%$() *) ' %$') # # $'") $#	
# ' ! *) # $'") $#	
$= B8C4 D38C 0C4B	
(COAC 3OC4 >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	2024-01-29
=3 3OC4 >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	2024-02-02
$DCA4027	
83 H>D 0CC4 < ?C C> 2> < < D=820C4 F8C7 2> < < D=8CH 10B43 >A60=8I0C8>= B >A E82C8 < 03E>20C4B F7> ?A>E834 B4AE824B C> C78B 5028;8CH 0=3 >A F7> < 0H 70E4 8=B867C 8=C> A4;4E0=C 2>=38C8>=B 8= C74 5028;8CH	(I)G "•' " ‟= 02C@ H5 C19C0C 0C2$4C0( ) #0D0 5 CB9CCC

D38C43 028;8CH %>?D;0C8>= 70A02C4A8BC82B >= 0H $=4 >5 C74 $=B8C4 %>AC8>= >5 C74 D38C	
=<0C4B '4B834=CB 4C08=44B %>?D;0C8>= 70A02C4A8BC82B >= 0H $=4 >5 C74 $=B8C4 %>AC8>= >5 C74 D38C	
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34C08=44B 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 >=B8C4 ?>AC8>= >5 C74 0D38C	62
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34C08=44B F8C7 0 ?7HB820; 38B018;8CH 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	0
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34C08=44B F8C7 0 2>6=8C8E4 >A 5D=2C8>=0; 38B018;8CH 8=2;D38=6 8=C4;;42CD0; 38B018;8CH ?BH2780CA82 38B018;8CH >A B?4427 38B018;8CH 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	0
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34C08=44B F7> 0A4 ;8=3 >A 70E4 ;>F E8B8>= E8BD0;;H 8<?08A43 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	0
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34C08=44B F7> 0A4 405 >A 70A3 >5 740A8=6 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	0
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34C08=44B F7> 0A4 !8<8C43 =6;8B7 %A>K284=C ! % 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	0
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34C08=44B F7> 834=C85H 0B ;4B180= 60H >A 18B4GD0; 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	14

=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34CO8=44B F7> 834=C85H 0B CA0=B64=34A >A 8=C4AB4G 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	1
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34CO8=44B F7> A4?>AC43 B4GD0; 01DB4 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	1
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34CO8=44B F7> 38B2;>B43 ?A8>A B4GD0; E82C8<8IOC8>= 3DA8=6 A8B: B2A44=8=6 8= C74 5028;8CH 0B >5 C74 KABC 30H >5 C74 >=B8C4 ?>AC8>= >5 C74 0D38C	9
=C4A C74 C>C0; =D<14A >5 8=<0C4B A4B834=CB 34CO8=44B F7> F4A4 4E4A ?;0243 8= B46A460C43 7>DB8=6 8B>;0C8>= 5>A 8A	

B2A44=8=6 8= @ C3€ 7¥&8& 7¥Ê % ÔD#8C4DBFH7Ó

%A>E834 0=H 0338C8>=0; 2>< <4=CB A460A38=6 B4;42C8=6 >A 8=C4AE84F8=6 A0=3>< 8=<0C4B A4B834=CB 34C08=44B 4 6 0=H ?>?D;0C8>=B H>D >E4AB0<?;43 10AA84AB C> 2><?;4C8=6 8=C4AE84FB 10AA84AB C> 4=BDA8=6 A4?A4B4=C0C8>=	-<9F9 K9F9 BC 65FF=9FG=B 7CB8I7H=B; F5B8CA F9G=89BH=BH9FJ=9KG.
)0A64C43 =<0C4 '4B834=C 4C08=44 =C4AE84FB	
=C4A C74 C>C0; =D<14A >5) ') # ") '(9'K9(FBABC=6a Õ	

0 (4;42C F7H H>D F4A4 D=01;4 C> 2>=3D2C 0C ;40BC C74 <8=8<D< A4@D8A43 =D<14A >5 C0A64C43 8=<0C4B A4B834=CB 34C08=44B 8= C78B 20C46>AH	

(4;42C F78 27 270A02C4A8BC82B H>D 2>=B834A43 F74= H>D B4;42C43 ' # $ " ( ) 8=C4AE84F44B B4;42C 0;; C70C 0??;H	%9B;H< C: H9BIF9 =B H<9 :57=@=HM

, 4A4 H>D 01;4 C> 8=C4AE84F C74 , 0A34= 028;8CH 8A42C>A (D?4A8=C4=34=C >A C748A 34B86=44	19G 'C
, 4A4 H>D 01;4 C> 8=C4AE84F C74 %' >>A38=0C>A	19G 'C
, 4A4 H>D 01;4 C> 8=C4AE84F C74 %' >< ?;80=24 " 0=064A	19G 'C 'A ('A =: H<9 5;9B7M =G 5 G=B;@9 :57=@=HM 5;9B7M CF =G CH<9FK=G9 BCH F9EI=F98 HC <5J9 5)+EA CCAD@=5B79 &5B5;9F D9F H<9 ,H5B85F8G)

(4;42C F7827 (% ! / ()
A>;4B F4A4 8=C4AE84F43 0B ?0AC >5 C78B
0D38C 5A>< C74 ;8BC 14;>F B4;42C 0;; C70C
0??;H

- A;9B7M 7CBHF57H 58A=B=GHF5HCF

- "BH9FA98=5H9 CF <=;<9F-@9J9@ :57=@=HM GH5U
F

	■

8,4

%A>E834 0=H 0338C8>=0; 2>< <4=CB A460A38=6 B4;42C8=6 0338C8>=0; 3>2D<4=C0C8>= 4 6 0=H 3>2D<4=C0C8>= H>D >E4AB0<?;43 10AA84AB C> B4;42C8=6 0338C8>=0; 3>2D<4=C0C8>= 4C2

-<9 5I8=HCF F9EI9GH98 FCGH9FG C: GH5U 5B8 F9G=89BHG DF=CF HC CBG=H9 5I8=H, H<9)+EA 7CCF8=B5HCF ID@C5898 F9EI9GH98 V@9G. -<9 5I8=HCF F9J=9K98 V@9G DF=CF HC CBG=H9 5I8=H.

(- * ! *(# (- * ! ' ((" #) !!) $#(# #+ ()) $#(#) (!).

(4GD0; 1DB4 0=3 (4GD0; 0A0BB<4=C ;;460C8>=B 0=3 =E4BC860C8>=B $E4AE84F

+9A9A69F H<9 BIA69F C: 5@@9;5H=CBG G<CI@8 69 65G98 CB 5 F9J=9K C: 5@@ GCIF79G C: 5@@9;5H=CBG (9.;., <CH@=B9, H<=F8-D5FHM, ;F=9J5B79G) 5B8 G<CI@8 BCH 69 65G98 GC@9@M CB H<9 BIA69F C: =BJ9GH=;5H=CBG 7CB8I7H98. 'CH9: FCF EI9GH=CB 6F9J=HM, K9 IG9 H<9 H9FA R=BA5H9S =B H<9 :C@@CK=B; EI9GH=CBG. AI8=HCFG G<CI@8 DFCJ=89 =B:CFA5H=CB CB =BA5H9, F9G=89BH, CF 89H5=B99 G9LI5@ 56IG9 5@@9;5H=CBG 5B8 =BJ9GH=;5H=CBG, 5G 5DD@=756@9 HC H<9 :57=@=HM HMD9 69=B; 5I8=H98.

)>C0; =D<14A >5 (- * ! *(0;;460C8>=B 0=3 8=E4BC860C8>=B >E4AE84F 3DA8=6 C74 <>=C7B ?A4243 8=6 C74 0D38C 1H 8=2834=C CH?4

	>5 B4GD0; 01DB4 0;;460C8>=B	>5 2A8<8=0; 8=E4BC860C8>=B	>5 03<8=8BCA0C8E4 8=E4BC860C8>=B	>5 0;;460C8>=B C70C 703 1>C7 2A8<8=0; 0=3 03<8=8BCA0C8E4 8=E4BC860C8>=B
=<0C4 >= 8=<0C4 B4GD0; 01DB4	3	3	3	3
(C0J >= 8=<0C4 B4GD0; 01DB4	0	0	0	0
)>C0;	3	3	3	3

)>C0; =D<14A >5 (-* ! ' ((" #) 0;;460C8>=B 0=3 8=E4BC860C8>=B >E4AE84F 3DA8=6 C74 <>=C7B ?A42438=6 C74 0D38C 1H 8=2834=C CH?4

	>5 B4GD0; 70A0BB<4=C 0;;460C8>=B	>5 2A8<8=0; 8=E4BC860C8>=B	>5 03<8=8BCA0C8E4 8=E4BC860C8>=B	>5 0;;460C8>=B C70C 703 1>C7 2A8<8=0; 0=3 03<8=8BCA0C8E4 8=E4BC860C8>=B
=<0C4 >= 8=<0C4 B4GD0; 70A0BB<4=C	0	0	0	0
(C0J >= 8=<0C4 B4GD0; 70A0BB<4=C	3	0	3	0
)>C0;	3	0	3	0

(4GD0; 1DB4 0=3 (4GD0; 0A0BB<4=C =E4BC860C8>= $DC2><4B

(4GD0; 1DB4 =E4BC860C8>= $DC2><4B

'CH9: H<9G9 7CIBHG G<CI@8 F9W97H K<9F9 H<9 =BJ9GH=;5H=CB =G 7IFF9BH@M (=.9., =: 5 7F=A=B5@ =BJ9GH=;5H=CB K5G F9:9FF98 :CF DFCG97IH=CB 5B8 F9GI@H98 =B 5 7CBJ=7H=CB, H<5H =BJ9GH=;5H=CB CIH7CA9 G<CI@8 CB@M 5DD95F =B H<9 7CIBH :CF R7CBJ=7H98.S) DC BCH 8CI6@9 7CIBH. A88=H=CB5@@M, :CF EI9GH=CB 6F9J=HM, K9 IG9 H<9 H9FA R=BA5H9S =B H<9 :C@@CK=B; EI9GH=CBG. AI8=HCFG G<CI@8 DFCJ=89 =B:CFA5H=CB CB =BA5H9, F9G=89BH, 5B8 89H5=B99 G9LI5@ 56IG9 =BJ9GH=;5H=CB V@9G, 5G 5DD@=756@9 HC H<9 :57=@=HM HMD9 69=B; 5I8=H98.

A8<8=0; (-* ! *(8=E4BC860C8>= >DC2><4B 3DA8=6 C74 <>=C7B ?A42438=6 C74 0D38C

	$=6>8=6	'454AA43 5>A %A>B42DC8>=	=382C43 >DAC 0B4 8;43	>=E82C43 39D3820C43	2@D8CC43
=<0C4 >= 8=<0C4 B4GD0; 01DB4	1	0	0	0	0
(C0J >= 8=<0C4 B4GD0; 01DB4	0	0	0	0	0
)>C0;	1	0	0	0	0

3<8=8BCA0C8E4 (-* ! *(8=E4BC860C8>= >DC2><4B 3DA8=6 C74 <>=C7B ?A42438=6 C74 0D38C

	$=6>8=6	*=5>D=343	*=BD1BC0=C80C43	(D1BC0=C80C43
=<0C4 >= 8=<0C4 B4GD0; 01DB4	1	2	0	0
(C0J >= 8=<0C4 B4GD0; 01DB4	0	0	0	0
)>C0;	0	3	0	0

(4GD0; 0A0BB<4=C =E4BC860C8>= $DC2><4B

'CH9: H<9G9 7CIBHG G<CI@8 F9W97H K<9F9 H<9 =BJ9GH=;5H=CB =G 7IFF9BH@M. DC BCH 8CI6@9 7CIBH. A88=H=CB5@@M, :CF EI9GH=CB 6F9J=HM, K9 IG9 H<9 H9FA R=BA5H9S =B H<9 :C@@CK=B; EI9GH=CBG. AI8=HCFG G<CI@8 DFCJ=89 =B:CF

A8<8=0; (-* ! ' ((" #) 8=E4BC860C8>= >DC2><4B 3DA8=6 C74 <>=C7B ?A42438=6 C74 0D38C

	$=6>8=6	'454AA43 5>A %A>B42DC8>=	=382C43 >DAC 0B4 8;43	>=E82C43 39D3820C43	2@D8CC43
=<0C4 >= 8=<0C4 B4GD0; 70A0BB<4=C	0	0	0	0	0
(C0J >= 8=<0C4 B4GD0; 70A0BB<4=C	0	0	0	0	0
)>C0;	0	0	0	0	0

3<8=8BCA0C8E4 (-* ! ' ((" #) 8=E4BC860C8>= >DC2><4B 3DA8=6 C74 <>=C7B ?A42438=6 C74 0D38C

	$=6>8=6	*=5>D=343	*=BD1BC0=C80C43	(D1BC0=C80C43
=<0C4 >= 8=<0C4 B4GD0; 70A0BB<4=C	0	0	0	0
(C0J >= 8=<0C4 B4GD0; 70A0BB<4=C	0	3	0	0
)>C0;	0	3	0	0

(4GD0; 1DB4 0=3 (4GD0; 0A0BB<4=C =E4BC860C8>= 8;4B (4;42C43 5>A '4E84F

(4GD0; 1DB4 =E4BC860C8>= 8;4B (4;42C43 5>A '4E84F

=C4A C74 C>C0; =D<14A >5 (-* ! *(8=E4BC860C8>= K;4B A4E84F43 B0<?;43	3

83 H>DA B4;42C8>= >5 (- * ! * (8=E4BC860C8>= K;4B 8=2;D34 0 2A>BB B42C8>= >5 2A8 < 8=0; 0=3 >A 03 < 8=8BCA0C8E4 8=E4BC860C8>=B 1H K=38=6B >DC2> < 4B	19G 'C 'A ('A =: MCI K9F9 IB56@9 HC F9J=9K 5BM G9LI5@ 56IG9 =BJ9GH=;5H=CB V@9G)
=<0C4 >= 8=<0C4 B4GD0;01DB4 8=E4BC860C8>= K;4B	
=C4A C74 C>C0; =D<14A >5 #") $# #") (-* ! *(8=E4BC860C8>=	

83 H>DA B0 < ?;4 >5 ( ) $ # # ") (- * ! * (8=E4BC860C8>= K;4B 8=2;D34 03 < 8=8BCA0C8E4 8=E4BC860C8>=B	19G 'C 'A ('A =: MCI K9F9 IB56@9 HC F9J=9K 5BM GH5U-CB-=BA5H9 G9LI5@ 56IG9 =BJ9GH=;5H=CB V@9G)
(4GD0; 0A0BB < 4=C =E4BC860C8>= 8;4B (4;42C43 5>A '4E84F	
=C4A C74 C>C0; =D < 14A >5 (- * ! ' ((" #) 8=E4BC860C8>= K;4B	

A7589AM ,7<CC@G <5G 5 KF=HH9B DC@=7M A5B85H=B; N9FC HC@9F5B79 HCK5F8 5@@ :CFAG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH =B :57=@=H=9G =H CD9F5H9G. C=H98 K=H<=B -<9 A7589AM ,7<CC@G)+EA)C@=7M ", -<9 A7589AM <5G 5 N9FC-HC@9F5B79 DC@=7M 7CB79FB=B; G9LI5@ 56IG9, G9LI5@ 5GG5I@H, 5B8 G9LI5@ <5F5GGA9BH C: A7589AM MCIH< 5B8 =G 7CA A=HH98 HC H<9 DF9J9BH=CB 5B8 9@=A=B5H=CB C: G9LI5@ 56IG9/ 5GG5I@H K=H<=B =HG :57=@=H=9G H<FCI;< 7CAD@=5B79 K=H< H<9)F=GCB +5D9 E@=A=B5H=CB A7H ()+EA) C: 2023. -<9 A7589AM =G 7CA A=HH98 HC H<9 9EI5@ CDDCFHIB=HM HC D5FH=7=D5H9 =B 5B8 69B9VH :FCA 5@@ 5GD97HG C: H<9 5;9B7MQG 9UCFHG HC DF9J9BH, 89H97H, 5B8 F9GDCB8 HC G9LI5@ 56IG9, 5GG5I@H, 5B8 <5F5GGA9BH.

(IH@=B98 =B -<9 A7589AM ,7<CC@G)+EA)C@=7M "/ =G H<9 =AD@9A9BH5H=CB HC H<9 5;9B7MQG 5DDFC57< HC DF9J9BH=B;, 89H97H=B;, 5B8 F9GDCB8=B; HC G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH. ,D97=V75@@M, @=GH98 5F9 H<9 :C@@CK=B; G97H=CBG:

- T)F9J9BH=CB-,ID9FJ=G=CB 5B8 &CB=HCF=B;
- T A8A=GG=CB/!CIG=B;
- T EAD@CM99 -F5=B=B; 5B8 1CIH< E8I75H=CB
- T A@@9;5H=CBG C: "B5DDFCDF=5H9 CCB8I7H
- T ,H5U F=FGH +9GDCB89F DIH=9G
- T +9DCFH=B; 5B8 "BJ9GH=;5H=CBG
- T)FCH97H=CB A;5=BGH +9H5@=5H=CB
- T ,9LI5@ A6IG9 "B7=89BH +9J=9KG
- T DC7IA9BH5H=CB
- T D=G7=D@=B5FM
- T 'CH=V75H=CBG HC 1CIH<
- T D5H5 CC@@97H=CB 5B8 +9J=9K
- T -<9 A7589AM ,7<CC@G)+EA)C@=7M "" DFCJ=89G 5 @=GH C: 89VB=H=CBG C: DFC<=6=H98 69<5J=CFG F9;5F8=B; G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH. -<9 :C@@CK=B; 69<5J=CFG 5F9 @=GH98:
- T ,9LI5@ A6IG9
- T ,9LI5@ AGG5I@H
- T ,9LI5@ CCBH57H
- T ,9LI5@ CCB8I7H
- T ,9LI5@ !5F5GGA9BH
- T ,9L (U9BG9G
- T /CM9IF=GA
- T A BCH5H=CB =B H<9 DC@=7M F9:9F9B79G H<9 56CJ9 89VB=H=CBG 5F9 H5?9B :FCA H<9)F=GCB +5D9 E@=A=B5H=CB A7H '5H=CB5@ ,H5B85F8G :CF #IJ9B=@9 F57=@=H=9G 5B8 CB@M 5DD@M HC H<=G DC@=7M.
- T A88=H=CB5@@M, A7589AM ,7<CC@G)+EA)C@=7M """ GH5H9G H<9 DFC<=6=H98 57HG K<=7<=B7@I89:
- T ,9LI5@ 7CB8I7H K=H< A7589AM MCIH< 6M GH5U, JC@IBH99FG, J=G=HCFG CF 7CBHF57HCFG.
- T ,9LI5@ 7CB8I7H 5ACB; A7589AM MCIH< =B A7589AM :57=@=H=9G.
- T (DDCG=H9 ;9B89F J=9K=B; C: MCIH< IB89F 7=F7IAGH5B79G K<9B 6F95GH, 6IHHC7?G CF ;9B=H5@=5 KCI@8 BCFA5@@M 69 9LDCG98 (G<CK9F/<M;=9B9 H=A9, D9F:CFA=B; 6C8=@M :IB7H=CBG, 5B8 7<5B;=B; 7@CH<9G).

	7CBHF57HG :CF H<9 7CBVB9A9BH C: F9G=89BHG K=H< CH<9F DF=J5H9 5;9B7=9G CF ;CJ9FBA9BH 9BH=H=9G. -<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB. 115.312 (6): -<9 A7589AM ,7<CC@G =G 5 DF=J5H9 5;9B7M H<5H DFCJ=89G H<9F5D9IH=7 F9G=89BH=5@ G9FJ=79G 5H '9K (IH@CC? A7589AM. -<9 5;9B7M 8C9G BCH 7CBHF57H K=H< 5BM CH<9F DF=J5H9 5;9B7=9G CF CH<9F 9BH=H=9G :CF H<9 7CBVB9A9BH C: F9G=89BHG. -<=G DFCJ=G=CB 8C9G BCH 5DD@M HC -<9 A7589AM ,7<CC@G. -<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB. B5G98 CB H<=G 5B5@MG=G, H<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8, 5B8 7CFF97H=J9 57H=CB =G BCH B99898 5H H<=G H=A9.

	(D?4AE8B8>= 0=3 <>=8C>A8=6
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. >1 A7589AM ,7<CC@G)+EA)C@=7M "/.A. 2. C9,C 2022)+EA ABBI5@ +9J=9K 12/11/2023 3. C,C 2022)+EA ABBI5@ +9J=9K 11/30/2022 4. C,C 2021)+EA ABBI5@ +9J=9K 12/2/2021 5. D5=@M G<=:H F9J=9K 12/1,`

F=B8=B;G (6M)FCJ=G=CB):

115.313 (5):

-<9 A7589AM ,7<CC@G)+EA)C@=7M "/.A.1-7 7=H9G H<9 A7589AM GH5XB; D@5B 5B8 ACB=HCF=B; D@5B :CF 957< C: =HG :57=@=H=9G 7CBG=89FG:

1. 9B9F5@@M 5779DH98 DFC:9GG=CB5@ GH5B85F8G :CF>IJ9B=@9 >IGH=79 DF57H=79G.
2. CCADCG=H=CB C: H<9 8=U9F9BH DCDI@5H=CBG K=H<=B =HG :57=@=H=9G.
3. 'IA69F 5B8 D@579A9BH C: GID9FJ=GCFM GH5U.
4.)FC;F5AG C77IFF=B; CB 957< G<=:H.
5.

A77CF8=B; HC H<9 GID9F=BH9B89BH, H<9F9 K9F9 BC =BGH5B79G C: 9L=; 9BH 7=F7I AGH5B79G 8IF=B; H<9 DF=CF 12 ACBH<G. ,ID9FJ=GCFG 7CA9 =B K<9B B99898 HC A99H F9EI=F9A9BHG. A@GC, H<9 :57=@=HM DFCJ=89G 7CAD5BM <CIG=B;. -<9 <CIG9G 5F9 @C75H98 B9LH 8CCF HC H<9 :57=@=HM. ": B979GG5FM, H<9G9 9AD@CM99G 5F9 F958=@M 5J5=@56@9 HC A5=BH5=B F5H=CG.

A8<9F9B79 HC GH5U HC 7<=@8 F5H=CG =G 8C7IA9BH98 85=@M J=5 H<9 85=@M @C; 5B8 J=5 9A5=@ 7CA AIB=75H=CB.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.313 (7)

-<9 A7589AM ,7<CC@G =G C6@=;5H98 6M H<9 CCA ACBK95@H< C:)9BBGM@J5B=5. -<9 5;9B7M :C@@CKG H<9)9BBGM@J5B=5 CC89 3800.55 C<=@875F9 KCF?9F H<5H F9EI=F9G H<9 F5H=C C: 1:8 GH5U HC 7<=@8 F5H=C 8IF=B; K5?=B; <CIFG 5B8 1:16 GH5U HC 7<=@8 F5H=C 8IF=B; G@99D=B; <CIFG.

-<9 A7589AM ,7<CC@G)+EA)C@=7M "/.A. 5@=;BG K=H< H<9 CCA ACBK95@H< C:)9BBGM@J5B=5QG 7C89 :CF GH5U HC 7<=@8 F5H=C.

A77CF8=B; HC H<9 GID9F=BH9B89BH, H<9F9 <5J9 699B BC 7=F7I AGH5B79G H<5H H<9 GH5U HC 7<=@8 F5H=C <5G BCH 699B A5=BH5=B98. "H K5G GH5H98 H<5H H<9 :57=@=HM A5=BH5=BG F5H=CG C: 1:8 8IF=B; K5?=B; <CIFG 5B8 1:16 8IF=B; G@99D=B; <CIFG. FIFH<9F, =H K5G 7CBVFA98 H<5H H<9 :57=@=HM =G F9EI=F98 HC A5=BH5=B F5H=CG =B 577CF85B79 K=H< GH5H9 A5B85H9G. A77CF8=B; HC =B:CFA5H=CB GI6A=HH98 HC H<9)A*, H<9F9 K9F9 BC 89J=5H=CBG C: GH5U HC 7<=@8 F5H=CG 8IF=B; K5?=B; <CIFG CF G@99D=B; <CIFG =B H<9 DF=CF 12 ACBH<G. DIF=B; G=H9 F9J=9K, H<9 :57=@=HM <5G G<CKB 7CAD@=5B79 K=H< H<9 F9EI=F98 GH5U HC 7<=@8 F5H=CG.

-<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.313 (8)

)FCJ=898 =B H<9)A* K9F9 H<9 A99H=B; A=BIH9G :CF H<9)+EA ABBI5@ +9J=9K :CF 2023. -<9 5BBI5@ F9J=9K D5FH=7=D5BHG K9F9 H<9 9L97IH=J9 8=F97HCF 5B8 H<9)+EA 7CCF8=B5HCF. -<9 5I8=HCF F9EI9GH98 H<9 5BBI5@ F9J=9KG :CF 75@9B85F M95F 2022 5B8 75@9B85F M95F 2021. BCH< M95FG K9F9 DFCJ=898 =B H<9 GIDD@9A9BH5@ V@9 C: H<9 (A,. A77CF8=B; HC H<9 A=BIH9G, H<9 F9J=9KG 7CBG=89F98 K<9H<9F 58>IGHA9BHG K9F9 B99898 HC H<9 GH5XB; D@5B, DF9J5=@=B; GH5XB; D5HH9FBG, 89D@CMA9BH C: ACB=HCF=B; H97<BC@C;M (8=F97H GID9FJ=G=CB CB@M), 5B8 H<9 5@@C75H=CB C: F9GCIF79G HC 7CA A=H HC H<9 GH5XB; D@5B HC 9BGIF9 7CAD@=5B79.

-<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.313 (9)

-<=G DFCJ=G=CB =G BCH 5DD@=756@9 HC '9K (IH@CC? A7589AM 8I9 HC H<9 :57=@=HM 69=B; 5 BCB-G97IF9 :57=@=HM. -<9 :57=@=HM 8C9G A5?9 9UCFH HC 58<9F9 HC H<9 DFCJ=G=CB. -<9 DC@=7M CIH@=B9G H<9 =AD@9A9BH5H=CB C: H<9 DF57H=79 C: <5J=B; 58A=B=GHF5H=J9 GH5U 7CB8I7H 5B8 8C7IA9BH IB5BBCIB798 FCIB8G (5@@ G<=:HG) HC =89BH=:M 5B8 89H9F GH5U

	G9L I5@ 56 I G9 5B8 G9L I5@ <5F5GG A 9BHG. A88=H=CB5@@M, =H DFC<=6=HG GH5U :FC A 5@9FH=B; CH<9F GH5U A 9 A 69FG H<5H G I D9FJ=GCFM FC I B8G 5F9 H5?=B; D@579. -<9 5 I 8=HCF F9E I 9GH98 GD97=V7 85H9G :FC A H<9 :57=@=HM. "B H<9)A*, '9K (I H@CC? A7589 A M DFCJ=898 5 8C7 I A 9BH C: H<9 I B5BBC I B798)+EA FC I B8G. -<9 I B5BBC I B798 FC I B8G 5F9 8C7 I A 9BH98 9@97HFCB=75@@M. ,C A 9 C: H<9 85H9G F9E I 9GH98 6M H<9 5 I 8=HCF 8=8 BCH <5J9 5GGC7=5H98 I B5BBC I B798)+EA FC I B8G. B5G98 CB H<9 8C7 I A 9BH DF

-<9 :57=@=HM GI6GH5BH=5@@M A99HG 7CAD@=5B79 K=H< H<=G DFCJ=G=CB.

115.315 (6):

FCIB8 =B H<9 CCA AIB=HM ,D97=5@=GHG CCFDCF5H=CB ,95F7< 5B8 ,9=NIF9)C@=7M, H<9F9 =G @5B;I5;9 H<5H 8C9G BCH D9FA=H 7FCGG-;9B89F D5H-8CKB G95F7<9G C: F9G=89BHG. ,D97=V75@@M, H<9 DC@=7M GH5H9G 5 J=GI5@ 6C8M G75B K=@@ 69 7CB8I7H98 6M HKC GH5U A9A69FG K<C AIGH 69 H<9 G5A9 ;9B89F 5G H<9 GHI89BH.

"B 577CF85B79 K=H< -<9 A7589AM ,7<CC@G)+EA)C@=7M """".C., -<9 :C@@CK=B; 57HG 5F9 DFC<=6=H98 7FCGG-;9B89F GHF=D G95F7<9G 5B8 D5H G95F7<9G.

A77CF8=B; HC =B:CFA5H=CB DFCJ=898 =B H<9)A*, H<9F9 K9F9 BC 7FCGG-;9B89F D5H 8CKB G95F7<9G CF 7FCGG-;9B89F D5H 8CKB G95F7<9G H<5H K9F9 8I9 HC 9L=;9BH 7=F7IAGH5B79G.

DIF=B; =BH9FJ=9KG K=H< 8 F5B8CA 5B8 8 H5F;9H98 F9G=89BHG, H<9F9 K9F9 BC =BGH5B79G C: 7FCGG-;9B89F D5H 8CKB G95F7<9G F9DCFH98 HC H<9 5I8=HCF. -<9 12 F5B8CA GH5U 7CBVFA98 H<9F9 K9F9 BC 7FCGG-;9B89F D5H 8CKB G95F7<9G 7CB8I7H98.

-<9 :57=@=HM GI6GH5BH=5@@M A99HG 7CAD@=5B79 K=H< H<=G DFCJ=G=CB.

115.315 (7)

'9K (IH@CC? A7589AM F9EI=F9G H<5H 5@@ G95F7<9G F9EI=F9 8C7IA9BH5H=CB. "B H<9 CCA AIB=HM ,D97=5@=GHG CCFDCF5H=CB ,95F7< 5B8 ,9=NIF9)C@=7M, 5 ,95F7< & ,9=NIF9 "B7=89BH +9DCFH K=@@ 69 KF=HH9B 6M H<9 GID9FJ=GCF. -<9 GID9FJ=GCF K<C 5DDFCJ98 H<9 G95F7< K=@@ GI6A=H H<9 ,95F7< & ,9=NIF9 "B7=89BH +9DCFH HC H<9 9L97IH=J9 58A=B=GHF5H=J9 5GG=GH5BH DF=CF HC H<9 9B8 C: H<9 G<=:H CB K<=7< H<9 G95F7< C77IFF98.

-<9 :57=@=HM GI6GH5BH=5@@M A99HG 7CAD@=5B79 K=H< H<=G DFCJ=G=CB.

115.315 (8)

'9K (IH@CC? A7589AM <5G =AD@9A9BH98 6CH< DC@=7=9G 5B8 DFC798IF9G H<5H 9B56@9 F9G=89BHG HC G<CK9F, D9F:CFA 6C8=@M :IB7H=CBG, 5B8 7<5B;9 7@CH<=B; K=H<CIH BCB-A98=75@ GH5U C: H<9 CDDCG=H9 ;9B89F J=9K=B; H<9=F 6F95GH, 6IHHC7?G, CF ;9B=H5@=5 9L79DH =B 9L=;9BH 7=F7IAGH5B79G. -<9 C@=7M """".C1

	-<9 DC@=7M 7CBH=BI9G K=H< H<9 @=A=H5H=CBG C: G95F7<9G, 5B8 =B 75G9G =B K<=7< 5 GHF=D G95F7< CF 5 6C8M 75J=HM G95F7< AIGH 69 7CAD@9H98, =H KCI@8 69 8CB9 5H 5 A98=75@ :57=@=HM IB89F A98=75@ GID9FJ=G=CB. -<CI;< H<9 DC@=7M 8C9G BCH GD95? 8=F97H@M HC 7FCGG-;9B89F D5H 8CKB G95F7<9G 5B8 G95F7<9G C: HF5BG;9B89F 5B8 =BH9FG9L F9G=89BHG =B 5 DFC:9GG=CB5@ 5B8 F9GD97H:I@ A5BB9F 7CBG=GH9BH K=H< G97IF=HM B998G. -<9 DC@=7M 8C9G <=;<@=;<H H<5H 5 GHI89BHQG)9FGCB5@ ,5:9HM)@5B K=@@ 69 F9:9F9B798 =B CF89F HC 5JC=8 9ACH=CB5@ 5B8 D<MG=75@ HF=;;9F DC=BHG 5B8 HC H5?9 =BHC 577CIBH A98=75@ <=GHCFM 5B8 7IFF9BH 7CB8=H=CBG. -<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB. -<9 9J=89B79 DFCJ=898 6M H<9 :57=@=HM <5G G<CKB '9K (IH@CC? A7589AM 8C9G BCH 7CB8I7H 7FCGG-;9B89F GHF=D, 7FCGG-;9B89F J=GI5@ 6C8M 75J=HM, CF 7FCGG-;9B89F D5H-8CKB G95F7<9G C: F9G=89BHG. -<9 :57=@=HM DFC8I798 5 DC@=7M H<5H F9EI=F9G H<5H G95F7<9G 5F9 8C7IA9BH98 CB 5 :CFA.)C@=7M 5B8 DF57H=79 9B56@9 F9G=89BHG HC G<CK9F, D9F:CFA 6C8=@M :IB7H=CBG, 5B8 7<5B;9 7@CH<=B; K=H<CIH 69=B; J=9K98 6M H<9 CDDCG=H9 ;9B89F 9L79DH =B 9L=;9BH 7=F7IAGH5B79G. (DDCG=H9 ;9B89F GH5U A9A69FG 5BBCIB79 H<9=F DF9G9B79 CB H<9 F9G=89BH <CIG=B; IB=HG 5B8 5F95G K<9F9 F9G=89BHG 5F9 @=?9@M HC G<CK9F, D9F:CFA 6C8=@M :IB7H=CB, CF 7<5B;9 7@CH<=B;. B5G98 CB DC@=7M 5B8 =BH9FJ=9K, '9K (IH@CC? A7589AM DFC<=6=HG H<9 9L5A=B5H=CB C: HF5BG;9B89F CF =BH9FG9L F9G=89BHG :CF H<9 DIFDCG9 C: 89H9FA=B=B; H<9 F9G=89BHGQ ;9B=H5@ GH5HIG. +9J=9K C: GH5U V@9G, H<9F9 K9F9 =B8=75H=CBG H<5H GH5U K5G ;=J9B HF5=B=B; CB H<9 ,95F7< 5B8 ,9=NIF9)C@=7M. B5G98 CB H<=G 5B5@MG=G, H<9 :57=@=HM GI6GH5BH=5@@M A99HG 7CAD@=5B79 K=H< H<=G GH5B85F8, 5B8 BC 7CFF97H=J9 57H=CB =G B99898 5H H<=G H=A9.

