R D FAKHDFVK KQD Y H H [DWWKQD B QDMF H QD QHGD D V RRX QAGH D F KKDQYH YHWHUDQ VWDII KHOSV WR EXLOGVDR EKRDQGI ZIXW Q VR XMK F R B P VAKRQR Q/E R R KRID VODSODFFKQ QJK D WHJ DAWKHLJL B VWDQK Q H WHDFKHUV WKDW KDYH %LOLQJX D6H Y(H W D Q RDIQBXWS VGH B F K MULVL R D WHL RDQGVD D Q R F H B X H J W Q B V ULLQD UGAXHFQ W L SDUWLFLSDWLQJ LQ WKH 7(\$ 5HDGLQW \$NFQDRGZOPHLGHJH WLQ IX K M K/H I U HHQ I D QRG W K B F K L Q J O L W H U D F)

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\$IWHU VFKRRO FOXEV 6RFFHU EBDNDEDOO EDOOHW UXQQLQJ DQG IRRW
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0RVW RI RXU VWXGHQWV DQG VWDII PHPEHUV DUH ELOLQJXDO

Rtqdig o "Ucevg o gpv"Kfgpvkh{kp i" Fg o qitcrjkeu" Pggfu

Rtqdig o "Ucevg o gpv"3" * Rtkqtkvk|gf+< RI VWXGHQWV DUH LGHQWLILKB QIVVWLULF DqDRB07 D8DHFQS/X GU HZIKLWQJD OV V\VWH FOHDUO\ FRPPXQLFDWHG ZLWK SDUHQ WQDWQRQJ \W\B\ \FQKHZU WR \& \A SSUWRTH\ QR RV B\H\QH H\W\OL\FLW\& H FSRLPRPJ VWDNHKROGHUV

Rtqdig o "Ucevg o gpv"4" * Rtkqtkvk|gf+< RI VWXGHQWV KDYH EHHQ LGHFOMWLR DIOGL\&LW KDCQ\& OWHK H\T\W\& H G\T\X\W\& TDQJH SLURF ZDV QRW LPSOHPHQWHG ZLWK ILGHIOQWXUH /D\& Q RW\& GFHDQ\& X VZ M UHWPIR\& RUM GGEG V\Q\RH\W\OK\B\& HF RI QPLXW\ FKHFNOLVW DQG GRFXPHQW VWXG\H\QHW\W\LQJ%ZUD\Q\& RY\& G\& O\Q\Q\G\H\U\ W\K\W\O\H\B\ LDO HGXFDWLRQ V\VWHP

Rtqdig o "Ucevg o gpv"5" * Rtkqtkvk|gf+< \$' \$ 6WXGHQW DW\W\H\Q\G\ D\Q\ F\ H\ G\ H\ F\ U\ H\ D\K\W\H\G\ O\I\H\B\ U\ W\ R\ L\ Q\ W\ K\L\H\Q\ W\ K\ H\T\Q\Q\W\& E\c\W\ug< \& D\K\W\H\Q\O\I\H\B\ G\ L\ G\ Q\RW\ I\H\H\O\ FR\PI\RU\W\DE\O\H\ V\H\Q\& L\Q\J\ W\K\I\R\I\W\ X\Q\W\X\Q\H\Q\W\W\ H\Q\W\W\ D\W\G\ R\Q\X\I\K\H\R\I\O\Q\Z\K\W\& X\H\D\ K\ H\J\ \& V\ R\7\K\H\G\ F\G\D\W\SS\X\W\ G\O\ V\VWHP\ I\RU\ VWXGHQWV DQG IDPL\& H\H\Q\R\W\\$H\Q\W\W\I\Q\G\H\Q\G\Q\W\U\X\W\Q\H\Q\W\W\U\O\H\W\ Z\H

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5 H D G L Q J * U D G H

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* H Q H U D W H G E \ 3 O D Q / H D U Q L Q J F R P

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Uvwfgpv"Ngctpkpi"Uvtgprivju

• 2Q 0DWK 67\$\$5 RI ILIWK JUDGH QMVXHGOH Q W VP BSVS WURDG K HOGH YHGDQG PDVWHUHG JUDGH
• 2Q 5HDGLQJ 67\$\$5 6SDQLVK RRDIEKWI G JUDGH VWXBQWV FDHSVS WUDQHYHO DQG PDVW
• 2Q 5HDGLQJ 67\$\$5 (QJOLVK RU RRDXFUKW G JUDGH VWXBQWV FDHSVS JUDGHYIOQYHO DQG PDV
• 2Q 0DWK 67\$\$5 RI WKlug JUDBHO M WIKG HQWRHDNS S U B DFKOHGYJLQD BQG PDVWHUHG JUDGH
RI WKlug JUDGH VWXGHQWV PHW RU \$13 F5HHDDGHLQ JW(KQHJLQUL SKURJMREWK GJRDO IURP %2< WR (2<
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Rtqdkg o "Uvcvg o gpv"3"**Rtkqtkvk|gf+< RI VWXGHQWV RQ FDPSXV PHW WKH\$URON\$13 F5MHDG LQJRLQJKO LWKRP %2< WR%2<

D Q G U H D G L Q J U H V R X U F H V D U H Q R M W K U D H Y D H G D O S \ T D \$ \$ D I S O D E O W H L F M H U D L F J K R H U U R W V S B R D Q R R X / U H F Y H H O L R W K F Q D S O B I J H W D
J U D G H O H Y H O H [S H F W D W L R Q V 7 H D F Q S I D F N Q W H K S P (R G H D Q M G J D X I R Q Z L W Q J R R A G H B R K Z M V R G H O K L J K O H Y H U D J H V N

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5 H O D W L R Q V K L S V Z L W K S D U H Q W V D Q G W H D H U F G R H P V P S X L Q W L H V R L R S R U V R Y H G F M R Q L F H W F Q K V R

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0RUH WKDQ RI RXU WHDFKHUV QDJXIDQ XRDQ Y6/HFJHULWILHGF DQ GRQF/O G ELOL

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,PSOHPHQWDWLRQ RI WKH 37/: 67(0 SURJUDP

2XU OLEUDU\ ZDV WKH KHDUW RI QW LORLQW QM DEH IS URHUDUDKPH QDG KRLXUV RAIKUFXUVHFKRRURGO D E R VH : H DOERZRNR
5HDGHUV %HFRPH /HDGHUV 3URJUDP

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Rtqdig o "Uvcvg o gpv"3"*Rtkqtkvk|gf+ 1HZ WHDFKHUV GLG QRW KDYH DQ DVVLJQ W G KFRDRQ "KMDRH QWIR UF DGPXSULVQ JG RV IQHR W K
SURJUDP IRU QHZ WHDFKHUV 3ODQHQ WIRWHLQQRW VPVIDCPH WR LPSOHPHQW D P

Rtqdig o "Uvcvg o gpv"4"*Rtkqtkvk|gf+ 667 ZDV QRW DEOH WR PRQLWRUDFOQ WWWIJDQGLQH YRHO DV VG XULLVQ "WMMHG H&ODW\$ XWF
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2 X U F D P S X V G H Y H O R S V L Q V W U X F W R Q D Q O G I O Y H D C R I S J P V H Q W S W R Y I L Q U Q W H S I U R Q H D U O W C R H S Y S H R O U R A S P Q H L Q M L K G X W L R Q D H V V W H P V I R U W H D F K H U V W R F R O Q D E R D I O D N W H D Q I G U R / & V P J H U H D G L H Q J V H Y H D Q V G D D V E D L Q Q I Q Q X I D O O H D B I G M K L S P D W Q H O H D G H U 7 K H V H W H D F K H U O H D G H W W U L I F M H G Y I S D L Q W R P U H Q D W M L R D Q G U E R H P F T A V K H I Q D K V G H I G [S H U W V R T Q H D D I R I S X V K Q G H Y H O R S L Q J R X U F D P S X V & 1 \$ S O D Q ' L & D / P I S I X F W , Q & R V Q M X H F Q M L R & Q D G K & H R / D D K H D Q Q D B G G W R H D R R G H P Q I Q D Q G V B U M R H U F H L Y H G W U D L Q L Q J R Q . D J D Q & R R R D H / D Q W X D J H 6 5 A U F D X W , Q J A L H W D F Q G Y H G U S H B D S A H V W R V R K S H V Q F D R R D H Q V D U

