

University Senate Minutes

"#\$%&'(!)*+!

+, -./0!1! ., **/0(!234\$56!789:;<\$:80!

- o "\$\$%&'(#)*+),-/0% !\$(11%2%4!)\$!56!7879%3#-!/,!3%!<-#=#)+#3>!/?-(3%!3!,)2%)!(3 9@B:
- o 4#-03%+!;,)!3%!C%D)0(>!56!7879%!!7!"#\$%&'

=4/<\$;>!#?9!7??<8?%404?;>!

A. A\$4>:94?;B>!4/<\$;

- o P<KQ+!4%-Q+!R(+S%2D!(1+12,-%#3!/((#-!(-2!3(S%-!3%!K?L&!&'(:*#,-+'#*+!E#3!3E, -(#1D#3%)!E#1(+E%#S%-2#3'(!-0:D%)!,-%!+%%#2!3%!G&LL!L31(-3)%\$!#, -6P<K!', +3+ 3% *1(>,;#%)#%F#L!(30)2(>6!)\$! W#0%!3%:(3(S%+!,V#-+3,-T?(1%:3(3%!<-#=#)+#3> (3 B*!#-!3%!X&L&U%-! 3%>E#-!3'(3!/(:%6!3%>E#1*1(>!0-2(>!(35@98U!!F%!)#/#,-(1 \$'(:*# ,+ '# *!/(:%!E#1 D%85*!,-! F0%+2(>6!)\$! WAU
- o P<K!(1+,!'(+!#-2#=#20602%-3!(3'1%3%+!\$,:%3#G&L!\$'(:*#,-+'#*+!;,)!+E#:#-!(-2 2#-#-!(-2!#-2,,)!3)(\$S!(-2!;#%12U
- o L-2!P<KQ+!4%-Q+!\$S%>8%:(6!\$10D#),)36#+(1+,!;;! 3,\$,:%3%#-B'!(3#,-(1!*1(>,;,+!3#+ ;,-3'U
- o Y,=%-),)!?'(*#),! /(!=%!#+D02/%322)%+8!,!3%+3(3%#/#+1(30%1#%2(>UC),!:! :>!Z0#\$\$S)%(2;! 3%!:(3%)#(16!'D02/%3),*,+%+! D-#-\$)(+%(!#*),*)#(3#,-+! ;,)! 3%!3(3%!?>+3%:! 7[6!+!#/#;#\$(-31%+4!B '%R,(2!, ;!Y,=%-),+Q!%Z0%+B00--?3(3%+! (!*),*,+%2!5UW[#-)\$)(+%6!(+!2,!K#33!(-2!F%F!#%#U0+3!4!3%#! 3%!*),\$%+!(-2!)%!E,)S!#+B,!\$,:%U Y,=%-),)!?'(*#),! (1+,\$(11%2! (!D),(2!)%-%E,;! #'%)!%20\$(3#,#-K%--+>1=(-#(B!%*\$3 3'(3!E%Q1%)(-!),%!(D,03!3'(3! *),\$%+#! 3%!E%%S+!(%2U
- o P<KQ+!&,0-\$#F)0+3%+!,!12!3'%#)!-%\3!:%4B#0)+2(>6!4!)\$!796!3%!E%%S!(;3%)# /D)%\$U
- o P3Q+!()2!3,!D%1#%=%!3'(3!E%!(%)!(!1)%2>!%(2#-!/#-3,!+*)#!E#D)%\$U!+0\$\$%+%,0!K\$ (-2!(!)%+3;D)%\$U

!"#\$%&'(&*)+&

"|

() " *+,+.-/0#12+*.0

Y,,2!(;3%)-,-6!%=%)>,-%UIP!(=%!J0+3!3E,!#3%()#33,2(>U

- o L+!K)%+#2%-3!!)#+\$,11!(1)%(2>!:%-3#,-%26!PIE(-3!3,!E#+!%=%)>,-%!(!("**>!+*)#-!D%)%(SU!P!,'*3'(3!>,0!())%(D1%!3,3+,:%!)%+3!(-2!)%1\((3#,-!D%;,)%!3'0!1(33%)!'(1;!,,;3'0!+%.:%+3%)!D%/#-+U
- o F%!4#221%!?3(3%+!?3%#)#-!/&,::#33%#%!::%3!1(3%1(+3!,-3'!3,!S#\$\$!,,;3'0!)*,\$\$#)#U!F%!\$, ,;3'#+!\$,,::#33%#6!O2%1!M%#11>!(-2!K(01(!?3,++%16!\$,=-%-%2!3'0!:%%3#-!U!8,%>!())%E,)S#-!*)%*(%)!3'0!+%,3,02>!2%+#!-!3'#+!+%.:%+3%)6!E'#\$!:0+3!D%8%20D%33%L*)#1!W8U!P-!L*)#1 K(01!?3()S%>6!,0)!1#(#+,-6!E#11!=#++3U

4\$#564\$#7!85\$630

F%!K),=,+3!(+!(\$\$%*3%2%!)%\$,,:%-2(3#,-+!,)!)\$0!)#010(\$3#+!%-2,)+%2>!3'0!
P<KTK?&<0M%*)%+%-3(2#0-\$#!(3!3%#)!%\$%:D%)6!78776 %%3#-4{;11,E+@!

4*+90:10;<=,1*-.-.>?@A10A1*B*CADC.E0**=FDGD00E..1130

WUG%E!\$,0)+%

(U 4XFY!AAH!!!#/#3(1!4()S%3#-/

7U

!"#\$%&'(&*)+&

#

\$U 4#23%):!Y)(2%!M%*,)3!K,1#\$>

C@C&#:\$B>!=4/<\$,;!

- o G,!)%*,)3

D@E:%4!C&#:\$/4\$><?B>!=4/<\$,;

