

Department of Teaching & Learning, Elementar , Literac , and Special Ed

Ann al Report 1, 2022 - 0, 202

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## 1. Mission Statement

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## 2. Status/Achievement of 2 123 Goals

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!"#$!%$&'() * $+)!, -!"$'.#/+0!'+1!2$'(+/+0!-'.34)5!6/44!7$!'.)/8$45!/+8,48$1!/+!
($9$'(.#:9.#,4'(9#/&!)#')!.,+)(/73)$9!),!)#$/(!1/9./&4/+$!'+1!),!)#$!&(,-$99/,+;!
                         <=!'>!?+)$4$.)3'4!@A.$4$+.$>!B$!7$4\$8$!/+!4/-$4,+0!/+)$4$.)3'4!1$8$4,&*$+)!,-!9)31$+)90!
                        -'.34)50!'+1!9)'--;!B$!'($!., * */))$1!),!)#$!-($$!&3(93/)!,-!D+,64$10$!'+1!.,+)/+3,39!
0(,6)#!/+!4$'(+/+0;'+1!)$'.#/+0;!E@13.')$1!</)/F$+90!G.#,4'(9#/&0!<34)3('4!<, * &$)$+.$0!
                        2$'(+/+0!@+8/(,+ *$+)H!
                         <=!1>!?+)$0(/)5>! B !!'($!., * */))$1!),!$)#/. '4!'+1!($9&,+9/74$!7$#'8/,(!/+!,3(!,6+!'.)/,+9!
                         '+1!),!1$8$\(\delta,\&/+0\)\#\(\delta,\)' \(\delta,\)' \(
                         6/4!#'8$!)#$!9D/49C!D+, 64$10$C!'+1!'7/4/)5!),!$+0'0$!&,9/)/8$45!6/)#!'!1/8$(9$!'+1!
                         .#'+0/+0!6, (41;! | 3(!., * * /) * $+)!$A)$+19!),!'4!4$8$49!,-!,3(!.' * &39!),!-,9)$(!'!.4/ * ')$!,-!
                        $)#/. '4!...+13.)0!($9&$.)0!($9&,+9/7/4/)50! '+1!)(39):!E@)#/.90!J$9&$.)0!J$9&,+9/7/4/)50! "(39)H!
           !
                  !K;!L'.34)5!6/4!.,4'7,(')$!'+1!-,(*!6(/)/+0!0(,3&9!),!93&&,()!9.#,4'(45!&(,13.)/8/)5;!
           M;!L'.34)5!6/44!937*/)!., +-$($+.$!&(,&,9'49!),!8'(/,39!($9$'(.#N-,.39$1!&(,-$99/,+'4!)))
            , (0'+/F')/, +!'++3'4! * $\$)/+09!), !&($9$+)!)#$/(!($9$'(.#;!
           0;!L'.34)5!6/4!.,4'7,(')$!6/)#!9)'--!/+!)#$!I--/.$!,-!J$9$'(.#!P!G&,+9,($1!Q(,0(' * 9!),!/1$+)/-5!
           0('+)9!)#')!'4/0+!6/)#!)#$/(!($9$'(.#!/+)$($9)9;!
           R;!L'.34)5!6/4!'))$+1!0($\frac{1}$+)\\6(\/)/+0!6, (D9#,&9!6/)#!S<T!9)'--!-(, *!)#$!1--/.$!,-!J$9$'(.#!'+1!
           G&,+9,($1!Q(,0(' *9;!
                                                                     ?+.($'9$1!.,4'7,(')/,+!'*,+0!-'.34)5!,+!&$$(N($8/$6$1!($9$'(.#!
                         '+1! * $+), (/+0! '.)/8/)/$9;!
                                                              K;!L'.34)5!9$.3($1!U!/+)$(+'4!'+1!$A)$(+'4!0('+)9!),)'4/+0!,8$(!VK;W!
                         * /4/, +;
                        M; L'.34)5! \#'1!MK! \& \$(!(\$8/\$6\$1!\&374/.')/, +9;
                        O;!L'.34)5!#'1!WK!&($9$+)')/,+9;
                        R;!X'+5!-'.34)5!.#'/($1!,(!9$(8$1!,+!1/99$()')/,+!.,**/))$$9!'+1!9$(8$1!'9!Y,+,(9!
                         "#$9/9! ' 18/9, (9:
                                            1+0./+0!
                        !
                                      Z.+\$!
                 !"#$!%$&'()*$+)!,-!"$'.#/+0!'+1!2$'(+/+0!6/4!($.(3/)0!($)'/+0!'+1!93&&,()!'!1/8$(9/)5!,-!
9)31$+)90!-'.34)50!'+1!9)'--;!
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 $<=! '\cdot !? +) \$ 4 \$ .) 3 ' 4 ! @ A . \$ 4 \$ + . \$ >! B \$ ! 7 \$ 4 / \$ 8 \$ ! / +! 4 - \$ 4 . + 0 ! / +) \$ 4 \$ .) 3 ' 4 ! 1 \$ 8 \$ 4 . & * \$ +) ! , -! 9) 3 1 \$ +) 9 \emptyset ! -' . 3 4) 5 \emptyset ! ' +1 ! 9) ' --; ! B \$ ! ' (\$ ! . , * * /)) \$ 1 !) , !) # \$ ! - (\$ ! \& 3 (93 /)! , -! D + , 6 4 \$ 10 \$ ! ' +1 ! . , +) / +3 , 39 ! 0 ( , 6) # ! / +! 4 $ ' (+ / + 0 ! ' +1 !) $ ' . # / +0 ; ! E @ 13 . ') $ 1! < /) / F \$ +9 \emptyset ! G . # , 4 ' (9 # / & 0 ! < 3 4) 3 ( '4! < , * & $) \$ + . $ 0 ! 2 $ ' (+ / +0 ! @ +8 / ( , + * \$ +) H! < =! . >! % / 8 \$ (9 / ) 5 >! B \$ ! ' (\$ ! 1 \$ 1 / . ') \$ 1! ) , ! ')) ( ' .) / +0 ! ' +1 ! 9 3 & $ & , () / +0 ! ' ! 1 / 8 \$ (9 \$ ! 9) 3 1 \$ +) 0 ! - ' . 3 4) 5 !$ 

, +! "#3(91'50!L\$7(3'(5!U0!MbM0;!T7,3)!Wb!&\$, &4\$!ES < T!., \* \* 3+/)5 c - '.34)50!9)' --0! 9)31\$+)9H!6\$(\$!/+!'))\$+1'+.\$; d;!S+1\$(!%(;!e'.D9, +f9!4\$'1\$(9#/&0!S < T!#, 9)\$1!)#\$!J\$0/, +!Mf9!@13.'), (!J/9/+0!., +-\$(\$+.\$!, +!Z, 8\$ \* 7\$(!Ob)#; "#\$(\$!6\$(\$!Mbb!),)'4!&'()/./&'+)9>!Kbg!#/0#!9.#, ,4! 9)31\$+)90!OW!., 4\$0\$!9)31\$+)90!Kb!#/O#!9.#, ,4!)\$'.#\$(90!Od!S < T!8, 43+)\$\$(90!'+1!Kb! 03\$9)9;!%/9)(/.)9!'+1!., 44\$0\$9!/+!'))\$+1'+.\$!/+.431\$1>!T(D'+9'9!=/()3'4!T.'1\$\*50!]\$\$7\$0!  $1')\$98/44\$0!<, +6'50! \ (\$\$+7(/\$(0!G\$'(.50!G, 3)\#9/1\$!<#'()\$(0!=/4, +/'0!X, 3+)'/+!Y$ 