Rtqitco u"cpf"qrrqtwpkvgu"hq t"uvwfgpvu<

7 H F K Q R O R J \ L Q W H J U D W L R Q H D F K D W X U G R H Q P W K D V D & K U R P H E R R N L Q W K H F O
3 U R M H F W / H D G 7 K H : D \ 6 7 (0 D Q G K I D Q Q M K I R Q / F I F H Q I Q H F H D Q Y S H U M H S I D J U D H G L R E Q D 6 F L H Q F H W H D F K H U D V V L V . D J D Q & R R S H U D W L Y H / H D U Q L Q J 6 W U D W H J L H V
1 H Z ' X D O / D Q J X D J H % L O L W H U D F \ O R G H O

Rtqegfwtgu<

\$ O O W H D F K H U V X V H) : , 6 ' ¶ V L Q V W U X F H W T L X R H Q D F O H I U D P I N Z I R G I R F D X Q B Q M F R S D H I D Q X G H C R Q V R W S X O G H Q Q D V Q / G Q I G H M G K W W 7 H F K Q R O R J \ L V L Q W H J U D W H G L Q W B W W * K R H R F O I D V O H U H R A R V P E R R X J Q L I Q J & Q D W H V U R Q Q F K & H R H U / H D Z / H [L D 0 \ 3 D W K P \ 2 ' D L O \ V F K H G X O H V D U H S R V W H G R X W M Y G I D R A S K H G F E Q D W K / H F F D P S X F / K B I G R X I Q F E W D R U Q D N Q L R G Q I E Y D H U H G R Q) : , 6 ' ¶ V (T X L W \ L V G H P R Q V W U D W H G W K U R X J D W Q Q D X O H L D Y U H Q I H Q Y L V U R I Q P H V Q D M Q / G S E B R Q B D P R S H F K B Q D Q X * F D V G U R Q H [L D : H X V H U H V W R U D W L Y H S U D F W L F H O / X W I K Y D H W O D H U D H U Q I H Q I L J H Q Q H G L W R R Q P H Q D W I R I D Q Q F V W X G H Q W V

Rgtegrvkqpu"Uvtgpivju

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

Rtkqtqv{"Rtqdng o "Uvcvg o gpvu

Rtqdng o "Uvcvg o gpv"5 RI VWXGHQWV DUH LGHQWLILWHIGHDG/L VVWVHFWDJQRGD Ø DLO/HQ W H G ZKLOH
Tqqy"Ecwug"5 & DPSXV UHIHUUDO V\VWHP KDV QKR ØDEHHIQQV F ØDHQGU ØAHDRFRPQXQL F D&DHPØ XNR FVFR R UGHLQ B WLRMV
KDYH QRW EHHQ H[SOLFLWO\ FRPPXQLFDWHG WR DOO VWDNHKROGHUV
Rtqdng o "Uvcvg o gpv"5 Ctgeu 'HPRJUDSKLFV

Rtqdng o "Uvcvg o gpv"3 RI VWXGHQWV RQ FDPSXV PHW WKHSLWRØSHFØHDDG UQØZØJKOILLURKP % 2 < FMDR SØXØ PHW WRK
5HDGLQJ 6SDQLVK SURMHFWHG JURZWK IURP % 2 < WR (2<
Tqqy"Ecwug"3 & XUULFXOXP GRHV QRW SURYLGJHF Ø SØQVØWØWHQØH DØGFDØVØWDØPØDØWØPØSØKØRØL ØJH DFFKNL IQQJVØQ
UHOHYDQW WH[W HYLGHQFH HWRFDEXØDNØRI JUDGH OHYHO DFDGHPLF Y
Rtqdng o "Uvcvg o gpv"3 Ctgeu 6WXGHQW /HDUQLQJ

Rtqdng o "Uvcvg o gpv"7 1HZ WHDFKHUV GLG QRW KDYH DQ DVVLJQWØKFRDPGS XNDRUH QWRU GXULQJ WKH
Tqqy"Ecwug"7 7KH FDPSXV GR QRW KDYH D PHQWØDØQJ SZUHRUJU ØR WR ØDØHHZ WRH DØSKØHØHØQW D PHQWRULQJ
Rtqdng o "Uvcvg o gpv"7 Ctgeu 6FKRRO 3URFHVVHV 3URJUDPV

Rtqdng o "Uvcvg o gpv": RI WKH WHDFKHUV FDQ FKDQJHH QWKHGØW RWHDØFKLQJVWØGØHQWR ØFIRNU ØBØFJK ØMR\ 3JDQØZØ
Tqqy"Ecwug":)DFXOW\ IL[HG PLQGVHW 7HDØKHWK ØDXFK ØRGQIHLQWØFØH WR SHUVHYH
Rtqdng o "Uvcvg o gpv": Ctgeu 3HUFHSWLRQV

Rtqdng o "Uvcvg o gpv"6 RI VWXGHQWV KDYH EHHQ LGLHFQWW LRLDQG LZLW K ØSQØGØMØKØD VØWDØW ØLDØWØU D J H L V
Tqqy"Ecwug"6 7KH 0766 SURFHVV ZDV QRW LPSØHDPFIØPMASHQV ZØVWØHØPØGØHØDØLØWØX U/HØFDØØ6 ØVØRØPØQWWØHZHØU H7ØRØ
KDYH HQRXJK WLPH WR FRPSOHWH WVKØ ØKØDØQFØKØLØW ØLØQGG ØRFXØPØQØWØL ØHMØWØMØQØX FØDW LØRØQY MØG/WØBHU
Rtqdng o "Uvcvg o gpv"6 Ctgeu 'HPRJUDSKLFV

Rtqdng o "Uvcvg o gpv"4 RI VWXGHQWV RQ FDPSXV PHW WØKØLØWØØ\$WØDIWØRØP % 2 < WØUØMØHØFØW

Eq o rtgjgpukxg" Pggfu" Cuuguu o gpv" Fcvc" Fqew o gpvcvkqp

7KH IROORZLQJ GDWD ZHUH XVHG WRVHHWLPIN QWK HD QBOSVULHK HQVLYH QHHGV

Ko rtqxgo gpv" Rnccppkpi "Fcvc

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

Ceeqwpvedknkv{"Fcvc

- 7H[DV \$FDGHPLF 3HUIRUPDQFH 5HSRUW 7\$35 GDWD
- 6WXGHQW \$FKLHYHPHQW 'RPDLQ
- 6WXGHQW 3URJUHVW 'RPDLQ
- &ORVLQJ WKH *DSV 'RPDLQ
- (IIHFVLYH 6FKRROV)UDPHZRUN GDWD
- &RPSUHKHQVLYH 7DUJHWHG DQG RQW\$ GLGFDWMLRQOD GDWD JHWHG 6XSSRUW , GH

Uwwfgpv"Fcvc<"Cuuguu o gpv"

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

Uvwfgpv"Fcvc<"Dgjcxkqt"cpf"Qvjgt"Kpfkecvqtu

- \$ WWHQGDQFH GDWD
- ORELOLW\ UDWH LQFOXGLQJ ORQJLWXGLQDO GDWD
- 'LVFLSOLQH UHFRUGV
- 6WXGHQW VXUYH\V DQG RU RWKHU IHGEDFN
- &ODVV VL]H DYHUDJHV E\ JUDGH DQG VXEMHFW
- 6FKRRO VDIHW\ GDWD

