

67\$7(0(172)\$' ',7,21\$/ ,1)250\$7,21

0)81' ,1&

0 ,QMCNRCQ(TXW)XCG 0%(4;

0 /DJH&DS*URZVK)XCG 07&*;

0 &DSMOC\$SSUFLDNRQ)XCG 0)&3;

0 /DJH&DS9DCH)XCG ())]TJ 1 0 0 -11 0 0 -1 445.200D

7KH&RUSRUDWRQDQGVAH) XQG/

) XQG3RDFHV

,QYHVR HQ/6WDMUJHV/DQG5LVW

0 DQDJHP HQ/RI VAH) XQG/

,QYHVR HQ/\$ GYLUV DQG2 VHU6HVLVHV

%URNHUVJH\$ QYHVRDQG2 VHU3UFWVHV

&DSLWQ6VWFNDQG2 VHU6HFXUMHV

&RQRCBHVQ/018 1 0 0 -1 845.67188 72487 Tm [[(X)] TJ 1 437 Tm [[[(X)]6 TJ 1 437 Tm [[()] 0

[Redacted text block]



1 RQHR VH) XCG/P D.

*****80GJH P RWDJHRUK SRMFDMLVDXHW HJ F-SWRVHHJ WQVQHFWDJ VRVFXUHSHP LWMGERURZLQV

*****8XUKDHFVFXUMH/RQP DJLQ HJ F-SWRUXXFKVKRUWMLP FUGLWD/DJHQHFWDJ I RUMHFQDUCFHR WQVDFDQ

*****8XURKDYH YDUEGH DP RXQ/P DVMUG-P DGG CRM/ Z KFK DUH REQJ DMRQ/ WDA'SHUP LVMH LQYHWP HQ/R I QFMDM QJ DP RXQW D'WQJ LQJ UDM/R
LQNUH W'SXUXDQ/R GLHFV DUEQJHP HQVE-WZ HQV H QG-UDGG VM HERUJZ HU

*****8XURKDYH YDUEGH RUI QD M QJ UDM G-P DGG LQWKP HQV Z KFK DUH G-EVW F XUMH/ WDA' LQFOGHD YDUEGH RUI QD M QJ LQNUH WDM DGMW HQV
I HDMUH

*****8XURKDYH I QJ HG LQFP H LQYHWP HQV F BRUDM G-EVREQJ DMRQ/ LQFOGQJ FRP P HULDCSDSHU EXWJ FOGLQJ FRQYHUNEQJ VFXUMH/ WDA
DUH XQDNG RUJ DNG DVMH WP HRI SXURKDYH LQV H QZ HU D M QJ FDMU RUIH/EA 6 3U 3HWUDHF

*****7KH0 , QALCDNRQD(TXLW) XCG VNH0 &DSLVD\$ SSUFLDWRQ) XCGDGGVNH0 / DJH&DS9DOX) XCGPD CRVSKURKQ/HUWMEFNGVFXUMV/
H F-SWVFXUMV/ RIHJG DGG VRG VR³TXDILHG LQMMNRQDEX HV LQ DFRUDDQH ZLVK 5XOH \$ XCGUWH \$ FWDGG H F-SWRUHQ
VFXUMV/RIHJG DGG VRG RXVLGHVH8 QVNG6VWV LI D/DUH XQVWHUHI PRUHWQ RI VHYDOXRI LWVWDDWHV ZRXG EHLQHWNG LQ
UWMEFH† U L

, QYHWP HQ/V6VMDMUIH/DQG5 LVN

, QYHWP HQ/V

6RP HRUDOR(VMH) XCG/P D XNQI HVMHICRZ LQI LQYHWP HQ/VWFKQIXH/RUP DNHVMHICRZ LQI WSHV/RI LQYHWP HQ/V XEVMFVWR VMH UHVMFVWRQ/VH/ I RUK DERYH 7R VMH H VQV6SHUP LVNGE I HGUDDZ LQYHWP HQ/VRI DQ FDK LQYHMMGRUHQYHMMGXCGHVMH VFXUMH/CGGQI SURJUDP DUH H P SWURP VMH UHVMFVWRQ/VHVRUK LQVVL6\$,

- " &RP P RQDQG3UH HUH6VWFN
- ") RUHJQ* RYHLP HQ/V2 EOU DMRO
- " ' HSRVQU 5 HFLSW
- " 6KRUV7HUP %DQDQG&RUSRUDM2 EOU DMRO

) RUHJQ, QYHWP HQ/V

(DFK RI VMH) XCG/P D LQYHWP/VFXUMH/RI) RUHJQ, WXHV/ 7KH0 / DUH&DS* URZVR) XCGP D LQYHWP/VR RI VMHYDOR(LVVMODXHV/LQ VFXUMH/RI) RUHJQ, WXHV/DQGVH0 &DSLDD\$ SSUFLDMRO) XCGDQGVH0 / DUH&DS9DQH) XCGP D LQYHWP/VR RI VMHYDOR(VMHVMODXHV/LQ VFXUMH/RI) RUHJQ, WXHV/ 7KH0 , QMLDNRDQ(TXLV) XCGP D LQYHWP/VFXUMH/GCRP LQDNGRUTXRINGLQDFXUHQF RMLVMQVMH8 6 GROU³CRQ GROUJGCRP LQDNGVFXUMH/ 7KH0 &DSLDD\$ SSUFLDMRO) XCGDQGVH0 / DUH&DS9DQH) XCGP D GRVQYHWP/LQDQ I RUHJQJRYHLP HQ/VFXUMH/

5 LVN/5 HDMG VR) RUHJQ, QYHWP HQ/V , QYHWP HQ/V LQ VMH VFXUMH/RI) RUHJQ, WXHV/ RULQ CRQ GROUJGCRP LQDNG VFXUMH/ P D SUH HQ/ SRMQUDEQH LV DQ UAN GRVDMRFDNG Z LVK LQYHWP HQ/V VRD LQ VFXUMH/RI GRP HMMF LVXHV/ RU8 6 GROUJGCRP LQDNG VFXUMH/ %HDXH LQYHWP HQ/V LQ) RUHJQ, WXHV/ P D LQYROYH FXUHQFLH/RI I RUHJQ FRXQNH/ EHFDXHD) XCGP D VAP SRUDUO KRQ I XCGV/LQ EDO GSRVW LQ I RUHJQ FXUHQFLH/GXUQ FRP SWURQI LQYHWP HQ/V SURJUDP V DQGEHFDXHD) XCGP D EHVMFVWR FXUHQF H SRXUHQGSHCGQARI LV VFXUMH/SRVMRO/ VMH) XCGP D EHDHFWGIDYUDEO RUXQDYUDEO E FKOQH/LQFXUHQF UDM DQGLQ H FKOQH FRQVROUHXDMRO/DQG P D LQFXUFRW LQ FRQHFVRO Z LVK FRQYHVRQ/EH H QYDURXVFXUHQFLH/

) RUHJQ LQYHWP HQ/V DUNHW DOR KDYH GUH HQ/V FODUQFH DQGVHWP HQ/V SURFGXU/ DQGLQ FHVUQ P DUNHW VMHUP D EH VPHV Z KH VHMWP HQ/V P D EHXQDEVRNH SDFH Z LVK VMHYRXP HRI WDCDFVRO/ P DN LQ LVGUHFXVMR FRQGFVWFK WDCDFVRO/ &RP P XQFDMRO/EH H QVMH8 QVAG6VDM/DQ I RUHJQ FRXQNH/P D EH VCRZ HURUQW UHDEQH WDC Z LVK VMH8 QVAG6VDM/ VAV/LQFUDLQI VMH UAN RI GHD HG VHMWP HQ/VRI SRVNROR WDCDFVRO/RUCV RI FHVUFDAM I RUSRVROR VFXUMH/

, QYHWP LQ CRQ GROUJGCRP LQDNG VFXUMH/RULQ VMH VFXUMH/RI) RUHJQ, WXHV/LQYROYH VJGUHFDQVDM/VMDVUHQR/VMSLDD DMRFDNG Z LVK LQYHWP LQ8 6 GROUJGCRP LQDNG VFXUMH/RULQ VFXUMH/RI GRP HMMF LVXHV/ 6XFK LQYHWP HQ/V P D EHDHFWG E FKOQH/LQFXUHQF UDM FKOQH/LQ I RUHJQ RU8 6 QZ V RUVHVMFVWRQ/ DSSQDEQH VR VFK LQYHWP HQ/V DQGLQ H FKOQH FRQVROUHXDMRO/ FXUHQF ECRFNDJH 6RP H I RUHJQ VAFN P DUNHW P D KDYHVMQDQD QWYRXP HVMQ I RUH DP SDH VMH1 HZ <RUVAFN (I FKOQH DQGVFXUMH/RI VRP H) RUHJQ, WXHV/ P D EHQW/QXGVMQ VFXUMH/RI FRP SODEQH GRP HMMF LVXHV/ &RP P LVLRQ/ DQ GHDU P DUN XSV RQ WDCDFVRO/ LQ I RUHJQ LQYHWP HQ/V P D EH KJKH WDC I RUVLP LDU WDCDFVRO/LQ VMH8 QVAG6VDM/ , QDQGVRO FODUQFH DQGVHWP HQ/V SURFGXU/P D EHGUVHVMQ I RUHJQ FRXQNH/DQGLQ FHVUQ P DUNHW RQ FHVUQ RFFDMRO/ VFK SURFGXU/P D EHXQDEVRNH SDFH SIDA S D

) RUHJQ, VAXHV/P.D. GRVH VEMFVWR XQURP DFRXQMJ DXGWDJ DGG ILQDQFLDQHSRUMQJ VADQDQ/FRP SOLJEDH VR VWRH DSSQDECH VR GRP HMMF FRP SDQH 7KHUH P.D. EH QW SXEQFO DYLDQECH LQ RUP DMRQ DERXWD) RUHJQ, VAXHVMDQ DERXWD GRP HMMF RCH, Q DGGWRQ VWHUH LV JHCHUDQ QW JRYHLP HQVHJXQMRQRI VAFNH FKQJHV EURNHV DGGQVING DGGXQDMGLVXHV/LQI RUHJQFRXQNH/VMDQLQVH8 QVNG6VDMV) XUMHUP RUH Z LVK UHSFVWR FHUQLQI RUHJQFRXQNH/VWHUH LV DSRVLEQW RI H SURSUDWRQ RUFHQWVDMV VQ DMRQ LP SRVWRQRI Z LVK RQDQJ VQ HV/RQ GYLGHQG RULQMUH VSD P HQV QP LVDMRQ/RQVH UHP RYDOR I XQGV/RURMHU DMHV RI D) XCG RUSRQVDFORUVRFLDQLQVDEQW RUGSOP DMF GHYHOSP HQVZ KLFK FRXQD IHFVQYHMF HQV LQ VWRHFRXQNH, QBYLGDQI RUHJQHFRQPLHV/DOR P.D. GIIHUI DYRUDEO RUXQI DYRUDEO IURP VWH8 QVNG6VDMV/HFRQRP\ LQVXFK UHSFVWD/JURZ VWR RI JURV QDMRQDQD SURGXFVUDM RI LQDMRQ FDSVQDQHQYHMF HQV DGGUH RUXHVH D VILFLHQ