I.DA1<.0H+,1*<91<.0!--+F=C.=0<

- o ?302%-B)/(-#d(3#,-!L++%:D1>!::%3!G%D)0()Z0(-2! (2!3E,! /0%+3!%(S%)A!#)%\$3,,) KM6!
4(!/# %?:(#J1%-S,0)%+%-%3%2!*%)+,-(1!(-2! ,)/(-#d(3#,-(1!D)(-2#-! 0+#-!&(-!(1(-2 ?'(E-!
e,-%+;),! <Y!(2:#++#,+!)%+%-%3%2!!OP(-2! ',E! E%\$(-!%-,\$,0)(/%!+(;% %=-#),-:%-3!
\$(*0+U!F%!(+3BE,!?NL!:%%3#-/#1D%#-B'!%<R! X-,E13,-! 5,,! #-+3%(2 C!,1%)U
- o L1MYL!%T,D2! (**1#\$(3#+! ())!20%!,4!)\$! 7A!(-2!3'!2%D(3%!E%!,!2!, -! 4!)\$! 7JU
- o b%(2%)+#*(E)2+!-,:#-(3#,-+!())%D%#-!/(\$\$*3%2#04!)\$! 7BL&,11%/!%!(+2
2%*()3:-3\$ (#)+!(=%!D%#=#%3'#!1#-S!(-2!%!W(W!)2! \$(3%/),)#%F%!,-,:#-(3#,-! 1#-3+
(1+,!(=#(D1%&#)#:+,-! &,-%\$3U!%-%,\$,0)(/%>,0!3,!,-:#-(3%! #-2#=#200(12%)/)(20(3% (-2!
)20(3%+302%-3)!(!+302%-3!(-#d(3#,-!;),! (->!(E)2U!F%!((\$30(b%(2%)+#*E)2+
&)%%:-,->#+,,-L*)#1WqB!c@98*!:#-!%!?033,-!R!0%M,,,-U
- o F'%;#3!&(3E#3!3'#!%(-+E#1D%!,;),B'#!D0+#-%\$41%/!%E'%)!+302%-3,\$!\$!3(1S
3,!%(-!K)(+(-3!R ')(2E(J!(-2!L T!%(-!L:>! &,SUP3!E#D'!)%!)3#+(02#3,)#0!,-!4!(\$'
7!)(3!A@88*:U
- o C#-(1138%!4013#0130%+13#-#(4!,-!L*)#1!W)A! ATc:!(3!3 '%N(SY),=%W1%(+23%-2!(2
%-\$,0)(/%>,0)!+302%-3,!(33%-2!+,!3'(3'!%>\$(-!+%%!3'!2#=%)+#3>!(;,-!/+,:%!,;!,0302%-3
,)/(-#d(3#,-+U

H*CADC.10I.DA1<.0!--19JG>

- o .(+! 3'!%+%, -2!%-)(!%#3#-!,!)! 3'!%+%,:%+3%!,!),E6! 4!)\$!]3! (3!A@98*!:#-!%!)%3
M,,,-!;!O 1S#-U
- o Y?L!H E R D%\$G%!)!;3%!(2%:#\$!>%(7879a787A!())%E!,*%(-2! E#1\$1,+%!4!)\$9W6
7879(3!A@98*:U
- o b(+31>6!Y?/%(*%)j /T7!

!"#\$%&'(&*)+&

\$

¥ L?:M4\$>:NO:94!L?94\$G\$#98#:4!C8\$\$:%8580!C<00:C%&\$->;K
○ %B@

!"#\$%&'(&*)+&

V

@W)45@Q\$B,/,91.2*

[H419123\\$;9?81,>E\\$123/1>+E\\$Z\(](#)

#591.25/,*\$@;)1F&9'(/;1X)=.742)&41(/17)8/((&914;)1F&9'(/;1YL1=7%97.2?1&14;)1&)+1=7%97.25
)Z(/4(&9147.<G/1+("1,)1/;(4)014%1/=)<.(10%%=%/'1.<<%2=.&()/1%371=7%=%/'14%17)8(/)

!#\$%&'(&*)+&

^

#####591.25/*\$!&1`3&)1"Q""14;)1Y.<)'%71%:1A(7411M430(1%13&&<)/.7B?<1X)/(9&1.&01"3/47.4(%&1
11111111@7.<G1+./1:(&.'(I)0?1@;/1;./12.0)14;)1P7.=;<1X)/(9&1.&01"3/47.4(%&1
11111111Y.<)'%71%:1A(7411M430(1%13&&<)/.7B?

11111111@;)1=37=%/)1%:14;(/1=7%97.217)8(/(%&1(/14%17)2%8)14;)1P7.=;<1X)/(9&1.&01"3/47.4(%&1
11111111Y.<)'%71%:1A(7411M430(1%13&&<)/.7B?<1X)/(9&1.&01"3/47.4(%&1
11111111P7.=;<1X)/(9&1.&01"3/47.4(%&1@7.<G]?1@;)1<377)&41Y.<17411M430(1%13&&<)/.7B?
11111111.&1L741M430(1%13&&<)/.7B?<1X)/(9&1.&01"3/47.4(%&1@7.<G]?1@;)1<377)&41Y.<17411M430(1%13&&<)/.7B?
11111111&)<1X)/(9&1.&01"3/47.4(%&1@7.<G]?1@;)1<377)&41Y.<17411M430(1%13&&<)/.7B?
11111111X)/(9&1.&01"3/47.4(%&1@7.<G]?1@;)1<377)&41Y.<17411M430(1%13&&<)/.7B?

^W B,6549A,29\$.-\$:4.-,>>1.25/\$;9?81,>\$12\$I8?@591.25>,\$#,71>1.2E\$<595/.3
B,>@41691.2\$<+523,E\$<.74>,\$:4,-1_\$<+523,\$05>\$I<.:]E\$:4.345A\$#,71>1.2>E
:4.345A\$<595/.3\$B,>@41691.2\$<+523,E\$528\$:4.345A\$)19/,\$<+523,15405>\$
<+1/8+..8E\$Z;IB`V19,45@RE\$IB]05>\$I54/R\$<+1/8+..8`';6,@15/\$I8?@591.2E\$Z;IB]

5W <.74>,\$#,71>1.2E\$<595/.3\$B,>@41691.2\$<+523,E\$528\$<.74>,\$28;1_\$<

[I<IB\\$JOSK\\$4,5917,\\$I 6.41,2@.>\\$528\\$:5R\\$//\\$:4.M\\$9.\\$N458.\\$O\\$V,542,4>](#)

#591.25/*\$@;)1=7):(Z1FHK1(/1&%1'%&9)713/)01.&01/%1+)1+(/;14%13)14;)1=7):(Z1FHF14%12.0
4;)1<%37/)1)/()71:%71/430)&4/14%1(807)<%9&(I)014;.4741+>7)1)&4(7)'B14%%12.&B
%,E)<4(8)/1.&01/%1+)17)%79.&(I)01.&01<%&0)&/)01(414%1(2=7%8)14;)1<%37)?

