



UNIVERSITY STUDENTS' COUNCIL

2017/2018 Operating and Capital Budget

Published February 27th, 2017

ANWJZ'n_t ni {ZI {y'

DfYZWV

&

FYj Ybi Yg

.

Figure 1 - Breakdown of Revenues	3
Student Fees	3
USC Operating Fees	4
USC Administered Fees	4
USC Capital Fees	4
Table 1 - Student Fee Schedule	5
Figure 2 - Breakdown of Student Fees	6
Operations	6
The Spoke	6
The Wave	7
Western Film	7
The Purple Store	8
Miscellaneous General Revenue	8
Rental Properties	8
Table 2 - Breakdown of Operations	9
Figure 3 - Breakdown of Operations	10

9I dYbgYg

%\$

Transfers Out	10
Gazette	10
Government	10
Table 3 - Breakdown of Government Expenses	11
Figure 4 - Breakdown of Government Expenses	12
Advocacy	18
Table 4 - Breakdown of Advocacy Expenses	18
Figure 5 - Breakdown of Advocacy Expenses	19
Student Experience	20
Table 5 - Breakdown of Student Experience Expenses	21
Figure 6 - Student Experience Breakdown	21
Student Development	24
Table 6 - Breakdown of Student Development	25
Figure 7 - Breakdown of Student Development	25
Admin	27
Table 7 - Breakdown of Admin	28
Figure 8 - Breakdown of Themed Expenses	29

HUVY, 'I'6 i X[YhGi a a Ufm\$%+R\$%

' \$

Figure 9 - Three Year Projection	33
----------------------------------	----

7 Ud]H'6 i X[Yh

..

Df YZUW

AaZ BI bZykt'@| XZI {y-t n| I Vp'Z. by(y'n ZI aMIVZ {aZ ZX| VMI nI NjZ. uZxZI VZ MIX w' Njkt'n_ jbz'_nxMj'| I XZx'xM| MZyM'H Zy(ZX BI bZykt'aAaby'by'Xnl Z'Ut'N'fnM'b` nI 'UZaYl_n_ y(| XZI {by| ZysUt y(xfb` {n'uxnfbXZ'MI Z.VZu{tMI Njy(| XZI {Z. uZxZI VZSMIX'Ut XZfZjnub` y(| XZI {y'n| {y'kZ'n_{aZ VjMjxnk` aAaZ MII | NjU| X Z{by'xZyuni y'bjZ'_nx'NjnM'b` 'xZyn| xVZy UZ,, ZZI {aZyZ'VZMjSk M'b` k'nl Z'n_{aZ'k ny' tk unx(MI{XnV| k ZI {y'n` n'UZ_nxZ't n| I Vp' ZNWa'tZM'aAaZ YUäp'Üä'U| X Z{aMj'UZZI ` | bZX'Ut {axZZ {aZk ZySMjkt'Sy(xMZ' tSMIX' xZyuzV{'_nx'y(| XZI {XnjjMjy''

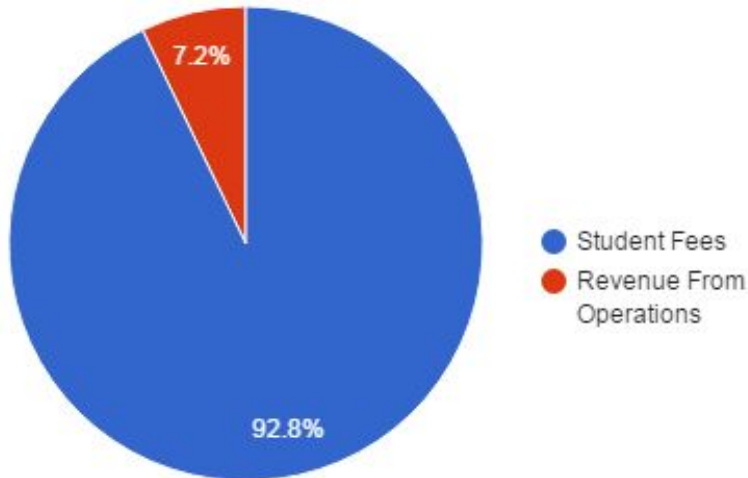
AaZk Zy

- t jZM'MIX'b _nxk M'bz' aAaZ'U| X Z{by'nI Z'n_{aZ'k ny' tk unx(MI{MI | NjXnV| k ZI { unx| VZX'Ut {aZ'B@a'' nx{aM'xZMjnl S(aby'U| X Z{by'uxZyZI {ZX'b` M, M {aM'by'VZM'S MIX'b _nxk M'bz'aAaby'VjMkt' Vnk Zy'_nxk` Vhl VpZ' I M'VbZyS'by| Nj'xZuxZyZI {M'nl yS Vnk uM'ynI y,, k'a {aZ'uMj(SMIX'Ut'uxnfbXb` k nxZ'b _nxk M'nl ,, aZxZ'unyy'bjZ'a''
- @xMZ' b'<xZyZI {M'nl '' aAaby'XnV| k ZI {xZuxZyZI {y'My'bl b'bMI{yab' b` an,, {aZ'MII | Nj U| X Z{by'uxZyZI {ZX'a'' y(ZN'x'_VZM'b` 'MI'' .ZV| {bZ' E| X Z{SMIX'MjZuMjMZ' t nxunxMZ' E| X Z{S(aby'U| X Z{Vnk Ub ZyUh{a'' | x{aZxSZ.uZI yZy'b` '' XfnVWtS@| XZI {'' .uZxZI VZS MIX'@| XZI {Z'ZfZjnuk ZI {aMj'UZZI ` xn| uZX'a'' nx{aZ'_by' {tk Z'ZfZS{aZyZ` xn| ub` y' yan,, {aZ {n(NjM' n| I {yuzI {b` ZNWa' VhxZ' M'bz'kt'n_{aZ'B@a''@| XZI {y,, b'j' Njyn'UZ' MjZ' {n'VjZMj't yZZ {aZ'UxZMjXn,, I 'n_y(| XZI {Z'Zy'Vnk uMZX' {n'xZfZI | Z'_nxk` nuZxM'nl y''
- ?ZyuzV{'_nx'@| XZI {Z'njjMjy' aAaby'U| X Z{xZVh` I bZy{aZ'_b M'VjU| xZI {aM'y(| XZI {y' _NWZSMIX', nxi y{n'xZyuni y'bj't'k MIMZ' {aZ'BI bZykt'@| XZI {y-t n| I Vp'y'xZj'bmVZ'nl` y(| XZI {Z'Z'aAaby'by'xZVh` I bZX'Ut'k M'b` 'xZyuni y'bjZ'U| X Z{V| {y'aM', b'j' I n' tk uM' yZx'f'VZ XZj'bZxt'aAaby'by'Njyn' M'Vnk ujb'aZX'Ut' ZI y| xb` {aM'B@a' 5uZxM'nl y'Vhl {xb| {Z'n {aZ'Z. uZI yZyn_{aZ'B@a' S,, abZ'k Nb {Nb` b` 'M_nxXNjZ' MIX' Nk'ux'Vb` '_nx'y(| XZI {y'a''

F Yj Ybi Yg'

AaZ'BI bZykt'@| XZI {y-t n| I Vp'by_| I XZX_xnk {, n'k Mb 'yn| xVZySy(| XZI {y_ZZySMIX'xZfZI | Z'
_xnk 'nuZxMlml y'a@| XZI {_ZZyMz`VhjjZV(ZX'MI | Njt'_xnk 'Nj| I XZx xVX| MZ'y(| XZI {y'MIX'k MIZ'
| u{aZjMz Zy(unx{ml 'n_{aZ'B@ 'y_| I Xb`^a?ZfZI | Z'_xnk '5uZxMlml y'byk MZ| u'n_uxn_ky'
_xnk 'B@ 'n, I ZX'MIX'nuZxMZX'U| yb ZyyZy;AaZ '@uni ZSH Zy(Zx ' b'k SAaZ <| xujZ '@nxZSZ{V'A'
?ZfZI | Z'_xnk '5uZxMlml y'aZjuy'xZX| VZ{aZ'y(| XZI {_ZZSU| { 'byVjnyZjt'k MIMZX{n'ZI y| xZ'
y(| XZI {y'aMz M_nxMjZ'nu{ml y'n| 'Vkt u| y''

: || i fY%! '6fYU_Xck b'cZF Yj Ybi Yg



Gh XYbh: YG'

@| XZI { ' ZZyMz`VhjjZV(ZX'Ut {aZ'BI bZykt'@| XZI {y-t n| I Vp'(n_| I X'Un{a'b {Zx NjB@ '
MktNt'ZySMIX.Z. {Zx NjyZx'VZy{aM'k un'fZ {aZ | I XZx xVX| MZ'Z.uZxZI VZ^AaZyZ '@| XZI { '
' ZZyMz` xn| uZX'b {n {axZZ Xb'f' V{ 'VMZ` nxZySB@ '5uZxMb` ' ZZySB@ ' Xk b'by{ZxZx' ZZyS
MIXt MktNt' ZZy''

@| XZI {_ZZyMz` nfZx ZX'Ut {aZ' ZZyMIX' b' MIMVt@Mzk ZI {y<njbt^Aaby'unjbt'n| {jb Zy'
, ab'a_ZZyk M'UZ' b' VZMjZX'MIX', aZi a^'i 'uxZ'fml y'tZMj{aZ'B@ 'aM'VjM jMZX'ky'n, I '
b' jMlml S,, ab'a'aM'n_{ZI 'xZy| j{ZX'b 'ab'aZx{aM' MZxMz' b' VZMjZy^'i jMlml 'nx{aZ'YUUpYUa'
U| X Z{ 'aM'UZZI yZ{ M'U^ao SXn,, I '_xnk 'Y^Bo S| yZX'b {aZ'YUUpYUa' U| X Z{^aAaby'b jMlml 'by'
b'jb Z', k'a {aZ' MIMXbM 'Vh| y| k Zx'ux'VZ' b' XZ. S'VjM jMZX'Ut '@Mby'by't MIMXb' @zu{Zk UZx'

BI bZykt'@| XZI {y-t n| | Vjn_{aZ BI bZykt'n_H Zy(Zx '5I {Mln''
YÜÜpYÜÜä''5uZxMb` MlXt MlqNyl| X Z{`

I G7`CdYfUjbl` : Yyg`

B@ '5uZxMb` " ZZYMZ VhjjZV{ZX{n_ | X{aZ`b {Zx| N|Vhy{y'n_{aZ`B@`aAaZyZ`_ZZy`_| | X`
ZfZxt{ab` ` _xnk` ". ZV| {bZ`b` b`b`b`b`Zy`{aZ`k`Mz`" ZZS{n`xZI` {`_nx{aZ`BI`bZykt'`nk`k` | | k`
t`ZI` {xZ`{AaZ`5W| uMlVt`" ZZÄ`

OZt't`aMl` Zy`

* {aZ`YÜÜä''YÜÜä`U| X` Z{S{aZ`°` Xk`b` _ZZ`,, Nj`-vXZMZx@SyZuMlMb` {aZ`Z`uZl`yZy'n_{aZ`
Z`ZV| {bZ`_xnk` {aZ`xZy{n_{aZ`nx` MlB`Ml`a`Aaby`VaMl`Z`,, Nj| n{`uxnuZjt`Z`ZV| {ZXSMlX`aMl`
| ZfZxjZ` Nj|t`UZZI`b`Z`_ZV{a`H`Zy(Zx|`y{b`fZ`,, y{aZ`B@`Mj`aMl` `nl`Z`k`Mz`_ZZSb`VhxunxMl`b`
Nj`°`Xk`b` MlX`". ZV| {bZ`Z`uZl`yZy`aAaby`U| X` Z{`uxZyZl` {y`Mk`nxZ`MlV`xMz`fZ`,, n_{aZ`k`Mz`_ZZS`
Nj`VhjjZV{ZX`Ut`H`Zy(Zx|`a`

°`jj`B@`'5uZxMb` `ZZy`aMz`| | XZx`nl`Z`Z`.{Zl`y`bZ`xZ`fZ`,, y{aby`tZM`aAaby`xZ`fZ`,, `aMj`_n| | X`k`Ml`
MZMj`{aMl`Ml`UZ`xZy`unl`y`b`j`xZx|`VZXS`,, ab`j`k`N`b`{N`b`b` `yZx`f`bZ`jZ`fZjy`a`

I G7`5Xa`jbl`ghfYX` : Yyg`

B@`°`Xk`b`b`{ZxZX`" ZZYMZ`uMl`{n`Z`.{Zx|`N|nx` MlB`Ml`y`b`xZ{|`x|`_nx`yZx`f`bZy`{aMl`UZI`Z`k`
y{|`XZI`{y`aAaby`b`V|`XZy`yZx`f`bZy`j`b`Z`{aZ`)} ZNj`{a`MlX`ž`ZI`{Nj`<j`MlS`1nl`Xnl`'Ax`Ml`y`k`f`nk`k`by`l`k`|`y`
<Nj`SMlX`{aZ`B@`-y`k`Zk`UZ`xy`ab`b`{aZ`5I`{Mln`BI`XZx`xMl`Mz`@|`XZI`{`°`jj`MlVZ`a`

OZt't`aMl` Zy`

Aaby`U| X` Z{`U`b` `y`b`_j`Ml`l`Ml`b`V`ZMj`yZy`b`k`Ml`t`B@`°`Xk`b`b`{ZxZX`_ZZy`aAaZ`B@`) ZNj`{a`MlX`
ž`ZI`{Nj`uj`Ml`,, b`j`b`V`ZMj`Z`Ut`ä`o`{n`ZI`y|`xZ`{aZ`uj`Ml`-y`xZy`Zx`f`_| | X`,, b`j`xZ{|`x|`{n`aZ`Nj`{a`t`jZ`fZjy`a`
AaZ`U|`y`u`Nj`Nj`n`b`V`ZMj`Zy`U`Mj`Zx`n`_n`_|`Z`n`{b`Ml`l`y`,, k`a`{aZ`1nl`Xnl`'Ax`Ml`y`k`f`nk`k`by`l`k`a`1Mz`
|`ba`{`U|`y`b` `SMlX`{aZ`B@` ž`M`V`Z`aMz`U`n`{a`XZ`V`ZMj`Zx`{n`xZ`jZV`{aZ`{x|`Z`Vhy`{n`_nuZ`xMl`b` `
U`n`{a`yZx`f`bZy`a`°`jj`n`{aZ`x`Ml`k`b`b`{ZxZX`_ZZy`aMz`xZ`k`N`b`ZX`Ml`V|`xxZI`{jZ`fZjy`S`nx`aMz`b`V`ZMj`Zx`Ut`
b`_j`Ml`l`a`

I G7`7Ud`jH` : Yyg`

t`Mlq`Nj`_ZZy`MZ`VhjjZV{ZX`Ml|`Nj|t`{n`_| | X`k`Zk`y`{aMl`,, b`j`UZ`|`yZ`_|`j`_nx`k`Ml`t`tZMj`aAaby`b`V|`XZy`
k`Zk`y`j`b`Z`_|`x|`k|`xZ`_nx`{aZ`2`|`y`{Ml` `1n| | `ZS`xZI`n`f`Ml`l`y`{n`{aZ`@`uni`ZSMlX`k`b`x`n`uanl`Zy`{aMl`
,, b`j`UZ`|`yZx`_nx`Z`fZl`{y`aAaZx`MZ`{`,, n`f`Mlq`Nj`_ZZy`S{aZ`B@` t`Mlq`Nj`' ZZSMlX`{aZ`(` MZ`{Z`t`Mlq`Nj`
_ZZ`a`

**BI bZyk6t'@| XZI {y-t n| | Vjn_{aZ BI bZyk6t'n_H Zy(Zx '5I {Mkn''
YU6pYU6a''5uzXVb` MxT NukNyE| X Z{`**

OZt' aM` Zy`

Aaby'tZM' {aZ` Vuk6NyujM' , Ny'yab{ZX`_xnk` M{M|U| X` Z{S{n`Mnjib` `U| X` Z{a`Aaby'k` ZMiy' {aM' | Z , Vuk6NyuxnzV'y`MI`UZ`NXXZX`ZM'a`tZM'b'l` ZZXZ`a`Aaby' , bj` Ny'n`k` ZM' {aM' {aZ` B@` 'by` Ny' , M'y`_nxZVyx{b` `a` tZM'y`M`ZM`_nx`Vuk6Ny' | u` xVXZy'a`t` Nuk6Ny' ZZy' , bj` b` VxZM`Z` Ut` b` jM'loni` b` YU6pYU6a`

