

! "#%&' ((\$) " * +, -. \$ / 0 1 2 0 3 4 \$

5 3 " 1 # \$ 6 3 ' 7 \$ 8 ' 9 0 . : ; + & 0 3 - 1 \$ < / = \$) " 1 1 - & & 0 0 \$) > ' - 3 \$

= 0 # \$ 6 ? . ' @ 4 \$ " (\$ > 0 \$ A B 5 % & ' ((\$) " * +, -. \$

C ' & 0 # \$ D E F G D F G D D H \$

\$

\$

B & & > 0 % & ' ((\$) " * +, -. \$ 1 0 0 & - + I \$ J K H L \$ " + \$ D E F G G F G D D H \$ & > 0 3 0 \$ @ - . . \$ 2 0 \$ ' \$ (- 3 4 & \$
3 0 ' 7 - + I \$ " (\$ > 0 \$ M 3 " M " 4 0 7 \$, > ' + I 0 4 \$ & " \$ & > 0 % & ' ((\$) " * +, -. \$ 6 ? . ' @ 4 \$ (3 " 1 \$ & > 0 \$ < / = \$
, " 1 1 - & & 0 0 1 \$ B & & ' , > 0 7 \$ & " \$ & > - 4 \$ 1 0 4 4 ' I 0 \$? " * \$ @ - . . \$ (- + 7 \$ & @ " \$, " M - 0 4 \$ " (\$ > 0 \$ M 3 " M " 4 0 7 \$ A B 5 \$
% & ' ((\$) " * +, -. \$ 6 ? . ' @ 4 \$, > ' + I 0 4 1 \$

! > 0 \$ (- . 0 \$ 0 + & - & . 0 7 \$ 0 D r a f t B Y L A W S O F T H E U A F S T A F F C O U N C I L a s o f 4 -
1 5 - 0 9 _ c l e a n _ c o p y . p d f P \$, " + & ' - + 4 \$ & > 0 \$ M 3 " M " 4 0 7 \$ 1 " 7 - (- , ' & - " + 4 \$ & " \$ & > 0 \$ 2 ? . ' @ 4 \$ ' 4 \$ ' \$
@ > " . 0 1 \$! > - 4 \$ - 4 \$ & > 0 \$, " M ? \$ & > ' & & @ - . . \$ 2 0 \$ 3 0 ' 7 \$ 7 * 3 - + I \$ & > 0 % & ' ((\$) " * +, -. \$ 1 0 0 & - + I 1 \$

! > 0 \$ " & > 0 3 \$ (- . 0 \$ 0 D r a f t B Y L A W S O F T H E U A F S T A F F C O U N C I L a s o f 4 -
1 5 - 0 9 . p d f P \$ 4 > " @ 4 \$ & > 0 \$, > ' + I 0 4 \$ 1 ' 7 0 \$ (3 " 1 \$ & > 0 \$, * 3 3 0 + & \$ % & ' ((\$) " * +, -. \$ 2 ? . ' @ 4 1 \$! > - 4 \$
, " M ? \$, ' + \$ 2 0 \$ 4 " 1 0 @ > ' & \$ 1 0 4 4 ? \$ ' + 7 \$ 7 - ((- , * . & & " \$ 3 0 ' 7 : \$ 2 * & \$ - 4 \$ M 3 " 9 - 7 0 7 \$ (" 3 \$, " 1 M ' 3 - 4 " + \$
2 0 & @ 0 0 + \$ & > 0 \$ & @ " \$ 9 0 3 4 - " + 4 1 \$

B \$, . 0 ' + \$, " M ? \$ " (\$ > 0 \$, * 3 3 0 + & \$ A B 5 %) \$ 6 ? . ' @ 4 \$, ' + \$ 2 0 \$ (" * + 7 \$ " + . - + 0 \$ ' & # \$

! "#\$%"&'

VB E3'F93#&""1'D"18%'34'A3DD@8\$A15\$38'53'18&'493D'56""1&D\$8\$%5915\$38N
41A@05/N%5@&"85%N%5144N10@D8\$N56""G3#"98D"85'34'56""%515"N18&'56"
F@=0\$AB'

<B E3'F195\$A\$F15""8'F"9\$3&\$A'9"#"\$2%='/56""78\$#"9%\$5/'34': 01%; 1'
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OB E3'9"#"\$2'18&'A3DD"85'38'56""188@10'=@&G"5'9"Z@"%5'34'56""78\$#"9%\$5/'
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>"A5\$38'[B' \ "D=""9%6\$F'

: B ! "F9""8515\$38

B

PKB K8'39&"9'53'9"D1\$8'1'D"D="9'34'>5144'?3@8A\$0N"1A6'#35\$8G'
9"F9%"8515\$#"D@%5%"9#"38'15'0"1%5'38"F"9D18"85'A3DD\$55""B'

. B : 05"9815"%'

KB E6"9""6100'=""38""838I#35\$8G'105"9815"439""#9/'9"F9%"8515\$#"B'
: 05"9815%"19""918; "&'=/8@D="9'34'#35%"9"A"#\$"&'39'&15""1FF3\$85"&B'

KKB P1A18A/'34'1'9"F9%"8515\$#"L%"15%"6100'=""4\$00"&'=/56""4\$9%5'105"9815""
34'5615"@8\$5'18&'56""105"9815""6100%"9#"56""9"D1\$8&'9'34'56""5"9D'B'