CW :4.345A\$#,71>1.2E\$:4.345A\$<595/.3\$B,>@41691.2\$<+523,E\$:4.345A\$)19/,\$<+523,
\05>\$I54/R\$<+1/8+..8E\$Z;IB`V19,45@RS\$IB

[I54/R\\$<+1/8+..8\\$18?@591.2E\\$Z;IB](#)

#591.25/*\$@;)1=7%97.21(/1,)(&917)8(/)014%13=0.4)1(4/1&.2)1.&017):'<41<%37/)17)8(/(%&1/:%7
(&<'30(&0MHI1Q#1.&01FHK1#:\$51:%71+;<1.1<%37/)17)8(/(%&1=7%=%/.'1(/1%&91/3,2(44)014
7)437&1(414%1(4/1%7(9(&.'1FHF1#:\$1<.&9)014%1FHK1#:\$1(&110)74)2;>7%00a]?
M<)<1)&1F03<.4F78B1H;('0;%%01F03<.4(%&*R7)01^1\FHK^]1=7%97.21+./17)8(/)01
"Q!W14%1,<%2)1F.7'B1H;('0;%%051YMF*U(4)7.<B51DFX?1@;/(/17)8(/(%&1+./110).&414%1:%72.'(4;
4;)1\$b!1.==7%.<14%1(&/37)1.1=.4;+.B1:7%21.1.<.)%7C/10)97))1&1F.7'B1H;('0;%%01F03<.4(%&14
DF01(&1U(4)7.<B?1@;)1F.7'B1L02(44.&<)1K%'<B1+./17)<)&4'B13=0.4)01.&01./1/4.4)01%&14;)1IJK
+),/(4)51SI:1B%31;8)1.1#?Q1PKL1%71;(9;71.&01;8)1.7&)01.41)/.41!W1<7)0(4/1(&1B%3712.E%75
<.&1.==B1037(&914;1/2)/4)71(&11B%31+('1).7&1B%371/(Z4)4;1<7)0(4?V1L/1/3<;51;8(&91.1\$b!
=7%97.21(/1&%1'%&9)71&))0)?

M430)&4/1+;%1.7)1)&7%"01(&14;)1YMF01(&1F.7'B1H;('0;%%01F03<.4(%&1=7%97.21<.&1.==B1:%7
.02(44.&<)14%14;)1DF01(811B4=7%97.21(:14;B12)414;)17)>3(7)2)&4/1.&01+%7G1+(4;14;)(7
.08(/%714%14.G)1<%37)/14;.412.B1.==B14%1,%4;1=7%97.2?1A374;)72%7)51/430)&4/12.B1)Z(414
YMF01=7%97.21+(4;%341=37/3(&914;)197.03.4)1=7%97.21.&01./1(841842)1(877)&3/(&9?
R)2%8(&914;)17):7)&<)14%14;)197.03.4)1=7%97.21+('12.G)14;)1&.2)1%:14;)1YMF01=7%97.2
<<37.4)200(&91cF03<.4(%&c14%14;)1&.2)12.G)/1(41<).714;.41(41(/1.&1)03<.4(%&12.E%71.&014;)
97.0)1'8)'1&.81;%/+1<).7'B14;)197.0)1'8)/1:%714;(/1<)74:(<.4(%&1.7).?1M(&<14;)10)=.742)&4
;/1.167(4(&91K'.&51FTPU1"Q"1(/1,)(&917)2%8)01:7%214;)1U(,7.'1M430(/1/)<4(%&1.&014;1:7
)<4(8)/1.0E3/4)01.<<%70(&9'B?

@W :4.345A\$#,71>1.2\$528\$:4.345A\$)19/,\$<+523,\$105>\$154/R\$<+1/8+..8`6,@15/\$18?@591.2E
Z;|B]

[154/R\\$<+1/8+..8\\$18?@591.2`6,@15/\\$18?@591.2E\\$Z;|B](#)

#591.25/,*\$@;)1=7%97.21(/1,)(&917)8(/)014%17):'1<41<%37/)17)8(/(%&/1:%71MHI1!Q#1.&01FHMK1#
:%71+;(<;1.1<%37/)17)8(/(%&1=7%=/%.'1(/1,)(&91/3,2(44)014%17)437&1(414%1(4/1%7(9(&'1FHFX1#
<;.&9)014%1FHMK1#1\$1(912))71"QQAj1@;)1&.2)1(/1./%1,)(&917)8(/)014%1(&<'30)197.0)1)8'
..&0/1:%71<)74:(<.4(%&1171&2)14;)10)=.742)&41;./1.167(4(&91K'&51FTPU1"Q91(/1,)(
7)2%8)01:7%214;1)U(,).7.'1M430(/1/)<4(%&1.&014;1)1#<7)0(7)2%8)0(9)1,7(&914;)(714%4.
&32,)71%:1<7)0(4/1,..<G14%1!"^?

- L?:M4\$>:60:94!P\$#98#;C8\$\$:%8580!C<00::;4C&#:\$<<\$4K
o G%\3!:%%3#4(9)!7W6!7879!f!9@AB*:

- Q<?NC\$49:;!C<00::;44!HC&#:\$!RBQ4:5K
o G%\3!:%%3#4(9)!986!7879!f! W8@88(:

[4\\$#0564\\$#7!85\\$630](#)

P-+3#303%!,;!&>D%)+%\$0)#3>!
Y%-&>D%!)K),/(!

4%%3#-!/2(3%@!!4,-2(>6!C%D)0())>!786!7879
P-!(33%-2(-\$%@!F%++!NQG%#16!&(#)6!40\$#998)##\$4%:D%)+@!!F',:(+!R()-%+6!M#\$!403'6!
b>--!K#S%U!
O\0+%26!e,+0(!&(+31%

P-3%)=#%E%%@!!)U!V(1%%2!C(/6!K),;%+,),!;,&,:*03%)!?\$#%-\$%!(2!#)%\$3,)6!P-+3#303%!,;)!
&>D%)+%\$0)#3>!_P&?`

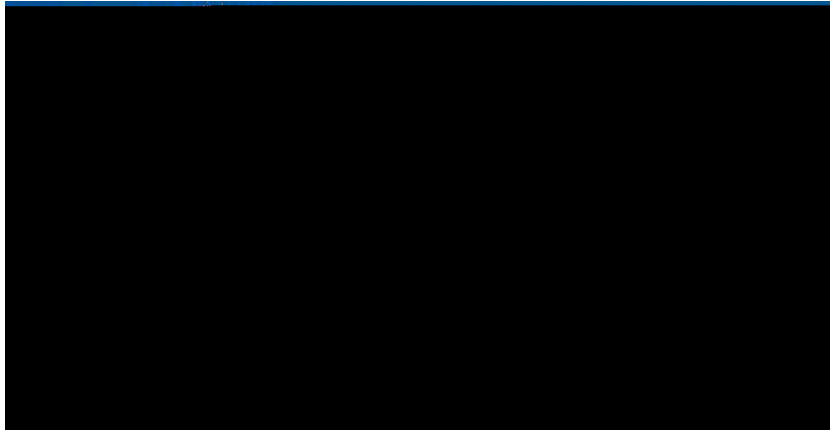
Y%-&>D%!)!(-3#,-(1!#-#3#(3#=%!+0**),3%2!D>13%!G(3#,-(1!?\$#%-\$%!C,0-2(3#,-!_G?C`!(-2!3%!
G(3#,-(1!?\$%0)#3>!L/%-\$>!_G?L`!E#3!3%!;,11,E#-!,DJ%\$3#=%+@