HUV`Y`%!' Gh XYbh: YY`GW`YXi` `Y`

2016/2017 Main	2016/2017 Affiliate	Type	2017/2018 Main	Change Main	2017/2018 Affiliate	Change Affiliate
USC Operating Fees						
\$ 84.93	\$ 32.27	Base Student Fee [a]	\$ 79.64	-\$5.29	\$ 30.26	-\$2.01
\$ 22.50	\$ 22.50	Gazette	\$ 18.51	-\$3.99	\$ 18.51	-\$3.99
\$ 2.00	\$ 2.00	Bus Pass Admin [r]	\$ 2.00	-	\$ 2.00	-
\$ 7.00	\$ 7.00	Health and Dental Admin [r]	\$ 7.00	-	\$ 7.00	-
\$ 66.68	\$ 37.66	UCC Occupancy Fee [a] [t]	\$ 60.00	-\$6.68	\$ 22.80	-\$14.86
USC Administered Fees						
\$ 12.93	\$ 12.93	Late Night Busing [r] [t]	\$ 10.40	-\$2.53	\$ 10.40	-\$2.53
\$ 4.09	\$ 4.09	Faculty & Affiliate Council [t]	\$ 4.09	-	\$ 4.09	-
\$ 4.04	\$ 4.04	Grants Fund [r] [t]	\$ 4.04	-	\$ 4.04	-
\$ 3.64	\$ 3.64	OUSA [t]	\$ 3.69	\$0.05	\$ 3.69	\$0.05
\$ 3.31	\$ 3.31	Ombudsperson [t]	\$ 3.31	-	\$ 3.31	-
\$ 5.42	\$ 5.42	Community Legal Services [t]	\$ 5.52	\$0.10	\$ 5.52	\$0.10
\$ 13.15	\$ 13.15	CHRW [t]	\$ 12.47	-\$0.68	\$ 12.47	-\$0.68
\$ 0.83	\$ 0.83	WUSC [r] [t]	\$ 0.83	-	\$ 0.83	-
\$ 1.71	\$ 1.71	USC Daycare [t]	\$ 1.60	-\$0.11	\$ 1.60	-\$0.11
\$ 250.27	\$ 250.27	Health and Dental Plan [r] [t]	\$ 262.78	\$12.51	\$ 262.78	\$12.51
\$ 222.88	\$ 222.88	Bus Pass [r] [t]	\$ 227.88	\$5.00	\$ 227.88	\$5.00
\$ 90.00	\$ 90.00	Orientation week fee [t]	\$ 90.00	-	\$ 90.00	-
\$ 0.51	\$ 0.51	Marching Band Fee [r] [t]	\$ 0.52	\$0.01	\$ 0.52	\$0.01
Capital Fees						
\$ 32.34	\$ 32.34	USC Capital/Facility fee [ft]	\$ 32.92	\$0.58	\$ 32.92	\$0.58
\$ 1.54	\$ 1.54	Multimedia Capital Fee [ft]	\$ 1.57	\$0.03	\$ 1.57	\$0.03
\$ 829.77	\$ 748.09		\$ 828.77	-\$1.00	\$ 742.19	-\$5.90

- [a] - Fee impacted by the Affiliate Agreement
- [t] - Transfer Out
- [ft] - Fund Transfer
- [r] - Initiated by referendum

HUV'Y%U!': YY'GW YXi `Y7 cbH6bi YX'

Type	Fees			Total
	Main	Grad	Affiliate	
USC Operating Fees				
Base Student Fee [a]	\$ 1,899,175.08		\$ 179,581.83	\$ 2,078,756.91
Gazette	\$ 441,407.97		\$ 109,838.34	\$ 551,246.31
Bus Pass Admin [r]	\$ 47,694.00		\$ 11,868.00	\$ 59,562.00
Health and Dental Admin [r]	\$ 119,700.00		\$ 27,300.00	\$ 147,000.00
UCC Occupancy Fee [a] [t]	\$ 1,430,820.00	\$ 196,200.00	\$ 135,295.20	\$ 1,762,315.20
USC Administered Fees				
Late Night Busing [r] [t]	\$ 248,008.80		\$ 61,713.60	\$ 309,722.40
Faculty Council [t]	\$ 97,534.23		\$ 10,678.99	\$ 108,213.22
Grants Fund [r] [t]	\$ 96,341.88		\$ -	\$ 96,341.88
OUSA [t]	\$ 87,995.43		\$ 21,896.46	\$ 109,891.89
Ombudsperson [t]	\$ 78,933.57		\$ 19,641.54	\$ 98,575.11
Community Legal Services [t]	\$ 131,577.25	\$ 33,105.30	\$ 32,741.20	\$ 197,423.81
CHRW [t]	\$ 297,372.09		\$ 73,996.98	\$ 371,369.07
WUSC [r] [t]	\$ 19,793.01		\$ 4,925.22	\$ 24,718.23
USC Daycare [t]	\$ 38,155.20		\$ 9,494.40	\$ 47,649.60
Health and Dental Plan [r] [t]	\$ 4,493,597.85		\$ 1,024,855.65	\$ 5,518,453.50
Bus Pass [r] [t]	\$ 5,434,254.36		\$ 1,352,239.92	\$ 6,786,494.28
Orientation week fee [t]	\$ 522,000.00		\$ 108,000.00	\$ 630,000.00
Marching Band Fee [r] [t]	\$ 12,400.44		\$ 3,085.68	\$ 15,486.12
Capital Fees				
USC Capital/Facility fee [ft]	\$ 785,093.80		\$ 195,359.86	\$ 980,453.66
Multimedia Capital Fee [ft]	\$ 37,385.42		\$ 9,302.85	\$ 46,688.27
\$ 16,319,240.38 \$ 229,305.30 \$ 3,391,815.72 \$ 19,940,361.46				

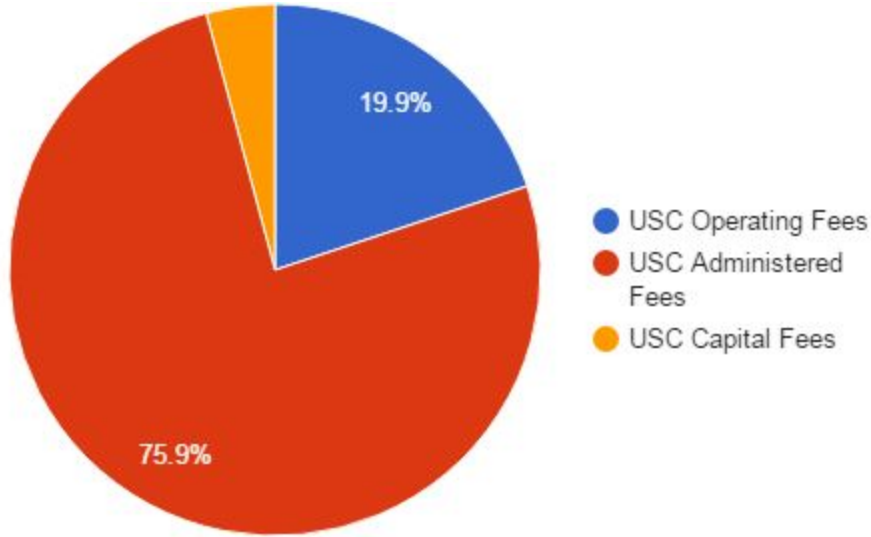
[a] - Fee impacted by the Affiliate Agreement

[t] - Transfer Out

[ft] - Fund Transfer

[r] - Initiated by referendum

:]I i fY&! '6fYU_Xck b'cZGh XYbh: YYg'



CdYfUjcbg'

AaZ'BI bZykt'@| XZI {y-t n| I VjnuZxMZy'M | k UZxn_U| yb ZyyZy'nl 'VNk u| y'AaZyZ'U| yb ZyyZy' yZxfZ'k Ml t`_ | I V{bnl yS{aZt'uxnfXZ' y| XZI {XZfZ'jnuk ZI {MlX'Zk ujntk ZI {S{aZt'uxnfXZ' jn,, 'Vhy{Nj(Zx Ml bZy'n'VNk u| y'yZxf'VZy'MlX'ZMZxZySMlX{aZt'uxnfXZ' xZfZl | Z{n'jn,, Zx{aZ' U| xXZl 'n_y| XZI {ZZy''

* 'uxZf'bn| yU| X' Z{ySB@ '5uZxM'bnl y'aMfZ'uNk'M' nW| uMlVt'Z.uZl yZ'{n{aZ'B@ SXZ(Zxk b ZX' Ut{aZl | k UZxn_yw| MZ' ZZ{n_ZMba'nuZxM'bnl 'aAaby'n_{Zl 'Wl'yZX'nuZxM'bnl y{n'Ml'uZM' b' M' XZ' Ml' uny'q'bnl \$,, aZl 'b' xZM'f'f{aZt'aMfZ' UZZl ' Zl ZxM'b` 'a| I XxZy'n_{an| yMlXy'n_XnjIMy{n' _ | I X{aZ'B@ 'aAaby'U| X' Z{xZk n'fZynW| uMlVt'Z.uZl yZy_xnk 'Nj| I b'y'aAaZ'B@ 'uMly'ky' nW| uMlVt' Ubj'S'VaM' ZX'Ut' H Zy(Zx| S'Ut'jZf'tb` 'Ml' '5W| uMlVt' ZZ'a'f' aM' b` ' | I b'y'Ml' nW| uMlVt' Z.uZl yZ'jn,, Zxy{aZ'bx'uxn' b'yS,, abZl n{M'W| Nj't` nb` 'n,, M'Xy'xZl {aAaby'aMfZ' UZZl 'VaMl' ZX{n' xZx| VZ'Vhl _ | ybnl SMlX{n'uxZyZl {MjZM'ub'f| xZ'n_{aZ'B@ 'y'5uZxM'bnl y'' XX'bnl Nj't'S' b'Nj'n,, y' _nx'y| XZI {y{n'yZZ{aZ'x| Z'bk uM'W| {aM'nuZxM'bnl y'aMfZ'nl 'xZx| Vb` 'y| XZI {ZZy''H' b'an| {aZ' Vhl {x'bnl {bnl {aM'f'aZyZ'nuZxM'bnl y'Uxb` 'b' SM'XX'bnl Nj'y| XZI {ZZ' b' VxZM'Zy,, n| jX'UZ' xZw' bZX' {n'k' Ml' {Ml' Nj' M'X'f'nW'f'Sy| XZI {Z.uZxZl VZSMlX'y| XZI {XZfZ'jnuk ZI {Z'_nx'y''

Aaby'VaMl' Z'by'nl j't'MXb_ZxZl VZ'by'NW'n| I {b` 'uxZyZl {M'bnl SMlX'b' l'n,, Ml'bk uM'W|y{aM' M'W| Nj' M' n| I {VhjjZV{ZX'S{aZ'xZfZl | Z'Uxn|` 'a{b` 'Ut'nuZxM'bnl yS'n'x'an,, {aZ' nW| uMlVt' Ubj' by'uNk'aAaby' VaMl' Z'by'xZl Ml' b` {aZ' '5W| uMlVt'' .uZl yZ' Ut' Nj' nuZxM'bnl y{n' M'k' nxZ' NW| xM'Z' j'NW'jS' Vhl {x'bnl {bnl 'a''

H Y Gdc_Y

AaZ {xVktl yMIXV| j{| xZ'n_AaZ@uni Z'VZ'Ny'y(xnl` 'Ny'ZfZx^'5| xVktl {n'Zy(MVjba'
Vhl yb(ZI Vt`b` n| xw'Nykt`_nnX'uxnX| VysV| y(nk ZxyZxfVZ'uMl MZ'MIXI bafj'uxn` xM k b`
aMy'Zi {xZi VaZX{aZ'xZy(M|xMl{ 'Ny'M Zt'ZjZk ZI {b` {aZ'y{| XZI {Z.uZxZI VZ'M'H Zy(Zx`^'AaZ'
fnj| k Z'Vhl {b` | Zy{`n` xn,, 'Ny', Z'aMz'yZZI `b` VZMZX'yNjZyb` Nj'XZuM{k ZI {y'`Oq'VaZI S' M`
MIX'LM^'Aaby'U| X` Z{`MXXzYyZy`_ x(aZx'b` VZMZX'fnj| k Z', k'a {aZ'ujMl ZX'xZI nFMlml`
aMduZI b` ` {aby'y| k k Zx{n`{aZ`@uni Z'Oq'VaZI`^'AaZ`@uni Z'Vhl {xU| {ml` {n`{aZ`B@`', Ny'
tk uM{ZX'Uf` {aZ`tk` ujZk ZI {Mlml` n`_M` Nj` xZM`b` ` , ZZi` Ut` Mluxn.tk` MZjt` C'U\$U`

OZt+ aM` Zy

AaZ`@uni Z'by'uxnZV{b` ` M'Yô` yNjZyb` VZMZX`{n`_nnX'yNjZyn| {n`_{aZ`i`k'VaZI` , Nj` 'l` uX| Z`{n`{aZ`
| uVnk`b` ` xZi` nFMlml` `b` VZM`b` ` n| x'fnj| k Z`{axn|` ` a'Mk` nxZ`Z`_bVZi` { , nx` yuMZX`MIX`
b` {Z` xMlml` n`_{ZVal` njn` `+{n`uatybNj}t'yZxfZ`k` nxZ`V| y(nk Zxy`^` Yô` i`k'VaZI` `b` VZMZX`Zw' MZy`{n`
nfZx`O'Y\$U`b` ` xn,, {a'nfZx`{aZ`Vh| xyZ`n`_{aZ`t'ZM`^` (bZi` {aZ`jZfZj`n`_U| yb` Zyy`{aZ`@uni Z'by`
V| xZi` {j`t`nuZxM`b` ` S, Z'aMz`U| X` Z{ZX'y(M| yw' n`_nx`{aZ`t` M` MIX'LM^'XZuM{k ZI {y`^'3Z,,`
_ x| k| xZ`MIX`XZyb|` _ZM| xZyb` {aZ`xZy(M|xMl{ , h' Njn,` | y`{n`k` Mtk` bZoyZM`b` ` SxZy| j{b` ` b`
b` VZMZX`_nn`{`xM`b`^'2` MIM`b` ` {aZ`ValjZi` ` Zy'n`_k` Ml` Z{` VaM` ` Z`MIX`k` k`b` M`b` ` {aZ`tk` uM`{n`
n| xVhy`{n`_` nnXy'ynjX` , h' Njn`xZk` Nb` `MnV| y`k` nfb` ` _nx, Mx^`

H Y K Uj Y

AaZ`H`Mz`uxnfbZy`M`Z`_VZjZi` {j| | Va`MIX`Xb| ZxZ`_uZxZI` VZSM`_jj`yZxfVZ`VMZx`b` ` `
XZuM{k ZI {SuxZu`_Mjkt` `nx`AaZ`@uni ZSMIX`n`_Zi` {xMiy`nx` y`b` {n`MfZi` | Z`_nx'y{| XZI {S`M| j{tS`
V| UyMIX`Z`_ZV| {bZ`ZfZi` {y^'AaZ`H`Mz`Vhl` {b` | Zy`{n`k` MIMZ`Vhy`{n`_` nnXy'ynjX` , ZjSMIX`
xZk` Nb` y`b`a`{`n|` 'Nj`Z`_uZi` yZ`VMZ` `nxZy^'H`Z`aMz`tk` ujZk ZI {ZX`k` Ml`+l` Z,` , yty{Zk` y`{n`Zi` y| xZ`
 , Z`Mz`n|` {nu`n`_n|` xuxnX| V` `MIX`yuZi` Xb` ` , abZ`uxnfbXb` ` w' Nykt`MIX`fVj| Z`{n`n|` xV| y(nk Zxy^`
AaZ`H`Mz`uxnfbZy`{aZ`B@`_b` Ml`Vjy`{Mjkt` Ny`Muxn`k` VZi` {xZ`U| {by`Njn`MujMz`n`_y{| XZI`
jZM`b` ` MIX`XZfZj`nuk ZI {Ny` , Z`Zk` ujntZZ`nfZx`U`U`y{| XZI` {y`MIX`uM`n|` {nfZx`O'U\$U`U`b` `
y{| XZI` { , MZy^`

OZt+ aM` Zy

AaZ`H`Mz` , h' yZZ`b` VZMZX'yNjZynfZx`{aZ`y| k k ZxNy`_nnX`MIX`Nj`hanj`yNjZyMz`XxbZi` `Ut`AaZ`
@uni Z`xZI` nFMlml` ^'AaZ`H`Mz` , h' Vhl` {b` | Z`{n`k` nl` k`nx`_nnX`{xZi` XyMIX`Mh| y`{aZ`k`Zi` | {n`k` ZZ`
{aZi` ZZxyn`_ky`XbZxyZ`VjZi` {ZjZa` | x(aZx`SH`Mz`t` MZx`b` ` aMy` `xn,` , l` {n`M`Vn|` | {`_nx`Nj`k` ny` Yâô`
n`_{n`{Nj`H`Mz`yNjZy`t` MZx`b` ` yNjZyMz`Z`_uZV`{ZX`xZk` Nb` `M| {aZ`YUUpYUa`xMz^`

BI bZykt'@| XZI {y-t n| | Vjn_{aZ BI bZykt'n_H Zy(Zx '5I {Mtn''
YUapYUa''5uzXVb` MIXt MktNfE| X Z{

AaZ'H MZ', bjj Vnk UMIMuxZXB(ZX'Paôo`_nnX'ib_jMlml`Ut'l Z' n{bMl`', kãa'y| uujZxySMIX`
Vhl y{M{k ZI | 'XZfZjnuk ZI {a'' fZxt{ab`', bjj UZ'Xnl Z{n ZI y| xZ'Ml't'uxbZ'Nkh y{k ZI {y'VZ`
k b bE Nf''

K Yghfb` : J a`

H Zy(Zx|`_bkk`by'b`_tZM{, n'n_b'y'U| yb Zyy'ujM' bE ujZk ZI {Mlml SMIX'Vhl {b | Zy{n'yZZ`
b`WZk ZI {Nf'`xn,, {a'b`y{| XZI {{xM_b/Vy'MZy| j{a'H Zy(Zx|`_`bkk`aM'y'Nyn`_nV| yZX'nl`xZI {Nf`
xZfZl | Z'Ut'xZk nfb``_bkk`y{, n'XM'y'M, ZZI`a'5fZx'Vj`H Zy(Zx|`_`bkk`Vhl {b | Zy{n'UZ'nl Z'n_{aZ`
B@`y{k ny{y| WZyy|_j`Xxt'y{| XZI {ZfZl {yS,, kãa'y{| XZI {{xM_b/n`_aU'UaU'ZWa l ba{a''