	'4B834=CB F8C7 38B018;8C84B 0=3 A4B834=CB F7> 0A4 ;8<8C43 =6;8B7 ?A>K284=C
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG:

1. -<9 A7589AM ,7<CC@G)+EA)C@=7M "/.D
2.)+EA A779GG=6=@=HM: &5?=B;)+EA A779GG=6@9 HC ,HI89BHG K=H< D=G56=@=H=9G
3. C@5GG=V98 ,HI89BH +CGH9F
4.)+EA /=89C K=H< C@CG98 C5DH=CBG
5. '9K (IH@CC? A7589AM A8A=GG=CB/+958A=GG=CB CF=H9F=5
6. -F5BG)9F:97H +9ACH9 "BH9FDF9H=B;
7. CCAAIB=HM ,D97=5@=GH CCFDCF5H=CB: D=J9FG=HM, EEI=HM, 5B8 "B7@IG=CB)@5B D.4

"BH9FJ=9KG:

1. A;9B7M !958
2. +

	=BH5?9 DFC79GG. -<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB. 115.316 (7) B5G98 CB H<9 58A=GG=CB 7F=H9F=5 C: '9K (IH@CC? A7589AM, 75B8=85H9G K=H< @=A=H98 EB;@=G< DFCV7=9B7M KCI@8 BCH 69 5779DH98. -<FCI;< H<9 CCA AIB=HM ,D97=5@=GH CCFDCF5H=CB: D=J9FG=HM, EEI=HM, 5B8 "B7@IG=CB)@5B, =H =G GH5H98 H<9 CCA AIB=HM ,D97=5@=GHG CCFDCF5H=CB F97C;B=N9G H<9 =ADCFH5B79 C: 9BGIF=B; DFCD9F HF5=B=B; 5B8 ?BCK@98;9 :CF 5BM =B8=J=8I5@ IG98 5G 5B =BH9FDF9H9F. .B89F BC 7=F7IAGH5B79G K=@@ 5BCH<9F 7@=9BH CF CH<9F A=BCF 69 IH=@=N98 HC 5GG=GH K=H< @5B;I5;9 =BH9FDF9H5H=CB. A77CF8=B; HC =B:CFA5H=CB DFCJ=898 =B H<9)A*, '9K (IH@CC? A7589AM 8=8 BCH <5J9 5BM =BGH5B79G C: F9G=89BH =BH9FDF9H9FG =B H<9 D5GH 12 ACBH<G. -<9F9 K9F9 BC @=A=H98 EB;@=G< DFCV7=9BH F9G=89BHG HC =BH9FJ=9K. -<9F9 K9F9 8CIH C: 12 F5B8CA GH5U H<5H

2. CCA ACBK95@H< C:)9BBGM@J5B=5 ,9LI5@ &=G7CB8I7H/A6IG9 D=G7@CGIF9 +9@95G9 ()IFGI5BH HC A7H 168 C: 2014)
3. "B89D9B89BH CCBHF57HCF A889B8I A
4. EAD@CM99 D=G7@CGIF9 ,H5H9A9BH 3+9EI=F98 6M C<=@8)FCH97H=J9 ,9FJ=79G %5K, 11).,. & 223.1(0)4
5.)F9-AI8=H EI9GH=CBB5=F9
6. "GGI9 %C;

"BH9FJ=9KG:

1. A8A=B=GHF5H=J9 (!IAB5 +9GCIF79G)
2.)+EA 7CCF8=B5HCF

F=B8=B;G (6M)FCJ=G=CB):

115.317(5):

-<9 A7589AM ,7<CC@G DC@=7M DFC<=6=HG <=F=B; CF DFCACH=B; 5BMCB9 K<C A5M <5J9 7CBH57H K=H< F9G=89BHG 5B8 DFC<=6=HG 9B@=GH=B; H<9 G9FJ=79G C: 5BM 7CBHF57HCF K<C A5M <5J9 7CBH57H K=H< F9G=89BHG, K<C <5J9 7CA A=HH98 DF=CF 57HG C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH =B H<9 7CA AIB=HM CF =BGH=HIH=CB5@ G9HH=B;G.)FCJ=898 =B H<9)F9-AI8=H EI9GH=CBB5=F9 ()A*) K5G -<9 A7589AM ,7<CC@G DC@=7M)FC798IF9 'C. 103: B5G=7 +9EI=F9A9BHG :CF EAD@CMA9BH. A@@ DFCGD97H=J9 9AD@CM99G 5F9 GI6>97H HC H<9 :C@@CK=B; F9J=9KG 5G 5B8 K<9B 89H9FA=B98 6M -<9 A7589AM:

- T ,H5H9)C@=79 CF=A=B5@ !=GHCFM C@95F5B79;
- T D9D5FHA9BH C: !IA5B ,9FJ=79G C<=@8 A6IG9 !=GHCFM C@95F5B79;
- T DFI; ,7F99B=B;;
- T D9D5FHA9BH C: -F5BGDCFH5H=CB DF=J9FQG %=79BG9 C<97?;
- T)<MG=75@ EL5A=B5H=CB :CF CCA AIB=756@9 D=G95G9G;
- T +9:9F9B79 C<97?G;
- T F989F5@ BIF95I C: "BJ9GH=;5H=CB CF=A=B5@ !=GHCFM C@95F5B79; 5B8
- T A7589A=7/E8I75H=CB5@ *I5@=V75H=CBG/C9FH=V75H=CBG
- T F989F5@@M :IB898 <95@H<75F9 DFC;F5A 7<97?G :CF 9L7@I898 D5FH=9G

.DCB <=F9, 5IH<CF=N5H=CB =G C6H5=B98 HC 7CAD@9H9 <IA5B G9FJ=79G 5B8 7F=A=B5@ 657?;FCIB8 7<97?G CB 5@@ 9AD@CM99G.

.DCB F979=DH C: H<9 7CAD@9H98 7<97?G, 9AD@CM99G 5F9 588F9GG98 F9;5F8=B; 5BM =B:CFA5H=CB :CIB8. ": H<9 <=GHCFM =BJC@J9G 5BM CU9BG9 =B7@I898 CB H<9 EAD@CM99 D=G7@CGIF9 ,H5H9A9BH CF H<9 AFF9GH/CCBJ=7H=CB +9DCFH, H<9 9AD@CMA9BH A5M 69 =AA98=5H9@M H9FA=B5H98.

B5G98 CB H<9 =B:CFA5H=CB H<5H K5G DFCJ=898 =B H<9)A* 5B8 H<9 =GGI9 @C;, -<9 A7589AM =G A5B85H98 HC CD9F5H9 :C@@CK=B; H<9 ;I=89@=B9G DF9G7F=698 6M CCA ACBK95@H< C:)9BBGM@J5B=5 ,9LI5@ &=G7CB8I7H/A6IG9 D=G7@CGIF9 +9@95G9 ()IFGI5BH HC A7H 168 C: 2014). A77CF8=B; HC A7H 168, 5 G7<CC@ 9BH=HM CF 5B

	! I A 5B , 9FJ=79G F9E I=F9G H<9 7<=@8 F9 ; =GHFM 7CBG I@H 5G CB9 C: H<9 7@95F5B79G. A77CF8=B ; HC H<9 5 ; 9B7M, H<9F9 K9F9 3 7CBHF57HCFG H<5H 7C A D@9H98 F9E I=F98 7F= A =B5@ 657? ; FC I B8 7<97?G 5B8 7<=@8 F9 ; =GHFM 7CBG I@HG. F I FH<9F, H<9 < I A 5B F9GC I F79 GH5U 7CBVF A 98 H<9 7C A D@9H=CB C: 7F= A =B5@ 657? ; FC I B8 7<97?G 5B8 7<=@8 F9 ; =GHFM 7CBG I@HG. -<9 5 ; 9B7M =G G I 6GH5BH=5@@M 7C A D@=5BH K=H< H<=G DFCJ=G=CB. 115.317 (9) +9J=9K C:)FC798 I F9 103, H<9 5 I 8=HCF 8=8 BCH @C75H9 @5B ; I 5 ; 9 F9E I=F=B ; 7F= A =B5@ 657? ; FC I B8 7<97?G 69 7C A D@9H98 9J9FM 5 M95FG, 6 I H =B H<9 F9J=9K98 F5B8C A 9 A D@CM99 V@9G, H<9F9 K5G 9J=89B79 C: H<9 DF57H=79 C: 7F= A =B5@ 657? ; FC I B8 7<97?G C77 I FF=B ; 9J9FM 5 M95FG. "B GC A 9 75G9G, =H K5G A CF9 :F9E I 9BH 8 I 9 HC H<9 F9E I=F9 A 9BHG C: :989F5@@M : I B898 <95@H<75F9 DFC ; F5 A 7<97?G. -<=G DF57H=79 K5G

	DFC A CH=B ; , CF 7CBHF57H=B ; :CF G9FJ=79G C: 5BMCB9 K<C <5G 9B ; 5 ; 98 =B G9L I 5@ <5F5GG A 9BH, G9L I 5@ A=G7CB8 I 7H CF G9L I 5@ 56 I G9. A7H 168 A 5B85H9G H<5H H<9 5 ; 9B7M A IGH 7CB8 I 7H 7F=A=B5@ 657? ; FC I B8 7<97?G, 7<=@8 56 I G9 F9 ; =GHFM 7CBG I @HG, 5B8 7CBH57H 5@@ =BGH=H I H=CB5@ 9 A D@CM9FG. +9J=9K C: 9 A D@CM99 V@9G DFCJ=898 DFCC: C: DF57H=79 C: 7<97?G. D I F=B ; H<9 <=F=B ; DFC79GG, 9 A D@CM99G 5F9 F9E I =F98 HC 8=G7@CG9 DF=CF <=GHCFM C: G9L I 5@ A=G7CB8 I 7H 5B8/CF G9L I 5@ 56 I G9. -<FC I ; < DC@=7M H<9 5 ; 9B7M =A DCG9G I DCB 9 A D@CM99G 5 7CBH=B I =B ; 5 X F A 5H=J9 8 I HM HC 8=G7@CG9 5BM G I 7< A=G7CB8 I 7H. B5G98 CB H<=G 5B5@MG=G, H<9 5 ; 9B7M =G G I 6GH5BH=5@@M 7C A D@=5BH K=H< H<=G GH5B85F8, 5B8 H<9F9 =G BC 7CFF97H=J9 57H=CB B99898 5H H<=G H=A 9. +97C A A 9B85H=CB: CF95H9 5 8C7 I A 9BH HC 69 7C A D@9H98 5BB I 5@@M =BE I =F=B ; C: 7 I FF9BH 9 A D@CM99G, 7CBHF57HCFG, 5B8 DFC A CH98 9 A D@CM99G <5J9 CF <5J9 BCH 9B ; 5 ; 98 =B H<9 :C@@CK=B ; 7CB8 I 7H: T EB ; 5 ; 98 =B G9L I 5@ 56 I G9 =B 5 DF=GCB, >5=@, @C7? I D, 7C A A I B=HM 7CBVB9 A 9BH :57=@=HM, > I J9B=@9 :57=@=HM, CF CH<9F =BGH=H I H=CB. T B99B 7CBJ=7H98 C: 9B ; 5 ; =B ; CF 5HH9 A DH=B ; HC 9B ; 5 ; 9 =B G9L I 5@ 57H=J=HM =B H<9 7C A A I B=HM :57=@=H5H98 6M :CF79, CJ9FH CF =A D@=98 H<F95HG C: :CF79, CF 7C9F7=CB, CF =: H<9 J=7H=A 8=8 BCH 7CBG9BH CF K5G I B56@9 HC 7CBG9BH CF F9: I G9; CF T B99B 7=J=@@M CF 58 A=B=GHF5H=J9@M 58> I 8=75H98 HC <5J9 9B ; 5 ; 98 =B H<9 57H=J=HM 89G7F=698 56CJ9.

	*?6A034B C> 5028;8C84B 0=3 C427=>;>684B
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7 I A 9BHG: 1. A7589 A M ,7<CC@G)+EA)C@=7M. "/. A 2. ,7<9 A 5H=7 C: F57=@=HM 3.)F9-A I 8=H * I 9GH=CBB5=F9 "BH9FJ=9KG:

1. A;9B7M !958
2. ,ID9F=BH9B89BH

,=H9 +9J=9K:

1. F57=@=HM ,=H9 +9J=9K

F=B8=B;G (6M)FCJ=G=CB):

115.318(5):

B5G98 CB =B:CFA5H=CB DFCJ=898 CB H<9)A*,A7589AM ,7<CC@G <5G BCH 57EI=F98 5 B9K :57=@=HM CF A589 5 GI6GH5BH=5@ 9LD5BG=CB CF AC8=V75H=CB HC 9L=GH=B; :57=@=H=9G G=B79 H<9 @5GH)+EA 5I8=H. DIF=B; =BH9FJ=9KG K=H< H<9 5;9B7M <958 5B8 H<9

	E834=24 ?A>C>2>; 0=3 5>A4=B82 <43820; 4G0<8=0C8>=B
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1.)F9-AI8=H *I9GH=CBB5=F9 ()A*) 2. -<9 A7589AM ,7<CC@G)C@=7M "/.F 3. &9ACF5B8IA C: A;F99A9BH: -<9 A7589AM ,7<CC@G 5B8 C<=@8F9BQG !CGD=H5@ C:)=HHG6IF;< 6/9/2015 4. &9ACF5B8IA C: .B89FGH5B8=B; 69HK99B -<9 A7589AM ,7<CC@G 5B8 H<9 C=HM C:)=HHG6IF;< BIF95I C:)C@=79 "BJ9GH=;5H=CBG BF5B7< ,9LI5@ AGG5I@H/F5A=@M /=C@9B79 6/8/2015 5. BIF95I C:)FC:9GG=CB5@ 5B8 (77ID5H=CB5@ AU5=FG @=79BG9G 6. "B7=89BH B5G98 F=@9G "BH9FJ=9KG: 1.)9BBGM@J5B=5 D9D5FHA9BH C: !IA5B ,9FJ=79G: (X79 C: C<=@8F9B, 1CIH< & F5A=@=9G, 09GH9FB +9;=CB- +9;=CB5@)FC;F5A +9DF9G9BH5H=J9 2. +9DF9G9BH5H=J9 C: C<=@8F9BQG !CGD=H5@ -)=HHG6IF;< ,=H9 +9J=9K: 1. +5D9 CF=G=G)CGH9F F=B8=B;G (6M)FCJ=G=CB): 115.321(5): A77CF8=B; HC H<9)F9-AI8=H EI9GH=CBB5=F9 ()A*), -<9 A7589AM ,7<CC@GA7589AM 8C9G BCH 7CB8I7H 58A=B=GHF5H=J9 CF 7F=A=B5@ G9LI5@ 56IG9 =BJ9GH=;5H=CBG =B7@I8=B; F9G=89BH CB F9G=89BH G9LI5@ 56IG9 CF GH5U G9LI5@ A=G7CB8I7H. 'CH5H98 =B H<9)A* H<9)9BBGM@J5B=5 D9D5FHA9BH C: !IA5B ,9FJ=79G: (X79 C: C<=@8F9B, 1CIH< & F5A=@=9G 7CB8I7HG 58A=B=GHF5H=J9 =BJ9GH=;5H=CBG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH. +9GDCBG=6=@=HM :CF 7F=A=B5@ =BJ9GH=;5H=CBG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH K5G DFCJ=898 =B H<9)A* H<FCI;< 5 A9ACF5B8IA C: IB89FGH5B8=B;.FCIB8 K5G H<9 &9ACF5B8IA C: .B89FGH5B8=B; 69HK99B -<9 A7589AM ,7<CC@G 5B8 H<9 C=HM C:)=HHG6IF;< BIF95I C:)C@=79 "BJ9GH=;5H=CBG: BF5B7< ,9LI5@ AGG5I@H/F5A=@M /=C@9B79 6/8/2015. A77CF8=B; HC -<9 A7589AM ,7<CC@G)+EA)C@=7M "/.F, "B7=89BHG F9@5H98 HC)+EA, CH<9F 5GG5I@H=J9 5B8 56IG=J9 69<5J=CF C: 7<=@8F9B, 56IG9 CF B9;@97H, K5B89F=B; & A0 (%, 9@CD9A9BH, GI=7=89 CF 5HH9ADH98 GI=7=89, G9BH=B9@ 9J9BHG 5B8 CH<9F =B7=89BH 56CIH K<=7< H<9F9 A5M 69 F9@9J5B79 =B H<9 ›I8; A9BH C: H<9 F9DCFH9F, =G HC 69 F9DCFH98 =A A98=5H9@M, 5G F9EI=F98 6M A5B85H98 F9DCFH9FG, 5H

<HHDG://KKK.7CAD5GG.GH5H9.D5.IG.

A@GC, 7=H98 =B H<9 DC@=7M H<9 A7589AM F9EI=F9G H<5H 5B =BJ9GH=;5H=CB 69 7CB8I7H98 5B8 8C7I A9BH98 K<9B9J9F 5 J=C@5H=CB C: H<=G DC@=7M =G 5@@9;98. %C75@ @5K 9B:CF79A9BH 5IH<CF=H=9G G<5@@ 69 7CBH57H98 5G B979GG5FM

A 5B5 ; 9 A 9BH C: J=7H=A G C: G9

:IFH<9F J=7H=A 58JC757M F9:9FF5@G. -<9 F9G=89BH K5G G99B 6M H<9 EI5@=V98 GH5U
A9A69F K<C K5G 89G=;B5H98 HC DFCJ=89 J=7H=A 58JC757M G9FJ=79G.

-<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

[illegible]

DIF=B; H<9 F9J=9K C: H<9 &9ACF5B8IA C: .B89FGH5B8=B; 69HK99B -<9 A7589AM
,7<CC@G 5B8 H<9 C=HM C:)=HHG6IF;< BIF95I C:)C@=79 "BJ9GH=;5H=CBG BF5B7< ,9LI5@
AGG5I@H/F5A=@M /=C@9B79 6/8/2015, H<9 5I8=HCF :CIB8 H<9 :57=@=HM F9EI9GH98
=BJ9GH=;5H=CBG 69 7CB8I7H98 :C@@CK=B; 5 IB=:CFA 9J=89B79 DFCHC7C@ :CF H<9 IG9 C:
58A=B=GHF5H=J9 DFC7998=B;G 5B8 7F=A=B5@ DFCG97IH=CBG. -<9 &(. 8=8 BCH F9:9F9B79
J=7H=A 58JC757M, CF H<9 DFCHC7C@G IG98 AIGH A99H H<9)+EA GH5B85F8G.

-<9 &9ACF5B8IA C: A;F99A9BH 69HK99B -<9 A7589AM ,7<CC@G 5B8 C<=@8F9BQG
!CGD=H5@ C:)=HHG6IF;< GH5H9G H<9 9L97IH=J9 8=F97HCF C: A7589AM ,7<CC@G K=@@ G9B8 5B
58JC75H9 HC H<9 <CGD=H5@ HC DFCJ=89 F5D9 7F=G=G 7CIBG9@=B; 5B8 58JC757M G9FJ=79G.

	BC 7CFF97H=J9 57H=CB =G B99898 5H H<=G H=A9.

	%>;828 4B C> 4=BDA4 A454AA0;B >5 0;;460C8>=B 5>A 8=E4BC860C8>=B
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, F. 2. &9ACF5B8IA C: A;F99A9BH: -<9 A7589AM ,7<CC@G 5B8 C=HM C:)=HHG6IF;< C:)C@=79 "BJ9GH=;5H=CBG BF5B7< (6/08/15). 3.)F9-AI8=H *I9GH=CBB5=F9 ()A*). 4. -<9 A7589AM ,7<CC@GA7589AM 096G=H9. <HHD://H<957589AMG7<CC@G.7CA/B9KCIH@CC?-57589AM/ "BH9FJ=9KG: 1. A;9B7M <958 2. "BJ9GH=;5H=J9 GH5U F=B8=B;G (6M)FCJ=G=CB): 115.322 (5) 1-5: "B H<9)A*, H<9 5;9B7M F9DCFH98 H<9M 9BGIF9 H<5H 5B 58A=B=GHF5H=J9 CF 7F=A=B5@ =BJ9GH=;5H=CB =G 7CAD@9H98 :CF 5@@ 5@@9;5H=CBG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH. A@H<CI;< 5 DC@=7M =G BCH F9EI=F98 :CF H<=G DFCJ=G=CB, H<9 5;9B7M F9@=9G CB -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, F. H<5H GH5H9G 5@@ =B7=89BHG F9@5H98 HC)+EA =G HC 69 F9DCFH98. EJ9FM 5@@9;5H=CB C: G9LI5@ 56IG9 7CBGH=HIH9G 5 F9DCFH56@9 =B7=89BH. -<9 5;9B7M F9EI=F9G H<5H 5B =BJ9GH=;5H=CB 69 7CB8I7H98 5B8 8C7IA9BH98 K<9B9J9F 5 J=C@5H=CB C: H<=G DC@=7M =G 5@@9;98. %C75@@5K 9B:CF79A9BH 5IH<CF=H=9G G<5@@ 69 7CBH57H98 5G B979GG5FM. -<9 5;9B7M DFCJ=898 5 A9ACF5B8IA C: 5;F99A9BH K=H< H<9 C=HM C:)=HHG6IF;<)C@=79 H<5H CIH@=B9G 5@@ 7F=A=B5@ =BJ9GH=;5H=CBG CB =B7=89BHG H<5H C77IF 5H '9K (IH@CC? A7589AM K=@@ 69 7CB8I7H98 6M H<9 C=HM C:)=HHG6IF;< BIF95I C:)C@=79. -<9 7=HM =:)=HHG6IF;< BIF95I C:)C@=79 5F9 HF5=B98 HC 7CB8I7H =BJ9GH=;5H=CBG GIFFCIB8=B; G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH. -<9 :57=@=HM F9DCFH98 =B H<9)A* H<9F9 K5G BC G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH 5@@9;5H=CBG F9DCFH9F8 =B H<9 D5GH 12 ACBH<G H<5H F5@@9;98)1GÞ7ßß„0 7t#H47d

H<9 3 5@@9;5H=CBG C: G9LI5@ 56IG9, H<9M K9F9 89H9FA=B98 HC 69 IB:CIB898, G7F99B98 CIH, 5B8 D9B8=B; =BJ9GH=;5H=CB.

-<9 5I8=HCF F9EI9GH98 H<9 @5GH H<F99 M95FG C: F97CF8G 5B8 K5G 56@9 HC 7CBVFA H<5H H<9F9 K5G 3 5@@9;5H=CBG C: G9LI5@ 56IG9 5B8 3 5@@9;5H=CBG C: G9LI5@ <5F5GGA9BH F9DCFH98 8IF=B; H<9 12 ACBH<G DF

G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH H<5H =G DI6@=7@M 5J5=@56@9 CB H<9 5;9B7M K96G=H9. -<9 5;9B7M DC@=7M K5G BCH DI6@=7@M 5J5=@56@9.

"B H<9)A*, H<9 5;9B7M F9DCFH98 H<5H H<9M 8C7IA9BH 5@@ F9:9FF5@G C: 5@@9;5H=CBG C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH :CF 7F=A=B5@ =BJ9GH=;5H=CB.

-<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))

	CCFF97H=J9 A7H=CB: 1. . D85H9 DC@=7M HC C I H@=B9 H<5H 5@@9 ; 5H=CBG C: G9L I 5@ 56 I G9 5B8 G9L I 5@ <5F5GG A 9BH 5F9 F9:9FF98 :CF =BJ9GH= ; 5H=CB HC 5B 5 ; 9B7M K=H< H<9 @9 ; 5@ 5 I H<CF=HM HC 7CB8 I 7H 7F=A=B5@ =BJ9GH= ; 5H=CBG. 2. -F5=B 5@@ GH5U CB I D85H98 DC@=7M 5B8 8C7 I A 9BH GH5U <5J9 F979=J98 HF5=B=B ; . 3. &5?9 DC@=7M 5J5=@56@9 CB H<9 5 ; 9B7MQG K96G=H9. 8 4A8K20C8>= >5 >AA42C8E4 2C8>= B8=24 C74 >=B8C4 %' 0D38C H9=CB J F9 DC@=7M H<9 7CFF97H=J9 57H=CB, H<9 :57=@=HM G I 6 A=HH98 8C7 I A 9BH5H=CB J=5 (A , CB 7/1/2024 5B8 7/5/2024. -<9 :C@@CK=B ; 8C7 I A 9BHG K9F9 G I 6 A=HH98: T +9J=G98) +EA) C@=7M T) +EA) C@=7M . D85H9 A7?BCK@98 ; 9 A 9BH FCF A G G= ; B98 6M GH5U T , I A A 5FM C: 57H=CBG H5?9B HC 7C A D@M K=H<) +EA , H5B85F8 115.322 15G-8 DB H<9 5B?E >AA42C8E4 2C8>= =C4=C -<9 =BH9BH C: H<=G 7CFF97H=J9 57H=CB K5G HC 9BGIF9 H<5H ' 9K (I H@CC? A7589 A M I D85H98 H<9) +EA DC@=7M HC 7@95F@M GH5H9 H<5H 5@@9 ; 5H=CBG C: G9L I 5@ 56 I G9 5B8 G9L I 5@ <5F5GG A 9BH 5F9 F9:9FF98 :CF =BJ9GH= ; 5H=CB HC 5B 5 ; 9B7M K=H< H<9 @9 ; 5@ 5 I H<CF=HM HC 7CB8 I 7H 7F=A=B5@ =BJ9GH= ; 5H=CBG. "B 588=H=CB, ' 9K (I H@CC? A7589 A M 98 I 75H98 GH5U A 9 A 69FG CB H<=G I D85H9 5B8 A589 H<9 I D85H98) +EA DC@=7M 5J5=@56@9 CB ' 9K (I H@CC? A7589 A MQG K96G=H9. -<9 @=B? HC H<9 I D85H98 DC@=7M CB H<9 K96G=H9 =G 69@CK: 0F79=F 9J

3G=)

4.)+EA +EF+E, !E+: #IJ9B=@9 D9H9BH=CB)+EA B5G=7G
5.)+EA +9:F9G<9F F=FGH +9GDCB89F DIH=9G
6.)FC:9GG=CB5@ CCA AIB=75H=CB 5B8 BCIB85F=9G
7. -<9 A7589AM ,7<CC@G)+EA)C@=7M
8. A7?BCK@98;9A9BH C: .B89FGH5B8=B; C: H<9 ,I6GH5B79 C: H<9 C<=@8)FCH97H=CB A7H
9. CA+F -F5=B=B; A7?BCK@98;9A9BH FCFA
10. EAD@CM99 F=@9G
11.)F9- AI8=H *I9GH=CBB5=F9 ()A*)

"BH9FJ=9KG:

1. +DB*9CBAC.,H5U

GH5U HC F9DCFH 7<=@8 56IG9 <HHDG://KKK.F9DCFH56IG9D5.D=HH.98I/. EAD@CM99G 5F9 F9EI=F98 HC G=;B H<9 A7?BCK@98;9A9BH C: .B89FGH5B8=B; C: H<9 ,I6GH5B79 C: H<9 C<=@8)FCH97H=CB A7H K<=7< F9=H9F5H9G H<5H H<9 GH5U A9A69F IB89FGH5B8G H<9=F C6@=;5H=CB HC F9DCFH 7<=@8 56IG9. A88=H=CB5@@M, H<9 5;9B7M DFCJ=89G H<9 G5A9 CA+F -F5=B=B; :CF CF=9BH5H=CB 5B8 F9:F9G<9F)+EA HF5=B=B;. -<9 A7589AM ,7<CC@G HF5=BG 9AD@CM99G CB H<9 :C@@CK=B; HCD=7G:

- T 29FC-HC@9F5B79)C@=7M :CF G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH
- T !CK HC :I@V@@ H<9=F F9GDCBG=6=@=H=9G IB89F 5;9B7M G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH DF9J9BH=CB, 89H97H=CB, F9DCFH=B;, 5B8 F9GDCBG9 DC@=7=9G 5B8 DFC798IF9G
- T -<9 F=;<H C: F9G=89BHG HC 69 :F99 :FCA G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH
- T -<9 F=;<H C: F9G=89BHG 5B8 GH5U HC 69 :F99 :FCA F9H5@=5H=CB :CF F9DCFH=B; G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH
- T -<9 8MB5A=7G C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH =B>IJ9B=@9 :57=@=H=9G
- T -<9 7CA ACB F957H=CBG C: >IJ9B=@9 J=7H=AG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH
- T !CK HC 89H97H 5B8 F9GDCB8 HC G=;BG C: H<F95H9B98 5B8 57HI5@ G9LI5@ 56IG9 5B8 <CK HC 8=GH=B;I=G< 69HK99B 7CBG9BGI5@ G9LI5@ 7CBH57H 5B8 G9LI5@ 56IG9 69HK99B F9G=89BHG
- T !CK HC 5JC=8 =B5DDFCDF=5H9 F9@5H=CBG<=DG K=H< F9G=89BHG.
- T !CK HC 7CA AIB=75H9 9U97H=J9@M 5B8 DFC:9GG=CB5@@M =B7@I8=B; @9G6=5B, ;5M, 6=G9LI5@, HF5BG;9B89F, =BH9FG9L, CF ;9B89F BCB-7CB:CFA=B; F9G=89BHG
- T !CK HC 7CAD@M K=H< F9@9J5BH @5KG F9@5H98 HC A5B85HCFM F9DCFH=B; C: G9LI5@ 56IG9 HC CIHG=89 5IH<CF=H=9G.
- T +9@9J5BH @5KG F9;5F8=B; H<9 5DD@=756@9 5;9 C: 7CBG9BH.

-<9 5;9B7M 89@=J9FG)+EA HF5=B=B; H<FCI;< G9J9F5@ A9H<C8G H<5H =B7@I89 2 J=89CG, 5B 57?BCK@98;9A9BH :CFA, 2 <5B8CIHG, 5B8 5 DC@=7M. CIFF=7I@IA =H9AG IH=@=N98 69@CK:

1. #IJ9B=@9 D9H9BH=CB)+EA B5G=7G -!5B8CIH
2.)FC:9GG=CB5@ CCA AIB=75H=CB 5B8 BCIB85F=9G- !5B8CIH
3. -<9 A7589AM ,7<CC@G)+EA)C@=7M
4. A7?BCK@98;9A9BH C: .B89FGH5B8=B; C: H<9 ,I6GH5B79 C: H<9 C<=@8)FCH97H=CB A7H-FCFA
5. ,5:9;I5F8=B; 1CIF ,9LI5@ ,5:9HM: A)+EA (F=9BH5H=CB /=89C- -9L5G #IJ9B=@9 #IGH=79
6.)+EA /=89C +9:F9G<9F

DIF=B; =BH9FJ=9K K=H< 13 F5B8CA GH5U, =H K5G 7CBVFA98 H<5H H<9M <58 F979=J98)+EA HF5=B=B; CB H<9 =H9AG 7CJ9F98 =B 115.331(5)-1-11.

-<9 5I8=HCF F9J=9K98 5@@ =H9AG 5B8 89H9FA=B98 H<9 7IFF=7I@IAQG A5H9F=5@ 7CJ9F98 5@@ 9@9A9BHG @=GH98 =B DFCJ=G=CB 115.331(5)-1-11.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

	115.331 (6): '9K (IH@CC? A7589AM=G 5B 5@@-:9A5@9 :57=@=HM. -<9 HF5=B=B; J=89C ,5:9;I5F8=B; 1CIF ,9LI5@ ,5:9HM 588F9GG9G H<9 8MB5A=7G C: :9A5@9 :57=@=H=9G, 5B8 H<9 89G7F=DH=CB C: 69<5J=CFG HC DCGG=6@M 9LD97H. -<9 5;9B7M=G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB. 115.331(7): ABBI5@@M, GH5U 5H '9K (IH@CC? A7589AM 5F9 DFCJ=898 K=H< CA+F -F5=B=B; K<=7< =B7@I89G)+EA F9:F9G<9F HF5=B=B;. +9J=9K C: GH5U :C@89FG, H<9 5I8=HCF K5G 56@9 HC 89H9FA=B9 H<5H GH5U F979=J9G CA+F HF5=B=B; 5BBI5@@M

3. #I J9B=@9 #IGH=79)+EA +9:F9G<9F#1- #I J9B=@9 D9H9BH=CB)+EA B5G=7G
4. +CGH9F C: 7CBHF57HCFG 5B8 JC@IBH99FG

F=B8=B;G (6M)FCJ=G=CB):

115.332(5):

0=H<=B H<9 A7589AM ,7<CC@G)+EA)C@=7M "/.C.2, 5@@ JC@IBH99FG 5B8 7CBHF57HCFG K<C <5J9 7CBH57H K=H< MCIH< G<5@@ 69 HF5=B98 CB H<9=F F9GDCBG=6=@=H=9G IB89F H<=G DC@=7M. -<9 @9J9@ 5B8 HMD9 C: HF5=B=B; G<5@@ 69 65G98 CB H<9 G9FJ=79G H<9M DFCJ=89 5B8 H<9 @9J9@ C: 7CBH57H H<9M <5J9 K=H< MCIH<. +9;5F8@9GG C: @9J9@ C: 7CBH57H 5@@ JC@IBH99FG 5B8 7CBHF57HCFG K<C <5J9 7CBH57H K=H< MCIH< G<5@@ 69 BCH=V98 =B KF=H=B; C: H<9 5;9B7MQG N9FC HC@9F5B79 DC@=7M 5B8 <CK HC F9DCFH =B7=89BHG CF GIGD=7=CBG C: G9LI5@ 56IG9, 5GG5I@H CF <5F5GGA9BH.

)FCJ=898 =B H<9)F9-AI8=H *I9GH=CBB5=F9 ()A*), H<9 5;9B7M DFCJ=898 5 7CDM C: H<9 HF5=B=B; A5H9F=5@, #I J9B=@9 #IGH=79)+EA +9:F9G<9F #1-#I J9B=@9 D9H9BH=CB)+EA B5G=7G. -<9)A* =89BH=V98 3 JC@IBH99FG 5B8 7CBHF57HCFG K<C <58 699B HF5=B98 =B H<9 5;9B7MQG DC@=7=9G 5B8 DFC798IF9G F9;5F8=B; G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH DF9J9BH=CB, 89H97H=CB, 5B8 F9GDCBG9. +9J=9K C: H<9 FCGH9F F979=J98, H<9F9 K9F9 2 7CBHF57HCFG 5B8 JC@IBH99FG. -<9 5I8=HCF K5G IB56@9 HC 89H9FA=B9 =: H<9 JC@IBH99FG CF 7CBHF57HCFG F979=J98)+EA HF5=B=B; 8I9 HC H<9 @57? C: 8C7IA9BH5H=CB C: 57?BCK@98;9A9BH C: HF5=B=B;.

-<9F9 K9F9 5HH9ADHG 6M H<9 5I8=HCF HC 7CBH57H H<9 2 JC@IBH99FG DFCJ=898, 6IH H<9 5I8=HCF B9J9F F979=J98 5 F9GDCBG9.

-<9 5;9B7M 8C9G BCH GI6GH5BH=5@@M A99H 7CAD@=5B79 K=H< H<=G DFCJ=G=CB.

115.332 (6):

-<FCI;< H<9)A*, H<9 5;9B7M DFCJ=898 ##)+EA +9:F9G<9F#1- #I J9B=@9 D9H9BH=CB)+EA B5G=7G. -<9 HF5=B=B; A5H9F=5@ 8C9G BCH 89H5=@ H<9 5;9B7MQG N9FC-HC@9F5B79 DC@=7M 5B8 <CK HC F9DCFH =B7=89BHG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH.

-<9 5;9B7M 8C9G BCH GI6GH5BH=5@@M A99H 7CAD@=5B79 =B H<=G DFCJ=G=CB.

115.332(7):

)FCJ=898 =B H<9)A*, H<9 5;9B7M GH5H98 H<5H H<9M 8C BCH A5=BH5=B 8C7IA9BH5H=CB 7CBVFA=B; H<5H H<9 JC@IBH99FG 5B8 7CBHF57HCFG IB89FGH5B8 H<9 HF5=B=B; H<9M <5J9 F979=J98.

-<9 5;9B7M 8C9G BCH GI6GH5BH=5@@M A99H 7CAD@=5B79 =B H<=G DFCJ=G=CB.

-<9 5;9B7M <5G 5 DC@=7M H<5H F

	IB89FGH5B8=B; 5B8 D5FH=7=D5H=CB C: H<9)+EA HF5=B=B; HC JC@IBH99FG 5B8 7CBHF57HCFG. B5G98 CB H<=G 5B5@MG=G, H<9 :57=@=HM =G BCH GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8, 5B8 7CFF97H=J9 57H=CB =G B99898 5H H<=G H=A9. CCFF97H=J9 A7H=CB: 1. A88 HC H<9)+EA HF5=B=B; 7IFF=7I@IA :CF 7CBHF57HCFG 5B8 JC@IBH99FG H<9 5;9B7MQG N9FC-HC@9F5B79 :CF G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH. -<9 HF5=B=B; G<CI@8 5@GC =B7@I89 H<9 J5F=CIG K5MG HC F9DCFH G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH. 2. -F5=B 5@@ JC@IBH99FG 5B8 7CBHF57HCFG K<C <5J9 8=F97H 7CBH57H K=H< F9G=89BHG 5H '9K (IH@CC? A7589AM. 3. &5=BH5=B 8C7IA9BH5H=CB C: 57?BCK@98;9A9BH C: D5FH=7=D5H=CB 5B8 IB89FGH5B8=B; C: H<9)+EA HF5=B=B;. +4A8K20C8>= >5 >AA42C8E4 2C8>= B8=24 C74 >=B8C4 %' 0D38C "B F9GDCBG9 HC H<9 7CFF97H=J9 57H=CB, H<9 :57=@=HM GI6A=HH98 8C7IA9BH5H=CB J=5 (A, CB 7/1/2024 5B8 7/5/2024. -<9 :C@@CK=B; 8C7IA9BHG K9F9 GI6A=HH98: T ,=;B98 A7?BCK@98;9A9BH C:)F=GCB +5D9 E@=A=B5H=CB A7H -F5=B=B; C: CCBHF57HCFG 5B8 /C@IBH99FG =B7@I898 CB H<9 57?BCK@98;9A9BH =G H<9 =H9AG 7CJ9F98 =B H<9 HF5=B=B;. T ,IAA5FM C: 57H=CBG H5?9B HC 7CAD@M K=H<)+EA ,H5B85F8 115.332 >AA42C8E4 2C8>= =C4=C -<9 =BH9BH C: H<=G 7CFF97H=J9 57H=CB K5G HC 9BGIF9 H<5H '9K (IH@CC? A7589AM ID85H98 H<9 HF5=B=B; A5H9F=5@ :CF 7CBHF57HCFG 5B8 JC@IBH99FG HC 89H5=@ '9K (IH@CC? A7589AMQG N9FC-HC@9F5B79 DC@=7M 5B8 <CK HC F9DCFH =B7=89BHG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH. "B 588=H=CB, '9K (IH@CC? A7589AM 89J9@CD98 5 :CFA :CF 7CBHF57HCFG 5B8/CF JC@IBH99FG HC G=;B 57?BCK@98;=B; H<9 IB89FGH5B8=B; 5B8 D5FH=7=D5H=CB =B H<9 HF5=B=B;. -<9 CF=;=B5@G 5F9 A5=BH5=B98 6M H<9 !IA5B +9GCIF79G 89D5FHA9BH. B5G98 CB H<9 =B:CFA5H=CB GI6A=HH98, H<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<9 GH5B85F8.

	'4B834=C 43D20C8>=
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG:

K9F9 8CB9 5H H<9 G5A9 H=A9. -<9 F9G=89BHG 8=8 BCH ;=J9 H<9 5I8=HCF 5BM =B8=75H=CB C: H<9)+EA 98I75H=CB 69=B; G9D5F5H98 =BHC)+EA CF=9BH5H=CB 8IF=B; =BH5?9 5B8 7CADF9<9BG=J9)+EA HF5=B=B; H5?9B K=H<=B 10 85MG C: =BH5?9.

-<9 :57=@=HM 8C9G BCH GI6GH5BH=5@@M A99H 7CAD@=5B79 =B H<=G DFCJ=G=CB.