- ¥ P/-#3%6!+0+3(#-6!(-2!#-\$)%(+%!(E)%-7W7!\$>D%)+%\$0)#3>!,3%-3!(-2!\$>D%)+%\$0)#3
*,+3+%, -2()>(-2!\$0%!)!,**,30-#3#%+!,;)*!(3#\$\$*(-3+!3'),0/!>7%0-2!%-/(/%:%-3U
- ¥ P-\$)%(+%!+302%-3!2#=%)+#3>!#-!\$>D%)+%\$0)#3>!,11%/!(-2!\$0%!)!%(2#-7%+!*('E(>+!(3!U
W7!1%=%1
- ¥ -2! P / -

!"#\$%&'(&*)+&

┘

¥ .%12!%#/'3!2#;,%)-3!+0::%)!\$(:*+!+#-\$%!78Wc!(-2!E#11!',12!3'#!-#-3!'),/)(:#-!+0::%)
7879U
¥ ?%\$0)%2!:,)%!3'(-!h8U]74!#-!;%2%)(1!;0-2+!3,!+0**,;)3!3'%+%!*),/)(:#+U



F'#!G(3#,-(1!?\$0)#3>!L/%-\$>!(+!2%+#!/-(3%2!3'#!P<K!(+!(!&%-3%)!;,!L\$(2%:#\$!O\\$\$%11%-\$\$#!#-!&>D%
l%;%-+%!_&1806!\$, -3#-0#-/(!78>%)!)%\$, /-#3#,-!;,!P<K(2%)+#!#!-!3#+!2#+\$#*1#-%U

F'#!)%\$, /-#3#,-6!E'#\$!P<K!(+!'%12!+#!-\$%!78876!%\3%-2+!3'),0!F7875(U*1#\$(3#,-!E(+!
2%+\$)#D%2!(+!i3'>!D%+3!3'>!(2!%G9!)!+%%-

l)U!C()(!#+!3,!D%!\$, ::%-2%2!,-!3'!/),E3'!;,!3'#+!*)',/)(!+#!-\$#!#3+!#!-\$%*3#,-!(+!E%6!B'!
)%\$)0#3:-%-3!(-2!)%\$, /-#3#,-!2#)%\$3%2!3,!P<K!;,!)!3'!%-3#)%!P-+3#303%!,!&>D%)+%\$0)#3>U!

- S:3\$#\$6!#?9!298%#;:<?!F4\$M:%4>!C<00::;44!HC&#:\$!C	T:%JK
 - o G%\3!:%%3#4@!7W67879f!9@AB*!#!-!73(*1%3,789
- =4>4#\$\$K<00::;44!HC&#:\$!F%:K55:
 - o G%\3!:%%3#4@!7W67879f!9@98*!#!=(!j,,:

4\$#0564\$#7!85\$630
4#-03%+!C%D)0(>!WA6!7879

G,3%@!F'%!\$,:#33%%!\$0))%-31>!'(+!=\$(-\$#%+!;),!G?46!&L.6!(-2!<-#=#)+#3>!)?%=#\$%+
F'%)%E%)%IW5!<?M&!+:(11!/)(-3!*),*,+(1+!;,!)!%=#%E!(-2!3%!2%\$#2#%1E(-0-2!WA!3,3(1#-!
h9B6AH8U55U!!F'#+!,-3'Q+!*),*,+(1+!\$,++3%2!;!A!)%+%()\$!(-2!W9!3)(=%!!*),*,+(1+U

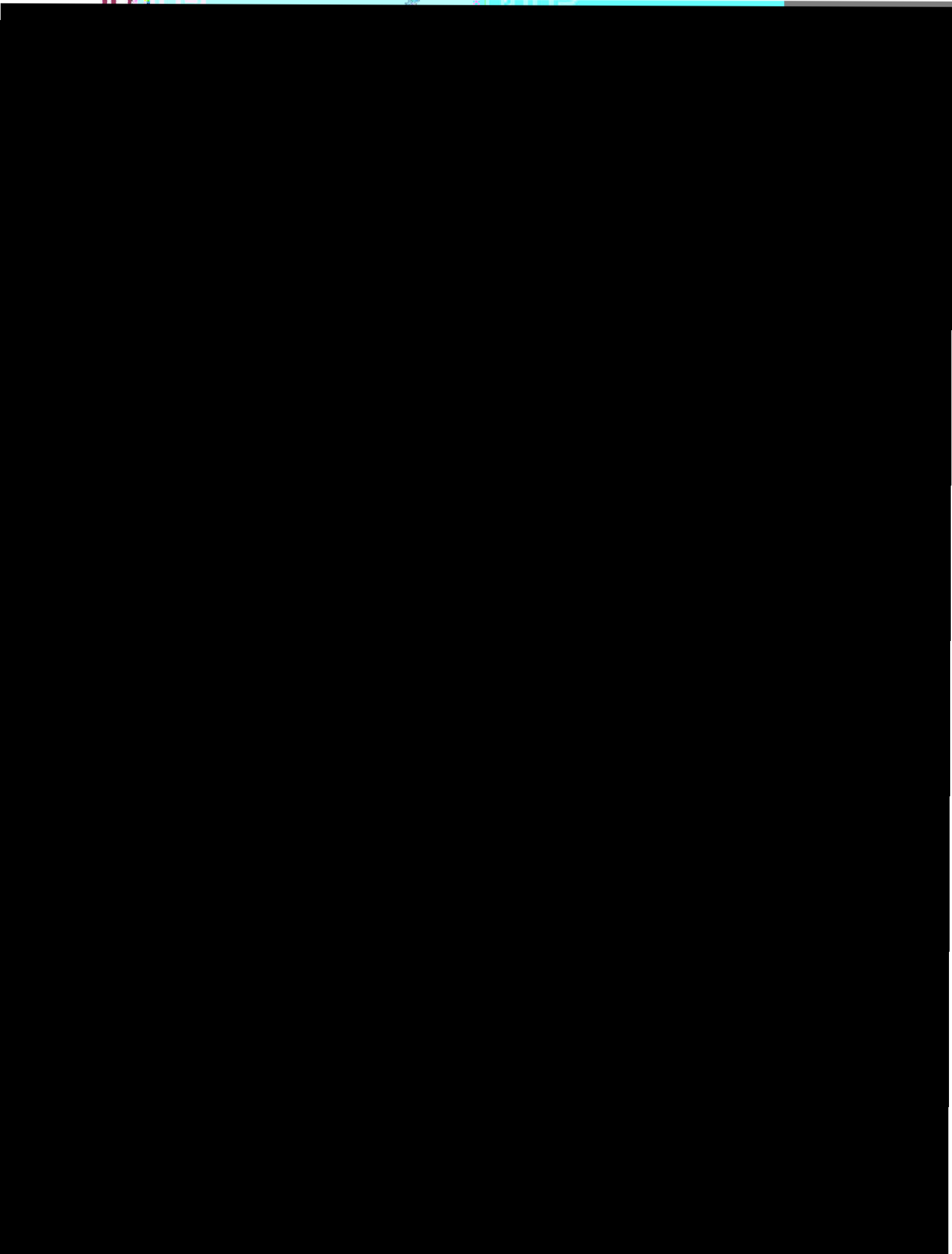
- ¥ C)(-\$#+!L1)2(
- ¥ X)#+3>!&'0-3(
- ¥ R%-J(:#-!C,)2!_M%+%()\$`
- ¥ R%-J(:#-!C,)2!_F)(=%1`
- ¥ b()(!.,:+%> 74%++%)!_F)(=%1`
- ¥ b()(!.,:+%> 74%++%)!(-2!V#11#(!&'(2E\$\$_M%+%()\$`
- ¥ b,)(!.,:(2#S
- ¥ ?(-2)!e(-#\$\$#
- ¥ M,D%)3!4)%
- ¥ &')#3#(-!K%2%) +%
- ¥ L:(-2(!K,,1 %
- ¥ F:(!)!V'#3% 2
- ¥ &'()1%+!V\$S
- ¥ b%,!g{