KKKB P1A18A/'34'56""105"9815""15'2\$00'=""4\$00"&'\$8'G33&'41\$56'=/56""
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1FF93#10'=/56""C9""%\$&"85'5693@G6'56""V0"A5\$38%N\ "D="9%6\$FN'18&
!@0%"?3DD\$55""B'

KPB K4'18'""0"A5"&'9"F9%"8515\$#"%'@81=0""53'155"8&'1'D""5\$8GN'56""
9"F9%"8515\$#"2\$00'9"Z@"5'5615'1']56""^&"%\$G815"&'105"9815""155"8&
18&'1A5'1%'F93J/B'

PB E6""105"9815""D@%5'\$8&\$A15""56"/'19""1A5\$8G'1%'F93J/'439'1%'F"A\$4A'
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2\$00'61#"56""1D""#35\$8G'9\$G65%'1'56""9"F9%"8515\$#"B'

PKB : 05"9815%"19""8A3@91G"&'53'F195\$A\$F15""\$8'F"9D18"85N1&'63AN'18&
"J5"9810'A3DD\$55""18&'2\$00'61#"4@00'9"F9%"8515\$#"9\$G65%'2\$56\$8'
56""A3DD\$55""]%^B'

?B : 55"8&18A""

KB >5144'?3@8A\$0'D"D="9%'263'61#"569""@8"JA@%"&'1=%"8A%"2\$56\$8'1'
%\$JID3856'F"9\$3&'D1/'=""8A3@91G"&'53'9""\$G8'39'41A""9"D3#10'493D'
56""?3@8A\$0'&'4\$8"&'\$8">"A5\$38*', N'>@=%"A5\$38'. '34'56""7: <'>5144'
?3@8A\$0'. /I012%B'

KKB K4'1'9"F9%"8515\$#"%'@81=0""53'155"8&'1'D""5\$8GN'\$5%'56""
9%"F38%\$=\$0\$5/'34'56""9"F9%"8515\$#"53'A3851A5'18'105"9815""439'5615'
@8\$5'53'155"8&'\$8'56""\$9'F01A""1'1'#35\$8G'F93J/B'VJA@%"&'1=%"8A%"2\$00'
=""G9185"&'439'D"D="9%'15'56""&'\$A9""5\$38'34'56""C9""%\$&"85B'

XB S"8G56'34'E"9D%'

KB V0"A5"&'9"F9%"8515\$#"18&'105"9815%"6100%"9#"523I/'19'5"9D%'
=""G\$88\$8G`18@19/'*18&'8&\$8G'X"A"D="9'[*B'

1B E6"9""19""83'5"9D'0\$D\$5%'439'9"F9%"8515\$#"39'105"9815"%B'

=B ! "F9%"8515\$#"18&'105"9815%"@F'439'9"l"0"A5\$38'D@%5%"@=D\$5'1'
83D\$815\$38'439D'18&'G3'5693@G6'56""0"A5\$38'F93A""%B'

KKB V#"8'8@D="9"&'@8\$5'9"F9%"8515\$#"%'18&'105'9815"%%6100'="G\$8'56"\$9'
5"9D'38'18'"#"8'8@D="9"&'/'19B'W&&'8@D="9"&'@8\$5'9"F9%"8515\$#"%'18&'105'9815"%%6100'="G\$8'56"\$9'5"9D'38'18'3&&'8@D="9"&'/'19B'

VB V0"A5\$38%'

KB E6""V0"A5\$38%N\D="9%6\$F'18&'! @0""?'3DD\$55""%'6100'=""9%"F38%\$=0""
439'A38&@A5\$8G'"0"A5\$38%B'

KKB E6""0"A5\$38%'439'9"F9%"8515\$#"%'18&'105'9815"%%6100'1&6"9""53'56""
430032\$8G'5\$D""491D"R'

1B V0"A5\$38%'2\$00'=""A38&@A5"&'\$8'56""4100B"E6""#35\$8G'5\$D""491D""2\$00'
=""1'D\$8\$D@D'34'[, '&1/%B'

=B E6""0"A5\$38'9%"@05%'2\$00'=""9"F395"&'&@9\$8G'56""X"A"D="9'
D""5\$8GB'

AB `18@19/'*'8"20/'"0"A5"&'9"F9%"8515\$#"%'51; ""344\$A"B'

KKKB V0"A5\$38%'439'C9"%&'85'18&'P\$A"IC9"%&'85%'6100'=""A38&@A5"&'1%'
430032%R'

1B a35\$A""34""0"A5\$38'53'4\$00'56""344\$A""34'C9"%&'85'18&'P\$A"IC9"%&'85'
%6100'=""1883@8A"&'\$8'56""9"G@019'D""5\$8G'\$8'\19A6'439'56""
"0"A5\$38'53'=""6"0&'\$8'\1/B'

=B >@GG"%5\$38%'439'F3%\$=0""A18&&'15"%%63@0&'=""F9""85"&'53'56""
V0"A5\$38%N\D="9%6\$F'18&'! @0""?'3DD\$55""%'8'39&'9'53'F9"F19""1'
%015""34'A18&&'15"%%439'F9%"8515\$38'53'56"">5144'?3@8A\$0B''
a3D\$815\$38%'D1/'10'3'=""%=@D\$55"&'15'56""\19A6'39': F9\$0>5144'
?3@8A\$0'\ ""5\$8GB'

