

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

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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 Draft BYLAWS OF THE UAF STAFF COUNCIL as of 4-
15-09_clean_copy.pdf \$, " + & ' - + 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 Draft BYLAWS OF THE UAF STAFF COUNCIL as of 4-
15-09.pdf \$ 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
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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'
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. 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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!@0%"?3DD\$55""B'

KPB K4'18'""0"A5"&'9"F9%"8515\$#"%'@81=0""53'155"8&'1'D""5\$8GN'56""
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PB E6""105"9815""D@%5'\$8&\$A15""56"/'19""1A5\$8G'1%'F93J/'439'1'F"A\$4A'
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?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""
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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/'
D""5\$8G'26"9"56""015""34'A18&&'15"%2\$00'=""F9""85"&'18&'18/'
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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%'
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GB : '%F"A\$10""0"A5\$38'2\$00'=""6"0&'\$4'56""A18&&'15""&3"%835'3=51\$8'56""\$9'
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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'

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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'

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\1/'[*B'

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

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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'

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*B C9"9F19"'439'1FF93#10'56"'&9145'1G"8&1'439'>5144'?3@8A\$0'
D''5\$8G%B'

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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&B E6"'A61\$9F"9%38%'34'56"'A3DD\$55''''D1/'"%51=0\$%6'@=A3DD\$55''''%'
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KKKB V0"A5\$38%N'\ "D=""9%6\$FN'18&'! @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''%&"85N'18&'C9''%&"85B'

MB ! "%F38%\$=0''439'4\$00\$8G'#1A18A\$''%'\$8'@8\$5%'2\$56'83'
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[B ! "#\$'2'@8\$5'A3DF3%\$5\$38'18&'D1\$851\$8'1'D''D="9%6\$F'0\$5B'

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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\$#''
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\$\$\$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%'@=D55''&'53'V0''A5\$38%'
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dB ! "%F38%\$=0''439'F190\$1D''8519/'F93A''&@9''34'56''>5144'?3@8A\$0'
D''5\$8G%B'

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439%'F''A\$4A'\$%'@''B'

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

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

=B E6''A3DD\$55''''%6100'239; '38'F30\$A\$''%'9'015''&'53'56''430032\$8GR'

*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'

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*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\$FN18&! @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@%\$38N18#"
34'56"'F93F3%"&'1D"8&D"85]^'15'56"'8"J5%A6"&@0"&'D""5\$8G'34'56"'7: <'>
>5144'?3@8A\$0'145"9'&\$%59\$=@5\$38'34'56"'A3F\$""B'

<B : FF93#10'34'1D"8&D"85]^'53'56"' /I012'9"Z@\$9"%1'Z@39@D'18&'523156\$9&%'
#35"'34'100'D"D="9%'9"F9""8515\$#"%'F9""85""0\$G\$=0"'53'#35"'\$8'56"'7: <'>5144'
'?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'
>5144'?3@8A\$0B'

. 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'
F93A"&@9""18&'9"G@015\$38%'2\$00'=""439219&"&'53'56"'?618A"0039'439'1FF93#10B'

. 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'
38"IZ@195"9'34'56""D"D="9%'34'5615'@8\$5B'E6""D1Y39\$5/'34'56""#35""A1%5'%6100'
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'
2\$56'1'38"IZ@195"9'#35""34'56""7: <'>5144'?3@8A\$0B'E6""D1Y39\$5/'#35""A1%5'439'
9"A100'='/1'Z@39@D'34'56""7: <'>5144'?3@8A\$0'%6100'A1@%"56""9"A100'34'5615'
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: <'>
>5144'?3@8A\$0'2\$00'="F9""85"&'53'56""?618A"0039B'E6""F"5\$5\$38'439'
9"4"9"8&@D'9"Z@\$9""%F"A\$4/\$8G'56""\$%@"18&'A3851\$8\$8G'56""%\$G815@9""34'5"8'
F"9A"85'34'56""8@D="9'34'%5144'&"4\$8"&'\$8">"A5\$38'MB': B'K'34'56""7: <'>5144'
?3@8A\$0'. /I012%B'E6""?618A"0039'D1/'&"%\$G815""1'838I>5144'?3@8A\$0'
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!5@C1'DE'3235F3'E3@I03?F5'5C3EE'
GD>?G@2>H\$#'I%\$<6': ;'378%J8'E8\$IK8HJ%'5<8;;'G:LHM\$7'

5"M<\$: H'+N' _OI"8PK7"