115.333(7):

+9J=9K C: F9G=89BH V@9G, 5@@ F9G=89BHG F979=J98)+EA 98I75H=CB. -<9 DFC6@9A K=H< H<9 98577583B =G H<5H =H 5@@ C77IFF98 8IF=B; H<9 CF=9BH5H=CB HC H<9 :57=@=HM =BGH958 C: 69=B; 89@=J9F98 =B HKC D5FHG.)+EA CF=9BH5H=CB HF5=B=B; G<CI@8 699B 5H =BH5?9 5B8 7CADF9<9BG=J9)+EA HF5=B=B; G<CI@8 69 K=H<=B 10 85MG C: =BH5?9. (F=9BH5H=CB HF5=B=B; G<CI@8 =B7@I89 H<9 :57=@=HMQG N9FC-HC@9F5B79 DC@=7M :CF G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH 5B8 <CK HC F9DCFH =B7=89BHG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH.)+EA 7CADF9<9BG=J9 HF5=B=B; G<CI@8 =B7@I89 MCIF F=;<H BCH HC 69 G9LI5@@M 56IG98 CF G9LI5@@M <5F5GG98, <CK HC F9DCFH G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH, MCIF F=;<H HC 69 :F99 :FCA F9H5@=5H=CB :FCA F9DCFH=B; G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH, MCIF F=;<H BCH HC 69 DIB=G<98 :CF F9DCFH=B; G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH, 5B8 J=7H=A 58JC757M 7CBH57H =B:CFA5H=CB.

-<9 :57=@=HM =G DF=J5H9, 5B8 H<9F9 =G BC HF5BG:9FF=B; C: F9G=89BHG :FCA CB9 :57=@=HM HC 5BCH<9F GC H<9F9 5F9 BC 7CB79FBG F9;5F8=B; 588=H=CB5@ HF5=B=B; C: F9G=89BHG.

-<9 :57=@=HM A99HG 7CAD@=5B79 K=H< H<=G DFCJ=G=CB.

115.333(8):

0=H<=B H<9 A7589AM ,7<CC@G)+EA)C@=7M."/.C.5, =H =G 7=H98 5@@ 98I75H=CB 5B8 =B:CFA5H=CB G<5@@ 69 A589 5J5=@56@9 =B :CFA5HG 5779GG=6@9 HC 5@@ MCIH< (@=A=H98 EB;@=G<, 895:, J=GI5@@M =AD5=F98 CF CH<9FK=G9 8=G56@98 5G K9@@ 5G @=A=H98 F958=B; G?=@@G). A88=H=CB5@@M, ?9M =B:CFA5H=CB G<5@@ 69 7CBH=BICIG@M 5B8 F958=@M 5J5=@56@9 CF J=G=6@9 J=5 DCGH9FG, 6FC7<IF9G, CF CH<9F :CFA5HG.

-<9 :57=@=HM =G 5 DF=J5H9 :57=@=HM H<5H =BH9FJ=9KG 75B8=85H9G :CF 5DDFCDF=5H9B9GG 5B8 =BGIF9 H<9F9 5F9 BC C6GH57@9G CF 65FF=9FG :CF GI779GG 5H H<9 :57=@=HM. -<9 :57=@=HM 8C9G <5J9 5779GG HC 5 @5B;I5;9 @=B9 :CF @=A=H98 EB;@=G< DFCV7=9BH 5B8 <95F=B; =AD5=F98. A88=H=CB5@@M, H<=G G9FJ=79 75B 69 IH=@=N98 :CF D5F9BHG 5B8 ;I5F8=5BG. -<9 :57=@=HM <5G H<9 B979GG5FM CX79 9EI=DA9BH HC 9B@5F;9 :CBHG C: A5H9F=5@G. A@GC, H<9)+EA HF5=B=B; J=89CG <5J9 7@CG98 75DH=CB :CF H<CG9 F9G=89BHG H<5H A9 69 <95F=B; =AD5=F98. DIF=B; H<9 =BH9FJ=9K K=H< H5F;9H98 MCIH< K=H< @95FB=B; 8=G56=@=H=9G, =H K5G 7CBVFA98 H<5H 5GG=GH5B79 =G DF

D I 9 HC H<9 A 5BB9F C: 89@=J9FM C:)+EA 98I75H=CB, H<9 F9G=89BHG CB@M 57?BCK@98; 9 F979=DH C: H<9 CF=9BH5H=CB)+EA HF5=B=B; 5B8 BCH H<9 7C A DF9<9BG=J9)+EA HF5=B=B;.

-<9 :57=@=HM 8C9G BCH G I 6GH5BH=5@@M A 99H 7C A D@=5B79 =B H<=G DFCJ=G=CB.

115.333 (:)

'9K (IH@CC? A7589 A M 9BG I F9G H<5H ?9M =B:CF A 5H=CB D9FH5=B=B; HC)+EA =G 8=GD@5M98 H<FC I ;<C I H H<9 :57=@=HM. D I F=B; H<9 G=H9 F9J=9K, H<9 5I8=HCF C6G9FJ98 7CBH57H =B:CF A 5H=CB :CF C<=@8@=B9, H<9 GH5H9 F9DCFH=B; @=B9 :CF 7<=@8 56IG9 5B8 B9;@97H.)CGH9FG K=H< 7CBH57H =B:CF A 5H=CB :CF H<9)+EA 7CCF8=B5HCF 5G K9@@ 5G H<9 :57=@=HMQG N9FC-HC@9F5B79 :CF G9L I 5@ 56IG9 5B8 G9L I 5@ <5F5GG A 9BH.)CGH CBG=H9 5I8=H, H<9)+EA 7CCF8=B5HCF 69;5B 89J9@CD=B; 5 D5 A D<@9H K=H< 5@@)+EA F9@5H98 =B:CF A 5H=CB HC 69 ;=J9B 8 I F=B; 7C A DF9<9BG=J9 HF5=B=B; 5G K9@@ 5G F958=@M 5J5=@56@9 HC F9G=89BHG.

-<9 :57=@=HM G I 6GH5BH=5@@M A 99HG 7C A D@=5B79 =B H<=G DFCJ=G=CB.

AH H<9 H=A 9 C: 58 A=HH5B79, F9G=89BHG 5F9 J9F65@@M 5B8 H<FC I ;< J=89C DFCJ=898 =B:CF A 5H=CB 56C I H '9K (IH@CC? A7589 A MQG N9FC-HC@9F5B79 DC@=7M D9FH5=B=B; HC G9L I 5@ 56IG9 5B8 G9L I 5@ <5F5GG A 9BH 5B8 <CK HC F9DCFH G9L I 5@ 56IG9 5B8 G9L I 5@ <5F5GG A 9BH. -<9 :57=@=HM <5G 699B 7C A 6=B=B; H<9)+EA 98I75H=CB =BGH958 C: <5J=B;)+EA CF=9BH5H=CB 5B8)+EA 7C A DF9<9BG=J9 HF5=B=B; K=H<=B 10 85MG. +9J=9K C: F5B8C A F9G=89BH V@9G G<CK98 9J=89B79 H<5H F9G=89BHG <58 F979=J98)+EA HF5=B=B;.)+EA 98I75H=CB =G DFCJ=898 J9F65@@M 5B8 H<FC I ;< J=89C, 5B8 H<9 :57=@=HM <5G DFCJ=898 A 95BG :CF 5@@ F9G=89BHG HC 69B9VH :FC A)+EA 98I75H=CB. -<9 5I8=HCF @C75H98 =B F9G=89BHGQ V@9G 9J=89B79 C: F9G=89BH D5FH=7=D5H=CB =B)+EA 98I75H=CB, 6I H :CF CB@M H<9 CF=9BH5H=CB 8 I 9 HC H<9 89@=J9FM A 9H<C8. D I F=B; H<9 G=H9 F9J=9K, H<9 5I8=HCF C6G9FJ98 DCGH9FG 9BG I F=B; H<5H ?9M =B:CF A 5H=CB C: H<9 5;9B7MQG)+EA DC@=7=9G K9F9 7CBH=BICIG@M 5B8 F958=@M 5J5=@56@9.

B5G98 CB H<=G 5B5@MG=G, H<9 :57=@=HM 8C9G BCH G I 6GH5BH=5@@M A 99H 7C A D@=5B79, 5B8 7CFF97H=J9 57H=CB =G B99898.

CCFF97H=J9 A7H=CB:

1.)FCJ=89 7C A DF9<9BG=J9)+EA 98I75H=CB K=H<=B 10 85MG C: =BH5?9 HC H<9 :57=@=HM. &5=BH5=B 5B8 8C7I A 9BH 57?BCK@98; A 9BH C: D5FH=7=D5H=CB 5B8 IB89FGH5B8=B;. EBG I F9 H<5H H<9 HF5=B=B; =B7@I89G:

   - T 1C I F F=;<H BCH HC 69 G9L I 5@@M 56IG98 CF G9L I 5@@M <5F5GG98.
   - T !CK HC F9DCFH G9L I 5@ 56IG9 CF G9L I 5@ <5F5GG A 9BH.
   - T 1C I F F=;<H BCH HC 69 D I B=G<98 CF F9H5@=5H98 5;5=BGH :CF F9DCFH=B; G9L I 5@ 56IG9 CF G9L I 5@ <5F5GG A 9BH.
   - T A88F9GG 5B8 D<CB9 B I A 69F HC H<9 @C75@ F5D9 7F=G=G 79BH9F.

+97C A A 9B85H=CB:

1. D9J9@CD 5B8 8=GHF=6 I H9)+EA D5 A D<@9HG HC I H=@=N9 8 I F=B;)+EA 98I75H=CB 5B8

	HC A5?9 5J5=@56@9 6CH< 7CBH=BICIG@M 5B8 F958=@M HC F9G=89BHG. 2. D9J9@CD)+EA J=89C H<5H 7CJ9FG 5@@)+EA F9@5H98 =B:CFA5H=CB H<5H =G =B 5@=;BA9BH K=H< 5 H<9F5D9IH=7 7CAAIB=HM (HF5IA5 =B:CFA98). /4A8K20C8>= >5 >AA42C8E4 2C8>= B8=24 C74 >=B8C4 %' 0D38C "B F9GDCBG9 HC H<9 7CFF97H=J9 57H=CB, H<9 :57=@=HM GI6A=HH98 8C7IA9BH5H=CB J=5 (A, CB 7/1/2024 5B8 7/5/2024. -<9 :C@@CK=B; 8C7IA9BHG K9F9 GI6A=HH98: T 'C &95BG 'C)5AD<@9H--F5=B=B; &5H9F=5@ T)+EA CCADF9<9BG=J9 A7?BCK@98;9A9BH FCFA T ,IAA5FM C: 57H=CBG H5?9B HC 7CAD@M K=H<)+EA ,H5B85F8 115.333 >AA42C8E4 2C8>= =C4=C -<9 =BH9BH C: H<=G 7CFF97H=J9 57H=CB K5G HC 9BGIF9 H<5H '9K (IH@CC? A7589AM G9D5F5H98 H<9)+EA E8I75H=CB =BHC 5B =B=H=5@ 5B8 7CADF9<9BG=J9 HF5=B=B; :CF F9G=89BHG. -<9 7CADF9<9BG=J9 98I75H=CB =G DFCJ=898 HC F9G=89BHG K=H<=B 10 85MG C: =BH5?9 5B8 =B7@I89G: T +9G=89BHGQ F=;<H BCH HC 69 G9LI5@@M 56IG98 CF G9LI5@@M <5F5GG98. T !CK HC F9DCFH G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH. T +9G=89BHGQ F=;<H BCH HC 69 DIB=G<98 CF F9H5@=5H98 5;5=BGH :CF F9DCFH=B; G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH. T -<9 588F9GG 5B8 D<CB9 BIA69F HC H<9 @C75@ F5D9 7F=G=G 79BH9F. '9K (IH@CC? A7589AM <5G 5@GC 89J9@CD98 5 6FC7<IF9 :CF GHI89BHG K=H< H<=G =B:CFA5H=CB =B7@I898 5B8 7F95H98 5 :CFA HC 69 A5=BH5=B98 =B GHI89BH F97CF8G 57?BCK@98;=B; 7CAD@9H=CB C:)+EA 98I75H=CB. B5G98 CB H<9 =B:CFA5H=CB F9J=9K98, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8

	(?4280;8I43 CA08=8=6 =E4BC860C8>=B
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=

	(?4280;8I43 CAO8=8=6 " 4382O; 0=3 <4=C0; 740;C7 20A4
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7I A9BHG: 1. -<9 A7589AM ,7<CC@G)+EA)C@=7M "/.C.4. 2. EAD@CM99 F=@9G 3. -F5I A5 "B:CFA98 C5F9 C9FH=V75H9G "BH9FJ=9KG: 1. &98=75@)F57H=H=CB9FG 2. &9BH5@ !95@H<)F57H=H=CB9FG F=B8=B;G (6M)FCJ=G=CB): 115.335(5): A7589AM ,7<CC@G <5G 5 DC@=7M F9@5H98 HC H<9 HF5=B=B; C: A98=75@ 5B8 A9BH5@ <95@H< DF57H=H=CB9FG K<C KCF? F9;I@5F@M =B =HG :57=@=H=9G. CCBH5=B98 =B H<9 A7589AM ,7<CC@G)+EA)C@=7M "/.C.4 &98=75@ GH5U 5B8 &9BH5@ !95@H< -<9F5D=GHG @A)

K5G 7CBVFA98 6M H<9 A98=75@ DF57H=H=CB9F :CF9BG=7 9L5A=B5H=CBG 5F9 7CB8I7H98 5H C<=@8F9BQG !CGD=H5@-)=HHG6IF;<.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.3335(7):

-<9 5;9B7M G<CKG H<9 DF57H=79 C: A5=BH5=B=B; 8C7IA9BH5H=CB C: A98=75@ 5B8 A9BH5@ <95@H< DF57H=H=CB9F HF5=B=B;. -<FCI;< H<9 GIDD@9A9BH5@ V@9G, H<9 5I8=HCF K5G DFCJ=898 H<9 HF5IA5 =B:CFA98 75F9 HF5=B=B;.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.335(8):

-<9 A7589AM ,7<CC@G)+EA)C@=7M "/.C.4. 7@95F@M GH5H9G A98=75@ GH5U 5B8 A9BH5@ !95@H< -<9F5D=GHG G<5@@ F979=J9 GD97=5@=N98 HF5=B=B; (=B 588=H=CB HC H<9 HF5=B=B; DFCJ=898 HC 5@@ 9AD@CM99G). %C75H98 K=H<=B H<9 A98=75@ 5B8 A9BH5@ <95@H< 9AD@CM99 V@9G 8C7IA9BHG DFCC: C:)+EA HF5=B=B;. -<9)+EA 98I75H=CB =G 8C7IA9BH98 CB H<9 CA+F A7?BCK@98;9A9BH :CFA. "H G<CI@8 69 BCH98 CA+F =G 5B 5BBI5@ HF5=B=B; =B7@I8=B;)+EA F9:F9G<9F HF5=B=B;.

	"B F9GDCBG9 HC H<9 7CFF97H=J9 57H=CB, H<9 :57=@=HM GI6A=HH98 8C7I A9BH5H=CB J=5 (A, CB 7/1/2024 5B8 7/5/2024. -<9 :C@@CK=B; 8C7I A9BHG K9F9 GI6A=HH98: T C9FH=V75H9G :CF)+EA 201:CF A98=75@ 5B8 A9BH5@ <95@H< GH5U T ,IAA5FM C: 57H=CBG H5?9B HC 7CAD@M K=H<)+EA ,H5B85F8 115.335 >AA42C8E4 2C8>= =C4=C -<9 =BH9BH C: H<=G 7CFF97H=J9 57H=CB K5G HC 9BGIF9 H<5H '9K (IH@CC? A7589AMQG A98=75@ 5B8 A9BH5@ <95@H< DF57H=H=CB9FG F979=J9 GD97=5@=N98 HF5=B=B;. -<9 HF5=B=B; K5G :57=@=H5H98 6M H<9 '5H=CB5@ "BGH=HIH9 C: CCFF97H=CBG ('"C) H=H@98 R)+EA 201 :CF &98=75@ 5B8 &9BH5@ !95@H<)F57H=H=CB9FG,S K<=7< =B7@I898 H<9 :C@@CK=B; 9@9A9BHG: T D9H97H=B; 5B8 5GG9GG=B; G=;BG C: G9LI5@ 56IG9, 5GG5I@H, 5B8 <5F5GGA9BH. T)F9G9FJ=B; D<MG=75@ 9J=89B79 C: G9LI5@ 56IG9 5B8 5GG5I@H. T +9GDCB8=B; 9U97H=J9@M 5B8 DFC:9GG=CB5@@M HC J=7H=AG C: G9LI5@ 56IG9, 5GG5I@H, 5B8 <5F5GGA9BH. T !CK 5B8 HC K<CA HC F9DCFH 5@@9;5H=CBG CF GIGD=7=CBG C: G9LI5@ 56IG9 5B8 5GG5I@H. A88=H=CB5@@M, H<9 :57=@=HM A5=BH5=BG H<9 8C7I A9BH5H=CB C: H<9 HF5=B=B; =B GH5U V@9G. B5G98 CB H<9 =B:CFA5H=CB F9J=9K98, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<9 GH5B85F8.

	$1C08=8=6 8=5>A<0C8>= 5A>< A4B834=CB
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/,B 2. '9K (IH@CC? A7589AM /I@B9F56=@=HM +=G? AGG9GGA9BH 3. 14 +9G=89BH F=@9G 4. 95 +=G? AGG9GGA9BHG 5.)A* ,=H9 +9J=9K (6G9FJ5H=CB: 1. "BH5?9

G7F99B=B; =BGHFI A9BH K5G C6>97H=J9. -<9 F=G? 5GG9GG A9BH G7F99B=B; =BGHFI A9BH 5GG=GH GH5U =B 5G79FH5=B=B; =B:CF A5H=CB H<5H DFCJ=89G 5 F9G=89BHQG CJ9F5@@ F=G? C: G9LI5@ J=7H=A=N5H=CB CF F=G? C: 56IG=J9B9GG HCK5F8G CH<9FG. -<=G DFC79GG =G 7CB8I7H98 CB H<9 '9K (IH@CC? A7589AM /I@B9F56=@=HM +=G? AGG9GG A9BH.

"B F9J=9K C: H<9 F=G? 5GG9GG A9BHG, H<9)+EA F=G? 5GG9GG A9BH =G 7C A DF=G98 C: 5 G9F=9G C: EI9GH=CBG 5B8 =B:CF A5H=CB 56CIH H<9 F9G=89BH 5B8 H<9 G7CF9G M=9@8 5B CIH7C A9 H<5H 7CI@8 69 IG98 HC =B:CF A GH5U C: GID9FJ=G=CB B998G :CF <CIG=B;, 698, ACJ9A9BH 5B8 DFC;F5A D@579A9BH.

-<9 9J=89B79 G<CKG H<5H H<9 5;9B7MQG F=G? 5GG9GG A9BH =G 7CB8I7H98 IG=B; 5B C6>97H=J9 G7F99B=B; =BGHFI A9BH K<=7< K5G J9F=V98 H<FCI;<)A*, F=G? 5GG9GG A9BH, 5B8 GH5U =BH9FJ=9KG.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7C A D@=5BH K=H< H<=G DFCJ=G=CB 5B8 7CFF97H=J9 57H=CB =G BCH F9EI=F9E.I=F9EI=F

115.341 (7):

-<9 5I8=HCF K5G 56@9 HC F9J=9K H<9)+EA F=G? 5GG9GG A9BH DFCJ=898 6M H<9 5;9B7M. .DCB F9J=9K, H<9 F=G? 5GG9GG A9BH 7CBH5=BG 5@@ 9@9J9B ?9M 7C A DCB9BHG C: H<9 =B=H=5@)+EA F=G? G7F99B=B; 5GG9GG A9BH.

DIF=B; 5B =BH9FJ9K8K=H< GH5U F9GEC:BG46@9=57=7C9BH7H=B; F=G? G7F99B=B;, K<9B 5G?98 K<5H H<9 =B=H=5@ F=G? G7F99B=B; 7CBG=89F, GH5U =B8=75H98 EI9GH=CBG C: ;9B89F, G9L, G=N9, 5B8 5779DH5B79 C: F=G?.

C69098J=89B?9669<E6K6V$5F7@BG6V%5G=&HCG:1F=C7@ÃSÁ8$@$;6VV4

9EI=F

C79GG =G 4D#S7$€

	115.341 (9): "B H<9)A*, H<9 DFCJ=G=CB F

,=H9 +9J=9K (6G9FJ5H=CB:

1. (6G9FJ5H=CB 8IF=B; CBG=H9 F9J=9K C: D<MG=75@ D@5BH

F=B8=B;G (6M)FCJ=G=CB):

115.342 (5):

"B H<9)A*, H<9 :57=@=HM F9DCFH98 H<5H H<9M IG9 =B:CFA5H=CB :FCA H<9 F=G? G7F99B=B; HC :CFA <CIG=B;, 698, KCF?, 98I75H=CB, 5B8 DFC;F5A 5GG=;BA9BHG K=H< H<9 ;C5@ C: ?99D=B; 5@@ F9G=89BHG G5:9 5B8 :F99 :FCA G9LI5@ 56IG9.

-<9 5;9B7M F9@=9G CB -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/,B, H<9 G7F99B=B; K=@@ 69 8C7IA9BH98 =B H<9 =BH5?9 EI9GH=CBB5=F9 7CAD@9H98 5H 7CIFH, CF K=H< 5 MCIH<QG 75G9KCF?9F. %=J=B; 5B8 FCCA 5GG=;BA9BHG K=@@ 69 A589 577CF8=B;@M.

DIF=B; =BH9FJ=9KG K=H< GH5U F9GDCBG=6@9 :CF F=G? G7F99B=B;, K<9B 5G?98 <CK H<9 :57=@=HM IG9G =B:CFA5H=CB :FCA H<9 F=G? G7F99B=B; 8IF=B; =BH5?9 HC ?99D F9G=89BHG G5:9 5B8 :F99 :FCA G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH, GH5U GH5H98 H<9M IG9 =B:CFA5H=CB HC ID85H9 DF57H=79 5B8 5K5F9B9GG.

-<9 5I8=HCF K5G 56@9 HC 89H9FA=B9 H<5H F9G=89BHG =89BH=V98 5G <5J=B; 5)+EA F=G? F9@5H98 :57HCF 5F9 DFCJ=898 GD97=V7 F97CA A9B85H=CBG 5G =H F9@5H9G HC <CIG=B;, 698, KCF?, 98I75H=CB, 5B8 DFC;F5A 5GG=;BA9BHG K=H< H<9 ;C5@ C: ?99D=B; 5@@ F9G=89BHG G5:9 5B8 :F99 :FCA G9LI5@ 56IG9.

-<9 5I8=HCF K5G 56@9 HC F9J=9K 95 F=G? 5GG9GGA9BHG H<5H DFCJ=89G =B:CFA5H=CB CB <CK GH5U IG9 H<9 =B:CFA5H=CB HC =B:CFA H<9A CB GD97=V7 F97CA A9B85H=CBG.

-<9 9J=89B79 G<CKG H<5H H<9 :57=@=HM <5G 89ACBGHF5H98 <CK H<9 =B:CFA5H=CB C6H5=B98 :FCA H<9 F=G? 5GG9GGA9BH=G IG98 HC =B:CFA H<9A C: <CIG=B;, 698, 98I75H=CB 5B8 DFC;F5A 5GG=;BA9BHG H<5H KCI@8 ?99D F9G=89BHG G5:9 5B8 :F99 :FCA G9LI5@ 56IG9 K<=7< K5G J9F=V98 6M F=G? 5GG9GGA9BH, DC@=7M 5B8 GH5U =BH9FJ=9KG.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 7CFF97H=J9 57H=CB =G BCH F9EI=F98.

115.342 (6):

"B H<9)A*, H<9 :57=@=HM F9DCFH98 H<9M 8C BCH <5J9 5 DC@=7M :CF F9G=89BHG 5H F=G? C: G9LI5@ J=7H=A=N5H=CB A5M CB@M 69 D@5798 =B =GC@5H=CB 5G 5 @5GH F9GCFH =: @9GG F9GHF=7H=J9 A95GIF9G 5F9 =B589EI5H9 HC ?99D H<9A 5B8 CH<9F F9G=89BHG G5:9, 5B8 CB@M IBH=@ 5B 5@H9FB5H=J9 A95BG C: ?99D=B; 5@@ F9G=89BHQG G5:9 75B 69 5FF5B;98 CF F9EI=F9G H<5H F9G=89BHG 5H F=G? C: G9LI5@ J=7H=A=N5H=CB K<C 5F9 D@5798 =B =GC@5H=CB <5J9 5779GG HC @9;5@@M F9EI=F98 98I75H=CB5@ DFC;F5A A=B;, GD97=5@ 98I75H=CB G9FJ=79G, 5B8 85=@M @5F;9-AIG7@9 9L9F7=G9.

"B H<9)A*, H<9 :57=@=HM F9DCFH98 H<5H =B H<9 D5GH 12 ACBH<G H<9F9 K5G BC F9G=89BHG 5H F=G? C: G9LI5@ J=7H=A=N5H=CB D@5798 =B =GC@5H=CB H<5H KCI@8 <5J9 699B 89B=98 5779GG HC 85=@M @5F;9-AIG7@9 9L9F7=G9, @9;5@@M F9EI=F98 98I75H=CB5@ DFC;F5A A=B; CF GD97=5@

98I75H=CB G9FJ=79G.

DIF=B; =BH9FJ=9KG K=H< A9BH5@ <95@H< 5B8 A98=75@ GH5U, K<9B 5G?98 8C F9G=89BHG =B =GC@5H=CB F979=J9 J=G=HG :FCA A98=75@ 5B8 A9BH5@ <95@H< 75F9, GH5U GH5H98 BC. DIF=B; =BH9FJ=9KG K=H< H<9 GID9F=BH9B89BH, K<9B 5G?98 5F9 F9G=89BHG CB@M =GC@5H98 :FCA CH<9FG 5G 5 @5GH F9GCFH K<9B @9GG F9GHF=7H=J9 A95GIF9G 5F9 =B589EI5H9 HC ?99D H<9A 5B8 CH<9F F9G=89BHG G5:9, 5B8 CB@M IBH=@ 5B 5@H9FB5H=J9 A95BG C: ?99D=B; 5@@ F9G=89BHG G5:9 75B 69 5FF5B;98, GH5U GH5H98 BC.

DIF=B; H<9 CBG=H9 F9J=9K, H<9 5I8=HCF K5G 56@9 HC C6G9FJ9 H<9 D<MG=75@ D@5BH C: H<9 :57=@=HM. -<9 :57=@=HM =G BCH 5 G97IF9 :57=@=HM. AH H<9 H=A9 C: H<9 CBG=H9 F9J=9K, H<9F9 K9F9 BC F9G=89BHG =B =GC@5H=CB H<5H K9F9 5H F=G? C: G9LI5@ J=7H=A=N5H=CB CF 5@@9;98 HC <5J9 GIU9F98 G9LI5@ 56IG9. -<9 5I8=HCF F9J=9K98 95)+EA F=G? 5GG9GGA9BHG 5B8 7CBVFA98 H<5H BC F9G=89BH K5G =B =GC@5H=CB 8IF=B; H<9 CBG=H9 F9J=9K.

-<9 9J=89B79 G<CKG H<9 :57=@=HM 8C9G BCH =GC@5H9 F9G=89BHG 5H H<9 :57=@=HM, H<9 F9G=89BHG KCI@8 F979=J9 85=@M J=G=HG :FCA A98=75@ CF A9BH5@ <95@H< 75F9 7@=B=7=5B -<9F

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.342 (8):

"B H<9)A*, H<9 :57=@=HM F

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.342 (:):

"B H<9)A*, A HF5BG;9B89F CF =BH9FG9L F9G=89BHQG CKB J=9KG K=H< F9GD97H HC <=G CF <9F CKB G5:9HM G<5@@ 69 ;=J9B G9F=CIG 7CBG=89F5H=CB.

DIF=B; 5B =BH9FJ=9K K=H< GH5U F9GDCBG=6@9 :CF F=G? G7F99B=B;, K<9B 5G?98 5F9 HF5BG;9B89F CF =BH9FG9L F9G=89BHG CKB J=9KG K=H< F9GD97H HC <=G CF <9F CKB G5:9HM ;=J9B G9F=CIG 7CBG=89F5H=CB =B D@579A9BH 5B8 DFC;F5A A=B; 5GG=;BA9BHG, GH5U GH5H98 M9G.

DIF=B; H<9 CBG=H9 5I8=H, H<9 5I8=HCF F9J=9K98 15 F9G=89BH V@9G 5B8 K5G 56@9 HC 89H9FA=B9 H<9F9 K5G CB9 F9G=89BH H<5H =89BH=V98 5G HF5BG;9B89F CF =BH9FG9L. DIF=B; 5B =BH9FJ=9K, K<9B 5G?98 8=8 GH5U 5G?98 MCI 56CIH MCIF G5:9HM K<9B MCI VFGH 75A9 <9F9, H<9 F9G=89BH GH5H98 M9G.

-<9 9J=89B79 G<CKG H<5H 957< HF5BG;9B89F CF =BH9FG9L F9G=89BH J=9KG 5F9 7CBG=89F98 K<=7< =G J9F=V98 6M)A*, DC@=7M, 5B8 =BH9FJ=9KG.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.342 (;):

"B H<9)A*, HF5BG;9B89F 5B8 =BH9FG9L F9G=89BHG G<5@@ 69 ;=J9B H<9 CDDCFHIB=HM HC G<CK9F G9D5F5H9@M :FCA CH<9F F9G=89BHG.

DIF=B; 5B =BH9FJ=9K K=H< GH5U F9GDCBG=6@9 :CF F=G? G7F99B=B;, K<9B 5G?98 5F9 HF5BG;9B89F CF =BH9FG9L F9G=89BHG ;=J9B H<9 CDDCFHIB=HM HC G<CK9F G9D5F5H9@M :FCA CH<9F F9G=89BHG, GH5U GH5H98 M9G. -<9M A5M 5G? HC G<CK9F 5H 5 G9D5F5H9 H=A9 65G98 CB H<9=F DF9:9F9B79.

DIF=B; H<9 CBG=H9 F9J=9K, H<9 5I8=HCF C6G9FJ98 H<9 G<CK9FG 5F9 G9D5F5H9 5B8 5@@ F9G=89BHG G<CK9F G9D5F5H9@M. (B@M CB9 F9G=89BH D9F G<CK9F GH5@@ 5H 5BM ;=J9B H=A9 CB H<9 G97CB8 WCCF, 5B8 H<9 H<=F8 WCCF 957< FCCA <5G 5B 5HH57<98 65H<FCCA.

DIF=B; H<9 CBG=H9 5I8=H, H<9 5I8=HCF F9J=9K98 15 F9G=89BH V@9G 5B8 K5G 56@9 HC 89H9FA=B9 H<9F9 K5G CB9 F9G=89BH H<5H =89BH=V98 5G HF5BG;9B89F CF =BH9FG9L. DIF=B; 5B =BH9FJ=9K, K<9B 5G?98 5F9 MCI 5@@CK98 HC G<CK9F K=H<CIH CH<9F F9G=89BHG, H<9 F9G=89BH GH5H98 M9G.

-<9 9J=89B79 G<CKG H<5H 957< HF5BG;9B89F CF =BH9FG9L F9G=89BH 5F9 ;=J9B 5B CDDCFHIB=HM HC G<CK9F G9D5F5H9 :FCA CH<9F F9G=89BHG K<=7< =G J9F=V98 6M)A*, =BH9FJ=9KG, V@9G 5B8 CBG=H9 C6G9FJ5H=CB.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.342 (<):

	"B H<9)A*, H<9 :57=@=HM F9DCFH98 H<9F9 K9F9 BC F9G=89BHG =GC@5H98 DIFGI5BH HC D5F5;F5D< 6 C: H<=G G97H=CB =B H<9 D5GH 12 ACBH<G H<5H F9EI=F98 H<9 :57=@=HM HC 8C7IA9BH 5 7CB79FB C: 5 F9G=89BHQG G5:9HM. DIF=B; H<9 CBG=H9 F9J=9K, H<9 5I8=HCF 8=8 BCH C6G9FJ9 5BM <CIG=B; FCCAG. A F9J=9K C: 15 F9G=89BH V@9G 8=8 BCH F9J95@ H<5H F9G=89BHG K9F9 D@5798 =B =GC@5H=CB 5G CIH@=B98 =B H<=G DFCJ=G=CB :CF F=G? C: G9LI5@ J=7H=A=N5H=CB. -<9 9J=89B79 G<CKG H<9 :57=@=HM 8C9G BCH =GC@5H9 F9G=89BHG 5H H<9 :57=@=HM K<=7< K5G J9F=V98 H<FCI;< =BH9FJ=9K, C6G9FJ5H=CB, 5B8 8C7IA9BH5H=CB F9J=9K. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98. 115.342 (=): "B H<9)A*, 9J9FM 30 85MG, H<9 :57=@=HM G<5@@ 5UCF8 957< F9G=89BH 89G7F=698 =B D5F5;F5D< < C: H<=G G97H=CB 5 F9J=9K HC 89H9FA=B9 K<9H<9F H<9F9 =G 5 7CBH=BI=B; B998 :CF G9D5F5H=CB :FCA H<9 ;9B9F5@ DCDI@5H=CB. -<9 :57=@=HM F9DCFH98 H<9M 8C BCH IH=@=N9 =GC@5H=CB. DIF=B; 5B =BH9FJ=9K, GH5U F9DCFH98 H<9M 8C BCH =GC@5H9 F9G=89BHG. DIF=B; H<9 CBG=H9 F9J=9K, H<9 5I8=HCF 8=8 C6G9FJ9 <CIG=B; FCCAG. A F9J=9K C: 15 F9G=89BH V@9G 8=8 BCH F9J95@ H<5H F9G=89BHG K9F9 D@5798 =B =GC@5H=CB 5G CIH@=B98 =B H<=G DFCJ=G=CB. -<9 9J=89B79 G<CKG H<9 :57=@=HM 8C9G BCH =GC@5H9 F9G=89BHG 5H H<9 :57=@=HM K<=7< K5G J9F=V98 H<FCI;< =BH9FJ=9KG, C6G9FJ5H=CB, 5B8 8C7IA9BH5H=CB F9J=9K, H<9 :57=@=HM 8=8 BCH <5J9 5B =B7=89BH K<9F9 5 F9G=89BH K5G =GC@5H98 5H H<9 :57=@=HM 5G CIH@=B98 =B H<=G DFCJ=G=CB H<5H KCI@8 DFCADH 5 30-85M F9J=9K K<=7< K5G J9F=V98 H<FCI;< =BH9FJ=9KG, C6G9FJ5H=CB, 5B8 8C7IA9BH5H=CB F9J=9K. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8 5B8 7CFF97H=J9 57H=CB =G BCH F9EI=F98.

2.)+EA ,HI89BH)CGH=B; K=H< C<=@8@=B9 5B8)=HHG6IF;< A7H=CB A;5=BGH +5D9 ()A++)

"BH9FJ=9KG:

1. 12 +5B8CA GH5U
2. 14 +9G=89BH
3. #IGH D9H9BH=CB "BH9FB5H=CB5@ (#D") (D9F5H=CBG D=F97HCF

,=H9 +9J=9K (6G9FJ5H=CBG:

1. (6G9FJ5H=CB 8IF=B; CBG=H9 F9J=9K C: D<MG=75@ D@5BH DCGH=B;.

F=B8=B;G (6M)FCJ=G=CB):

115.351 (5):

"B H<9)A*, H<9 5;9B7M F9DCFH98 H<5H H<9M DFCJ=89 AI@H=D@9 =BH9FB5@ K5MG :CF F9G=89BHG HC DF=J5H9@M F9DCFH G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH; F9H5@=5H=CB 6M CH<9F F9G=89BHG CF GH5U :CF F9DCFH=B; G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH 5B8 GH5U B9;@97H CF J=C@5H=CB C: F9GDCBG=6=@=H=9G H<5H A5M <5J9 7CBHF=6IH98 HC GI7< =B7=89BHG.

-<9 5;9B7M DFCJ=898 -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, D, CIH@=B9G H<5H F9G=89BHG 75B F9DCFH =B7=89BH HC 5 89G=;B5H98 GH5U A9A69F, GID9FJ=GCF, 7CIBG9@CF, A9BH5@ <95@H< 7@=B=7=5B, A98=75@ D9FGCBB9@, :57=@=HM 58A=B=GHF5HCF, A7589AM 7<=@8 58JC75H9. +9DCFHG 75B 69 A589 J9F65@@M 5B8 =B KF=H=B;. +9G=89BHG 75B F9DCFH HC H<9)9BBMGM@J5B=5 D9D5FHA9BH C: !IA5B ,9FJ=79G J=5 HC@@ :F99 BIA69FG DCGH98 =B 5@@ IB=HG. 1CIH<, H<9=F :5A=@=9G, 5B8 H<9 DI6@=7 <5J9 H<9 56=@=HM HC A5?9 5 F9DCFH.