OZt't aM' Zy`

AbM Z{`Vhy{`n`_`nnXy'ynjX'by'Z.uZV(ZX{n`b`VZ'VZ'Vj'uxnX| V{bml`Vnk uMl'bz'yjnni`_nx'ab`aZx`
uZxVZl {MZyn`_ZMwa {bM Z{a'Zl {Nf'y,, bjj Vhl {b | Z{n'UZ'Mk`Mhx'uxn`_b`Xxb'Zx'b`YUapYUa`M'y`
yNjZy'VZ`Z.uZV(ZX{n`_`xn,, {n'Nf'k ny{`OpaS'U'U'`b`Nj't'SuM' b`_`Z.uZl yZy'aM'Z`b`WZ'VZ'X'S`
xZy| j{b`_`b`jn,, Zxn`_V'Nk`u| yU| yb Zyy'aAaby'aM'UZZI`_n`_yZ{`Ut'y{| XZI {ySU| {, bjj UZ`k`nl`k'nXZ`
VjnyZj't`X|`x`b`_`{aZ'y| k k Zx''

H YDi fd'Y GtcfY''

<| xujZ`@nxZ`MIX`2 | y{Ml`_t`Zl {xNf'aM'Z`Vnk ujZ{ZX{aZ'b'Nk`Nf`M`Mlml`MIX'l`n,, 'yZx'f'U'Z`M`
UxnM'Xz'XZk`n`_xM'ab'`AaZ'y{nxZ`y`_nV| y'b'nl`_yM'by`_t'b`_`M`xZM'Zx'l | k`UZxn`_y{| XZI {yS`
Vhl`fZx{b`_`n| xU| yb Zyyk`nXZj`_xnk`M'EV'n{ab`_`y{nxZ'E{n`M'EVZl {xNf'y{nxZ'E`Vhl`I`ZV{b`_`kãy`
l`I`V{bml`y{n`{aZ``xZM'Zx'B@`_`f'by'ml`_`a''`I`Z,, 'yZ{n`_b`{.| xZy'aM'y'VaM`_`ZX{aZ`jM'n| {n`_{aZ`_`jnnx`
yuWZ'S'VZ'Mb`_`M'y{| XZI {f'bz`MIX`jZyy'n`_M'Z{N'j`yuWZ'a`

OZt't aM' Zy`

2 nfb`_`_nx,, M'XS'aaZ`<| xujZ`@nxZ`,, bjj Vhl {b | Z{n'y| uunx{`_Nw| j{bz'y'Ut'uxn'f'X'b`_`yaZj`_yuWZ`{n`
{Zy{`MIX`yZj`_uxnX| V{y'a'aaZ`<| xujZ`@nxZ`,, bjj Nf'yn`ujWZ`Ml`Zk`uaM'y'b'nl`_`kãy`Vhl`I`ZV{bml`_`{n`B@`
ZfZl {y'a`

A jgW`UbYci g; YbYfU`F Yj Ybi Y`

2 byVZjjM'Zn| y{`Zl`Zx'Nf'?ZfZl | Z`Vhl {N'by'b`{ZxZy{`ZM'`ZX`_xnk`_`{aZ`nx`Ml`b'V'Nk`_`f'y'ab`a't'ZjX`
{xZ'Nf'y| xt'N'W'h| I`{aZ'jX`M'@n{b'W'M'i`_`a''`XX'k'bl`Nj't'S{aZ`YUapYUa`5uzXVb`_`U| X`Z{`nfZx`
VhjjZV(ZX`b`_`5W| uMlVt`_ZZy'aAaby`k`nl`Zt', bjj UZ`| yZX{n'n`_yZ{`Munx{bml`_`n`_{aZ`YUapYUa`
5W| uMlVt`_ZZ'a`

BI bZykt'@| XZI {y-t n| I Vj'n_{aZ BI bZykt'n_H Zy(Zx '5I {Mkn''
 YÜäpYÜä''5uzXVb` MIXt MktNt| X Z{`

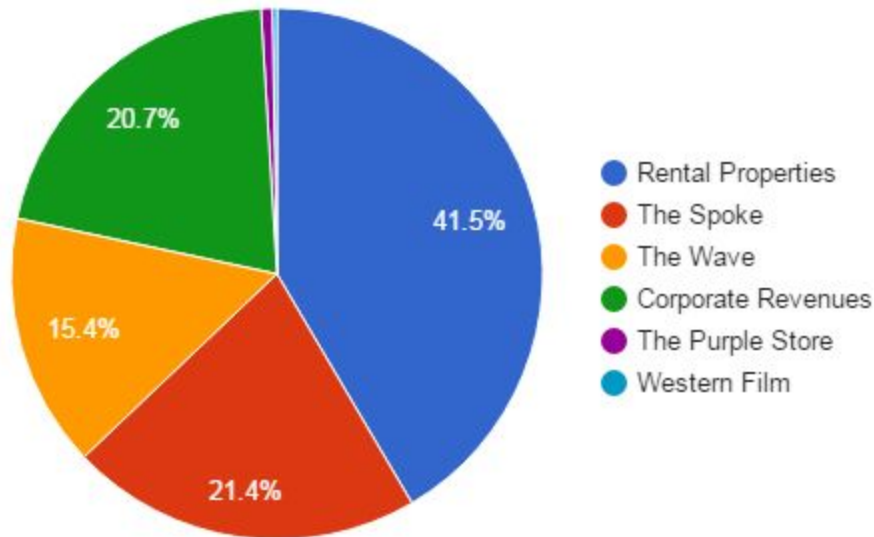
FYbHJ`DfcdYfhjYg

AaZ`B@ `xZI {y'yuWZ', ktab {aZ`BI bZykt't nk k | I k'tt ZI {xZSMIXjZMjZy{aMlyuWZ'n{ZI MI{y'
 ž | Z{n'nfZx, aZjk b` XZk MIX_nxyuWZS{aZ`B@ `by'WljZ'n'ubM {ZI MI{y{aM'uxnfXZ`UZI Z_ky{n'
 y{| XZI {y`B@ `yuWZ byV| xxZI {jt'äö nW| ulzXS,, kta I Z`n{bM{tmi y| I XZx, MI{n`bj {aZ`xZk Mb b`
 Yö`a''

HUV`Y`&'!`6`fYU`Xck b`cZCdYfUjcbg

Ĥ| X` Z{ YÜäpYÜä	ž ZyWtu{tmi	Ĥ| X` Z{ YÜäpYÜä
ÓäÜ\$ÜÜÜÜÜ	t nxunxMz't ni {xbl| {tmi	ÓpāÜ\$ÜÜÜÜÜ
ÓäÜp\$ÜäB`ÜÜ	?ZI {Nj<xnuZx{lzy?ZfZI | Z	ÓäYŸ\$ÜÜÜÜÜ
ÜÜÜÜ	?ZI {Nj<xnuZx{lzy" .uZI yZy	¹Ópā`ÜÜ
ÓäÜp\$ÜäB`ÜÜ	?ZI {Nj<xnuZx{lzyt ni {xbl| {tmi	ÓäYŸ\$paB`ÜÜ
Üäp\$Üä`ÜÜ	H Zy(ZxI ` bjk ?ZfZI | Z	ÜYp\$äÜpāB
¹Üäa\$paY`ÜÜ	H Zy(ZxI ` bjk " .uZI yZy	ÜÜä\$äa`aa
¹Ü\$ÜBā`ÜÜ	H Zy(ZxI ` bjk t ni {xbl| {tmi	Ü\$ŸÜÜpāā
Ü\$äÜ\$YÜÜÜÜ	H MZ ?ZfZI | Zy	Ü\$Yā\$äÜä`ÜÜ
¹Ü\$paā\$Üä`ÜÜ	H MZ " .uZI yZy	¹Ü\$paā\$Üp`ÜÜ
ÜYÜ\$ÜÜÜÜÜ	H MZt ni {xbl| {tmi	ÜYÜ\$ÜÜB`ÜÜ
ÜY\$äB\$Üäā`ÜÜ	@uni Z ?ZfZI | Zy	ÜY\$äÜ\$äa`aa
¹ÜY\$paā\$ÜBÜÜÜ	@uni Z " .uZI yZy	ÜY\$ÜäB\$YŸ`Bp
ÜÜä\$äa`ÜÜ	@uni Z t ni {xbl| {tmi	Üpāā\$äp`PŸ
ÜpB\$Yä`ÜÜ	AaZ`< xujZ @nxZ ?ZfZI | Zy	Üpāā\$äa`Üä
¹ÜpBÜ\$Üp`ÜÜ	AaZ`< xujZ @nxZ " .uZI yZy	ÜpāY\$äa`ÜÜ
Ü\$ÜÜY`ÜÜ	< xujZ @nxZt ni {xbl| {tmi	Üä\$ŸpB`Üä
ÜäpB\$äÜÜÜÜ	An{Nj15uzXV{tmi yf ni {xbl| {tmi	Ü\$äaā\$äa`äB

:]I i fY' '!6fYU_Xck b'cZCdYfUjcbg'



9I dYbgYg'

HfUbgZf'g'Ci hi

AxMy_Zxy'n| {by'XbxZVjt' {tZX'n {aZ' | k UZx'n_y{| XZI {y't njjZV{bZjtS{xMy_Zxy'n| {MWh| I {_nx'
 {aZ'uMk ZI {n_B@'' Xk b' b'ZxZX'' Zzy'n {abX'uM{t'yZxfbZ'uxnfbZxY'a'''. Mkt ujZy'n_{xMy_Zxy'
 n| {b'Vj| XZ {aZ'} ZNf'a'MIX'z ZI {Nf'<MISMIX' {aZ'k| y'<My'a' Aaby'tZM{xMy_Zxy'n| {Njn'b'Vj| XZy'
 nW| uMIVt'n_{aZ'Bi'f' SvhjjZV{ZX' {axn| ` a {aZ'5W| uMIVt'' ZZSMIX'uMk' {n'H Zy(Zx 'a'AxMy_Zxy'
 n| {MZ' n{b'Vj| XZX'b' {aZ'UxZMIXn,, I n_{aZk ZX'Z.uZl yZySU| {VM'UZ'_n| I X'b' {aZ'U| X' Z{`
 y| k k Mkt'M' {aZ'ZI X'n_{aby'5uZxM'b` 'U| X' Z{a''

H Ya YX'9I dYbgYg'

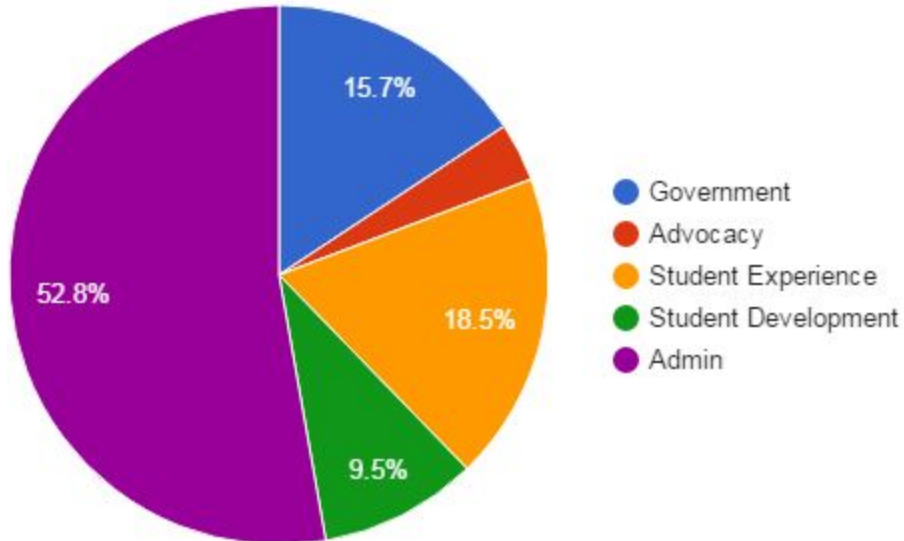
Aaby'U| X' Z{ 'aMy'' xn| uZX'Nj' xZjMZX'Z.uZl yZy'b {n {aZ' {aZk Zy'n_(nfZx' k ZI {S' XfnVMWtS
 @| XZI {'' .uZxZl VZS@| XZI {z'ZfZjnuk ZI {SMIX'' Xk b' a'' XfnVMWtS@| XZI {'' .uZxZl VZSMIX'
 @| XZI {XZfZjnuk ZI {SMZ'VhxZ' MyuZV'y'n_{aZ' B@' y'k by'bnl ''(nfZx' k ZI {MIX'' Xk b' Njn,, {aZ'
 B@' {n'MWhk ujba {aM'k by'bnl a'' jj {aZk ZX'Z.uZl yZyMZX'_| I XZX' {axn| ` a {aZ'k MyZ' ZZSMIX'
 {axn| ` a Vhl {xW| {bnl '_xnk '5uZxM'bnl y''

BI bZykf'@| XZI {y-t n| | Vp'n_{aZ BI bZykf'n_H Zy(ZX '5I {Mn''
 YUap'Ua''5uZxVb` NIXt MktNt| X Z{`

HUV'Y' 'I'6fYU_Xck b'cZH Ya YX'9I dYbgYg''

YUap'Ua'	AaZk ZX'' .uZI yZy	YUap'Ua'
ÓaPÚšaa'Ua'	(nFZl k ZI {`	ÓaaYŠUa'aaY'
ÓUaUŠaUY'Up'	° XfnVWt'	ÓUpŠaaP'UÚ'
ÓaYUŠY'aPa'	@| XZI {'' .uZxZI VZ'	ÓaaaŠUa'UÚ'
ÓYBpŠaa'UÚ'	@| XZI {ž ZfZjnuk ZI {`	ÓPpŠaaB'UÚ'
ÓUŠaYaa'UÚ'	° Xk b`	ÓYŠYpŠaaP'UÚ'
ÓpŠaYŠaa'aB'	An(NYIAaZk ZX'' .uZI yZy	ÓpŠUpŠaa'UÚ'

: || i fY' ('I'6fYU_Xck b'cZH Ya YX'9I dYbgYg'



; cj Yfba Ybh'

AaZ BI bZykf'@| XZI {y-t n| | Vp'aM' {axZZ k Nb` nFZl b` UnXlZySf n| | VpS{aZ EnMx'n`
 ž bZV{nxySMIX' {aZ'' .ZV {bZ'a AaZ Vny{y'xZjMZX'n {aZyZ UnXlZy'aMfZ UZZI` `xn| uZX'| | XZx{aZ`
 Vnk k n| {aZk Z'n_(nFZl k ZI {` (nFZl k ZI {Z.uZI yZy'b V| XZ {aZ yN'VZy'n_{aZ B@`
 '' .ZV {bZS{aZ yN'VZyMIX'anl nxVbVh`'' yN'VbMZYMIX't nnxXb M'nxySn_bZ Z.uZI yZyS'' .ZV {bZ`
 b bM'bZySMIX' {aZ Z.uZI yZy'xZjMZX' {n't n| | Vp' MIX {aZ EnMx'a''

OZt't aM' Zy'

AalyU| X Z{ Uxb` yk Mf'Z, ZMly'n {aZ'' yN'VbMZYMIX VhnXb M'nxySn` xM' y'' yN'VbMZYMIX`
 t nnxXb M'nxySn' yM' nuunx| | bZy_nxy| XZI {y'n, nxi uM' {bZ b' M' '' .ZV {bZ`

**BI bZykt'@| XZI {y-t n| I Vp'n_{aZ BI bZykt'n_H Zy(ZX '5I {Mln''
 YUUpYUa''5uZxMb` MlXt MlqNt| X Z{**

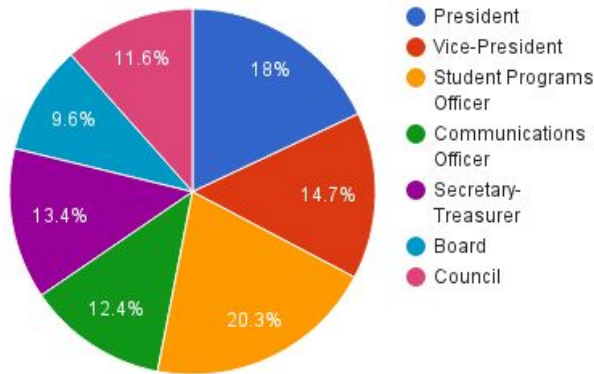
unx{njln^AaZyZ'unyqlmlyMz'Mi{aZ'VhxZ'n_, aM{aZ'B@'MWhk'ujbyaZyZMwa'tZM^Aaby'tZM'i{aZ'
 ".ZV{bZ'aMfZ{MIZI'MjnyZ'jnni'Mi''yynVMZ'MIX'tnrxXb'Mlnx'unyqlmlyMIX'aMfZ'k'MZ'
 VaMI'Zy{nZI'aMIVZ'MIX'xZ'nV|y{aZ'uxn'xNk'y^Aaby,,Mj'Xnl'Z{nZI'y|xZ'MiuxnuxMz'xZyn|xZy'
 MZ'XZXbMZX{n'MZMj{aM'I'ZZX{aZk''I'n{aZx'MXkqml'n{aby'tZMfyU|X'Z{by{aZ'
 MiuXVMlml'n''yynVMZy'MIX'tnrxXb'Mlnxy^Aaby'U|X'Z{MXY_|I'Xy|I'XZxZMwa.Z.V{bZ{n'
 yan,,{aM{aZ't'MiuxZVMZ{aZ'tk'uMf'n_{aZb''yynVMZy'MIX'tnrxXb'Mlnxy^A''