,VV/DOR SRVLECH VMD/VH8 6 RMMHUCDWRQ/RURMHU RYHLP HQMD-QMMV/ LQFOGLQJ VXSUDMRQDQ-QMMV/ FRXQIP SRVH VQDFWRQ/DJLQVMDXHV/LQYDURXV VFRV RI FHUQLQI RUHJQFRXQNH/ 7KLV FRXQOP LV D) XCGV/LQYHMF HQVRSRUMQVH/LQVXFK FRXQNH/ LP SOLJQ VWH) XCGV/DEQW VR LQYHVMQ DFRUGDQFH Z LVK LV LQYHMF HQVWDMV\ DGGRUVR P HVVW LQYHMF HQVREMFMVH, Q DGGWRQ DQ LP SRVWRQRI VQDFWRQ/XSRQ VXFK LVXHV/FRXQGHXQVQDQ LP PHQDM I UHJ H RI VWH LVXHVUJ VFXUMV/ LP SOLJQ VWH DEQW RI D) XCG VR EX VQ UHFHLYH RUGDQYH VWRH VFXUMV) XUMHU FXUHQ/VQDFWRQ/RURMH VUHDRI SRVQDQDQDFWRQ/P.D. DOR LP SOLMHYDQHRUQTXLQV RI DIFVNGVFXUMV/DGGQJDMV D LP SDFV D) XCG

(XURSHDQ8 QVNG. LQJGRP 5 LVN 7KH(XURSHDQ ILQDQFLDQDQ DUNHWKDYHFRQVXGHVRH SHUHQHYRQDQV EHFDXHRI FRQHLQ/DERXVFRQRP LF GRZ QMLQ/DGG DERXVWJK DGG UMLQJ JRYHLP HQVGEVDMV D RI VHYLDQFRXQNH/LQVH(XURSHDQ8 QRQ³(8' DGG(XURSHJHCHUDQ 7KHVH H YHQV KHCB

) RIZ DUG) RUHQ & XUHQ ([FKQJH & RQMFV 7KH0 , QMLQNRQD(TXLW) XCG LQ VM VRD GLVUHQRI LW 6XE \$ GYLHUP D. EXWV QVA
REQDNGXCGUDQ RUFXP VDCPVR HQMULQRI RIZ DUGIRUHQFXUHQ H FKQJHFRQDFWLRQLGURDWR SVP SURMFWDJLQVYQFUDLQV LQVMHOMFR
IXMUIRUHQFXUHQ H FKQJHUM/LQFRQFWRQZ LK VMHQJ WDG-V \$ IRZ DUGIRUHQFXUHQ H FKQJHFRQDFWLRQYOHVDOREQDMRQR SXFKDHRU
VHODVSHLLFXUHQ DNDIXMUGDM ZKFKPD. EHQ. II. HGQPEHURI GD. VIURP VMGDNR VMFRQDFWJUHGXSRQE VMHSUWV DND SUFHVNDVMH
WPHRI VMFRQDFW7KHFRQDFW DUHWGGLQ VMHQMLQDQ P DNHVFRQGFVNGLUHQ EHWHQFXUHQ WDG-V XVXDD QJHFRP PHFDQDQV DQG
VHLFXMPPHV \$ IRZ DUGFRQDFWQHDD KDVRGSRVVMHFXUHP HQMDGGRFRP LVMRQ/DUJHQHDD FKQJHGDDQ VMWHIRUMDG-V

\$ VMHP DMUWRI DIRZ DUGFRQDFVMH) XGPD. DFFSVRUP DNHGDYHV RI VMFXUHQ VSHLLHG LQVMFRQDFVRU DWRUSUURVP DMUW HQM
LQR DFBVQJ SXFKDHWDDFWRQLQRYLQ VMHSXFKDHRUMDRI DQRI VMHQJ FRQDFW&QVQJ SXFKDHWDDFWRQ/Z LK UHSHFWRI RIZ DUGFRQDFW
DUHXVDD HIFVNGZ LK VMFXUHQ WDG-UZKR LVDSDUWR VMHRUHQDD RIZ DUGFRQDFW

7KH0 , QMLQNRQD(TXLW) XGPD. HQMULQRI RIZ DUGIRUHQFXUHQ H FKQJHFRQDFWLRQVMHDDFLUXP VDCPVR : KHVMH0 , QMLQNRQD
(TXLW) XCGHQV LQR DFRQDFWRU VMHSXFKDHRUMDRI DVFXUW GQRPLQMG RUCRNG LQDIRUHQFXUHQ RIZKHQVDDQVSDM VMHUFHSDQD
GRRRFXUHQVSDP HQMRQVFK DVFXUW VDWKROV LVP D. GMLUVR³ QFNQ VMH8 6 GRRUSUHR VMHFXUW RUMH8 6
GRRRFXUHQVSDP WFKGLGGRULQMVSDP HQULV BUUW V&RFRQV QHFRQV LQJ SXUGM RULWQD `@

,QYHWP HQVLO' HSRMDU 5FHLSW 0 DQ VFXUMH/RI)RUHQ, WXU/DUHUSUHONGE ' HSRMDU 5FHLSW

6XEMFWR VH UHMFWRQ/VHWRUM DERYH HFK RI VH) XGVP/D LQYHWQ\$PHIEDQ' HSRMDU 5FHLSW 3\$' 5V \$' 5VUHSUHQVHULUWVR
UHHYHVFUXUMH/RI)RUHQ, WXU/GSRMANGLODGRPHWF EDONRUDI RUHQFRUHSRQGHQ/EDON 3UHF/RI \$' 5VDUHTXRINGLO8 6 GROW/ DGG\$' 5VDUH
WDCGLQVH8 QVAG6VDM/RQH FKQJH/RURYHUVHFRXQJDDGDUHVSQ/RUJGRUXQSRQ/RUJGDGGLVXGAE GRPHWF EDONV \$' 5VGR GRVHOP LQDMDDMH
UUN LQHJHQLQ LQYHWQ LQ VH VFUXUMH/RI)RUHQ, WXU/ 7R VH H WQ/WMD/D) XGQ DFXUH/\$' 5V WURXJK EDONV WDVGR QRAKDYH DFRQDFWCO
UHHYHVKLS ZLAK VH) RUHQ, WXU/RI VH VFUXUMH XGGLQ/LQ VH \$' 5 VR LVXHDG VHYLH VFK \$' 5V XQSRQ/RUJ SURJUDP VHUH P/D EH DQ
LCFUDVHGRVWLELQV WMD/VH) XGZ RXGGRVHFRPHDZ DUHRI DGG EHDQVH UH SRQGR FRUSRUDMDFWRQ/VFK D/VAFN VSDWRUULUWVR I HUIQV LQYROYLQ
VH) RUHQ, WXU/LQDWP HD P DQHU 7KH LVXU/RI GSRMDU UHHLSWP/D QVFRQVXHLVXLO QHZ GSRMDU UHHLSW DGGZ LVAGLIZ H LVWQJ GSRMDU
UHHLSW DWDQ WPH ZKLFK P/D UHXOVQFRW DGG GHD VLO VH GLVWEXWRQRI VH XGGLQ/LQ DVHWR VH) XGQ , QDGGWRQ VH DFN RI LQ RUP DWRQ P/D
UHXOVQLCHILFHQLH/LQ VHYDDWRQRI VFK LQWKP HQW + RZHYU E LQYHWQ LQ\$' 5VUDMHUWQ DVNQL8 DQ PZDNEI DDMH

6HFUMW/SUHF/LQHPHJLQJ PDUNHWFDQEHVJQILFDQ P RUHYRDMH VQQLQ VHP RUHGMYBSHG QMRCV/RI VHZRUG UHGFVQJ VHPJUHDAJ
XCFHVLQWV RI LQYHMQJ LQ QW HMDQKHG PDUNHW DQG HFRCP LHV , Q SDUFXDU FRXQNHV ZLVK HP HJLQJ PDUNHW P.D. KDYH UHDMYH QXMDQJ
JRYHCP HQV SUH-QVH HUN RI QMRCQJ DMRQ RI EXLQWV/ UHMFVWQ/RQIRUHJQRZ QVUKS RUSURKLEWQ/RQUHSDMIDMRQ RI DWHV DQGP.D. KDYH QW
SURVWQRI SURSHUV UUKWVMDQ.P RUHGMYBSHG FRXQNHV 7KH HFRCP LHV/RI FRXQNHV ZLVK HP HJLQJ PDUNHW P.D. EHSUHRP LQDQJ EDHGRQROO DIHZ
LGGVNHV P.D. EHKJKO YXQHDEQVRFKQJH/LQGFDRUJ QEDQNDGHFRQBWQV DQGP.D. VHIHUIURP H VHP HDGGYRDMH

3XU/XDQNR5XCH H XCGHUMH \$ FVD) XGGP.D QRWFTXUHQD 3LQTXLGLQYHMF HQV/LI LP P HEDND DVMUMHDFTXLWNRQ VHUHDMQY XCG
ZRXQ KYH LQYHMMG P RUH VDD RI LWQHDXHW LQ LQTXLGLQYHMF HQV \$ Q3LQTXLGLQYHMF HQV/LV DQ LQYHMF HQV/MQ/D) XCG UHVRQDEO H SHFW
FDQRVHVRG RUGLSRVHGR LQFXUHQ/P DJNH/WFQGLWRQ/LQVHYQFDQDQJGD V RUGWZ LMRXVMH VDB RUGLSRVWRQ VJQLFDQO FKQJLQ VHP DJNH
YDQHR VHLQYHMF HQV/KH&RUSRUDWRQKQ/LP SPP HQMGDZ UMMQO TXLQW UANP DQJHP HQV/SURJUDP DQGUHQDNG SURFHGXV 3/ LTXLQW3URJUDP VMDW
UHVRQDEO GMLJCHGVR DAW/DQGP DQJHDFK) XCGV3LTXLQW UAN GHLCHE VNH6FXUMH/DQG ([FKQJH&RP P LVLQ VNH36(& DVMH UAN VMD/D
) XCGFRXQQRVPHWHTXHWVR UHGHP VKUH/LXWGE VHUHDMQY XCGZ LMRXVWJQLFDQ/BQWRQRI UPP DQJLQ LQYHMMUJ LQMUHWLQVFK) XCG 7KH
%RUG KD/ GMLJQDNG D FRP P LVMH FRP SUWGR VNH & RUSRUD