?%%!<?M&!E%D+#3%!;,!)%+%()\$!(-2!3)(=%1!;0-2#-!/!,**,)B0-#3#%+U

- F;894?;!7UU#:\$>!C<00::;40B#:\$!2\$TK
- o G%\3!:%%3#4@!7W

!"#\$%&'(&*)+&

תחנת



!"#\$%&(&*)+ &

!" |

P-!(22#3#,-!3,!")(\$>3%6!4+U!L-2%)+,-!+%)=%+!, -!3%!D,()2+!,!&R)0(\$%) -6!IGL!?\$)#*36!(-2!
3%!X%\$S!Y)(20(3%!P-+3#303%!,;L**1#%2!b#;%!?\$#%-\$%+6!(-2!#+!K)%+#2%-3!;!B%!&,(1#3#,-!;,!)7W
&%-30)>!4%2#\$#-%U!?'%!*%=#,0+1>!+%)=%2!, -!3%!D,()2+!,;!3%!R#,3%\$'-,1,/>!P-20+3)>!N)/(-#d(3#,-!
_RPN`(-2!&(+31%!R#,+\$#%-\$%+2%)+,-!(+!)%\$%#=%2!-0:%),0+!(E()2+!,;!)!%)!#-20+3)>!
1%(2%)+#*6!#-\$102#-!3%!
!

¥ V(11(\$%!.U!&,013%)!LE()2!;,).%(13\$!)%!P--,=(3#,-6!78W5

¥ !

!"#\$%&'(&*)+&

!"#\$%&'(&*)+&

!\$!

3%!0-#=#)+#3>!0+3!2%3%):#-%!3'(B!2(3%U

?\$,*%#

L11!+302%-3+!+'(11!%-/(/%!#-!(\$2%:#\$(11>!)%1(3%2!(\$3#=#3#%+!#-!,)2%)!3,!D%!%1#/#D1%!;,);%2%)

9U I,\$0:-3%2!+302%-3!*(3#\$#*(3#-!#!#-3%)(3#-303,)#!\$,:*03%)T(++#3%
 #-+3)0\$3#J
 AU L!*,+3#-!D>!3'#!+302%-3!+',E#-!3'#!+302%-3k+!*(3#\$#*(3#1#-#!+302>
 /),0*!3'(3!#!(++#/-%2!D>!3'#!#-+3#303#,-
 BU L!*,+3#-!D>!3'#!+302%-3!#!(2#+\$0++#,!,)0:!'+,E#-!3'#!+302%-3k+!*(3#\$#*(3#,-
 #-!(-!,-1#-%!2#+\$0++#,!(D,03!(\$2%:#\$!(33%)+U
 cU L-!%:(#1!;),:3'#!+302%-3!),!3'#!2,\$0:-3(3#,-!+',E#-!3'#!+302%-3!#3#(3%2
 \$,-3(\$3!E#3'!(!;\$013>!:%:D%)!3,!(+S!(!Z0%+3#,-!(D,03!3'#!(\$2%:#\$30DJ%
 +302#%2!#-!3'!\$,0)+%U
 IU C(#1#-!Y)(2%6!O!)%2(2%!(E)2%2!3,+302%-3+!E',!/%-%)(11>!\$,:*1%3%2!3'!\$,0)+%
)#,#2!D03!;(#!%2!3,!(\$#%=%!3'!\$,0)+%!,DJ%\$3#%2E%F%5%!,#-#,-!;!3'
 #-+3)0\$3,)6!\$,:*1%3%2!(++#/-:-%3+!,)!\$,0)+%!(3#=#3#%+!,)!D,3'E%)!+0;#\$#%-3!3,!(S%
 -),(1!%=(10(3#,-!;!(\$2%:#\$!*%);,):-\$%!* ,++#D1%!_#-+3)0\$3,)!E#11!)%\$,)2!(!/(2%!,;!Cm`U
 OUC(#1#-!Y)(2%6!<-%)!)%2(2%!(E)2%2!3,+302%-3+!E',!2#2!-,3!;,;#\$#(11>!E#3'2)(E!);,
 3'!\$,0)+%6!D03!E',!(#!%2!3,!*(3#\$#*(3%#!#-!\$,0)+%!(3#=#3#%+!32!0!3'!*%)*#,#2U
 P3!#+!0+P%2!6!#-!3'!\$,*#-#,-!;!3'#!#-+3)0\$3,)

!"#\$%&(&*)+ &

!d!

R0)+(!E#3!3'!\$(1\$01(3#,-+!,;!(#2!3'(3!:(>!D%!(E()2%2!(-2a,)!)%30)-%2U

!

!%:#-#3#;!+

!

CU V#3'2)(E(1!^!F

!"#\$%&'(&*)+&

!_!

cU L-!%:(#1!);,:!3'!+302%-3!),!3'%)!2,\$0:%-3(3#,-!+',E#-!/3'+302%-3!#-#3#(3%2
\$,-3(\$3!E#3'!(;\$013>!::%:D%)!3,!(+S!(!Z0%+3#,-!(D,03!3'!(\$2%:#\$30DJ%

!"#\$%&'(&*)+&

!a!