DIF=B; H<9 CBG=H9 F9J=9K, H<9 5I8=HCF 8=8 C6G9FJ9 DCGH=B; K=H< H<9 CIHG=89 J=7H=A 58JC75H9 BIA69F 5B8 H<9)+EA C<=@8@=B9 BIA69F 5B8 =B:CFA5H=CB CB <CK HC F9DCFH. -<9 5I8=HCF 75@@98 H<9 C<=@8@=B9 BIA69F 5B8 K5G 56@9 HC 7CBVFA H<5H 5@@ D<CB9G K9F9 CD9F5H=CB5@.

DIF=B; "BH9FJ=9KG K=H< F5B8CA GH5U, 5@@ GH5U =BH9FJ=9K98 GH5H98 H<5H F9G=89BHG <5J9 AI@H=D@9 K5MG HC F9DCFH G9LI5@ 56IG9, G9LI5@ <5F5GGA9BH, F9H5@=5H=CB, 5B8 B9;@97H 6M 75@@=B; H<9 C<=@8@=B9, F9DCFH=B; HC GH5U, CF KF=H=B; 5 ;F=9J5B79.

DIF=B; "BH9FJ=9KG K=H< F9G=89BHG, K<9B 5G?98 56CIH H<9 AI@H=D@9 K5MG H<9M 75B A5?9 5 F9DCFH, F9G=89BHG ?B9K H<9M 7CI@8 75@@ H<9 C<=@8@=B9, H9@@ 5 :5A=@M A9A69F, CF GH5U A9A69F.

-<9 9J=89B79 G<CKG H<5H H<9 :57=@=HM <5G DFCJ=898 AI@H=D@9 K5MG :CF 5 F9G=89BH HC F9DCFH G9LI5@ 56IG9, G9LI5@ <5F5GGA9BH, F9H5@=5H=CB, 5B8 GH5U B9;@97H H0

	=A A=B9BH G9LI5@ 56IG9. "B H<9)A*, H<9 5;9B7M <5G 5 DC@=7M H<5H @=A=HG =HG 56=@=HM HC 8=G7=D@=B9 5 F9G=89BH :CF V@=B; 5 ;F=9J5B79 5@@9;=B; G9LI5@ 56IG9 HC C775G=CBG K<9F9 H<9 5;9B7M 89ACBGHF5H98 H<5H H<9 F9G=89BH V@98 H<9 ;F=9J5B79 =B 658 :5=H<. -<9 :57=@=HM F9@=9G CB -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/,# H<5H CIH@=B9G 5 F9DCFH C: G9LI5@ 56IG9 A589 =B ;CC8 :5=H< 65G98 IDCB 5 F95GCB56@9 69@=9: H<5H H<9 5@@9;98 7CB8I7H C77IFF98 G<5@@ BCH 7CBGH=HIH9 :5@G9@M F9DCFH=B; 5B =B7=89BH CF @M=B; 9J9B =: 5B =BJ9GH=;5H=CB 8C9G BCH 9GH56@=G< 9J=89B79 GIX7=9BH HC GI6GH5BH=5H9 H<9 5@@9;5H=CB. -<9 5I8=HCF F9J=9K98 A;9B7M ,HI89BH F=9J5B79 DC@=7M. -<9 DC@=7M DFCJ=89G H<5H H<9 7<=@8, D5F9BH, ;I5F8=5B G<5@@ 69 =B:CFA98 C: H<9 7<=@8QG F=;<HG HC @C8;9 5 ;F=9J5B79 K=H<CIH :95F C: F9H5@=5H=CB CF 65FF=9FG HC G9FJ=79G. A@@9;5H=CBG C: 5BM HMD9 C: 56IG9 =G GI6A=HH98 =A A98=5H9@M HC H<9 GID9FJ=GCF, H<9 GID9FJ=GCF K=@@ F9DCFH HC DFC;F5A 8=F97HCF 5B8 HC H<9 C<=@8 56IG9 <CH@=B9. DIF=B; 5B =BH9FJ=9K, H<9 ;F=9J5B79 GH5U GH5H98 H<9M <5J9 5 DFC79GG :CF F9G=89BHG HC V@9 5 ;F=9J5B79. -<9 ;F=9J5B79 GH5U 9LD@5=B98 H<9 DFC79GG =: 5 F9G=89BH K5BHG HC A5?9 5 7CAD@5=BH CB H<9 ;F=9J5B79 :CFA. 0<9B H<9 F9G=89BH GI6A=HG H<9 7CAD@5=BH, H<9 ;F=9J5B79 K=@@ 69 DFC79GG98 HC H<9 GID9FJ=GCF, DFC;F5A 8=F97HCF 5B8 GHI89BHG 5F9 =B7@I898 =B H<9 DFC79GG. ,H5U K=@@ 5GG=GH H<9A =B KF=H=B; 5B8 H<9 :CFA K=@@ 69 D@5798 IB89F H<9 DFC;F5A 8=F97HCFQG 8CCF. ABM ;F=9J5B79 H<5H =BJC@J9G ,9LI5@ A6IG9 CF ,9LI5@ <5F5GGA9BH K=@@ 69 DFC79GG98 =A A98=5H9@M. -<9 9J=89B79 G<CKG H<5H H<9 5;9B7M <5G 5 ;F=9J5B79 DFC79GG 5B8 ;F9=J5B79G H<5H 5F9 F9@5H98 HC G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH 5F9 DFC79GG98 =A A98=5H9@M, F9:9FF98 HC H<9)FC;F5A D=F97HCF 5B8 H<9 C<=@8 !CH@=B9, K<=7< K5G 7CBVFA98 H<FCI;<)A*,)C@=7M, 5B8 GH5U =BH9FJ=9KG. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

	'4B834=C 0224BB C> >DCB834 2>=K34=C80; BD??>AC B4AE824B 0=3 ;460; A4?A4B4=C0C8>=
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/,D 2-<9 A

3. -<9 A7589AM ,7<CC@G C<=@8 +=;<HG)C@=7M
4. &9ACF5B8IA C: 5;F99A9BH 69HK99B H<9 .)&C 09GH9FB)GM7<=5HF=7 !CGD=H5@ 5B8 -<9 A7589AM (2/12/2022)

"BH9FJ=9KG:

(Đ[illegible] HBH 1. +9G=89BH
2. ,ID9F=BH9B89BH

,=H9 +9J=9K (6G9FJ5H=CB:

1. (6G9FJ5H=CB 8IF=B; CB-G=H9 F9J=9K C: "BH5?9

F=B8=B;G (6M)FCJ=G=CB):

115.353 (5):

"B H<9)A*, H<9 5;9B7M F9DCFH98 H<5H H<9M DFCJ=89 F9G=89BHG K=H< 5779GG HC CIHG=89 J=7H=A 58JC75H9G :CF 9ACH=CB5@ GIDDCFH G9FJ=79G F9@5H98 HC G9LI5@ 56IG9 =B7@I8=B; A5?=B; 5J5=@56@9 588F9GG9G, H9@9D<CB9 BIA69FG =B7@I8=B; HC@@ :F99 <CH@=B9 BIA69FG :CF GH5H9, @C75@, CF B5H=CB5@ J=7H=A 58JC757M CF F5D9 7F=G=G CF;5B=N5H=CBG. -<9 :57=@=HM DFCJ=89G F9G=89BHG 5779GG :CF F95GCB56@9 7CA AIB=75H=CB HC H<9G9 CF;5B=N5H=CBG =B 5G 7CBV89BH=5@ A5BB9F 5G DCGG=6@9. -<9 5;9B7M F9DCFH98 H<9M 8C BCH DFCJ=89 =B:CFA5H=CB :CF =A A=;F5BH G9FJ=79G 6975IG9 H<9M DFC<=6=H 58A=HH5B79 C: D9FGCBG :CF 7=J=@ =A A=;F5H=CB DIFDCG9G.

DIF=B; H<9 G=H9 F9J=9K, H<9 5I8=HCFG 8=8 C6G9FJ9)=HHG6IF;< A7H=CB A;5=BGH +5D9 ()A++) J=7H=A 58JC75H9 DCGH=B;G :CF F5D9 7F=G=G CF;5B=N5H=CBG DCGH98 =B H<9 :57=@=HM. -<9 DCGH=B; DFCJ=898 H<9 5;9B7M 7CBH57H D<CB9 BIA69F 5B8 588F9GG :CF KF=H=B; HC 5779GG G9FJ=79G.

-<9 5I8=HCF H9GH98 H<9)AA+ H9@9D<CB9 BIA69F 5H (866)-363-7273 5B8 K5G H5?9B H<FCI;< 5 G9F=9G C: DFCADHG HC @95J9 5 A9GG5;9. -<9 5I8=HCF K5G 56@9 HC F9J=9K H<9 5;9B7MQG K96G=H9 H<5H DFCJ=89G HF5IA5 7CIBG9@=B; :CF 7<=@8F9B 5B8 :5A=@=9G.

DIF=B; =BH9FJ=9KG, 10 CIH C: 18 F9G=89BHG GH5H98 H<9M ?B9K C: 5B 5;9B7M 6IH 7CI@8 BCH DFCJ=89 H<9 B5A9 C: H<9 5;9B7M, 1 CIH C: 18 ?B9K 56CIH CF <CK HC F979=J9 H<9 A5=@=B; 588F9GG9G CF D<CB9 BIA69FG :CF 7CBH57H=B;)A++, 5 J=7H=A 58JC75H9 CF F5D9

[illegible]

115.353 (8):

"B H<9)A*, H<9 :57=@=HM F9DCFH98 H<9M DFCJ=89 F9G=89BHG K=H< F95GCB56@9 5B8 7CBV89BH=5@ 5779GG HC H<9=F 5HHCFB9MG CF CH<9F @9;5@ F9DF9G9BH5H=CB 5B8 F95GCB56@9 5779GG HC D5F9BHG CF @9;5@ ;I5F8=5BG.

-<9 C<=@8 +=;<HG)C@=7M CIH@=B9G H<5H 5 7<=@8 <5G 5 F=;<H HC 7CA A IB=75H9 5B8 J=G=H DF=J5H9@M K=H< H<9=F 5HHCFB9M 5B8 7@9F;M.)C@=7M CIH@=B9G H<5H H<9 =B7CA=B; A5=@ :FCA H<9 7<=@8QG 5HHCFB9M A5M BCH 69 CD9B98 CF F958 6M GH5U.

DIF=B; =BH9FJ=9KG, H<9 GID9F=BH9B89BH GH5H98 J=G=HG 5F9 5J5=@56@9 5B8 H<9 :57=@=HM DFCJ=89G F9G=89BHG 5779GG HC H<9=F :5A=@=9G. F57=@=HM GH5U GH5H98 H<5H F9G=89BHG 5F9 5@@CK98 5779GG HC H<9=F 5HHCFB9M 5B8 D5F9BHG H<FCI;< D<CB9 75@@G, J=89C J=G=HG, =B D9FGCB J=G=HG, 5B8 KF=HH9B 7CFF9GDCB89B79. -<9 F9G=89BHG ?B9K H<5H H<9M K9F9 5@@CK98 5779GG HC 7CBH57H H<9=F 5HHCFB9M DF=J5H9@M 5B8 J=G=H K=H< H<9=F D5F9BHG H<FCI;< J=89C J=G=HG.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G BCH GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8 5B8 7CFF97H=J9 57H=CB =G F9EI=F98.

CCFF97H=J9 A7H=CB:

1. E8I75H9 5@@ F9G=89BHG CB H<9 G9FJ=79G DFCJ=898 6M)=HHG6IF;< A7H=CB A;5=BGH +5D9 ()AA+) J=7H=A 58JC75H9 :CF 9ACH=CB5@ GIDDCFH F9@5H98 HC G9LI5@ 56IG9, 7CBH57H =B:CFA 5H=CB :CF H<9 5;9B7M H9@9D<CB9, A5=@=B; 588F9GG 5B8 =B:CFA F9G=89BHG C: H<9 A5B85HCFM F9DCFH=B; 5B8 @=A=HG HC 7CBV89BH=5@=HM.
2.)FCJ=89 DCGH=B; CF CH<9FK=G9 A5?=B; J=7H=A 58JC75H9 :CF 9ACH=CB5@ GIDDCFH 5J5=@56@9 HC F9G=89BHG H<5H KCI@8 =B7@I89 A5=@=B; 588F9GG9G, D<CB9 BIA69FG :CF F5D9 7F=G=G 5B8 J=7H=A 58JC75H9 CF;5B=N5H=CBG.
3. DC7IA9BH H<5H 5@@ F9G=89BHG <5J9 F979=J98 H<9 98I75H=CB CB)AA+.
4.)FCJ=89 5 A9ACF5B8IA C: 5;F99A9BH CF A9ACF5B8IA C: IB89FGH5B8=B; K=H< 5 7CAA IB=HM G9FJ=79 DFCJ=89F H<5H CIH@=B9G H<9M DFCJ=89 F9G=89BHG K=H< 9ACH=CB5@ GIDDCFH G9FJ=79G F9@5H98 HC G9LI5@ 56IG9.

+9EI=F

T &9ACF5B8IA C: .B89FGH5B8=B; K=H<)=HHG6IF;< A7H=CB A;5=BGH +5D9 ()AA+)

T 'C &95BG 'C)5AD<@9H

T EA5=@ F9EI9GH=B; H<9 7C@@56CF5H=CB 69HK99B H<9 :57=@=HM 5B8 H<9 @C75@ F5D9 7F=G=G 79BH9F

T 9A9BH FCFAG 6M F9 98I75H=CB CB H<9 58JC757 ACH=CB5@ GIDDCFH G9FJ=79G F9@5H 9LI5@ 56

>A E4 2C8>= =C4=C

-<9 BH C: H<=G 7CFF97H=J9 B K5G HC 9 H<5H '9K (IH@CC? A7589AM 9BH BHC 5 &9ACF5B8I F99A9BH C75@ F5D9 7M,)=HHG A7H=CB A;5=BGH AA+), HC DFCJ=8 CB5@ GIDDCFH G9FJ=7 (IH@CC? 5G 5@GC 89 8 5 6FC7< 5BG 'C HC 69 DFCJ=898 H< =B 5H=CB CB 5B8 G9FJ=79G DFC

'9K (IH@CC? A7589AM <5G D5FHB9F <)AA+ HC DF9G9BH 5H=CB HC '9K (IH@CC? A7589AM DFC;F5A FJ=GCFG 5 G9 A5B5;9FG. -<=G H5H=CB K5G 8IF=B '9K (IH@CC? ;9FG A99H= I9G85M, #I@M 9, FCJ=898 =B8=J=8 5B C =HM HC <95F 8=F A)AA+ 5 G DFCJ=898 (IH@CC? A7589AM 75B K 9BGIF <5J9 5779GG HC 5 B99898 G9FJ=79G.

)78A3 ?0ACH A9

	H<9 F9J=9K C: H<9 DC@=7M, 5B8 5;9B7M K96G=H9, GH5U 5B8 H<9 DI6@=7 75B A5?9 5 H<=F8-D5FHM F9DCFH C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH 6M 75@@=B; H<9 C<=@8%=B9, F9DCFH=B; HC 5 @C75@ @5K 9B:CF79A9BH 5;9B7M, GI6A=HH=B; 5 F9DCFH 9@97HFCB=75@@M, 7CBH57H=B; H<9 5;9B7M)+EA 7CCF8=B5HCF, A5?=B; 5 F9DCFH 5BCBMACIG@M, CF 75@@=B; H<9 A@@9;<9BM CCIBHM C<=@8 A8JC757M C9BH9F. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

	(C0J 0=3 064=2H A4?>AC8=6 3DC84B
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, F. 2.)F9-AI8=H *I9GH=CBB5=F9 ()A*) 3. C<=@8)FCH97H=CB A7H, ()5;9 4) 3. CCBV89BH=5@=HM .D85H9 .B89FGH5B8=B; C: +9GDCBG=6=@=HM HC)FCH97H ,HI89BHGQ)F=J57M 4. "BJ9GH=;5H=CB +97CF8G 5. 14 +9G=89BH F=@9G 6. 15 ,H5U F=@9G "BH9FJ=9KG: 1. ,ID9F=BH9B89BH 2. &98=75@ 5B8 A9BH5@ <95@H< GH5U 3. 12 +5B8CA GH5U F=B8=B;G (6M)FCJ=G=CB): 115.361 (5): "B H<9)A*, H<9 5;9B7M F9DCFH98 H<9M F9EI=F9 5@@ GH5U HC F9DCFH=A A98=5H9@M 5B8 577CF8=B; HC 5;9B7M DC@=7M 5BM ?BCK@98;9, GIGD=7=CB, CF =B:CFA5H=CB H<9M F979=J9 F9;5F8=B; 5B =B7=89BH C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH H<5H C77IFF98 =B 5 :57=@=HM, K<9H<9F CF BCH=H=G D5FH C: H<9 5;9B7M. -<9 5;9B7M F9@=9G CB -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M G97H=CB "/ F.1, H<5H CIH@=B9G GH5H9G 5@@ =B7=89BHG F9@5H98 HC)+EA, CH<9F 5GG5I@H=J9 69<5J=CF 5B8 56IG=J9 69<5J=CF C: 7<=@8F9B, 56IG9 CF B9;@97H, K5B89F=B; &A0 (%, 9@CD9A9BH, GI=7=89, G9BH=B9@ 9J9BHG 5B8 CH<9F =B7=89BH 56CIH K<=7< H<9F9 A5M 69 F9@9J5B79 =B H<9 >I8;9A9BH C: H<9 F9DCFH9F =G HC 69 F9DCFH98 =A A98=5H9@M 5G F9EI=F98 6M A5B85H98 F9DCFH9FG 5H <HHD://KKK.7CAD5GG.GH5H9.D5.IG. AG KF=HH9B H<9 DC@=7M 8C9G BCH GD97=V75@@M CIH@=B9 HC F9DCFH=A A98=5H9@M 5B8 ?BCK@98;9, GIGD=7=CB

	56IG9 HC H<9=F GID9FJ=GCFG 5B8 :57=@=HM 58A=B=GHF5HCFG, H<9M KCI@8 F

H<9F9 K9F9 3 5@@9;5H=CBG C: G9LI5@ 56IG9 5B8 3 5@@9;5H=CBG C: G9LI5@ <5F5GGA9BH H<5H K9F9 =BJ9GH=;5H98 =B H<9 12 ACBH<G DF9798=B; H<9 CBG=H9 5I8=H.

EJ=89B79 G<CKG H<5H 5@@9;5H=CBG C: G9LI5@ 56IG9 5F9 F9DCFH98 HC C<=@8@=B9 K<=7< K5G J9F=V98 H<FCI;< GH5U =BH9FJ=9KG 5B8 =BJ9GH=;5H=J9 F9DCFHG.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 7CFF97H=J9 57H=CB =G BCH F9EI=F98.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G BCH GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8 5B8 7CFF97H=J9 57H=CB =G F9EI=F98.

CCFF97H=J9 A7H=CB:

1. .D85H9 DC@=7M HC CIH@=B9 H<5H GH5U F9DCFH =A A98=5H9@M 5BM ?BCK@98;9, GIGD=7=CB, CF =B:CFA5H=CB C: 5B =B7=89BH C: G9LI5@ <5F5GGA9BH; F9EI=F9 5@@ GH5U HC F9DCFH =A A98=5H9@M 5BM F9H5@=5H=CB 5;5=BGH F9G=89BHG CF GH5U K<C F9DCFH98 G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH; GH5U F9DCFH =A A98=5H9@M 5BM GH5U B9;@97H CF J=C@5H=CB C: F9GDCBG=6=@=H=9G H<5H A5M <5J9 7CBHF=6IH98 HC 5B =B7=89BH CF F9H5@=5H=CB.
2. -F5=B 5@@ GH5U CB ID85H98 DC@=7M 5B8 8C7IA9BH GH5U <5J9 F979=J98 HF5=B=B;.

+4A8K20C8>= >5 >AA42C8E4 2C8>= B8=24 C74 >=B8C4 %' 0D38C

"B F9GDCBG9 HC H<9 7CFF97H=J9 57H=CB, H<9 :57=@=HM GI6A=HH98 8C7IA9BH5H=CB J=5 (A, CB 7/1/2024 5B8 7/5/2024. -<9 :C@@CK=B; 8C7IA9BHG K9F9 GI6A=HH98:

T +9J=G98)+EA)C@=7M
T)+EA)C@=7M .D85H9 A7?BCK@98;9A9BH FCFAG G=;B98 6M GH5U
T ,IAA5FM C: 57H=CBG H5?9B HC 7CAD@M K=H<)+EA ,H5B85F8 115.361

>AA42C8E4 2C8>= =C4=C

	64=2H ?A>C42C8>= 3DC84B
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, F. 2.)F9-AI8=H *I9GH=CBB5=F9 ()A*). 3. "BJ9GH=;5H=CB +97CF8G. "BH9FJ=9KG: 1. A;9B7M <958 2. ,ID9F=BH9B89BH 3. 12 +5B8CA GH5U F=B8=B;G (6M)FCJ=G=CB): 115.362 (5) 1-4: "B H<9)A*, H<9 :57=@=HM F9DCFH98 H<5H K<9B H<9M @95FB H<5H 5 F9G=89BH =G GI6>97H HC 5 GI6GH5BH=5@ F=G? C: =A A=B9BH G9LI5@ 56IG9, H<9M H5?9 =A A98=5H9 57H=CB HC DFCH97H H<9 F9G=89BH 5B8 =AD@9A9BH 5DDFCDF=5H9 DFCH97H=J9 A95GIF9G K=H<CIH IBF95GCB56@9 89@5M. -<9 5;9B7M F9@=9G CB -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, F. H<5H CIH@=B9G 9J9FM 5@@9;5H=CB C: H<F95H9B98 CF 57HI5@ G9LI5@ 56IG9 7CBGH=HIH9G 5 F9DCFH56@9 =B7=89BH 5B8 G<5@@ 69 F9DCFH98 577CF8=B; HC H<9 A7589AM CF=H=75@ "B7=89BHG)C@=7M. DIF=B; "BH9FJ=9KG, H<9 5;9B7M <958 GH5H98 H<9M KCI@8 H5?9 =A A98=5H9 57H=CB Þ)4€9FJ=9KNìAP

	H<5H KCI@8 DFCADH 5 :57=@=HM F9GDCBG9.

	H<FCI;< DC@=7M, GH5DU=B9F@=9KG 5B8 "BJ9GH=;5H=CB F97CF8G. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CÌ4D@=5BÍK=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98. 115.363 (8): "B H<9)A*, H<9 :57=@=HM F9DCFH98 H<5H 5;9B7M DC@=7M F9EI=F9G H<5H 5@@9;5H=CBG F979=J98 :FCA CH<9F 5;9B7=9G CF :57=@=H=9G 5F9 =BJ9GH=;5H98 =B 577CF85B79 K=H< H<9)+EA GH5B85F8G. -<9 :57=@=HM F9DCFH98 =B H<9 @5GH 12 ACBH<G, H<9M 8=8 BCH <5J9 5BM 5@@9;5H=CBG C: G9LI5@ 56IG9 :FCA CH<9F :57=@=H=9G. '9K (IH@CC?)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, F, H<5H GH5H9G 5@@ =B7=89BHG F9@5H98 HC)+EA =G F9DCFH98 =A A98=5H9@M 5G F9EI=F98 6M A5B85H98 F9DCFH98 5H <HHD://KKK.7CAD@5G.GH5H9.D5.IG. EJ9FM 5@@9;5H=CB C: G9LI5@ 56IG9 G<5@@ 69 F9DCFH98. DIF=B; 5B =BH9FJ=9K, H<9 A;9B7M <958 GH5H98 H<5H 5@@ 5@@9;5H=CBG 5F9 A589 H<FCI;< H<9 C<=@8%=B9. -<9F9 <5G 699B BC =B7=89BH K<9F9 H<=G <5G 699B F9DCFH98. DIF=B; 5B =BH9FJ=9K, H<9 ,ID9F=BH9B89BH GH5H98 =H BC 5@@9;5H=CBG <5J9 699B F9DCFH98 6IH H<9M KCI@8 F9DCFH HC C<=@8%=B9. -<9 9J=89B79 G<CKG H<5H H<9 5;9B7M DC@=7M 8C9G F9EI=F9 H<5H 5@@ 5@@9;5H=CBG C: G9LI5@ 56IG9 5F9 F9DCFH98 HC H<9 7<=@8 56IG9 <CH@=B9 :CF =BJ9GH=;5H=CB. "B:CFA5H=CB :FCA H<9)A* F9J95@G H<9 :57=@=HM <5G BCH F979=J98 5BM 5@@9;5H=CBG 979=G H0H<=G DG98 5BM 5@@9;5H=CBG 979=

"B H<9)A*, H<9 5;9B7M F9DCFHG H<5H H<9M <5J9 5 VFGH F9GDCB89F DC@=7M :CF 5@@9;5H=CBG C: G9LI5@ 56IG9,

-<9 A7589AM ,7<CC@G)F=GCB9F +

	7@CH<9G, IF=B5H=B;, 89:975H=B;, GAC?=B;, GK=A A=B;, 8F=B?=B; CF 95H=B;, H5?9 GH9DG HC DF9J9BH H<9 5@@9;98 56IG9F :FCA 89GHFCM=B; D<MG=75@ 9J=89B79, GI7< 5G K5G<=B;, 6FIG<=B; H99H<, 7<5B;=B; 7@CH<9G, IF=B5H=B;, 89:975H=B;, GAC?=B;, 8F=B?=B; CF 95H=B;. A F9J=9K C: :57=@=HM =BJ9GH=;5H=CB F97CF8G =B H<9 D5GH 12 ACBH<G F9J95@98 H<5H H<9F9 K9F9 BC G9LI5@ 56IG9 5@@9;5H=CBG K<9F9 5 A9A69F C: GH5U K5G =89BH=V98 5G 5 BCB-G97IF=HM VFGH F9GDCB89F. DIF=B; =BH9FJ=9KG, 5@@ 12 GH5U =B8=75H98 H<5H H<9M KCI@8 G9D5F5H9 J=7H=A, G97IF9 5F95, 75@@ GID9FJ=GCF, C<=@8@=B9, 8C7IA9BH, 8C BCH 5@@CK F9G=89BHG HC 95H CF G<CK9F, DF9G9FJ9 9J=89B79, 5B8 75@@ :CF 5GG=GH5B79. EJ=89B79 G<CKG H<5H H<9 5;9B7M 8C9G <5J9 5 VFGH F9GDCB89F DC@=7M H<5H CIH@=B9G H<9 VFGH F9GDCB89F 8IH=9G 5B8 H<5H 5@@ GH5U 5F9 G97IF=HM GH5U. B5G98 CB H<9 VFGH F9GDCB89F DC@=7M, =BH9FJ=9KG, =BJ9GH=;5H=CB F97CF8G H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 7CFF97H=J9 57H=CB =G BCH F9EI=F98. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8 5B8 7CFF97H=J9 57H=CB =G BCH F9EI=F98.

	>>A38=0C43 A4B?>=B4
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A

	C<=@8F9BQG <CGD=H5@ C:)=HHG6IF;< :CF 7@=B=75@ 5GG9GGA9BH 5B8 ;5H<9F=B; :CF9BG=7 9J=89B79 6M DFC:9GG=CB5@G HF5=B98 5B8 9LD9F=9B798 =B J=7H=AG C: G9LI5@ 56IG9 5B8 5GG5I@H. A@@ J=7H=AG AIGH 69 6FCI;<H HC 5 A98=75@ :57=@=HM; -<9 A98=75@ HF5=B98 9L5A=B9F K=@@ A5?9 H<9 VB5@ 89H9FA=B5H=CB F9;5F8=B; 9J=89B79 7C@@97H=CB. ,H5U K<C 75B DFCJ=89 GIDDCFH HC H<9 J=7H=A G<5@@ 577CAD5BM H<9 MCIH<; ,H5U G<5@@ 5HH9ADH HC A5?9 5J5=@56@9 5 J=7H=A 58JC75H9 :FCA 5 F5D9 7F=G=G 79BH9F 5B8 G<5@@ 8C7IA9BH 9UCFH HC DFCJ=89 F5D9 7F=G=G G9FJ=79G; A7589AM A98=75@ GH5U K=@@ :C@@CK IB=J9FG5@ DF975IH=CB DFC798IF9G, :CF A5B5;9A9BH C: <=;< F=G? 9LDCGIF9G, BCH=:M 89D5FHA9BH C: <95@H<, H9GH=B; :CF J=7H=A 5B8 D9FD9HF5HCF :CF G9LI5@@M HF5BGA=HH98 8=G95G9G, DFCD<M@57H=7 HF95HA9BH 5B8 :C@@CK ID HC 5@@ J=7H=AG, :C@@CK ID K=@@ 69 8CB9 K=H< A9BH5@ <95@H< DFC:9GG=CB5@ :CF 7F=G=G =BH9FJ9BH=CB 7CIBG9@=B; 5B8 @CB; H9FA :C@@CK ID, F9DCFH K=@@ 69 A589 HC H<9 A7589AM 58A=B=GHF5H=CB HC 9BGIF9 G9D5F5H=CB C: J=7H=A 5B8 5@@9;98 56IG9F; BCH=V75H=CB HC D5F9BH/@9;5@ ;I5F8=5B,;)F9;B5B7M H9GH=B; 5B8 F9@5H98 G9FJ=79G 5B8 5@@ A98=75@ 5B8 A9BH5@ <95@H< 7CIBG9@=B; G9FJ=79G G<5@@ 69 DFCJ=898 5H BC 7CGH HC H<9 MCIH<. DIF=B; 5B =BH9FJ=9K, H<9 GID9F=BH9B89BH GH5H98 H<9M G97IF9 H<9 G79B9, G97IF9 H<9 J=7H=A/D9FD9HF5HCF, A5?9 GIF9 H<5H H<9F9 =G BC 95H=B;, G<CK9F=B; 9H7. -<9 9J=89B79 G<CKG H<5H H<9 5;9B7M <5G 5 KF=HH9B =BGH=HIH=CB5@ D@5B HC 7CCF8=B5H9 5 F9GDCBG9 HC =B7=89BHG C: G9LI5@ 56IG9 5ACB; GH5U VFGH F9GDCB89FG, A98=75@ 5B8 A9BH5@ <95@H<, =BJ9GH=;5HCFG, 5B8 :57=@=HM @9589FG<=D K<=7< K5G J9F=V98 H<FCI;< H<9 5;9B7M DC@=7M,)A* 5B8 =BH9FJ=9K K=H< GID9F=BH9B89BH. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

	%A4B4AE0C8>= >5 018;8CH C> ?A>C42C A4B834=CB 5A>< 2>=C02C F8C7 01DB4AB
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1.)F9-AI8=H *I9GH=CBB5=F9 ()A*) 2. <HHDG://H<957589AMG7<CC@G.7CA/B9K-CIH@CC?-57589AM/ 3. <HHDG://KKK.:5796CC?.7CA/B9KCIH@CC?57589AM/ "BH9FJ=9KG: 1. A;9B7M <958 F=B8=B;G (6M)FCJ=G=CB): 115.366 (5):

<5F5GG A 9BH CF 7CCD9F5H9 K=H< H<9 =BJ9GH=; 5H=CBG C: G9LI5@ 56IG9 CF G9LI5@ <5F5GG A 9BH =BJ9GH=; 5H=CBG :FC A F9H5@=5H=CB 6M CH<9F F9G=89BHG CF GH5U.

"B H<9)A*, H<9 5; 9B7M F9DCFH98 H<5H H<9M <5J9 89G=; B5H98 H<9 DFC; F5A 8=F97HCF K=H< ACB=HCF=B; :CF F9H5@=5H=CB. -<9 DFC; F5A 8=F97HCF G9FJ9G 5G H<9 5; 9B7MQG ,ID9F=BH9B89BH.

DIF=B; 5B =BH9FJ=9K, GH5U H<5H ACB=HCF :CF F9H5@=5H=CB GH5H98 H<9M 5F9 F9GDCBG=6@9 :CF H<9 69<5J=CF C: 5@@ GH5U 5B8 =BJ9GH=; 5H9G 577CF8=B; @M K=H< 9L97IH=J9 8=F97HCF HC DF9J9BH 5BM F9H5@=5H=CB :CF F9DCFHG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GG A 9BH CF 5BM CH<9F 5@@9; 5H=CBG. A G5:9HM D@5B KCI@8 69 =AD@9A9BH98 :CF H<9 GHI89BHG, 5 D@5B C: GID9FJ=G=CB =AD@9A9BH98 :CF GH5U, KCI@8 =B=H=5H9 75G9-6M-75G9, @CC? :CF BCH9G, KF=H=B; G CB K5@@ H<=B; G MCI <95F CF G99, ACB=HCF=B; KCI@8 69 7CBGH5BH, 5B8 HF95HA9BH 7CI@8 69 ACB=HCF98 =B89VB=H9.

-<9 9J=89B79 G<CKG H<5H H<9 5; 9B7M <5G CIH@=B98 5 DC@=7M HC DFCH97H F9G=89BHG 5B8 GH5U :FC A F9H5@=5H=CB 5B8 <5G 89G=; B5H98 GH5U A9A69FG HC ACB=HCF :CF F9H5@=5H=CB K<=7< K5G J9F=V98 H<FCI; < H<9 5; 9B7M DC@=7M, GH5U =BH9FJ=9KG 5B8 CF; 5B=N5H=CB5@ 7<5FH.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.367 (6):

-<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, .CIH@=B9G H<5H H<9 A7589AM G<5@@ 9AD@CM AI@H=D@9 DFCH97H=CB A95GIF9G, GI7< 5G <CIG=B; 7<5B; 9G CF HF5BG:9FG :CF F9G=89BH J=7H=AG CF 56IG9FG, F9ACJ5@ C: 5@@9; 98 GH5U CF F9G=89BH 56IG9FG :FC A 7CBH57H K=H< J=7H=AG, 5B 9ACH=CB5@ GIDDCFH G9FJ=79G :CF F9G=89BHG CF GH5U K<C :95F F9H5@=5H=CB :CF F9DCFH=B; G9LI5@ 56IG9 CF G9LI5@ <5F5GG A 9BH CF :CF 7CCD9F5H=B; K=H< =BJ9GH=; 5H=CBG.

DIF=B; 5B =BH9FJ=9K, H<9 5; 9B7M <958 GH5H98 H<9M KCI@8 7CBH57H C<=@8%=B9 :CF GH5U 7CAD@=5B79 (!+) 5B8 8C7IA9BH 5BM =B:F57H=CB, ACJ9A9BH HC 5BCH<9F :57=@=HM =: GHI89BH 8C9G BCH :99@ G5:9 5B8 CF F9ACJ5@ C: GH5U ": :CIB8 89HF=A9BH5@ HC GHI89BHG.