Aaby'U|X'Z{Mjny{xZyyZy{aZ'tk'unx{MIVZ'n_{xMiyuMzi'Vt^@'b'VZ'k'nfb`Z.{Zx'Njtb'YUUpYUaS
 {aZ'Z.uZI'yZy'xZw'bzX{n'nuZxMz{aZ'LnMX'n_z'bzV{nx'y'aMfZ'UZZI'U|xZx'tb'k|j{bujZ'Xb_ZxZI'
 yZVlml'y'n_{aZ'B@'U|X'Z{''nx{aZ'by{tk'Z'ZfZxS{aZyZ'Z.uZI'yZy'aMfZ'UZZI''xn|uZXSMIX'
 uxZyZi{ZX'nuZI'jt{n'Mj'y{|XZI{y^A''

HUVY('!6fYU_Xck b'cZ; cj Yfba Ybh9I dYbgYg'

YUUpYUa	(nfZl k ZI {	YUUpYUa
O'U'Y's'i'U'p'a'a'	<xZy'XZI {	O'U'U'a's'J'a'Y'a'a'
O'a'U's'J'a'a'Y'a'	G'b'Z'1<xZy'XZI {	O'a'a's'U'a'a'a'
O'U'a'a's'a'a'a'U'	@|XZI {<xn'xNk'y5_b'Z'x	O'U'U'a's'a'a'a'a'
O'a'U's'U'Y'a'U'a'	t'nk'k|I'b'Mlml'y5_b'Z'x	O'a'p's'J'a'a'a'a'
O'a'Y's'U'Y'a'p'a'	@Z'V'Z{M't'A'x'Z'M'y|xZx	O'a'a's'U'a'a'a'
O'p's'U'U'U'U'	LnMX'	O'a'a's'U'U'U'U'
O'U'a's'U'U'U'U'	t'n|I'Vp'	O'a'a's'U'U'U'U'
O'a'P'U's'a'a'a'U'a'	An{Nj{nfZl k ZI {	O'a'a'Y's'U'a'a'Y'

: [i fY) '!6fYU_Xck b'cZ; cj Yfba Ybh9I dYbgYg'



BI bZykt'@| XZI {y-t n| I Vp'n_{aZ BI bZykt'n_H Zy(Zx '5I {Mln''
 YUap'YUa''5uzXVb` NIXt MktNt| X Z{`

HUV'Y(U!'; cj Yfba Ybh!'DfYg]XYbh''

É| X Z{ YUap'YUa`	<zYbXZI {`	É| X Z{ YUap'YUa`
ÓBa\$YáaáU`	@YMt`	ÓBa\$Uáaáa`
Óa\$ÚPáa`	5W| uMIVt`	ÓP`
ÓÚ\$áU`	2 ZZ{b`y`	ÓÚ\$áU`
ÓYaU`	<x{b`µ nutb`	ÓYaU`
ÓÚÚ`	5_bZ" .uZI yZy`	ÓÚÚ`
ÓYa`	AZjZuanl Z`	ÓYa`
ÓB\$ÚÚ`	* k{bMfZy`	ÓB\$ÚÚ`
ÓYaU`	AxMfZj`	ÓYaU`
ÓÚÚ\$ÚÚ`	".{Zx| Nt?ZyZMva AxMfZj`	ÓÚÚ\$ÚÚ`
ÓÚ\$ÚÚ`	".ZV2 ZZ{b`y`	ÓÚ\$ÚÚ`
Óa\$ÚÚ`	".ZV?Z{xZMyMIX AxMfZj`	Óa\$ÚÚ`
ÓÚY\$ÚÚ`	".ZV<xntZVfy`	ÓÚY\$ÚÚ`
ÓYÚ\$ÚÚ`	".ZV AxMfyk{ml`	ÓYÚ\$ÚÚ`
ÓP`	".ZV2 byZjjMIZn|y`	ÓP`
ÓaU`	".ZV@M_° uuxZVb{ml`	ÓaU`
ÓP`	° | | Nt?Zunx{`	ÓÚÚ`
ÓP\$ÚÚ`	° j| k | b?ZjM{ml y`	ÓP\$ÚÚ`
ÓÚ`	@| XZI { @I Mlnxy'2 5B° k n| | {`	ÓÚ\$ÚÚ`
ÓÚÚ\$áUáa`	An{Nt<xZyXZI {`	ÓÚÚ\$áYáa`

HUV'Y(V!'; cj Yfba Ybh!'DfYg]XYbh!'Gi a a UfmcZ7\ Ub[Yg`

<zYbXZI {`	† aM` Z`	?ZMynl`
@YMt`	†ÓáÜáaáB`	† aM` ZX{n'UZ`b`j{b`Z`„ k{a`† n| I Vp`MluxnfZX`yNt`uxnVZX| xZ`
5W| uMIVt`	†Óa\$ÚPáa`	5W| uMIVt` aYUZZI` xZk nfZX`_xnk` Nj`MZY`
° | | Nt?Zunx{`	ÓÚÚÚ`	3Z„ b` k{bMfZ`
@| XZI {`		
@I Mlnxy'2 5B`		3Z„ M` n| | { {n'UZ` bZI` {n`{aZ`y| XZI {yZI Mlnxy`b`xZ| x| _nx`
° k n| | {`	ÓÚ\$ÚÚ`	2 5B`
An{Nt<xZyXZI {`	†ÓP\$YUáU`	

HUV'Y(W!'; cj Yfba Ybh!'JjW!DfYg]XYbh''

É| X Z{ YUap'YUa`	GbZ'<zYbXZI {`	É| X Z{ YUap'YUa`
ÓBa\$áaáa`	@YMt`	ÓBa\$áUáa`
ÓP\$áYáaU`	5W| uMIVt`	ÓP`
ÓaU`	2 ZZ{b`y`	ÓaU`
ÓÚÚ`	<x{b`µ nutb`	ÓÚÚ`
ÓÚÚ`	5_bZ" .uZI yZy`	ÓÚÚ`
ÓYa`	AZjZuanl Z`	ÓYa`
ÓB\$ÚÚ`	* k{bMfZy`	ÓB\$ÚÚ`

**BI bZykt' @| XZI {y-t n| | Vp'n_{aZ BI bZykt'n_H Zy(Zx '5I {Mn''
YUäpYÜä''5uzXVb` MIXt MktNt| X Z{'**

Óp00'00	° VNXZk b/MIX° XfnVWt' ?n| | X{MjZ'	Ó'00'
ÓY\$00'00	?ZVh` | ktlm y<xn` xNk`	ÓY\$00'00
ÓÜ\$00'00	† aMk'n_{aZ<xZyXZI {Ëy† nk k k{ZZ'nl` ?ZVh` | ktlm`	ÓÜ\$00'00
ÓÜ\$00'00	@| XZI {° uuZNyj') nl n| xVb k`	Ó'00'
Ó'00'	° yynVbMZ` MIX† nnxXb Mlnx° uuxZVbMlml`	Óp00'00
ÓÜ\$00'00	° yynVbMZ` GBZ'<xZyXZI {`	Ó'00'
Óa\$00'00	° yynVbMZ\$?ZyZMva` MIX<njbt'	Ó'00'
Óa\$00'00	° yynVbMZ\$?ZyZMva` MIX<njbt'	Ó'00'
Ó'00'	° yynVbMZ\$?ZyZMva` ".{Zx| Nj†	ÓÜ\$00'00
Ó'00'	° yynVbMZ\$?ZyZMva` @| XZI {° .uZxZi VZ`	ÓÜ\$00'00
Ó'00'	° yynVbMZ\$° VNXZk b/	ÓÜ\$00'00
Ó'00'	° XfnVWt' AZNk`) nl n| xVb k`	ÓÜ\$00'00
ÓaÜ\$00'00	An{NjIGbZ'<xZyXZI {`	Óaa\$Üa'aa'

HUV'Y(X'!; cJ Yfba Ybh!'J JW!DfYg]XYbh!'Gi a a UfmcZ7\ Ub[Yg'

GBZ'<xZyXZI {`	† aM' Z`	?ZNyjnl`
@NjM†	†ÓaÜä'aa'	† aM' ZX{nUZ`b` jtb` Z', kfa† n| | Vp'
5W| uMIV†	†Óp\$apY'aÜ'	MluxnfZX yNjM† uxnVZX| xZ'a
° VNXZk b/MIX° XfnVWt' ?n| | X{MjZ'	†Óp00'00	5W| uMIV† aNy'UZZI` xZk nfZX`_xnk` Nj†
° yynVbMZ` MIX† nnxXb Mlnx`		NZMj'a
° uuxZVbMlml`	Óp00'00	?Zk nfZX {n xZ`jZV{` Mkt| NjMhy{`n`_Mktbkt'a
° yynVbMZ` GBZ'<xZyXZI {`	ÓÜ\$00'00	3Z,, jtb` Z'a
° yynVbMZ\$?ZyZMva` MIX<njbt'	†Óa\$00'00	?Zk nfZX unyktlml` a'
° yynVbMZ\$?ZyZMva` MIX<njbt'	†Óa\$00'00	?Zk nfZX unyktlml` a'
° yynVbMZ\$?ZyZMva` ".{Zx| Nj†	ÓÜ\$00'00	3Z,, unyktlml` a'
° yynVbMZ\$?ZyZMva` @| XZI {`		
" .uZxZi VZ`	ÓÜ\$00'00	3Z,, unyktlml` a'
° yynVbMZ\$° VNXZk b/	ÓÜ\$00'00	3Z,, unyktlml` a'
° XfnVWt' AZNk`) nl n| xVb k`	ÓÜ\$00'00	3Z,, unyktlml` a'
@| XZI {° uuZNyj'	†ÓÜ00'	?Zk nfZX unyktlml` Mj'kt' by' | n{ | ZZXZx'a'
An{NjIGbZ'<xZyXZI {`	Óa\$Üa'ap'	

HUV'Y(Y'!; cJ Yfba Ybh!'Gi XYbh'Dfc[fUa g'CZJWf''

† X Z{ YÜäpYÜä	@| XZI {<xn` xNk` y5`_bZx	† X Z{ YÜäpYÜä
ÓBa\$Üa'aa'	@NjM†	ÓBa\$Üa'aa'
ÓBa\$ÜYb'Üä	5W| uMIV†	Ó'00'
ÓYaÜ'00	2 ZZ{b` y`	ÓYaÜ'00
ÓÜ00'00	<xb {b` µ nutb`	ÓÜ00'00
ÓÜ00'00	5`_bZ`" .uZi yZy`	ÓÜ00'00

BI bZykt' @| XZI {y?n| | Vp'n_{aZ BI bZykt'n_H Zy(Zx '5I {Mln'
 YÜäpYÜä''5uzXVb` NIXt MktNt| X Z{`

ÓYá°ÜÜ	AZjZuanl Z`	ÓYá°ÜÜ
ÓB\$ÜÜ°ÜÜ	* ktmkZy	ÓB\$ÜÜ°ÜÜ
ÓPÜÜ°ÜÜ	"fZI {y?n| | X{MljZ`	ÓPÜÜ°ÜÜ
ÓPÜÜ°ÜÜ	<njktMj'° V{tbl f nk k k{ZZ`	ÓPÜÜ°ÜÜ
ÓPÜÜ°ÜÜ	° yynVMZ MIXt nnxXb Mlnx'° uuxZVMtbl`	ÓPÜÜ°ÜÜ
ÓÜÜ\$ÜÜ°ÜÜ	Associate, Clubs`	ÓÜÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	f j| Uy<njb't) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	f j| Uy' b MVZ) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	f j| Uy@ uunx{) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜÜ\$ÜÜ°ÜÜ	Associate, Events`	ÓÜÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	f Nk u|y" fZI {y) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	< Ujlv° x(y) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	AaZMkZ H Zy(Zx) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	f aMkt) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	f aMkt t Nj) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	"Mjt'5| {xZMa) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	* Vnk Z'AM.) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	"I fbnH Zy(Zx) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜÜ\$ÜÜ°ÜÜ	Associate, Peer Programs`	ÓÜÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	<xkZ H Zy(Zx) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	"{al nV| j{| xVt@ uunx{ @ZyfbZy) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	H nk ZI fY'yy| Z'3Z{, nx) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	' nnX@ uunx{) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	° jjt' H Zy(Zx) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	) ZNt(a <xnk n{tbl) nl n| xVtk k`	ÓY\$ÜÜ°ÜÜ
ÓÜ\$ÜÜ°ÜÜ	° WZyytblkt) nl n| xVtk k`	ÓÜ\$ÜÜ°ÜÜ
Óa\$ÜÜ°ÜÜ	<ZZx@ uunx{ f ZI {xZ @ uZxfynx	Óa\$ÜÜ°ÜÜ
ÓÜÜ\$ÜÜ°ÜÜ	Associate, Orientation`	ÓÜÜ\$ÜÜ°ÜÜ
Óa\$ÜÜ°ÜÜ	' M| j{t' @ua AZMk ?ZyZxfZ`	Óa\$ÜÜ°ÜÜ
ÓY\$ÜÜ°ÜÜ	5'@M_@tblZi X'jàA	ÓY\$ÜÜ°ÜÜ
ÓÜä\$ÜÜ°ÜÜ	An{M|@| XZI {<n' xNk y5_bZx	ÓÜä\$ÜÜ°ÜÜ

HUV'Y(ZI'; cj Yfba Ybhl' Gh XYbhDfc[fUa g' CZjWf '! Gi a a UfmcZ7\ Ub[Yg`

@| XZI {<n' xNk y5_bZx	f aM' Z`	?ZMjnl`
@YMT`	1ÓäÜäää	f aM' ZX{n'UZ b jtb Z', kta' n| | Vp'MluxnfZX` yYMT' uxnVZX| xZa`
5W| uMIVt`	1Óä\$ÜYB'Üä	5W| uMIVt' aMj' UZZI 'xZk nFZX' xnk 'Nj' MZMj'a`
"fZI {y?n| | X{MljZ`	1ÓPÜÜ°ÜÜ	?Zk nFZX' {n' xZ_jZV{ 'Mk| Nj' Mhy{ n' M' b'kt'a`
<njktMj'° V{tbl f nk k k{ZZ`	ÓPÜÜ°ÜÜ	3Z,, jtb Z'a`
° yynVMZ MIXt nnxXb Mlnx` ° uuxZVMtbl`	ÓPÜÜ°ÜÜ	3Z,, jtb Z'a`

BI bZykf'@| XZI {y-t n| I Vp'n_{aZ BI bZykf'n_H Zy(ZX '5I {Mln''
 YUäpYÜä''5uZxM' ` MlXf Mlkyf| X Z{`

f j| Uy' b MIVZ) nl n| xMl k`	10\$00000 ?Zk nfZX' unyql' a`
f j| Uy@ uunx() nl n| xMl k`	00\$00000 3Z,, ' unyql' a`
f Nk u| y'' fZI {y} nl n| xMl k`	10\$00000 ?Zk nfZX' unyql' a`
< Ujbv° x(y) nl n| xMl k`	00\$00000 3Z,, ' unyql' a`
f aMl f t E Nj) nl n| xMl k`	00\$00000 3Z,, ' unyql' a`
) ZNf(a <xnk n{tbl) nl n| xMl k`	00\$00000 3Z,, ' unyql' a`
5'@M_@luzi X'gäÄ	10Y\$00000 2 nfZX' {n'5xZI {Mtbl 'U| X' Z{a`
An{Nf|@| XZI {<xn` xNk y5_ bZx	10Ba\$ÜBÜPaY`

HUV'Y(['!' ; c j Yfba Ybh!'7 ca a i b]WUjcbg'CZQWf'

É| X' Z{ YÜäpYÜä	f nk k | I bMtbl y5_ bZx	É| X' Z{ YÜäpYÜä
ÓBa\$Yäa'aa	@YMT`	ÓBa\$äÜPaä`
ÓÜ\$äYa'aÜ	5W| uMIVt`	00000`
ÓYaÜ000	2 ZZ{b` y	ÓYaÜ000`
ÓÜ00000	<x b {b` µ' nutb` `	ÓÜ00000`
ÓÜ00000	5_ bZ` " .uZl yZy	ÓÜ00000`
ÓB\$00000	' f bMl bZy	ÓB\$00000`
ÓYa'000	AZjZuanl Z`	ÓYa'000`
Óp00000	f nk k | I bMtbl y?n| I X{Ml jZ`	Óp00000`
00000	' yynVbMZ' MlXf nnxXb Mlnx'° uuxZVbMtbl`	Óp00000`
Óa\$00000	' yynVbMZ\$ f nk k | I bMtbl y`	Óa\$00000`
00000	' yynVbMZ\$@VbYj2 ZXbM	Óa\$00000`
ÓÜ\$00000	z b bNf|f nl {ZI { } nl n| xMl k`	ÓÜ\$00000`
ÓÜ\$00000	' ZZxUNWl) nl n| xMl k`	ÓÜ\$00000`
ÓÜ\$00000	f Nk uMl yf nnxXb Mlnx) nl n| xMl k`	ÓÜ\$00000`
ÓÜ\$00000	< Ujbv° _Nky) nl n| xMl k`	ÓÜ\$00000`
ÓÜ\$00000	' ZZxUNWl`	ÓÜ\$00000`
ÓÜa\$00000	<xnk n{tbl y`	00000`
ÓY\$00000	< UjbMtbl y`	ÓY\$00000`
Óa\$00000	f nk k | I bMtbl yf Nk uMl`	Óa\$00000`
Óaa\$ÜY'Üä	An{Nf|f nk k | I bMtbl y5_ bZx	Óap\$Üa'aa`

HUV'Y(\ '!' ; c j Yfba Ybh!'7 ca a i b]WUjcbg'CZQWf'!'Gi a a UfmcZ7\ Ub[Yg'

f nk k | I bMtbl y5_ bZx	f aMl` Z`	?ZVjnl`
@YMT`	10äÜä'aaä	f aMl` ZX' {n'UZ b' j b Z', b a f n| I Vp' Ml uxn f ZX` yYMT' uxnVZX| xZ'a`
5W| uMIVt`	10Ü\$äYa'aÜ	5W| uMIVt' aMl' UZZI` xZk nfZX' xnk` 'Nj' MZMj'a`
' yynVbMZ' MlXf nnxXb Mlnx` ' uuxZVbMtbl`	Óp00000	3Z,, j b Z'a`
<xnk n{tbl y`	10Üa\$00000	?Zk nfZX' j b Z'a`
' yynVbMZ\$@VbYj2 ZXbM	Óa\$00000	3Z,, ' unyql' a`