K0D1#\$(3#,-!(-2!#)+3)#D03#,-!/?3(3%:-3

F'+!* ,1#\$>!E#11!D%!2#+3)#D03%2!2#)%\$31>!3,!((11!P<K!+302%-3+6!;(\$013>!(-2!(**1#\$(D1%!(2:-#+3))
;,\$\$%+!(3!1%(+3!,-\$%!*)!(\$2%:#\$!>%)U!P3!E#11!(1+!D0%#:\$202%2!#-(!!)/(2%!
#-+3)0\$3#,-+!2#+3)#D03%2!D>!3%!M%/#+3)()Q+!N;,\$\$%!(+!E%11!(+!#-\$,)*,(3%2!#-!3%!<-#=#)+#3>!&

!#+3)#D03#,-

&,2%!I%+\$)#*3#,-

L! L11!C(\$0!3>

!!!!!!!L11!/?302%/-3+

!!!!!!!L11!L**1#\$(D1%!L2:-#+3)(3#=%!N;,\$\$%+

M(3#,-(1%@!F'+!* ,1#\$>!E(+!)%=#%E%2!(+!*)3!E%0!%=#%E!*),\$\$%++U!4#-,)!1(-/0(/%!
\$1)(\$#\$(3#,-+!(-2!3#31%!0*2(3%+!E%)%!:.(2%U

4\$#0!E85\$6@

!"#\$%&'0

&<MMOGF!

L\$(2%:#\$P-3%/)#K>1#\$>!(**),=%2!AU75U787W!

P<K!#+!\$,:#33%2!3,!3%!;0-2(:%-3(1!=(10%+!;!(\$2%:#\$!#-3%/)#3>U!L\$(2%:#\$!#-3%/)#3>!:%(-+!
',-%+3>!(-2!)%+*,--#D#1#3>!#-!+\$,1()1>!%-2%(=,)+!(-2!D%!(=#,)+p!#3!:%(-+!3!(3!(11!(\$2%:#\$!
E,)S!+',012!D%!3'%)%+0!3#-2#=#20(1Q+!,E-!%;,,)3U!L\$(2%:#\$!(++#/-:%-3+!%1*!+302%-3+!
1%)-!(-2!(11,E!3'!:3,!%\#D#3!3'#+!1%)-#-!U!Y)(2%+!())%!(+!++%++:%-3!;!3'!%\3%-3!3,!E'#\$!
1%)-#-!/(+!D%2%:-,+3)(3%2#-!(++#/-:%-3+!E'%)%;,)(\$2%:#\$E,)S!(-2!)/(2%++',012!
D%3%)%+0!3!(+302%-3Q+!,E-!0-2%)+3(-2#-!(-2!%;,,)3U!L11!:%:D%)+!,;!3%!P<K!\$,:0-#3>
#-\$102#-!/+302%-3+6!#-+3)0\$3,)a(2:-#+3)(3,+6!(\$2%:#\$!#-3%)+*,--#D1%!,;):(#-3(#-#-!
(\$2%:#\$!#-3%/)#3>6!E'#\$!#-\$102%+!S-,E#-!E'(3!P<KQ+!(\$2%:#\$!#-3%/#3%)#3%)!#2
D%#-!(D1%!3,!#2%-3#;>!(\$2%:#\$!#+\$,-20\$3U!L\$(2%:#\$!#+\$,-20\$3!#-\$102%+!(->!(\$3#,-!E'#\$!
#:*),*%)!>!#:*(\$3+!3'!(++%++:%-3!,)!)%*)%+%+3(3#,-!,;!(!+302%-3Q+!(\$2%:#\$!(\$#%=%:%-3U!
L\$(2%:#\$!#+\$,-20\$3!:(>!)%+013!#-!2#+\$*1#-(>!(\$3#,-6!#-\$102#-#,-!);!3%!<-#=#)+#3>U

!" #,1(3#,-+

L\$(2%:#\$P-3%/)#K>1#\$>!(**),=%2!AU75U787W!

#-3%/)#3>!#-\$102%6!D03!()%-!,3!1#:#3%2!3,6!3'%;,11,E#-!D),(2!>!2%;#-%2!\$(3%/,)#%+@

!" K1(#)#+: @!

!"#\$%&'(&*)+&

"Q

!"#\$%&(&*)+ &

"" |

3'!\$,::#33%!(2!3%!+302%-3U!P-(11!,3'%)!\$(%9#630\$3,)a(2:#-#+3)(3,!(-2!+302%-3!
:0+3!(\$S-,E1%2/%!3'!(/)%%:%d-3U

\$! R>+##/-!3%dl,\$0:%-3%2!L/)%%:%-36'%d+302%!B(##=#d(+ !)#/'3!3,!(**%(1!3'%
+(-\$3#,++!(/)%%2!0*,-!(-2!+%3!;,)3!#-!3'!!,\$0:%-3%2!L/)%%:%-3U!P;!3'!+302%-3!;(#+!3,!
;01;#11!3%)!+!,;!3'!!,\$0:%-3%2!L/)%%:%-36!3'!#-+3)0\$3,)a(2:#-#+3)(3,!(>!;#1%!(
(\$2%:\$#!#-3%/)#3>!)%;%))(!!(#-+3!3'!+302%-3!;,)!-,\$:.*1#(-\$%!E#3#-!3%-!_W8`!2(>+!,;!
2#+\$,%>!;,!+(#2!;(##10)%U

%d" P;!3'!*()3#%+!()!0-+0\$\$%++;01!(3!)%(\$#-!/(!,\$0:%-3%2!L/)%%:%-36'%!
#-+3)0\$3,)a(2:#-#+3)(3,)a+302%-3!E#11!*0)+0%!,;):(1!(2J02#3\$3#302%-3!E#11!(=%!
#-*03(+!3,!3'%*(3' !,;) !,;):(1 !!(2J02#\$3#!-#U%L(##-!/ID>!%*(3:%-3!&'(#),) !.%(#-!/ID>!
LPR!U

&" M%+,103#D>C,):(1 !L2J02#\$3#,-

C,):(1 !!(2J02#\$3#!E#1D%0)+0%#;!@

•! F%#-+3)0\$3,)a(2:#-#+3)(3)2 !+302%!3%#0-(D1%3,!)%(\$!(!M%+,103#D>

!"#\$%&(&*)+ &

"#|

)% ; %)) % 2 ! 2 #) % \$ 3 1 > ! 3 , ! (- ! L P R ! # ; @

. ! F ' % ! ! % * () 3 : % - 3 ! & ' (#) ! D % 1 # % = % + ! 3 ' % ! \$ #) \$ 0 : + 3 (- \$ % + ! (- 2 ! 3 ' % ! + % = %) # 3 > ! , ; ! 3 ' % ! (1 1 % / % 2 !
= # , 1 (3 # , - ! E , 0 1 2 !) % + 0 1 3 ! # - ! (!) % \$, : : % - 2 % 2 ! + (- \$ 3 # , - ! , ; ! + 0 + * % - + # 0 0 ! # ! * ! ,) !
) % + \$ # + + # , ! 2 % /) % # 3 0 %) ! # ! 3 ' % ! % * () 3 : % - 3 ! & ' (#) ! , 3 ' %) E # + 1 2 % 1 # % 1 3 ' % ! +
= # , 1 (3 # , - ! E ()) (- 3 + ! . % () # - ! D > ! L P R ! # ,)