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4$'(+/+0!')!-'.34)5!*$$)/+09;
O;!$)/4/F$!$8/1$+.$N7'9$1!9,3(.$9!),!/+-,(*!/+9)(3.)/,+'4!&('.)/.$9;
R;!Q'()/./&')$!/+!)#$!*,7/4$!4$'(+/+0!/+/)/')/8$;
W;!<,+)/+3$!),!)$'.#!.4'99$9!/+!)#$!-/$41!9,!)#')!9)31$+)9!#'8$!'3)#$+)/.!$A&$(/$+.$9;
a;!J$8/9$!.,3(9$9!$'.#!9$*$9)$(!7'9$1!,+!1')'0!9)31$+)!-$$17'.D0!&'()+$(!-$$17'.D0!'+1!
9)')$!($h3/($*$+)9;!
<,+)/+3$1!($.,0+/)/,+!'9!'+!/++,8')/8$!4$'1$(!,-!&$1'0,05!/+!)#$
3+/8$(9/)5;!
K:!T!Z$6!XT"!.,3(9$0!<,+)$*&,('(5!Q('.)/.$9!,-!"$'.#/+0!EXT"!
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 $\text{K}! \text{T}! \text{Z}\$6! \text{X} \text{T}"!. \ 3(9\$0! < , +)\$ * \& , (' (5!\text{Q}(' .))'.\$9! , -! "\$' . \#/+0!\text{EX} \text{T}"! \\ \text{WOOMHO!} 6 '9!. (\$')\$1!) , !\$+0 '0\$!)\$' . \#\$(!. '+1/1')\$9!/+! '\&\&4/. ')/, +9! , -!\text{Q}_2 <!) , !\$A' * /+\$! \\ \text{\$}8/1\$+.\$N7' 9\$1!\&(' .)/.\$9!/+!)\$. \#+, 4, 05!/+)\$0(')/, +!6/)\#!)\$' . \#/+0! '+1!4\$' (+/+00!6\#, 4\$! \\ \text{\&}\$(9 , +!)\$' . \#/+00! '+1!9)(')\$0/\$9!-, (!+'8/0')/+0!'+1!-4, 3(/9\#/+0!/+!)\#\$!)\$' . \#/+0!\&( , -\$99/, +; \\ \text{M}; \text{L}' . 34)5!9\#' (\$1!)\$' . \#/+0!)/\&9!39\$1!/+!)\#\$/(!. , 3(9\$9!'+1: , (!4\$'(+\$1!')!. , +-\$(\$+.\$9!/+! * , +)\#45!-' . 34)5! * \$\$)/+09; \\ \text{O}; \text{!}\%(; \text{!Y}\$((/+0) B')9 , +!6'9!9\$4\$.)\$1!'9!)\#\$!+\$6!. , , (1/+') , (!, -!)\#\$! \text{X} , 7/4\$!2\$'(+/+0! ?+/)/')/8\$!'+1! * \$)!6/)\#!. , 4\$'03\$9!) , !1/9 . 399!7\$9!&')\#!-, (6'(1; R;!XG?"!ROMW! * \$)!')!< , 3()6'5!X/114\$!G.\# , , 4!-, (!.4'99!E?+)\$(.\$99/, +0!L'40!G&(/+OH; XG?"!ROKM! * \$)!')!e/*!G) , +\$!@4\$ * \$+)'(5!-, (!.4'99!EL'40!G&(/+OH;$ 

W;!%(;!%',4\$5!'))\$+1\$1!<@"T2f9!"\$'.#/+0!@A.\$4\$+.\$!?+9)/)3)\$!/+!e3450!MbMM;
a;!Z\$6!-'.34)50!X9;!\/\$(/+0\$(0!'))\$+1\$1!<@"T2f9!Z\$6!L'.34)5! I (/\$+)')/,+!/+!T3039)0!
MbMM;
d;!%(;!Y\$((/+0!B')9,+!&'()/./&')\$1!/+! I G< i J!(\$8/\$6!6/)#!<@"T2;!

g;!%(;!]3.#'+'+!3)/4/F\$1!Q]2!/+!.,3(9\$9!6#\$(\$!9)31\$+)9!4\$'(+!),&/.9!)#(,30#!(\$9\$'(.#!'+1!1\$8\$4,&\*\$+)!,-!'!&(,13.)0!'+1!)#\$+!)#\$5!)\$'.#!)#\$/(!&\$\$(9!)#\$/(!),&/.!,-!.#,/.\$!6/)#!)#\$!-/+'4!&(,13.);!

1+0,/+0!

O(, 6)#!/+!4\$'(+/+0!'+1!)\$'.#/+0;!E@13.')\$1!</)/F\$+90!G.#,4'(9#/&0!<34)3('4!<, \*&\$)\$+.\$0!

\,'4!M\:\@'.#!S<\T!9\\31\\$+\)!6\\\!7\\$!&(\\$&'(\\$1!),!\\$--\\$.)\\/8\\$\\5!., \*\&\\$\\!\+!\)#\\$! \*\'(\D\\$)\&\\'.\\$!

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'7/4/)50!&,4/)/.'4!'--/4/')/,+0!'+1!/+)$4$.)3'4!&$(9&$.)/8$;!EJ$.(3/)*$+)!'+1!J$)$+)/,+0!
G3&&,()0![+,64$10$H!

!
!K;!<,*&4$)$!%/8$(9/)50!]$4,+0/+00!?+.439/,+0!P!@h3/)5!E%]?@H!)('/+/+0!6/)#!)#$!,&)/,+!),!
.,+)/+3$!%]?@!'-)$(!)#$!/+///'4!)('/+/+0;!
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 $\begin{array}{l} \text{U;!\%(;!B'D\$!\#,9)\$1!'!6,(D9\#,\&!,+!'.)/,+!(\$9\$('.\#!6/)\#!)\#\$!T(D'+9'9!Q(,-\$99/,+'4!) } \\ 2\$'(+/+0!Z\$)6,(D!-,(!I+4/+\$!"\$'.\#/+0;) \\ \text{Kb;!S+1\$(!\%(;!e'.D9,+f9!4\$'1\$(9\#/\&\complement!S<T!\#,9)\$1!)\#\$!J\$0/,+!Mf9!@13.'),(!J/9/+0!..,+-\$(\$+.\$!,+!Z,8\$*7\$(!Ob)\#;"\#\$(\$!6\$(\$!Mbb!),)'4!&'()/./&'+)9\!Kbg!\#/0\#!9.\#,,4! } \\ 9)31\$+)90!OW!.,4$0$!9)31$+)90!Kb!#/O#!9.#,,4!)$'.#$(90!Od!S<T!8,43+)$$(90!'+1!Kb!)$ \\ 03$9)9;!%/9)(/.)9!'+1!.,4$0$9!/+!'))$+1'+.$!/+.431$1\times!T(D'+9'9!=/()3'4!T.'1$*50!]$$7$0! } \\ 1')$98/4$0!<,+6'50!\($\$+7(/\$(0!G\$'(.50!G,3)\#9/1\$!<\#'()\$(0!=/4,+/'0!X,3+)'/+!Y,*80!) } \\ S<T0!'+1!TGSN]$$7$;!J$0/,+'4!&'()+$(9!6#,!93&&,()$1!)#$!$8$+)!/+.431$1\times!%/8/9/,+!,-! @4$*$+)'(5!'+1!G$.,+1'(5!@13.')/,+NI--/.$!,-!@13.'),(!@--$.)/8$+$99!'+1!2/.$+93($0!) } \\ T(.\#L,(1!@13.')/,+!G$(8/.$!<,,&$(')/8$0!B/473(!%;!X/449!@13.')/,+!G$(8/.$!<,,&$(')/8$0!B/473(!%;!X/449!@13.')/,+!G$(8/.$!<,,&$(')/8$0!) } \end{array}$ 

