

! "#%&' ((\$) " \* +, -. \$ / 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 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'  
<1\$9=18; %'\$853'\$5%'F@9F3%"%N'D\$%%\$38%NF0188\$8GN'G310%'18&'3=Y"A5\$#"%"N  
18&'D1; ""9"A3DD"8&15\$38%'53'56""?618A"0039B'

OB E3'9"#"\$2'18&'A3DD"85'38'56""188@10'=@&G"5'9"Z@"%5'34'56""78\$#"9%\$5/'  
34': 01%; 1'<1\$9=18; %'=""439""4\$810'1FF93#10B'

>"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""  
9"F9%"8515\$#"^A633%\$8G'18""0\$G\$=0""F"9%38'493D'56""9'@8\$5N'2\$56'  
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'  
9"F9%"8515\$#"&@9\$8G!'300'?100B'\_\_6"8'1A5\$8G'1%'F93J/'56""105"9815""  
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\$FN18&! @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&

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

1B W8"ID3856'835\$A""34""0"A5\$38'439'56""P\$A"IC9"%\$&"85%'6100'=""G\$#"8'\$4'5615'344\$A""\$%'#1A15"&B'

=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"B'

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"9"%"8515\$#"53">5144': 00\$18A"B'

; 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'

1B : &D\$8\$%5915\$#''?'3DD\$55''''

=B V0''A5\$38%N'\ "D=""9%6\$FN'18&'! @0''?'3DD\$55''''

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

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

"B 78\$#''9%\$5/' : &#3A1A/'

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

1B E6'''P\$A''IC9''%\$&''85'%6100'=""56'''A61\$9F''9%38B'

=B W56''9'D"D=""9%'34'56'''A3DD\$55''''%6100'=""R'

\*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'

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

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

[B ! "F9''%85'18&'1A5'38'=""6104'34'56'''>5144'?3@8A\$0'=""52''''8'>5144'  
'?3@8A\$0'D''''5\$8G%B'

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

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''F9''%8515\$#''%N'105''9815''%N'P\$A''I  
C9''%\$&''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'

(B ! "#\$'2'18&'D1\$851\$8'56'' . /012%'18&'?38%5\$5@5\$38'53'9''40''A5'56''  
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+B ! "#\$'2'@8\$5%'&'%\$G815\$38%'18&'G''8''915''F''5\$5\$38%'439'@8\$5'  
&'%\$G815\$38'A618G''%'1%'9''Z@\$9''&B'

bB : AA''F5'F''5\$5\$38%'439'F93F3%'&'A618G''%'53'@8\$5'&'%\$G815\$38%'  
493D'A38%5\$5@''85%B'

cB . 1%'&'@F38'G@\$&'0\$8''%'5'43956'\$8'56''>5144'?3@8A\$0'  
'?38%5\$5@5\$38'18&'0''26''9''\$8'56''%'' . /012%'9''#'\$2'@8\$5'  
A618G''F''5\$5\$38%'F9\$39'53'439219&\$8G'56''D'53'56''>5144'?3@8A\$0'  
=3&/1%'D35\$38%'439'439D10'1A5\$38'

\$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'  
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\''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'

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

\*B . "8"4\$5%'

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

[B 09\$''#18A''F93A''&@9''%

(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/'': &#3A1A/'

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&#35"  
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'  
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?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 " 0 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'  
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: ; '<=""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"

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: <= "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'  
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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@I @H': I&"I'<:'I"P8\$H'8'P"PK"II': ;'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'

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@I A8M8HM6': ;'8'I"QI""H<8\$#"V%"8<%=877'K"";\$7"&'K6'<=""\$1%<87<"IH8<""  
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@@I 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'(+N'

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@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&  
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@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'  
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@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'^@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'  
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ON 3H'8M<\$: H': ;<="">3E'5<8;;'G: LHM\$7'9\$77'K""M: H%\$&'I"&'80QI: #'&'\$;<=""  
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GN C=""G=8HM"77: I'P86'#"<: '8H""H<\$I"">3E'5<8;;'G: LHM\$7'8M<\$: H': I'#"<: ': I'M=8HR""  
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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&'#"<: ""&  
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<=\$I&%P8': I\$<6'#"<: ': #""I1\$&'#"<: <=""': ;'8'aL: ILP'8'<=""H"U<'I"RL78I76'  
%M=""&L7"&: I'Q"Ms87'P""<\$HR': ;<="">3E'5<8;;'G: LHM\$7': ;'77: 9\$HR'H: <\$M"": ;<=""  
#"<: N'

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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"877""&'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"N

ON 3H6': ;;\$M"I': I'P"PK"l': ;'<=">3E'5<8;;'G: LHMS7'P86'K""Q"<\$\$: H"&';: I'I"M877'  
9\$<='8': H"TaL8I<"I'#: <"': ;'<=">3E'5<8;;'G: LHMS7N'C="P8': I\$<6'#: <"M8%<': ;'I'  
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GN 3'I";"I"H&LP': ;'<="M: H%<\$<L"HM6': H'8H6': ;'<="Q"M\$;\$M'8M<\$: H%': ;'<=">3E'  
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I";"I"H&LP'I"aL\$I"%Q"M\$;6\$HR'<="'\$%L"'8H&'M: H<8H\$HR'<="%'RH8<LI"%': ;'<"H'  
Q"IM"H<': ;'<="HLPK"l': ;'%<8;;'&";\$H"&'\$H'5"M<\$: H', N3N@': ;'<=">3E'5<8;;'  
G: LHMS7'06T789%N'C="G=8HM"77: I'P86'&"%'RH8<"'8'H: HT5<8;;'G: LHMS7'  
M: PP\$<""<: 'Q"l';: IP'8'#: <"'\$;H"M"%8I6N'C="&"M\$%\$: H': ;'8'P8': I\$<6': ;'<="'  
#: <"%M8%<'%=877'&"<"IP\$H""8M<\$: HlN"

C="Q8I7\$8P"H<8I6'8L<=: I\$<6'%=877'K"";I: P'<="! : K"l<N%! L7"%': ;'DI&"I'?"976'  
! "#\$%"&N