.. ! F ' % ! ! % * () 3 : % - 3 ! & ' (#) ! ; % % ! % a + ' % # 1 0 - (D 1 % 3 , ! *) , = # 2 % (- !
0 - D # (+ % 2 a # : * () 3 # (1 ! , * * ,) 3 0 - # 3 > ! , ;) ! (! ' % () # ! / U

/ " ! P ! 3 ' % ! % * () 3 : % - 3 ! & ' (#) ! % 1 % \$ 3 ! + % - 2 3 ' % ! = # , 1 (3 # , 2 #) % \$ 3 1 , 1 3 ' % ! L P R ! 3 ' % ! % * () 3 : % - 3 !
& ' (#) ! + ' , 0 1 2 ! , ;) E (2 ! 3 ' % ! L \$ (2 % : # \$! P - 3 % /) # 3 > ! M % ; %) (1 ! , ;) : ! 3 ! 3 # 6 % ! , ; ! 3 ' % ! K) , = , + 3

!"#\$%&(&*)+ &

"\$!

F'!+302%-3!(\$\$0+%2!:0+3!D%!/##=-!(3!1%(+3!3')%%!_9`!2(>+!(2=(-\$%!E)83%!-,3#\$%!;

:013#*1%!+%:%+3%)!#-3%)-+ #*^6!3%!/) (2%!)%20\$3#,-!(>!(**1>!3,!(11!\$,0)+%+!#=-,1=%2U

-!" &,-+3)0\$3#&#%020\$(3#,-(F(+S!@3(+S\$'(3!)%Z0#)%302%-B!%#(-%#!3'%#)!

2#+',-%+3!D%'(=#,)!(-2!3'(3!:(>D%-%;#3!3%!+302%-36!\$(:*0+6!),!\$,:0-#3>U

b%33%)M%*)#:(-2 @!)%*)#:(-2 !1%33%) !D%#++0%#22#\$(3#!3'(3!3%#302%#3+!D%#d-
;0-2 !#-=#,1(3#&#; !(- !\$(2%:#\$*,1#\$%-2 !3'(3!:(#10)%,!\$,:*1> !E#3!* ,1#\$%#3%#;030)%!
:(>!)%+013!#0)3'%)!2#+\$#*1#-(>!(\$3#,-!3!D%!(21%2!(+!(+0D+%Z0%-B!%;#%33%)
)%*)#:(-2 !E#1)%:(#- !#-!%;;%\$3 !3'%*)# ,2; !3#:%#*%\$#;#22!3'!#-2#=#20(1!),!D,()2!
'%#-!3'%)\$(+U

/"! N3%)!@-\$3#,-+2%:%:0**),*)#(3%!(2 !3(#1,)%)2!(+*%\$#!#\$,1(3#,(+(/)%%23,!</p></div>

D>!3'!+302%-3!(-2!#-+3)0\$3,)a(2:#-#+3)(3,)U

#! ?(-\$3#,-+P:* ,+%23'),0/ !C,):(1 !L2J02#\$(3#,-

P!(22#3#,#3,3'%)D,=#%B%#d,11,E#-!/-(-\$3#,-#:(> !)%+0!B: !(!.%)#-!D!%*(3%-3!

&'(#)!(-2a,)!LPRU

+! !#+\$#*1#-(K),D(3#,-@!#!+\$#*1#-(>!)*,D(3#,-6!E'#\$!#+,!)!3'!%)# ,2!; !3#:%!
+*%\$#;#%2!D>!3'!#-2#=#20(1!),!D,()2!%)#-!3'!%\$(+%6!#+!(-!#-2#\$(3#,-!3'(3!(!+302%-3Q+!
+3(30+!(3!3'!0-#=#%)+#3>!#+!+%# ,0+1>!J%,*()2#d%2UIP;!3'!+302%-3!#+!;0-2!#-!=#,1(3#,-!;!
(-,3'%)!P<K!* ,1#\$>!20)#-!3'!%),D(3#,-(>!)%# ,26!(!;)%!+%# ,0+!+(-\$3#,-!E#11!D%!
1%=#%2#6\$!(> !#-\$102%# ,10-3()E#3'2)(E(1!;,: !*(3!; !P<KQ\$(2%:#\$,) !
,3'%)!*)/(:+6!+0+*%-+#+,-6!,)!)%*01+#+,-!;,: !3'!0-#=#%)+#3>U

,"! P=-,10-3(>!V#3'2)(E(1!;,: !K(3!; !P<KQ+!L\$(2%:#\$,)!N3'%)!K,/) (:+@!L!+302%-3

:(> !D%2%-#%2%)#/'3!3,!*()3#\$\$*(3%#+,% !P<K,/) (:+_`U !?0\$!#=-,10-3(>!

E#3'2)(E(1!:#/'3!D%!#:# ,+%2!,-!%#3'%)!(!3%:# ,)(>!)!*)%:(-%-3!D(+#+U

-!" ?0+*%-+#+,-@!L!+302%-3!(>!D%!+0+*%-2%2!;,: !3'!0-#=#%)+#3\$#;#%2!%)# ,2!; !
3#:%6!-,3!3,!D%!1%++!3'(-!3'%)%:(#-2%)!; !3'!\$0)%-3!+%:%+3%)U! ?0+*%-+#+,-!)%Z0#)%+!
3'(3!+302%-3+!)%: ,=#!3'!%:+%1=%+!;,: !0-#=#%)+#3>!)%#:#+#+6!-,3!(33%-2!\$1(+#++!),!+\$#(1!
(\$3#=#3#%2+6,3 !D%)%+%#3 !0-#=#%)+#3>%)3>_#-\$102!%)#+#2%-\$!d+!