C=" ">3E'5<8;;'G:LHM\$7'\$%'8'I"QI""% "H<8<\$#"": IR8H\$S8<\$: H';: I'877'H: HT""U" PQ<'8H&
"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: #""IH8HM""%'7;TR: #""IH8HM""QI: M""%N'

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'
E8\$IK8HJ%'\$H<: '\$<%'QLIQ: %""X'P\$%\$%\$: H%X'Q78HH\$HRX'R: 87%'8H&': K'""M<\$#"X'
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'
: ;'378%J8'E8\$IK8HJ%'K" ;: I"";\$H87'8QQI: #87N"

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'
I"QI""H<8\$#"PL%<%"I#"": H'8<'7"8%<: H""Q"IP8H"H<'M: PP\$<<""N'
,

ON 37<"IH8<""32CB! ?3CB5'

@ C="I""%=877'K"": H""H: HT#: <\$HR'87<"IH8<"";: I""#"I6'I"QI""H<8\$#"N'
37<"IH8<""8I""I8HJ"&'K6'HLPK" I': ;#<:"%I""M"\$#"&: I'&8<""80Q: \$H<""&N'

@ A8M8HM6': ;'8'I"QI""H<8\$#"V%"8<%=877'K"";\$7"&'K6'<=""\$1%<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"l'(+l'

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<0!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

KN 5%"I#"': H'<="">3E'Y: #"IH8HM""G: : I&\$H8<\$HR'G: PP\$<<""N

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

&N 38%%LP""<=""&L<\$"%': ;'OI""%\$&"H<'9=""H'<=""OI""%\$&"H<%'8K%"H<N

, 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'0"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""; ;'
!L187'G: 77""R"! L187'8H&'G: PPLH\$<6' "#'7: 0P""H<P\$%\$%: H'
%<8<"P""H<: ;'<="">H\$#"I%\$<6': ;'378%J8'E8\$IK8HJ%N

&N C=""M=8\$IQ" I%: H': ;'<=""M: PP\$<<""P86""%<8K7\$%=""LKM: PP\$<<""%'
;: I'Q""M\$;M"\$%L ""N

A@I >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'
%"I#"": H'<=""M: PP\$<<""N

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&'
898I""H""%": ;'<="">H\$#"I%\$<6N

(N D<=""I'<"P%<: 'K""&"<"IP\$H"&'K6'<=""M: PP\$<<""": H'8H'8HHL87'
K8%\$%N

&N C=""M=8\$IQ" I%: H': ;'<=""M: PP\$<<""P86""%<8K7\$%=""LKM: PP\$<<""%'
;: I'Q""M\$;M"\$%L ""N

A@I 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'
M=8\$IQ" I%: HN

&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@I 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"
80QI: #'&'K6'8'<'9: T<=\$I&%#:<=""': ;<=""5<8;;'G: LHM\$7'P"PK"1%'QI""H<N'

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'^@i A"<: '0: 9"1%'

3N 3M<\$: H%<8J"H'K6'<="">3E'5<8;;'G: LHM\$7'Q"1<8\$H\$HR'<: '>H\$#"1%\$<6'Q: 7\$M6X'
QI: M"&LI""8H&'I"RL78<\$: H%'9\$77'K"";: I98I"&'&<:'<=""G=8HM"77: I': I'80QI: #87N'

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<I8#"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: '
<=\$I&%P8': I\$<6'#"<: ': #""I\$&'#"<:"': ;'8'aL: ILP'8'<=""H"U<'I"RL78I76'
%M=""&L7"&: I'Q"Ms87'P""<\$HR': ;<="">3E'5<8;;'G: LHM\$7': ;7: 9\$HR'H: <\$M"": ;<=""
#"<: N'

ON C=""80Q"87'QI: M""%%"=877'K"R\$H'9\$<='<=""56%<"P'Y: #'IH8HM""G: LHM\$7'8H&'
QI: M""&'<:'<=""OI""%\$&'H'<: ;<="">H\$#"1%\$<6N@;'<=""OI""%\$&'H'<%L%<8\$H%<=""
G=8HM"77: I1%#"<: X'<=""8M<\$: H'P86'K""80Q"87"&'<:'<=""O: 8I&:'! "R"H%<": I'
:\$H87'&\$%Q: %\$<: HN'

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

3N 3H6'I"QI""H<8<\$#P86'K""I"M877"&'K6'<=""LH\$<';I: P'9=\$M='<=""

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'
! "#\$%"&l'