AB E6""4\$810'A100'439'83D\$815\$38%'2\$00'51; ""F01A""&@9\$8G'56""\1/'
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&B P35\$8G%'6100'=""0\$D\$5"&'53'9"F9%"8515\$#"%'18&'&'%G\$815"&'
105'9815""='/'@%\$8G%'A9'5'=10035%'38%'\$5""18&'@%\$8G'#3\$A""#35""439'
56""3@50/\$8G'19"1%B'

"B E69""838IA18&&'15""9"F9%"8515\$#"%'6100'A3@85'56""=10035%B'

4B : '%@AA""%4@0'A18&&'15""0"A5\$38'53'344\$A""\$%'#10&'@F38%'@F"9#%'390%'
1FF93#10B'

GB : '%F"A\$10""0"A5\$38'2\$00'=""6"0&'\$4'56""A18&&'15""&'3""%835'3=51\$8'56""\$9'
%@F"9#%'390%'1FF93#10B'

PKKB >F"A\$10"0"A5\$38%'439'C9"%\$&"85'18&'P\$A"IC9"%\$&"85%'6100'=""A38&@A5"&'1%'430032%R'

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=B K8'56""#"85'5615'=356'344\$A""19""#1A15"&%"\$D@0518"3@%0/'N'38"ID3856'835\$A""6100'=""G\$#"8'439""0"A5\$38%'53'=""6"0&'439'=356'344\$A""18&'56""A61\$9F""9%38'34'56"">5144': 441\$9%'?3DD\$55""6100'1%@"D""56""&@5\$""34'C9"%\$&"85'@85\$0'1'F""9%38\$%"0"A5"&B'

>"A5\$38'(B' W44\$A"9%

: B C9"%\$&"85'

KB E6""&@5\$""34'56""C9"%\$&"85%'6100'=""53R'

1B C9"%\$&""3#"9'D""5\$8G%B'

=B >"9#"1%'D"D="9'34'56"": &D\$8\$5915\$#"?"3DD\$55""B'

AB '>"9#"38'56""7: <'03#"9818A""?339&\$815\$8G'?3DD\$55""B'

&B >"9#"38'56"">/%5"D'03#"9818A""?3@8A\$0B'

"B : 55"8&'18&'9"9'F395%'5144'A3@8A\$0\$%@"%'53'<1A@05/'>"815"8'

4B \ ""5'2\$56'56""?618A"0039B'

GB : FF3\$85'1&'63A'A3DD\$55""B'

6B C93#\$&""0"1&"9%6F'\$8\$%@"%'34'A38A"98'53'7: <'5144B'

\$B ! "F395'53'56"">5144'?3@8A\$0'38'56""3@5A3D""34'100'9"0"#185'D""5\$8G%'18&""#"85%'8'26\$A6'56""C9"%\$&"85'F195\$A\$F15""B'

YB >"9#"1%'9"9'F9""8515\$#"53'>5144': 00\$18A"8'

; B ?384\$9D'1FF3\$85D"85%'53""J5"9810'A3DD\$55""B'

KKB E"9D'34'344\$A""6100'=""439'38""/'19N="G\$88\$8G'`@8""*18&""8&\$8G'\ 1/'[*B'

. B P\$A"IC9"%\$&"85'

*B E6""&@5\$""34'56""P\$A"IC9"%\$&"85%'6100'=""53R'

1B >"9#"1%'A61\$9F""9%38'34

&B : %D'56''&@5%'34'C9''%&"85'26"8'56"'C9''%&"85%'1=%'85B'

MB E"9D'34'344\$A''%6100'=""439'38'''/'19'="G\$88\$8G` @8'''*18&'''8&\$8G'38'
\1/'[*B'

>"A5\$38'+B' ?3DD\$55''''%

: B C"9D18"85'?3DD\$55''''%

KB E6"'C"9D18"85'?3DD\$55''''%6100'=""R'

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AB >5144': 441\$9%'?3DD\$55''''

&B ! @910': 441\$9%'?3DD\$55''''

"B 78\$#"9%\$5/' : A1A/'

KKB : &D\$8\$5915\$#''?'3DD\$55''''

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*B ?61\$9F"9%38%'34'56"'F"9D18"85'A3DD\$55''''%B'

AB E6"'A3DD\$55''''%6100'61#''56"'430032\$8G'9''%F38%\$=\$0\$5\$''R'

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MB C93#\$&''1'A3DD\$55''''9"9F395'53'>5144'?3@8A\$0B'

[B ! "F9""85'18&'1A5'38'=""6104'34'56"'>5144'?3@8A\$0'=""52''8'>5144'
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KKKB V0"A5\$38%N'\ "D=""9%6\$FN18&! @0''?'3DD\$55''''

1B E6"'A61\$9F"9%38%'6100'=""0"A5"&'493D'56"'A3DD\$55''''B'

=B E6"'A3DD\$55''''%6100'61#''56"'430032\$8G'9''%F38%\$=\$0\$5\$''R'

*B ?38&@A5''0"A5\$38%'439'@8\$5'9"9F9""8515\$#"N'105''9815""N'P\$A"IC9''%&"85N18&'C9''%&"85B'

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[B ! "#\$'2'@8\$5'A3DF3%\$5\$38'18&'D1\$851\$8'1'D''D="9%6\$F'0\$5B'

(B ! "#\$'2'18&'D1\$851\$8'56'' . /012%'18&'?38%5\$5@5\$38'53'9''40''A5'56''
8''&'34'56''=3&/B'