) X\XUH&RQ\DFW

7KHGLFXWRQEHZ U\DM\RIER\WH0 ,Q\LD\RCO(TXLW) XCGLWH\DGWH8 GGH\O\QJ) XCGLOZKFKLWQYHW

VH 7KH0 ,Q\LD\RCO(TXLW) XCG DG WH8 GGH\O\QJ) XCG P D SXUR\DJH RU V\H\DI X\UH\ FRQ\DFW DG RSM\Q\ RQ I X\UH\ FRQ\DFW I RU HTXLW

: KHQHQWUQJ LQW DFRP P LWF HQVWR SXURKDVHDVFXUW RQDZKHQLVXHG GHD HG GHDYU VR EH DQRXCFGRUIRZ DUGFRP P LWF HQVEDLV VNH
) XGGRU8 QGHUQJ) XGGZ LQFRP SQ Z LVR VNH' HUYDNYH/5XDH 8 QGHUWVH' HUYDNYH/5XDH WDDQDFWRQ/P DGRQDZKHQLVXHG GHD HG GHDYU VR EH
DQRXCFGRUIRZ DUGFRP P LWF HQVEDLV Z LQGRVHGHHP HG VR LQRYHD³ VQRUVFXUW VR GRQ DVVH) XGGLQMG/VR SK VFDQ VNHVH WDDQDFWRQ
Z LVLQ GD VRI VNHWDGHGDM

([FKQJH7UDGHG) XGGV

7KH0 , QMLQWROD(TXLW) XGG DGG VNH8 QGHUQJ) XGG PD DQR LQYHWLQH FKQJHWDGHGXGG/ ³(7) V DGG VLP LQD VNHVHSG SRROG
LQYHW HQWIRUMHSXLSRHRJ DQDQJ H SRXUHW VNH TXLW P QUNWZKHQ P DQMLQK QXGQW \$ Q(7) LV DQLQYHW HQVWRP SDQ FQWLLHG DV DQRSHQ
HGG LQYHW HQVWRP SDQ RUXQLWQYHW HQVWRP SDQ HD P Q (7) QUNWZKHQ

&\ EHUFXLW

5 LVN5 HDMG VR &\ EHUFXLW , QNDQRDDF EHUFXLW EUHFKV RI VEH) XCG/FRXCS LQFOXGH XODKRWUJ HG DFFHW VR V WMP V QHWRUNW RU GHYLFV VFK DVWURJK³ KDFNLOJ' DAWYLW LQHFWRQIURP FRP SXWUYLXVH/RURMHP DDFRXVARI WZ DUHFRGH DGGDNDFN WDNWKAVERZ Q GVDGHI VGR RU RMLH L VH GLVXS/VRSHUDNRQ/ EXVLDHV SURFHVH/ RUJ HEVDM DFFHW/ RUJ XCFWRQDDW , Q DGGWVRQ XQLQMQRQDDOLQLGHQW FDQ RFFXU VFK DV VEH LQDGYHUMQ/ UHDDHRI FRQLGHQMDLQRUP DNRQ SRVLEO UHXONDQ LQVHYLRODNQRRI DSSOFDEGH SUIVFA OZV \$ F EHUFXLW EUHFK FRXCS UHXONDQ VEH DV/RUMHVRI FXWRP HUGDD/ RUI XCG/ VEH LQDELDW VR DFFHW/HDFWRQF V WMP V³ GQDDOR VHYLFV GRW/RUMHVRI SURSUIHQW LQRUP DNRQ RUFFRSLUDM GDD SKI VFDG GDP DJHVR DFRP SXWURJQHWRUN V WMP RUFFRWDVRFDNGZ LWK V WMP UHSOLV 6 XFK LQFLGHQW FRXCS FDXVHD) XCG VEH \$ GYLHU RUMVH VHYLH SURYLGHV VR LQFXU UHXONDWV SHGDVH/ QMD DNRQ HJ SHQHV/ UHSXWDNRQDD GDP DJH DGGWRQDD FRP SDGDFH FRWV RU VJQLLFDQM/LQDQFD OGW : RUN IURP KRP H DUIDDHP HQW E) VEH) XCG/ VEH \$ GYLHU VEH 6XE \$ GYLHU/ RU VMLHVHYLH SURYLGHV/ FRXCS LQFUJHV DOR VEH DERYH UANV FUDM DGGWRQDD GDD DGG LQRUP DNRQ DFFHWELDW FRQHLQ/ DGG P DNH VEH) XCG/ VEH \$ GYLHU VEH 6XE \$ GYLHURU VMLHVHYLH SURYLGHV/VAVSVEGH VR RSHUDNRQDDGLVXSVDV , Q DGGWVRQ VFK LQFLGHQW FRXCS D IHVAVXHV/LQZ KFKD) XGGLQVHW DGGVMEHE FDXHVH) XGGJ/LQYHWF HQWVR GRVYDDH

(FRQRP LF DGGO DUNHW YHQW

5 LVN5 HDMG VR (FRQRP LF DGGO DUNHW YHQW (FRQRP LF HYQW KLVWUFDQ KDYH UHXONG DGG P D LQ VEH XWUH UHXONLQ DD XQXDD KJK GHUJH RI YRDMDW LQ VEH LQDQFDOP DUNHW ERK GRP HMF DGG I RUHQ 7 KMH HYQW KDYH LQFOXGH G EDQVXSMLH/ FRSLUDM UHWVFUHQJV DGG VLP LDU HYQW JRYHQP HQDHI RUV VR QP LAKRWVHQDQ DGG KJK I UHXQF WDGQJ P HDWUH VR DGGUW 8 6 IHGHUDDQ WDM EXGHVGH LELW EDQ IDLOUH VRFDD SRDMDDD DGG HFRQP LF LQDELDW LQ(XURSH DGG RWHUFHQVH/ HFRQP LF WMP XQVE VEH DSDQHWH QDDEQD GUP DMF FKOJH/LQHQHJ) SUIH/ DGG FXUHQF HJ FKOJH UDM &KLOM/HFRQP LF VGR GRZ Q DGG UHLRQDDUP HG FRQ QP VFK DV VEH Z DJEHV H 5 XMD DGG 8 NUDQH DGG VEH Z DJEHV HQ , VHD DGG + DP DV , QMURQQ FANG J OEDCHFRQP LHV DGG I LQDQFDOP DUNHW LQFUJHV VEH SRVLELDW WDNVFRQWVRQ/LQRQH FRXQV RUIJH LRQ P LJKWGYHVHD IP SDVAVXHV/LQDGLI HUH QVFRQW RUIJH LRQ %RWK GRP HMF DGG I RUHQHTXLW P DUNHW KDYH HJ SHUHQF GLQFUJHV YRDMDW DGG VLP RLOZ LW VAVXV VDA KDYH HJ SRXUVR VEHUHDOHMDM P RUVDJH DGG FUHVP DUNHW SDVFXOLQ D IHFANG) LQDQFDQVMDNRQ/FRXCS V I HGRVH/DV LQMUHVVDM/UMH RUIFRQP LF FRQWVRQ/GMVURDM

, QDGGWVRQ UHDMYHO KJK P DUNHWYRDMDW DGGUHGFHG QTLGWLQFUJHV DGGILJ HG LQFRP HP DUNHWP D DGYHVHD D IHVFP DQ LVAVVZ RQZ LGH \$ FWVRQ/VNFQ E) VEH 8 6) HGHUDO5 HAVYH) HG RUIRUHQ FQNDQEDQV VR WMP XDM RUVDELD H HFRQP LF JURZ VFK DV LQNYHQVRQ/LQ FXUHQF P DUNHWFRXS GQVH DGG DNDHDFRQDF QP VFK DV VEH Z DJEHV H 5 XMD DGG 8 NUDQH DGG VEH Z DJEHV HQ , VHD DGG + DP DV , QMURQQ FANG J OEDCHFRQP LHV DGG I LQDQFDOP DUNHW LQFUJHV VEH SRVLELDW WDNVFRQWVRQ/LQRQH FRXQV RUIJH LRQ P LJKWGYHVHD IP SDVAVXHV/LQDGLI HUH QVFRQW RUIJH LRQ %RWK GRP HMF DGG I RUHQHTXLW P DUNHW KDYH HJ SHUHQF GLQFUJHV YRDMDW DGG VLP RLOZ LW VAVXV VDA KDYH HJ SRXUVR VEHUHDOHMDM P RUVDJH DGG FUHVP DUNHW SDVFXOLQ D IHFANG) LQDQFDQVMDNRQ/FRXCS V I HGRVH/DV LQMUHVVDM/UMH RUIFRQP LF FRQWVRQ/GMVURDM

%JLQDQ LQO DFK VEH) HG EHQDQ SURJUHLYHO LQFUJHV LQMUHVVDM \$ VDUHXONDW VRFDNGZ LW KJK LQMUHVVDM/DHFUXUHQ KHLKMG , VVGLI LFXOVR DFXUDMD SUHFVHSHDZ KFK VEH) HG Z LQFUJH LQMUHVVDM QP VEH Z DJEHV H 5 XMD DGG 8 NUDQH DGG VEH Z DJEHV HQ , VHD DGG + DP DV , QMURQQ FANG J OEDCHFRQP LHV DGG I LQDQFDOP DUNHW LQFUJHV VEH SRVLELDW WDNVFRQWVRQ/LQRQH FRXQV RUIJH LRQ P LJKWGYHVHD IP SDVAVXHV/LQDGLI HUH QVFRQW RUIJH LRQ %RWK GRP HMF DGG I RUHQHTXLW P DUNHW KDYH HJ SHUHQF GLQFUJHV YRDMDW DGG VLP RLOZ LW VAVXV VDA KDYH HJ SRXUVR VEHUHDOHMDM P RUVDJH DGG FUHVP DUNHW SDVFXOLQ D IHFANG) LQDQFDQVMDNRQ/FRXCS V I HGRVH/DV LQMUHVVDM/UMH RUIFRQP LF FRQWVRQ/GMVURDM