!"#\$%&(&*)+ &

!"#\$%&(&*)+ &

"_

7U LP



!"#\$%&(&*)+ &

"a|

!"#\$%&(&*)+ &

#G

\$.:1%3%2!(-2!(\$S-,E1%2/%2!#-!E)#3#-!/D>!(11!)%Z0#)%2!*())3#%+!E#3'#!3%-!_W8`!2(>+!,;!3'#!
\$,-;)%-\$%01%\$3),-#\$!\$, *#%+!,;!3'!;,):!0+3!D%!2#+3)#D03%2!3,!(11!+#!/-(3,)#%+!3,!3'#!
(/)%%:-3!(-2!N;;#\$%!,;!3'!K),=,+3U!P;!3'!=#,1(3#,-!*%)3(#-+!3,!E!,)S07%2,;)!3'(3!
'(+!D%%-!J02/%2!D>!(!\$,::#33%%!+0\$!(+!(!3'+##+,)!\$,*)%'-%-+#=%!%\(:#-(3#,-6!3'#!
I,\$0:-3%2!L/)%%:-3!M%;%))(1!,,):!0+3!D%!(/)%%2!3,!D>!(!(J,)#3>!,;!3'!\$,::#B3%%
(-2!3'!+302%-3U!P-!(11!,3'!)\$(+#+630%\$B,)a(2:#-#+3)(3,)!(-2!+302%-3!:0+3!
(\$S-,E1%2/%!3'!(/)%%:%d-3U

9W R>+#!/-#-!3'!d,\$0:-3%2!

!"#\$%&(&*)+ &

#!!

D!;!3%!#-+3)0\$3,)a(2:#-#+3)(3,)!'(2!2%\$#2%2!3,!3(S%!3'!:(33%)!2#)%\$31>!3,!(!.%)#-/
D>!|%*()3:%-3!&'(#)!20%!3,!3'!+%#)0+-%+!,;!3'!(11%/!%2!=#,1(3#,-+!E#3',03!;#)+3!
0+#-!/3'!l,\$0:%-3%2/)%%:%-3),%+!#%#-+3)0\$3,)a(2:#-#+3)(3#11
\$,;*1%3%3%L\$(2%:#\$!P-3%/)#3>!M%;%)(1!;,)!(-2!;,)E()2!#3!3,!3'!!%*()3:%-3!
&'(#)UL!\$,*>!;!3'!L\$(2%:#\$!P-3%/)#3>!M%;%)(1!;,)!E#11!D%!+%-3!3,!3'!)%;%))#-/
*()3>!(-2!3'!+302%U

!

\$U%+*#3%#E#+!%#; !3'!)%;%))#?()3>(-2 !3'!+302%-3%:(33%):(> !D%%;%))%2!
2#)%\$31>!3,!(-!LPR!#;@

!

PIU F'!!%*()3:%-3!&'(#)!D%1#%=%+!3'!\$#)\$0:+3(-\$%+!(-2!3'!+%=%)#3>!;!3'!
(11%/!%2!=#,1(3#,-!E,012!)%+013!#-!(!)%\$,::%-2%2!+(-\$0+!%+#+,-6!
%*01+#+,!)!%+\$#+;#!2%/)%#(3)0%) !#!3'!l%*()3:%-3 !&'(#)!
,3%)E#+%1#%3%+#+,1(3#,-!E())(-3+!.%()#-!/D>!LPRp!,)

PPU F'!!%*()3:%-3!&'(#)!;%!%a+%#10-(D1%3,!*),=#2%(- !
0-D#(+%2a#:*)3#(1!,**,)30-#3>!;,)!(!%()#!/U

2UP;!3'!!%*()3:%-3!&'(#)!%1%\$3+!3,!+%-2!3'!=#,1(3#,-!2#)%\$31>!3,!3'!!LPR6!3'!
l%*()3:%-3!&'(#)!+!,012!;,)E()2!3'!L\$(2%:#\$!P-3%/)#3>!M%;%)(1!;,)!3,!3'!

!

%E'!!%*()3:%

!"#\$%&(&*)+ &

#"

K),=,+3a2%+##/-%%U

JLF'!+302%-3!(+!3'%)#/'3!3,!(**%(1!3'!!%*())3:%-3!&'(#)Q+!2%\$#+#,-!(-2a,)!+(-\$3#,-+!
3'),0/'!3'!N;#\$%!,;!3'!K),=,+3!(+!,031#-%2!#-!3*%!(1!*),\$%20)%U

E#3'2)(E(1!:#/'3!D%!#:#,*+%2!,-!%#3'%)!(!3%:*,)(>!),!*%):-%-3!D(+##+U
 -"! ?0+*%-+#,-@!L!+302%-3!:(>!D%!+0+*%-2%2!;):!3%!0-#=#) + #36\$#) #9%2!*%)#,#2!;!
 3#:%6!-,3!3,!D%!1%++!3'(-!3'%)!%:(#-2%)!;;!3'!\$0))%-3!+%:%+3%)U! ?0+*%-+#,-!)%Z0#)%+!
 3'(3!+302%-3+!)%:,=%!3'#:+%1=%+!;):!0-#=#)+#3>!*%)%:#+%+6!-,3!(33%-2!\$1(+%+!,)!+,\$#(1!
 (\$3#=#3#92+6,3 !D%)%+%+!3 !0-#=#)+#3>*)3>_#-\$102#)%+#2%-\$1d+!,) !
 ?302%-3!&,,*) (3#=%!L++,\$#(3#,-!*)*)3>!20)#-!3'!*%)#,#2!;,+0+!%-+#,-U
 /"! O*01+#,-@!O*01+#,-!:(>!D%,\$,-+#2%)%2!0-2%)!(->!;;!3'%;,11,E#-!/\$#)\$0:+3(-\$%+@!
 E'%- !3'%)#%#(=#))%#,#0+!=#,1(3#,#3'!L\$(2%:#\$P-3%/)#&,>1#\$16%- !(!+302%!3
 #+!*),=%-!3,!!(=#!=#,1(3%2!3'!L\$(2%:#\$P-3%/)#3>!K,1#\$>!,-!;)%!3'(-!,-%!,\$\$(+#,-6!,)!
 E'%- !(!+302%!3*%()+!D%:,) %8'%D,()2 !(:3%)(1)% (2%#=#- / !D%#%+0+*%-2%2U
 O*01+#,-!;):!3'!#-+3#303#,-!#+!*%):-%-3U!L **%(1+!3,!3'!+(-\$3#,-!;)%*01+3#,-!
 D%!+0D:#33%2!3,!3'!N;,#\$%!,;!(!) -18 583.92 cm BT 46 0 0 46 1221.429 -32 Tm /TT033%2!+0+*%

!"#\$%&(&*)+ &

#V

cU C,)(1 (**%(1+,3'%)!3'(- !%*01+#!,) !2%/)%!%+\$#++#3'0K),=,+3a2%+#+/-%#1#++0%
;#-(1!2%\$#+#E#3'#!3%-!_W8`!2(>+!(D+% -3%\3%-0(3#-!\$#)\$0!+3(-\$%+U

5U L**%(1+(>D%+0+3(#-%!2%-#%!26-\$3#,-+:(> !D%,2#;#%26) !3'#: (33%)!:(> !D%#%;%)%2!
;,)!(!-%E!%()#-/U
)" N*(%)(3#,-(1

!

!"#\$%&'(&*)+&

!"#\$%&'(&*)+&

#_