BI bZykt'@| XZl {y-t n| I Vp'n_{aZ BI bZykt'n_H Zy{Zx '5l {Mln''
 YÜäp'YÜä''5uZXVb` NIXt MktNyl| X Z{`

† nk k | I bM{bni y?n| I X{NijZ`	°ÓpÜÜ` † MI`UZ`x| I` , k{an| {`| I Xb` `a`
An{Nyl† nk k | I bM{bni y5_ bZx	°ÓÜä\$Üä`Pa`

HUV'Y('J!'; cj Yfba Ybhi!'GYWYHUfmlHfYUgi fYf`

†| X Z{ YÜäp'YÜä`	@VzZ{Nt'AvZNY| xZx	†| X Z{ YÜäp'YÜä`
ÓBa\$Yää`aa`	@YMt`	ÓBa\$äÜä`
ÓÜ\$ää`aY`	5W| uMIVt`	ÓÜ`
ÓYaÜ`	2 ZZ{b` `y`	ÓYaÜ`
ÓYaÜ`	<x{b` `µ` nutb` `	ÓYaÜ`
ÓÜÜ`	5_ bZ` " .uZl yZy`	ÓÜÜ`
ÓYa`	AZJZuanl Z`	ÓYa`
ÓB\$ÜÜ`	* k{bMbfZy`	ÓB\$ÜÜ`
ÓPÜÜ`	' b MIVZ`MIX` (nfZx` MIVZ` ?n| I X{NijZ`	ÓÜÜ`
ÓÜ`	` yynVbMZ` MIX† nnxXb` Mlnx` ° uuxZVbMlnl`	ÓPÜÜ`
Óa\$ÜÜ`	` yynVbMZ\$` b MIVZ` MIX` * {Zx` Nyl` | Xk`	Óa\$ÜÜ`
Óa\$ÜÜ`	` yynVbMZ\$(nfZx` MIVZ`	Óa\$ÜÜ`
ÓÜ\$ÜÜ`	† aZ_?Z{| x| b` `5_ bZx`	ÓÜ\$ÜÜ`
ÓÜ\$ÜÜ`	z Zu| {†?Z{| x| b` `5_ bZx) nl n| xVb` k`	ÓÜ\$ÜÜ`
ÓB\$ÜÜ`	"jZV{bni y`	ÓB\$ÜÜ`
ÓP\$ÜÜ`	?Z_ZxZl X| k`	ÓP\$ÜÜ`
ÓÜÜ\$ÜÜ`	"jZV{bni y@ UyXkzy`	ÓÜÜ\$ÜÜ`
ÓäY\$ÜÜ`Pa`	An{Nyl@VzZ{Nt'AvZNY| xZx	Óää\$Üä`aa`

HUV'Y(^!'; cj Yfba Ybhi!'GYWYHUfmlHfYUgi fYf!'Gi a a UfmcZ7\ Ub[Yg`

@VzZ{Nt'AvZNY| xZx	† aMl` Z`	?ZVjnl`
@YMt`	°ÓäÜä`aa`	† aMl` ZX`{n`UZ` b` j{b` Z` , k{a† n| I Vp`MluxnfZX`yYMt`
5W| uMIVt`	°ÓÜ\$ää`aY`	uxnVZX| xZ`a`
` yynVbMZ` MIX† nnxXb` Mlnx` ` uuxZVbMlnl`	ÓPÜÜ`	3Z` , j{b` Z`a`
' b MIVZ`MIX` (nfZx` MIVZ` ?n| I X{NijZ`	°ÓpÜÜ`	† MI`UZ`MwZfZX` , k{an| {`| I Xb` `a`
An{Nyl@VzZ{Nt'AvZNY| xZx	°ÓY\$ää`aa`	

HUV'Y(_!'; cj Yfba Ybhi!'7 ci bW`

†| X Z{ YÜäp'YÜä`	† n| I Vp`	†| X Z{ YÜäp'YÜä`
ÓÜ`	† n| I Vp`@ uunx{ @YMtzy`	ÓaÜ\$ÜÜ`
ÓY\$ÜÜ`	† n| I Vp`AxMfZj`	ÓY\$ÜÜ`
ÓP\$ÜÜ`	† n| I Vp`AxVb` b`	Óa\$ÜÜ`
ÓY\$ÜÜ`	† n| I Vp` ° uuxZVbMlnl`	ÓY\$ÜÜ`
Óa\$ÜÜ`	† n| I Vp` 2 ZZ{b` `y`	Óa\$ÜÜ`

**BI bZykt@| XZI {y-t n| I Vp n_{aZ BI bZykt'n_H Zy(Zx '5I {Mln''
YUapYUa''5uzXVb` MlXf MktNfE| X Z{`**

Óa0000	f n| I Vp f nutb` MlX`<xb {b``	Óa0000
ÓÚ\$0000	@uZMIZx@bZI X`	ÓÚ\$0000
ÓÚ\$0000	@MlXb` f nk k k{ZZ'2 ZZ{b`y	Óa0000
ÓÚ0000	ž Zu| {f@uZMIZx) nl n| xVb k`	ÓÚ0000
ÓÚa\$0000	An{Nf n| I Vp`	Óaa\$0000

HUV'Y('!'; cj Yfba Ybh!'7 ci bW'!'Gi a a UfmcZ7\ Ub[Yg''

f n| I Vp	f aMl` Z`	?ZMjnl`
f n| I Vp@ uunx{ @YMlZy	Óa0\$0000	° jjnVMb` yNlMlZy_xnk MlXk b {n`yan,, unx{bnl n_ yNlMlZy xZjMZX {n f n| I Vp y| uunx{a`
f n| I Vp AxVb b``	ÓÚ\$0000	". {xVMl n| I {k n fZX_xnk `) | k Ml`?Zyn| xZy`a`
@MlXb` f nk k k{ZZ'2 ZZ{b`y	Óa0000	f aMl` ZX {n`xZ_jZV{ {x| Z' ZZXY`a`
f n| I Vp` uuxZVMlbnl`	Óa0000	f aMl` ZX {n`xZ_jZV{ {x| Z' ZZXY`a`
An{Nf n| I Vp`	Óa0\$0000	`

HUV'Y(a '!'; cj Yfba Ybh!'6 cUfX'cZ8 JfYWfcfg''

E| X Z{ YUapYUa	EnMlX`	E| X Z{ YUapYUa`
Ó000	EnMlX`@ uunx{ @YMlZy	Óa0\$0000
Ó000	EnMlX`AxMfZj`	ÓÚ\$0000
ÓÚ\$0000	EnMlX`AxVb b``	Óa\$0000
Ó000	EnMlX` uuxZVMlbnl`	ÓÚ\$0000
Ó000	EnMlX` f nutb` MlX`<xb {b``	Óa0000
ÓÚ\$0000	An{NfEnMlX`	Óaa\$0000

HUV'Y(b '!'; cj Yfba Ybh!'6 cUfX'cZ8 JfYWfcfg!'Gi a a UfmcZ7\ Ub[Yg''

EnMlX`	f aMl` Z`	?ZMjnl`
EnMlX`@ uunx{ @YMlZy	Óa0\$0000	° jjnVMb` yNlMlZy_xnk MlXk b {n`yan,, unx{bnl n_ yNlMlZy xZjMZX {n f n| I Vp y| uunx{a`
EnMlX`AxMfZj`	ÓÚ\$0000	3Z,, j b Z {n`UZ{{Zx xZ_jZV{ '1 ZZXYn_{aZ EnMlX`a`
EnMlX`AxVb b``	ÓÚ\$0000	3Z,, j b Z {n`UZ{{Zx xZ_jZV{ '1 ZZXYn_{aZ EnMlX`a`
EnMlX` uuxZVMlbnl`	ÓÚ\$0000	3Z,, j b Z`a`
EnMlX` f nutb` MlX`<xb {b``	Óa0000	3Z,, j b Z {n`UZ{{Zx xZ_jZV{ '1 ZZXYn_{aZ EnMlX`a`
An{NfEnMlX`	Óaa\$0000	`

5 Xj cWUWn

AaZ B@ 'ZI` MZy'b MlXfnVWf', k@a'Nj jZfZjy'n` n fZx k ZI {SMj', Zj j'Nj', k@a'H Zy(Zx S{n`k MIZ` VaMl` Zy{aMl` UZI Z_k y| XZI {y`AaZ B@ `Zk un,, Zxyy| XZI {y{n`MlXfnVMZ Ut` uxn fXb` {xVb b` S`

BI bZykt'@| XZI {y+n| Vjn_{aZ BI bZykt'n_H ZyZx '5I {Mn''
 YÜäpYÜä''5uzXVb` MlXf MlqNf| X Z{

NXfnVWf'nuunx{| bZySMIX'Ut'XZXbMl`_| Xy_nx{aZ'<xZyXZI {S{aZ'GbZ1<xZyXZI {SMIX{aZ'
 ° XfnVWf'MIX'(nfZx k ZI {'@zfbZy'XZuM{k ZI {a''

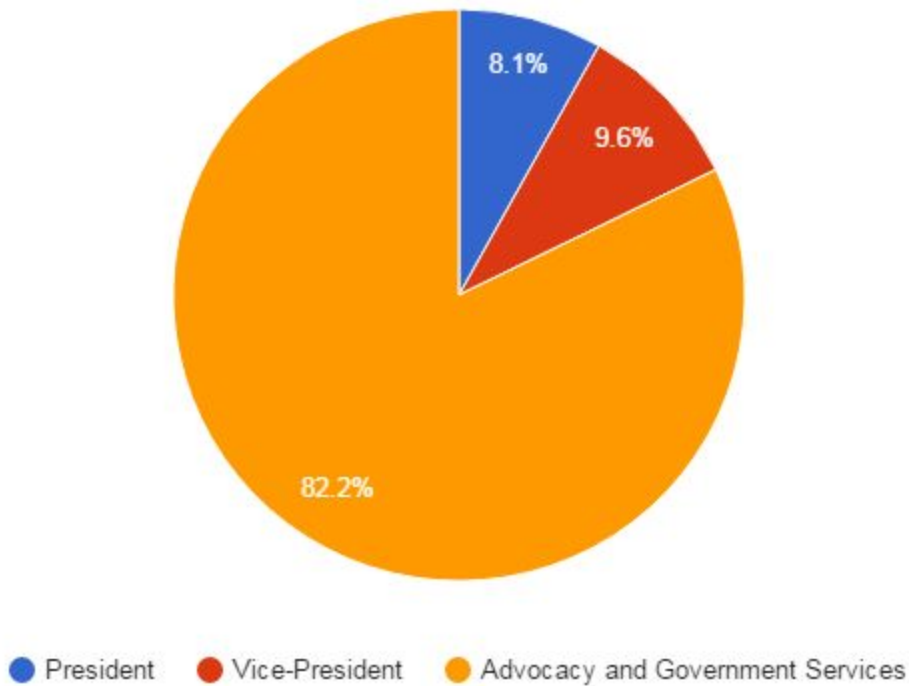
OZt' aM' Zy

'{Zx NjMxfnVWf'by'M Zt'Vhk unI ZI {n_{aZ'B@_y'NXfnVWf'Z_nx{y'Aaby'U| X' Z{'xZVh' I bZy{aZ'
 bk uNf{aM'ib {Zx NjMxfnVWf'aMynI 'H ZyZx 'y{| XZI {y'Ut' b'WZMl` {aZ'B@_y'b'fZy{k ZI {b'
 Vnk u|y'k ZZ{b`ySMIX'NXb`'M' b'fZy{k ZI {b' b' {Zx NjMl uNl ySMIX'b' Vnk u|y'uxnI'ZV'y'
 ° XXlq'nl Nj'fSXZyukZ'yN'Zy'UZb`'XZVZMjZX'Nj'MZy|j{n_xZMj'NMl ySnl ZI Z,, unyq'nl 'aM'
 UZZI 'U| X' Z{ZX'_nx'YÜäpYÜä'a'

HUV'Y) 'I'6fYU_Xck b'cZ5 Xj cWUWni9I dYbgYg''

É| X' Z{ YÜäpYÜä	° XfnVWf'	É| X' Z{ YÜäpYÜä
ÓÜ\$ÜÜ'ÜÜ	<xZyXZI {'	ÓÜÜ\$ÜÜ'ÜÜ
ÓÜÜ\$ÜÜ'ÜÜ	GbZ1<xZyXZI {'	ÓÜÜ\$ÜÜ'ÜÜ
ÓÜBä\$äÜ'ÜÜ	° XfnVWf'ì '(nfZx k ZI {'@zfbZy'	ÓÜÜ\$äÜ'ÜÜ
ÓÜäÜ\$äÜ'ÜÜ	An{Nj' XfnVWf'	ÓÜÜ\$äÜ'ÜÜ

: || i fY* 'I'6fYU_Xck b'cZ5 Xj cWUWni9I dYbgYg



BI bZxyk†@| XZI {y† n| Vjn_{aZ BI bZxyk† n_H Zy(Zx '5I {Mkn''
 YÜäpŸÜä''5uzxM(b` MIX† MlkNŸk| X Z{`

HUV'Y) U!'5 Xj cWUWñi' DfYg]XYbh'

É| X Z{ YÜäpŸÜä	<xZybxZI {	É| X Z{ YÜäpŸÜä
ÓÜ\$JÜÜPÜÜ	' ZXZxy† Nk uNß | yMIX'AXM†Zj'	ÓÜ\$JÜÜPÜÜ
ÓÜ\$JÜÜPÜÜ	An{NŸ†<xZybxZI {	ÓÜ\$JÜÜPÜÜ

HUV'Y) V!'5 Xj cWUWñi' J]W!DfYg]XYbh

É| X Z{ YÜäpŸÜä	GßZ'<xZybxZI {	É| X Z{ YÜäpŸÜä
ÓÜ\$JÜÜPÜÜ	<Nk| Zxy(b) b aZx" X| VM{bnl`	ÓÜ\$JÜÜPÜÜ
ÓY\$JÜÜPÜÜ	5B@ " .{Zx| NŸ1ZNMZxyabw`	ÓÜ\$JÜÜPÜÜ
ÓÜ\$JÜÜPÜÜ	"jZV{bnl y?ZNMß Zyy`	ÓÜ\$JÜÜPÜÜ
ÓÜ\$JÜÜPÜÜ	2 | | bkwNŸ†° XfnVMW†`	ÓY\$JÜÜPÜÜ
ÓY\$JÜÜPÜÜ	2 | | bkwNŸ† Nk uNß | y`	ÓY\$JÜÜPÜÜ
ÓÜ\$JÜÜPÜÜ	<xnf(b VßŸ† Nk uNß | y`	ÓÜ\$JÜÜPÜÜ
ÓÜPÜÜ	*† {Zx| NŸ† Nk uNß | y`	ÓY\$JÜÜPÜÜ
ÓÜPÜÜ	† Nk u| y<xntZV{y`	ÓY\$JÜÜPÜÜ
ÓääÜPÜÜ	† Nk u| y° XfnVMW† 2 ZZ{b` y`	ÓÜ\$JÜÜPÜÜ
Óäs'äÜ	An{NŸ†GßZ'<xZybxZI {	ÓÜP\$JÜÜPÜÜ

HUV'Y) W!'5 Xj cWUWñi' J]W!DfYg]XYbh!' Gi a a UfmcZ7\ Ub[Yg

GßZ'<xZybxZI {	† aM' Z	?ZMŸnl`
5B@ " .{Zx| NŸ1ZNMZxyabw`	†Ü\$JÜÜPÜÜ	† aM' ZX{n xZ_jZV{ Nk| NŸ1Nk n| | {°
"jZV{bnl y?ZNMß Zyy`	ÓäÜPÜÜ	?ZX| VZX°
2 | | bkwNŸ†° XfnVMW†`	†Ü\$JÜÜPÜÜ	† aM' ZX{n xZ_jZV{ Nk| NŸ1Nk n| | {°
*† {Zx| NŸ† Nk uNß | y`	ÓY\$JÜÜPÜÜ	3Z,, jß Z°
† Nk u| y<xntZV{y`	ÓY\$JÜÜPÜÜ	3Z,, jß Z°
† Nk u| y° XfnVMW† 2 ZZ{b` y`	ÓÜPÜÜ	?ZI Nk ZX°
† M| V| y@ uunx{`	†Ü\$JÜÜPÜÜ	?ZŸjñVMZX{n *† {Zx| NŸ† Nk uNß | yMIX† Nk u| y<xntZV{y°
An{NŸ†GßZ'<xZybxZI {	ÓäÜPÜÜ	

HUV'Y) X!'5 Xj cWUWñi' 5 Xj cWUWñiUbX'; cj Yfba YbhGYfj]Wg

É| X Z{ YÜäpŸÜä	° XfnVMW† MIX(nƒZx| k ZI { @ZyfbZy	É| X Z{ YÜäpŸÜä
ÓÜPÜ\$äY°ÜP	@ŸMkZyMIXÉZI Z_ßy`	ÓÜÜP\$äP°ÜÜ
ÓÜÜ\$JÜÜPÜÜ	?ZyZMva *† {Zx|`	ÓÜPÜÜ
ÓäBÜPÜÜ	AZjZuanl Z`	ÓÜ\$YäÜPÜÜ
ÓPÜÜPÜÜ	† nut(b` MIX<xß {b``	ÓäBÜPÜÜ
ÓÜYÜPÜÜ	5 _ßZ" .uZl yZy`	ÓÜYÜPÜÜ
ÓäsJÜÜPÜÜ	† Nk uNß | yµ<xntZV{y`	ÓäsJÜÜPÜÜ