G o rnq{gg"Fcvc

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

Fkuvtkew" I qcn

Tgxkugf1Crrtqxf<"Ugrvg o dgt"38."4244

Fkuvtkew" I qcn"3< , Q F U H D V H W K H S H U F H Q W D J H R I U V G J U U D G H H Q / H V X H G H Q W V D E Z R R H V R R U H T \$ D S V S B M H D Q / L Q

Uejqqn"Rgthqt o cpeg"Qdlgevkxg"3< , Q F U H D V H W K H S H U F H Q W D J H R I 3. I V W F X O G H H Q K A R V Q B I O R R J L F F R D U O H \$ Z Q Q U H Q F M 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 3. I V W F X O G H H Q K A R V Q B I O R R J L F F R D U O H \$ Z Q Q U H Q F M V R I Q Q & 6 S D Q L V K I U R I , Q F U H D V H W K H S H U F H Q W D J H R I + I O V H S B I Q R Q R V O R X J G F I Q Q V \$ Z D Q H 7 Q H D V F W I R Q Q (& W I O E V K I U R P

JD5" Fkuvtkew" I qcn

Gxenwevkkqp"Fevc"Uqwtegu< & , 5 & / (3 U R J U H V V 0 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 R M H C O W Q R W V L M H K U R I K Q K W M K A F W V R Q R I R M U I D Q Q H D Q G H , Q W H U Q D O L] D W L R Q S U R F H V V D Q G W M R H F H V , B ' W Q R V H M Q V X F U W L R I Q S D O L F W D P P I Z Q F U K M H R S N I L I Q R J U B Q Q I 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{Q" Gzrgevgf" T g u w n i K o r c e u< R I 3 U H . V W X G H Q W V Z L O O E H R Q W M E D W M K H R Q Q B C R R Q R M O R H J L F D O \$ Z M F U K H P R H O / \ H D

Uvchh" T g u r q p u k d n g " h q t " O q p k v q t k p i < & 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 B Q M H B B L Q F / I S D Q U L Q F L S D O D Q G D V V

Vkvng"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 D F Q K R R P 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 Q D Q Q R Q W H / G I Y H H W F K H I U N F W H Y Y H U U + L I J K F 4 / X I D Y O L W Q V & X W X

Rtqdng o "Uvtcvg o gpvu< 6 W X G H Q W / H D U Q L Q J

Cevkqp"Uvgr"3" Fgycknu	Tgxkgyu
<p>Cevkqp"Uvgr"3< 3 UH. ZLOO DGRSW D QHZ FXUULFXO\K FD G&MDXPVSK N GP \ARWFHWH D FKH Q X O Hqz Lpqg Z HEH NO \ 3Uw&o cvkxg P HHWLQJV 3UH. WHDFKHUV ZLOOHK\W\K\ B S & B W\W & QFLXU\UWRXIOQ\WHDQG P RODERUDWH FROOHDJXHV WR LPSURYH VVXGHQLW FDXFV\KL\B YHMDHL\OW R3I\W K HV\K S F R P LQJZLQDVG & UHDWLYH & XUULFXOX OHVVRQV WKHPHV DFWLYLWLHWV\U\W\B JHLQW\Q\W\L QDF\W\& VR I 7QHDF\K\Q UQJZDQG UHIOHFW RQ D VVWUDWH OHDUQHG WKDW WKH\ ZLOO WU\ WKH IROORZLQJ ZHHN</p> <p>Kpvgf" Cwfkgpeg< 3 UH. WHDFKHUV Fcvg*u+ "Vko ghtc og< \$ X J X V W 0 D \ Rtqxkfgt" Rtgugpvgt" Tgurqpkdng< 3 UH. WHDP &, /7 DQG FDPSXV GPLQLV WUDWRUV Eqmedqtcvki" Fgrctvogpvuk /LWHUDF\ PDWK VFLHQFH DQG ELOLQJXDO GHSDUWP HQWV Fgkxgt{" Ogvjqf< , Q SHUVRQ</p>	P qx Lcp Oct Lwpq
Cevkqp"Uvgr"4" Fgycknu	Tgxkgyu
<p>Cevkqp"Uvgr"4< \$OO 3 UH. WHDFKHUV DQG WHDFK\K\W\UDLFV\LO\XPD Q XW\W\ B IUSOU B WHWN Q RQ\WHDQG YRHO R&S P HUQdW cvkxg VHVVLRQV WR SUHSDUH IRU WKH PPSOHPHQWDWL RQ RI WKH QHZ FXUULFXOX P qx Lcp Oct Lwpq</p> <p>Kpvgf" Cwfkgpeg< 3 UH. WHDFKHUV DQG WHDFKHU DVVLVWDQWV Fcvg*u+ "Vko ghtc og< - XQH \$ X J X V W Rtqxkfgt" Rtgugpvgt" Tgurqpkdng<):, 6' & XUULFXOX P , Q V W U X F W L R Q D Q G Y H Q G R U Eqmedqtcvki" Fgrctvogpvuk):, 6' & XUULFXOX P , Q V W U X F W L R Q Fgkxgt{" Ogvjqf< , Q SHUVRQ</p>	
Cevkqp"Uvgr"5" Fgycknu	Tgxkgyu
<p>Cevkqp"Uvgr"5< 3 URYLGH SURIHVVLRQDO GHYHORSP M\W\FRKQHUF DRQ\K\ZG W\RL\QV H3 /&/V J\WRR & S\H\Q J W R R O DQG FODVVURRP DFWLYLWLHV WR DFFHOHUDWH VVXGHQW OH DUQLQJ</p> <p>Kpvgf" Cwfkgpeg< 3 UH. 7HDFKHUV Fcvg*u+ "Vko ghtc og< Rtqxkfgt" Rtgugpvgt" Tgurqpkdng< 5 LFDUGR \$OYDUH] 3ULQFLSDO Eqmedqtcvki" Fgrctvogpvuk (DUO\ & KLOGKRRG 'HS\DUWP HQW</p>	

Vkvng"K<

VGC"Rtkqtkvkgu<

% XLOG D IRXQGDWLRQ RI UHDGLQJ VDFQGR RROWK , PSURYH ORZ SHUIRULQJ

GUH"Ngxgtu<

/HYHU 6WURQJ 6FKRRO / HDGHUVKVS D:QGQGQDQQRQWH/GIYHHUDFKHIUNFWHYYHUU + LIJ K F4XIDYHL WQ V&VWXX

Rtqdng o "Uvcvg o gpvu< 6WXGHQW / HDUQLQJ

Cevkqp"Uvgr"3"FGvckmu

Cevkqp"Uvgr"3< 3/& SODQ DQG VFKHGXOH ZLOO EHKFLUHFDRKVRHRQ EHDIDRUHU MMIOHH EH XVHG IRU HDFK RI WKH 3/& DFVWLYXFLWLHR/QEDDOV HGD RQZWRKIN DQG VDFWLYLWLHV ZLOO LQFOXGH EXWODRUSHP HQORWW OLPQDLOWHLOQJV RWSXGRHIQWW DQG LQVWUXFWLRQDO OHDUQLQJ ZDONV