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## 6. Opportunities

Q(,-\$99,(! T99,./')\$!Q(,-\$99,(! T99/9)'+)!Q(,-\$99,(! G\$+/,(!2\$.)3(\$(:<4/+/.'4!?+9)(? ?+9)(3.),(! 2\$.)3(\$(:<4/+/.'4!?+9)(3.),(:2' ?+9)(3.),(! =/9/)/+0!T99/9)'+)!Q(,-\$99,(! =/9/)/+0!2\$.)3(\$(!	7!?+9)(3.),(!??!		R! W! K! O! K! b! K! Kd!		b!	R! W! M! K! O! K! b! K! Kd!	MO;WO! MU;RK! KK;da! W;gg! Kd;aW! W;gg! b;bb! b;bb! W;gg! Kbb;bb!
"\$+3(\$1! "\$+3(\$N"('.D! Z,+N"\$+3(\$!"('.D!	U! M! a! Kd!	b! b! b! b!	U! M! a! Kd!	WM;UR! KK;da! OW;MU! Kbb;bb!			

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KM! db;WU! Kd! Kbb;bb! W!

e345!MbMb!N!				
e3+\$!MbMK!	dg!	MCWba!	0îaUb!	a@MdR!
e345!MbKU!N!				
e3+\$!MbMb!	KKR!	MCUga!	OlRgb!	a@gb!
e345!MbKg!N!		_		
e3+\$!MbKU!	aa!	MCUbb!	OCOWK!	al0Kd!

aa!

aW!

dR!

	L'4!MbMM! G&(/+0!MbMO!	b! b!	WO! MW!
!			
	]G@NX/114\$!2\$8\$4!		WU! WU!
!			
	L'44! I +NG.#\$134\$!MbMM! L'44! I +NG.#\$134\$!MbMK!		WU! aa!

L'4! I +NG. #\$134\$!MbMb!

L'4! I +NG. #\$134\$!MbKU!

L'4! I +NG.#\$134\$!MbKg!

@%GN%/O/)'4!T0\$!"\$'.#/+0!'+1!2\$'(+/+0! U! \<\\\-)\$1!'+1!"'4\$+)\$1!@13.')/,+! b! XT"N"\$'.#/+0! KgW! XG@NT18'+.\$1!G)31/\$9!/+!"\$'.#\$(! KU! 2\$'1\$(9#/&!

MKO!

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!	L'4! I +NG.#\$134\$!MbMM! L'4! I +NG.#\$134\$!MbMK! L'4! I +NG.#\$134\$!MbMb! L'4! I +NG.#\$134\$!MbKU! L'4! I +NG.#\$134\$!MbKg!	KgW! MbR! KUg! KgU! KdK!	
	L'4! I +NG.#\$134\$!MbMM! L'4! I +NG.#\$134\$!MbMK! L'4! I +NG.#\$134\$!MbMb! L'4! I +NG.#\$134\$!MbKU! L'4! I +NG.#\$134\$!MbKg!	KU! Mb! KM! Ka! Ka!	
!			
	]G@NX/114\$!2\$8\$4!		b! b!
!	] G@NX/114\$!2\$8\$4!		W!
!			W!
	] G@NX/114\$!2\$8\$4!		K0! K0!
!	e345!MbMM!N!e3+\$!MbMO! e345!MbMK!N!e3+\$!MbMM! e345!MbMb!N!e3+\$!MbMK! e345!MbKU!N!e3+\$!MbMb! e345!MbKg!N!e3+\$!MbKU!		Kg! Kg! Kg! KW! KR! Kg

	XG@NT18'+.\$1!G)31/\$9!/+!"\$'.#\$(! 2\$'1\$(9#/&!	0!
!	∠ψ τφ( <i>θπ</i> /α:	RK!
	@%GN%/O/)'4!T0\$!"\$'.#/+0!'+1!2\$'(+/+0!\<\\\-)\$1!'+1!"'4\$+)\$1!@13.')/,+! XT"N"\$'.#/+0! XG@NT18'+.\$1!G)31/\$9!/+!"\$'.#\$(! 2\$'1\$(9#/&!	M! b! RO! O!
! !		Rg!
	e345!MbMM!N!e3+\$!MbMO! e345!MbMK!N!e3+\$!MbMM! e345!MbMb!N!e3+\$!MbMK!	M! O! b! W!
!		vv:
	e345!MbMM!N!e3+\$!MbMO! e345!MbMK!N!e3+\$!MbMM! e345!MbMb!N!e3+\$!MbMK! e345!MbKU!N!e3+\$!MbMb! e345!MbKg!N!e3+\$!MbKU!	U! K! O! d! O! MO!
!		WO:
	e345!MbMM!N!e3+\$!MbMO! e345!MbMK!N!e3+\$!MbMM! e345!MbMb!N!e3+\$!MbMK! e345!MbKU!N!e3+\$!MbMb! e345!MbKg!N!e3+\$!MbKU!	dU! ag! dO! RW! dM! OOd!
!		ood:
	e345!MbMM!N!e3+\$!MbMO! e345!MbMK!N!e3+\$!MbMM! e345!MbMb!N!e3+\$!MbMK! e345!MbKU!N!e3+\$!MbMb!	KR! g! Kb! g!

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G) ')$9;!
I 3)., * $9>!
L/$41!@A&$(/$+.$!-,(
/+)$0(')$1!3
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 $L/\$41!@A\&\$(/\$+.\$!-,(!XG?"!ROMg0!T3039)!W0!MbKU!N!Q(\$9\$+);!G)31\$+)9!6/4!.,4'7'()\$!'+1!.(\$')\$!'+!\\ /+)\$0(')\$1!3+/)!),!7\$!/*\&4\$*\$+)\$1!6/)\#!,3(!*/114\$!4\$8\$4!4'7!.4'99;!!T11/)/,+'4450!9)31\$+)9!\\ 6/44!.(\$')\$!'!&4'+!,-!'.)/,+!-,(!.(\$')/+0!/+.439/8\$!.,**3+/)/$9!/+!)#\$!.4'99(,,**;!!"#\$9\$!'()/-'.)9!'(\$!9#'(\$1!6/)#!)#\$!9.#,,4;!\\ I 3).,*$9>!S+/)!Q4'+!'+1!<,**3+/)5!?+.439/8/)5!Q4'+!$ 

G\$(8/.\$!2\$'(+/+0!-,(!XG?"!ROMgC!e'+3'(5!WC!MbKU!N!Q(\$9\$+);!G)31\$+)9!\$+(,4\$1!/+!)#/9!.,3(9\$! 9\$(8\$!/+!'!4,.'4!\*/114\$!9.#,,4!75!&4'++/+0C!1\$9/0+/+0C!'+1!-3445!/\*&4\$\*\*\$+)/+0!'+! /+)\$0(')\$1!3+/)!7'9\$1!/+!'4!R!\*/114\$!4\$8\$4!.,+)\$+)!'(\$'9;!!T11/)/,+'45C!)#\$5!.(\$')\$!&4'+9!,-!'.)/,+!-,(!.(\$')/+0!/+.439/8\$!.,\*\*3+/)/\$9;!!"#\$!3+/)!'+1!&4'++\$1!'(\$!9#'(\$1!6/)#!)#\$! 9.#,,4;! 13).,\*\$9\$!?+)\$0(')\$1!S+/)!