**BI bZykf'@| XZI {y-t n| I Vp'n_{aZ BI bZykf'n_H Zy(ZX '5I {Mln''
YUäpYÜä''5uZxM'b` MlXf MlqNfE| X Z{`**

ÓÜäšÜYªÜ	An{Nf° XfnVWf' MlX'(nfZl k Zl {`@ZyfBZy	ÓÜÜšäpªÜ
----------	--	----------

5 Xj cVUWni' 5 Xj cVUWniUbX'; cj Yfba YbhGYfj JWg!' Gi a a UfmicZ7\ Ub[Yg'

° XfnVWf' MlX'(nfZl k Zl {`@ZyfBZy' M' b' yjM' Zy{`xZX| V{ml 'b 'yM'ZyS{aby'by'X| Z' n'yM'Zy' UZb` xZM'j'nMZX' n' Un{a' t n| I Vp' MlX' {aZ' t'nM'Xª° XXq' ml Nj' t' Sö {Zl y' {aM' , ZxZ' uxZ' fml yj' t' U| X Z{ZX' , b' ab' {aby' XZuM' k Zl {`aM'Z UZZI ' k nfZX' n' {aZ' 'f {Zl '<xn' xM'ª°

Gh XYbh9I dYfjYbW'

' xnk {aZ' V| Uy' ty{Zk S{ n' {aZ' <ZZx' @ uunx{ t Zl {xZS{aZ' B@ -y' b' fZy{ k Zl {y' b' y{ | XZI {` Z. uZxZl VZ Zl aMlVZ jbz' M' H Zy{Zl 'ª@| XZI {` Z. uZxZl VZ 'b VhxunxM' Zy' {aZ' @| XZI {` <xn' xM'ª y' 5_ bZx-y'unx{ njmS{aZ' V| Uy' ty{Zk S MlX' {aZ' fZl {y' MlX' E| b' Xb` `@ZyfBZy' XZuM' k Zl {ª°

OZt' t aM' Zy'

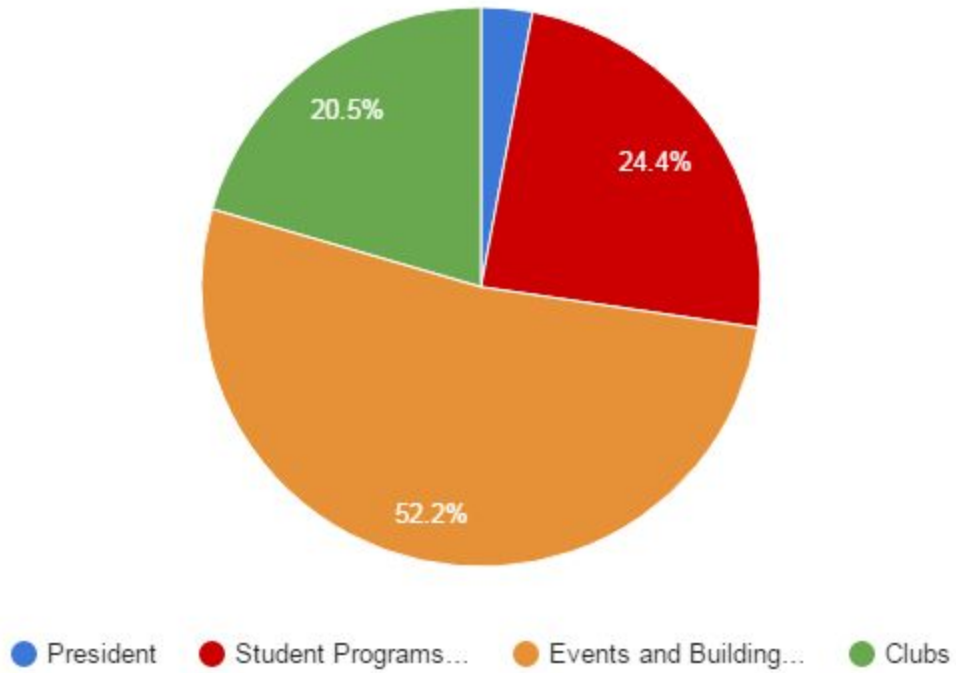
AaZ' @| XZI {` <xn' xM'ª y' 5_ bZx' U| X' Z{` aM' Y' UZZI ' VaMl' ZX' {n' k nxZ' MW' xM'Zj' t' xZ' jZV{` {aZ' xnjZ S MlX' I ZZx' y'n_H Zy{Zl 'y{ | XZI {yª AaZyZ' VaMl' Zy' xZVh' I bZz{ aZ' ` xn' , {a' MlX' t' k unx{ MlVZ' n' {aZ' @| XZI {` . uZxZl VZ S MlX' <ZZx' @ uunx{ unx{ njmªª@| XZI {` <xn' xM'ª k b` ` aM' Y' UZZI ' Vhl ynjbX MZX S xZk n' f' b` j' t' k b' M' ml y' n| , aZxZ' ux' n' xM'ª k b` ` Vh| jX' nW| xª AaZxZ' aM' Y' Nj' n' UZZI ' b' VxZ MZX' b' fZy{ k Zl {` b' <ZZx' ux' n' xM'ª y' MlX' <ZZx' @ uunx{ S, b' a' k nxZ' k nl Zt' XZx' b' MZX' n' x' ux' n' xM'ª k b` ` S b' b' M' b' ZyS{ x' b' b' S MlX' X' b' M' y' ml ` ` xn| uyª°

HUV'Y* 'I' 6fYU_Xck b'cZGh XYbh9I dYfjYbW'9I dYbgYg'

E| X' Z{ YÜäpYÜä	@| XZI {` . uZxZl VZ	E| X' Z{ YÜäpYÜä
ÓÜÜšÜÜ	<xZy'XZl {`	ÓYÜšÜÜ
ÓÜäšªÜ	@| XZI {` <xn' xM'ª y' 5_ bZx'	ÓÜäYšªÜ
ÓÜäšªÜªª	" fZl {y' MlX' E| b' Xb` `@ZyfBZy'	ÓªäšªÜ
ÓÜššªYªÜ	f j| Uy'	ÓÜäšªYªÜ
ÓäYÜšªªª	An{Nf| @| XZI {` . uZxZl VZ'	ÓäªªšªªÜ

BI bZykt'@| XZI {y-t n| | Vjn_{aZ BI bZykt'n_H Zy(ZX '5I {Mln''
 YUäpYÜä''5uzXVb` NIXt NkNYt| X Z{

:][i fY+'! 'Gh XYbh9I dYf]YbW'6 fYU_Xck b'



HUV'Y* U!' Gh XYbh9I dYf]YbW'!' DfYg]XYbh'

É| X' Z{ YÜäpYÜä	<xZybxZI {	É| X' Z{ YÜäpYÜä
ÓÜ\$ÜÜÜÜÜ	<xZybxZI {Éy'2 ZXNy' , NkX'	ÓÜ\$ÜÜÜÜÜ
ÓÜÜ\$ÜÜÜÜÜ	2 bXI b a{ ÉxZMI_Ny{	ÓÜÜ\$ÜÜÜÜÜ
ÜÜÜÜÜ	) nk ZVhk b` <xn` xNk k b`	ÓÜÜ\$ÜÜÜÜÜ
ÓÜÜ\$ÜÜÜÜÜ	An{Ny'<xZybxZI {	ÓYÜ\$ÜÜÜÜÜ

HUV'Y* V!' Gh XYbh9I dYf]YbW'!' DfYg]XYbh!' Gi a a UfmcZ7\ Ub[Yg''

<xZybxZI {	† aM' Z	?ZVyhl
) nk ZVhk b` <xn` xNk k b`	ÓÜÜ\$ÜÜÜÜÜ	2 nfZX{n'<xZybxZI {a'
An{Ny'<xZybxZI {	ÓÜÜ\$ÜÜÜÜÜ	

BI bZyKt' @| XZI {y-t n| Vjn_ {aZ BI bZyKt'n_H Zy(Zx '5I {Mkn''
 YUapYUa''5uZxM'b` MxT MktNt| X Z{`

HUV'Y* Wl' Gh XYbh9I dYfYbWw!' Gh XYbhDfc[fUa g' CZQWf'

Ł| X Z{ YUapYUa	@| XZI {<xn` xNk y5_ bZx	Ł| X Z{ YUapYUa
Óa00000	@| XZI {H xZx'b ?ZyXZI VZ) nl n| xNk k`	Óa00000
	"fZI {y<xn` xNk k b`	
Óaa\$00000	@| XZI {<xn` xNk k b`	Óa0\$00000
Ó00\$00000	H MZ MIX@uni Z'<xn` xNk k b`	Ó00000
Ó00\$00000	) nk ZVnk b`<xn` xNk k b`	Ó00000
	2 bY'<xn` xNk k b`	
ÓUa\$00000	<ZZx<xn` xNk y<xn` xNk k b`	ÓYU\$00000
ÓY\$00000	AaZMxZ'H Zy(Zx|<xn` xNk k b`	ÓY\$00000
Ó00\$00000	f aMkt'<xn` xNk k b`	Ó00\$00000
ÓB\$00000	"I fbnH Zy(Zx|<xn` xNk k b`	ÓB\$00000
Óa\$00000	"Mjt'5| {xZMwa<xn` xNk k b`	Ó00\$00000
Óa\$00000	f M u| y" fZI {y<xn` xNk k b`	Óa\$00000
ÓU\$00000	* Vnk Z'AM.f j b b'	ÓU\$00000
Ó00000	< Uj b' x(y<xn` xNk k b`	Óa\$00000
	f j| Uy	
ÓY\$00000	f j| UyH ZZi`	ÓU\$00000
Ó00000	f j| Uy f nk k k {ZZy	Óa00000
Óa00000	f j| Uy'AxNk b`	Óa00000
Óa00000	f j| Uy` uuxZVMtbl`	ÓY\$00000
Óa00000	f j| Uy5| {xZMwa`	Ó00000
Ó00000	f j| Uy5_ bZ" .uZI yZy	ÓP00000
	' nnX@ uunx{`	
Ó00000	' nnX@ uunx{ @x f b Zy'5uZxMtbl y`	ÓY\$00000
Ó00000	' nnX@ uunx{ @x f b Zy' f k b M b Zy`	Óa00000
Óaa00000	' nnX@ uunx{ @nM b`	Ó00000
ÓU\$00000	' nnX@ uunx{ Gn| VaZxy`	Ó00000
Óa00000	' nnX@ uunx{ "k Zx ZI VZy`	Ó00000
	<ZZx@ uunx{`	
ÓUa00000	<ZZx@ uunx{ f ZI {xZ'AZjZuanl Z`	Óa00000
Óa\$00000	<ZZx@ uunx{ f ZI {xZ' f k b M b Zy`	Óa\$00000
Óa00000	<ZZx@ uunx{ f ZI {xZ'5_ bZ" .uZI yZy`	Ó00000
Ó00000	<ZZx@ uunx{ f ZI {xZ'5uZxMtbl y`	ÓU\$00000
ÓU\$00000	1(EAž bY| yytbl `(xn| uy`	Ó00000
ÓU\$00000	" M b ` ž bnxXZxž bY| yytbl `(xn| uy`	Ó00000
Ó00000	<ZZx@ uunx{ f ZI {xZ' ž bY| yytbl `(xn| uy`	Óa\$00000
ÓU\$00000	".{Zx| NfH ZjI Zy y<xn` xNk " M b k M lnx`	Ó00000
ÓU\$00000	<ZZx@ uunx{<xnk n{tbl y`	ÓU\$00000
Ó00000	<ZZx<xn` xNk y'AxNk b`	Óa\$00000
ÓUa\$00000	An{Nt@| XZI {<xn` xNk y5_ bZx	ÓUaY\$00000

BI bZykt'@| XZI {y-t n| Vjn_{aZ BI bZykt'n_H Zy(ZX '5I {Mtn''
 YUäpYÜä''5uZxM'b` MIXt MktNt| X Z{`

HUVY* X!'Gh XYbh9I dYf]YbWV!'Gh XYbhDfc[fUa g'CZ]Wf!'Gi a a UfmcZ7\ Ub[Yg''

@| XZI {<xn` xNk y5_bZx	f aM' Z	?Z]n|
@| XZI {<xn` xNk k b`	ÓYa\$ÜÜÜÜ	?Z]nM]ZyH M]Z MIX@uni Z'uxn` xNk k b` \$ b VxM]Z {n'uxZf]n| yNk n| I {^
H M]Z MIX@uni Z'<xn` xNk k b`	1ÓÜÜ\$ÜÜÜÜ	2 nfZX {n'@| XZI {<xn` xNk k b` ^
) nk ZVhk b` <xn` xNk k b`	1ÓÜÜ\$ÜÜÜÜ	2 nfZX {n'<xZyXZI {^
<ZZx<xn` xNk y<xn` xNk k b`	Óa\$ÜÜÜÜ	* VxM]Z {n'N]n, 'k nxZ b k]b]bZy^
"M]t'5| {xZM]a<xn` xNk k b`	ÓY\$ÜÜÜÜ	* VxM]Z {n'xZ_jZV' M]k| N]I ZZx^
< U]b' x]y<xn` xNk k b`	Óa\$ÜÜÜÜ	3Z,, j]b Z^
t j| UyH ZZI	1ÓaÜÜÜÜ	?ZX| VZX {n'xZ_jZV' M]k| N]I ZZx^
t j| Uy t nk k k]ZZy	ÓBÜÜÜÜ	* VxM]Z {n'xZ_jZV' M]k| N]I ZZx^
t j| Uy` uuxZV]M]l	ÓÜ\$ÜÜÜÜ	* VxM]Z {n'xZ_jZV' M]k| N]I ZZx^
t j| Uy5| {xZM]a	1ÓaÜÜÜÜ	?ZX| VZX {n'xZ_jZV' M]k| N]I ZZx^
t j| Uy5_bZ'' .uZI yZy	ÓYÜÜÜÜ	* VxM]Z {n'xZ_jZV' M]k| N]I ZZx^
' nnX'@ uunx' @x]bZy'5uZxM]l y	ÓY\$ÜÜÜÜ	?Zy{x| V| xZX' nnX'@ uunx'
' nnX'@ uunx' @x]bZy' * k]b]bZy	ÓaÜÜÜÜ	?Zy{x| V| xZX' nnX'@ uunx'
' nnX'@ uunx' @nM b`	1ÓaaÜÜÜÜ	?Zy{x| V| xZX' nnX'@ uunx'
' nnX'@ uunx' G] VaZy	1ÓÜ\$ÜÜÜÜ	?Zy{x| V| xZX' nnX'@ uunx'
' nnX'@ uunx' " k Zx ZI VZy	1ÓaÜÜÜÜ	?Zy{x| V| xZX' nnX'@ uunx'
<ZZx'@ uunx' t ZI {xZ'AZ]ZuanI Z'	1ÓÜÜÜÜ	?ZX| VZX {n'xZ_jZV' M]k| N]I ZZx^
<ZZx'@ uunx' t ZI {xZ'5_bZ'' .uZI yZy	1ÓaÜÜÜÜ	2 nfZX {n'<ZZx'@ uunx' t ZI {xZ'5uZxM]l y^
<ZZx'@ uunx' t ZI {xZ'5uZxM]l y	ÓÜ\$ÜÜÜÜ	3Z,, j]b Z^
1(ŁAž b]M] y]l (xn| uy	1ÓÜ\$ÜÜÜÜ	2 nfZX {n'X]b]M] y]l (xn| uy^
" M]b` ž b]n]X]Zž b]M] y]l (xn| uy	1ÓÜ\$ÜÜÜÜ	2 nfZX {n'X]b]M] y]l (xn| uy^
<ZZx'@ uunx' t ZI {xZ'ž b]M] y]l (xn| uy	Óa\$ÜÜÜÜ	3Z,, j]b Z^
".{Z] N]I H Z]j] Zyy<xn` xNk " M]k]M]n'	1ÓÜ\$ÜÜÜÜ	?ZX| VZX {n'xZ_jZV' M]k| N]I ZZx^
<ZZx<xn` xNk yAN]b b`	Óa\$ÜÜÜÜ	3Z,, j]b Z^
An[N]@| XZI {<xn` xNk y5_bZx	ÓYa\$äÜÜÜ	.