3RDMFDDMLP RLOZ LMLQVMH8 6 DGG DEURDGP D. DOR LP SDFVD) XCG \$ QMRJK VMH8 6 JRYHQP HQWQV/KRCRUHG LW FUHGLWREQJ DMRQ/ LWUHP DQ/ SRMEQHWQVMH8 6 FRXCGHDXQVRQ LW REQJ DMRQ/ : KLOH LWV LP SRMEQHWV SUHGLFWMH FRQHTXHQFV RI VFK DQ XCSUHFHQHGHYHQMLVWV QNHQ WQND GHDXQVE VMH8 6 ZRXCGEHKJKO GLVXSUYHVR VMH8 6 DGG JQBEDVHFXYMHW/P DUNHW DGG FRXCG VJQLIFDQO LP SOLUVMHYDOXRI D) XCGV LQYHWP HQV 6LP LQO SRDMFDDHYHQVZ LMLQVMH8 6 DMV H/KDYHUHXONG DGG P D. LQVMHIXMUHUHXOMLQDVXXGRZ QR JRYHQP HQWVHYLHV Z KLFK FRXCGHQJ DQYHO DTHFVMH8 6 HFRQRP \ GHFUHVMHYDOXRI D) XCGV LQYHWP HQV DGG LQFUHVMHXCFWQV LQ RU LP SOLUVMH RSHUDMRQ RI VMH8 6 RU VMHUVHFXYMHW P DUNHW ,QUHFQW HDV VMH8 6 UHQJRMVAG P DQ RI LW JQBEDVGHUHQMRQKLSV/DGG LP SRVHG RUMUHQMG VR LP SRV VJQLIFDQVLP SRUWQULIV 6XFK DMRQ/FRXCGDGGVR SUHFHYRDMQV DGG RYHJQDGFQCHV LQ8 6 DGG JQBEDV LQYHWP HQV P DUNHW

7KHUHV D ULN WQVMH SUHMQ/YDOXRI DMV RU LQFRP H IURP LQYHWP HQV Z LQDEH QW LQ VMHIXMUH DV ULQJ SUHFV LQDMRQ UHGXF VMHU SXUFDMLQJ SRZHU ,QDMRQUDMVP D. FKOJHIUHTXHQO DGG GUDMFDQ DV DUHXQVRI YDUXV IDFWV LQFOXGLQ XQH SHFWG VKUW LQVMH GRP HMF RUJ QEDC HFRQRP \ DGGD) XCGV LQYHWP HQV P D. EHDHFWG Z KLFK P D. UHGXF VMH) XCGV SHURP DQF : KLOHYHUHQGRZ HGE UHFQWDSGLQDMRQ VMHUV DOR DULN WQVMH SUHFV RI JRRG/DGG VHYLHV/LQVMH8 6 DGG P DQ IRUHQHFRQRP LHV P D. GHFQCHRYHWP H GHDMRQ ' HDMRQ P D. KDYHQDQDQYHWHHIFV RQWAFN SUHFV/DGG FUHQV RUMLQHV/DGG P D. P DNHGHDXQVRQ GHEVP RUHQNHQ ,I DFRQWV HFRQRP \ VDSV LQV DGHDMRQV SDMLQ LWFRXCGDMV RUD SURQJHG SHURG DGG P D. EHQW LFXQVRI UHYHWH + LVMUFDQ VFXUMHW LVMHG LQHP HJLQJ DGG IURQWUP DUNHW KDYH EHQ WEMVVR D JUFDMU ULN RI LQDMRQV RUGHDMRQV IRUHV DGG RYHGHDSHG P DUNHW KDYHEHQEHWUDEQV XHP RQHVM SRQV VR CRUP DQ HP DUNHW

5 LNV5 HQMG VR 5 XWDMV , QYDMRQ RI 8 NUDQH , QDMV) HEUQV 5 XWDM QXCFKHG D QW HVFDHP LQMV DMVFN RQ 8 NUDQH 7KH LQYDMRQ VJQLIFDQO DP SOLHG DQDQ H LVMQJ JHRSRDMFDDMQRQ/DP RQJ 5 XWDM 8 NUDQH (XURSH 1 \$72 DGG VMH : HWWLQFOXGLQ VMH8 6 , Q UH SRQH VR VMH P LQMV DMRQVE 5 XWDM YDUXV/FRXQMHV LQFOXGLQ VMH8 6 VMH8 QVMG. LQJGRP DGG (8 LVMHG EURDG UQJLQJ HFRQRP IF VQDFWQV/DJLQV 5 XWDM 6XFK VQDFWQV/LQFOXGH DP RQJ RYHVMMLQV D SURKLEWVRQ RQGLQJ EXMLQVZ LVMHVMQ5 XWDMQFRP SDQHV QW H I LQDFDQV DQVMRQV RI LFDQV DGG RQJ DQK V D FRP P LVM HQVE FHUQV FRXQMHV DGG VMH (8 VR UHP RYHVMDFWG 5 XWDMQ EDQV IURP VMH6RFLHV

5 FH-QW VHI, VUDH+ DP DVZ DU KD/ UHXONG LQ VJ QILFDQWRW/RI QIH DGG LCFUHDHG YRDMWV LQ VHI O LGGDH (DWV DGG VHIH LV D UAN VAD VHI Z DU
FRXGZ RUHQ RU VU HDGZ UMLQ VHIUHLRQ 7KHFRQ QFVH Z H H Q, VUDH DGG+ DP DV DGG VHIHQYRYP HQVRI VHI 6 DGG RMIHFRXQIH VFRXG SUH HQV P DMU DC
XCFUMLQV DGG UAN Z LW UHSHFWVR D) XGQV SHURUP DCFH DGG DELOW VR DFKLHYHLV LQYHWP HQVREMFUWH 7KH H VMD DGG GUDNRQ RI VHI P LQ MW DFWRQ DGG
DQ P DUNH VLVXS WRQ/ DUHLP SRWEGHVR SUHGFVEX VFRXG EH VXEVDQND

& KIQD, QYHWP HQW 5 LVN 7KHUH DUH VSHFDUMLV DWRFDMG Z LW LQYHWP HQW LQ & KIQD + RQJ . RQJ DGG 7DZ DQ 7KH & KIQH JRYHQP HQW KDV
LP SDP HQMG VJ QILFDQ VFRQRP LF UH RUP V LQ RUG HVR QEHUQ H WDGH SRDF VQ#RQJ

&KQJH/LQMHSHDNRQRI WH6VFN&RQCFV8URJUP P.D. UHWFVRUMHZLVHDIFWD) XGQJ/LQYHWFHQWRUHMLO/) XUMHP RUH DQ. FKQJH/
LQ QZ V UHJXQMRQ/ DQG SRQFLH/ RI WH&KLD\$ VKUHV P DUNHARU XQV LQ UHDMRQ VR 6VFN &RQQ@V

/ DJH&DSLMDQ DMRQ & RP SDQH/

5 LNV 5 HDMG VR / DJH & DSLMDQ DMRQ & RP SDQH/ / DJHU P RUH HMDK-G FRP SDQH/ P D. EH XCECH VR UHVRGG TXLND VR FRP SHMDYH
FRDQJH/ WFK DV FRDQJH/LQ WFKRQJ\ DQG FRQXP HMDMM/ 0 DQ. QJHU FRP SDQH/ DOR P D. GRVH DECH VR DMLQ VHKJK JURZ VR XURJ

5 LNV5 HDMGVR (QHJ\ 6FVRU 7KH HQJ\ VFRULCFOXVFRP SQQHVLQVHQJ\ HTXSPHQVGGVHJFM

3RUMR07XUCRYHJ

7KHSRUMR07XUCRYHJUDMLVFDXDMGIRUHFK) XGGE GYLGQJ WHO



" %URNHU' HDBLV 3RUWROR P DDDJHV/P D. DOR UHDDH DGG GLVXW/SRUWROR KRQQLV/Z LK YDUJRXV/EURNHUGHDBLV/IRUSXLSRVH/R DDDJ LQJ VMH
IP SDFVR H LVMQJ DGG IXVMJHP DUNHWRQJH/RQ VMH SUIFV DYDDELDW GHP DGG DGG QTXLQW RI VFK VFXUMH/ D/Z HODV/IRUMH SXS RVH RI
DVMQJ SRUWROR P DDDJHV/LQ VMH WDLQJ RI VFK VFXUMH/ 2 FFDLRQDQ FHUQLQ EURNHUGHDBLV/P D. DOR UHFLYH LQ RUP DNRQ UHJDLQJ D
) XGGJ/ SRUWROR KRQQLV VR KHS SRUWROR P DDDJHV/ GHMUP LGH VFK) XGGJ/ SRUWROR P DDDJHP HQV DGG WDLQJ VMDNULH/ 6FK GLVFXUMH
Z RXCG RQD EH P DGH VXFVWR D Z UVMQ FRQLG QMDW DJUHP HQMMDVSRKLEW UHDDLQJ VMH LQ RUP DNRQ RU WDLQJ EDVHG XSRQ VMH
LQ RUP DNRQ

" 7KH\$ GYLHUDGG6XE \$ GYLHV/ 3HURQDORI VMH\$ GYLHUDGG SHURQDORI VMH6XE \$ GYLHV/RMHUMDQ SRUWROR P DDDJHV/P D. KDYH XODGLD
DFFHW VR) XGG SRUWROR KRQQLV EFDXVH VMDVLRQ RUP DNRQ LV QFFHWQJ I RU VMH\$ GYLHUDGG VMH6XE \$ GYLHV/VR SURYLGH VMH LUP DDDJHP HQV
DGP LQVMDNULH DGG LQ VMH HQV HYLH V VMH & RLSRUDNRQ

" 6VDM6VMHVM/DQ DGG 7LXW&RP SDQ 6LQFH 6VDM6VMHVM/VMH FVMRGLDQ WDMH UDJHQV DGG DGP LQVMDNULH I RU VMH & RLSRUDNRQ LV SHURQDOR
KDYH XODGLD DFFHW VR VMH) XGGJ SRUWROR KRQQLV EFDXVH VMDVLRQ RUP DNRQ LV QFFHWQJ I RU VFK SHURQDOR SURYLGH VMH DJUHG XSRQ
VHYLH V I RU VMH & RLSRUDNRQ