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] , , D!	K!	b!	K!	b!
<#'&)\$(!	M!	b!	M!	b!
< , +-\$(\$+.\$!Q( , .\$\$1/+0!	K!	b!	K!	b!
e,3(+'4!T()/.4\$!	U!	K!	Kb!	b!
I )#\$(!	g!	M!	Kb	
, ,	-			

" (3 \* 74\$0!e;!L;0!T9/ \* 0!G;0!@44/90!e;0!G45D#3/90!%;!EMbMOH;! ; -#+"#%<\$1)\$ '=)0"\$<%<\$1)\#\$<-& ' () >\"\$\#(&#>)\0+")RT

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];!Z,+NQ$$(!J$8/$6$1!
K;!T..$&)$1!,(!Q374/9#$1!
!
L,(($9)0!L;q0!Y$((/+ONB')9,+0!e;!J;!EMbMOH;!Οθ#%'();Ο/Π20..072(Ο/Π2>0)TJETQq.24000.240604.92cB142
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&(\$9\$+)\$1!')!T(D'+9'9!T99,./')/,+!,-!?+9)(3.)/,+'4!X\$1/'!!MbMO0!T(D'+9'9!T99,./')/,+!,-!?+9)(3.)/,+'4!X\$1/'!!MbMO0!T(D'+9'9!T99,./')/,+!,-!?+9)(3.)/,+'4!X\$1/'!!MbMO0!T(D'+9'9!T99,./')/,+!,-!?+9)(3.)/,+'4!X\$1/'!!MbMO0!T(D'+9'9!T99,./')/,+!,-!?+9)(3.)/,+'4!X\$1/'!!MbMO0!T(D'+9'9!T99,./')/,+!,-!?+9)(3.)/,+'4!X\$1/'!!MbMO0!T(D'+9'9!T99,./')/,+!,-!?

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- $G\#' 6C!@;! \ I; (!"\#, *\&9, +C!T;!\%; (!B\#/))/+0\#' *C!e;!2; (!Q, 6\$4C! \ [;!EZ, 8;!MbMMH;! 9\&=TC+, \%-) \\ .=, <\$\%, +'\$|)H\#>\#\$''<-):>>+<&\$\%+'8!J, 3+1)' 74\$!&(\$9\$+)\$1!')!X/1NG, 3)#!@13.')/3, +'4! \\ J\$9\$'(.\#!T99, ./')/, +!T++3'4!<, +-\$(\$+.\$C!X/1NG, 3)#!@13.')/3, +'4!J\$9\$'(.\#!T99, ./')/, +C! \\ 2/))4\$!J, .DC!T(D'+9'9;!)$
- "#, \* &9, +0!T;0!G#' 60!@;0!X/44\$(0!J;!\;0!Q\$((50!G;!EZ,8;!MbMMH;!9##%'()%-#)Q##=>)+®)C%, =#'%>)G%-) L2>1#F\\$8!Q'&\$(!G\$99/,+!&(\$9\$+)\$1!')!X/1NG,3)#!@13.')/,+'4!J\$9\$'(.#!T99,./')/,+0!2/))4\$! J,.D;!
- "#, \* &9, +0!T;0!X/4\$(0!J;!EZ,8;!MbMMH;!.=(#)4#\$"|#>>)B#\$"'&'(D):)9&<-&(\$')O'\&'#)H#\$=&'() E'\#"7#'\\+')3&|+\)C\,=28!Q'&\$(!G\$99/,+!&(\$9\$+)\$1!')!X/1NG,3)#!@13.')/,+'4!J\$9\$'(.#! T99,./')/,+!T++3'4!X\$\$)/+0!MbMM0!2/))4\$!J,.D;!
- = , \$0\$4\$0! <;! X ;0! ] \$+9 , +0! " ;!E X ' (;!MbMOH;! Q\$7\$ (\$\%' () 9\\$'=\, 1'\#>>\D) ! + '><\\$+ , >12) ! \$\%X"\$\%' ()+ , ") 6+ , "' #2>)G\% -) ! , "\\$+>\\\$2\\$! \$"\#\$\\$! + ' '\#<\\\$+ '>\\$\\$\$'=\]! + / O\$>>\\$+ '\\$!G5 \* & , 9/3 \* !&(\$9\$+)\$1! ')!T " @0! e ' . D9 , +8/\\$0!L2;!
- =, \$0\$4\$C! < ;! X ;!EZ , 8;!MbMMH;! ; -#) <math>L\$>#'\(\exists\)"\$' < -\(\exists\)+#=) I"\(\exists\)#\(\exists\)+\(\exists\)\$) A1\$<5X\\\\exists\)"=\(\exists\)!

B ')9, + 0!e; !J; !EX '(;!MbMOH; !; #>&' ()E' &#' &+' >)&'); #\$<-&' (): <&+' >0) J+G) 4&">&T \*#\$"); #\$<-#">N>#); #\$<-'+1+(2T#' \$X1#=)B#\$"'&' (8!Q' &\$(!G\$99/, +!&(\$9\$+)\$1!')!G?"@!MbMO!T++3'4!<, +-\$(\$+.\$0!G, ./\$)5!-, (!?+-, (\*')/, +!"\$.#+, 4, 05!'+1!"\$'.#\$(!@13.')/, +0!Z\$6!I(4\$'+90!2T;!

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- $B\#/))/+0\#'*(!e;!2;!ET&(;!MbMOH;!A++5\%$|50)A++5>)*+,)Q\#\#=\emptyset+D\#$ $$ ,(D9\#,\&!\&(\$9\$+)\$1!')! $$ T(D'+9'9!T99,./')/,+!,-!?+9)(3.)/,+'4!X$1/'!!MbMOC!T(D'+9'9!T99,./')/,+!,-!?+9)(3.)/,+'4!X$1/'C!2/))4\$!J,.DC!TJ;! $$ D(!TJ)!$
- B , (D \* '+0!e;0!Z, () , + $0![;0!B'D$0!\%;! \setminus ;!EZ$ , 8;1!MbMMH;!C, 00+1!%'()'+7!<4!%#\$<-#'']%'=, <<math>1!MbMM!T+3!Q'. (S) +1!MbMM!T+3!Q'. (S) +1!MbMM!T+3!Q'. (S) +1!MbMM!T+3!Q'. (S) +1!MbMM!T+3!Q'.