-<9 9J=89B79 G<CKG H<5H H<9 5; 9B7M <5G CIH@=B98 H<5H H<9M 9AD@CM AI@H=D@9 A95GIF9G :CF F9G=89BHG 5B8 GH5U H<5H :95F F9H5@=5H=CB :CF F9DCFH=B; G9LI5@ 56IG9 CF G9LI5@ <5F5GG A 9BH K<=7< K5G J9F=V98 H<FCI; < H<9 5; 9B7M DC@=7M 5B8 GH5U =BH9FJ=9KG.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.367 (7) 1-5:

"B H<9)A*, H<9 :57=@=HM F9DCFH98 H<5H H<9M ACB=HCF H<9 7CB8I7H CF HF95HA9BH C: F9G=89BHG CF GH5U K<C F9DCFH98 G9LI5@ 56IG9 5B8 C: F9G=89BHG K<C K9F9 F9DCFH98 HC <5J9 GIU9F98 G9LI5@ 56IG9 HC G99 =: H<9F9 5F9 5BM 7<5B; 9G H<5H A5M GI; ; 9GH DCGG=6@9 F9H5@=5H=CB 6M F9G=89BHG CF GH5U :CF 90 85MG CF @CB; 9F =: B99898. -<9 :57=@=HM

	56IG9 5B8 G<5@@ 57H DFC A DH@M HC F9 A 98M 5BM GI7< F9H5@=5H=CB. -<9 5;9B7M F9DCFH98 =B H<9)A* H<5H H<9F9 <5G BCH 699B 5BM =B7=89BH C: F9H5@=5H=CB =B H<9 D5GH 12 ACBH<G. DIF=B; =BH9FJ=9KG, H<9 5;9B7M <958 GH5H98 H<9M KCI@8 ACJ9 F9G=89BHG HC 5BCH<9F :57=@=HM CF F9 ACJ9 GH5U. DIF=B; 5B =BH9FJ=9K, H<9 GID9F=BH9B89BH GH5H98 K9 75B IG9 G9D5F5H=CB HC DFCH97H F9G=89BHG 5B8 GH5U 5B8 8C7I A9BH =B 5 G5:9HM D@5B. -<9 9J=89B79 G<CKG H<5H H<9 :57=@=HM <5G 5 DFC79GG HC H5?9 5DDFCDF=5H9 A95GIF9G HC DFCH97H 5B =B8=J=8I5@ H<5H :95FG F9H5@=5H=CB K<=7< K5G J9F=V98 H<FCI;< H<9 DC@=7M 5B8 GH5U =BH9FJ=9KG. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7C A D@=5BH K=H< H<=G GH5B85F8 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

	%>BC 0;;460C8>= ?A>C42C8E4 2DBC>3H
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7I A9BHG: 1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, B. 2. 14 +9G=89BH F=@9G "BH9FJ=9KG: 1. ,ID9F=BH9B89BH 2. &98=75@ 5B8 A9BH5@ <95@H< GH5U ,=H9 +9J=9K (6G9FJ5H=CBG: 1. ,=H9 F9J=9K C: :57=@=HM 8CFA=HCFM 5F95G F=B8=B;G (6M)FCJ=G=CB): 115.368 (5) 1-7: "B H<9)A*, H<9 5;9B7M F9DCFH98 F9G=89BHG K<C 5@@9;9 HC <5J9 GIU9F98 G9LI5@ 56IG9 =B5H9E@F9HG9HC@3798 =B =GC@5H=CB 5G 5 @5GH F9GCFH =: @9GG F9GHF=7H=J9 A95GIF9G B59=J9 =B5H9E@F9HG9HC@3798 =B =GC@5H=CB 5G 5 @5GH F9GCFH =: @9GG F9GHF=7H=J9 A95GIF9G B59=J9 A95BG C: ?99D=B; 5@@ F9G 01(4#9C#@F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, BBH A5E

F9DCFH 5B 5@@9 ; 5H=CB C: G9L I 5@ 56 I G9 5B8 G9

=BJ9GH=;5H=CB, GC H<9 5I8=HCF K5G IB56@9 HC 89H9FA=B9 H<9 DF57H=79 C: F9:9FF=B; GI6GH5BH=5H98 5@@9;5H=CBG C: 7CB8I7H H<5H 5DD95FG HC 69 7F=A=B5@ 69=B; F9:9FF98 :CF DFCG97IH=CB. A77CF8=B; HC =B:CFA5H=CB :FCA H<9 @C75@ DC@=79 89D5FHA9BH, H<9 75G9 C: G9LI5@ 56IG9 <5G BCH 699B 7CAD@9H98, 5B8 =H <5G BCH 699B F9:9FF98 :CF DFCG97IH=CB.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.371(›):

B5G98 CB =B7=89BH-65G98 V@9G F9J=9K98, H<9 5;9B7M F9H5=BG =B:CFA5H=CB D9FH5=B=B; HC 58A=B=GHF5H=J9 5B8 7F=A=B5@ 5@@9;5H=CBG C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH. B5G98 CB H<9 =B:CFA5H=CB F9J=9K98, H<9 5;9B7M <958 F9H5=BG 5 H=A9@=B9 C: 5@@ 7CAAIB=75H=CB K=H< 5@@ =BJ9GH=;5H=J9 6C8=9G. A 7IFGCFM F9J=9K C: V@9G :CIB8 H<5H 58A=B=GHF5H=J9 V@9G 7CBH5=B98 9J=89B79 C: H<9 CIH7CA9G C: 5@@9;5H=CBG. "B H<9 =BGH5B79G C: 7F=A=B5@ =BJ9GH=;5H=CBG, =H 5DD95FG H<5H F9DCFHG 5B8 CIH7CA9G 5F9 ACF9 7<5@@9B;=B; HC C6H5=B 65G98 CB H<9 5I8=HCFQG 9LD9F=9B79 K=H< C6H5=B=B; =B:CFA5H=CB :FCA H<9 @C75@ DC@=79 89D5FHA9BH.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.371(?):

-<9 5;9B7M 8C9G BCH 7CB8I7H 58A=B=GHF5H=J9 CF 7F=A=B5@ =BJ9GH=;5H=CBG. A@@ =BJ9GH=;5H=CBG 5F9 7CB8I7H98 6M 9=H<9F H<9 7CIBHM CF GH5H9 @9J9@ CX79G C: 7<=@8F9B, T$§ CF G@#T#@&7P8 =H H5H@C75@ DC@9W 779

9:9F9DCFH C: 65G1CIH7H9 9:9G3
98:EAC?19

A5H=CB
IA FF9

	'4?>AC8=6 C> A4B834=CB
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. -<9 A7589AM ,7<CC@G)+EA)C@=7M "/.$.1-4 2.)F9-AI8=H *I9GH=CBB5=F9 ()A*) 3. "B7=89BH-B5G98 F=@9G C: ,9LI5@ A6IG9 5B8 ,9LI5@ !5F5GGA9BH 4. "GGI9 %C; 5. +9G=89BH)

1.

	K5G 89H9FA=B98 IB:CIB898. DI9 HC H<9 D9B8=B; GH5HIG C: H<9 =BJ9GH=;5H=CB, H<9F9 <5J9 699B BC F9G=89BHG 5@@9;=B; G9LI5@ 56IG9 =B H<9 :57=@=HM K<C K9F9 BCH=V98 J9F65@@M CF =B KF=H=B; C: H<9 CIH7CA9G C: H<9 =BJ9GH=;5H=CBG. -<9 5I8=HCF K5G IB56@9 HC 89H9FA=B9 H<9 BCH=V75H=CBG HC F9G=89BHG C: H<9 CIH7CA9G C: =BJ9GH=;5H=CBG. -<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB. 115.373(7): -<9 A7589AM ,7<CC@G 588F9GG9G GH5U CB F9G=89BH 5@@9;5H=CBG C: G9

	=B:CFA98 C: H<9 GH5HIG C: 5 F9G=89BH H<5H <5G 5@@9;98 HC <5J9 7CA A=HH98 G9LI5@ 56IG9 5;5=BGH H<9 F9G=89BH. -<9)+EA 7CCF8=B5HCF 89H5=@98 H<9 IG9 C: H<9)9FGCB5@ ,5:9HM)@5B. (B79 5@@9;5H=CBG 5F9 F979=J98 CF 7@CG98, H<9 D@5B =G 89J9@CD98 CF AC8=V98 HC F9W97H H<9 CIH7CA9. +9G=89BHG 5F9 F9EI=F98 HC F958, 58<9F9, 5B8 57?BCK@98;9 H<9 F979=DH C: H<9 D@5B. -<9 8C7IA9BH DFCJ=89G 89H5=@G C: H<9 D@5B HC 9BGIF9 H<9 G5:9HM C: H<9 F9G=89BH 5G K9@@ 5G G9FJ9 5G 5 BCH=V75H=CB C: H<9 CIH7CA9 C: H<9 5@@9;5H=CB. -<9F9 K9F9 2 G9LI5@ 56IG9 5@@9;5H=CBG C: F9G=89BH CB F9G=89BH H<5H K9F9 GI6GH5BH=5H98, IBGI6GH5BH=5H98, CF :CIB898 K=H<=B H<9 DF=CF 12 ACBH<G. -<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB. 115.373(9): "B H<9)A*, H<9 5;9B7M 7CBVFA98 H<9)+EA DC@=7M F9EI=F9G H<5H 5@@ BCH=V75H=CBG C: H<=G GH5B85F8 5F9 HC 69 8C7IA9BH98. FCIB8 =B -<9 A7589AM ,7<CC@G)+EA)C@=7M "/.$.4, =H =G 7=H98 5@@ GI7< BCH=V75H=CBG CF 5HH9ADH98 BCH=V75H=CBG G<5@@ 69 8C7IA9BH98. -<9 A7589AMQG C6@=;5H=CB HC F9DCFH IB89F H<=G GH5B85F8 G<5@@ H9FA=B5H9 =: H<9 F9G=89BH =G F9@95G98 :FCA H<9 5;9B7M'G 7IGHC8M. -<9 5I8=HCF F9J=9K98 4)9FGCB5@ ,5:9HM)@5BG :CF 2 G9LI5@ 56IG9 =BJ9GH=;5H=CBG.)@5BG 89H5=@98 =B:CFA5H=CB H<5H KCI@8 9BGIF9 H<9 G5:9HM C: F9G=89BHG 8IF=B; H<9 CB;C=B; =BJ9GH=;5H=CB. -<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB. 115.373(:): AI8=HCFG 5F9 BCH F9EI=F98 HC 5I8=H H<=G DFCJ=G=CB. -<9 :57=@=HM <5G DFCJ=898 DC@=7M 5B8 =BH9FJ=9KG H<5H 7CBVFA H<9 DF57H=79 C: BCH=:M=B; F9G=89BHG C: CIH7CA9G C: G9LI5@ 56IG9 =BJ9GH=;5H=CBG. -<9 5;9B7M <5G A589 5HH9ADHG HC F9EI9GH F9@9J5BH =B:CFA5H=CB :FCA 9LH9FB5@ =BJ9GH=;5H=J9 9BH=H=9G HC =B:CFA F9G=89BHG C: H<9 CIH7CA9G C: G9LI5@ 56IG9 5@@9;5H=CBG. -<9 5;9B7M IH=@=N9G)9FGCB5@ ,5:9HM)@5BG HC =B:CFA F9G=89BHG C: H<9 GH5HIG C: 5@@9;98 GH5U CF F9G=89BH K<C A5M <5J9 D9FD9HF5H98 G9LI5@ 56IG9. +9EI=F98 6M DC@=7M, 5@@ GI7< BCH=V75H=CBG 5F9 HC 69 8C7IA9BH98. B5G98 CB H<=G 5B5@MG=G, H<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8 5B8 BC 7CFF97H=J9 57H=CB =G B99898 5H H<=G H=A9.

	8B28?;8=0AH B0=2C8>=B 5>A BC0J
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=

DC7I A9BHG:

1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, #.
2. "BJ9GH=;5H=CB +97CF8G

F=B8=B;G (6M)FCJ=G=CB):

115.376 (5):

"B H<9)A*, H<9 :57=@=HM GH5H9G GH5U =G GI6>97H HC 8=G7=D@=B5FM G5B7H=CBG ID HC 5B8 =B7@I8=B; H9FA=B5H=CB :CF J=C@5H=B; H<9 5;9B7M G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH DC@=7=9G.

-<9 :57=@=HM F9@=9G CB -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, #., H<5H CIH@=B9 GH5U =G GI6>97H HC 8=G7=D@=B5FM G5B7H=CBG 5G 89H9FA=B98 6M H<9 A7589AM ID HC 5B8 =B7@I8=B; H9FA=B5H=CB :CF J=C@5H=B; H<9 5;9B7M G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH DC@=7=9G.

-<9 9J=89B79 G<CKG H<5H 5;9B7M)C@=7M DFCJ=89G H<5H GH5U =G GI6>97H HC 8=G7=D@=B5FM G5B7H=CBG ID HC 5B8 =B7@I8=B; H9FA=B5H=CB :CF J=C@5H=B; H<9 5;9B7M G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH DC@=7=9G K<=7< K5G J9F=V98 H<CI;< H<9)A* 5B8 5;9B7M DC@=7M.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 7CFF97H=J9 57H=CB =G BCH F9EI=F98.

115.376 (6):

"B H<9)A*, H<9 :57=@=HM F9DCFH98 =B H<9 @5GH 12 ACBH<G H<9F9 K5G BC GH5U 5H H<9 :57=@=HM H<5H J=C@5H98, F9G=;B98 CF <5J9 699B H9FA=B5H98 :CF J=C@5H=B; H<9 5;9B7M G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH DC@=7=9G.

%C75H98 =B H<9 GIDD@9A9BH5@ V@9G K9F9 =B7=89BH 65G98 V@9G K<=7< =B7@I898 3 5@@9;5H=CBG C: G9LI5@ <5F5GGA9BH 5B8 3 5@@9;5H=CBG C: G9LI5@ 56IG9.=B H<9 DF=CF 12 ACBH<G. A@@ 5@@9;5H=CBG K9F9 F9DCFH98 HC C<=@8@=B9 6M '9K (IH@CC? A7589AM. (: H<9 3 5@@9;5H=CBG C: G9LI5@ <5F5GGA9BH, HKC K9F9 G7F99B98 CIH, 5B8 1 K5G IB:CIB898. (: H<9 3 5@@9;5H=CBG C: G9LI5@ 56IG9, H<9M K9F9 89H9FA=B98 HC 69 IB:CIB898, G7F99B98 CIH, 5B8 D9B8=B; =BJ9GH=;5H=CB.

-<9 9J=89B79 G<CKG H<5H BC GH5U J=C@5H98, F9G=;B98 CF K5G H9FA=B5H98 :CF J=C@5H=B; H<9 5;9B7M G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH DC@=7M K<=7< K5G J9F=V98 H<FCI;< DC@=7M, GH5U =BH9FJ=9KG 5B8 =BJ9GH=;5H=CB F97CF8G.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.376 (7):

"B H<9)A*, H<9 :57=@=HM F9DCFH98 H<5H G5B7H=CBG :CF J=C@5H=CBG C: 5;9B7M DC@=7=9G F9@5H=B; HC G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH 5F9 7CA A9BGIF5H9 K=H< H<9 B5HIF9 5B8 7=F7IAGH5B79G C: H<9 57HG 7CA A=HH98, H<9 GH5U A9A69F'G 8=G7=D@=B5FM <=GHCFM, 5B8 H<9 G5B7H=CBG =ADCG98 :CF 7CAD5F56@9 CU9BG9G 6M CH<9F GH5U K=H< G=A=@5F

<=GHCF=9G. -<9 :57=@=HM F9DCFH98 H<9 @5GH 12 ACBH<G H<9F9 <58 699B BC GH5U 8=G7=D@=B98 :CF J=C@5H=B; H<9 5;9B7MQG G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH DC@=7M.

-<9 :57=@=HM F9@=9G CB -<9 A7589AM ,7<CC@G)F=GCB9F +

	H<9 3 5@@9 ; 5H=CBG C: G9

D38C>A 8B2DBB8>=

DC7I A9BHG:

1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, #, 3.
2. "BJ9GH=;5H=CB +97CF8G
3. 14 +9G=89BH F=@9G

"BH9FJ=9KG:

1. ,ID9F=BH9B89BH
2. &98=75@ 5B8 A9BH5@ <95@H< GH5U
3. D=G7=D@=B9 GH5U

(BG=H9 +9J=9K (6G9FJ5H=CBG:

1. (6G9FJ5H=CBG 8IF=B; CBG=H9 F9J=9K.

F=B8=B;G (6M)FCJ=G=CB):

115.378 (5):

"B H<9)A*, H<9 5;9B7M F9DCFH98 H<5H F9G=89BHG 5F9 GI6>97H HC 8=G7=D@=B5FM G5B7H=CBG CB@M DIFGI5BH HC 5 :CFA5@ 8=G7=D@=B5FM DFC79GG :C@@CK=B; 5B 58A=B=GHF5H=J9 VB8=B; CF 7F=A=B5@ VB8=B; C: ;I=@H H<5H H<9 F9G=89BH 9B;5;98 =B F9G=89BH-CB-F9G=89BH G9LI5@ 56IG9. -<9 :57=@=HM F9DCFH98 =B H<9 D5GH 12 ACBH<G H<9F9 K5G BC 58A=B=GHF5H=J9 VB8=B; CF 7F=A=B5@ VB8=B; C: ;I=@H :CF F9G=89BH-CB-F9G=89BH G9LI5@ 56IG9 H<5H C77IFF98 5H H<9 :57=@=HM.

-<9 :57=@=HM F9@=9G CB -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, #, 3., K<=7< CIH@=B9G F9G=89BHG 5F9 GI6>97H HC 8=G7=D@=B5FM G5B7H=CBG DIFGI5BH HC H<9 5;9B7MQG 8=G7=D@=B5FM DFC798IF9G CF :C@@CK=B; 5 7F=A=B5@ 7CBJ=7H=CB CF 89@=BEI9B7M VB8=B;. AG KF=HH9B, H<9 DC@=7M 8C9G BCH GD97=V75@@M A9BH=CB 5 :CFA5@ 8=G7=D@=B5FM DFC79GG :C@@CK=B; 5B 58A=B=GHF5H=J9 VB8=B; CF 7F=A=B5@ VB8=B; C: ;I=@H H<5H H<9 F9G=89BH 9B;5;98 =B F9G=89BH-CB-F9G=89BH G9LI5@ 56IG9. -<9 5;9B7M 8C9G BCH 7CB8I7H 58A=B=GHF5H=J9 CF 7F=A=B5@ =BJ9GH=;5H=CBG.

A F9J=9K C: H<9 =BJ9GH=;5H=J9 F97CF8G :CF H<9 D5GH H<F99 M95FG 7CBVFAG H<9F9 K5G BC 5@@9;5H=CB C: F9G=89BH-CB-F9G=89BH G9LI5@ 56IG9 8IF=B; H<9 12 ACBH<G DF9798=B; H<9 CBG=H9 5I8=H.

-<9 9J=89B79 G<CKG H<5H H<9F9 K9F9 BC 58A=B=GHF5H=J9 CF 7F=A=B5@ VB8=B;G C: ;I=@H :CF F9G=89BH-CB-F9G=89BH G9LI5@ 56IG9 =B H<9 12 ACBH<G DF9798=B; H<9 CBG=H9 5I8=H, K<=7< K5G J9F=V98 H<FCI;<)A*, =BJ9GH=;5H=CB F97CF8G, 5B8 DC@=7M.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.378 (6):

"B H<9)A*, H<9 :57=@=HM F9DCFH98 =: 5 8=G7=D@=B5FM G5B7H=CB :CF F9G=89BH-CB-F9G=89BH

G9L I5@ 56 I G9 F9G I@HG =B =GC@5H=CB C: 5 F9G=89BH, DC@=7M F9E I=F9G H<5H F9G=89BHG =B =GC@5H=CB <5J9 85=@M 5779GG HC @5F; 9-A I G7@9 9L9F7=G9, @9; 5@@M F9E I=F98 98 I 75H=CB5@ DFC; F5 A A=B;, 5B8 GD97=5@ 98 I 75H=CB G9FJ=79G, G<5@@ F979=J9 85=@M J=G=HG :FC A A98=75@ CF A9BH5@ <95@H< 75F9 7@=B=7=5B, 5B8 <5J9 5779GG HC CH<9F DFC; F5 A G 5B8 KCF? CDDCFH I B=H=9G.

"B H<9)A*, H<9 :57=@=HM F9DCFH98 H<9F9 K9F9 BC F9G=89BHG D@5798 =B =GC@5H=CB 5G 5 8=G7=D@=B5FM G5B7H=CB :CF F9G=89BH-CB-F9G=89BH G9L I5@ 56 I G9 H<5H K9F9 89B=98 5779GG HC @5F; 9-A I G7@9 9L9F7=G9, @9; 5@@M F9E I=F98 DFC; F5 A G, GD97=5@ 98 I 75H=CB G9FJ=79G, CH<9F DFC; F5 A G, CF KCF? CDDCFH I B=H=9G.

D I F=B; 5B =BH9FJ=9K K=H< H<9 G I D9F=BH9B89BH, K<9B 5G?98 K<5H 8=G7=D@=B5FM G5B7H=CBG F9G=89BHG 5F9 G I 6>97H HC :C@@CK=B; 5B 58 A=B=GHF5H=J9 CF 7F=A=B5@ VB8=B; H<5H 5 F9G=89BH 9B; 5; 98 =B F9G=89BH-CB-F9G=89BH G9L I5@ 56 I G9, GH5U GH5H98 H<9M F9 A CJ9 F9G=89BHG :FC A H<9 :57=@=HM, 5B8 H<9M I G9 A98=5H=CB 69:CF9 5 VB5@ 897=G=CB =G A589. D I F=B; =BH9FJ=9KG, &9BH5@ <95@H< 5B8 A98=75@ GH5U GH5H98 H<9F9 =G BC =GC@5H=CB 5H H<9 :57=@=HM.

D I F=B; H<9 CBG=H9 F9J=9K, H<9 5 I 8=HCF K9BH =BHC 5@@ 5F95G C: H<9 :57=@=HM. -<9 :57=@=HM <5G 5 89G=; B5H98 CF=9BH5H=CB 5F95. -<9M K=@@ I G9 H<=G 5F95 =: H<9M <5J9 HC G9D5F5H9 6 I H =H =G BCH 5 G97 I F98 5F95, +9G=89BHG 75B 69 D@5798 H<9F9 K<9B 58 A=HH98 :CF I D HC H<F99 85MG. A F9J=9K C: F9G=89BH V@9G 8=8 BCH F9J95@ H<5H F9G=89BHG K9F9 D@5798 =B =GC@5H=CB :CF F9G=89BH-CB-F9G=89BH G9L I5@ 56 I G9.

-<9 9J=89B79 G<CKG H<9 :57=@=HM 8C9G BCH =GC@5H9 F9G=89BHG 5H H<9 :57=@=HM. 0<=7< K5G J9F=V98 H<FC I; < =BH9FJ=9K, C6G9FJ5H=CB, DC@=7M 5B8 8C7 I A9BH5H=CB F9J=9K.

B5G98 I DCB H<=G 5B5@MG=G, H<9 :57=@=HM =G G I 6GH5BH=5@@M 7C A D@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9E I=F98.

115.378 (7):

"B H<9)A*, H<9 :57=@=HM F9DCFHG H<5H H<9 8=G7=D@=B5FM DFC79GG 7CBG=89FG K<9H<9F 5 F9G=89BHQG A9BH5@ 8=G56=@=H=9G CF A9BH5@ <95@H< 7CBHF=6 I H98 HC <=G CF <9F 69<5J=CF K<9B 89H9F A=B=B; K<5H G5B7H=CB, =: 5BM, G<C I@8 69 =A DCG98.

D I F=B; 5B =BH9FJ=9K K=H< H<9 G I D9F=BH9B89BH, K<9B 5G?98 =G 5 A9BH5@ 8=G56=@=HM CF A9BH5@ =@@B9GG 7CBG=89F98 K<9B 89H9F A=B=B; G5B7H=CBG, GH5U =B8=75H98 BC. -<9 :57=@=HM I G9G HF5 I A5 =B:CF A98 F9GHCF5H=J9 H5G?G. -<9M 8C BCH =GC@5H9 F9G=89BHG.

A F9J=9K C: =BJ9GH=; 5H=J9 F97CF8G F9J95@G H<9F9 K9F9 BC 5@@9; 5H=CBG, 58 A=B=GHF5H=J9 VB8=B; CF 7F=A=B5@ VB8=B; C: ; I=@H C: F9G=89BH-CB-F9G=89BH G9L I5@ 56 I G9.

-<9 9J=89B79 G<CKG H<5H 5 F9G=89BHQG 8=G56=@=HM 5B8 A9BH5@ <95@H< =G 7CBG=89F98 K<9B 89H9F A=B=B; G5B7H=CBG I G9G HF5 I A5 =B:CF A98 F9GHCF5H=J9 H5G?. -<9M 8C BCH =GC@5H9 F9G=89BHG. K<=7< K5G J9F=V98 H<FC I; < =BH9FJ=9KG, 5B8 =BJ9GH=; 5H=CB =B:CF A5H=CB.

B5G98 I DCB H<=G 5B5@MG=G, H<9 :57=@=HM =G G I 6GH5BH=5@@M 7C A D@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9E I=F98.

115.378 (8):

"B H<9)A*, H<9 :57=@=HM F9DCFH98 H<5H H<9M CU9F H<9F5DM, 7CIBG9@=B;, CF CH<9F =BH9FJ9BH=CBG 89G=;B98 HC 588F9GG 5B8 7CFF97H H<9 IB89F@M=B; F95GCBG CF ACH=J5H=CBG :CF 56IG9, H<9M 8C BCH F9EI=F9 H<9 CU9B8=B; F9G=89BH HC D5FH=7=D5H9 =B GI7< =BH9FJ9BH=CBG 5G 5 7CB8=H=CB C: 5779GG HC 5BM F9K5F8G-65G98 69<5J=CF A5B5;9A9BH GMGH9A CF CH<9F 69<5J=CF-65G98 =B79BH=J9G, 5779GG HC ;9B9F5@ DFC;F5AG 5B8 98I75H=CB =G BCH 7CB8=H=CB5@ CB D5FH=7=D5H=CB. F57=@=HM GH5H98 MCIH< K=@@ 69 =AA98=5H9@M F9ACJ98 :FCA H<9 DFC;F5A =: :CIB8 HC <5J9 9B;5;98 =B G9LI5@ 5GG5I@H.

-<9 :57=@=HM F9@=9G CB '9K (IH@CC?)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, #, 3, D., H<5H GH5H9G 7CBG=89F5H=CB G<5@@ 69 ;=J9B HC DFCJ=8=B; H<9 CU9B8=B; MCIH< H<9F5DM, 7CIBG9@=B;, CF CH<9F =BH9FJ9BH=CBG 89G=;B98 HC 588F9GG 5B8 7CFF97H IB89F@M=B; F95GCBG CF ACH=J5H=CBG :CF H<9 56IG9, K<=7< A5M =B7@I89 5@H9FB5H9 D@579A9BH CF 9BFC@@A9BH =B 5 BCB-F9@5H98 :57=@=HM.)5FH=7=D5H=CB =B GI7< =BH9FJ9BH=CBG K=@@ BCH 69 IG98 5G 5 7CB8=H=CB C: 5779GG HC ;9B9F5@ DFC;F5A A=B; CF 98I75H=CB.

DIF=B; =BH9FJ=9KG K=H< A98=75@ 5B8 A9BH5@ <95@H< GH5U, K<9B 5G?98 =: H<9 :57=@=HM CU9FG H<9F5DM, 7CIBG9@=B; CF CH<9F =BH9FJ9BH=CBG 89G=;B98 HC 588F9GG 5B8 7CFF97H IB89F@M=B; F95GCBG CF ACH=J5H=CBG :CF G9LI5@ 56IG9, 8C9G H<9 :57=@=HM CU9F HC CU9B8=B; F9G=89BH, GH5U GH5H98 H<9M 8C BCH 5779DH CU9B8=B; GHI89BHG 5H H<9 :57=@=HM, IB89F@=B=B; G9FJ=79 K=@@ 69 :C@@CK98. 0<9B 5G?98 8C MCI DFCJ=89 H<9G9 G9FJ=79G 5G 5 7CB8=H=CB C: 5779GG, GH5U GH5H98 BC.

F57=@=HM GH5U F9DCFH98 H<9F9 K9F9 BC 5@@9;5H=CBG C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH 8IF=B; H<9 @5GH 12 ACBH<G.

-<9 9J=89B79 G<CKG H<5H H<9 :57=@=HM CU9FG H<9F5DM K=H<CIH 7CB8=H=CBG C: 5779GG, K<=7< K5G J9F=V98 H<FCI;<)A*, =BJ9GH=;5H=CB F97CF8G 5B8 GH5U =BH9FJ=9KG.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.378 (9):

"B H<9)A*, H<9 :57=@=HM F9DCFHG H<5H H<9 5;9B7M 8=G7=D@=B9G F9G=89BHG :CF G9LI5@ 7CB8I7H K=H< GH5U CB@M IDCB VB8=B; H<5H H<9 GH5U A9A69F 8=8 BCH 7CBG9BH HC GI7< 7CBH57H.

-<9 :57=@=HM F9@=9G CB '9K (IH@CC?)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, #, 3, E., K<=7< CIH@=B9G H<9 :57=@=HM A5M CB@M 8=G7=D@=B9 5 MCIH< :CF G9LI5@ 7CBH57H K=H< 5 GH5U IDCB VB8=B; H<5H H<9 GH5U A9A69F 8=8 BCH 7CBG9BH HC GI7< 7CBH57H.

F57=@=HM GH5U F9DCFH98 H<9F9 K9F9 BC 5@@9;5H=CBG C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH 8IF=B; H<9 @5GH 12 ACBH<G. A F9J=9K C: =BJ9GH=;5H=J9 =B:CFA5H=CB 7CBVFAG H<9F9 K5G BC 58A=B=GHF5H=J9 VB8=B; CF 7F=A=B5@ VB8=B;G 5 F9G=89BH <58 G9LI5@ 7CBH57H K=H< 5 GH5U A9A69F 5B8 H<9 VB8=B; =B8=75H9G H<9 GH5U 8=8 BCH 7CBG9BH 5H H<9 :57=@=HM 8IF=B; H<9 12 ACBH<G DF9798=B; H<9 CBG=H9 5I8=H.

-<9 9J=89B79 G<CKG H<5H H<9 5;9B7M 8=G7=D@=B9G F9G=89BHG :CF G9LI5@ 7CB8I7H K=H<

	GH5U IDCB VB8=B; H<5H H<9 GH5U 8=8 BCH 7CBG9BH, K<=7< K5G J9F=V98 6M)A*, DC@=7M, 5B8 =BJ9GH=;5H=J9 F97CF8G. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF

	" 4380; 0=3 <4=C0; 740;C7 B2A44=8=6B 78BC>AH >5 B4GD0; 01DB4
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F

-<9 9J=89B79 G<CKG H<5H H<9 :57=@=HM F9EI=F9G H<5H 5 :C@@CK-ID A99H=B; =G CU9F98 HC F9G=89BHG H<5H 8=G7@CG9 DF=CF J=7H=A=N5H=CB 5B8 H<9 :57=@=HM KCI@8 7CB8I7H H<9 :C@@CK-ID K=H<=B 3 85MG C: H<9 =BH5?9 DFC79GG, K<=7< K5G J9F=V98 H<FCI;<)A*, DC@=7M, =BH9FJ=9K, 5B8 8C7IA9BH5H=CB F9J=9K.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.381 (6):

"B H<9)A*, H<9 5;9B7M F9DCFH98 H<5H 5@@ F9G=89BHG K<C <5J9 9J9F DF9J=CIG@M D9FD9HF5H98 G9LI5@ 56IG9 5F9 BCH CU9F98 5 :C@@CK-ID A99H=B; K=H< 5 A9BH5@ <95@H< DF57H=H=CB9F K=H<=B 14 85MG C: H<9 =BH5?9 G7F99B=B; 5G 5 G9LI5@ 56IG9 D9FD9HF5HCF KCI@8 BCH A99H 58A=GG=CB 7F=H9F=5 :CF DFC;F5A.

"B H<9)A*, H<9 :57=@=HM F9DCFH98 =B H<9 D5GH 12 ACBH<G, 5@@ F9G=89BHG K<C KCI@8 8=G7@CG9 H<9M DF9J=CIG@M D9FD9HI5H98 G9LI5@ 56IG9 8IF=B; G7F99B=B; 5F9 CU9F98 5 :C@@CK-ID A99H=B; K=H< 5 A9BH5@ <95@H< DF57H=H=CB9F. &9BH5@ <95@H< GH5U A5=BH5=B G97CB85FM A5H9F=5@G 8C7IA9BH=B; 7CAD@=5B79.

DIF=B; 5B =BH9FJ=9K, ,H5U H<5H 7CB8I7H F=G? G7F99B=B; K<9B 5G?98 =: H<9 G7F99B=B; =B8=75H9G H<5H 5 F9G=89BH DF9J=CIG@M D9FD9HI5H98 G9LI5@ 56IG9, 8C MCI CU9F 5 :C@@CK-ID A99H=B;, GH5U F9DCFH98 H<9M KCI@8 CU9F 5 :C@@CK ID A99H=B; K=H<=B H<9 14 85MG C: H<9=F =B=H=5@ 5GG9GGA9BH 5B8 D9FD9HF5HCFG 5F9 BCFA5@@M G7F99B98 CIH.

-<9 5I8=HCF F9J=9K98 14 F9G=89BH V@9G 5B8 95 =BH5?9 8C7IA9BH5H=CB 5B8 89H9FA=B98 H<5H H<9F9 K5G BCH F9G=89BH H<5H 8=G7@CG98 H<5H H<9M DF9J=CIG@M D9FD9HI5H98 G9LI5@ 56IG9 8IF=B; G7F99B=B; H<5H KCI@8 DFCADH 5 :C@@CK ID A99H=B; K=H< A9BH5@ <95@H< GH5U.

-<9 9J=89B79 G<CKG H<5H H<9 :57=@=HM 8C9G BCH F9EI=F9 H<5H 5 :C@@CK-ID A99H=B; =G CU9F98 HC F9G=89BHG H<5H 8=G7@CG9 H<9M DF9J=CIG@M D9FD9HI5H98 G9LI5@ 56IG9 K<=7< K5G J9F=V98 H<FCI;<)A*, =BH9FJ=9K 5B8 8C7IA9BH5H=CB F9J=9K.

B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

115.381 (7):

"B H<9)A*, H<9 5;9B7M F9DCFH98 H<5H =B:CFA5H=CB F9@5H98 HC G9LI5@ J=7H=A=N5H=CB CF 56IG=J9B9GG H<5H C77IFF98 =B 5B =BGH=HIH=CB5@ G9HH=B; =G BCH GHF=7H@M @=A=H98 HC A98=75@ 5B8 A9BH5@ <95@H< DF57H=H=CB9FG, =B:CFA5H=CB G<5F98 K=H< CH<9F GH5U =G GHF=7H@M @=A=H98 HC =B:CFA=B; G97IF=HM 5B8 A5B5;9A9BH 897=G=CBG, =B7@I8=B; HF95HA9BH D@5BG, <CIG=B;, 698, KCF?, 98I75H=CB, 5B8 DFC;F5A 5GG=;BA9BHG, CF 5G CH<9FK=G9 F9EI=F98 6M :989F5@, GH5H9, CF @C75@ @5K.

DIF=B; 5B =BH9FJ=9K, H<9 "B:CFA5H=CB -97<BC@C;M AB5@MGH ("-) GH5U GH5H98 H<5H)+EA F9@5H98 F9DCFHG 5F9 BCH GHCF98 =B 5 GMGH9A. A F9J=9K C: H<9 F9G=89BH V@9 G<CKG H<5H F=G? G7F99B=B; =G GHCF98 =B H<9 F9G=89BHQG V@9.

	A F9J=9K C: H<9)+EA +=G? AGG9GG A 9BH BCH=V75H=CBG G<CKG H<5H H<9 =B:CF A 5H=CB =B:CF A=B; G97I F=HM 5B8 A 5B5;9 A 9BH 897=G=CBG, =B7@I 8=B; HF95H A 9BH D@5BG, <C I G=B;, 698, KCF?, 98I75H=CB, 5B8 DFC;F5 A 5GG=;B A 9BHG =G CB@M DFCJ=898 HC H<9 ,ID9F=BH9B89BH/)FC;F5 A D=F97HCF. -<9 9J=89B79 G<CKG H<5H H<9 5;9B7M <5G 7CBHFC@@98 H<9 @9J9@ C: 5779GG H<5H 957< A 9 A 69F C: GH5U <5G HC 7CBHFC@ 5B8 DFCH97H G9BG=H=J9 =B:CF A 5H=CB. "B 588=H=CB, =B:CF A 5H=CB F9@5H98 HC G9LI5@ J=7H=A=N5H=CB CF 56I G=J9B9GG =G @=A=H98 5B8 GHF=7H@M 7CBHFC@@98 K<=7< K5G J9F=V98 6M)A*, 8C7I A 9BH5H=CB F9J=9K 5B8 =BH9FJ=9KG. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7C A D@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98. 115.381 (8): "B H<9)A*, H<9 5;9B7M F9DCFH98 H<5H H<9 A 98=75@ 5B8 A 9BH5@ <95@H< DF57H=H=CB9FG C6H5=B =B:CF A 98 7CBG9BH :FC A F9G=89BHG 69:CF9 F9DCFH=B; =B:CF A 5H=CB 56CIH DF=CF G9LI5@ J=7H=A=N5H=CB H<5H 8=8 BCH C77IF =B 5B =BGH=HIH=CB5@ G9HH=B;, IB@9GG H<9 F9G=89BH =G IB89F H<9 5;9 C: 18. DIF=B; 5B =BH9FJ=9K K=H< A 98=75@ 5B8 A 9BH5@ <95@H< GH5U, K<9B 5G?98, 8C MCI C6H5=B =B:CF A 98 7CBG9BH :FC A F9G=89BHG 69:CF9 F9DCFH=B; 56CIH DF=CF G9LI5@ J=7H=A=N5H=CB H<5H 8=8 BCH C77IF =B 5B =BGH=HIH=CB5@ G9HH=B;, GH5U GH5H98 M9G, =H =G A 5B85HCFM H<5H H<9M C6H5=B =B:CF A 98 7CBG9BH. A F9J=9K C: V@9 8C7I A 9BH5H=CB, A 98=75@ 5B8 A 9BH5@ <95@H< GH5U C6H5=B =B:CF A 98 7CBG9BH :CF 5@@ F9G=89BHG K<=7< K5G J9F=V98 H<FCI;< H<9)A*, GH5U =BH9FJ=9KG 5B8 8C7I A 9BH5H=CB F9J=9K. -<9 9J=89B79 G<CKG H<5H A 98=75@ 5B8 A 9BH5@ <95@H< GH5U 8C C6H5=B =B:CF A 98 7CBG9BH :CF 5@@ F9G=89BHG 5B8 A 9BH5@ <95@H< 5B8 A 98=75@ GH5U 5F9 A 5B85H98 F9DCFH9FG. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7C A D@=5BH K=H< H<=G DFCJ=G=CB 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7C A D@=5BH K=H< H<=G GH5B85F8 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

	224BB C> 4<4A64=2H <4382 0; 0=3 <4=C0; 740;C7 B4AE824B
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, D,1. (8/14/

A7589 A M, H<9M 5F9 5@K5MG GH5U 24/7 5B8 DFCJ=89 F9:9F

	J5;=B5@ D9B9HF5H=CB K<=@9 =B75F79F5H98 DF9;B5B7M H9GH. -<9 :57=@=HM F9@=9G CB -<9 A7589AM ,7<CC@G)F=GCB9F +5D9 E@=A=B5H=CB A7H ()+EA))C@=7M "/, D, DF9;B5B7M H9GH=B; 5G K9@@ 5G 7CADF9<9BG=J9 =B:CFA5H=CB 5B8 5779GG HC 5@@ @5K:I@ DF9;B5B7M F9@5H98 A98=75@ G9FJ=79G 5B8 H=A9@M 7CBHF579DH=CB 5B8 ,-D DFCD<M@5L=G G<5@@ 69 DFCJ=898 =B 5 H=A9@M A5BB9F.