" 7KH, CG-S-CG-Q/6 HJLVMDUG3XEDF \$ FFRXQMDJ) LUP DGG2 XWLGH&RXQ/HO3HURQP S



7KH&KLH &RP SODCFH2 ILLFHURI VMH&RUSRDNRQ/LVQWNGEHOZ VRJHMHUZLVK KLVSRVNRQZLVK VMH&RUSRDNRQ KLV SUICFLSDORFFXSMDNRQ/GXUQJ VMHSDWVLYH\ HDUVDGGDQ SRVNRQ/KHOGZLVK DILQDM/R VMH&RUSRDNRQ

| 1 DP H \$ GGUHW DGG<HDURI %LLVM | 3RVDNRQ V + HOG ZLVK VMH) XCG | 7HP RI 2 ILLFH DGG/ HQJVM RI 7LP H6HUYHG | 3UCFLSDO2 FFXSMDNRQ V' XUQJ 3DWW <HDUJ |
|---|---|--|--|
| . HQQH.K. DODD FR) RUHMGH) XCG2 ILLFHU 6HUYLFH// & &DODDBD) D 6XVM 3RVDGG 0 (| &KLH &RP SODCFH 2 ILLFHU DGG\$ QM 0 RQH / DXCGHUIQJ 2 ILLFHU | ,CGHLQVM) RXU<HDUJ | \$ QM0 RQH / DXCGHUIQJ 2 ILLFHU 0) LDDQFLDO\$ GYLVHV ,CF 1 RY-P EHU VR SUHMQV&KLH &RP SODCFH2 ILLFHU 0) LDDQFLDO \$ GYLVHV ,CF \$ XJXW VR SUHMQV6HQRLU3UCFLSDO&RQXODQV\$ &\$) RUHMGH -XO VR SUHMQV6HQRLU3UCFLSDO&RQXODQV) RUHMGH) XCG2 ILLFHU6HUYLFH// & -XCH VR-XCH |

7KH&RUSRDNRQ/LVJRYHQGEA D%RDGRI ' LUHFMV ZKFK LVUHSRQMECHRUJHCHDOD RYHUVHLOJ VMHFRGXFVRI &RUSRDNRQ EXLVCHW DGGIRU SURMFWQJ VMH LQMUHVV RI VKDUKROHLV 7KH GLUHFVVU P HVSUHQGLDOD VMURXJKRXVMH\ HDUVR RYHUVH VMH &RUSRDNRQ/DVWVWV UHMYZ FRQDFWDC DUDQJHP HQVZLVK FRP SDQH\NDV SURYLGHVLYLFHVRVMH&RUSRDNRQ DGGUHYHZ HFK) XCGVSHURUP DQFH

7KH%RDGLV/DGE VMH&KOURI VMH%RDGZKRLV/HDFMG DQXODD DGGLVQRVDD³ LQMUHMGSHVRC RI VMH&RUSRDNRQIRUSXLSRVH/R VMH \$FW7KH SRVNRQRI &KOLV/VSDUMIURP VMH SRVNRQRI 3UHLGQW0 U3LHVRC DQIQGSHQGQW LUHFMU FXUHQD VHYH/DVVMH&KOURI VMH%RDG DGG 0 U 2 ORQ 3UHLGQVRI VMH\$ GYLVU FXUHQD VHYH/DV3UHLGQVRI VMH&RUSRDNRQ 7KH&RUSRDNRQ EHDYH/VLV DGGHUKLS VMKFMUHV LVSURSDUM EFDXHKDMLQ DQ, CGSHQGQW LUHFMUHYHDV&KOLUSRYLGHVVMH%RDGZLVKDPHDVUHR LQGSHQGQFH ZKFKHKDMLQ DQH HFXMVRRI ILLFHURI VMH\$ GYLVU VRUHVZVMH&RUSRDNRQ/VH VSLPFRZ DGHRI VMH&RUSRDNRQ/CD VR CD RVR-EDLUQV VQ]HVZ

FKLH : D QH* 3LHVRO 0 U 3LHVRO LV D EXLQHW HJ FFXWYHZ LW RYHU \ HJW HJ SHUHQFH LQ WWH LQDQFLDOW HYLFFH V LQGXWV + LV HJ SHUHQFH LQFOXGHV

Q1X,



3UR\ 9RMQJ 3URFHGXUHV

7KH) XCGV KDYH GHUJDMG SUR\ YRMQJ UHSRQMELOMH/VR VNH6XE \$ GYLHV/ XEMFWR VNH%ROIG RI ' UHFVUMJ RYHUJKW, Q GHUJDMQJ SUR\ UHSRQMELOMH/ VNH%ROIG KD/ GUHFVNG VMDASUR\ UHV EH YRANG FRQVXNDQZ LWK VNH) XCGMJJ DGG VNHU VKDUKROGHUMJ EHVWQMUHW DGG LQ FRP SODFH Z LWK DQ DSSODFH SUR\ YRMQJ UXQV DGG UHVXQDNQV/ 7KH6XE \$ GYLHV/ KDYH DGRSNG VNHURZ Q SUR\ YRMQJ SROFLV DGG JXLGHGHV/ I RUMV/ SXLSRVH FRODFWYHO VNH³3UR\ 9RMQJ 3URFHGXUHV 7KH3UR\ 9RMQJ 3URFHGXUHV DGGUHV DP RQJ RNFUMQV VMDNRQZ KHUHDYRMP D SUHFQV/ DMUDFRQDFWR LQMUHW EHZHQ @SPEQ

, QYHWP HQ\$ GYLRI \$ JUHP HQW

7KH \$ GYLHUKD/ HQNHG LQIR DQ LQYHWP HQDGYLRI DJUHP HQVZ LK VWH & RLSRUDNRQ XCGUZ KLFK VWH \$ GYLHUDWPHV RYHJDOUHSRQLELQW
WEMFWWR VWH RQRLQ VSHYLVRQ RI VWH & RLSRUDNRQV %RUG RI ' LWFWRU I RUDGP LQVMIQJ DORSHUDNRQ RI VWH & RLSRUDNRQ DQ



\$ V R ' H P E U
D F F R X Q V

W H I R O Z L Q J P H P E U / R I W H ' I P H Q M R C D O L Q Y H W / H Q W M D P Z H U H U S R Q M E G H I R U D G Y L V L Q J W H I R O Z L Q J W S H / R I

| 5 H J L V M U H G , Q Y H W / H Q V & R P S Q Q H V | | 2 W H L 3 R R O G , Q Y H W / H Q V & R P S Q Q H V | | 6 H S O U D M D O D D J H G \$ F F R X Q V | |
|--|---------------------------------------|--|---------------------------------------|---|---------------------------------------|
| 1 X P E U | 7 R M D S W H W R I \$ F F R X Q V | 1 X P E U | 7 R M D S W H W R I \$ F F R X Q V | 1 X P E U | 7 R M D S W H W R I \$ F F R X Q V |
| R I | 0 D D J H G | R I | 0 D D J H G | R I | 0 D D J H G |
| \$ F F R X Q V | L Q P L O R Q V | \$ F F R X Q V | L Q P L O R Q V | \$ F F R X Q V | L Q P L O R Q V |

- H G 6) R J G O O

0 D V 7 3 K L O S V &) \$

: L O O P % & R O O Q / ' H Q Q &) \$

\$ V R ' H P E U

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

| 5 H J L V M U H G , Q Y H W / H Q V & R P S Q Q H V | | 2 W H L 3 R R O G , Q Y H W / H Q V & R P S Q Q H V | | 6 H S O U D M D O D D J H G \$ F F R X Q V | |
|--|---------------------------------------|--|---------------------------------------|---|---------------------------------------|
| 1 X P E U | 7 R M D S W H W R I \$ F F R X Q V | 1 X P E U | 7 R M D S W H W R I \$ F F R X Q V | 1 X P E U | 7 R M D S W H W R I \$ F F R X Q V |
| R I | 0 D D J H G | R I | 0 D D J H G | R I | 0 D D J H G |
| \$ F F R X Q V | L Q P L O R Q V | \$ F F R X Q V | L Q P L O R Q V | \$ F F R X Q V | L Q P L O R Q V |

- H G 6) R J G O O

0 D V 7 3 K L O S V &) \$

: L O O P % & R O O Q / ' H Q Q &) \$

" ,QYHAF HQWQDQ\$ FFRXQW\$ SRUNROR P DQJHURUKLV/KHUHDMYH/P D LQYHWQDQ\$ FFRXQWQ/KHRUMKHP DQJHV/DQGD FRQDFWP D DUVHZ KHUH
KHRUMKHP D VHUHRUHKDYH DQLOF QYHVR WFDVWHS FFRXQWQZ KLFK VHSRUNROR P DQJHURUKLV/KHUHDMYH/LQYHWSUH HQWQD D/FRP SDUHG
VR RMLUS FFRXQVI Ruz KLFK KHRUMKHD/SRUNROR P DQJHP HQVHSRQJELQWV

JKH6XE \$ GYLHUKD/DGRSNGFHUQFRP SODQHSURF-GUH/VMDVUH UH/RQEO GHMJQGVR DGGUW/VHWHWSH/R FRQDFW + RZHYU VHUHLV/GR
@SURF-GUH/ZLOGHFWHFK DGHYU VMDNRQIQZ KLFK DFRQDFVUHV

\$VR ' HPEU

\$VR

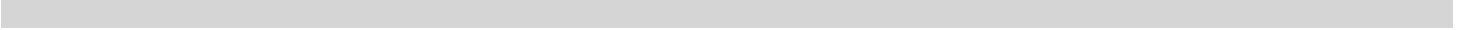


7R P DDDJH FRQ QFW WDP D. DUVH IURP P DDDJH P QVRI SRUWRORV Z LWK SHURUP DQFHEDVHG IHHV %JDDG Z LQH KDV GHYBSSHG WDGH DQDFDWRQ
SURFHGXUHV DV GHVFLIEHG DERYH DQG %JDDG Z LQH SHURGLFDDU UHYZV W H SHURUP DQFH DQG WDGQJ LQ SRUWRORV Z LWK QNH VADWUHLV VFN VR HQXUHV WDVQR
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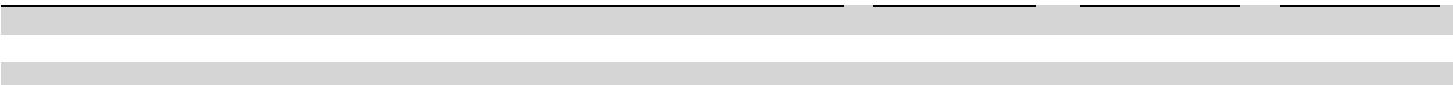
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I LQDQF DQ LQ W H W 7KH W H W SHV RI W DQ D F W R Q P D. SUH Q V D F R Q Q F W R I L Q W H W Q W D V P S B A H V P L W K W E Q H L W U R P P D U H W D F W L W E D F Q H Q D V F X U W
K Q E D Q H P S B A H H , Q R L G U R S U H Y Q V R Q Q F W R I L Q W H W E H W H Q % J D D G Z L Q H D Q G L W F Q H M P S B A H W D G Q J L V P R Q V R U H G X Q G H U M H & R G H R I (W L F V W H
3 % J D D G Z L Q H & R G H 7 K H % J D D G Z L Q H & R G H L Q F X G H V S R Q F L H V D Q G S U R F G X U H D U H W M F W Q J S H U R Q D D N D G Q J E U H T X L U Q J W H S U H F Q D U D Q F H R I P R W W S H V R I
S H U R Q D D