- B'D\$0!%;!\;!EG\$&);!MbMMH;!C\\\$'=\\$''=\)HY\\!Q'+\\$4!&(\\$9\\$+)\\$1!')!<T@Q<,+!MbMM0!<T@Q\!I+\\+\\$;!

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- $\begin{array}{l} B \ 'D\$C!\%;! \ '\ ;!EMbMMH;! \ !: \ .\ 3)C\%\#/M\&>\%+"); "\$\& '\& '(D)C /\$!!) \ I \ "+, O)B\#\$=>\&! \ B \ , (D9\#,\&!\&(\$9\$+)\$1!')! \\ G \ *' \ '4!2\$' \ 19;! \ B \ , (D9\#,\&!G\$99/,+!) \ ,!93\&\& \ , ()!<T@Q! " ('/+/+O! \ ,-!G/)\$!=/9/) \ , (9C!< \ ,3+./4!- \ ,(!)\#\$! \\ T \ .\ . (\$1/)')/ \ ,+! \ ,-!@13 \ .') \ , (!Q(\$\&'(')/,+!E<T@QH;C!\ r \ ,\ * \ ;! ) \end{array}$
- $B')9, + 0!e;!J;0!L, ((\$9)0!L;q;!EL\$7;!MbMOH;! ! += '()`)! + /0, \%\% + '\$1); \&'5\&'()\&')\% \#)9 \% \\ !1$>>"++/8!B, (D9#, &!&(\$9\$+)\$1!')!T??T!<, +-\$(\$+.\$!MbMO0!T(D'+9'9!?+9)(3.)/, +'4!?++,8')/, +! T99, ./')/, +!ET??TH0!<, +6'50!TJ;!$

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<,3(9$!",6'(19!'!%$0($$;!<S2"SJT2!?ZL2S@Z<@G;!TJ[TZGTG!"@<Y!SZ?=@JG?"I;!<($1/)!</p>
            Y,3(9>!0;!e3+$!MbKU!N!Q($9$+)!
!
        <, 3(9$!", 6'(19!'!%$0($$;!@)#/.9!'+1!='43$9;!T(D'+'9!"$.#!S+/8$(9/)5;!J399$48/4$0!T(D'+9'9;!
            <($1/)!Y, 3(9>!0;!e3+$!MbKU!N!Q($9$+)!
!
        G\$4-NG)315!Q(,0('*;!X/+,(/)5!L'.34)5!X\$+),(9\#/\&!Q(,0('*;!S<T;!<(\$1/)!Y,3(9;!T3039)!KR0!MbKd!N!))
            Q($9$+)!
!
        <($1/)!Y, 3(9;!
!
        S < T!L'.34)5!2$'(+/+0!<, * *3+/)5;!S+/8$(9/)5!,-!<$+)('4!T(D'+9'9;!<,+6'50!T(D'+9'9;!<($1/)!)
            Y, 3(9;!T3039)!MbKa!N!Q($9$+)!
        <@"T2!@'(45!<'($$(!<,'.#/+0!</(.4$;!<($1/)!Y,3(9;!T3039)!MbMM!N!Q($9$+)!
        X/+, (/)5!L'.34)5!X$+), (/+0!?+/)/')/8$;!<($1/)!Y, 3(9;!MbMM!N!Q($9$+)!
!
        J$9$'(.#!G.#,4'(9!)(,3&;!<($1/)!Y,3(9;!MbMM!N!Q($9$+)!
!
        G$ */+'(;!B, *$+!G&/(/)3'4!2$'1$(9#/&;!S<T! I 3)($'.#;!<,+6'50!T(D'+9'9;!<($1/)!Y,3(9;!e'+3'(5!))
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Mg0!MbKg!N!Q(\$9\$+)!

B , (D9#, &;! < @ " T2!23+ . #!G\$99/ , +>!S9/+0!T .)/8\$!2\$ ' (+/+0!G)(')\$0/\$90!Q ' ()!K;!S < T! < \$+)\$(!- , (! @A . \$4\$+ . \$!/+! "\$' . #/+0!' +1!T . '1\$ \* / .!2\$ '1\$(9#/&!E < @ " T2H;! < , +6 '50!T(D' +9 '9;! < (\$1/)! Y , 3(9;!Z , 8\$ \* 7\$(!Kd0!MbMM!

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- B,(D9#,&;!<@"T2!23+.#!G\$99/,+>!@9)'74/9#/+0!Q(,13.)/8\$!2\$'(+/+0!@+8/(,+\*\$+)9;!S<T!<\$+)\$(! -,(!@A.\$4\$+.\$!/+!"\$'.#/+0!'+1!T.'1\$\*/.!2\$'1\$(9#/&!E<@"T2H;!<,+6'50!T(D'+9'9;!<(\$1/)! Y,3(9;!I.),7\$(!Md0!MbMM!
- B \$7/+ ' (;!G. ' 4/+0!%/0/) ' 4! </)/F\$+9#/&>!T18/.\$!L(, \*!)#\$!L/\$41;!?G " @;! < (\$1/)!Y, 3(9>!K;!G\$&)\$ \* 7\$(! Mb0!MbMM!
- $B \ , (D9\#,\&;!<, 4\$0\$! \ , -!@13.')/, +! \ ('+)\ (('+)\ (')/+0!] \ , \ , )!<'*\&;!S<T!G\& \ , +9 \ , (\$1!Q(\ , 0('*9!P!<, 4\$0\$! \ , -!@13.')/, +;!<, +6'50!T(D'+9'9;!<(\$1/)!Y \ , 3(9;!T3039)!Kd0!MbMM!$
- $B\ , (D9\#,\&;!\%\$8\$^4,\&/+0!\,'!\,J\$9\$\,'(.\#!\,i\,3\$9)/, +!\,'+1!T4/0+/+0!\%\,')\,';!Q@@\,JG!\%\,')\,'!Y37>!Q\,'()+\$(9\#/\&!\,-,(!@A\&\,'+1/+0!@13.\,')/, +!\,J\$9\$\,'(.\#!/+!G\,''@\,X;!<(\$1/)!Y\,,3(9;!T3039)!KK0!MbMM!$
- G)54\$9NL,9)\$(0!G3++5!2\$\$!T"@!?+h3/(5!?+/)/')/8\$0!T99,./')/,+!,-!"\$'.#\$(!@13.'),(90!Z')/,+'4;!Ee345!
- B')9,+0!e\$99/.'!J'\$!I3)9)'+1/+0!J\$9\$'(.#!P!G.#,4'(9#/&!T6'(10!<,4\$0\$!,-!@13.')/,+0!<,4\$0\$;!ET&(/4!Md0!MbMOH;!
- <,)'7/9#0!T4'.''!T++!S+/8\$(9/)5!J\$9\$'(.#!T6'(1!L/+'4/9)0!S<T0!S+/8\$(9/)5;!ET3039)!MbMMH;!