+B ! "#\$'2'@8\$5%'&'%\$G815\$38%'18&'G''8''915''F''5\$5\$38%'439'@8\$5'
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bB : AA''F5'F''5\$5\$38%'439'F93F3%'&'A618G''%'53'@8\$5'&'%\$G815\$38%'
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cB . 1%'&'@F38'G@\$&'0\$8''%'%'5'43956'\$8'56''>5144'?3@8A\$0'
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\$B K5'2\$00'="''@=Y''A5'53'439D10'1A5\$38'\$8'56''F9''%"8A''34'1'
Z@39@D'

\$\$B >6100'="''1FF93#''&'@F38'9''A''#\$8G'1'523156\$9&'%144\$9D15\$#''
#35''B'

\$\$\$B E6''9''\$%'83'0\$D\$5'53'56''8@D="9'34'39\$G\$810'39'9''#%'&'@8\$5'
&'%\$G815\$38'A618G''F''5\$5\$38%'@=D\$55''&'53'V0''A5\$38%'
'\''D="9%6\$F'18&'! @0''%'439'A38%\$&'915\$38'='/'1'G93@F'34'
''0\$G\$=0''A38%5\$5@''85%B'

dB ! "%F38%\$=0''439'F190\$1D''8519/'F93A''&@9''34'56''>5144'?3@8A\$0'
D''5\$8G%B'

AB E6''A61\$9F''9%38'34'56''A3DD\$55''''D1/'%'51=0\$%6%'@=A3DD\$55''''%'
439%'F''A\$4\$A'\$%'@''B'

KPB >5144': 441\$9%'?3DD\$55''''

1B E6''A61\$9F''9%38%'6100'="''0''A5''&'493D'56''A3DD\$55''''B'

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*B . "8"4\$5'

MB ?3DF''8%15\$38'

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(B C3%\$5\$38''#10@15\$38'18&'6\$9\$8G'F93A''&@9''%

+B W56''9'6@D18'9''%3@9A''%'\$%'@''%'F''951\$8\$8G'53'%5144'

bB : 8/'D155''9%'26\$A6'144''A5'56'''6''1056'18&'2''0419'''34'56'''%5144B'

AB E6'''A61\$9F''9%38'34'56'''A3DD\$55''''D1/'''%51=0\$%6'%@=A3DD\$55''''%'439%'F''A\$4\$A'\$%%@''%B'

PB ! @910': 441\$9%'?3DD\$55''''

1B E6'''A61\$9F''9%38%'6100'='''''0''A5''&'493D'56'''A3DD\$55''''B'

=B : %'18'''JI344\$A\$3'D''D="9'34'56'''A3DD\$55''''N'56'''C9''%\$&'85'\$%'A619G''&'2\$56'A3DD@8\$A15\$8G'A38A''98%'34'56'''! @910': 441\$9%'?3DD\$55''''53'56'''?618A''0039'18&'03#''9818A''?339&\$815\$8G'?3DD\$55''''B'

AB E6'''A3DD\$55''''%6100'61#''''56'''430032\$8G'9''%F38%\$=\$0\$5\$''R'

*B W#''9%''''56''G''8''910'2''0419'''34'56'''7: <'A3DD@8\$5/'835'9''%\$&\$8G'38'56'''<1\$9=18; %'A1DF@%B'

MB \ 38\$539'100'1A5\$#\$5\$''%'144''A5\$8G'A3DF0\$18A''2\$56'56'''?300'G'''34'!'@910'18&'?3DD@8\$5/'X''#''03FD''85'D\$%%\$38%'515''D''85'34'56'''78\$#''9%\$5/'34': 01%; 1'<1\$9=18; %B'

&B E6'''A61\$9F''9%38'34'56'''A3DD\$55''''D1/'''%51=0\$%6'%@=A3DD\$55''''%'439%'F''A\$4\$A'\$%%@''%B'

PKB 78\$#''9%\$5/'': A1A/'

1B E6'''A61\$9F''9%38%'6100'='''''0''A5''&'493D'56'''A3DD\$55''''B'

=B : '9''F9''%'8515\$#''493D'56''': 0@D8\$': %\$3A\$15\$38'18&': >7: <'2\$00''9#''38'56'''A3DD\$55''''B'

AB E6'''A3DD\$55''''%6100'61#''''56'''430032\$8G'9''%F38%\$=\$0\$5\$''R'

*B W9G18\$H''''#''85%'18&'4@8A5\$38%'53'6''0F'D1; ''56'''F@=0\$A'1219'''34'56'''#10@''34'78\$#''9%\$5/'%5144N'1%'2''00'1%'%5@&'85%'18&'41A@05/B'

MB W9G18\$H''''#''85%'18&'4@8A5\$38%'5615'\$8A9''1%'%5144'D3910'''18&'1219''8''%'34'56'''78\$#''9%\$5/B'

[B W56''9'\$5''D%'53'='''&'5''9D\$8''&'='/'56'''A3DD\$55''''38'18'188@10'=1%\$%B'

&B E6'''A61\$9F''9%38'34'56'''A3DD\$55''''D1/'''%51=0\$%6'%@=A3DD\$55''''%'439%'F''A\$4\$A'\$%%@''%B'

PKKB : &'T3A'?3DD\$55''''%

1B : &'63A'A3DD\$55''''D''D="9%6\$F%'6100'="1FF3\$85''&'='/'56'''C9''%\$&'85'18&'%6100'9''F395'53'56'''7: <'>5144'?3@8A\$0B''