6XE \$ GYLRU) HV

\$ VFRPS



6VDM6WHW/UH SRQMECHI RUKRQLOJ DDM-FXUMW/DGFDKRI HFK) XCG UFFHYLQJ DQSD LQJ I RUM-FXUMW/SXUKDVG GDMHIQJ DJDQWSD P HQV
V-FXUMW/VRC DQGUFFHYLQJ DQGFRODFWQJ LQFP HIURP LQYHWFHQV P DNQJ DQSD P HQVFRYHIQJ H SHQH/RI VWH&RUSRUDWQ DQD/QUFWGE SHURQ/
DXMRUJHG E VWH&RUSRUDWQ 6VDM6WHWGRV CRWH HULVH DQ VSHYLVRI IXQWRQ LQ VFK P DNWJ DV VWH SXUKDVG DQ VDBI RI SRUWRQ V-FXUMW/
SD P HQVRI GYLGHQV RUSD P HQVRI H SHQH X





&DSLMO6VFN DQG2 VHFU



\$ VRI 0 DJK

WH



) HGHUOQD 6VDMVRI VMH) XCGV

7KHIRQZLQJ GLFXWRQRI VMH8 6 IHGHUOQD VDMVRI VMH) XCGV/LV/DJHQHODDQG DEEUHYDNG VXP P DV EDVHG RQ VQI OZV DQG UHJXODNRQ/LQ
HIFVWRQVMHGDNR RI VMLV6VDMV HQVRI \$ GGLWRDQ, QRUP DNRQ 7QI OZ LV VXEIVFWR FKQJHEI QJLVDMYH DGP LQVNDYH RUMJGLDODDFWRQ SRMNDQD Z LNK
UHURDFYHHIHFV

4 XDD LFDNRQ DV5 HJXDMG, QYHWP HQV& RP SDQ

(DFK) XCGV/WHDNGDV/DVHSDUDMFRSRUDNRQIRU8 6 IHGHUOQFRP HVQI SXLSRVH/7KH&RUSRUDNRQKDFDXVGHDFK) XCGVR HQFWR EHWHDNGDV
DUHJXDMGLQYHWP HQVFRP SDQ 35, & XCGU6XEFKDSMUO RI &KDSMU RI VMH, QMLDQ5HYQX&RGHRI D/DP HQG-G VMH3 &RGH DQGLQAGQ/IRU
HDFK) XCGVITXQD\ IRUQI DNRQDV5, & HDFK\ HOU, I D) XCG FRQMQXHWITXQD\ DV5, & DQG WPHO GLVMEXMVR LWVKDUHKRQHV/DQDP RXQVMDA
HTXQV RUH FHGVMHXP RI L RI LWLQYHWP HQVFRP SDQ VQI DEHLCFRP H LQFOXQJ IRUMLV SXLSRVH LWQHWRUQDQV LQYHWP HQVQFRP HDQG UHQI HG
QHVKRUVWUP FDSUDQDQV LQH FHWR UHQI HGQHVRQV WUP FDSUDQVW/DQG LL RI LWVQI HP SWQMUH/WQFRP H UHGXFGEI FHUQI SHQV/
VMH3 GLVMEXWRQUHTXUHP HQV VMH) XCGZLQCRVH VXEIVFWR 8 6 IHGHUOQFRP HVQI RQVMH SRUDNRQ RI LWLQYHWP HQVFRP SDQ VQI DEHLCFRP HDQG
QHVFDSUDQDQ LH UHQI HGQHVRQV WUP FDSUDQDQV LQH FHWR UHQI HGQHVKRUVWUP FDSUDQVW VMDVWUP HO GLVMEXMVR VKDUHKRQHV RULVWHDNG
D/KOYLQJ GLVMEXMVR VKDUHKRQHV 7KH&RUSRUDNRQ H SHFW VMDVDFK) XCGZLQDMVM\ VMH UHTXUHP HQV DQG HDFK) XCGJHQHOD ZLQHGQD YRUVR
WPHO GLVMEXMVR UHWHV/DV/GHP HGGLVMEXMVR VKDUHKRQHV/DOR LWLQYHWP HQVFRP SDQ VQI DEHLCFRP HDQGLWQHVFDSUDQDQ LL DQ IRUHDFK VQI DEH
\ HOUVR VMDVZLQCRVH VXEIVFWR 8 6 IHGHUOQFRP HVQI DVFRSRUDMUDM/RQLWHDQDQV

\$) XCGP XWAP HWHYHDOUHTXUHP HQVVR P DQMLQ LWVDMV/DV5, & 7KHUHTXUHP HQV LQFOXGH VMHIRQZLQJ DMDW RI LWJURV
LQFRP HIRUHDFK VQI DEH\ HOU P XWEH GHUHG IURP GLYGHQV LQMUHWS P HQV Z LNK UHSHFWR FHUQI VFXUMH/ QDQV JDLQ/ IURP VMH VDBI RUMHU
GLSRVWRQRI VFXUMH/ RUIRUHQ FXUHQH/ QHLCFRP HIURP DTXDQHG SXEFO WDG-G SDUHQVLS DQG RUMHULQFRP H LQFOXQJ JDLQ/ IURP RSNRQ/
IXUMH/ RUIRUZ DQ FRQDFW GHUHG Z LNK UHSHFWR LW EXLQH/ RI LQYHMDQ LQ VFK VFXUMH/ RUFUHQH/ FDK F V W V LFK) LWQ L L

\$) XGGP.D SXURKDVHVKUHV/LQDSDXLYHIRUJQIQYHVP HQVFRP SDQ 33), & , QVFKHYHQWMMH) XGGP.D EHVXEMFVWR 8 6 IHGUDQCFRPHVQ
RQLWDCDFEQVVKUHR DSRVQRRI DQ 3H FHVGLWMEVWRQ UHFHYHGRQ RUDQ

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0) XQG ,CF
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Reliance on Sub-Advisers. 7KH VXE DGVLHV/ ³6XE \$ GYLHV/ VR VH YDURXV VHUH/ VH³) XQG/ RI VH & RP SDQ DUH UHSRQJLEOH I RU VH GD VR GD SXURKDV/DG VDD/RI SRUNOR VFXUMH/IRUMH) XQG/ \$ VDUHAKOMDFK 6XE \$ GYLHJZ LQJHQHJDO SRVHW/VHEHWQRZ DGJHUJDUJQJ VHLWXHV/RI VH VFXUMH/KGE VH) XGVM/WP DQJHV DGLV/VHUH RUHLQ/VHEH/MSR/MRQ/VR GFLCHKRZ VR YRAM DQ VKRGEH UHSRQJLEOH I RUYRAMQJ SURJ LH/RQ VFK VFXUMH/) RUM/ P LQJHU/RQ/ LV/VH SRDF RI VH & RP SDQ VMD/6XE \$ GYLHV/VKRGE/IRQZ LWRZ QSRDLV/DG SURFHGXHV/IRUYRAMQJ VFXUMH/ ³6XE \$ GYLHJ3RDLV/ IRUMH) XGVM/WP DQJHV

General Requirements for Sub-Adviser Policies. ,QDQ/RI VH & RP SDQ /V/ SRDF VR UHO RQVH6XE \$ GYLHJ3RDLV/ VH & RP SDQ JHQHJDO GRH/QR/KDYH VSHULF UHTXUHP HQV/IRUMH/FRQ/M/RI 6XE \$ GYLHJ3RDLV/ + RZ HYU VH & RP SDQ ZLQJHYLZ VH6XE \$ GYLHJ3RDLV/VR FRQLUP VMD/XQG-LVFK 6XE

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' LP HQMRQDD) XCG \$ GYLVRU/ / 3 3' LP HQMRQDD LV DQ LQYHWF HQV DGYLVHUUHJLVWUJGZLVK VWH8 6 6HFUWUW/DQG ([FKDDJH&RP PLVLRQ 36(&
 SXUVDQWR VWH, QYHWF HQV \$ GYLVRU/ \$ FWRI D/DP HQG-G VWH3\$ GYLVRU/ \$ FW ' LP HQMRQDDLV VWH SDUHQWRUJLQGUHFVSDUHQVFRP SDQ RI ' LP HQMRQDD
) XCG \$ GYLVRU/ / VQ 3' LP HQMRQDD8. ' ')\$ \$ XWDD / LP LMG 3' LP HQMRQDD\$ XWDD ' LP HQMRQDD) XCG \$ GYLVRU/ 3VM / VQ 3' LP HQMRQDD
 6LQJDSRUH ' LP HQMRQDD-DSDQ/ VQ 3' LP HQMRQDD-DSDQ DQG' LP HQMRQDD UHDDG/ LP LMG 3' LP HQMRQDD UHDDG HFK DQ3\$ GYLVRU DQGFROFVWHD
 UHJLVHGVRD/VWH3\$ GYLVRU/ ' LP HQMRQDD8. DQG' LP HQMRQDD\$ XWDD DUH DOR UHJLVWUHG D/LQYHWF HQV DGYLVHU/ XCGHUMH\$ GYLVRU/ \$ FW

7KH\$ GYLVRU/SURYLGH LQYHWF HQV DGYLVRU RUVXEDGYLVRU VHYLFH/VRYQURXV/VSHV/RI FQHQW LQFOXGLQJ



7KH* XLGHQH/SURYLGHDIUDPHZRUNIRUDQDQVLDQGGLVLRQPDNLQJ EXWGRQRWVGGUHWDOSRQDQDQWV ,QRUGHUVR EHDQVWR DGGUHWDQMH
UHQYDQWDFWDDGFLUXP VGGFH/UHQDNGVRDSURQ \ YRAM VHS GYLRU/UHLYHWHULUWVRLQWVYRAM/VQVGHYDMURP VHS* XLGHQH/UL DVMUDUHLZ RI
WHP DNU DQ\$ GYLRUEHQYH/VQADFDHQV/EHWLQNUHWZRXG EHVLYHGE RUDSSQFEDHQDODDGGILGFLDY VGGDUG/UHTXUH VFKDYRAM