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G$(8/.$!2$'(+/+0!
                                                                                      0!
G&$'D$(!
                                                                                      R!
 I)#$(!
                                                                                      M!
                                                                                      U!
  G$(8/.$!2$'(+/+00!G, '(/+0!B/+09!J'+.#0!T3039)!MbKg!N!Q($9$+)!
                      T-)$(!9.#, ,4!)3), (/+0!&(,0(' * t!$'(45!-/$41!9)31$+)9!&'()/./&')$!
  G$(8/.$!2$'(+/+00!@44$+!G*/)#!@4$*$+)'(50!T3039)!MbMK!N!Q($9$+)!
   <, * * 3+/)5! "3), (/+00!S<T0!X '(.#!MbMb!N!Q($9$+)!
  G$(8/.$!2$'(+/+00!"3),(/+0!/+!)#$!G.#,,490!e'+3'(5!MbMb!N!Q($9$+)!
  G&$ 'D$(0!G " @ X!?+9)/)3)$0!L$7(3 '(5!MbKU!N!Q($9$+)!
                      Z/., 4$!'+1!e'., 7!#'8$!, --$($1!)#$/(!9$(8/.$9!),! * 5! * /114$!4$8$4!., 3(9$!'9!6$!73/41!
                     /+)$0(')$1!3+/)9;!!"#$5!9&$+1!'!-$6!6$$D9!6/)#!39;!
  ., * * 3+/)5;!
  Q'()+\$(9\#/\&!<'-\$0!S<T!'+1!Q'()+\$(9\#/\&!G.\#, ,49!-(, *!'4!, 8\$(!)\#\$!9)')\$0!X'5!MbKd!N!Q(\$9\$+)!
                      B$!7(,30#)!/+!8$9)$1!&'()+$(9!-(,*!)#(,30#,3)!)#$!9)')$!),!.,*$!'+1!9#'($!/+!'!6,(41!
                      . '-$!9)54$!.,+8$(9')/,+!'7,3)!,3(!&(,0('*9;!!B$!4')$(!39$1!)#/9!1')'!),!/+-,(*!,3(!
                     &('.)/.$9;!
  G&$ 'D$(0!S<T0!T3039)!MbKa!N!Q($9$+)!
                      Q(,-$99/,+'4!1$8$4,&*$+)!/+!'6'($+$990!/+.439/8$0!'+1!($9&,+9/8$!9&'.$9;!
  G\&$ 'D$(0!G"@X!?+9)/3)$0!e3+$!MbKO!N!Q($9$+)!
                      Q(,8/1/+0!&(,-$99/,+'4!1$8$4,&*$+)!-,(!/+)$(+9N!6#$($!),!0$)!($9,3(.$9!'+1!#,6!),!3)/4/F$!
                     )#$ * !$--$.)/8$45;!
%$&'() * $+)!
                                                            d!
                                                                                                                    0g!
                                                                                                                                                                            RW!
< ,4$0$!
                                                            KR!
                                                                                                                    Rb!
                                                                                                                                                                            WR!
S+/8$(9/)5!
                                                            0!
                                                                                                                    00!
                                                                                                                                                                            0a!
                                                            MR!
                                                                                                                    KKK!
                                                                                                                                                                            KOW!
   q!?+.431\$9!<, \ ^* \ ^*/)\$\$!<\#'/(\complement!@8\$+)!<, \ , (1/+') \, , (\complement!Q'(4/' \ ^*\$+)'(/' + \complement!Q( \, , 0(' \ ^*!\%/(\$ \, .) \, , (\complement!Q(\$9/1\$+)\complement!))) ) ) ) ) ) ) ) ) ) ) ) | (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1/+) (1
   =/. $NQ($9/1$+)0!G$.($)'(50!G$99/,+!<#'/(0!'+1!B,(D9#,&!I(O'+/F$(!
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T;! S+/8\$(9/)5!

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X$ * 7$(0!]4'.D!X'4$!@A&$(/$+.$!<, * */))$$0!e'+3'(5!MbMM!N!Q($9$+)!
X * 7$(C!<, '.#/+O!</(.4$N!?+9)/)3)/, + '4!%/8$(9/)5C!e'+3'(5!MbMK!N!Q($9$+)!
   ;!
X$ * 7$(0! X$+), (9#/&N!?+9)/)3)/, + '4!%/8$(9/)50!MbMb!N!Q($9$+)!
X$ * 7$(C!G)315!T7(, '1!T18/9, (5!<, * */))$$C!G$&)$ * 7$(!MWC!MbMK!N!Q($9$+)!
X * 7$(0!L'.34)5!%$8$4, & * $+)!<, * */))$$0!e'+3'(5!KW0!MbMb!N!Q($9$+)!
X$ * 7$(0!L'.34)5!@ * $(/)39:@ * $(/)'!<, * */))$$0!T3039)!KW0!MbKU!N!Q($9$+)!
X * 7$(0!Q(, -$99/, + '4!@13.')/, +!<, 3+./40!T3039)!KW0!MbMK!N! X '5!KW0!MbM0!
X$ * 7$(0!G ' 77 ')/. '4!2$ '8$!J$8/$6!<, * */))$$0!T3039)!KW0!MbKU!N!X '5!KW0!MbM0!
    :!
X * 7$((!?+9)/(3)/, + '4!J$8/$6!], '(1(!T3039)!MbMM!N!T3039)!MbMd!
    T9!'!*$*7$(!,-!)#$!S<T!?+9)/)3)/,+'4!J$8/$6!],'(1!/9!),!($8/$6!)#$!&(,&,9'49!'+1!
    1$)$( * /+$!/-!)#$5! * $$)!)#$!.(/)$(/'!-,(!?J]!'&&(,8'4!,-!($9$'(.#!'9!,3)4/+$1!/+!9$.)/,+!
    Ra;KKK!,-!)#$!J$8/9$1!<, * * ,+!J34$!EMbKgH;!
 X\$*7\$(0!"\$'.\#/+0!@A.\$44\$+.\$!<, **/))\$\$0!Z,8\$*7\$(!MbMK!N!Q(\$9\$+)!
X * 7$(0!S+/8$(9/)5!J$9$'(.#!<,3+./40!T3039)!MbMb!N!Q($9$+)!
    :!
X$ * 7$(0!L'.34)5!Y'+17,,D!<, * */))$$0!T3039)!MbKa!N!Q($9$+)!
    X$ * 7$(:!
S < T! < , (\$! < , 3+./40!T3039)!MbMK!N!Q(\$9\$+)!
X * 7$(0!S+1$(0('13')$!<,3+./40!T3039)!MbKg!N!Q($9$+)!
    ;!
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X$ * 7$(0!Q374'.!G$(8/.$!T6 '(1!<, * */))$$0!e'+3'(5!MbKa!N!Q($9$+)!

J$8/$6$1!3+/8$(9/)5!&374'.!9$(8/.$!'6'(1!+, */+$$9!'+1!*$)!6/)#!., * */))$$! * $ * 7$(9!),!

1$)$( */+$!6/++$(;!

X$ * 7$(0!T.'1$ */.!<, 3+./40!e345!K0!MbKd!N!Q($9$+)!

;!