8"J5">5144'?3@8A\$0'D""5\$8GB'V0"A5\$38%N\ "D="9%6\$FN'18&! @0"%?3DD\$55""2\$00'
&\$%59\$=@5""56""F93F3%"&'1D"8&D"85'="439""56""8"J5">5144'?3@8A\$0'D""5\$8GB'

VB E6"": &D\$8\$5915\$#"?"3DD\$55""%6100%A6"&@0""1'9"1&\$8GN&\$%A@%\$38N'18#""
34'56""F93F3%"&'1D"8&D"85]^'15'56""8"J5%A6"&@0"&'D""5\$8G'34'56""7: <'>
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<B : FF93#10'34'1D"8&D"85]^'53'56"". /I012'9"Z@\$9""1'Z@39@D'18&'523156\$9&%'
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'?3@8A\$0B'E6""#35""2\$00'=""='/'9300'A100'#35""B'

OB >@%F"8'\$38'34'=/012%'D@%5'A\$5""56""F"A\$4A%"A5\$38'53'=""@%F"8&"&'18&'=""
1FF93#"&'='/'1'523156\$9&%'#35""34'56"">5144'?3@8A\$0'D"D="9%'F9""85B'

>"A5\$38'cB' e@39@D"

: B : 'D1Y39\$5/'%6100'A38%\$%5'34'+*f '34'56""53510'A3@85'34'@8\$5'9"F9""8515\$#"%'38'
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. B E6""F9""8A""34'1'D1Y39\$5/'34'56""9"F9""8515\$#"%'39'56""\$9'&""\$G815"&'
105""9815""\$56""9'\$8'F"9%38'39'='/'0"A5938\$A'D"&\$1'%6100'A38%5\$5@5""1'Z@39@DB'

>"A5\$38'dB' P"53'C32"9%"

: B : A5\$38%'51; "8'='/'56""7: <'>5144'?3@8A\$0'F"951\$8\$8G'53'78\$#"9%\$5/'F30\$A/N'
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. B : 8'1A5\$38'34'56""7: <'>5144'?3@8A\$0'2\$00'=""A38%\$&'9"&'1FF93#"&'\$4'56""
'?618A"0039'41\$0%'53'9""F38&'53'56'15'1A5\$38'

>"A5\$38'* , B' ! "A100'18&! "4"9"8&@D"

: B : 8/'9"F9""8515\$#"D1/'="9"A100"&='/56"'@8\$5'493D'26\$A6'56"
9"F9""8515\$#"21%A63%"8B">@A6'1'9"A100'#35""%6100'="6"0&'@F38'F"5\$5\$38'34'
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9@0"B'

. B : 8/'344\$A"9'39'D"D="9'34'56""7: <'>5144'?3@8A\$0'D1/'="F"5\$5\$38"&'439'9"A100'
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344\$A"9'39'D"D="9B'

?B : '9"4"9"8&@D'34'56""A38%5\$5@"8A/'38'18/'34'56""%F"A\$4\$A'1A5\$38%'34'56""7: <'>
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A3DD\$55""53'F"9439D'1'#35""\$4'8"A""%19/B'E6""&"A\$%\$38'34'1'D1Y39\$5/'34'56"
#35""A1%5'%6100'&"5"9D\$8""1A5\$38B""

E6""F190\$1D"8519/'1@5639\$5/'%6100'="493D'56""! 3="95L%! @0""%34'W9&"9'a"20/'
! "#\$%"&B'

! "#\$%"&' () * + , - . : ; < = > ? @ A B ! 5 C 1 ' D E ' 3 2 3 5 F 3 ' E 3 @ I 0 3 ? F 5 ' 5 C 3 E E ' G D > ? G @ 2 > H \$ # ' I % \$ < 6 ' : ; ' 3 7 8 % J 8 ' E 8 \$ I K 8 H J % ' 5 < 8 ; ; ' G : L H M \$ 7 ' 5 " M < \$: H ' + N ' _ O I " 8 P K 7 " " C = " " > 3 E ' 5 < 8 ; ; ' G : L H M \$ 7 ' \$ % ' 8 ' I " Q I " " % " H < 8 < \$ # " " : I R 8 H \$ S 8 < \$: H ' ; : I ' 8 7 7 ' H : H T " " U " P Q < ' 8 H & ' " U " P Q < " " P Q 7 : 6 " " " ' : ; ' < = " " > H \$ # " " I % \$ < 6 ' : ; ' 3 7 8 % J 8 ' E 8 \$ I K 8 H J % ' \$ H ' 8 M M : I & 8 H M " " 9 \$ < = ' 3 I < \$ M 7 " " @ : ; ' < = " " G : H % < \$ < L < \$: H N ' C = " " > 3 E ' 5 < 8 ; ; ' G : L H M \$ 7 % ' % < I L M < L I " " Q I : # \$ & " " % ' 8 ' P " 8 H % ' : ; ' & " 8 7 \$ H R ' 9 \$ < = ' \$ % % L " " % ' M : H M " I H \$ H R ' < = " " 9 " 7 ; 8 I " " : ; " " P Q 7 : 6 " " % ' 8 H & ' ; 8 M \$ 7 \$ < 8 < " " % ' : L I ' I : 7 " " \$ H ' < = " " % " 7 ; ' R : # " " I H 8 H M " " % " 7 ; T R : # " " I H 8 H M " " Q I : M " " % % N ' 5 " M < \$: H 0 0 0 \$ 2 T j E T Q Q 2 7 . 5 7 8 5 5 4 2 . 0 2 c B T 3 0 0 0 0 3 0 0 0 0 T r F 1 " 2 0 6 . 3 9 % 5 5 3 . 3 8 3 0 0 0 0 . 0 4 T 3 6 2 ; B T 3 3