	-<9 5I8=HCFG F9J=9K98 14 V@9G 5B8 95 F=G? 5GG9GGA9BHG. -<9F9 K5G BC =B8=75H=CB C: 56IG9 <=GHCFM. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB, K<=7< =G J9F=V98 6M)A*, DC@=7M, 8C7IA9BH5H=CB F9J=9K 5B8 =BH9FJ=9KG 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98. B5G98 IDCB H<=G 5B5@MG=G, H<9 :57=@=HM =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8 5B8 BC 7CFF97H=J9 57H=CB =G F9EI=F98.

	(4GD0; 01DB4 8=2834=C A4E84FB
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1.)F9-AI8=H *I9GH=CBB5=F9 ()A*) 2. -<9 A7589AM ,7<CC@G)+EA)C@=7M "/.!. "BH9FJ=9KG: 1.)+EA 7CCF8=B5HCF 2. ,ID9F=BH9B89BH 3. "B7=89BH +9J=9K -95A &9A69F F=B8=B;G (6M)FCJ=G=CB): 115.386(5): A77CF8=B; HC =B:CFA5H=CB DFCJ=898 6M H<9)F9-AI8=H *I9GH=CBB5=F9 ()A*), '9K (IH@CC? A7589AM 7CB8I7HG 5 G9LI5@ 56IG9 =B7=89BH F9J=9K 5H H<9 7CB7@IG=CB C: 9J9FM 7F=A=B5@ CF 58A=B=GHF5H=J9 G9LI5@ 56IG9 =BJ9GH=;5H=CB, IB@9GG H<9 5@@9;5H=CB <5G 699B 89H9FA=B98 HC 69 IB:CIB898. -<9 A7589AM ,7<CC@G)+EA)C@=7M "/.!. GH5H9G K=H<=B 30 85MG C: H<9 7CB7@IG=CB/F979=DH C: H<9 =BJ9GH=;5H=CB -<9 A7589AM G<5@@ 7CB8I7H 5 G9LI5@ 56IG9 =B7=89BH F9J=9K C: 5@@ 5@@9;5H=CBG (GI6GH5BH=5H98 5B8 IBGI6GH5BH=5H98) IB@9GG H<9 5@@9;5H=CB <5G 699B 89H9FA=B98 HC 69 IB:CIB898. +9J=9KG G<5@@ 69 7CB8I7H98 6M 5 H95A C: GH5U, 5B8 G<5@@ =B7@I89 =BDIH :FCA 8=F97H 75F9 GH5U, =BJ9GH=;5HCFG, A98=75@ GH5U 5B8 A9BH5@ <95@H< DF57H=H=CB9FG. A:H9F H<9 GI6A=GG=CB C: H<9)A*, H<9 :57=@=HM F979=J98 2 5@@9;5H=CBG C: G9LI5@ 56IG9. AH H<9 H=A9 C: H<9 CBG=H9 5I8=H, CB9 5@@9;5H=CB K5G D9B8=B; 5B =BJ9GH=;5H=CB, 5B8 H<9 CH<9F K5G G7F99B98 CIH 6M H<9 DC@=79 89D5FHA9BH. E5F@=9F =B H<9 M95F, H<9F9 K5G 5

5@@9;5H=CBG C: G9LI5@ 56IG9 5H H<9 :57=@=HM. A F9:9F9B79 K5G A589 H<5H H<9 89VB=H=CBG K9F9 =B H<9 5;9B7MQG)+EA DC@=7M. -<9F9 K9F9 89VB=H=CBG C: =H9AG H<5H G<CI@8 69 F9:9F9B798 =B H<9 85H5 7C@@97H=CB =BGHFIA9BH, 6IH H<9F9 K5G BC 85H5 7C@@97H=CB =BGHFIA9BH DFCJ=898 5G 9J=89B79 =B H<9)A* CF =B H<9 GIDD@9A9BH5@ V@9G.

-<9 5;9B7M GI6GH5BH=5@@M 8C9G BCH A99H H<=G DFCJ=G=CB.

115.387(6):

"B H<9 A7589AM ,7<CC@G)+EA)C@=7M "/.%, =H =G 7=H98 H<5H H<9 A7589AM K=@@ A5=BH5=B 5 @C; C: =B7=89BHG F9@5H98 HC H<=G DC@=7M. +9DCFH=B; K=@@ 69 =B7@I898 =B H<9 ABBI5@ +9DCFH.

+9J=9K C: H<9 =B:CFA5H=CB DFCJ=898 H<FCI;< H<9)A* 5B8 H<9 GIDD@9A9BH5@ V@9G, H<9 5I8=HCF K5G IB56@9 HC 89H9FA=B9 H<5H 5H @95GH 5BBI5@@M H<9 5;9B7M 5;;F9;5H9G H<9 =B7=89BH-65G98 G9LI5@ 56IG9 85H5. -<9F9 K5G BC @C; C: 5;;F9;5H98 G9LI5@ 56IG9 85H5 DFCJ=898. 0=H<=B CCA AIB=HM ,D97=5@=GHG CCFDCF5H=CB: *I5@=HM AGGIF5B79 ABBI5@ +9DCFH 5B8 A7H=CB)@5B, 2022, H<9F9 K5G 5 H56@9 K=H< 7F=H=75@ =B7=89BHG GIA A5F=N98 CB DD 40-41. -<9 @=GH98 =B5DDFCDF=5H9 G9LI5@ 7CBH57H 5ACB; 7<=@8F9B 5B8 G9LI5@ 5GG5I@H. -<9 89VB=H=CBG H<5H K9F9 =9BH=V98 =B H<9 DC@=7M K9F9 BCH @C75H98 CB H<9 5;9B7MQG 5BBI5@ F9DCFH. "H 5DD95FG H<5H 5@@ DFC;F5AG CD9F5H98 6M H<9 5;9B7M 5F9 =B7@I898 CB H<=G H56@9.

-<9 5;9B7M GI6GH5BH=5@@M 8C9G BCH A99H H<=G DFCJ=G=CB.

115.387(7):

-<9 A7589AM ,7<CC@G 7CBVFA98 =B H<9)A*, H<9 GH5B85F8=N98 =BGHFIA9BH =B7@I89G, 5H 5 A=B=AIA, H<9 85H5 B979GG5FM HC 5BGK9F 5@@ EI9GH=CBG :FCA H<9 ACGH F979BH J9FG=CB C: H<9 ,IFJ9M C: ,9LI5@ /=C@9B79 (,,/) 7CB8I7H98 6M H<9 D9D5FHA9BH C: #IGH=79.

,I6A=HH98 =B H<9 GIDD@9A9BH5@ V@9G 6M F9EI9GH, H<9 A7589AM ,7<CC@G DFCJ=898 H<9 7CAD@9H98 ,IFJ9M C: ,9LI5@ /=C@9B79 (,,/), 2022 7CB8I7H98 6M H<9 D9D5FHA9BH C: #IGH=79.

-<CI;< H<9F9 K5G BC GH5B85F8=N98 =BGHFIA9BH =B7@I898 =B H<9)A* CF GIDD@9A9BH5@ V@9G, H<9 :57=@=HM K5G 56@9 HC 7CAD@9H9 H<9 ,IFJ9M C: ,9LI5@ /=C@9B79 (,,/) 7CB8I7H98 6M H<9 D9D5FHA9BH C: #IGH=79, 2022. AH 5 A=B=AIA, H<9 =B7=89BH-65G98 V@9 <58 85H5 B979GG5FM HC 5BGK9F H<9 EI9GH=CBG :FCA H<9 ACGH F979BH J9FG=CB C: H<9 ,,/.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.387(8):

"B H<9)A*, H<9 A7589AM ,7<CC@G 5XFAG H<5H H<9 5;9B7M A5=BH5=BG, F9J=9KG, 5B8 7C@@97HG 85H5 5G B99898 :FCA 5@@ 5J5=@56@9 =B7=89BH-65G98 8C7IA9BHG, =B7@I8=B; F9DCFHG, =BJ9GH=;5H=CB V@9G, 5B8 G9LI5@ 56IG9 =B7=89BH F9J=9KG.

B5G98 CB H<9 7CAD@9H=CB C: H<9 ,,/ 5B8 H<9 G=H9 F9J=9K C: G97IF98 5F95 85H5 =G

	A77CF

	<HHDG://H<957589AMG7<CC@G.7CA/B9K-CIH@CC?-57589AM/<9@D:I@-DC@=7=9G-5B8-DFC798IF9G/ A@@ 7@=9BH =89BH=V9FG CF =B:CFA5H=CB H<5H KCI@8 DF9G9BH 5 7@95F 5B8 GD97=V7 H<F95H HC H<9 G5:9HM 5B8 G97IF=HM C: H<9 :57=@=HM <5G 699B F9857H98 :FCA H<=G F9DCFH, 5B8 H<9 F9DCFH GH5H9G H<=G =B H<9 VFGH G9BH9B79 IB89F H<9 R)+EA A;;F9;5H98 D5H5S G97H=CB C: H<9 F9DCFH CB D5;9 4. -<9 F9DCFH K5G 5DDFCJ98 6M H<9 5;9B7M <958, 5B8 =H =B7@I89G H<9 G=;B5HIF9 C: H<9 5;9B7M <958. B5G98 CB H<9 =B:CFA5H=CB F9J=9K98, H<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G GH5B85F8.

	0C0 BC>A064 ?D1;820C8>= 0=3 34BCAD2C8>=
	D38C>A $E4A0;; 4C4A<8=0C8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1.)F9-AI8=H EI9GH=CBB5=F9 ()A*) 2.)=7HIF9G C: ,97IF98 AF95 :CF +9H5=B98 D5H5 3. -<9 A7589AM ,7<CC@G)+EA)C@=7M ". 4. -<9 A7589AM ,7<CC@G)+EA)C@=7M %. 5. CCA AIB=HM ,D97=5@=GH CCFDCF5H=CB: *I5@=HM AGGIF5B79 ABBI5@ +9DCFH 2022 "BH9FJ=9KG: 1.)+EA CCCF8=B5HCF ,=H9 +9J=9K: 1. ,97IF98 AF95 D5H5 :CF +9H5=B98 D5H5 2. A;9B7M !958 (X79 F=B8=B;G (6M)FCJ=G=CB): 115.389(5): A7589AM ,7<CC@G 9BGIF9G H<5H =B7=89BH-65G98 85H5 =G G97IF9@M F9H5=B98 =B H<9 CX79 C: H<9 5;9B7M <958. "H =G 5 8CI6@9 @C7? GMGH9A. -<9 V@9 756=B9H 5B8 H<9 8CCF HC H<9 CX79 5F9 6CH< G97IF98 6M @C7?. -<9)+EA 7CCF8=B5HCF ID@C5898 D=7HIF9G C: H<9 G97IF98 5F95, 5B8 :IFH<9F 7CBVFA98 8IF=B; H<9 =BH9FJ=9K.

-<9 5;9B7M=G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.389(6):

-<9 A7589AM ,7<CC@G)+EA)C@=7M %. 7=H9G H<9 A7589AM K=@@ A5=BH5=B 5 @C; C:
=B7=89BHG F9@5H98 HC H<=G DC@=7M. +9DCFH=B; K=@@ 69 =B7@I898 =B H<9 ABBI5@ +9DCFH.
"B:CFA5H=CB K=@@ 69 9BH9F98 =BHC ,H5H9 CF '5H=CB5@ 85H565G9G, 577CF8=B; HC @5K. -<9
DC@=7M 8C9G BCH GD97=:M H<5H 5;;F9;5H98 G9LI5@ 56IG9 85H5 :FCA '9K (IH@CC?
A7589AM 69 F958=@M 5J5=@56@9 HC H<9 DI6@=7, 5H @95GH 5BBI5@@M, H<FCI;< H<9 K96G=H9.

-<9 5;9B7M =B8=75H98 CB H<9)F9-AI8=H *I9GH=CBB5=F9 H<5H H<9 DFCJ=G=CB =G BCH
5DD@=756@9. -<9 DFCJ=G=CB =G 5DD@=756@9 6975IG9 H<9 '9K (IH@CC? A7589AM =G K=H<=B
=HG 8=F97H 7CBHFC@ C: A7589AM ,7<CC@G. -<9 5I8=HCF :IFH<9F F9EI9GH98 H<9 5;9B7MQG
5BBI5@ F9DCFH.)F

	,=H9 F9J=9K C: H<9 F9H5=B98 8C7I A9BHG 7CBVFA98 H<5H H<9 :57=@=HM F9H5=B98 5@@)+EA F9@5H98 8C7I A9BH5H=CB. -<9 5;9B7M G97IF9@M F9H5=BG =B7=89BH- 65G98 5B8 5;;F9;5H98 85H5. -<9 A

K5G 5I8=H98 5H @95GH CB79. B5G98 CB =B:CFA5H=CB C6H5=B98 :FCA H<9 5;9B7MQG K96G=H9, H<9 '9K (IH@CC? A7589AM K5G 5I8=H98 8IF=B; H<9 H<=F8 M95F C: H<9 H<F99-M95F 5I8=H 7M7@9. -<9 :57=@=HMQG VB5@ F9DCFH K5G GI6A=HH98 CB 1/21/2021.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.401(<):

DIF=B; H<9 CBG=H9 F9J=9K C: '9K (IH@CC? A7589AM, H<9 5I8=HCF K5G ;F5BH98 IB=AD9898 5779GG HC 5@@ 5F95G C: H<9 :57=@=HM =B7@I8=B; H<9 89H57<98 ;MAB5G=IA. -<9 :57=@=HM 8=8 BCH <5J9 5 GIFJ9=@@5B79 CF J=89C ACB=HCF=B; GMGH9A :CF H<9 5I8=HCF HC F9J=9K.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.401(=):

'9K (IH@CC? A7589AM DFCJ=898 5@@ V@9G 5B8 8C7IA9BH5H=CB F9EI9GH98 6M H<9 5I8=HCF K=H< BC F9GHF=7H=CBG =B7@I8=B; 9@97HFCB=75@@M GHCF98 =B:CFA5H=CB. +9EI9GH98 V@9G 5B8 =B:CFA5H=CB K9F9 DFCJ=898 J=5)A*, =GGI9 @C;, GIDD@9A9BH5@ V@9G, 9A5=@, 5B8 <5F8 7CD=9G C: 8C7IA9BHG.

-<9 5;9B7M =G GI6GH5BH=5@@M 7CAD@=5BH K=H< H<=G DFCJ=G=CB.

115.401(A):

-<9 5I8=HCF K5G DFCJ=898 5 @C75H=CB HC 7CB8I7H DF=J5H9 =BH9FJ=9KG K=H< F5B8CA F9G=89BHG, H5F;9H98 F9G=89BHG, GD97=5@=N98 GH5U, 5B8 F5B8CA GH5U.

	B5G98 CB H<=G 5B5@MG=G, H<9 5;9B7M GI6GH5BH=5@@M A99HG 7CAD@=5B79 =B H<=G GH5B85F8, 5B8 H<9F9 =G BC 7CFF97H=J9 57H=CB B99898 5H H<=G H=A9.

	D38C 2>=C4=CB 0=3 K=38=6B
	D38C>A $E4A0;; 4C4A<8=OC8>= &99HG ,H5B85F8
	D38C>A 8B2DBB8>=
	DC7IA9BHG: 1. '9K (IH@CC? F=B5@)+EA +9DCFH 1/21/2021 "BH9FJ=9K: 1. A;9B7M !958 2.)+EA CCCF8=B5HCF ,=H9 +9J=9K: 1.)+EA AI8=H ,MGH9A (H<957589AMG7<CC@G.7CA) F=B8=B;G (6M)FCJ=G=CB): 115.403(F): A77CF8=B; HC H<9)F9-AI8=H *I9GH=CBB5=F9 ()A*), A7589AM ,7<CC@G <5G DI6@=G<98 CB =HG 5;9B7M K96G=H9 H<9 VB5@)+EA F9DCFH :CF H<9 '9K (IH@CC? A7589AM. -<9 VB5@ F9DCFH K5G GI6A=HH98 CB 1/21/2021. FIFH<9F 7CBVFA98 6M 6CH< 5;9B7M <958 5B8)+EA 7CCF8=B5HCF, H<9 5;9B7M DI6@=G<9G VB5@)+EA 5I8=H F9DCFHG. DIF=B; F9J=9K C: H<9 5;9B7M K96G=H9, H<9 5I8=HCF @C75H98 H<9 VB5@)+EA 5I8=H F9DCFH :CF '9K (IH@CC? A7589AM 85H98 1/21/2021. B5G98 CB H<=G 5B5@MG=G, H<9 5;9B7M GI6GH5BH=5@@M A99HG 7CAD@=5B79 K=H< H<9 GH5B85F8, 5B8 H<9F9 =G BC 7CFF97H=J9 57H=CB B99898 5H H<=G H=A9.

??4=38G %A>E8B8>= 8=38=6B		
0	/4A> C>;4A0=24 >5 B4GD0; 01DB4 0=3 B4GD0; 70A0BB<4=C %' 2>>A38=0C>A	
	DC9G H<9 5;9B7M <5J9 5 KF=HH9B DC@=7M A5B85H=B; N9FC HC@9F5B79 HCK5F8 5@@ :CFAG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH?	M9G
	DC9G H<9 KF=HH9B DC@=7M CIH@=B9 H<9 5;9B7MQG 5DDFC57< HC DF9J9BH=B;, 89H97H=B;, 5B8 F9GDCB8=B; HC G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH?	M9G
1	/4A> C>;4A0=24 >5 B4GD0; 01DB4 0=3 B4GD0; 70A0BB<4=C %' 2>>A38=0C>A	
	!5G H<9 5;9B7M 9AD@CM98 CF 89G=;B5H98 5B 5;9B7M-K=89)+EA CCCF8=B5HCF?	M9G
	"G H<9)+EA CCCF8=B5HCF DCG=H=CB =B H<9 IDD9F-@9J9@ C: H<9 5;9B7M <=9F5F7<M?	M9G
	DC9G H<9)+EA CCCF8=B5HCF <5J9 GIX7=9BH H=A9 5B8 5IH<CF=HM HC 89J9@CD, =AD@9A9BH, 5B8 CJ9FG99 5;9B7M 9UCFHG HC 7CAD@M K=H< H<9)+EA GH5B85F8G =B 5@@ C: =HG :57=@=H=9G?	M9G
2	/4A> C>;4A0=24 >5 B4GD0; 01DB4 0=3 B4GD0; 70A0BB<4=C %' 2>>A38=0C>A	
	": H<=G 5;9B7M CD9F5H9G ACF9 H<5B CB9 :57=@=HM, <5G 957< :57=@=HM 89G=;B5H98 5)+EA 7CAD@=5B79 A5B5;9F? ('/A =: 5;9B7M CD9F5H9G CB@M CB9 :57=@=HM.)	B5
	DC9G H<9)+EA 7CAD@=5B79 A5B5;9F <5J9 GIX7=9BH H=A9 5B8 5IH<CF=HM HC 7CCF8=B5H9 H<9 :57=@=HMQG 9UCFHG HC 7CAD@M K=H< H<9)+EA GH5B85F8G5B9Q H<A =:5a;T9R(7M/A =: GÍD-ÃÍ(55?	

	DC9G 5BM B9K 7CBHF57H CF 7CBHF57H F9B9K5@ G=;B98 CB CF 5:H9F AI;IGH 20, 2012 DFCJ=89 :CF 5;9B7M 7CBHF57H ACB=HCF=B; HC 9BGIF9 H<5H H<9 7CBHF57HCF =G 7CAD@M=B; K=H< H<9)+EA GH5B85F8G? ('/A =: H<9 5;9B7M 8C9G BCH 7CBHF57H K=H< DF=J5H9 5;9B7=9G CF CH<9F 9BH=H=9G :CF H<9 7CBVB9A9BH C: F	

9)%-F"9#Ø#9<CADCH"K9BD:7CBHFV05:9E7H GD9

	GH5XB; @9J9@G 5B8 89H9FA=B=B; H<9 B998 :CF J=89C ACB=HCF=B;: ABM VB8=B;G C: =B589EI57M :FCA =BH9FB5@ CF 9LH9FB5@ CJ9FG=;<H 6C8=9G?	
	DC9G H<9 5;9B7M 9BGIF9 H<5H 957< :57=@=HMQG GH5XB; D@5B H5?9G =BHC 7CBG=89F5H=CB H<9 11 7F=H9F=5 69@CK =B 75@7I@5H=B; 589EI5H9 GH5XB; @9J9@G 5B8 89H9FA=B=B; H<9 B998 :CF J=89C ACB=HCF=B;: A@@ 7CADCB9BHG C: H<9 :57=@=HMQG D<MG=75@ D@5BH (=B7@I8=B; R6@=B8-GDCHGS CF 5F95G K<9F9 GH5U CF F9G=89BHG A5M 69 =GC@5H98)?	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H 957< :57=@=HMQG GH5XB; D@5B H5?9G =BHC 7CBG=89F5H=CB H<9 11 7F=H9F=5 69@CK =B 75@7I@5H=B; 589EI5H9 GH5XB; @9J9@G 5B8 89H9FA=B=B; H<9 B998 :CF J=89C ACB=HCF=B;: -<9 7CADCG=H=CB C: H<9 F9G=89BH DCDI@5H=CB?	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H 957< :57=@=HMQG GH5XB; D@5B H5?9G =BHC 7CBG=89F5H=CB H<9 11 7F=H9F=5 69@CK =B 75@7I@5H=B; 589EI5H9 GH5XB; @9J9@G 5B8 89H9FA=B=B; H<9 B998 :CF J=89C ACB=HCF=B;: -<9 BIA69F 5B8 D@579A9BH C: GID9FJ=GCFM GH5U?	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H 957< :57=@=HMQG GH5XB; D@5B H5?9G =BHC 7CBG=89F5H=CB H<9 11 7F=H9F=5 69@CK =B 75@7I@5H=B; 589EI5H9 GH5XB; @9J9@G 5B8 89H9FA=B=B; H<9 B998 :CF J=89C ACB=HCF=B;: "BGH=HIH=CB DFC;F5AG C77IFF=B; CB 5 D5FH=7I@5F G<=:H?	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H 957< :57=@=HMQG GH5XB; D@5B H5?9G =BHC 7CBG=89F5H=CB H<9 11 7F=H9F=5 69@CK =B 75@7I@5H=B; 589EI5H9 GH5XB; @9J9@G 5B8 89H9FA=B=B; H<9 B998 :CF J=89C ACB=HCF=B;: ABM 5DD@=756@9 ,H5H9 CF @C75@ @5KG, F9;I@5H=CBG, CF GH5B85F8G?	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H 957< :57=@=HMQG GH5XB; D@5B H5?9G =BHC 7CBG=89F5H=CB H<9 11 7F=H9F=5 69@CK =B 75@7I@5H=B; 589EI5H9 GH5XB; @9J9@G 5B8 89H9FA=B=B; H<9 B998 :CF J=89C ACB=HCF=B;: ABM CH<9F F9@9J5BH :57HCFG?	M9G
1	(D?4AE8B8>= 0=3 <>=8C>A8=6	
	DC9G H<9 5;9B7M 7CAD@M K=H< H<9 GH5XB; D@5B 9L79DH 8IF=B; @=A=H98 5B8 8=G7F9H9 9L=;9BH 7=F7IAGH5B79G?	M9G
	"B 7=F7IAGH5B79G K<9F9 H<9 GH5XB; D@5B =G BCH 7CAD@=98 K=H<, 8C9G H<9 :57=@=HM :I@@M 8C7IA9BH 5@@ 89J=5H=CBG :FCA H<9 D@5B? ('/A =: BC 89J=5H=CBG :FCA GH5XB; D@5B.)	B5
2	(D?4AE8B8>= 0=3 <>=8C>A8=6	
	DC9G H<9 :57=@=HM A5=BH5=B GH5U F5H=CG C: 5 A=B=AIA C: 1:8 8IF=B; F9G=89BH K5?=B; <CIFG, 9L79DH 8IF=B; @=A=H98 5B8 8=G7F9H9 9L=;9BH 7=F7IAGH5B79G? ('/A CB@M IBH=@ (7HC69F 1, 2017.)	M9G

	DC9G H<9 :57=@=HM A5=BH5=B GH5U F5H=CG C: 5 A=B=A I A C: 1:16 8IF=B; F9G=89BH G@99D=B; <CIFG, 9L79DH 8IF=B; @=A=H98 5B8 8=G7F9H9 9L=;9BH 7=F7IAGH5B79G? ('/A CB@M IBH=@ (7HC69F 1, 2017.)	M9G
	DC9G H<9 :57=@=HM :I@@M 8C7IA9BH 5BM @=A=H98 5B8 8=G7F9H9 9L=;9BH 7=F7IAGH5B79G 8IF=B; K<=7< H<9 :57=@=HM 8=8 BCH A5=BH5=B GH5U	

	89H9FA=B9 ;9B=H5@ GH5HIG 8IF=B; 7CBJ9FG5H=CBG K=H< H<9 F9G=89BH, 6M F9J=9K=B; A98=75@ F97CF8G, CF, =: B979GG5FM, 6M @95FB=B; H<5H =B:CFA5H=CB 5G D5FH C: 5 6FC589F A98=75@ 9L5A=B5H=CB 7CB8I7H98 =B DF=J5H9 6M 5 A98=75@ DF57H=H=CB9F?	
5	!8<8CB C> 2A>BB 64=34A E84F8=6 0=3 B40A274B	
	DC9G H<9 :57=@=HM/5;9B7M HF5=B G97IF=HM GH5U =B <CK HC 7CB8I7H 7FCGG-;9B89F D5H 8CKB G95F7<9G =B 5 DFC:9GG=CB5@ 5B8 F9GD97H:I@ A5BB9F, 5B8 =B H<9 @95GH =BHFIG=J9 A5BB9F DCGG=6@9, 7CBG=GH9BH K=H< G97IF=HM B998G?	M9G
	DC9G H<9 :57=@=HM/5;9B7M HF5=B G97IF=HM GH5U =B <CK HC 7CB8I7H G95F7<9G C: HF5BG;9B89F 5B8 =BH9FG9L F9G=89BHG =B 5 DFC:9GG=CB5@ 5B8 F9GD97H:I@ A5BB9F, 5B8 =B H<9 @95GH =BHFIG=J9 A5BB9F DCGG=6@9, 7CBG=GH9BH K=H< G97IF=HM B998G?	M9G
0	'4B834=CB F8C7 38B018;8C84B 0=3 A4B834=CB F7> 0A4 ;8<8C43 =6;8B7 ?A>K284=C	
	DC9G H<9 5;9B7M H5?9 5DDFCDF=5H9 GH9DG HC 9BGIF9 H<5H F9G=89BHG F K=H< 8=G56=@=H=9G <5J9 5B 9EI5@ @1K=H< 88 9G=8CKB 0E•'‡	

	+9G=89BHG K<C <5J9 GD997< 8=G56=@=H=9G?	
	DC9G H<9 5;9B7M H5?9 5DDFCDF=5H9 GH9DG HC 9BGIF9 H<5H F9G=89BHG K=H< 8=G56=@=H=9G <5J9 5B 9EI5@ CDDCFHIB=HM HC D5FH=7=D5H9 =B CF 69B9VH :FCA 5@@ 5GD97HG C: H<9 5;9B7MQG 9UCFHG HC DF9J9BH, 89H97H, 5B8 F9GDCB8 HC G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH, =B7@I8=B;: (H<9F? (=: "CH<9F," D@95G9 9LD@5=B =B CJ9F5@@ 89H9FA=B5H=CB BCH9G.)	BC
	DC GI7< GH9DG =B7@I89, K<9B B979GG5FM, 9BGIF=B; 9U97H=J9 7CA AIB=75H=CB K=H< F9G=89BHG K<C 5F9 895: CF <5F8 C: <95F=B;?	M9G
	DC GI7< GH9DG =B7@I89, K<9B B979GG5FM, DFCJ=8=B; 5779GG HC =BH9FDF9H9FG K<C 75B =BH9FDF9H 9U97H=J9@M, 577IF5H9@M, 5B8 =AD5FH=5@@M, 6CH< F979DH=J9@M 5B8 9LDF9GG=J9@M, IG=B; 5BM B979GG5FM GD97=5@=N98 JC756I@5FM?	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H KF=HH9B A5H9F=5@G 5F9 DFCJ=898 =B :CFA5HG CF H<FCI;< A9H<C8G H<5H 9BGIF9 9U97H=J9 7CA AIB=75H=CB K=H< F9G=89BHG K=H< 8=G56=@=H=9G =B7@I8=B; F9G=89BHG K<C: !5J9 =BH9@@97HI5@ 8=G56=@=H=9G?	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H KF=HH9B A5H9F=5@G 5F9 DFCJ=898 =B :CFA5HG CF H<FCI;< A9H<C8G H<5H 9BGIF9 9U97H=J9 7CA AIB=75H=CB K=H< F9G=89BHG K=H< 8=G56=@=H=9G =B7@I8=B; F9G=89BHG K<C: !5J9 @=A=H98 F958=B; G?=@@G?	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H KF=HH9B A5H9F=5@G 5F9 DFCJ=898 =B :CFA5HG CF H<FCI;< A9H<C8G H<5H 9BGIF9 9U97H=J9 7CA AIB=75H=CB K=H< F9G=89BHG K=H< 8=G56=@=H=9G =B7@I8=B; F9G=89BHG K<C: 0<C 5F9 6@=B8 CF <5J9 @CK J=G=CB?	M9G
1	'4B834=CB F8C7 38B018;8C84B 0=3 A4B834=CB F7> 0A4 ;8<8C43 =6;8B7 ?A>K284=C	
	DC9G H<9 5;9B7M H5?9 F95GCB56@9 GH9DG HC 9BGIF9 A95B=B;:I@ 5779GG HC 5@@ 5GD97HG C: H<9 5;9B7MQG 9UCFHG HC DF9J9BH, 89H97H, 5B8 F9GDCB8 HC G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH HC F9G=89BHG K<C 5F9 @=A=H98 EB;@=G< DFCV7=9BH?	M9G
	DC H<9G9 GH9DG =B7@I89 DFCJ=8=B; =BH9FDF9H9FG K<C 75B =BH9FDF9H 9U97H=J9@M, 577IF5H9@M, 5B8 =AD5FH=5@@M, 6CH< F979DH=J9@M 5B8 9LDF9GG=J9@M, IG=B; 5BM B979GG5FM GD97=5@=N98 JC756I@5FM?	M9G
2	'4B834=CB F8C7 38B018;8C84B 0=3 A4B834=CB F7> 0A4 ;8<8C43 =6;8B7 ?A>K284=C	
	DC9G H<9 5;9B7M 5@K5MG F9:F5=B :FCA F9@M=B; CB F9G=89BH =BH9FDF9H9FG, F9G=89BH F9589FG, CF CH<9F HMD9G C: F9G=89BH 5GG=GH5BHG 9L79DH =B @=A=H98 7=F7IAGH5B79G K<9F9 5B 9LH9B898 89@5M =B C6H5=B=B; 5B 9U97H=J9 =BH9FDF9H9F 7CI@8 7CADFCA=G9 H<9 F9G=89BHQG	M9G

	G5:9HM, H<9 D9F:CF A 5B79 C: VFGH-F9GDCBG9 8 I H=9G I B89F 0115.364, CF H<9 =BJ9GH=; 5H=CB C: H<9 F9G=89BHQG 5@@9; 5H=CBG?	
0	8A8=6 0=3 ?A> < >C8>= 3428B8>=B	
	DC9G H<9 5; 9B7M DFC<=6=H H<9 <=F=B; CF DFC A CH=CB C: 5BMCB9 K<C A 5M <5J9 7CBH57H K=H< F9G=89BHG K<C: ! 5G 9B; 5; 98 =B G9L I 5@ 56 I G9 =B 5 DF=GCB, >5=@, @C7? I D, 7C A A I B=HM 7CBVB9 A 9BH :57=@=HM, >I J9B=@9 :57=@=HM, CF CH<9F =BGH=H I H=CB (5G 89VB98 =B 42 . . , .C. 1997)?	M9G
	DC9G H<9 5; 9B7M DFC<=6=H H<9 <=F=B; CF DFC A CH=CB C: 5BMCB9 K<C A 5M <5J9 7CBH57H K=H< F9G=89BHG K<C: ! 5G 699B 7CBJ=7H98 C: 9B; 5; =B; CF 5HH9 A DH=B; HC 9B; 5; 9 =B G9L I 5@ 57H=J=HM =B H<9 7C A A I B=HM :57=@=H5H98 6M :CF79, CJ9FH CF =A D@=98 H<F95HG C: :CF79, CF 7C9F7=CB, CF =: H<9 J=7H=A 8=8 BCH 7CBG9BH CF K5G I B56@9 HC 7CBG9BH CF F9: I G9?	M9G
	DC9G H<9 5; 9B7M DFC<=6=H H<9 <=F=B; CF DFC A CH=CB C: 5BMCB9 K<C A 5M <5J9 7CBH57H K=H< F9G=89BHG K<C: ! 5G 699B 7=J=@@M CF 58 A=B=GHF5H=J9@M 58>I 8=75H98 HC <5J9 9B; 5; 98 =B H<9 57H=J=HM 89G7F=698 =B H<9 6 I @@9H =A A 98=5H9@M 56CJ9?	M9G

95HG C: :CF79, CF

	9 A D@CM99G?	
	DC9G H<9 5 ; 9B7M = A DCG9 I DCB 9 A D@CM99G 5 7CBH=B I=B ; 5 X F A 5H=J9 8 I HM HC 8=G7@CG9 5BM G I 7< A=G7CB8 I 7H?	M9G
6	8A8=6 0=3 ?A> < >C8>= 3 4 2 8B8>=B	
	DC9G H<9 5 ; 9B7M 7CBG=89F A 5H9F=5@ C A=GG=CBG F9 ; 5F8=B ; G I 7< A=G7CB8 I 7H, CF H<9 DFCJ=G=CB C: A 5H9F=5@@M :5@G9 =B:CF A 5H=CB, ; FC I B8G :CF H9F A=B5H=CB?	M9G
7	8A8=6 0=3 ?A> < >C8>= 3 4 2 8B8>=B	
	. B@9GG DFC<=6=H98 6M @5K, 8C9G H<9 5 ; 9B7M DFCJ=89 =B:CF A 5H=CB CB G I 6GH5BH=5H98 5@@9 ; 5H=CBG C: G9L I 5@ 56 I G9 CF G9L I 5@ <5F5GG A 9BH =BJC@J=B ; 5 :CF A 9F 9 A D@CM99 I DCB F979=J=B ; 5 F9E I 9GH :FC A 5B =BGH=H I H=CB5@ 9 A D@CM9F :CF K<CA G I 7< 9 A D@CM99 <5G 5DD@=98 HC KCF?? (' /A =: DFCJ=8=B ; =B:CF A 5H=CB CB G I 6GH5BH=5H98 5@@9 ; 5H=CBG C: G9L I 5@ 56 I G9 CF G9L I 5@ <5F5GG A 9BH =BJC@J=B ; 5 :CF A 9F 9 A D@CM99 =G DFC<=6=H98 6M @5K.)	M9G
0		

6A I5@a3<}5D5ÃC56IBBG Cã^9F A5H9F=5@ "Ô:CFF

1 ^ñAIF9955@ " ÔCF

	": H<9 5 ; 9B7M =G F9GDCBG=6@9 :CF =BJ9GH= ; 5H=B ; 5@@9 ; 5H=CBG C: G9L I5@ 56 IG9, 8C9G H<9 5 ; 9B7M :C@@CK 5 IB=:CF A 9J=89B79 DFCHC7C@ H<5H A 5L= A=N9G H<9 DCH9BH=5@ :CF C6H5=B=B ; IG56@9 D<MG=75@ 9J=89B79 :CF 58 A=B=GHF5H=J9 DFC7998=B ; G 5B8 7F= A=B5@ DFCG97 I H=CBG? (' /A =: H<9 5 ; 9B7M/:57=@=HM =G BCH F9GDCBG=6@9 :CF 7CB8 I 7H=B ; 5BM :CF A C: 7F= A=B5@ (+ 58 A=B=GHF5H=J9 G9L I5@ 56 IG9 =BJ9GH= ; 5H=CBG.)	B5
1	E834=24 ?A>C>2>; 0=3 5>A4=B82 <4382 0; 4G0<8=0C8>=B	
	"G H<=G DFCHC7C@ 89J9@CD A 9BH5@@M 5DDFCDF=5H9 :CF MC I H<? (' /A =: H<9 5 ; 9B7M/:57=@=HM =G BCH F9GDCBG=6@9 :CF 7CB8 I 7H=B ; 5BM :CF A C: 7F= A=B5@ (+ 58 A=B=GHF5H=J9 G9L I5@ 56 IG9 =BJ9GH= ; 5H=CBG.)	B5
	"G H<=G DFCHC7C@, 5G 5DDFCDF=5H9, 585DH98 :FC A CF CH<9FK=G9 65G98 CB H<9 ACGH F979BH 98=H=CB C: H<9 . . , . D9D5FH A 9BH C: #IGH=79QG (X79 CB /=C@9B79 A ; 5=BGH 0CA 9B DI6@=75H=CB, RA ' 5H=CB5@) FCHC7C@ :CF , 9L I5@ AGG5 I@H &98=75@ FCF9BG=7 EL5 A=B5H=CBG, A8 I@HG/ A8C@9G79BHG,S CF G=A=@5F@M 7C A DF9<9BG=J9 5B8 5 IH<CF=H5H=J9 DFCHC7C@G 89J9@CD98 5:H9F 2011? (' /A =: H<9 5 ; 9B7M/:57=@=HM =G BCH F9GDCBG=6@9 :CF 7CB8 I 7H=B ; 5BM :CF A C: 7F= A=B5@ (+ 58 A=B=GHF5H=J9 G9L I5@ 56 IG9 =BJ9GH= ; 5H=CBG.)	B5
2	E834=24 ?A>C>2>; 0=3 5>A4=B82 <4382 0; 4G0<8=0C8>=B	
	CT$µM9@BE834=24 ?A>C>2>; 0=3 5>A4=B82 <4382 0; L5A=I BCH	
	DC9G H<9 5 ; 9B7M CU9F 5@@ F9G=89BHG K<C 9LD9F=9B79 G9L I5@ 56 IG9 5779GG HC :CF9BG=7 A98=75@ 9L5 A=B5H=CBG, K<9H<9F CB-G=H9 CF 5H 5B CI HG=89 :57=@=HM, K=H<CI H VB5B7=5@ 7CGH, K<9F9 9J=89BH=5F=@M CF A98=75@@M 5DDFCDF=5H9?	M9G
	AF9 GI7< 9L5 A=B5H=CBG D9F:CF A98 6M , 9L I5@ AGG5 I@H FCF9BG=7 EL5 A=B9FG (, AFEG) CF , 9L I5@ AGG5 I@H ' IFG9 EL5 A=B9FG (, A ' EG) K<9F9 DCGG=6@9?	M9G
	": , AFEG CF , A ' EG 75BBCH 69 A589 5J5=@56@9, =G H<9 9L5 A=B5H=CB D9F:CF A98 6M CH<9F E I5@=V98 A98=75@ DF57H=H=CB9FG (H<9M A IGH <5J9 699B GD97=V75@@M HF5=B98 HC 7CB8 I 7H G9L I5@ 5GG5 I@H :CF9BG=7 9L5 AG)?	M9G
	! 5G H<9 5 ; 9B7M 8C7 I A9BH98 =HG 9UCFHG HC DF	