@8$+)!/004T42004214426f(m3()]TJ)b
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X$ * 7$((:T)#4$)/.!<, * */))$$(!e'+3'(5!KW(!MbKg!N!Q($9$+)!
    G$(8$!,+!)#$!T)#4$)/.!<, * */))$$!'9!'!*$*7$(;!J$8/$6!&,4/./$90!-/+'+./'490!'+1!$8$+)9!
    ($4')/+0!), (!')#4$)/.9!'+1!8,)$!'9!'!*$*7$(!,-!)#$!., * */))$$;!
L'.34)5!X$+),(C!L'.34)5!T)#4$)/.!X$+),(9C!T3O39)!KWC!MbMK!N!T3O39)!KWC!MbMM!
    ?!' *!,+$!,-!)6,!L'.34)5!T)#4$)/.!X$+),(9!ELTXH!),!93&&,()!)#$!X$+^9!]'9D$)7'4!)$' *;!
    "#$!X/99/,+!,-!LTX!/9!),!1$8$4,&!9)31$+)N')#4$)$9!/+),!4$'1$(9!/+!)#$!.4'99(,, *!'+1!/+!
    )#$/(!9&, ()!75!73/41/+0!9)(, +0$(!($4')/, +9#/&9!7$)6$$+!-'.34)5!'+1!9)31$+)N')#4$)$9!75!
    &(,8/1/+0!),,49!-,(!'.'1$*/.!93..$99!'+1!9D/449!),!*'D$!(')/,+'4!4/-$!1$./9/,+9;!
    T11//, + '4450!6$!#, &$!),!*,)/8')$!'+1!/+9&/($!9)31$+)N')#4$)$9!),!7$., *$!4$'1$(9!'+1!(,4$!
    * ,1$49!/+!)#$!.4'99(,, *;!
X$ * 7$(0!T99$99 * $+)!<, * * /))$$0!T3039)!MbKR!N!Q($9$+)!
    ($8/$6!3+/8$(9/)5!&(,0('*!'99$99*$+)!&4'+9;!
X * 7$(C!Q(, -$99/, + '4!@13.')/, +! < , 3+./4C!T3039)!MbKR!N!Q($9$+)!
    ;!
X * 7$(C! \setminus ('13')$!L'.34)5C!T3039)!MbKb!N!Q($9$+)!
    \('+)$1!0('13')$!-'.34)5!9)')39;!
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B , (D9# , &! I (0 ' +/F\$(0! < I @!J\$9\$ ' ( .#! B , (D \ ( , 3&0!e ' +3 ' (5!MbMb!N!Q(\$9\$+)! <(\$ ' )\$1! ' !(\$9\$ ' ( .#N

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X$ * 7$(C!Q(,-$99/,+'4!@13.')/,+!<,3+./4C!e345!MbKd!N!Q($9$+)!
    Z_{,+N8_{,}}/+0! * $ * 7$(;!)
Q(,0('*!\%/(\$.),(0!X,7/4\$!2\$'(+/+0!K)K!?+/)/')/8\$0!1.),7\$(!MbKW!N!Q(\$9\$+)!
    G$(8$1!'9!-'.34)5!'18/9,(!),!'1*/+/9)(')/,+!6,(D/+0!0(,3&!),!$A&4,($!K>K!/Q'1!/+/)/')/8$0!
    6#/.#!7$0'+!/+!L'40!MbKa0!'+1!9379$h3$+)45!9$(8$1!'9!*,7/4$!4$'(+/+0!.,,(1/+'),(;!
B, (D9#, &! I (0'+/F$(0!J'./'4!@h3/)5:%;@;@;Q;!-, (!?+)$(+9!'+1!G3&$(8/9, (90!MbMb!N!MbMM!
X$ * 7$(C! < | @!G.#,4'(9#/&!<, * */))$$!N!\('13')$C!T3039)!MbMM!N!Q($9$+)!
    :!
X * 7$(0!@%S<!KObb! B , (D/+0! \ ( , 3&0!T&(/4!Md0!MbM0!
Q' + \$4! * , 1\$('), (0!J\$0/, +!M!@13.'), (9!J/9/+0! < , +-\$(\$+.\$0!Z, 8\$ * 7\$(!Ob0!MbMM!))
    X,1$(')$1!M!1/9.399/,+!9$99/,+9!6/)#!'!&'+$4!,-!.,44$0$!9$+/,(!$4$ * $+)'(5!$13.')/,+!
     * 'j,(9!-,(!)#$!J$0/,+!M!@13.'),(9!J/9/+0!<,+-$($+.$;!
X$ * 7$(C! < | @!Q(, -$99/, + '4!@13. ')/, +! < , * */))$$C!T3039)!MbMK!N!Q($9$+)!
X$ * 7$(C!<LT<!J$9$ '(.#!<, * */))$$C!T3039)!KWC!MbKg!N!Q($9$+)!
    X$ * 7$(!,-!)#$! < I @!J$9$ ' (.#! < , * */))$$;! \ , '49! \ ($!), !&4' +!)#$! < I @!J$9$ ' (.#!% ' 5! ' +1!
    93&&,()!,+!0,/+0!($9$'(.#!$--,()9!-,(!)#$!< | @;!
X$ * 7$(C!< I @!Q(, -$99/, + '4!@13. ')/, +!<, * */))$$C!T3039)!KWC!MbMM!N!X '5!KWC!MbMO!
    G\$(\$\$1!, +!Q@<!9)'()/+0!MbMM;!=,)\$!, +!.3((/.343*!'+1!&(,.\$99\$9!-,(!<I@!&(,0('*9;!)))))
G$(8$C!., (1/+')$C!)$'.#C!)3), (C!]$'(9J$'1!<4/+/.C!T3039)!MbKa!N!Q($9$+)!
    ?!9$(8$!6$$D45!/+!)#$!]$'(9J$'1!<4+/.!'9!'+!/+)$(8$+)/,+/9)!'+1!.,,(1/+'),(;!!?!.3(($+)45!
    93&$(8/9$!W!9)31$+)!6,(D$(90!'!\T0!'+1!'!#,9)!,-!8,43+)$$(9;!!B$!'($!'.)/8$!R!+/0#)9!'!
    6$$D!'+1!9$(8$!,8$(!Ob!.#/41($+;!
X$ * 7$(C! < I @! < T@Q!G) ' +1 ' (1! " 6 , ! < , * * /))$$C!T3039!MbKa!N
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X$ * 7$(0!<3((/.343 *!<, * */))$$0!T3039)!MbMM!N!Q($9$+)!
;!

X$ * 7$(0!%/8$(9/)5!<, * */))$$0!T3039)!MbMK!N!Q($9$+)!
;!

X$ * 7$(0!%/8$(9/)5!<, * */))$$0!T3039)!MbKd!N!Q($9$+)!
<, 4' 7, (')$!6/#!,)#$(! * $ * 7$(9!,-!)#$!., * */))$$!),!$+93($!)#')!6$!'($!'11($99/+0!)#$!
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X$ * 7$(0!2/0#)#, 39$!]$'.,+!<, * */))$$0!T3039)!MbKK!N!Q($9$+)!
2/0#)#, 39$!]$'.,+9!4,,D!-,(!,&&,()3+/)/$9!),!&(,8/1$!$A)('!#$4&!),!9)31$+)90!$9&$./'45!
.,+.$(+/+0!#,6!),!-/+1!'+1!($.$/8$!'11/)/,+'4!'.'1$*/.!93&&,();!

<, * */))$$!<#'/(0!X/114$!2$8$4!<, * */))$$0!T3039)!MbKK!N
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T18/9, (0!@13.'), (9!J/9/+0!<, 4$0/')$!<#'&)$(0!G$&)$ * 7$(!MbMK!N!Q($9$+)!G$(8$!'9!'18/9, (;!)

T18/9, (0!['&&'!%$4)'!Q/0!G$&)$ * 7$(!MbMK!N!Q($9$+)!;!