LY DUHTXUHP HQVMDVMH3UR\ \$ GYLRU) LLP GRM VMH\$ GYLRU/II VMUHLVDWEXMDYHFKDQJHLQVMH3UR\ \$ GYLRU) LLP IVSRQFHV DGG SURFHGXUH/GHVFUE-GIQ ILL DERYHRURVMHZ LVHVR LWEXMQHV/SUDFVHV

Y DUHMLHZ RI KRZ DGG ZKHQ VMH3UR\ \$ GYLRU) LLP HQJDHV ZLWK DGG UFFHYHV DGG LQFRUSRUDW/LQSWURP SRUWROR FRP SDQH VMH3UR\ \$ GYLRU) LLP IVFOHQW DGG RVMUWMLG SDUW LQRUP DMRQ VRXUHV DV ZHQDV KRZ DGG ZKHQ VMH3UR\ \$ GYLRU) LLP PDNHV DYLQDEOHURP SRUWROR FRP SDQH RUMHURXUHV DGGWRQM V

,QFDV/ZKHUDD\$ GYLVRU/GRVWIFHYHDVROFLVWRQRUHQXJKLQRLP DNRQZLVMLQDVII LFLHQVMP H DVUHDVQDEO GHMUP LQGEA VHS\$ GYLVRU
SUIRURV VHSURJ \ YRMQJ GHGQCH VHS\$ GYLVRURULV VHYLFHSURYLGHP D EHXQDEQVRYRM \$ VSDVRI VHYRMIH HFXWRQVHYLFH/SURYLGHRV VHS\$ GYLVRU/
D3URJ \ \$ GYLVRU) LUP SUH SRSXQDM/ YRAM/ LQ DFFRLQDQFH Z LUK VHS3RQFA DQG * XLGQCH/ 6XFK YRAM DUH DXWP DNFDD VEP LVMG XQDW P RGLLHG EA DQ
\$ XWRUJ HG3HURQ SUIRURV VEP LVMRQ 7KH\$ GYLVRU/FRQGFVWCP SDQJ RI VDFVVSUH SRSXQDMG YRAM/ SUIRURV VHSI LQDOYRAM VEP LVMRQ) RUYRAM/RQFHUQLO
LVXHV VHS\$ GYLVRU/FRQGFVWQDQDUHYZ V DV SDVRI VHS YRMQJ SURFHW ,I DQ \$ GYLVRU E-FRP H/ DZ DUH VQDND SRUNROR FRP SDQ RU VKDUHKRQHU
SURSRQHQVRI D SURSRV DOKD/ ILOG RULQMGV/RI ILOH DQGLWRQDORQFLWQJ P DMUDDO VMD3URJ \ \$ GYLVRU) LUP KDV SUH SRSXQDMG YRAM DQG VHS FRP SDQ RU
SURSRQHQV P DNH/ VMLV P DMUDDOYDQDEOH Z LVMLQDVII LFLHQVMP H DVUHDVQDEO GHMUP LQGEA VHS\$ GYLVRU SUIRURV VHSURJ \ YRMQJ GHGQCH VHS\$ GYLVRU
Z LQDVAHVZ KVMHUMHP DMUDDOFRXQDUHDVQDEO EHI SFWNGVRI LP SDFVHS\$ GYLVRU/ YRAM GHMUP LQDNRQDQZ LQDVAHVZ DQFRQMGHJDD LP SDFVXO
P DMUDDO SUIRURV VHSURJ \ YRMQJ GHGQCH

7KH\$ GYLVRU/ IURP VPH VR VPH H GLVFXW JRYHUQDQFH P DMUJ Z LUK SRUNROR FRP SDQH VR UHSUHQVQVQVQVQV VHSURR VHSURR VHSURR VHSURR VHSURR VHSURR
FRQYHUQDNRQ/ VHS\$ GYLVRU/ DFXLUH VFXUMV/ RQ EHKOD RI VHSUHQVQV VROD I RUMH SXLSR/RI LQYHVF HQVQDQGRVZ LUK VHS SXLSR/RI RULQMGHG H I H VRI
FRQDQJ LQJ RULQMGHG VHSFRQNRORI DQ SRUNROR FRP SDQ 7KH\$ GYLVRU/GRQRVQMGVRI HQJD/ H LQVKDUHKRQHU DNFVLP Z LUK UHSFWVR DSHQDQJ YRAMRU
P DMUDDOYDQ\$ GYLVRU/HDVQDEO H SFWVR EHVH VXEIVRI DVKDUHKRQHU YRAM LQ VHSI RUMH DEOH XVMH ,I DQ LVXHVLP DQDHP HQVQVQVQVQV RUSURJ \
VROFLVU/FRQDVAQD\$ GYLVRU/ LUK UHSFWVR DSHQDQJ YRAM DPH EURI VHS , QYHVF HQVQVQVQV DQKLS & RP P LVH RULWGHUHH P D QVMDVR VFK SDUW
DQGLVFXW VMLV3RQFA Z LUK VFK SDUW

,QMLQDNRQDQ3URJ \ 9RMQJ

: KLOH VHS\$ GYLVRU/ XMDH VHS3RQFA DQG * XLGQCH/ I RUMH VHSUHQVQVQVQV DQGRP HMF SRUNRORV DQGRP HQV VHSUHQVQV VHSUHQVQV VHSUHQVQV VHSUHQVQV
GLIILHUFH/ EHVH HQYRMQJ 8 6 FRP SDQ SURJ LHV/ DQGRYRMQJ QRQ 8 6 FRP SDQ SURJ LHV) RUS 6 FRP SDQH/ LVMLVXQDQ UHQDVAHQ HDX VR YRAM SURJ LHV/ DV
VHSURJ LHV/ DUH VSLFDD UHFHYHG DXWP DNFDD DQGP D EHYRNGE P DCRUHQVQVQVQV , QP RWFVQV VHSRI LFLV/RI D8 6 FRP SDQ VROFLWQJ D SURJ \
DVAQV/ SURJ LHV/ RUMH FRP SDQ V/ VKDUHKRQHU

: LUK UHSFWVR QRQ 8 6 FRP SDQH/ KRZHYHU LVP D EHERK GLIILFXQDQGRP FRVQ VR YRAM SURJ LHV/ GX VR Q-DEBQ

\$YDDELOW RI 3UR\ 9RMQ , QIRUP DMRQDQG5 HFRGNHSLQ

(DFK\$ GYLRUZ LQIQ RUP WRVHFOHWIRUZ KFK LWKV YRMQJ DMRUW KRZ VR REVLIQIQ RUP DMRQIURP VHS\$ GYLRUDERXWKRZ LUYRMGZ LW UHSHFA
WR FOHWVFXUMH/ 7KH\$ GYLRUZ LQ SURYLGH WRVHFOHWZ LW D VPP DJ RI LW SUR\ YRMQJ JXLGHQHV SURFHW DQG SRDHFV DQG Z LQIQ RUP WRVHFOHW
KRZ VHI FDQ REVLIQDFRS RI VHI FRP SDIM3

' LP HQMRCDDOR FRQLGHU/WHI RQZ LQJ Z KHQYRMOJ RQGLUHFVU/RI SRUWROR FRP SDQLV

%RDLG DQG FRP P LWMH LQG SHQG QFH

' LWFVUJ DVMQGG QFH ' LP HQMRCDDJ HCHUD HJ SHFWGLUHFVU/VR DVMQGG DVMQDW RI ERDLG DQG FRP P LWMH P HMQJV

' LWFVUJ FDSFLW VR VUJH

%RDLG FRP SRUWRQ

%RDLG 5 HUHKP HQW

\$ QHIHMYHERDLG UHMKP HQ/SURFW/IRUD SRUWROR FRP SDQ FDQLCFOXGHVHDDJQP HQ/RI GLUHFVU/ VNLQ/ZLVK EXVQHW/QHGV DVMWP HQ/RI LQGLYLGDD
GLUHFVU SHURP DQFH DQG IHHGEDFN DQG D VDUJK SURFW/IRU QHZ GLUHFVU/ VMDVSSURSUDMD LCFRUSUDM TXDQLFDNRQ FULMUD ' LP HQMRCDDOR HCHVH
LQIRUP DNRQDERXVD SRUWROR FRP SDQ ¶/DVMWP HQ/DQGUH UHMKP HQ/SURFW/VKXCG EHG VORV HGDG VKXCGJ G HMKP H ' LP HJ S3\$% '

' IP HQMROOXSSRUWUP XCHUWRQSDQP HMEVMDVUHTXQWILDECHDGGFQDUO WFGVRFPP SDQ WADAW\ DGGVHFUHDNRQR VKUHROUJYDXH 7KHVHR
WQCEUGILQDCFLDP HMEV IRUH DP SDH P HMEVEDVGRQJHQHUUO DFFBAGDFRXQWJ SUICFSOM 3* \$ 3* \$ FQYFEGYLRQRORQFLGSDRRLYQJ SUDQp W

6KDUKRCU3LFSRMO

' LP HQMROQJROZKHQYRMOJ RQSRUMRORFRP SD

3RDMFDDCG/ REF_LQJ \$ FMYLWV

' LP HQMRDDH SHWERDUG/RI SRUWROR FRP SDQH/VK H HULHRYHULJKVRI SRDMFDDCG BEE LQJ UHDMG H SHQGLMUH/DG HQXUH VMD/VXFK VSHQGLQJ LV/LQ QGHZ LK VKUH KROHULQMUHW

, QHYDDQWJ DSRUWROR FRP SDQ J/SRDLH/UHDMG V SRDMFDDCG BEE LQJ H SHQGLMUH ' LP HQMRDDH SHFWMHIRCBZ LQJ SUDFWVH

‡ 7KH ERDUG VR DGRS/ SRDLH/DG SURF-GUH/VK RYHUIH SRDMFDDCG BEE LQJ H SHQGLMUH

‡ 7KH GHVLUVR WH ERDUG RYHULJKMLCFOGLQJ WH SRDLH/DG SURF-GUH/RYHULQJ VXFK H SHQGLMUH VREHGLVFOVHG SXEFO DG

‡ 7K D/ERDUG RYHULJKVRI SRDMFDDCG BEE LQJ DFMYLWV/VXFK DV VSHQGLQJ VKRKG LQFOGH HQXULQJ VMD/VKH SRUWROR FRP SDQ J/ SXEFO VDMG SRVLRQ/DUHLQDDJ CP HQZ LK LWUHDNG DFMYLWV/DG VSHQGLQJ