	": 5 F5D9 7F=G=G 79BH9F =G BCH 5J5=@56@9 HC DFCJ=89 J=7H=A 58JC75H9 7 !)g ™ A&7V(9 8-(9 @	

1	%>;828 4B C> 4=BDA4 A454AA0;B >5 0;;460C8>=B 5>A 8=E4BC860C8>=B	
	DC9G H<9 5 ; 9B7M <5J9 5 DC@=7M =B D@579 HC 9BGIF9 H<5H 5@@9 ; 5H=CBG C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH 5F9 F9:9FF98 :CF =BJ9GH= ; 5H=CB HC 5B 5 ; 9B7M K=H< H<9 @9 ; 5@ 5IH<CF=HM HC 7CB8I7H 7F=A=B5@ =BJ9GH= ; 5H=CBG, IB@9GG H<9 5@@9 ; 5H=CB 8C9G BCH =BJC@J9 DCH9BH=5@@M 7F=A=B5@ 69<5J=CF?	M9G
	! 5G H<9 5 ; 9B7M DI6@=G<98 GI7< DC@=7M CB =HG K96G=H9 CF, =: =H 8C9G BCH <5J9 CB9, A589 H<9 DC@=7M 5J5=@56@9 H<FCI ; < CH<9F A95BG?	M9G
	DC9G H<9 5 ; 9B7M 8C7IA9BH 5@@ GI7< F9:9FF5@G?	M9G
2	%>;828 4B C> 4=BDA4 A454AA0;B >5 0;;460C8>=B 5>A 8=E4BC860C8>=B	
	": 5 G9D5F5H9 9BH=HM =G F9GDCBG=6@9 :CF 7CB8I7H=B ; 7F=A=B5@ =BJ9GH= ; 5H=CBG, 8C9G GI7< DI6@=75H=CB 89G7F=69 H<9 F9GDCBG=6=@=H=9G C: 6CH< H<9 5 ; 9B7M 5B8 H<9 =BJ9GH= ; 5H=B ; 9BH=HM? (' /A =: H<9 5 ; 9B7M/:57=@=HM =G F9GDCBG=6@9 :CF 7F=A=B5@ =BJ9GH= ; 5H=CBG. , 99 115.321(5))	M9G
0	< ?;>H44 CA08=8=6	
	DC9G H<9 5 ; 9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: "HG N9FC-HC@9F5B79 DC@=7M :CF G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH?	M9G
	DC9G H<9 5 ; 9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: ! CK HC : I@V@@ H<9=F F9GDCBG=6=@=H=9G IB89F 5 ; 9B7M G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH DF9J9BH=CB, 89H97H=CB, F9DCFH=B ; , 5B8 F9GDCBG9 DC@=7=9G 5B8 DFC798IF9G?	M9G
	DC9G H<9 5 ; 9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: +9G=89BHGQ F= ; <H HC 69 :F99 :FCA G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH	M9G
	DC9G H<9 5 ; 9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: -<9 F= ; <H C: F9G=89BHG 5B8 9AD@CM99G HC 69 :F99 :FCA F9H5@=5H=CB :CF F9DCFH=B ; G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH?	M9G
	DC9G H<9 5 ; 9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: -<9 8MB5A=7G C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH =B >IJ9B=@9 :57=@=H=9G?	M9G
	DC9G H<9 5 ; 9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: -<9 7CA ACB F957H=CBG C: >IJ9B=@9 J=7H=AG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH?	M9G

	DC9G H<9 5;9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: !CK HC 89H97H 5B8 F9GDCB8 HC G=;BG C: H<F95H9B98 5B8 57HI5@ G9LI5@ 56IG9 5B8 <CK HC 8=GH=B;I=G< 69HK99B 7CBG9BGI5@ G9LI5@ 7CBH57H 5B8 G9LI5@ 56IG9 69HK99B F9G=89BHG?	M9G
	DC9G H<9 5;9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: !CK HC 5JC=8 =B5DDFCDF=5H9 F9@5H=CBG<=DG K=H< F9G=89BHG?	M9G
	DC9G H<9 5;9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: !CK HC 7CAAIB=75H9 9U97H=J9@M 5B8 DFC:9GG=CB5@@M K=H< F9G=89BHG, =B7@I8=B; @9G6=5B, ;5M, 6=G9LI5@, HF5BG;9B89F, =BH9FG9L, CF ;9B89F BCB7CB:CFA=B; F9G=89BHG?	M9G
	DC9G H<9 5;9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: !CK HC 7CAD@M K=H< F9@9J5BH @5KG F9@5H98 HC A5B85HCFM F9DCFH=B; C: G9LI5@ 56IG9 HC CIHG=89 5IH<CF=H=9G?	M9G
	DC9G H<9 5;9B7M HF5=B 5@@ 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG CB: +9@9J5BH @5KG F9;5F8=B; H<9 5DD@=756@9 5;9 C: 7CBG9BH?	M9G
1	<?;>H44 CAO8=8=6	
	"G GI7< HF5=B=B; H5=@CF98 HC H<9 IB=EI9 B998G 5B8 5HHF=6IH9G C: F9G=89BHG C: >IJ9B=@9 :57=@=H=9G?	M9G
	"G GI7< HF5=B=B; H5=@CF98 HC H<9 ;9B89F C: H<9 F9G=89BHG 5H H<9 9AD@CM99QG :57=@=HM?	M9G
	!5J9 9AD@CM99G F979=J98 588=H=CB5@ HF5=B=B; =: F95GG=;B98 :FCA 5 :57=@=HM H<5H <CIG9G CB@M A5@9 F9G=89BHG HC 5 :57=@=HM H<5H <CIG9G CB@M :9A5@9 F9G=89BHG, CF J=79 J9FG5?	BC
2	<?;>H44 CAO8=8=6	
	!5J9 5@@ 7IFF9BH 9AD@CM99G K<C A5M <5J9 7CBH57H K=H< F9G=89BHG F979=J98 GI7< HF5=B=B;?	M9G
I79‡F 8G?	F9BH(G9LI5@ 56IG9 5B8	

M9G

M99=J9 F

3	< ?;>H44 CA08=8=6	
	DC9G H<9 5;9B7M 8C7IA9BH, H<FCI;< 9AD@CM99 G=;B5HIF9 CF 9@97HFCB=7 J9F=V75H=CB, H<5H 9AD@CM99G IB89FGH5B8 H<9 HF5=B=B; H<9M <5J9 F979=J98?	M9G
0	+>;D=C44A 0=3 2>=CA02C>A CA08=8=6	
	!5G H<9 5;9B7M 9BGIF98 H<5H 5@@ JC@IBH99FG 5B8 7CBHF57HCFG K<C <5J9 7CBH57H K=H< F9G=89BHG <5J9 699B HF5=B98 CB H<9=F F9GDCBG=6=@=H=9G IB89F H<9 5;9B7MQG G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH DF9J9BH=CB, 89H97H=CB, 5B8 F9GDCBG9 DC@=7=9G 5B8 DFC798IF9G?	BC
1	+>;D=C44A 0=3 2>=CA02C>A CA08=8=6	
	!5J9 5@@ JC@IBH99FG 5B8 7CBHF57HCFG K<C <5J9 7CBH57H K=H< F9G=89BHG 699B BCH=V98 C: H<9 5;9B7MQG N9FC-HC@9F5B79 DC@=7M F9;5F8=B; G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH 5B8 =B:CFA98 <CK HC F9DCFH GI7< =B7=89BHG (H<9 @9J9@ 5B8 HMD9 C: HF5=B=B; DFCJ=898 HC JC@IBH99FG 5B8 7CBHF57HCFG G<5@@ 69 65G98 CB H<9 G9FJ=79G H<9M DFCJ=89 5B8 @9J9@ C: 7CBH57H H<9M <5J9 K=H< F9G=89BHG)?	BC
2	+>;D=C44A 0=3 2>=CA02C>A CA08=8=6	
	DC9G H<9 5;9B7M A5=BH5=B 8C7IA9BH5H=CB 7CBVFA=B; H<5H JC@IBH99FG 5B8 7CBHF57HCFG IB89FGH5B8 H<9 HF5=B=B; H<9M <5J9 F979=J98?	M9G
0	'4B834=C 43D20C8>=	
	DIF=B; =BH5?9, 8C F9G=89BHG F979=J9 =B:CFA5H=CB 9LD@5=B=B; H<9 5;9B7MQG N9FC-HC@9F5B79 DC@=7M F9;5F8=B; G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH?	M9G
	DIF=B; =BH5?9, 8C F9G=89BHG F979=J9 =B:CFA5H=CB 9LD@5=B=B; <CK HC F9DCFH =B7=89BHG CF GIGD=7=CBG C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH?	M9G
	"G H<=G =B:CFA5H=CB DF9G9BH98 =B 5B 5;9-5DDFCDF=5H9 :5G<=CB?	M9G
1	'4B834=C 43D20C8>=	
	0=H<=B 10 85MG C: =BH5?9, 8C9G H<9 5;9B7M DFCJ=89 5;9-5DDFCDF=5H9	M9G

	7CA DF9<9BG=J9 98I75H=CB HC F9G=89BHG 9=H<9F =B D9FGCB CF H<FCI;<J=89C F9;5F8=B;: -<9=F F=;<HG HC 69 :F99 :FCA G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH?	
	0=H<=B 10 85MG C: =BH5?9, 8C9G H<9 5;9B7M DFCJ=89 5;9-5DDFCDF=5H9 7CA DF9<9BG=J9 98I75H=CB HC F9G=89BHG 9=H<9F =B D9FGCB CF H<FCI;<J=89C F9;5F8=B;: -<9=F F=;<HG HC 69 :F99 :FCA F9H5@=5H=CB :CF F9DCFH=B; GI7< =B7=89BHG?	M9G
	0=H<=B 10 85MG C: =BH5?9, 8C9G H<9 5;9B7M DFCJ=89 5;9-5DDFCDF=5H9 7CA DF9<9BG=J9 98I75H=CB HC F9G=89BHG 9=H<9F =B D9FGCB CF H<FCI;<J=89C F9;5F8=B;: A;9B7M DC@=7=9G 5B8 DFC798IF9G :CF F9GDCB8=B; HC GI7< =B7=89BHG?	M9G
2	'4B834=C 43D20C8>=	
	!5J9 5@@ F9G=89BHG F979=J98 GI7< 98I75H=CB?	M9G
	DC F9G=89BHG F979=J9 98I75H=CB IDCB HF5BG:9F HC 5 8=U9F9BH :57=@=HM HC H<9 9LH9BH H<5H H<9 DC@=7=9G 5B8 DFC798IF9G C: H<9 F9G=89BHQG B9K :57=@=HM 8=U9F :FCA H<CG9 C: H<9 DF9J=CIG :57=@=HM?	M9G
3	'4B834=C 43D20C8>=	
	DC9G H<9 5;9B7M DFCJ=89 F9G=89BH 98I75H=CB =B :CFA5HG 5779GG=6@9 HC 5@@ F9G=89BHG =B7@I8=B; H<CG9 K<C: AF9 @=A=H98 EB;@=G< DFCV7=9BH?	M9G
	DC9G H<9 5;9B7M DFCJ=89 F9G=89BH 98I75H=CB =B :CFA5HG 5779GG=6@9 HC 5@@ F9G=89BHG =B7@I8=B; H<CG9 K<C: AF9 895:?	M9G
	DC9G H<9 5;9B7M DFCJ=89 F9G=89BH 98I75H=CB =B :CFA5HG 5779GG=6@9 HC 5@@ F9G=89BHG =B7@I8=B; H<CG9 K<C: AF9 J=GI5@@M =AD5=F98?	M9G
	DC9G H<9 5;9B7M DFCJ=89 F9G=89BH 98I75H=CB =B :CFA5HG 5779GG=6@9 HC 5@@ F9G=89BHG =B7@I8=B; H<CG9 K<C: AF9 CH<9FK=G9 8=G56@98?	M9G
	DC9G H<9 5;9B7M DFCJ=89 F9G=89BH 98I75H=CB =B :CFA5HG 5779GG=6@9 HC 5@@ F9G=89BHG =B7@I8=B; H<CG9 K<C: !5J9 @=A=H98 F958=B; G?=@@G?	M9G
4	'4B834=C 43D20C8>=	
	DC9G H<9 5;9B7M A5=BH5=B 8C7IA9BH5H=CB C: F9G=89BH D5FH=7=D5H=CB =B H<9G9 98I75H=CB G9GG=CBG?	M9G
5	'4B834=C 43D20C8>=	

	"B 588=H=CB HC DFCJ=8=B; GI7< 98I75H=CB, 8C9G H<9 5;9B7M 9BGIF9 H<5H ?9M =B:CFA5H=CB =G 7CBH=BICIG@M 5B8 F958=@M 5J5=@56@9 CF J=G=6@9 HC F9G=89BHG H<FCI;< DCGH9FG, F9G=89BH <5B86CC?G, CF CH<9F KF=HH9B :CFA5HG?	M9G
0		

0	(?428O;8I43 CAO8=8=6 "43820; 0=3 <4=C0; 740;C7 20A4	
9 DF	DC9G H<9 5;9B7M 9BGIF9 H<5H 5@@ :I@@- 5B8 D5FH-H=A9 A98=75@ 5B8 <5J9 699B HF5=B98 =B: !CK HC 89H97H 5B8 5GG9GG G=;BG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH? ('/A =: H<9 5;9B7M 8C9G BCH <5J9 5BM :I@@- CF D5FH-H=A9 A98=75@ CF A9BH5@ <95@H< 75F9 DF57H=H=CB9FG K<C KCF? F9;I@5F@M =B =HG :57=@=H=9G.)	M9D M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H 5@@ :I@@- 5B8 D5FH-H=A9 A98=75@ 5B8 A9BH5@ <95@H< 75F9 DF57H=H=CB9FG K<C KCF? F9;I@5F@M =B =HG :57=@=H=9G <5J9 699B HF5=B98 =B: !CK HC DF9G9FJ9 D<MG=75@ 9J=89B79 C: G9LI5@ 56IG9? ('/A =: H<9 5;9B7M 8C9G BCH <5J9 5BM :I@@- CF D5FH-H=A9 A98=75@ CF A9BH5@ <95@H< 75F9 DF57H=H=CB9FG K<C KCF? F9;I@5F@M =B =HG :57=@=H=9G.)	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H 5@@ :I@@- 5B8 D5FH-H=A9 A98=75@ 5B8 A9BH5@ <95@H< 75F9 DF57H=H=CB9FG K<C KCF? F9;I@5F@M =B =HG :57=@=H=9G <5J9 699B HF5=B98 =B: !CK HC F9GDCB8 9U97H=J9@M 5B8 DFC:9GG=CB5@@M HC >IJ9B=@9 J=7H=AG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH? ('/A =: H<9 5;9B7M 8C9G BCH <5J9 5BM :I@@- CF D5FH-H=A9 A98=75@ CF A9BH5@ <95@H< 75F9 DF57H=H=CB9FG K<C KCF? F9;I@5F@M =B =HG :57=@=H=9G.)	M9G
	DC9G H<9 5;9B7M 9BGIF9 H<5H 5@@ :I@@- 5B8 D5FH-H=A9 A98=75@ 5B8 A9BH5@ <95@H< 75F9 DF57H=H=CB9FG K<C KCF? F9;I@5F@M =B =HG :57=@=H=9G <5J9 699B HF5=B98 =B: !CK 5B8 HC K<CA HC F9DCFH 5@@9;5H=CBG CF GIGD=7=CBG C: G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH? ('/A =: H<9 5;9B7M 8C9G DF 5;9B7M 8C9G BCH <5J9 5BM :I@@- CF D5FH-H=A9 A98=75@ CF A9BH5@ <95@H< 75F9 DF57H=H=CB9FG K<C KCF? F9;I@5F@M =B =HG :57=@=H=9G.)	M9D
1	(?428O;8I43 CAO8=8=6 "43820; 0=3 <4=C0; 740;C7 20A4	
	": A98=75@ GH5U 9AD@CM98A8I=9 5;9B7M 7CB8I7H :CF9BG=7 9L5A=B5H=CBG, 8C GI7< A98=75@ GH5U F979=J9 5DDFCDF=5H9 HF5=B=B; HC 7CB8I7H GI7< 9	

3	(?4280;8I43 CAO8=8=6 "4382O; 0=3 <4=C0; 740;C7 20A4	
	DC A98=75@ 5B8 A9BH5@ <95@H< 75F9 DF57H=H=CB9FG 9AD@CM98 6M H<9 5;9B7M 5@GC F979=J9 HF5=B=B; A5B85H98 :CF 9AD@CM99G 6M 0115.331? ('/A =: H<9 5;9B7M 8C9G BCH <5J9 5BM :I@@- CF D5FH-H=A9 A98=75@ CF A9BH5@ <95@H< 75F9 DF57H=H=CB9FG K<C KCF? F9;I@5F@M =B =HG :57=@=H=9G.)	M9G
	DC A98=75@ 5B8 A9BH5@ <95@H< 75F9 DF57H=H=CB9FG 7CBHF57H98 6M 5B8 JC@IBH99F=B; :CF H<9 5;9B7M 5@GC F979=J9 HF5=B=B; A5B85H98 :CF 7CBHF57HCFG 5B8 JC@IBH99FG 6M 0115.332? ('/A =: H<9 5;9B7M 8C9G BCH <5J9 5BM :I@@- CF D5FH-H=A9 A98=75@ CF A9BH5@ <95@H< 75F9 DF57H=H=CB9FG 7CBHF57H98 6M CF JC@IBH99F=B; :CF H<9 5;9B7M.)	M9G
&0D #1(¢	$1CO8=8=6 8=5>A<OC8>= 5A><A4B834=CB	
	G H=<3B(C52T<C;IFG C: H<9 F9G=89BHQG 5FF=J5@ 5H H<9 :57=@=HM, 8C9G H<9 5;9B7M C6H5=B 5B8 IG9 =B:CF A5H=CB 56CIH 957< F9G=89BHQG D9FGCB5@ <=GHCFM 5B8 69<5J=CF HC F98I79 F=G? C: G9LI5@ 56IG9 6M CF IDCB 5 F9G=89BH?	M91 7Ü#UB3#!=~
	DD9 5H3<3 7;(9B7M 5@GC C6H5=B H<=G =B:CF	

0 "7B3# 5B834=CB

	H<9 5;9B7M 5HH9A DH HC 5G79FH5=B =B:CFA5H=CB 56CIH: A;9?	
	DIF=B; H<9G9)+EA G7F99B=B; 5GG9GGA9BHG, 5H 5 A=B=AIA, 8C9G H<9 5;9B7M 5HH9A DH HC 5G79FH5=B =B:CFA5H=CB 56CIH: %9J9@C: 9ACH=CB5@ 5B8 7C;B=H=J9 89J9@CDA9BH?	M9G
	DIF=B; H<9G9)+EA G7F99B=B; 5GG9GGA9BHG, 5H 5 A=B=AIA, 8C9G H<9 5;9B7M 5HH9A DH HC 5G79FH5=B =B:CFA5H=CB 56CIH:)<MG=75@ G=N9 5B8 GH5HIF9?	M9G
	DIF=B; H<9G9)+EA G7F99B=B; 5GG9GGA9BHG, 5H 5 A=B=AIA, 8C9G H<9 5;9B7M 5HH9A DH HC 5G79FH5=B =B:CFA5H=CB 56CIH: &9BH5@ =@@B9GG CF A9BH5@ 8=G56=@=H=9G?	M9G
	DIF=B; H<9G9)+EA G7F99B=B; 5GG9GGA9BHG, 5H 5 A=B=AIA, 8C9G H<9 5;9B7M 5HH9A DH HC 5G79FH5=B =B:CFA5H=CB 56CIH: "BH9@@97HI5@ CF 89J9@CDA9BH5@ 8=G56=@=H=9G?	M9G
	DIF=B; H<9G9)+EA G7F99B=B; 5GG9GGA9BHG, 5H 5 A=B=AIA, 8C9G H<9 5;9B7M 5HH9A DH HC 5G79FH5=B =B:CFA5H=CB 56CIH:)<MG=75@ 8=G56=@=H=9G?	M9G
	DIF=B; H<9G9)+EA G7F99B=B; 5GG9GGA9BHG, 5H 5 A=B=AIA, 8C9G H<9 5;9B7M 5HH9A DH HC 5G79FH5=B =B:CFA5H=CB 56CIH: -<9 F9G=89BHQG CKB D9F79DH=CB C: JI@B9F56=@=HM?	M9G
	DIF=B; H<9G9)+EA G7F99B=B; 5GG9GGA9BHG, 5H 5 A=B=AIA, 8C9G H<9 5;9B7M 5HH9A DH HC 5G79FH5=B =B:CFA5H=CB 56CIH: ABM CH<9F GD97=V7 =B:CFA5H=CB 56CIH =B8=J=8I5@ F9G=89BHG H<5H A5M =B8=75H9 <9=;<H9B98 B998G :CF GID9FJ=G=CB, 588=H=CB5@ G5:9HM DF975IH=CBG, CF G9D5F5H=CB :FCA 79FH5=B CH<9F F9G=89BHG?	M9G
3	$1CO8=8=6 8=5>A<0C8>=5A><A4B834=CB	
	"G H<=G =B:CFA5H=CB 5G79FH5=B98: -<FCI;<7CBJ9FG5H=CBG K=H<H<9 F9G=89BH 8IF=B; H<9 =BH5?9 DFC8ß3Ê4	

ÞÞG=B9B@7B=B9XCB=A5F9B5B98=B98=9<FI;<7CBJ9FG5H=CBG H<9 5;9B7M 5HH9A DH HC 5G79FH5=B =B:CFA5H=CB 56CIH: A;9? $1CO8=8=6 8=5>A<0C8>=5A><A4B834=CB

	D I FG I 5BH HC H<=G GH5B85F8 =B CF89F HC 9BG I F9 H<5H G9BG=H=J9 =B:CF A 5H=CB =G BCH 9LD@C=H98 HC H<9 F9G=89BHQG 89HF= A 9BH 6M GH5U CF CH<9F F9G=89BHG?	
0	%;024 < 4=C >5 A4B834=CB	
	DC9G H<9 5 ; 9B7M I G9 5@@ C: H<9 =B:CF A 5H=CB C6H5=B98 D I FG I 5BH HC O 115.341 5B8 G I 6G9E I 9BH@M, K=H< H<9 ; C5@ C: ?99D=B ; 5@@ F9G=89BHG G5:9 5B8 :F99 :FC A G9L I 5@ 56 I G9, HC A 5?9: ! C I G=B ; AGG= ; B A 9BHG?	M9G
	DC9G H<9 5 ; 9B7M I G9 5@@ C: H<9 =B:CF A 5H=CB C6H5=B98 D I FG I 5BH HC O 115.341 5B8 G I 6G9E I 9BH@M, K=H< H<9 ; C5@ C: ?99D=B ; 5@@ F9G=89BHG G5:9 5B8 :F99 :FC A G9L I 5@ 56 I G9, HC A 5?9: B98 5GG= ; B A 9BHG?	M9G
	DC9G H<9 5 ; 9B7M I G9 5@@ C: H<9 =B:CF A 5H=CB C6H5=B98 D I FG I 5BH HC O 115.341 5B8 G I 6G9E I 9BH@M, K=H< H<9 ; C5@ C: ?99D=B ; 5@@ F9G=89BHG G5:9 5B8 :F99 :FC A G9L I 5@ 56 I G9, HC A 5?9: 0 CF? AGG= ; B A 9BHG?	M9G
	DC9G H<9 5 ; 9B7M I G9 5@@ C: H<9 =B:CF A 5H=CB C6H5=B98 D I FG I 5BH HC O 115.341 5B8 G I 6G9E I 9BH@M, K=H< H<9 ; C5@ C: ?99D=B ; 5@@ F9G=89BHG G5:9 5B8 :F99 :FC A G9L I 5@ 56 I G9, HC A 5?9: E8 I 75H=CB AGG= ; B A 9BHG?	M9G
	DC9G H<9 5 ; 9B7M I G9 5@@ C: H<9 =B:CF A 5H=CB C6H5=B98 D I FG I 5BH HC O 115.341 5B8 G I 6G9E I 9BH@M, K=H< H<9 ; C5@ C: ?99D=B ; 5@@ F9G=89BHG G5:9 5B8 :F99 :FC A G9L I 5@ 56 I G9, HC A 5?9:)FC ; F5 A AGG= ; B A 9BHG?	M9G
1	%;024 < 4=C >5 A4B834=CB	
	AF9 F9G=89BHG =GC@5H98 :FC A CH<9FG CB@M 5G 5 @5GH F9GCFH K<9B @9GG F9GHF=7H=J9 A 95G I F9G 5F9 =B589E I 5H9 HC ?99D H<9 A 5B8 CH<9F F9G=89BHG G5:9, 5B8 H<9B CB@M I BH=@ 5B 5@H9FB5H=J9 A 95BG C: ?99D=B ; 5@@ F9G=89BHG G5:9 75B 69 5FF5B ; 98?	BC
	D I F=B ; 5BM D9F=C8 C: =GC@5H=CB, 8C9G H<9 5 ; 9B7M 5@K5MG F9:F5=B :FC A 89BM=B ; F9G=89BHG 85=@M @5F ; 9- A I G7@9 9L9F7=G9?	M9G
	D I F=B ; 5BM D9F=C8 C: =GC@5H=CB, 8C9G H<9 5 ; 9B7M 5@K5MG F9:F5=B :FC A 89BM=B ; F9G=89BHG 5BM @9 ; 5@@M F9E I =F98 98 I 75H=CB5@ DFC ; F5 A A=B ; CF GD97=5@ 98 I 75H=CB G9FJ=79G?	M9G
	DC F9G=89BHG =B =GC@5H=CB F979=J9 85=@M J=G=HG :FC A 5 A 98=75@ CF A 9BH5@ <95@H< 75F9 7@=B=7=5B?	BC
	DC F9G=89BHG 5@GC <5J9 5779GG HC CH<9F DFC ; F5 A G 5B8 KCF? CDDCFH I B=H=9G HC H<9 9LH9BH DCGG=6@9?	M9G

2	%;024 < 4=C >5 A4B834=CB	
	DC9G H<9 5 ; 9B7M 5@K5MG F9:F5=B :FC A D@57=B ; : %9G6=5B, ; 5M, 5B8 6=G9L I 5@ F9G=89BHG =B D5FH=7I@5F <C I G=B ; , 698, CF CH<9F 5GG= ; B A 9BHG GC@9@M CB H<9 65G=G C: G I 7< =89BH=V75H=CB CF GH5H I G?	M9G
	DC9G H<9 5 ; 9B7M 5@K5MG F9:F5=B :FC A D@57=B ; : -F5BG ; 9B89F F9G=89BHG =B D5FH=7I@5F <C I G=B ; , 698, CF CH<9F 5GG= ; B A 9BHG GC@9@M CB H<9 65G=G C: G I 7< =89BH=V75H=CB CF GH5H I G?	M9G
	DC9G H<9 5 ; 9B7M 5@K5MG F9:F5=B :FC A D@57=B ; : "BH9FG9L F9G=89BHG =B D5FH=7I@5F <C I G=B ; , 698, CF CH<9F 5GG= ; B A 9BHG GC@9@M CB H<9 65G=G C: G I 7< =89BH=V75H=CB CF GH5H I G?	M9G
	DC9G H<9 5 ; 9B7M 5@K5MG F9:F5=B :FC A 7CBG=89F=B ; @9G6=5B, ; 5M, 6=G9L I 5@, HF5BG ; 9B89F, CF =BH9FG9L =89BH=V75H=CB CF GH5H I G 5G 5B =B8=75HCF CF @=?9@=<CC8 C: 69=B ; G9L I 5@@M 56 I G=J9?	M9G
3	%;024 < 4=C >5 A4B834=CB	
	0 <9B 897=8=B ; K<9H<9F HC 5GG= ; B 5 HF5BG ; 9B89F CF =BH9FG9L F9G=89BH HC 5 :57=@=HM :CF A 5@9 CF :9 A 5@9 F9G=89BHG, 8C9G H<9 5 ; 9B7M 7CBG=89F CB 5 75G9-6M-75G9 65G=G K<9H<9F 5 D@579 A 9BH KC I@8 9BG I F9 H<9 F9G=89BHQG <95@H< 5B8 G5:9HM, 5B8 K<9H<9F 5 D@579 A 9BH KC I@8 DF9G9BH A 5B5 ; 9 A 9BH CF G97 I F=HM DFC6@9 A G (' (-E: =: 5B 5 ; 9B7M 6M DC@=7M CF DF57H=79 5GG= ; BG F9G=89BHG HC 5 A 5@9 CF :9 A 5@9 :57=@=HM CB H<9 65G=G C: 5B5HC A M 5@CB9, H<5H 5 ; 9B7M =G BCH =B 7C A D@=5B79 K=H< H<=G GH5B85F8)?	M9G
	0 <9B A 5?=B ; <C I G=B ; CF CH<9F DFC ; F5 A 5GG= ; B A 9BHG :CF HF5BG ; 9B89F CF =BH9FG9L F9G=89BHG, 8C9G H<9 5 ; 9B7M 7CBG=89F CB 5 75G9-6M-75G9 65G=G K<9H<9F 5 D@579 A 9BH KC I@8 9BG I F9 H<9 F9G=89BHQG <95@H< 5B8 G5:9HM, 5B8 K<9H<9F 5 D@579 A 9BH KC I@8 DF9G9BH A 5B5 ; 9 A 9BH CF G97 I F=HM DFC6@9 A G?	M9G
4	%;024 < 4=C >5 A4B834=CB	
	AF9 D@579 A 9BH 5B8 DFC ; F5 A A=B ; 5GG= ; B A 9BHG :CF 957< HF5BG ; 9B89F CF =BH9FG9L F9G=89BH F95GG9GG98 5H @95GH HK=79 957< M95F HC F9J=9K 5BM H<F95HG HC G5:9HM 9LD9F=9B798 6M H<9 F9G=89BH?	M9G
5	%;024 < 4=C >5 A4B834=CB	
	AF9 957< HF5BG ; 9B89F CF =BH9FG9L F9G=89BHQG CKB J=9KG K=H< F9GD97H HC <=G CF <9F CKB G5:9HM ; =J9B G9F=C I G 7CBG=89F5H=CB K<9B	M9G

	A5?=B; :57=@=HM 5B8 <CIG=B; D@579A9BH 897=G=CBG 5B8 DFC;F5A A=B; 5GG=;BA9BHG?	
6	%;024 < 4=C >5 A4B834=CB	
	AF9 HF5BG;9B89F 5B8 =BH9FG9L F9G=89BHG ;=J9B H<9 CDDCFHIB=HM HC G<CK9F G9D5F5H9@M :FCA CH<9F F9G=89BHG?	M9G
7	%;024 < 4=C >5 A4B834=CB	
	": 5 F9G=89BH =G =GC@5H98 DIFGI5BH HC D5F5;F5D< (6) C: H<=G G97H=CB, 8C9G H<9 :57=@=HM 7@95F@M 8C7IA9BH: -<9 65G=G :CF H<9 :57=@=HMQG 7CB79FB :CF H<9 F9G=89BHQG G5:9HM? ('/A :CF < 5B8 ==: :57=@=HM 8C9GBQH IG9 =GC@5H=CB?)	B5
	": 5 F9G=89BH =G =GC@5H98 DIFGI5BH HC D5F5;F5D< (6) C: H<=G G97H=CB, 8C9G H<9 :57=@=HM 7@95F@M 8C7IA9BH: -<9 F95GCB K<M BC 5@H9FB5H=J9 A95BG C: G9D5F5H=CB 75B 69 5FF5B;98? ('/A :CF < 5B8 ==: :57=@=HM 8C9GBQH IG9 =GC@5H=CB?)	B5
8	%;024 < 4=C >5 A4B834=CB	
	"B H<9 75G9 C: 957< F9G=89BH K<C =G =GC@5H98 5G 5 @5GH F9GCFH K<9B @9GG F9GHF=7H=J9 A95GIF9G 5F9 =B589EI5H9 HC ?99D H<9A 5B8 CH<9F F9G=89BHG G5:9, 8C9G H<9 :57=@=HM 5UCF8 5 F9J=9K HC 89H9FA=B9 K<9H<9F H<9F9 =G 5 7CBH=BI=B; B998 :CF G9D5F5H=CB :FCA H<9 ;9B9F5@ DCDI@5H=CB E/E+1 30 DA1,?	BC
0	'4B834=C A4?>AC8=6	
	DC9G H<9 5;9B7M DFCJ=89 AI@H=D@9 =BH9FB5@ K5MG :CF F9G=89BHG HC DF=J5H9@M F9DCFH: ,9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH?	M9G
	DC9G H<9 5;9B7M DFCJ=89 AI@H=D@9 =BH9FB5@ K5MG :CF F9G=89BHG HC DF=J5H9@M F9DCFH: 2. +9H5@=5H=CB 6M CH<9F F9G=89BHG CF GH5U :CF F9DCFH=B; G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH?	M9G
	DC9G H<9 5;9B7M DFCJ=89 AI@H=D@9 =BH9FB5@ K5MG :CF F9G=89BHG HC DF=J5H9@M F9DCFH: ,H5U B9;@97H CF J=C@5H=CB C: F9GDCBG=6=@=H=9G H<5H A5M <5J9 7CBHF=6IH98 HC GI7< =B7=89BHG?	M9G
1	'4B834=C A4?>AC8=6	
	DC9G H<9 5;9B7M 5@GC DFCJ=89 5H @95GH CB9 K5M :CF F9G=89BHG HC F9DCFH G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH HC 5 DI6@=7 CF DF=J5H9	M9G