Kpvgpfgf"Cwfkgpeg< 3UH. WHDFKHUV

Fcvg*u+"1"Vko ghtcog< \$XJXVW 0D\

Rtqxkfgt"1"Rtgugpvgt"1"Rgtuqq"TGurqpuhdng< &, /7 DQG FDPSXV DGPLQLVWUDWRUV

Eqmcdqtcvki"Frctvogpvu< /LWHUDF\ DQG %LOLQJXDO 'HSDUWPHQWV DV QHHGKG

Fgnkxgt{"Ogvjqf< , Q SHUVRQ

Tgxkgyu

FEMUQQQWHDQWVWVWWDWQWZVXQO
HOMW SUDFWLFHV RQ 3/& Y 3/&
Pax Lcp Oct Vwxghqwduw

0% 1 R 3URJUHV 100% \$FFRPSOLVK ➔ & RQWLQXH OR  \LVFRQWLQXH

Uejqq"Rgthqt o cpeg"Qdlgevkg"3 Rtqdng o "Uvcvg o gpvu<

Uvwfgpv"Ngctpkpi

Rtqdng o "Uvcvg o gpv"3 RI VWXGHQWV RQ FDPSXV PHW WKHSWROMSBFSWHDGG UQBRZQJKOILWKP %2< FWDIRS&X&PHW WRK 0\$35HDGLQJ 6SDQLVK SURMHFWVdEcwRZ&VXUULLFVQX2P< GVRHHV2QRW SURYLGIHF DSBQVWDFWHQWH DOLJQPHQW RQ WHDFKLQJ VWUDWRIQHFVHVFLLWVQFPUDHUQHLYQDQJQ VP DWHLQWVQYQDQHDFPHL FHYVRFDEXADDUMLRI JU

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

RI

&DPSXV
2FWREHU

Fkvtkev" I qcn"3< , Q F U H D V H W K H S H U F H Q W D J H R I U V G J J W U D G H H O / H V Y X H G H Q W V D E Z R T R H V R Q U G H \$ D \$ V \$ B M H D Q / L Q

Uejqqn"Rgthqt o cpeg"Qdlgevkxg"4< , Q F U H D V H W K H S H U F H Q W D J H R I . L Q Q H W J B U W H F Q H H G U J D G D H G H V O M H X G H I O Q H V
3 K R Q R O R J L F D O \$ Z D U H Q H V V L Q (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 Q H W J B U W H F Q H H G U J D G D H G H V O M H X G H I O Q H V \$ H Z R V B D C W L H R F Q R V J Q I Q W D (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 Q H W J B U W H F Q H H G U J D G D H G H V O M H X G H I O Q H V \$ H Z E K A D O V \$ E Q V H R Q Q H V 6 S D Q 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 Q H W J B U W H F Q H H G U J D G D H G H V O M H X G H I O Q H V \$ H Z R V B D C W L H R F Q R V J Q I Q W D 6 S D Q L V K I U R P W R E \ O D \

JDS"Fkvtkev" I qcn

Gxenwevkqp"Fcvc"Uqwtegu< 0 \$ 3 5 H D G L Q J) O X H Q F \ 7 H U P 6 X P P D U \ 5 H S R U W V

Uvtcvgi{"3< (Q V X U H G L U H F W D Q G H [S O L F L W G B Q Q \ D \ M Q L R V Q R X I F W K R I Q) : \ W 6 K U R W J H U D F K A H % D Q G D O P H H P Q V D \ O W R L P S U R Y H I O X H Q F \ D Q G O L W H U D / M U I R R R P S / U W K H Q X U R Q S U R I B \ V O L B I Q H D . O L D F G O M D U D Q Q Q J H V W H V Q L G R

Uvtcvgi{0"GuwvviKo rce< 7 K H S H U F H Q W D J H R I . V W X G H Q W V H P [I S H V V V Q J W B R Q V F R I Q G S L K Q R J Q J R U D R G I H F O K O Q B L D O D L R Z L O O L Q F U H D V H E \ D W O H D V W I U R P H \ Q \ Q N R) Q Z H Q Q \ 0 \$ 3 5

Uvchh" T g u r q p u k d n g " h q t " O q p k v q t k p i < & D P S X V L Q V W U X F W L R Q D O O H D G H U V K L S W H D P S U L Q F L S D O D Q G \$ 3

\$FWLRQ 6WHS 'HWDLov	5HYLHZV
\$FWLRQ 6QWHSUH RI UHTXLUGH WHDFKHJHVWWBWRXQJRUHQXDWLWQHQRGXQDQG IROORZ XS SULRULW\ SURIHVVLRC5DQGQHQJUQFQGHRLUHQFLWHDFMLYSHS ILUVW VPHVWHU DQG)HEUXDU\ VHFRQG VPHVWHU , QWHQGHG \$XQHQLQJEW & , / 7 DQG FDPSXV DGPLQLVWUDWRUV 'DWHV 7L\$MUIKVRMH \$SULO 3URYLGHU 3UHVHQWHU/LWHUDRQ '5ISD\$IRQPHLOEWH7H[DV 5HDGLQJ \$FDGHP &ROODERUDWLQJLWSIDUDWVPHQSWWPHQW DQG 7H[DV 5QDQGRQW \$FDGHP 'HOLYHU\ 0, QWHSRUGVRQ DQG YLUWXDO	6XPWDWLY SULRULW\ XOXPEHUXQH TRY -DQ E\ IDU
1R 3URJUHV \$FFRPSOLVKHG & RQWLQXH ORGLI\LVFRQWLQXH	

6FKRRO 3HUIRUPDQFH 2EMHFVLYH 3UREOHP 6WDWHPHQWV

6WXGHQW / HDUQLQJ
3UREOHP 6WDWHPHQWV RQ FDPSXV PHW WKHSWR0MS13F5WHDG UQBRZQJKOILWKP % 2< FMDRSQXW PHW WRK 0\$3 5HDGLQJ 6SDQLVK SURMHFVRQW L&RDZ&WKRULRFQ CQX2P CQRRH V2QRW SURYLGLHF D SBRQYWDVHQWHD DOLJQPHQW RQ WHDFKLQJ VWUDWHRQHQFH VHFJWVQRPUDHQLHYQDQW VP DWHLQJWYQDQHGFHL FH YARFFDEXADDUN RI JU

Fkvtkev" I qcn"3< , Q F U H D V H W K H S H U F H Q W D J H R I U V G J J W U D G H H O / H V Y X H G H Q W V D E Z R R H V R Q U H T \$ D \$ V S B M H D Q / L Q

Uejqqn"Rgthqt o cpeg"Qdlgevkxg"5< , 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 Z K J R D B W H I Q W K U H R R H I K G U S D U G R H M H F 5 H D G L Q J L Q (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 Z K J R D B W H I Q W K U H R R H I K G U S D U G R H M H F W H X G E S Q Q Z W K K I R J Q P O \$ 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 6 S P I S K D O Z K Q X F H D H W L R R Q U V H V F X I G H H Q V S V R R M Q H R W H I C F (Q J W R O Z L W K R U Q 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 6 S P I S K D O Z K Q X F H D H W L R R Q U V H V F X I G H H Q V S V R R M Q H R W H I C F 6 S J D R Q Z W K K R Q P E \ O D \

JDS" Fkvtkev" I qcn

Gxenwevkqp"Fcvc"Uqwtegu< 0 \$ 3 * U R Z W K 5 H D G L Q J (Q J O L V K 6 S D Q L V K

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 P H) Q M D F R H Z T R U H N U \$ P : S @ ' L , I Q V V W E F V Q R Q S I R U W D X Q 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] D W L R Q

Uvtcvgi{u"Gzrgevgf" TguwnvKo rcev< 7 K H S H U F H Q W D J H R I . V W X G H Q W F V P H G V 0 \$ Q J U R I D B L F Q J H J G U R Q Z I W K K J H R D J O S Z H D O C H W L R Q (2 < R Q W K H 0 \$ 3 5 H D G L Q J * U R Z W K \$ V V H V V P H Q W

Uvchh" Tgurqpuhdg" hqt" O qpkvqtkpi< & D P S X V L Q V W U X F W L R Q D O O H D G H U V K L S W H D P

Vkvng"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 D F Q K R R P O W K , P S U R Y H O R Z S H U I R U P L Q J
G U H " N g x g t u <
/ 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 Q Q R Q W H / G I Y H H I D F K H I U N F W H Y Y H U U + L I J K F A X K D Y H L W Q V & X W X
Rtqdig o " U v c v g o g p v u < ' H P R J U D S K L F V 6 W X G H Q W / H D U Q L Q J 6 F 3 K H R U R F O H S W R R Q V V H V 3 U R J U D P V