012345'06789%: ;'<="">?@AB!5c1'DE'3235F3'E3@I03?F5'5C3EE'
GD>?G@2>H\$#'I%\$<6': ;'378%J8'E8\$IK8HJ%'5<8;;'G:LHM\$7'

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"U" PQ<" PQ7: 6""": ;'<="">H\$#" I%\$<6': ;'378%J8'E8\$IK8HJ%'\$H'8MM: I&8HM""9\$<='3I<\$M7""@
: ;'<=""G: H%<\$<L<\$: HN'C="">3E'5<8;;'G: LHM\$7%'%<ILM<LI""QI: #&"%'8'P"8H%': ;'&"87\$HR'
9\$<='\$%L""M: HM" IH\$HR'<=""9"7;8I"": ;""PQ7: 6""%'8H&';8M\$7\$<8<""%': LI'I: 7""\$H'<=""% "7;'
R: # " " I H 8 H M " " % " 7 ; T R : # " " I H 8 H M " " Q I : M " " % % N ' 5 " M < \$: H 0 0 0 \$ 2 T j E T Q Q 2 7 . 5 7 8 5 5 4 2 . 0 2 c B T 3 0 0 0 0 3 0 0 0 0 T r F 1 " 2 0 6 . 3 9 % 5 5 3 . 3 8 3 0 0 0 0 . 0 4 T 3 6 2 ; B T 3 3

5"M<\$: H000\$2Tj ETQQ27. 5785542. 02cBT3000030000TrF1"206. 39%553. 3830000. 04T362;BT33

: <= "I'R: #" IH\$HR'LH\$<%N"

BN C: 'QI: #&""'8'P"8H%': ;'M: PPLH\$M8<\$: H'<: '8H&'!;I: P'<=""8&P\$H\$%<I8<\$: HX'
;8ML7<6X'%<L&"H<%X'%<8;X'87LPH\$X'<=""R: #" IHP"H'<: ;'<=""%<8"X'8H&'<=""
QLK7\$MN"

EN C: 'Q8I<\$M\$Q8<""\$H'Q"IS: &\$M'I"#"\$9%'K6'<="">H\$#"I%\$<6': ;'378%J8'
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8H&'P8J""I"M: PP"H&8<\$: H%'<: '<=""G=8HM"77: IN"

YN C: 'I"#"\$9'8H&'M: PP"H'<: H'<=""8HHL87'KL&R"<'I"aL""%<: ;'<="">H\$#"I%\$<6'
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5"M<\$: H'(-N b"PK"l%=\$Q' W3! C@G2B'@AN"

8N MN O""LK'M<: '<=""LH\$<'M-8HR""RL\$&"7\$H""%'<';: I<='
\$H'<=\$%'3I<\$M7""8H&'5""M<N'X'3I<\$M7""A@'5""M<N'3': ;'<=""06789%N'

MN &N' @HM7L&""8'MLII'H<'7\$<\$HR': ;'aL87;\$' &'M: H%<\$L"H<%'
9\$<=\$H'8;;'M<'&'LH\$<W%cN'

A@ @H': I&"I'<:'I"P8\$H'8'P"PK'I': ;'5<8;;'G: LHMS7X""8M='#: <\$HR'
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ON 37<"IH8<""32CB! ?3CB5'

@ C="I""%=877'K"": H""H: HT#: <\$HR'87<"IH8<"";: I""#"I6'I"QI""H<8\$#"N'
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@ A8M8HM6': ;'8'I"QI""H<8\$#"V%"8<%=877'K"";\$7"&'K6'<="";\$I%<87<"IH8<""
; ;'<=8<'LH\$<'8H&'<=""87<"IH8<""%=877%"I#"<=""I"P8\$H&"I': ;'<=""<"IPN'

@@ A8M8HM6': ;'<=""87<"IH8<""8<'9

dl

B7"M<"&'I"QI""H<8<-\$#""'8H&'87<"IH8<"%'%=877%"I#""<9:T6"8I'<"IP%'
K"R\$HH\$HR'd8HL816'+ '8H&'H&\$HR' "M"PK"I'(+I'

8N C="I""8I""H: '<"IP'7\$P\$<%' ;: I'I"QI""H<8<-\$#"": I'87<"IH8<"%N

KN ! "QI""H<8<-\$#""<"IH8<"%N

RN 38QQ: \$H<'8&'=: M'M: PP\$<<""%N

=N 00I: #&""7"8&"I%=\$Q\$H'\$%L"%': ;'M: HM" IH'<: '>3E'%<8;;N

\$N !+"Q: I<': '<=""5<8;;'G: LHM\$7': H'<=""': L<M: P""': ;'877'I"7"#8H<'
P""<\$HR%'8H&""#"H<%\$H'9=\$M='<=""OI""%\$&"H<'Q8I<\$M\$Q8<""%N