HUVY* Y!'Gh XYbh9I dYf]YbWV!'9 j Yb]g'UbX'6 i]X]b['GYf j]Wg'

Ł| X Z{ YÜäpYÜä	"fZI {yM]XŁ| b]Xb` @x]bZy	Ł| X Z{ YÜäpYÜä
ÓYaY\$äaÜÜ	"fZI {yM]XŁ| b]Xb` @x]bZy?ZfZI | Z'	ÓYba\$äaÜÜ
ÓPba\$äaÜÜ	@yM]ZyM]X'@M_ŁZI Z_b]y	ÓPbÜ\$äaÜÜ
ÓÜab\$äaÜÜ	<M]k' {b]k Z @yM]Zy	ÓÜab\$ÜaÜÜ
ÓYp\$ÜÜÜÜ	B] t t jZM]b` ' 2 N]b {ZI M]VZ'	ÓYp\$ÜÜÜÜ
ÓÜa\$äaÜÜ	5_bZ'' .uZI yZy	ÓÜÜ\$YÜÜÜ
Óa\$äaÜÜ	" w] b]k ZI {M]X t xnyy?ZI {M]I	ÓÜÜ\$ÜÜÜÜ
Óa\$äaÜÜ	ŁM]i t aM] Zy	ÜÜÜÜ
ÓY\$äaÜÜ	<xnk n{b]l y	ÓY\$äaÜÜ

BI bZykt' @ | XZl {y-t n| I Vjn_{aZ BI bZykt'n_H Zy{Zx '5l {Mln''
 YUäpYÜä''5uZxMtb` NIXt NtkNyl| X Z{`

ÓäÜÜÜÜ	AxMfZj`	ÓäÜÜÜÜ
ÓÜä\$JaÜÜÜ	5uZxMtb` @ uujtZy`	ÓÜä\$ÜÜÜÜ
ÓÜÜ\$ÜÜÜÜ	t nl {xMfZX @ZxfbZy`	ÓÜä\$äÜÜÜ
ÓÜä\$äÜÜÜ	An{Nf'' fZl {y} t| tXtb` @ZxfbZy`	ÓÜä\$äÜÜÜ

Gh XYbh9l dYf]YbWV! '9j Ybfg'UbX'6i]X]b['GYfj]Wg!'Gi a a UfmcZ7\ Ub[Yg''

"fZl {yMIX t| tXtb` @ZxfbZy'by'uxn'tZV{b` jn,, Zx'xZfZl | ZyX| Z{n'jnM ZxyNjZyk nfb` {n{aZ`
 <| xujZ '@nxZ'' XXtöml Nj]tSk M]t]b Zy'aMfZ'b VZMjZX'nxXZVZMjZX{n'xZ_jZV{aZ'Nk n| I {y`
 Mf| Nj]t] ZZXZXSUMjZX'n_n_YÜäpYÜä''

HUV'Y*Z!'Gh XYbh9l dYf]YbWV!'7'i Vg''

t| X Z{ YÜäpYÜä	t nk ujtbMVZ MIXt] j| Uy	t| X Z{ YÜäpYÜä
ÜÜB\$äPÜÜ	@NjMjZyMIX'@M tZl Z tY`	ÓÜBä\$äÜÜ
ÜÜB\$äPÜÜ	An{Nf]t nk ujtbMVZ MIXt] j| Uy	ÓÜBä\$äÜÜ

Gh XYbh8 Yj Ycda Ybh'

@ | XZl {z ZfZjnuk Zl {by'nl Z'n_{aZ'B@ -yi Zt'ubjMjy'a@ | XZl {z ZfZjnuk Zl {b VhxunxMjZy{aZ`
 B@ -yGnj| I {ZZx'@ZxfbZy'XZuM{k Zl {S{aZ'B@ b {Zx' <xn` xNk \$MIX' {aZ'B@ '' j| k I buxn` xNk`
 AaZy'XZuM{k Zl {yNj},, nxi {n'Zl aMIVZ {aZ'ZX| V{öml 'n_y{ | XZl {y,, t'a nuunx{ | tZyMIX`
 {xNk b` {aM]MZ' I n{uxn'fXZX'b {aZ'VjMjy'xnk`

OZt] aM' Zy'

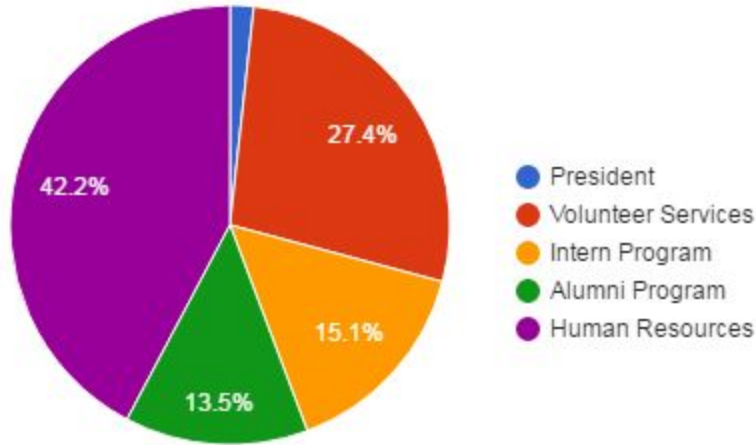
AabytZM{aZ'b {Zx' 'uxn` xNk` aMj'UZZl 'xZ{an| `a{a'' xnk` l n,, 'nl \$b y{ZM'n_aMf' `yZ{b {Zx' yb`
 ynk Z'XZuM{k Zl {ySk nl Zt', tjj UZ'MfMjZ'_nxM]t'B@ 'XZuM{k Zl {n'Mujt'_nxM]t'b {Zx`
 _xnk` aAaby'Nj]n,, y'_nx| I tVj Z'XZfZjnuk Zl {nuunx{ | tZy{n'UZ'Z.ujnxZXSb y{ZM'n_n_Zx' ` {aZ`
 yM' Z'unyöml y'tZM'nfZx'tZM''

HUV'Y+'!6fYU_Xck b'cZGh XYbh8 Yj Ycda Ybh

t| X Z{ YÜäpYÜä	@ | XZl {z ZfZjnuk Zl {	t| X Z{ YÜäpYÜä
Óä\$ÜÜ	<xZyXZl {`	Óä\$ÜÜ
ÓäÜ\$äYäÜÜ	Gnj| I {ZZx'@ZxfbZy`	Óää\$äYäÜÜ
ÜÜÜ\$ÜÜÜÜ	* {Zx' <xn` xNk`	Óää\$ÜÜÜÜ
Üä\$äÜÜÜÜ	* j| k I b<xn` xNk`	ÓBä\$ÜÜP'YÜ
ÜÜä\$äÜB'ÜÜ	) | k M] ?Zyn| xZy`	ÓÜäP\$äYÜPaÜ
ÓYB\$ääÜÜ	An{Nf]	ÓBäP\$äB'ÜÜ

BI bZykt'@| XZI {y-t n| I Vjn_{aZ BI bZykt'n_H Zy(ZX '5I {Mkn''
 YUUpYUa''5uzXVb` NIXt NkNYk| X Z{`

: [[i fY', !'6fYU_Xck b'cZGh XYbh8 Yj Ycda Ybh



HUV'Y+U!'Gh XYbh8 Yj Ycda Ybh!'DfYg|XYbh

É| X Z{ YUUpYUa	<xZybxZI {	É| X Z{ YUUpYUa
ÓP00	<xZybxZI {y?n| I X{MjZ	ÓÚ\$00
Óa\$00	?ZyZMva <xnZV(yMIX) nl n| xVM	Óa\$00
Óa\$00	An{N|<xZybxZI {	Óa\$00

HUV'Y+V!'Gh XYbh8 Yj Ycda Ybh!'Jc'i bhYf'GYfj JWg'

É| X Z{ YUUpYUa	Gnj| I {ZZx@ZyVZy	É| X Z{ YUUpYUa
Óaa\$áBá00	@yMzYmXtZi Z_bY	Óaa\$áá00
Ó000	AZJZuanl Z	ÓaaY00
Ó000	f nuttb` µxð {b`	ÓY0000
Ó000	5_bZ" .uZl yZy	ÓUa000
Óa\$áBá00	AxNb b`	Óa\$ááá00
Óa\$áY00	° uuxZVMlml ì ?ZVh` I kml`	Óa\$áBá00
Óa\$Ua00	f Nk uNb I y| <xnZV{y	ÓÚ\$áP00
ÓY\$áBá00	B@` *f njfZk ZI {" .un	Óa\$áU00
ÓUa000	Gnj| I {ZZx' Nk	ÓaUY00
ÓaÚ\$áY00	An{N|Gnj| I {ZZx@ZyVZy	Óaa\$áY00

Gh XYbh8 Yj Ycda Ybh!'Jc'i bhYf'GYfj JWg'!'Gi a a UfmcZ7\ Ub[Yg''

Aaby|U| X Z{ _nV|yZy'nl `b fZy{b` `b {aZ B@` -y'fnj| I {ZZxy^Aaby`b fZy{k ZI {`Vnk Zy'b` yNjMzYs
 y| XZI {`xNb b` \$MuxZVMlml \$MIX'Z.uny| xZ {n'k nxZ'y| XZI {y''

HUV'Y+W!'Gh XYbh8 Yj Ycda Ybh!'bhYf'b'Dfc[fUa`''

*{ Zx <xn` xNk`	É| X Z{ YUUpYUa	?ZyNl`
*{ Zx <xn` xNk` <nnj`	Óaa\$00000	f nk uðZX'Nj`b {Zx y_xnk` XZuM{k ZI {y'b {n'nl Z` uxn` xNk` a'

BI bZykf'@| XZI {y-t n| I Vp'n_{aZ BI bZykf'n_H Zy(Zk '5I {Mbn''
 YUap'YUa''5uzXVb` MlXf MlqNfE| X Z{`

Gh XYbh8 Yj Ycda Ybh!'`bhYfb`Dfc[fUa '!'Gi a a UfmcZ7\ Ub[Yg`

AabyU| X' Z{ Vnk Ub ZyNj' b {Zx| uny{tbnl y_xnk B@ XZuM{k ZI {yb {n'nl Zjb Z^a`

HUV'+X!'Gh XYbh8 Yj Ycda Ybh!'5`i a b]'Dfc[fUa ``

E| X' Z{ YUap'YUa`	j| k l b<xn` xNk`	E| X' Z{ YUap'YUa`
OU\$OU^OU`	@YmZy`	O'p\$U'p^YU`
Oa\$OU^OU`	<xn` xNk` ". uZI yZy`	O'Ua\$OU^OU`
O'Ua\$OU^OU`	An{Nf' j| k l b`	O'Ba\$U'p^YU`

Gh XYbh8 Yj Ycda Ybh!'5`i a b]'Dfc[fUa '7\ Ub[Yg`

AaZ'Nj| k l buxn` xNk` Vnl I ZV(yB@ Nj| k l b, k\$a V| xxZI {y| XZI {y{n'n_Zxk ZI {nxyabw MlX{XVb b` ^aAaby`
 U| X' Z{ xZVh' I bZy{aZ tk uM{ {aM| {aZyZ' xZjM{bnl yabuy VMI' aMfZ^a E t b fZy{b` `b` {aZ` j| k l b<xn` xNk` S{aZ`
 B@ VMI Vnl {b| Z{ n'Uxb` `` j| k l bUNMI {n{aZ B@ {n'jZM' fNj| NjZ {xVb b` SMlX k ZI {nxyabw^a`

HUV'+Y!'Gh XYbh8 Yj Ycda Ybh!'<i a Ub`FYgci fWg`

E| X' Z{ YUap'YUa`	) | k MI ?Zyn| xZy`	E| X' Z{ YUap'YUa`
OUa\$U'p^OU`	@YmZy MlX E ZI Z_ky`	O'U'Ba\$YU'p^aU`
O'Y\$OU`	f n| I Vp`	O'OU`
Oa\$OU^OU`	". ZV| {bZ`	O'a\$OU^OU`
O'Y\$OU`	EnMlX`	O'OU`
Oa\$OU^OU`	2 ZI {nxyabw`	O'U\$OU^OU`
O'Ua\$U'p^OU`	An{Nf'@| XZI {z ZfZjnuk ZI {`	O'U'ap\$YU'p^aU`

Gh XYbh8 Yj Ycda Ybh!'<i a Ub`FYgci fWg`!'Gi a a UfmcZ7\ Ub[Yg`

2 MI t'n_{aZ '@| XZI {XZfZjnuk ZI {jb Zy xZjM{ZX{n} | k MI ?Zyn| xZy aMfZ' UZZI xZNj nVM{ZX{n`
 k nxZ Ml uxnu xM{Z MZM^a`

5 Xa Jb`

AaZ' B@ `b V| xy'k MI t' Vx| VbY'Nk b by{xVb fZ' .uZI yZy{axn| `an| {`{aZ' tZM^a AaZyZ' Z. uZI yZy MZ`
 xZjM{ZX{n'k Nb` y| uunx{` | V{bnl yjb Z` b MlVZS^1 _nxk M{bnl '@y{Zk yS) | k MI ?Zyn| xZy S MlX`
 k nxZ^a`

OZ t t aM' Zy`

f nxunxM{Z`

*1 {ZxZy{ byZ. uZV{ZX{n XZVZMjZ' Ut OU\$OU` b` YUap'YUa^a 1Z' NjfaMj' UZZI `b VZMjZX' Ut OU\$OU`
 {n xZ_jZV{ M xn, b` `I ZZX`_nxjZ' Nj' Ml fVZS{aby'by| n{n'xnb| yj t Xb_b| j{ {n U| X' Z{ _nx^a AabyU| X' Z{`
 Nj'n b V| XZy M Z, j b Z`_nx'uxn_Zyybnl Nj'y| x fZty^a`

**BI bZykt@ | XZl {y-t n| | Vjn_{aZ BI bZykt'n_H ZyZl '5l {Mln''
YUäpYÜä''5uZxMb` MlXt MlqNyl| X Zl'**

† xZMlgZ @ZyfbZy'

† xZMlgZ @ZyfbZy by' Ml' Ml'k b by' xMlgZ XZuMl'k Zl { {aM' uxn' fZy' ux' b {b` 'Mj', Zjj' Mj' xMl'at' XZy' b | yZy'fbZy' nxy' | XZl {yS_ lW} j{† MlX' {aZ' B@ 'aAaby' M' aMl' Z' {aMl', Mj'k MlX' Ml' {Zx' {aZ' U| X' Zl' {aMl' UZZl' 'vZMl' Zx' MlX' Ml' uxn' fZx' a'' y' MlZy' | j{S' {aZ' n' fZx' Mj' U| X' Zl' XZ' bMl' n' x' {aby' MlZM' b' vZMl' Zx' {n' Ml' Wnk' k' nX' MlZ' {aZ' xZ' fZl' | Zy' Mj', Zjj' Mj' {aZ' Z. uZl' yZy' Mj' n' V' MlZx', l'ä' {aZ' xMl'at' yZy'fbZy' MlZMl' xZMlgZ @ZyfbZy' aMj' Mj' n' yZl' MlZx' vZMl' Zx' b' Vhjn' x' ux' b {b` 'fnj' k' Z', ab' a' aMj' aMl' M' Z' Ml'gZ' l'k' uMl' {n' {aZ' n' fZx' Mj' U} {nk' j' b' Z' n' {aZ' | l' ä' aAaby' aMj' UZZl' X' | Z' {n' {aZ' Ml' Ml' Ml' b' l' t' n' b' Z. uZl' yZy' fZ' ank' Z' ux' b {Zxy' S' XZ' vZMl' Zx' b' {Zx' Mj' yuZl' Xb' ` n' Vhjn' xSMlX' {aZ' b' {xnX' | V' l' n' Vhjn' x' ux' b {Zxy' Ml' H' ZyZl' 'l' b' MlZy' a'† xZMlgZ @ZyfbZy', l'j' Vh' {b' | Z', l'ä' Ml'k' nXZ' n' V' yZx' Ml' uxn' Ml'ä' {n' k' Ml' Z' {b' S' yuZ' v' b' Mj'† n' V' yZx' n' l' b' y' {† ZMl' yS' U' y' b' Zyy' y' | XZl' {yS' MlX' H' ZyZl' _lW} j{† MlX' Ml'k' b' by' xMl' l' a''

<nk n{ l' n' yZ' ZuMl'k' Zl' {''

<nk n{ l' n' y' aMj' | XZx' n' l' Z' MlZ' fZ', n' l' ä' y' y' Ml' b' ` xZw' bZk' Zl' {yS' xZuj' Ml' b' ` {aZ' G' bZn' MlX' <an' {n' xMl'at'† n' nX' b' Ml' n' x', l'ä' Ml' uMl' {l'k' Z' 2' | j{ l'k' Zx' b' Ml' n' nX' b' Ml' n' x' a'' n' V' y' b' {n' l' n', b' vZMl' Z' {aZl' | k' UZx' n' nuunx' | l' ä' l' Zy' n' xy' | XZl' {y' {n' ` Z' {b' 'fnj' fZx', l'ä' uxnX' | V' l' n' yS' {aby' by' k' MlX' k' nXZ' l'k' unx' {Ml' {U'† H' ZyZl' -y' V' {n' {aZ' 2' Zx' b' Ml' aZ' n' x'† MlX' <xnX' | V' l' n' uxn' xMl' a''

***† _n'k' Ml' l' n' @y' Zk' y'**

*† n' {aZx' _j' j' {l'k' Z' uny' l' n' l' aMj' UZZl' MlX' Zx' {n' k' Zz' {` xn', b' ` y' | uunx' XZk' MlX' Zx' _xnk' {aZ' *† _n'k' Ml' l' n' @y' Zk' y' XZuMl'k' Zl' {a' AaZ' xZ' | x' l' n' {aby' uny' l' n' l' , l'j' UZ' k' ZMl' y' xZx' {axn' | ` an' | {aZ' † ZMl' {n' Zl' y' | xZ' l'ä' MlX' y' f' y' l' Z' b' xZx' | VZx' by' | Z' xZy' un' l' yZ' {l'k' ZyS'Z. {xMlZy' ZMl'ä' S' {xMl' b' S' MlX' y' n' j' | l' n' l' y' a''

' b' MlVZ''

*† j' n' MlZy' n' x' Mj' {Ml' k' Zk' UZx' {n' xZ' | x' l' _n'k' j' ZMlZ' a''

2 MlMlZk' Zl' { @y' MlZy''

ž' Zv' xZMlZx' Mj' MlZy' | j' {n' xZl' j' n' V' Ml' l' n' yS' MlX' Vh' xunx' MlZ' xZy' {x' | V' l' x' b' ` a''

HUV'Y, 'l' 6 fYU_ Xck b' cZ5 Xa' j' b'

l' | X' Z' { YÜäpYÜä	° Xk' b'	l' | X' Z' { YÜäpYÜä
ÖpÜÜ\$ÜÜ°ÜÜ	{ Zl' Zx' Mj'† n' xunx' MlZ' " . uZl' yZ'	ÖpÜÜ\$ÜÜ°ÜÜ
Öpäs'YÜ°ÜÜ	† n' xunx' MlZ' (Zl' Zx' Mj'† l' l' p' Xb' ` " . uZl' yZ'	ÖpÜÜ\$ÜÜ°ÜÜ
ÜäB\$äÜ°ÜÜ	† n' xunx' MlZ' '5_ bZ' " . uZl' yZ'	ÜäÜÜ\$ÜÜ°ÜÜ
Üääs'äÜ°ÜÜ	† n' xunx' MlZ' 'l' Zl' Z' l' ä' y'	Üääs'äB°ÜÜ
ÖYp\$äÜ°ÜÜ	† n' xunx' MlZ' <nk' n{ l' n' y' MlX'† nk' k' Zx' Ml' y'† <Ml' l' Zxy' ab' y'	ÖÜ\$äB°ÜÜ
ÖYp\$äB°ÜÜ	† xZMlgZ @ZyfbZy' ? ZfZl' | Zy	ÖYÜä\$ÜÜ°ÜÜ
ÖYäs'äÜ°ÜÜ	† xZMlgZ @ZyfbZy' " . uZl' yZy'	ÖpBäs'YÜB°ÜÜ

BI bZykf'@| XZI {y-t n| I Vjn_{aZ BI bZykf'n_H Zy(Zk '5l {Mln''
 YUUpYUa''5uZxVb` MlXf MlqNyl| X Zf`

ÓpááP'00	3Z{f xZMlgZ'@ZyfVZy	ÓUá\$UáP'00
ÓYUá\$áYá'00	<xnk n{tbl y?ZfZI | Z'	ÓUpá\$PáP'00
ÓPá\$áP'00	<xnk n{tbl y'' .uZI yZy	ÓYpá\$Páá'00
ÓUá\$áYá'00	3Z{<xnk n{tbl y	ÓáP\$Uá'00
ÓUá\$ááá'00	*1 _nxk Mtbl @ty(Zk y	ÓYUp\$áYá'00
ÓUáP\$áP'00	) | k Ml ?Zyn| xVZy	ÓUáá\$Uá'00
ÓYáU\$áP'00	' b MlVZ'	ÓPáY\$PáP'00
ÓáU\$ááá'00	2 MlMZk Zl { @yMlZy	ÓYáá\$áYá'00
Ó\$áYá\$áá'00	An{Nl' Xk b'	Ó\$ááá\$áU'00

Red numbers represent expenses that will end in a surplus, or bring in revenue.