Cevkqp"Uvgr"3" Fgycknu

Tgxkgyu

<p>Cevkqp"Uvgr"3< % \ \$ X J X V W G H Y H O R S D V \ V V H H H R G E D F F O N H R R I O R E W H U D Y F D 6 F L H Q F H R I 5 H D G L Q J \$ P S O L I \ & U H D F W G Y H P L & H V U B R Q X A C H Q P W D D Q G 5 H K D D G U H Q R E V H U Y D W L R Q F O H Z L W K E \ P L G 6 H S W H P E H U</p> <p>Kpvgpfgf"Cwfkgpeg< 7 H D F K H U V D Q G &, / 7</p> <p>Fcvg*u+"Vko ghtc o g< \$ X J X V W 6 H S W H P E H U</p> <p>Rtqxkfgt"Rtgugpygt"Rgtuqp" Tgurqpu k dng< 3 U L Q F L S D O D Q G \$ 3</p> <p>Eqmcdqtcvki"Frctvogpvuk / L W H U D F \ 'H S D U W P H Q W</p> <p>Fgnkxgt{"Ogvjqf<, Q SH U V R Q</p>	W L Q R / Q V D Q G L C W L R Q F O H Z L W K	P qx	L cp	Oct	L w pg

Cevkqp"Uvgr"4" Fgycknu

Tgxkgyu

<p>Cevkqp"Uvgr"4< & R Q G X F W F D P S X V O H D U Q L Q J Z D O N V L P M S R O H D W Q W D V G I D R A Q D D R Q G Q X H Z H F R X I H U L K R Q X H Y H U D J M H o o c v k x g L Q V W U X F W L R Q D O V W U D W H J L H V X V L I Q J Z I H D H P N S / X V U X E U L F D W O H D V W</p> <p>Kpvgpfgf"Cwfkgpeg< 7 H D F K H U V D Q G &, / 7</p> <p>Fcvg*u+"Vko ghtc o g< \$ X J X V W \$ S U L O</p> <p>Rtqxkfgt"Rtgugpygt"Rgtuqp" Tgurqpu k dng< &, / 7 S U L Q F L S D O D V V L V W D Q W S U L Q F L S D O D Q G L Q V W U X F W L R Q D O F R D F K</p> <p>Eqmcdqtcvki"Frctvogpvuk / L W H U D F \ D Q G % L O L Q J X D O 'H S D U W P H Q W V</p> <p>Fgnkxgt{"Ogvjqf<, Q SH U V R Q</p>	W L Q R / Q V D Q G L C W L R Q F O H Z L W K	P qx	L cp	Oct	L w pg

Cevkqp"Uvgr"5" Fgycknu

Tgxkgyu

<p>Cevkqp"Uvgr"5< 7 L W O H , 5 H D G L Q J 7 H D F K H U L Q W H R X S H L Q Q / V I W R U Q X L F / W L R Z Q L D D Q V S X U S R S Y R L U G M W R D Q M X J G H Q W V U b Q o W X g H F O D V V U R R P 7 K L V W H D F K H U Z L O O L G H Q Q W O I \$ 1 3 V U W R X Z G / H Q D / Q G E D H / H G B Q W D _ W R F U H D W H W D U J H W H G J U R X S V \$ V P D O O J U R X S F O D V V V F K W M G X D O H G Z Z L O O O O E E H F X U S H O D D / W H G G E E L S X H X X W O E D V H G R Q S U R J U H V V D Q G W H D F K H U I H H G E D F N</p> <p>Kpvgpfgf"Cwfkgpeg< . D W U L V N V W X G H Q W V L Q T X L Q W L O H V D Q G</p> <p>Fcvg*u+"Vko ghtc o g< \$ X J X V W \$ S U L O</p> <p>Rtqxkfgt"Rtgugpygt"Rgtuqp" Tgurqpu k dng< 3 U L Q F L S D O D V V L V W D Q W S U L Q F L S D O D Q G &, / 7</p> <p>Eqmcdqtcvki"Frctvogpvuk / L W H U D F \ 'H S D U W P H Q W D Q G % L O L Q J X D O 'H S D U W P H Q W</p> <p>Fgnkxgt{"Ogvjqf<, Q SH U V R Q</p> <p>Hwpfkpi"Uqwtegu< 7 H D F K H U 6 D O D U \ 7 L W O H ,) (\$ 7) 7 H D F K H U \$ V V L V W D Q W 6 D O D U \ 7 L W O H ,) (</p>	W L Q R / Q V D Q G L C W L R Q F O H Z L W K	P qx	L cp	Oct	L w pg

Cevkqp"Uvgr"6"FGVCKNU	Tgxkgyu
<p>Cevkqp"Uvgr"6< 7XWRULQJ VHUYLFHV DOLJQHG ZLWKW<u>R</u>U IRDLOZHEHNSURW 7KH WXWRU ZLOO PHHW ZLWKRWR &DWK QUDG 167\$W5X GHQWWVW<u>K</u>Q VWXGHQW ZLOO UHFHLYH KRXUV RI LQWHUHHQWLRLQ SHU FRQWHQW DUHD Kpvgpfgf" Cwfkgpeg<)RUWK JUDGH VWXGHQWV WKDW GLG QRW SDVV D Fcvg*u;"Vko ghtc og< Rtqxkfgt"Rtgugpvt"Rgtuqp" Tgurqpu<u>d</u>ng< +H\ 7XWRU 5\DQ 3URNHOO DQG FDPSX Eqmcdqtcvki"Frctvogpvu< +LJK , PSDFW 7XWRULQJ Fgikxgt{"Ogvjqf< , Q SHUVRQ</p>	DG M/G QEJ H P D F K WREHU W GO GWALUG JUDGH Oct (DFK PQX Lcp Lwpg 67 \$\$5 WHVW V 7LWOH , WHDFKHU ODU\ /RUG
Cevkqp"Uvgr"7"FGVCKNU	Tgxkgyu
<p>Cevkqp"Uvgr"7< 3URYLGH RQJRLQJ FDPSXV SURIHVVPLRIQW DQG MYB QRS/PYHQW PHHWLQJ DQG OHDUQLQJ ZDONV XGRIEHWLIRQ DQG VGKOYLIPOTWSIRHWW 5HVWRUDWLYH SUDFWLFHV 5HODWLRQDO DJUHHPHQW \$0 3/&)UDPHZRUN DQG &RQVHQVXV 3URWRFRO \$0 \$PSOLI\ (XUHND /HVVRQ , QWHUQDOL]DWLRQ 30 7 7(66 5HIUHVVKHU 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 &RQIHHQFH 6FLHQFH 7UDLQLQJ DQG EUHDNRXW VHVVLRQV +(/3 3URJUDP 7UDLQLQJ DQG %UHDNRXW VHVVLRQV \$SSOH 7UDLQLQJ 7HDFKHUV OHDUQLQJ IURP WHDFKHUV EUHDNRXW VHVVLRQV &DQYDV 7UDLQLQJ Kpvgpfgf" Cwfkgpeg< \$OO WHDFKHUV DQG VXSSRUW VWDII Fcvg*u;"Vko ghtc og< \$XJXVW 0D\< Rtqxkfgt"Rtgugpvt"Rgtuqp" Tgurqpu<u>d</u>ng< 3ULQFLSDO \$VVLVWDQW 3ULQFLSDO &, /7 WHDFKHUV GLVWULFW FRDFK Eqmcdqtcvki"Frctvogpvu< *7 6FLHQFH 5HVWRUDWLYH 3UDFWLFHV Fgikxgt{"Ogvjqf< , Q SHUVRQ</p>	IGFDQJCSJH P D F K WREHU WIKGOTRQ E Q ZLQJ VHVVLRQV Oct Lwpg PQX Lcp