+ XP DQ & DSLWQJ DQJHP HQW

~~SRUWROR FRP SDQ J/ SRDLH/UHDMG V SRDMFDDCG BEE LQJ UHDMG H SHQGLMUH/DG HQXUH VMD/VXFK VSHQGLQJ LV/LQ QGHZ LK VKUH KROHULQMUHW~~ ‡ R K€

EP L

' LP HQMRDDH SHWERDUG/RI SRUWROR FRP SDQH/VK H HULHRYHULJKVRI K€M FH QHD UL VMD/VXFK VSHQGLQJ LV/LQ QGHZ LK VKUH KROHULQMUHW

‡ ' HMLVROKRZ VHSRUVOR FRP SDQ P RQVUV/KXP DQULKVVURXJKRXVWHRUH

6KDUHKRCHU5LJKW3OCV 3RLRQ3LQV

' LP HQMRQDQJHQJDD RSRVH/SRLRQSLQV \$ VDUHXOV LP HQMRQDOP D YRMDJLQVMMHDFRSNRQRI D SLQDGGDQGLUHFALV/DVDSRUIROR FRP SDQ VMDVSA
D SLQDQSDPHZ LMRXWLLWREVLQJ VDUHKRCHUDSSURYDD 9RHW/DJLQW/RUZ LMKHG YRMM/URP GLUHFALV/P D HJ VMOG EH RCGMMH SRUIROR FRP SDQ VMDA
DGRSMGMMHSLQVR DQERQV/MHGLUHFALV/HYHRQ , QFRQMGHJQJ D SRLRQSLQV RUDSSURYDD' LP HQMRQDOP D VNHLOAR DFRXQVMMHJ LVMOFHRI pTXDILHG
RTHJJDGGRMMHUKDUHKRCHUIUHQQD SURYMLRQV

) RUSLQV GMLJCHGVR SURMFWQHVRSHLDQJ QVHV ' LP HQMRQDOP D VNHLOAR FRQMGHJMRQDYUJHW RI IDFALV LQFOGLQJ EXVQRMDP LVQDQDp

.CGP QILFDNRQ DCG ([FXSDNRQ R ' LUHVRU/DGG2 IILFUV

' LP HQMRQDQMGV/VR HYDDM SURSRVY VHNQJ VR HQDFWUH SDG LGP QILFDNRQ RUH FXSDNRQ SURYMRQ/RQDFDHE FDHEDV/FRQJGHIQJ ERDUG
UDNRQDHDGGVSHILF SURYMRQ/EHQJ SURSRHG

\$GYDQFH1 RMF13URYMRQV

3RUVNR FRP SDQ EA OZ DP HQP HQW NRZ Q DV³ DGYDQH GRWFH SURYMRQ/ VHWXWVH VNSV VKUHKRQHV P XWIRQZ UP UP

\$ VSRUNROR FRP SQQH/MD/KDYH D KLVAN RI SUREOP DNF SD SUDFAH/RUH FHWLYH FRP SHQDNRO ' LP HQMRCDOZ LQFRQLGHU VNH SRUNROR FRP SQQH/ UH SRQLYHQHVVIR VKDUKROHUMJFRQFHQ/DQGP D YRM/DJLQWRUZ WMRQ YRM/URP PPH EHV/RI VNH FRP SHQDNRO FRP PLWHU VNH FRQFHQ/KDYH QRM EHQDGGUHWG

) UHXHCF RI 6D RQ3D

([FXM-B k•D`

6KDUH5HSXUKDMH

' IP HQMRQDZ LQJHQHJDD VSSRUWRSQP DJHWWKDUHHSXUKDHSQVMDVDBZ DDVKDUHKRCHUVRSDUWALSDMRQHTXDOMUP V 3RUWRORFRP SDQHVMQVXH
PHWIFVWFK DVHDUQJVSUWKDUH (36 LQVWHLUHJ HFXWYHFRP SHQDNRQSDQVVKRXCQHQXUHMDVWHLIP SDFVRI WFK UHSXUKDMH/DUH VDNHQ LQAR DFRXQA
ZKHQGHMUP LQJQJ SD RXW

6KDUHKRCHU3URSRMDO

' IP HQMRQDZ

' IP HQMRODDOR H S-FWFRP SDQH/VR DDJ QVH LUHP XCHDMRQZ LK VHUHTXUHP HQVRI VHS. &RUSUDM* RYHQQFH&RGHDGVR FRQMGHEHWSUDFVH/
VFKD/VRHVHVRUKLQVH, QYHVFHQ/\$ VRFDMRQ3UCFSDVRI 5HPXCHDMRQ

6RXM\$IUFD

' IP HQMRODDH S-FWSRVVRORFRP SDQH/VRI RQZ VHUFRP PHQDMRQ/R VHS. LQ 5HSRVVRQ&RUSUDM* RYHQQFH. LQJ &RGH,9 ZLW

6KDUH, VXDQFH

' LP HQ RQOZ LQHYDDM UHTXHWI RU VKDUHLW DQFH VRQDFDHEA FDHEDLV WNLQJ LQ R DFR

\$ VSRUNROR FRP SDQH/Z LK D VDMARU DXGLRU WKFUJH ' LP HQMRDDH SHFW D V D W Z R GUHFARU/DGG D V D W R Q H V L L G R I V H E R D U G V R E H R X W L G H V / \$ V
SRUNROR FRP SDQH/Z LK D VDMARU DXGLRU WKFUJH V D V K D Y H D F R Q N R O Q V K D U H K R O H U D V D W Z R GUHFARU/DGG D V D W R Q H V L L G R I V H E R D U G V K R X G E H
L Q G S H Q G Q V R X W L G H V /

6VDMARU \$ XGLRU

6VDMARU DXGLRU DUH UHSRQMEH I RU H I H W Y H D R Y H V H L Q J P D D J I P H Q V D G G H Q X U I Q J V D V G F L V R Q / P D G H D U H L Q V H H E H W L Q M U H V R I V K D U H K R O H U
' LP HQMRDDP D Y R M D J D Q W V D M A R U DXGLRU/Z K R D U H U P L W L Q V H L U H S R Q M E D W H /

: K H Q Y R M Q J R Q R X W L G H V D M A R U DXGLRU ' LP HQMRDDH SHFW Q P L Q H V V R E H L Q G S H Q G Q V D G G V R K D Y H V H F E S F L W V R I X O L O M H U H T X U P H Q V R I V H L U R D H
D V H L G C F G E D V H G G C F H D V P H H M Q V R I V H E R D U G R I G U H F A R U / R U E R D U G R I V D M A R U DXGLRU

' LUHFARU DGG 6VDMARU \$ XGLRU & RP SHQDMRQ

' LP HQMRDDZ L O V S S R U W F R P S H Q D M R Q I R U S R U N R O R F R P S D Q G U H F A R U / D G G V D M A R U DXGLRU V D V V U H D R Q E D H L Q E R W V J H D G G F R P S R V W R Q U H D M Y H V R
L G G X M J I E

' IP HQMROOP DQMLQ/WHIROZ LQJ HJ SHFMMRQV/RUERDUG LGSHGGQFHDM/SRUMROR FRP SDQH/ 7KHFDXDMRQR WHOMFOR LGSHGGQFHZLWJHCHD
HJ FOXHVKUHKRORURUP SA HHUSUHQQMWH/D/SURYLGGE OZ

‡ \$ OERDQ/RJ GUHFMLV/RJ 0 DDA VDDSRUMROR FRP SDQH/VKXGEHDVDDW LGSHGGQW/RDQ/RJ GUHFMLV/RJ 0 DDA VDDQ³/ DJ

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,VV' 60 1/SR0F VMDVDSUR LH/EHYRAGVR0D LQVHEH-WIC
WHDNGZ LKVMHVP HFDUH GQJHQFHGGOR DOW/DV/DQ DVHVEH
DOWFXUMH/KHGLQLWP RG-OSRUMROR LQYHMF HQ/WNDNU LHV DQ
([KLEVB\$ DQGLVP D. EHP HQG-GIURP WP HVRWPH 7KH-SR0F I
RQFHUQLQSUR\ SURSRDQ : KQVMSR0F SURYLG-VJHQHDOJX
' 60 YRMM/SUR LHVIRUSR0GLQYHMF HQ/VH-KLF0V/WD/VMP DQJ
FOHQMP D. ZLKVRYRMMHURZ QSUR LHV

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3UR\ 9RMDJ & RPP LMMH

' 60 KDVD3UR\ 9RMDJ & RPP LMMH VH & RPP LMMH FRP SUR
& KLEB SHDNRQ/2 ILLFHJ & KUMRSKHU%HURQL + HDG 7UDGHU %
2 ILLFHU 7KH&RPP LMMH HP HWTXDUVMD DQGD/QFHMDU VRGLVFX

7KH&RPP LMMH URDILVR MIVRVP



Recordkeeping

' 60 LVHTXUHGVRP DQMLQDQHDLO DFFWEDISDFHIRUJLYH\ HDVDOUFRIG/UDMOJ VRSUR\ YRMQJ 7KHUFRIG/LQFOGHWHIROZLQJ

" DFRS RI LWSUR\ YRMQJ SRDA

" DFRS RI HFKSUR\ WDMPHQVHFLYHGRQEHKOR ' 60 ¶VFOHQW

" DUFRUGRI HFKYRMFDWRQEHKOR ' 60 ¶VFOHQW

" DFRS RI DOGRFXPHQVFDNGEA ' 60 ¶VSHURQGHQDZHUHPDNLDORP DNQJ DGHVLRQRQDYRMQ¶V

,Q DGGVRQ ' 60 ZLQJHQJDD YRM DJDQ/

([HFXWYHDCG' LUHFRU&FP SHQDMRQ

7KH' RGG) UDQN: DQ6WHV% HRUP DQG&RQXP HJ3URMFRQ\$ FVHTXLUH/DGYLWU VKDUKROHUYRM/RQH HFXWYHFRP SHQDMRQ 6D RQ3D DQDGYLWU
YRM/RQWHI UHTXHF RI VD RQSD DVZHODVDVKDUKROH/DGYLWU YRM/RQJROHQSDUFRXWFRP SHQDMRQ ' 60 ZLQJHQUDQ YRM/DJLQW6D RQD `

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