HUV`Y- '!`6 i X[YhGi a a Ufm&\$%+`#&\$%

Revenues	2016/2017	2016/2017	2017/2018
Student Fees	Budget	Projected	Budget
Student Fees	\$19,863,399.17	\$19,863,399.17	\$19,940,361.46
Transfers Out	-\$15,825,778.05	-\$15,768,312.05	-\$16,076,654.31
Fund transfers	-\$972,898.00	-\$972,898.00	-\$1,027,141.93
Net Student Fees	\$3,064,723.12	\$3,122,189.12	\$2,836,565.22

Operations	2016/2017	2016/2017	2017/2018
	Budget	Projected	Budget
Rental Properties	\$615,329.00	\$571,918.59	\$622,364.00
Wave	\$222,958.66	\$240,913.52	\$231,403.84
Spoke	\$318,724.00	\$453,593.99	\$375,563.00
Western Film	-\$3,809.00	\$1,202.13	\$4,212.00
Purple Store	\$5,315.00	-\$4,080.29	\$15,234.00
Corporate Contribution	\$90,000.00	\$195,000.00	\$350,000.00
Net Operations	\$1,248,517.66	\$1,458,547.94	\$1,598,776.84
Total Revenues	\$4,313,240.78	\$4,580,737.06	\$4,435,342.06

**BI bZykt'@| XZI {y-t n| I Vj'n_{aZ BI bZykt'n_H Zy(ZX 'SI {Mn''
YUap'Ua''5uzXVb` MIXt MktNt| X Z{**

Expenses	2016/2017 Budget	2016/2017 Projected	2017/2018 Budget
General Corporate Expense	\$352,754.00	\$281,049.59	\$331,700.00
Corporate General Building Exp	\$30,850.00	\$15,724.37	\$33,000.00
Corporate Office Expense	\$184,460.00	\$124,666.00	\$160,100.00
Corporate Salaries/Benefits	\$1,738,184.78	\$1,688,781.85	\$1,762,401.00
Corporate/Admin Promotions and Commercial Partnerships	\$19,946.00	\$2,478.00	-\$1,194.00
Executive Portfolios	\$735,865.00	\$735,865.00	\$717,460.00
Gazette			
Gazette Advertising and Productions	\$195,877.00	\$281,765.46	\$191,672.96
Editorial	\$413,480.00	\$362,181.44	\$357,031.50
Day Care			
Volunteer Services	\$98,719.00	\$98,468.00	\$98,196.43
Government Services	\$147,094.00	\$180,889.00	\$197,075.00
Events and Building Services	\$294,840.00	\$382,150.63	\$359,940.18
Creative Services	\$36,968.00	\$132,838.00	\$129,215.00
Promotions	\$84,028.00	\$131,470.00	\$94,107.00
Total Expenses	\$4,341,489.78	\$4,418,882.17	\$4,430,705.07
Total USC	-\$28,249.00	\$161,854.89	\$4,636.99

Red numbers represent expenses that will end in a surplus, or bring in revenue.

H fYYMYU' Dfc^Wfcb''

AaZ BI bZykt'@| XZI {y-t n| I Vj'yk | j{btZM'uxntZV{ml by'aZM{atSMIX'yan,, y'unykt' b VxZMjZy' b 'Nj'uxntZV{ZX'tZM^Aaby'uxn_b by'XofZI 'Ut'y{xn| ``xn,, {a_xnk {aZ'B@ y'nuZxM{ml ySMj,, Zij' Ny'xZX| Vb` b {Zx| Nj'yuZI Xb` , aZxZ xZyuni ybJZSMIX'uny'byZ^AaZ'B@ , bj' l n{ MW| Nj't'ak {aZ' uxntZV{ZX'y| xuj| yZy'b 'ZM'a'n_{aZyZ'tZM^Sl nx'yan| jX'k^Aaby'y| xuj| y,, bj' Nj'n, 'nx_| { | xZ' Z. ZV| {bZy' {n'k MZ'xZyuni ybJZSMIX' b_nx' ZX'XZVoy'ml y'xZ' M'Xb` yZy'fVZySMIX'y| XZI { '_ZZy^' Aaby'k ZM'yVhl {b | ZX'y| XZI { '_ZZ'xZX| V{ml ySnx'b VxZMjZX'yZy'fVZy'MIX'nuunx| | ktZyS,, aZxZ' uny'byZ^''

HUVY- 'I'H fYYMYUF'Dfc'YWjcb!'FYj Ybi Yg

Revenues	2017/2018	2018/2019	2019/2020	2020/2021
Student Fees	Budget	Budget	Budget	Budget
Student Fees	\$19,940,361.46	\$20,538,572.30	\$20,949,343.75	\$21,368,330.62
Transfers Out	-\$16,076,654.31	-\$16,398,187.40	-\$16,726,151.14	-\$17,060,674.17
Fund transfers	-\$1,027,141.93	-\$1,037,297.52	-\$1,052,856.98	-\$1,068,649.84
Net Student Fees	\$2,836,565.22	\$3,103,087.39	\$3,170,335.62	\$3,239,006.62
Operations	2017/2018	2018/2019	2019/2020	2020/2021
Rental Properties	\$622,364.00	\$633,566.55	\$644,970.75	\$656,580.22
Wave	\$231,403.84	\$237,188.94	\$241,932.71	\$246,771.37
Spoke	\$375,563.00	\$456,000.00	\$467,400.00	\$479,085.00
Western Film	\$4,212.00	\$4,296.24	\$4,382.16	\$4,469.81
Purple Store	\$15,234.00	\$15,538.68	\$15,849.45	\$16,166.44
Miscellaneous General Revenue	\$350,000.00	\$160,000.00	\$160,000.00	\$160,000.00
Net Operations	\$1,598,776.84	\$1,506,590.41	\$1,534,535.08	\$1,563,072.84
Total Revenues	\$4,435,342.06	\$4,609,677.80	\$4,704,870.71	\$4,802,079.46

HUVY- U'I'H fYYMYUF'Dfc'YWjcb!'9l dYbgYg

Expenses	2017/2018	2018/2019	2019/2020	2020/2021
General Corporate Expense	\$331,700.00	\$338,334.00	\$345,100.68	\$352,002.69
Corporate General Building Expense	\$33,000.00	\$33,300.00	\$33,663.00	\$34,000.00
Corporate Office Expense	\$160,100.00	\$161,701.00	\$163,318.00	\$164,951.00
Corporate Salaries/Benefits	\$1,762,401.00	\$1,797,649.02	\$1,833,602.00	\$1,870,274.04
Corporate/Admin Promotions and Commercial Partnerships	-\$1,194.00	-\$1,215.49	-\$1,237.37	-\$1,259.64
Executive Portfolios	\$717,460.00	\$717,460.00	\$717,460.00	\$717,460.00
Gazette Advertising and Productions	\$191,672.96	\$195,123.07	\$198,635.29	\$202,210.72
Editorial	\$357,031.50	\$363,458.07	\$370,000.31	\$376,660.32
Volunteer Services	\$98,196.43	\$100,160.36	\$102,163.57	\$104,206.84
Government Services	\$197,075.00	\$201,016.50	\$205,036.83	\$209,137.57
Events and Building Services	\$359,940.18	\$367,138.98	\$374,481.76	\$381,971.40
Creative Services	\$129,215.00	\$131,799.30	\$134,435.29	\$137,123.99
Promotions	\$94,107.00	\$95,989.14	\$97,908.92	\$99,867.10
Total Expenses	\$4,430,705.07	\$4,601,091.95	\$4,674,738.28	\$4,749,777.03
Total USC	\$4,636.99	\$8,585.85	\$30,132.43	\$52,302.44

Red numbers represent expenses that will end in a surplus, or bring in revenue."

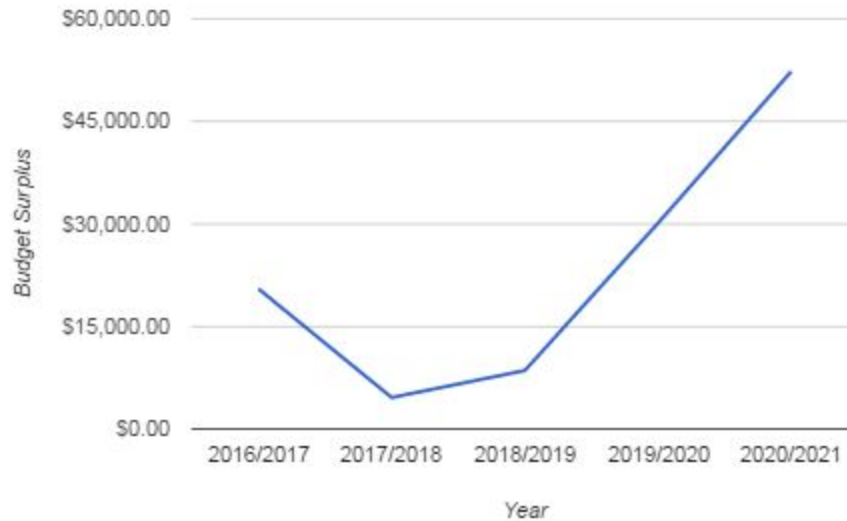
- .
- .
- .

BI bZykf'@| XZI {y-t n| I Vp'n_{aZ BI bZykf'n_H Zy(ZX '5I {Mln''
 YÜäp'ÜÜä''5uzXVb` NIXt MltNylk| X Z{

HUV'Y- W! 'H fYY'MYUf'Dfc'YVWjcb!' 'Gi a a Ufm'

Total Revenues	\$4,435,342.06	\$4,609,677.80	\$4,704,870.71	\$4,802,079.46
Total Expenses	\$4,430,705.07	\$4,601,091.95	\$4,674,738.28	\$4,749,777.03
Total USC	\$4,636.99	\$8,585.85	\$30,132.43	\$52,302.44

:][i fY- ' !'H fYY'MYUf'Dfc'YVWjcb''



7 Ud]hU'6 i X[Yh''

Cj Yfj]Yk

AaZ BI bZykf'@| XZI {y-t n| I Vp't MltNylk| X Z{ 'NjnVMZy{aZ B@ t MltNylk_ZZ {axn|` an| {
 fMln| yXZuMk ZI {y^Aaby_ZZ b' VxZMZYUt 'Üäö 'ZMä tZM SMIX'by'b' ujWZ' {n'ZI y| xZ' {aZ'
 BI bZykf'@| XZI {y-t n| I Vp'VM' xZk Nö 'k nXZx' a't MltNylk uxnfZk ZI {y'Njn, 'nx' {aZ' uxnuZx'
 tk ujZk ZI {Mln' n_l Z, 'uxntZVysujMIl ZXSMIX'yuxZM'n| {nfZx' {tk Z^

? Yni7\ Ub[Yg

AaZ jM' Zy{ VaM' Z b' VhxunxMZX b' {n' {aby' MltNylk| X Z{ 'by' {aZ' @uni Z' xZI nfMlnl' a' Aaby'
 xZI nfMlnl' , bjj_nV| ynl' {aZ' @uni Z' i b' VaZl SMIX' , bjj_UZ' VMduZX' M' ÖSÜÜSÜÜ^ AaZ' @uni Z'
 xZI nfMlnl' , bjj_Njn' uxnfXZ' Mk | Va' l ZZXZ' _NWjbf' 'nx' {aZ' @uni Z' xnl' {n' an| yZS, abZ'
 k Nö {Nö b' ` {aZ' _ZZjSMIX' V| j| xZS{aM'y| XZI {y'aMfZ' Vnk Z' {n' jnfZ^ AaZ' H MfZ' by' U| X Z{ZX' {n'
 | I XZx' n' Mk VhxZl nfMlnl' b' YÜäp'ÜÜÜS, b'a k Nö {ZI MIVZ' | u' xMZYb' Njn' {aZx' tZM'y^'' jj'
 n' {aZx' jb' ZyXZk Nö Vhl yb' ZI {nfZx' {aZ' bZ' tZM'ujMI^

BI bZykt'@| XZI {y-t n| Vjn_{aZ BI bZykt'n_H ZyZx '5I {Mln''
 YUapYUa''5uZXVb` NIXf NkqNfE| X Zf`

HUV'Y%'!7 Ud]HU'6 i X[Yh

JZMx	YUapYUa	YUapYUa	YUapYUa	YUapYUa	YUapYUa
' ZZf njjZVZX	CaaaSua'UU	CaasUBa'aB	CUUBSaaa'aB	CUYUSJaB'aB	USPaSpaa
1nMI uMk ZI {`	CUYUSUUU	CUYUSUUU	CUYUSUUU	CUYUSUUU	CUYUSUUU
1ZMyZ'' w' bk ZI {`	CUaPSUUU	CUaPSUUU	CUaPSUUU	CUaPSUUU	CUaPSUUU
An(NyI	CUaPbSUUU	CUaPbSUUU	CUaPbSUUU	CUaPbSUUU	CUaPbSUUU
2 Nb {ZI MIVZ`	CUYaSUUU	CUYaSUUU	CUYaSUUU	CUYaSUUU	CUYaSUUU
*A`	CUaaSUUU	CUUUUUUU	CUUUUUUU	CUUUUUUU	CUUUUUUU
H MZ`	CUBaSUUU	CUaUSUUU	CUaUUUUU	CUaUSUUU	CUaaSUUU
@uni Z`	CUUSUUUUUU	CUUSUUUU	CUUSUUUU	CUUSUUUU	CUUSUUUU
@uni Zf MZ`	CUUPaSUUU	CUUPaSUUU	CUUPaSUUU	CUUPaSUUU	CUUPaSUUU
H ZyZxI '' b'k`	CUYsUUU	CUpsUUU	CUYsUUU	CUYsUUU	CUaSUUU
<xnk n{bl y`	CUUSaUUU	CUaSUUU	CUaSUUU	CUaSUUU	CUaSUUU
< xujZ @nxZ`	CUYsUUU	CUaSUUU	CUpsUUU	CUYsUUU	CUYsUUU
"fZI {yI E| b'Xb`	CUUUUUUU	CUaaSUUU	CUUUUUUU	CUaaSUUU	CUaaSUUU
@xYbZy	CUYsUUU	CUYsUUU	CUYsUUU	CUYsUUU	CUYsUUU
5na1MM	CUaaSUUU	CUaUSUUU	CUaUSUUU	CUaUSUUU	CUaUSUUU
E| b'Xb`	CUaaSUUU	CUaaSUUU	CUaaSUUU	CUaaSUUU	CUaUSUUU
f nxu`	CUaaSUUU	CUaaSUUU	CUaaSUUU	CUaaSUUU	CUaUSUUU
1b i ZXb`	CUYUsUUU	CUYUsUUU	CUYUsUUU	CUYUsUUU	CUYUsUUU
f nl {b` ZI Vt`	CUYaSUUU	CUYaSUUU	CUYaSUUU	CUYaSUUU	CUYaSUUU
An(NyI	CUaPbS'YUUU	CUaPbS'YUUU	CUaPbS'YUUU	CUaPbS'YUUU	CUaPbS'YUUU
An(NyI?Zk Nb b`	CUaPaSaaaA	CUBaS'Ba	CUaPaSUUU	CUaPaSaaa	CUaPaSaaa
An(NyI					CUYUSUB