1R 3URJUHV

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LVFRQWLQXH

Uvtcvgi{"4< (VWDEOLVK DQG QXUWXUH DQ H1MH BWSLDWVW IDRQW HHRUD FUHSUQRQJD IPQWOKOOW 3LWJO.L WWHW X G

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

RI

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2FWREHU

Uvtcegi{u"Gzrgevgf{TguwnvKo rcev< , Q F U H D V H

7 K H S H U F H Q W D J H R I . V W X G H Q W M H P V H H H G V D Q 3 & H B I G F L K Q J G J L Q R J Z W K H U R U P S W Z L O W R Q F U R Q V W K E H D W O H
5 H D G L Q J * U R Z W K \$ V V H V V P H Q W

Uvchh{Tgurqpukdng" hqt" O qpkvqtkpi< / L E U D U L D Q &, / 7 D Q G 3 U L Q F L S D O

Vkvng"K<

VGC"Rtkqtkvkgu<
% X LOG D I RX Q G D W L R Q R I U H D G L Q J D Q G P D W K
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 L S D Q G 3 O D Q Q L Q J

Cevkqp"Uvgr"3" Fgvckmu	Tgxkgyu
Cevkqp"Uvgr"3< 0 R Q L W R U / H [L D & R U H L P S O H P H Q W D Q G R / Q W X X G H D Q J W J O / H R Z W R Q V Z H F R R S D Q H M R H G V X U H L W o d c v x g E H L Q J X V H G Z L W K I L G H O L W \ 7 Z R F W Q S E I Q D W H I G R R Q H W Y K H J B F D Q F V L S D D O Y O / E H I D 3 L T D F O X E H Y H U \ W K U H Z H H N V E D V H G R Q W K H Q X P E H U R I O H V V R Q V F R P S O H W H G D Q G D F K L H Y H P H Q W P g x L c p Oct L w p g	
Kpvgpfgf"Cwfkgpeg< \$ O O . V W X G H Q W V F cvg*u<"1"V k o g h t c o g< 6 H S W H P E H U 0 D \ Rtqxkfgt"1"Rtgugpygt"1"Rgtuqp" Tgurqpukdng< 3 U L Q F L S D O &, / 7 7 L W O H , W H D F K H U F g k x g t { "O g v j q f < , Q S H U V R Q R Q O L Q H	
Cevkqp"Uvgr"4" Fgvckmu	Tgxkgyu
Cevkqp"Uvgr"4< \$ O O 3 U H . V W X G H Q W V Z L O O Y L V I K W W Q D I V O L Y E I U D L W V H W H R U W Z H H O N L E ' X D I I Q C H M W X G H Q W U w Z b Q Q g F K H F N R X W E R R N V H [S O R U H Q H Z U W U W D Q I V D D Q Q G O R I R N R D X W F U H M D G L W Q K C V L K W D O I O E 2 Q F O D V V F L U F X O D W L R U H D G L Q J F R Q W H [W V H W F 7 K H G F L Q P J S & F K Z L I H O Y O H F F H H O W E Z L K D H M Q H F D W F & O D D W M R Q H P L O H V W R Q H V D U H T H W Kpvgpfgf"Cwfkgpeg< \$ O O 3 U H N V W X G H Q W V F cvg*u<"1"V k o g h t c o g< \$ X J X V W 0 D \ Rtqxkfgt"1"Rtgugpygt"1"Rgtuqp" Tgurqpukdng< / L E U D U L D Q D Q G 3 U L Q F L S D O F g k x g t { "O g v j q f < , Q S H U V R Q	

Cevkqp"Uvgr"5" Fgycknu	Tgxkgyu
<p>Cevkqp"Uvgr"5< 7 K H V F K R R O O L E U D U L D Q Z L O O D W W H R Q C & R Q H I H U H Q H F H D N Q / \$ E X W D M L \ Q \$ W \ R R F W D \ F X U U H Q W Z L W K W U H Q G V D Q G E H V W S U D F W L F H V</p> <p>Kpvgpfgf"Cwfkgpeg< 6 F K R R O O L E U D U L D Q</p> <p>Fcvg*u;"1"Vko ghtcog< \$ S U L O</p> <p>Rtqxkfgt"1"Rtgugpygt"1"Rgtuqp" Tgurqpu k dng< 7 H [D V / L E U D U \ \$ V V R F L D W L R Q</p> <p>Fgnkxgt{"Ogvjqf<, Q S H U V R Q</p> <p>Hwpfkpi "Uqwtegu<</p>	

Fkvtkev" Iqcn"4< , Q F U H D V H W K H S H U F H Q W D J H R I U V G J J U U D G H H Q / H V X H G H Q W V D E Z K R H V R Q U G H \$ D S V S \$ D S V S

Uejqq"Rgthqt o cpeg"Qdlgevkxg"3< , Q F U H D V H W K H S H U F H Q W D J H R I 3. V W Q B H O O W W K Z K R P V F R U W R 2 Q 7 U B F N D

JDS" Fkvtkev" Iqcn

Gxenwcvkqp"Fcvc"Uqwtegu<

& L U F O H 0 D W K

Uvtcvgi{"3< , P S U R Y H 7 L H U 0 D W K L Q V W U X F W L R Q W X K V L Q X H (Q F A H D N Q G O B R V Q F W & W R D F W X W D R L Q X P F H N Q L W Q Q E D Q G / L W H U D F \) U D P H Z R U N V W R L Q F W A B R H V D E K I G H Y Y H P O H R Q S W Q D J Q V G I V O W H D P U V Q M T Q J D K R X F N S I C R I F F X W Q Q 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" Gzrgevgf" TguwnvlK o rce< R I 3 U H . V W X G H Q W V Z L O O V F R U H E \ R Q D W U D F N R Q & L U F O H 0 D W K : D \

Uvchh" Tgurqpkdng" hqt" O q p k v q t k p i < & D P S X V L Q V W U X F W L R Q D O O H D G H U V K L S W H D P

Vkvng"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 D F Q K R R P O W K , P S U R Y H O R Z S H U I R U P L Q J

GUH"Ngxtu<

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

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

Cevkqp"Uvgr"3" F g v e k m u	Tgxkg y u			
P qx	L cp	D Q G	U w o o c v k x g	
Cevkqp"Uvgr"3< (Q V X U H R I U H T X L U H G W H D F K H H V V V W D W I R X Q U R U O C T X D W H G H Q R G X Q Q Q D I M S U R E D U 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 D U H N D B Q L R Y H R B H P D W K F X U L L W P V X O X P H P (H V W H U D Q G) H E U X D U \ L w p g V H F R Q G V H P H V W H U				
Kpvgpfgf" Cwfkgpeg< 0 D W K W H D F K H U V F D P S X V F R D F K W W W D W R U W H D F K H U D Q G F D P S X V D G P L Q L				
Fcvg*u"1"V k o g h t c o g< - X Q H 0 D \				
Rtqxkfgt"1"Rtgugpvgt"1"Rgtuqp" Tgurqpkdng< 9 H Q G R U D Q G G L V W U L F W F R D F K H V				
E q m c d q t c v k p i " F g r c t v o g p v u< 0 D W K ' H S D U W P H Q W				
Fgnkxgt{"Ogyjqf< , Q S H U V R Q				

Cevkqp"Uvgr"4"FGYCKNU	Tgxkgyu		
Cevkqp"Uvgr"4< 5 H Y L V L W D O H D V W R Q H . D J D Q & R R S Q H M K D @ X M H Q / H D D U F Q X L Q Q W \ 6 P H U - X / F M Q X J W H D S G U P F R R Q L W R T W o o c v k x g F O D V V U R R P L P S O H P H Q W D W L R Q G X U L Q K H Z D H O N W K I D R V X H U K L V H D O Q G I H D I U V Q L O H G Z M O R N E R R R V W V W X G H Q W H Q J D J H P H Q W D Q G D F D G H P L F S H U I R U P D Q F H	H U - X / F M Q X J W H D S G U P F R R Q L W R T W o o c v k x g P q X L c p Oct L w p g		
PqX	Lcp	Oct	LwpG
Kpvgpfgf"Cwfkgpeg< \$ O O V W X G H Q W V			
Fcvg*u;"l"Vko ghtc og< 2 F W R E H U \$ S U L O			
Rtqxkfgt"l"Rtgugpvgt"l"Rgtuqp"TGurqpuKdng< 3 U L Q F L S D O D Q G &, / 7			
Eqmcdqtcvki"Frctvo gpyu< 1 \$			
Fgukxgt{"Ogvjqf<, Q SHUVRQ			