`N 5%"I#"8%<9:-'I"QI""H<8<\$#"<: '5<8;;'377\$8HM"N

JN GM: H:\$!P'800: \$H<P"H<%<: ""U<"IH87'M: PP\$<<""%N

@| C"IP': ;: ;;\$M""%=877'K"";: I': H""6"8I'K"R\$HH\$HR'dLH""+'8H&""H&\$HR'b86'
(+N

ON ASM"TOI""%\$&"H<O!B5@_B?CTB2BGC'

+N C=""&L<\$"%': ;'<=""OI""%\$&"H<IB7"m<ASM"TOI""%\$&"H<%=877'K""<: ['

8N 5%"I#"8'M=8\$IQ"1%: H': ;: H'<=""3&P\$H\$%<18<\$#"G: PP\$<<""N

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, N C"IP': ;: ;;\$M""%=877'K"";: I': H""6"8I'K"R\$HH\$HR'dLH""+'8H&""H&\$HR': H'
b86'(+N

5"M<\$. H'#._-N' G: PP\$<<""%—W3!C@G2B'A@IT'GD!b@CCBB5e'

3N 0"IP8H"H<'G: PP\$<<""%—3N—5C3?_@?Y'0B!b3?B?C'GD!b@CCBB5'

@| C=""5<8H&\$HR'O"IP8H"H<'G: PP\$<<""%%=877'K"['

8N 3&P\$H\$%<18<\$#"G: PP\$<<""

KN B7"m<\$. H%'b"PK"l%=\$QX'8H&'!L7""G: PP\$<<""

MN 5<8;;'3;;8\$I'G: PP\$<<""

&N !L187'3--8\$I'G: PP\$<<""

>H\$#"<6'3&#: M8M6'

@| &\$H\$%<\$#"G: PP\$<<""

=""A" T

8

N

MM

[b"PK"l%=\\$Qx'8H&'! L7"%Bb\]!';](#); I'M: H%\$&"I8<\$: H'K6'8'RI: LQ'
: ;'"7\$R\$K7"'M: H%<\$<L"H<%N

hN ! "%Q: H%\$K7"'';: I'Q8I7\$8P"H<8I6'QI: M"&LI"'': ;'<=""5<8;;'G: LHM\$7'
P""<\$HR%N

MN

+N D#"I%""<=""R"H"187'9"7;8I""; ;<="">3E'M: PPLH\$<6'H: <
I"%\$&\$HR': H'<=""E8\$IK8HJ%'M8PQL%N

, N b: H\$<: I'877'8M-\$#\$-\$"%8;;"M<\$HR'M: P07\$8HM""9\$<='<=""G: 77""R""; ;'
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&N C=""M=8\$IQ""I%: H': ;'<=""M: PP\$<<""P86""%<8K7\$%=""LKM: PP\$<<""%'
;: I'%Q""M\$;M'\$%L ""N

A@l >H\$#"I%\$<6'3&#: M8M6'

8N C=""M=8\$IQ""I%: H%=""877'K""7""M<"&'; I: P'<=""M: PP\$<<""N

KN 3'I"QI""H<8<\$#""; I: P'<=""37LPH\$'3%: M\$8<: H'8H&'35>3E'9\$77'
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MN C=""M: PP\$<<""%=""877'=""8#""<=""'; ;: 77: 9\$HR'I""Q: H%\$K\$7\$<\$%["'

+N DIR8H\$S""#""H<%8H&'; LHM<: H%<: '='70'P8J""<=""QLK7\$M'898I""
; ;'<=""#87L""; ;'>H\$#"I%\$<6'%<8; ;'X'8%'9""77'8%'<L&"H<%8H&'; 8ML7<6N

, N DIR8H\$S""#""H<%8H&'; LHM<: H%<=""8<\$HM1""8""%<8; ;'P: I87""8H&'
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&N C=""M=8\$IQ""I%: H': ;'<=""M: PP\$<<""P86""%<8K7\$%=""LKM: PP\$<<""%'
;: I'%Q""M\$;M'\$%L ""N

A@l 3&'\: M'G: PP\$<<""%3_'\DG'GDbb@CCBB5'

8N 3&'=: M'M: PP\$<<""P"PK" I%=\$Q%=""877'K""80Q: \$H<"&'K6'<=""
0I""%\$&"H<'8H&'%=""877'I""Q: I<': '<="">3E'5<8; ;'G: LHMS7N""

KN C=""8&'=: M'M: PP\$<<""M=8\$I'%=877'K""7""M<"&'; I: P'<=""M: PP\$<<""
P"PK" I%N

MN @'<=""M: PP\$<<""7""M<%H: 'M=8\$I'X'<=""0I""%\$&"H<'P86'80Q: \$H<'8'
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&N b"PK" I%=\$Q'\$%H: <7\$P\$<"&'<: '5<8; ;'G: LHMS7'I"QI""H<8<\$#""%: I'
87<"IH8<"N

"N 3'<P""; I8P""%=""877'K""%<8K7\$%=""&'; ;' I'<=""7: HR""#\$<6': ;'<=""
M: PP\$<<""8H&'8'&"8&7\$H""&"<"IP\$H"&'; I'<=""I'; \$H87'I"Q: I<N

A@l BU<"IH87'G: PP\$<<""30Q: \$H<P""H<%'

8P"H&P"H<PL%'K'&\$%I\$KL<'&9\$<='<="8R"H&8';I'<="P'"<HR'8<9=\$M='8'#:<'"\$%'
%M="&L7"&N'