	DC9G H<9 5 ; 9B7M D9F A=H F9G=89BHG HC G I 6 A=H 5 ; F=9J5B79 F9 ; 5F8=B ; 5B 5@@9 ; 5H=CB C: G9L I 5@ 56 I G9 K=H<C I H 5BM HMD9 C: H=A 9 @=A=HG? (-<9 5 ; 9B7M A 5M 5DD@M CH<9FK=G9-5DD@=756@9 H=A 9 @=A=HG HC 5BM DCFH=CB C: 5 ; F=9J5B79 H<5H 8C9G BCH 5@@9 ; 9 5B =B7=89BH C: G9L I 5@ 56 I G9.) (' /A =: 5 ; 9B7M =G 9L9 A DH :FC A H<=G GH5B85F8.)	M9G
	DC9G H<9 5 ; 9B7M 5@K5MG F9:F5=B :FC A F9E I=F=B ; 5B F9G=89BH HC I G9 5BM =B:CF A 5@ ; F=9J5B79 DFC79GG, CF HC CH<9FK=G9 5HH9 A DH HC F9GC@J9 K=H< GH5U, 5B 5@@9 ; 98 =B7=89BH C: G9L I 5@ 56 I G9? (' /A =: 5 ; 9B7M =G 9L9 A DH :FC A H<=G GH5B85F8.)	M9G
2	G70DBC8>= >5 03 < 8=8BCA0C8E4 A4 < 438 4B	
	DC9G H<9 5 ; 9B7M 9BG I F9 H<5H: A F9G=89BH K<C 5@@9 ; 9G G9L I 5@ 56 I G9 A 5M G I 6 A=H 5 ; F=9J5B79 K=H<C I H G I 6 A=HH=B ; =H HC 5 GH5U A 9 A 69F K<C =G H<9 G I 6>97H C: H<9 7C A D@5=BH? (' /A =: 5 ; 9B7M =G 9L9 A DH :FC A H<=G GH5B85F8.)	M9G
	DC9G H<9 5 ; 9B7M 9BG I F9 H<5H: , I 7< ; F=9J5B79 =G BCH F9:9FF98 HC 5 GH5U A 9 A 69F K<C =G H<9 G I 6>97H C: H<9 7C A D@5=BH? (' /A =: 5 ; 9B7M =G 9L9 A DH :FC A H<=G GH5B85F8.)	M9G
3	G70DBC8>= >5 03 < 8=8BCA0C8E4 A4 < 438 4B	
	DC9G H<9 5 ; 9B7M =GG I 9 5 VB5@ 5 ; 9B7M 897=G=CB CB H<9 A 9F=HG C: 5BM DCFH=CB C: 5 ; F=9J5B79 5@@9 ; =B ; G9L I 5@ 56 I G9 K=H<=B 90 85MG C: H<9 =B=H=5@ V@=B ; C: H<9 ; F=9J5B79? (CC A D I H5H=CB C: H<9 90-85M H=A 9 D9F=C8 8C9G BCH =B7@I 89 H=A 9 7CBG I A 98 6M F9G=89BHG =B DF9D5F=B ; 5BM 58 A=B=GHF5H=J9 5DD95@.) (' /A =: 5 ; 9B7M =G 9L9 A DH :FC A H<=G GH5B85F8.)	BC
	": H<9 5 ; 9B7M 89H9F A=B9G H<5H H<9 90 85M H=A 9:F5 A 9 =G =BG I X7=9BH HC A 5?9 5B 5DDFCDF=5H9 897=G=CB 5B8 7@5=A G 5B 9LH9BG=CB C: H=A 9 (H<9 A 5L=A I A 5@@CK56@9 9LH9BG=CB C: H=A 9 HC F9GDCB8 =G 70 85MG D9F 115.352(8)(3)) , 8C9G H<9 5 ; 9B7M BCH=:M H<9 F9G=89BH =B KF=H=B ; C: 5BM G I 7< 9LH9BG=CB 5B8 DFCJ=89 5 85H9 6M K<=7< 5 897=G=CB K=@@ 69 A 589? (' /A =: 5 ; 9B7M =G 9L9 A DH :FC A H<=G GH5B85F8.)	BC
	AH 5BM @9J9@ C: H<9 58 A=B=GHF5H=J9 DFC79GG, =B7@I 8=B ; H<9 VB5@ @9J9@, =: H<9 F9G=89BH 8C9G BCH F979=J9 5 F9GDCBG9 K=H<=B H<9 H=A 9 5@@CHH98 :CF F9D@M, =B7@I 8=B ; 5BM DFCD9F@M BCH=798 9LH9BG=CB, A 5M 5 F9G=89BH 7CBG=89F H<9 56G9B79 C: 5 F9GDCBG9 HC 69 5 89B=5@ 5H H<5H @9J9@? (' /A =: 5 ; 9B7M =G 9L9 A DH :FC A H<=G GH5B85F8.)	BC
4	G70DBC8>= >5 03 < 8=8BCA0C8E4 A4 < 438 4B	

	AF9 H<=F	

	A	

	H<9 9LH9BH HC K<=7< F9DCFHG C: 56IG9 K=@@ 69 :CFK5F898 HC 5IH<CF=H=9G =B 577CF85B79 K=H< A5B85HCFM F9DCFH=B; @5KG?	
	;460; A4?A4B4=C0C8>=	
	DC9G H<9 5;9B7M A5=BH5=B CF 5HH9ADH HC 9BH9F=BHC A9ACF5B85 C: IB89FGH5B8=B; CF CH<9F 5;F99A9BHG K=H< 7CA AIB=HM G9FJ=79 DFCJ=89FG H<5H 5F9 56@9 HC DFCJ=89 F9G=89BHG K=H< 7CBV89BH=5@ 9ACH=CB5@ GIDDCFH G9FJ=79G F9@5H98 HC G9LI5@ 56IG9?	
	DC9G H<9 5;9B7M A5=BH5=B 7CD=9G C: 5;F99A9BHG CF 8C7IA9BH5H=CB G<CK=B; 5HH9ADHG HC 9BH9F=BHC GI7< 51CF 8G	

	=B:CFA5H=CB H<9M F979=J9 F9;5F8=B; 5BM GH5U B9;@97H CF J=C@5H=CB C: F9GDCBG=6=@=H=9G H<5H A5M <5J9 7CBHF=6IH98 HC 5B =B7=89BH C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH CF F9H5@=5H=CB?	
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&2'	(C0J 0=3 064=2H A4?>AC8=6 3DC84B	
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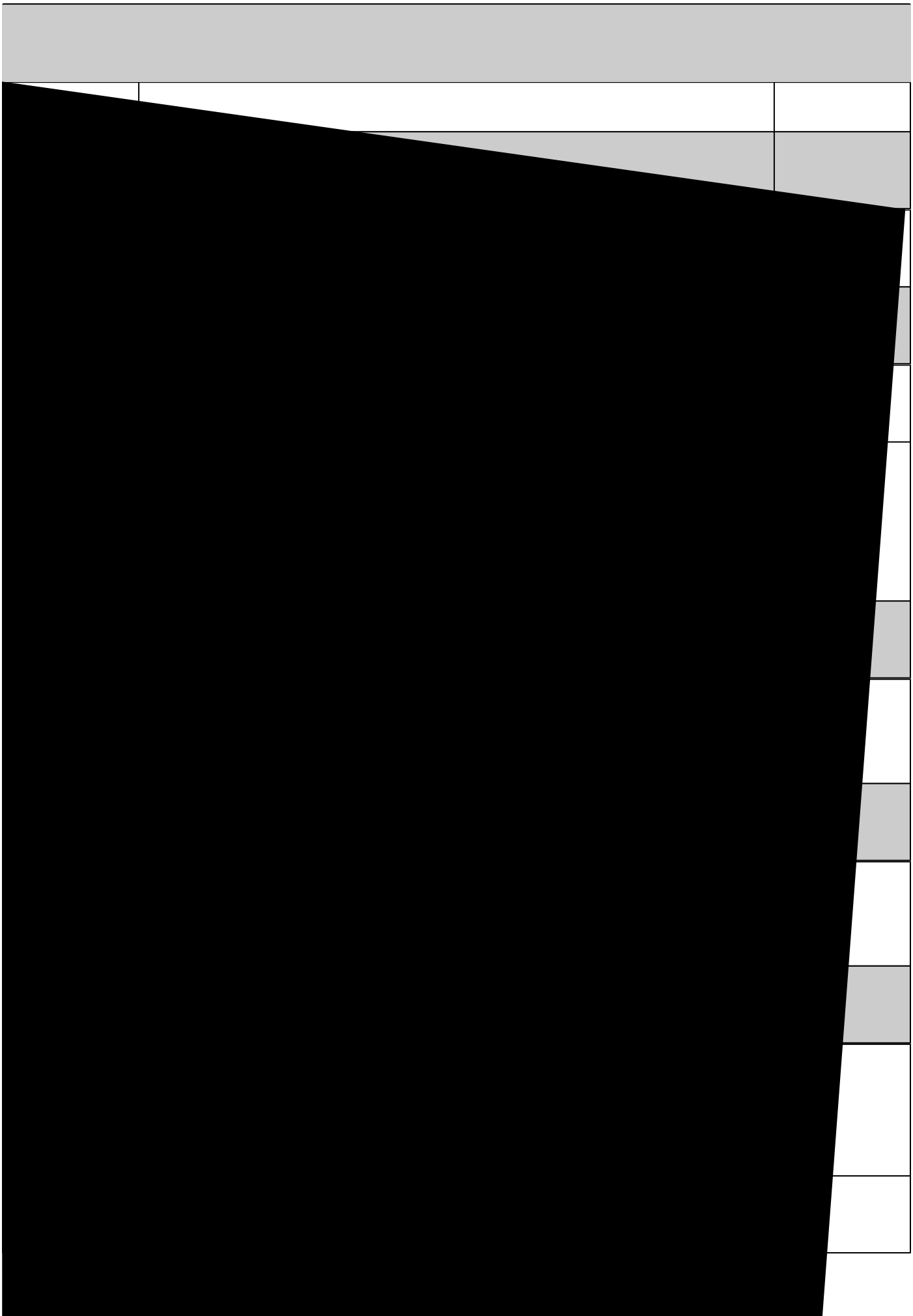
QHC–"Ô™]@ ^Ë (•E|ÜS 0 Óƒ"sÓ´#Tƒ"€ 1Í• ÍÑ@(C0J 0=3 063M2H B€?>AC8=6 3DC84B		

CUB 3//3,154

8`



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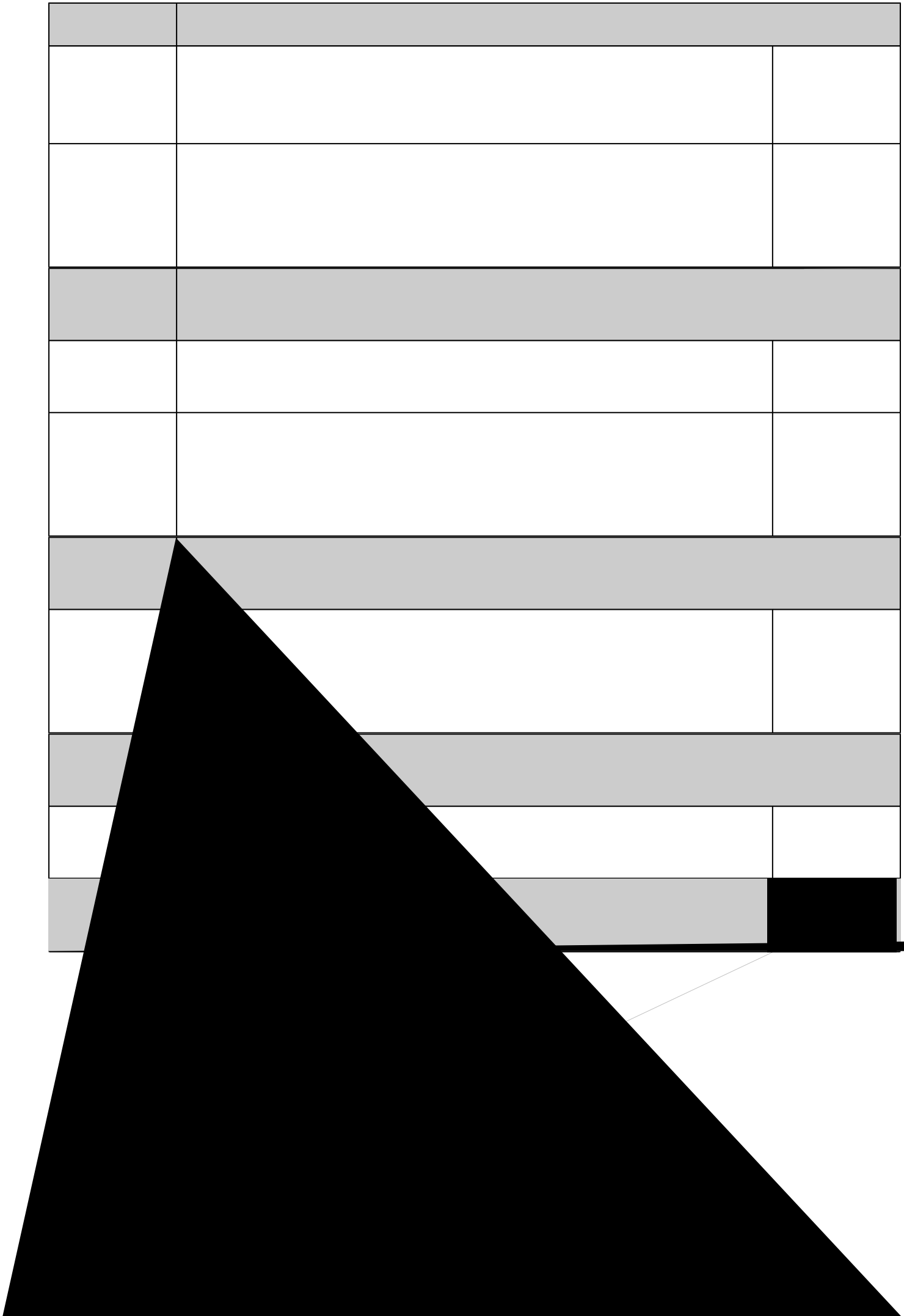
0	A8<8=0; 0=3 03<8=8BCA0C8E4 064=2H 8=E4BC860C8>=B	
	0<9B H<9 5;9B7M 7CB8I7HG =HG CKB =BJ9GH=;5H=CBG =BHC 5@@9;5H=CBG C:G9LI5@ 56IG9 5B8 G9LI5@ <5F5GGA9BH, 8C9G =H 8C GC DFCADH@M, H<CF	



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	0<9B 5B CIHG=89 9BH=HM =BJ9GH=;5H9G G9LI5@ 56IG9, 8C9G H<9 :57=@=HM 7CCD9F5H9 K=H< CIHG=89 =BJ9GH=;5HCFG 5B8 9B895JCF HC F9A5=B =B:CFA98 56CIH H<9 DFC;F9GG C: H<9 =BJ9GH=;5H=CB? ('/A =: 5B CIHG=89 5;9B7M 8C9G BCH 7CB8I7H 58A=B=GHF5H=J9 CF 7F=A=B5@ G9LI5@ 56IG9 =BJ9GH=;5H=CBG. ,99 115.321(5).)	M9G
0	E834=C80AH BC0=30A3 5>A 03<8=8BCA0C8E4 8=E4BC860C8>=B	
	"G =H HFI9 H<5H H<9 5;9B7M 8C9G BCH =ADCG9 5 GH5B85F8 <=;<9F H<5B 5 DF9DCB89F5B79 C: H<9 9J=89B79 =B 89H9FA=B=B; K<9H<9F 5@@9;5H=CBG C: G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH 5F9 GI6GH5BH=5H98?	M9G
0	'4?>AC8=6 C> A4B834=CB	
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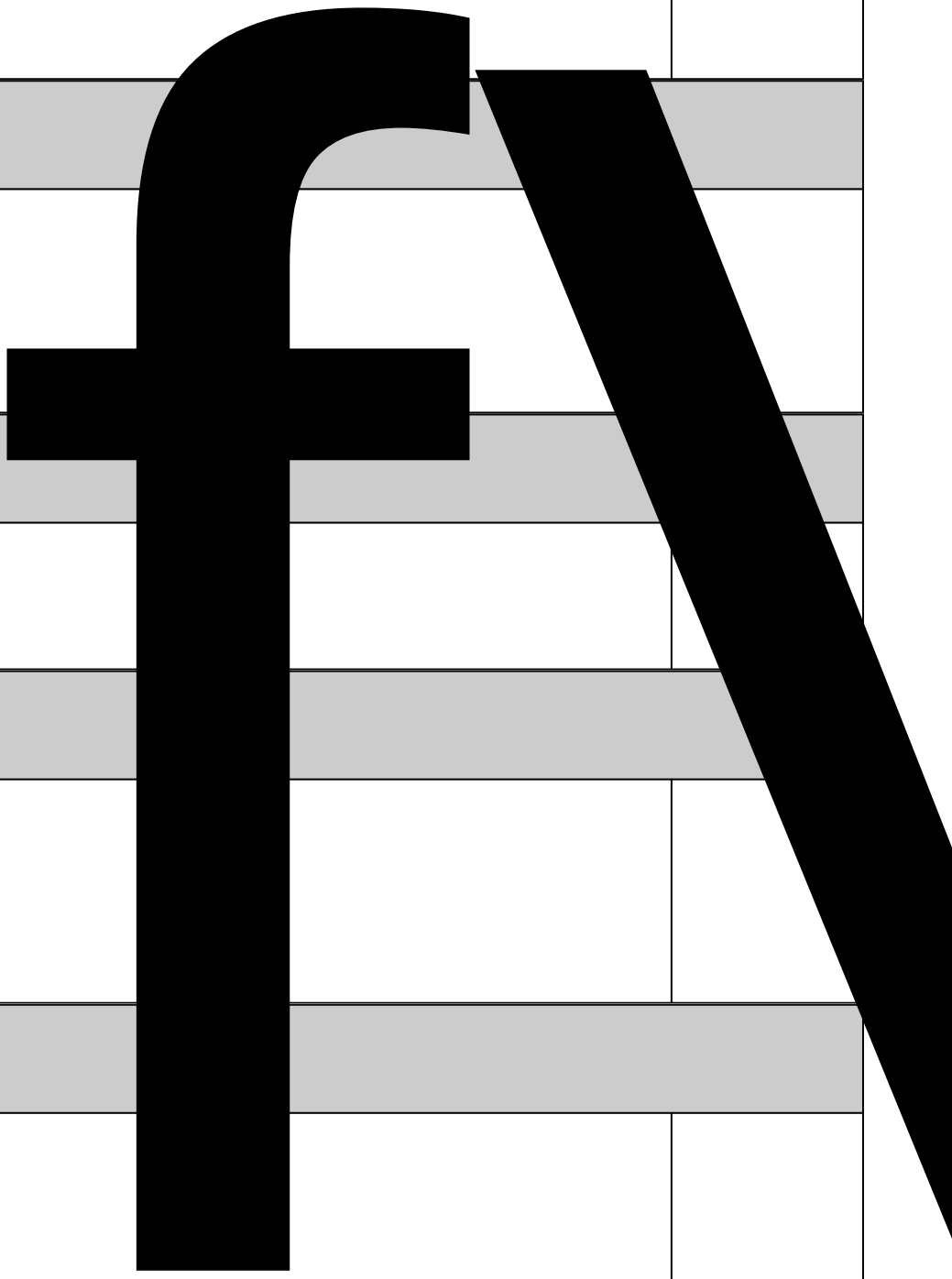
	"G 5BM 7CBHF57HCF CF JC@IBH99F K<C 9B;5;9G =B G9LI5@ 56IG9 F9DCFH98 HC: %5K 9B:CF79A9BH 5;9B7=9G (IB@9GG H<9 57H=J=HM K5G 7@95F@M BCH 7F=A=B5@)?	M9G
	"G 5BM 7CBHF57HCF CF JC@IBH99F K<C 9B;5;9G =B G9LI5@ 56IG9 F9DCFH98 HC: +9@9J5BH @=79BG=B; 6C8=9G?	M9G
1	>AA42C8E4 02C8>= 5>A 2>=CA02C>AB 0=3 E>;D=C44AB	
	"B H<9 75G9 C: 5BM CH<9F J=C@5H=CB C: 5;9B7M G9LI5@ 56IG9 CF G9LI5@ <5F5GGA9BH DC@=7=9G 6M 5 7CBHF57HCF CF JC@IBH99F, 8C9G H<9 :57=@=HM H5?9 5DDFCDF=5H9 F9A98=5@ A95GIF9G, 5B8 7CBG=89F K<9H<9F HC DFC<=6=H :IFH<9F 7CBH57H K=H< F9G=89BHG?	M9G

D5FF



	"G 5BM =B:CF A 5H=CB F9@5H98 HC G9L I 5@ J=7H= A =N5H=CB CF 56 I G=J9B9GG H<5H C77 I FF98 =B 5B =BGH=H I H=CB5@ G9HH=B ; GHF=7H@M @= A =H98 HC A 98=75@ 5B8 A 9BH5@ <95@H< DF57H=H=CB9FG 5B8 CH<9F GH5U 5G B979GG5FM HC =B:CF A HF95H A 9BH D@5BG 5B8 G97 I F=HM A 5B5 ; 9 A 9BH 897=G=CBG, =B7@ I 8=B ; <C I G=B ; , 698, KCF?, 98 I 75H=CB, 5B8 DFC ; F5 A 5GG= ; B A 9BHG, CF 5G CH<9FK=G9 F9E I =F98 6M F989F5@, , H5H9, CF @C75@ @5K?	M9G
3	" 43820; 0=3 < 4=C0; 740;C7 B2A44=8=6B 78BC>AH >5 B4GD0; 01DB4	
	DC A 98=75@ 5B8 A 9BH5@ <95@H< DF57H=H=CB9FG C6H5=B =B:CF A 98 7CBG9BH :FC A F9G=89BHG 69:CF9 F9DCFH=B ; =B:CF A 5H=CB 56C I H DF=CF G9L I 5@ J=7H= A =N5H=CB H<5H 8=8 BCH C77 I F =B 5B =BGH=H I H=CB5@ G9HH=B ; , I B@9GG H<9 F9G=89BH =G I B89F H<9 5 ; 9 C: 18?	M9G
0	224BB C> 4 < 4A64=2H < 43820; 0=3 < 4=C0; 740;C7 B4AE824B	
	DC F9G=89BH J=7H= A G C: G9L I 5@ 56 I G9 F979=J9 H= A 9@M, I B= A D9898 5779GG HC 9 A 9F ; 9B7M A 98=75@ HF95H A 9BH 5B8 7F=G=G =BH9FJ9BH=CB G9FJ=79G, H<9 B5H I F9 5B8 G7CD9 C: K<=7< 5F9 89H9F A =B98 6M A 98=75@ 5B8 A 9BH5@ <95@H< DF57H=H=CB9FG 577CF8=B ; HC H<9=F DFC:9GG=CB5@ >I 8 ; A 9BH?	M9G
1	224BB C> 4 < 4A64=2H < 43820; 0=3 < 4=C0; 740;C7 B4AE824B	
	": BC E I 5@=V98 A 98=75@ CF A 9BH5@ <95@H< DF57H=H=CB9FG 5F9 CB 8 I HM 5H H<9 H= A 9 5 F9DCFH C: F979BH G9L I 5@ 56 I G9 =G A 589, 8C GH5U VFGH F9GDCB89FG H5?9 DF9@= A =B5FM GH9DG HC DFCH97H H<9 J=7H= A D I FG I 5BH HC 0 115.362?	M9G
	DC GH5U VFGH F9GDCB89FG = A A 98=5H9@M BCH=:M H<9 5DDFCDF=5H9 A 98=75@ 5B8 A 9BH5@ <95@H< DF57H=H=CB9FG?	M9G
2	224BB C> 4 < 4A64=2H < 43820; 0=3 < 4=C0; 740;C7 B4AE824B	
	AF9 F9G=89BH J=7H= A G C: G9L I 5@ 56 I G9 CU9F98 H= A 9@M =B:CF A 5H=CB 56C I H 5B8 H= A 9@M 5779GG HC 9 A 9F ; 9B7M 7CBHF579DH=CB 5B8 G9L I 5@@M HF5BG A =HH98 =B:97H=CBG DFCD<M@5L=G, =B 577CF85B79 K=H< DFC:9GG=CB5@@M 5779DH98 GH5B85F8G C: 75F9, K<9F9 A 98=75@@M 5DDFCDF=5H9?	M9G
3	224BB C> 4 < 4A64=2H < 43820; 0=3 < 4=C0; 740;C7 B4AE824B	
	AF9 HF95H A 9BH G9FJ=79G DFCJ=898 HC LÔL I 5@ 56SÔL I 5@ 56H8@	

	7CGH 5B8 F9;5F8@9GG C: K<9H<9F H<9 J=7H=A B5A9G H<9 56IG9F CF 7CCD9F5H9G K=H< 5BM =BJ9GH=;5H=CB 5F=G=B; CIH C: H<9 =B7=89BH?	
0	$=6>8=6 <4382 0; 0=3 <4=C0; 740;C7 20A4 5>A B4GD0; 01DB4 E82C8<B 0=3 01DB4AB	
	DC9G H<9 :57=@=HM CU9F A98=75@ 5B8 A9BH5@ <95@H< 9J5@I5H=CB 5B8, 5G 5DDFCDF=5H9, HF95HA9BH HC 5@@ F9G=89BHG K<C <5J9 699B J=7H=A=N98 6M G9LI5@ 56IG9 =B 5BM DF=GCB, >5=@, @C7?ID, CF >IJ9B=@9 :57=@=HM?	M9G
1	$=6>8=6 <4382 0; 0=3 <4=C0; 740;C7 20A4 5>A B4GD0; 01DB4 E82C8<B 0=3 01DB4AB	
	DC9G H<9 9J5@I5H=CB 5B8 HF95HA9BH C: GI7< J=7H=AG =B7@I89, 5G 5DDFCDF=5H9, :C@@CK-ID G9FJ=79G, HF95HA9BH D@5BG, 5B8, K<9B B979GG5FM, F9:9FF5@G :CF 7CBH=BI98 75F9 :C@@CK=B; H<9=F HF5BG:9F HC, CF D@579A9BH =B, CH<9F :57=@=H=9G, CF H<9=F F9@95G9 :FCA 7IGHC8M?	M9G
2	$=6>8=6 <4382 0; 0=3 <4=C0; 740;C7 20A4 5>A B4GD0; 01DB4 E82C8<B 0=3 01DB4AB	
	DC9G H<9 :57=@=HM DFCJ=89 GI7< J=7H=AG K=H< A98=75@ 5B8 A9BH5@ <95@H< G9FJ=79G 7CBG=GH9BH K=H< H<9 7CA AIB=HM @9J9@ C: 75F9?	M9G
3	$=6>8=6 <4382 0; 0=3 <4=C0; 740;C7 20A4 5>A B4GD0; 01DB4 E82C8<B 0=3 01DB4AB	
	AF9 F9G=89BH J=7H=AG C: G9LI5@@M 56IG=J9 J5;=B5@ D9B9HF5H=CB K<=@9 =B75F79F5H98 CU9F98 DF9;B5B7M H9GHG? ('/A=: 5@@-A5@9 :57=@=HM.)	M9G
4	$=6>8=6 <4382 0; 0=3 <4=C0; 740;C7 20A4 5>A B4GD0; 01DB4 E82C8<B 0=3 01DB4AB	
	": DF9;B5B7M F9GI@HG :FCA H<9 7CB8I7H 89G7F=698 =B D5F5;F5D< 0 115.383(8), 8C GI7< J=7H=AG F979=J9 H=A9@M 5B8 7CADF9<9BG=J9 =B:CFA5H=CB 56CIH 5B8 H=A9@M 5779GG HC 5@@ @5K:I@ DF9;B5B7M-F9@5H98 A98=75@ G9FJ=79G? ('/A=: 5@@-A5@9 :57=@=HM.)	M9G
5	$=6>8=6 <4382 0; 0=3 <4=C0; 740;C7 20A4 5>A B4GD0; 01DB4 E82C8<B 0=3 01DB4AB	
	AF9 F9G=89BH J=7H=AG C: G9LI5@ 56IG9 K<=@9 =B75F79F5H98 CU9F98 H9GHG :CF G9LI5@@M HF5BGA=HH98 =B:97H=CBG 5G A98=75@@M 5DDFCDF=5H9?	M9G
6	$=6>8=6 <4382 0; 0=3 <4=C0; 740;C7 20A4 5>A B4GD0; 01DB4 E82C8<B 0=3 01DB4AB	
	AF9 HF95HA9BH G9FJ=79G DFCJ=898 HC H<9 J=7H=A K=H<CIH VB5B7=5@ 7CGH 5B8 F9;5F8@9GG C: K<9H<9F H<9 J=7H=A B5A9G H<9 56IG9F CF	M9G

	DC9G H<9 F9J=9K H95A: AGG9GG K<9H<9F ACB=HCF=B; H97<BC@C;M G<CI@8 69 89D@CM98 CF 5I; A9BH98 HC GIDD@9A9BH GID9FJ=G=CB 6M GH5U?	M9G
	DC9G H<9 F9J=9K H95A:)F9D5F9 5 F9DCFH C: =HG VB8=B;G, =B7@I8=B; 6IH BCH B979GG5F=@M @=A=H98 HC 89H9FA=B5H=CBG A589 DIFGI5BH HC OO 115.386(8)(1)-(8)(5), 5B8 5BM F97CA A9B85H=CBG :CF =ADFCJ9A9BH 5B8 GI6A=H GI7< F9DCFH HC H<9 :57=@=HM <958 5B8)+EA 7CAD@=5B79 A5B5;9F?	M9G
4	(4GD0; 01DB4 8=2834=C A4E84FB	
	DC9G H<9 :57=@=HM =AD@9A9BH H<9 F97CA A9B85H=CBG :CF =ADFCJ9A9BH, CF 8C7IA9BH =HG F95GCBG :CF BCH 8C=B; GC?	M9G
0	0C0 2>;;42C8>=	
	DC9G H<9 5;9B7M 7C@@97H 577IF5H9, IB=:CFA 85H5 :CF 9J9FM 5@@9;5H=CB C: G9LI5@ 56IG9 5H :57=@=H=9G IB89F =HG 8=F97H 7CBHFC@ IG=B; 5 GH5B85F8=N98 =BGHFIA9BH 5B8 G9H C: 89VB=H=CBG?	M9G
1	0C0 2>;;42C8>=	
	DC9G H<9 5;9B7M 5;;F9;5H9 H<9 =B7=89BH-65G98 G9LI5@ 56IG9 85H5 5H @95GH 5BBI5@@M?	M9G
2	0C0 2>;;42C8>=	
	DC9G H<9 =B7=89BH-65G98 85H5 =B7@I89, 5H 5 A=B=AIA, H<9 85H5 B979GG5FM HC 5BGK9F 5@@ EI9GH=CBG :FCA H<9 ACGH F979BH J9FG=CB C: H<9 ,IFJ9M C: ,9LI5@ /=C@9B79 7CB8I7H98 6M H<9 D9D5FHA9BH C: #IGH=79?	M9G
3	0C0 2>;;42C8>=	
	DC9G H<9 5;9B7M A5=BH5=B, F9J=9K, 5B8 7C@@97H 85H5 5G B99898 :FCA 5@@ 5J5=@56@9 =B7=89BH-65G98 8C7IA9BHG, =B7@I8=B; F9DCFHG, =BJ9GH=;5H=CB V@9G, 5B8 G9LI5@ 56IG9 =B7=89BH F9J=9KG?	M9G
4	0C0 2>;;42C8>=	
	DC9G H<9 5;9B7M 5@GC C6H5=B =B7=89BH-65G98 5B8 5;;F9;5H98 85H5 :FCA 9J9FM DF=J5H9 :57=@=HM K=H< K<=7< =H 7CBHF57HG :CF H<9 7CBVB9A9BH C: =HG F9G=89BHG? ('/A =: 5;9B7M 8C9G BCH 7CBHF57H :CF	B5

	H<9 7CBVB9A9BH C: =HG F9G=89BHG.)	
5	0C0 2>;;42C8>=	
	DC9G H<9 5;9B7M, IDCB F9EI9GH, DFCJ=89 5@@ GI7< 85H5 :FCA H<9 DF9J=CIG 75@9B85F M95F HC H<9 D9D5FHA9BH C: #IGH=79 BC @5H9F H<5B #IB9 30? ('/A =: D(# <5G BCH F9EI9GH98 5;9B7M 85H5.)	M9G
0	0C0 A4E84F 5>A 2>AA42C8E4 02C8>=	
	DC9G H<9 5;9B7M F9J=9K 85H5 7C@@97H98 5B8 5;;F9;5H98 DIFGI5BH HC O 115.387 =B CF89F HC 5GG9GG 5B8 =ADFCJ9 H<9 9U97H=J9B9GG C: =HG G9LI5@ 56IG9 DF9J9BH=CB, 89H97H=CB, 5B8 F9GDCBG9 DC@=7=9G, DF57H=79G, 5B8 HF5=B=B;, =B7@I8=B; 6M: "89BH=:M=B; DFC6@9A 5F95G?	M9G
	DC9G H<9 5;9B7M F9J=9K 85H5 7C@@97H98 5B8 5;;F9;5H98 DIFGI5BH HC O 115.387 =B CF89F HC 5GG9GG 5B8 =ADFCJ9 H<9 9U97H=J9B9GG C: =HG G9LI5@ 56IG9 DF9J9BH=CB, 89H97H=CB, 5B8 F9GDCBG9 DC@=7=9G, DF57H=79G, 5B8 HF5=B=B;, =B7@I8=B; 6M: -5?=B; 7CFF97H=J9 57H=CB CB 5B CB;C=B; 65G=G?	M9G
	DC9G H<9 5;9B7M F9J=9K 85H5 7C@@97H98 5B8 5;;F9;5H98 DIFGI5BH HC O 115.387 =B CF89F HC 5GG9GG 5B8 =ADFCJ9 H<9 9U97H=J9B9GG C: =HG G9LI5@ 56IG9 DF9J9BH=CB, 89H97H=CB, 5B8 F9GDCBG9 DC@=7=9G, DF57H=79G, 5B8 HF5=B=B;, =B7@I8=B; 6M:)F9D5F=B; 5B 5BBI5@ F9DCFH C: =HG VB8=B;G 5B8 7CFF97H=J9 57H=CBG :CF 957< :57=@=HM, 5G K9@@ 5G H<9 5;9B7M 5G 5 K<C@9?	M9G
1	0C0 A4E84F 5>A 2>AA42C8E4 02C8>=	
	DC9G H<9 5;9B7MQG 5BBI5@ F9DCFH =B7@I89 5 7CAD5F=GCB C: H<9 7IFF9BH M95FQG 85H5 5B8 7CFF97H=J9 57H=CBG K=H< H<CG9 :FCA DF=CF M95FG 5B8 DFCJ=89 5B 5GG9GGA9BH C: H<9 5;9B7MQG DFC;F9GG =B 588F9GG=B; G9LI5@ 56IG9?	M9G
2	0C0 A4E84F 5>A 2>AA42C8E4 02C8>=	
	"G H<9 5;9B7MQG 5BBI5@ F9DCFH 5DDFCJ98 6M H<9 5;9B7M <958 5B8 A589 F958=@M 5J5=@56@9 HC H<9 DI6@=7 H<FCI;< =HG K96G=H9 CF, =: =H 8C9G BCH <5J9 CB9, H<FCI;< CH<9F A95BG?	M9G
3	0C0 A4E84F 5>A 2>AA42C8E4 02C8>=	
	DC9G H<9 5;9B7M =B8=75H9 H<9 B5HIF9 C: H<9 A5H9F=5@ F9857H98 K<9F9 =H F9857HG GD97=V7 A5H9F=5@ :FCA H<9 F9DCFHG K<9B	M9G

	": H<=G =G H<9 H<=F8 M95F C: H<9 7IFF9BH 5I8=H 7M7@9, 8=8 H<9 5;9B7M 9BGIF9 H<5H 5H @95GH HKC-H<=F8G C: 957< :57=@=HM HMD9 CD9F5H98 6M H<9 5;9B7M, CF 6M 5 DF=J5H9 CF;5B=N5H=CB CB 69<5@: C: H<9 5;9B7M, K9F9 5I8=H98 8IF=B; H<9 VFGH HKC M95FG C: H<9 7IFF9BH 5I8=H 7M7@9? ('/A =: H<=G =G BCH H<9 H<=F8 M95F C: H<9 7IFF9BH 5I8=H 7M7@9.)	M9G
7	A4@D4=2H 0=3 B2>?4 >5 0D38CB	
	D=8 H<9 5I8=HCF <5J9 5779GG HC, 5B8 H<9 56=@=HM HC C6G9FJ9, 5@@ 5F95G C: H<9 5I8=H98 :57=@=HM?	M9G
8	A4@D4=2H 0=3 B2>?4 >5 0D38CB	
	05G H<9 5I8=HCF D9FA=HH98 HC F9EI9GH 5B8 F979=J9 7CD=9G C: 83@85BM F9@9J5BH 8C7IA9BHG (=B7@I8=B; 9@97HFCB=75@@M GHCF98 =B:CFA5H=CB)?	M9G
<	A4@D4=2H 0=3 B2>?4 >5 0D38CB	
	05G H<9 5I8=HCF D9FA=HH98 HC 7CB8I7H DF=J5H9 =BH9FJ=9KG K=H< =BA5H9G, F9G=89BHG, 5B8 89H5=B99G?	M9G
=	A4@D4=2H 0=3 B2>?4 >5 0D38CB	
	09F9 =BA5H9G, F9G=89BHG, 5B8 89H5=B99G D9FA=HH98 HC G9B8 7CBV89BH=5@ =B:CFA5H=CB CF 7CFF9GDCB89B79 HC H<9 5I8=HCF =B H<9 G5A9 A5BB9F 5G =: 83:"H<9M [illegible]	M9G
5	D38C 2>=C4=CB 0=3 K=38=6B	
	-<9 5;9B7M <5G DI6@=G<98 CB =HG 5;9B7M K96G=H9, =: =H <5G CB9, CF <5G CH<9FK=G9 A589 DI6@=7@M 5J5=@56@9, 5@@ F=B5@ AI8=H +9DCFHG. -<9 F9J=9K D9F=C8 =G :CF DF=CF 5I8=HG 7CAD@9H98 8IF=B; H<9 D5GH H<F99 M95FG)+ECED"' -!", A.D"-. -<9 D9B89B7M C: 5BM 5;9B7M 5DD95@ DIFGI5BH HC 28 C.F.+. 0 115.405 8C9G BCH 9L7IG9 BCB7CAD@=5B79 K=H< H<=G DFCJ=G=CB. ('/A =: H<9F9 <5J9 699B BC F=B5@ AI8=H +9DCFHG =GGI98 =B H<9 D5GH H<F99 M95FG, CF, =B H<9 75G9 C: E@@=5C@89[illegible] =GGI98.)	M9G