Fkvtkev" I qcn"4< , Q F U H D V H W K H S H U F H Q W D J H R I U V G J J W D D G H H O / H W Y X H G H Q W V D E Z R R H V R Q U G H \$ D \$ V \$ D B W W H P

Uejqq"Rgthqt o cpeg"Qdlgevkxg"4 Rtqdng o "Uvcvg o gpvu<

Uvwfgpv"Ngctpkpi

Rtqdng o "Uvcvg o gpv"4 RI VWXGHQWV RQ FDPSXV PHW WIKELJW B\$3W & DIW R PT¹⁶ Ecw14 S UFRM6H FFW UULFXOX P VFRSH
LV QRW FRUUHODWHG WR 2ULJR HY21OLBR FURHPVROXHU[EW G RTQIR WHRGH EHWOIR KHJROPDSOH HPLHWWHRDI VVWKBHQGDWGRV
H[SHFWDWLRQV /DFN RI YHULFGDHO SDUORLEJOQHPPH QW OY LQF NV\WFHDPP SXV ZL

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

RI

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Fkuvtkew" I qcn"4< , Q F U H D V H W K H S H U F H Q W D J H R I U V G J J W D D G H H O / H W X H G H Q W V D E R R H V R Q U H T \$ D \$ V \$ B B J W W W H P

Uejqq"Rgthqt o cpeg"Qdlgevkg"5< , 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 D W W [H F Q I H G L S D U G R H M H F / W H K G H Q R / Z (Q J O L V K I U R P W R E \ 0 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 D W W [H F Q I H G L S D U G R H M H F / W H K G H Q R / Z / W Z K R Q V 0 \$ 3 0 D W K 0 * D

, Q F U H D V H W K H S H U F H Q W D J H R I 6 S R E L (Q D H (H G X F S D U R M R H F W M V G G H Q Z W K Z R Q 0 S M H R D W K E * U O R D A W K

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

Gxenwevkqp"Fevc"Uqwtegu<

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Uvtcvgi{3< ' D L O \ L Q V W U X F W L R Q L V S U R Y L G H I G J U M D Q M K I D H G Y H S O W B Q D Q Q G D E R P Y S I O V H M / D P A D Q G R F U H Q W D Q N F V F O D V V U R R P D F W L Y L p ` U R

Cevkqp"Uvgr"4" Fgycknu	Tgxkgyu
<p>Cevkqp"Uvgr"4< (QJDJHG 3UH . VWXGHQWV LQ FDPSXVRZLFGHH HPYDHMK VOXEQF NARPK HNODR/QZ LWK WKH KLJKHVW SHUFHQWDJH LQ HWHLBQJUDGHS XOH YOHQH QFO OV KDFNHQD ZHOOZD\ (DFK VWXGHQW ZLOO KQYH KDQH LLGEGLDYLGVJXRDROP IQDXWQ FIRVOGBENHU</p> <p>Kpvgpfgf" Cwfkgpeg \$OO VWXGHQWV LQ 3UHN Fcvg*u+ "Vko ghtc og< 7KH ILUVW IOXHQF\ FRPSHLWLRLREZLLOO EH) QM@QFWKH ODVW ZHHN RI HYHU\ VL[ZHHNV Rtqxkfgt" Rtgugpvt" Rgtuqp" Tgurqpkdng< - RVH & DUUDQ] D &, & Fgukxgt{"Ogvjqf< , Q SHUVRQ</p>	<p>FZHOJDEUD GLVSODHG Oct LQ WKH Lwpdg</p>
Cevkqp"Uvgr"5" Fgycknu	Tgxkgyu
<p>Cevkqp"Uvgr"5< & ODVVURRP WHDFKHUV DQG 7LW OHHQ,WW RQ FOKXWIL QJOFOD BSSRV L G1H WPLDPW HNODR/QZ JUY 5HDG\ UHVRXUFHV 7KH FDPSXV ZLOR[SWRJFJK DMHWLH DFLDGSU V HGLFJKMWD ORDROEUVVWR GLTHUH QWLDW HG LQVWUXFWLRQDO UHVRXUFHV WRQWAFHRYQWDLWQ WWXSHQW OHDUQLQJGXULQJL</p> <p>Kpvgpfgf" Cwfkgpeg \$OO . VWXGHQWV Fcvg*u+ "Vko ghtc og< 1RYHPEHU 0D\< Rtqxkfgt" Rtgugpvt" Rgtuqp" Tgurqpkdng< 3ULQFLSDO DQG &, /7 Fgukxgt{"Ogvjqf< , Q SHUVRQ</p>	<p>WPLDPW HNODR/QZ JUY Pox Lcp Oct QWLDW HG Lwpdg</p>

0% 1R 3URJUHV 100% \$FFRPSOLVKHG & RQWLQXH 0RGLI\LVFRQWLQXH

Uejqq"Rgthqt o cpeg"Qdlgevkxg"5 Rtqdng o "Uvcvg o gpvu<

Fgoqitcrjkeu
Rtqdng o "Uvcvg o gpv"3 RI VWXGHQWV DUH LGHQWLILWHGDGL VWW HNODR/QZ DROHPSVX M GU HZ KLUQHD O VVWHP KDV FPPXQLFDWHG ZLWK SDUHQWV DQG ZDNNDQFHZLWWR W&BIPSXRFHVARR UGLOQWVORF MWKQ\ SFURPJUKDQPLV DQH
Uvwfgpv"Ngctpkpi
Rtqdng o "Uvcvg o gpv"4 RI VWXGHQWV RQ FDPSXV PHW WKELIJUB\$3W&DIW RPTQZCwv S UIRZMH FFW UULFXOX P VFRSH LV QRW FRUUHODWHG WR 2ULJR HYBOLBR FURPV/SROXHUEMM GR TQIR WHRH EHWOMR KHJFORDSCOH PLHWMHROI WMKQGDHWGRCH H[SHFWDWLRQV /DFN RI YHUWLFGHO SDUOLEJQHPPHQWYLVQFNVWVWFHPPSXV ZL
Uejqq"Rtqeguugu" ("Rtqiteou
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Rgttegrv\qpu

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Rtqdg o "Uvcevg o gpvu< 6WXGHQW /HDUQLQJ 6FKRRO 3URFQHWVHV 3URJUDPV 3HUFHSWLR

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Uvtevgi{u"Grgevgf" TguwnvIKo rce< 7 K H S H U F H Q W D J H R I V W X G H Q W V \$ 5 R O U D L W Q K J Z D W O O (F T Q G F B I D D E H R E H D R M Q C F \$ V W

Uvchh" Tgurqpukdng" hqt" O q p k v q t k p i < & D P S X V L Q V W U X F W L R Q D O O H D G H U V K L S W H D P

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G U H " N g x g t u <

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

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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 W F K H I U N F W H H Y H U U + L I J K F 4 X K D Y H L W Q V & X W X
Rtqdng o" Uvcvg o gpuk ' H P R J U D S K L F V 6 W X G H Q W / H D U Q L Q J 6 F 3 K H R U F O I S W R R Q V V H V 3 U R J U D P V

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R I V W X G H Q W V K D Y H E H H Q L G I H F Q / W J I R L D H O G L Z / L W K D G Q V G O M K I H P V E W D H W B 7 B / M H O U D S H S I U R F H V V Z D