30QI: #87': ;8P"H&P"H<'<:'<="K6789%'I"aL\$I'"%8'<9: T<=\$I&%#:<'"':<="5<8;';
G: LHM\$7'P"PK"1%'QI'"%H<N'

YN 5LQ"H%\$: H': ;K6789%PL%'M\$<'<="Q"Ms,\$M%"M<\$: H'<: 'K'"L%Q"H&"&8H&'K"
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5"M<\$: H'gN' i L: ILP'3! C@G2B'A@@i L: ILP'

3N 3'P8': I\$<6'%=877'M: H%\$%<': ;. +j ': ;<="<: <87'M: LH<': ;'LH\$<'I"QI'"%H<8<\$#'"%': H'
5<8;';G: LHM\$7N'

ON C="QI'"%HM"'': ;8'P8': I\$<6': ;<="I"QI'"%H<8<\$#'"%': I'<="I'&'"%RH8<'&
87<"IH8<'"\$<="I'\$H'Q"1%: H': I'K6'"7'M<I: H\$M'P"&\$8%=877'M: H%<L<"'8'aL: ILPN'

5"M<\$: H'gN' A"<: '0: 9"1%'3! C@G2B'^@iA"<: '0: 9"1%'

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ON 3H'8M<\$: H': ;<=">3E'5<8;';G: LHM\$7'9\$77'K"'M: H%\$&'I"&'80QI: #'&'\$;<="'
G=8HM"77: I';8\$7%<: 'I"%Q: H&<: '<=8<8M<\$: H'9\$<=\$H'-: '&86%': ;I'M"\$Q<': ;<="'
8M<\$: H'K6'<="G=8HM"77: IN'

GN C="G=8HM"77: I'P86'#"<: '8H'"H<I"'">3E'5<8;';G: LHM\$7'8M<\$: H': I'#"<: ': I'M=8HR"
: H76'8'Q: I\$<: H'<="I": ;X'QI: #&\$"&'<=8<=<="M=8HR"'&: "%H: <'"';"M\$<#'"76'
M: H<18#'"H"'': I'HL77\$;6'<="QLIO: %"'': I'QI\$HMSQ7'"\$H#: 7#'"&'<="P8\$H'8M<\$: HN'

5"M<\$: H'/N' 30Q"87'3! C@G2B'^@i 30Q"87'

3N 3H6'8M<\$: H': ;<=">3E'5<8;';G: LHM\$7'I"','I"'"&<: '<="G=8HM"77: I'8H&'#"<: "'&
9\$<=\$H'<="'-: T&86'Q"1\$: &'QI: #&\$"&'&: 'I'I"#"9'P86'K"'80Q"87"&'K6'8'<9: '
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#'"<: N'

ON C="80Q"87'QI: M'"%%"=877'K"R\$H'9\$<='<="56%<"P'Y: #'IH8HM"'G: LHM\$7'8H&'
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: \$H87'&\$%Q: %\$<\$: HN'

5"M<\$: H'+*N' ! "M877'8H&'! "; "I"H&LP'3! C@G2B'^@i! "M877'8H&'! "; "I"H&LP'

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I"QI"%H<8\$#"98%M=: %"HN5LM='8'I"M877'#: <"%=877'K""='7&'LQ: H'Q"<\$\$: H': ;'
: H"TaL8I<"I': ;'<="P"PK"l%': ;'<=8<'LH\$<N'C="P8': I\$<6': ;'<="'#: <"%M8%<'%=877'
IL7"l'

ON 3H6': ;;\$M"l': l'P"PK"l': ;'<=">3E'5<8;;'G: LHMS7'P86'K""Q"<\$\$: H"&';: l'I"M877'
9\$<='8': H"TaL8I<"I'#: <"': ;'<=">3E'5<8;;'G: LHMS7N'C="P8': I\$<6'#: <"M8%<': ;'l'
l'"M877'K6'8'aL: lLP': ;'<=">3E'5<8;;'G: LHMS7'%=877'M8L%"<="l'"M877': ;'<=8<'
; ;;\$M"l': l'P"PK"l'N'

GN 3'l";"l"H&LP': ;'<="M: H%<\$<L"HM6': H'8H6': ;'<="Q"MS;\$M'8M<\$: H%': ;'<=">3E'
5<8;;'G: LHMS7'9\$77'K""QI"%H<"&'<: ;'<="G=8HM"77: lN'C="Q"<\$\$: H': ;'l'
l";"l"H&LP'l"aL\$I"%Q"MS:6\$HR'<="'\$%L""8H&'M: H<8H\$HR'<="'%RH8<LI""%': ;'<"H'
Q"lM"H<': ;'<="HLPK"l': ;'%<8;;'&";\$H"&'\$H'5"M<\$: H', N3N@': ;'<=">3E'5<8;;'
G: LHMS7'06T789%N'C="G=8HM"77: l'P86'&"%RH8<"'8'H: HT5<8;;'G: LHMS7'
M: PP\$<""<: 'Q"l';: lP'8'#: <"\$;H"M""%8I6N'C="&"M\$%\$: H': ;'8'P8': I\$<6': ;'<="'
#: <"%M8%<'%=877'&"<"lP\$H""8M<\$: Hl'"

C="Q8I7\$8P"H<8I6'8L<=: I\$<6'%=877'K"";l: P'<="! : K"l<l%! l7""%': ;'DI&"l'?"976'
! "#\$%"&N'