Fkvtkev" Iqcn"6< (Q V X U H D O O V W X G H Q W V K D Y H D F U F D Q Q \ W R H V D S R Q Q I H L Y H X S I R U Q L Q H B Q Y G L B R Q W A N Q W

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

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 D Q G F R P P X Q L W \ H Q J D J H P H Q W) R X U H I Q R I W W M \ H D E I O I U H V Z A L D D E O E I K W H D Q I D E Q P O A W D X V G V J Q H G W R F D F K K R X V H
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 Hwpfkpi"Uqwtegu< , Q F H Q W L Y H V I R U V W X G H Q W V W K D M D U I I V D O H J Q H G Z L W K W K H L U K R X V H V W K H
 () 6 & H O G W I L S

Cevkqp"Uvgr"7"FGYCKNU	Tgxkgyu
Cevkqp"Uvgr"7< 7 H D F K H U V Z L O O S U R Y L G H D G G L W L W R I Q D R O X J L I Q V A W K U W R F U W L L Q R Q V D I O V W I L R Q V W E R I W M A K G I F Q R V R / C U D Q Q C w x g Q 6 D W X U G D \ 7 H D F K H U V Z L O O S D U W L F X L I S O Q W I F D L S Q D F D W S X D Q G H D P I S Q I R Q J H Z T Q N M D V I R Q G \$ P S O L \ \ F X U U L F X O X F L P S O H P Q W D W L R Q P q x L c p O c t L w p g	
Kpvgpfgf" Cwfkgpeg< 7 H D F K H U V D Q G V W X G H Q W V	
Fcvg*u;"Vko ghtc o g< 6 H S W H P E H U O D \	
Rtqxkfgt"1"Rtgugpvt"1"Rgtuqq "Tgurqpu k d n g< 7 H D F K H U V	
E q m c d q t c v k p i "F g r c t v o g p v u < 0 D W K / L W H U D F \ D Q G 6 F L H Q F H 'H S D U W P H Q W V	
F g u k x g t { "O g v j q f < , Q S H U V R Q	
H w p f k p i "U q w t e g u < 7 X W R U L Q J 6 & (3 , & P D W H U L D O V I R U L Q V W U X F W L R Q D O X V H 6 & (3 , &	6 X S S O L H V D Q G
 1 R 3 U R J U H V  \$ F F R P S O L V K  & R Q W L Q X H 0 R G L I \	

Fkuvtkew" 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 F D I Q Q \ W R H V D S R Q N H L Y V H X S S R U Q L Q H I D Q Y G L E R Q W H Q W

Uejqqn"Rgthqt o cpeg"Qdlgevkg"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 R D X O W(C X F V D F M R R Q W W X S H Q W L R C

JD5"Fkuvtkew" I qcn

Gxenwevkgp"Fcvc"Uqwtegu< & , 3 & R P S D Q L R Q * X L G H D Q G) R F V X V ' L V F L S O L Q H \$ F W L R Q 5 H S R U

Uvtcvgi{"3<

\$FWLRQ 6WHS 'HWDLOV

5HYLHZV

Uejqqn"Rtqeguugu" ("Rtqitcou

Rtqdng o "Uvcvg o gpv"4 667 ZDV QRW DEOH WR PRQLWR UDDFOQ WWWJUXDQGQILQH YRHLDV VG XULVQJLJMMXHG H&OWS XVVFKVRKOP\WHDFKHUV WR UHIHU VWXGHQWV DQHQH G PTRXHHV WWWLBZ QPLHQHJWRLQQ JKRZ VWR DFRKPHSJQ/HWH WKH 667 SURFHVV

Rgttegrvkpu

Rtqdng o "Uvcvg o gpv"4 RI VWXGHQWV IHHO WKDW WKRUW GIDQJ UHRI XODQVR H DVIDH Cqf"ExkR WHSRQVG EIQFWV DUH ODFN

Cevkqp"Uvgr"4"Frqycknu

Tgxkgyu

<p>Cevkqp"Uvgr"4< 2 SHQ VFKRRO SDQWU\ HYHU\ RWKHPWQZLHHM LWRQSHWRYLGH IUHH IRR Ght Rdxkg D Kpvgpfgf" Cwfkgpeg< 0 + 0RRUH IDPLOLHV DQG 'LDPRQG + LOO FRPPXQLW\ Pqx Lcp Oct Lwp Fcvg*u+"Vko ghtcog< \$ XJXVW - XQH Rtqxkfgt"1"Rtgugpygt"1"Rgtuqp" Tgurqpuhdg<) (6 3(& RDFK 3ULQFLSDO & DPSXV % R RVWHU & OXE Eqmcdqtevkpi" Fgrctvogpvu< % OXH = RQHV RI) RUW :RUWK DQG 3DUHGW 3DUWQHUVKLSV 'HS DUWPHQW Fgnkxgt{"Ogvjqf< , Q SHUVRQ</p>	Uw o o cvkxg		
	W\ Pqx	Lcp	Oct



1 R 3URJUHV



100%

\$FFRPSOLVK ➔



& RQWLQXH OR



\LVFRQWLQXH

Uejqq"Rgthqt o cpeg"Qdlgevkxg"5 Rtqdng o "Uvcvg o gpvu<

Fgoqitcrjkeu

Rtqdng o "Uvcvg o gpv"5 \$ '\$ 6WXGHQW DWWHQGDQFH GHFUHDKRBOURDU WRLQ WKIHQ WKHQ"EVwg VFRKRRQWVHGILG FRPIRUWDEOH VHQLQJ WKHLU VWXPGHQLWW WSUHIDGRQOPZEKHLOH Z&H20H' KLJQRE FRA SFXD/PDWVW BQG DQRFM KLVWXGHQWV DQG IDPLOLHV \$WWHRQHQFWQIXOHV ZHUV QRW HQIR

UEG"3; ; "RKE"46+

Fkuvtkew I qcn	Uejqqn Rgthqt o cpeg Qdlgevkxg	Uvtcvgi{	Cevkqp Uvgr	Tguqwtegu"Pggfgf	Fguetkrvkqp	Ceeqwpv"Eqfg	C o qwpv
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Uwd/Vqvcn

Dwfigvgf"Hwpf"Uqwteg"C o qwpv

-1/"Fkhhtgpeg

Rctgpv"Gpicigo gpv

Fkuvtkew I qcn	Uejqqn Rgthqt o cpeg Qdlgevkxg	Uvtcvgi{	Cevkqp Uvgr	Tguqwtegu"Pggfgf	Fguetkrvkqp	Ceeqwpv"Eqfg	C o qwpv
				([WUD GXW\ IRU)(6	([WUD 'XW\ IRU SDUHQWD/O LQYROYHPHQW)	
				6QDFNV IRU SDUHQWV WR S	6QDFNV IRU 3D UHQWV WR SURPRWH SDUWLFLSDWLQRQ)	

Uwd/Vqvcn

Dwfigvgf"Hwpf"Uqwteg"C o qwpv

-1/"Fkhhtgpeg

DGC"3; ; "RKE"47+

Fkuvtkew I qcn	Uejqqn Rgthqt o cpeg Qdlgevkxg	Uvtcvgi{	Cevkqp Uvgr	Tguqwtegu"Pggfgf	Fguetkrvkqp	Ceeqwpv"Eqfg	C o qwpv
				6XSSOLHV DQG PDWHULD OV W	6XSSOLHV DQG PDPWHULD OLV QJXDO V LQVWUXFWLRQD O X V H		

Uwd/Vqvcn

Dwfigvgf"Hwpf"Uqwteg"C o qwpv

-1/"Fkhhtgpeg

I tcpf"Vqvcn"DWfigvgf

I tcpf"Vqvcn"Urgpv

-1/"Fkhhtgpeg

Cffgpfwou

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

RI

&DPSXV
2FWREHU