<,,(1/+'),(:I(0'+/F$(0!T-(/.'+!T*$(/.'+!J$'1N?+!I&$+!X/.0!L$7(3'(5!U0!MbMO!"#$!$8$+)!/9!S<T^9!)/*$!'+1!9&'.$!),!($'10!9#'($0!'+1!.$4$7(')$!)#$!6(/))$+!6,(D!,-!
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J$8/$6$(C!e, 3(+'4C!"$'.#/+0!@A.$&)/, +'4!<#/41($+!e, 3(+'4C!<, 3+./4!-, (!@A.$&)/, +'4!<#/41($+C! B'9#/+0), +C!%/9)(/.)!, -!<, 43 * 7/'C!L$7(3'(5!MbKR!N!Q($9$+);!

J$8/$6$(C!e, 3(+'4C!@13.')/, +!J$9$'(.#!'+1!J$8/$69C!T39)('4/'C!L$7(3'(5!MbKR!N!Q($9$+);!

J$8/$6$(C!e, 3(+'4C!e, 3(+'4!, -!J$9$'(.#!/+!G./$+.$!"$'.#/+0C!Z')/, +'4!T99, ./')/, +!-,(!J$9$'(.#!/+!G./$+.$!"$'.#/+0C!X'(.#!MbKO!N!Q($9$+);!

J$8/$6$(C!e, 3(+'4C!e, 3(+'4!, -!G"@X!@13.')/, +>!?++, 8')/, +9!'+1!J$9$'(.#C!e, 3(+'4!, -!G"@X!@13.')/, +>!!*(*IT99, ./')/, +!-, (!\/-)$1!<#/41($+C!B'9#/+O), +C!%/9)(.)!, -!<, 43 * 7/'C!T$(/4!MbKM!N!Q($9$+);!

J$8/$6$(C!e, 3(+'4C!\/-)$1!<#/41! i3'()$(45C!Z')/, +'4!T99, ./')/, +!-, (!\/-)$1!<#/41($+C!B'9#/+O), +C!%/9)(.)!, -!<, 43 * 7/'C!T$(/4!MbKM!N!Q($9$+);!
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J$8/$6$(C!e, 3(+ '4!e, 3(+ '4!e, (!?+)$(1/9./&4/+ '(5!G)31/$9!/+!@13. ')/, +C!e '+3 '(5!MbKa!N!Q($9$+);!
    J$8/$69! '()/.4$!937 * /99/, +9!-, (!e?G@;!
], '(1!X$ * 7$(0!T(D'+9'9!Tw!G.#,,490!T(D'+9'9!Tw!G.#,,490!T(D'+9'90!T3039)!MbKR!N!
    Q($9$+);!
    <($')/+0!&4'+9!),!/*&4$ * $+)!T(D'+9'9!Tw!@99$+)/'49!),!)#$!3+/8$(9/)5!4$8$4;!
J$8/$6$(C!T.'1$*/.!Q(,O('*C!T(D'+9'9!Tw!G.#,,49C!T(D'+9'9!Tw!G.#,,49C!T(D'+9'9!Tw!G.#,,49C!T(D'+9'9C!X'5!
    MbKR!N!Q($9$+);!
    @8'43')/+0!)#$!$--$.)/8$+$99!,-!T(D'+9'9!Tw!G.#,,49;!
J$8/$6$(C!e, 3(+'4C!\/-)$1!<#/41!", 1'5C!\/-)$1!<#/41!", 1'5C!X'5!MbKR!N!Q($9$+);!
    J$8/$69! * '+39.(/&)9!937 * /))$1!-,(!&374/. ')/,+;!
J$8/$6$(C!e, 3(+'4C!\/-)$1!<#/41! i 3'()$(45C!\/-)$1!<#/41! i 3'()$(45C!e'+3'(5!MbKR!N!Q($9$+);!
    J$8/$69! * '+39.(/&)9!937 */))$1!-,(!&374/.')/,+;!
J$8/$6$(C!e, 3(+'4!, -!T18'+.$1!T.'1$*/.9C!e, 3(+'4!, -!T18'+.$1!T.'1$*/.9C!e
    e'+3'(5!MbKR!N!Q($9$+);!
    J$8/$69! * '+39.(/&)9!937 */))$1!-,(!&374/.')/,+;!
(1!, -1!)/3, + '4!G3&&, ()0!XG@JT!], '(1!, -1!%/($.), (90!X/1NG, 3)#!@13.')/, + '4!J$9$'(.#!
    T99,./')/,+0!e'+3'(5!MbMM!N!%$.$*7$(!MbMM;!
Q(, 0('*!<,N<\#'/(0!XG@JT!],'(1!,-!%/(\$.),(90!X/1NG,3)\#!@13.')/,+'4!J\$9\$'(.\#!)
    T99, ./')/, +C!e'+3'(5!MbMM!N!%$.$*7$(!MbMM;!
J$8/$6$(C!e, 3(+ '4C! "$.#!"($+19C!T@<"C!X'(.#!MbMM!N!Q($9$+);!
 J\$8/\$6\$(\emptyset!e, 3(+'4\emptyset!e, 3(+'4!, -!J\$9\$'(.\#!, +!"\$.\#+, 4, 05!/+!@13.')/, +\emptyset!?G"@\emptyset!MbMK!N!Q(\$9\$+);!
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J$8/$6$(C!<,+-$($+.$C!?G"@!J$8/$6!"$'*C!?G"@C!I.),7$(!MbMM!N!Q($9$+);!

J$8/$6$(C!e,3(+'4C!e,3(+'4!,-!Z$0(,!@13.')/,+C!Y,6'(1!S+/8$(9/)5C!MbKg!N!Q($9$+);!

],'(1!X$*7$(C!XG@JT!],'(1C!X/1NG,3)#!@13.')/,+'4!J$9$'(.#!T99,./')/,+C!S+/)$1!G)')$9C!
e'+3'(5!MbMM!N!Q($9$+);!
'.)/8$!7,'(1!*$*7$(!'+1!&'()!,-!*$*7$(9#/&!'+1!&4'++/+O;!)

Q4'++/+O!<,**/))$$!X$*7$(C!T99,./')/,+!,-!"$'.#$(!@13.'),(9C!T"@C!T+'#$/*C!<'4/-,(+/'C!T3039)!MbMM!N!X'(.#!MbMR;!
Q(,0('*!&4'++/+O!<,**/))$$!X$*7$(C!XG@JTC!2/))4$!J,.DC!T(D'+9'9C!Z,8$*7$(!MbMK!N!Z,8$*7$(!
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X'D$!(\$., * * \$+1')/, +9!), !/+-, (* !.3((/.343 * ! ' +1!/+/)/')/8\$9!?1\$+)/-5! ' +1!&(\$9\$+)!
             , && , ()3+/)/$9! ' +1: , (!# , 9)! , && , ()3+/)/$9!- , (!. , ++$.)/ , +! ' +1!. , * * 3+/)5;!T99$99!)#$!
             .3(($+.5!,-!.3((/.343*!'+1!)$'.#/+0!&('.)/.$9;!G$(8$!'9!'+!'18,.')$!,-!)#$!&(,0('*!'+1!
             '!., * * 3+/.')/, +!\(\frac{4}{+}D!7\)6\$\$+!\)\(\pi\$!\(\pi\), \(\pi\)\)\(\pi\)\)\(\pi\)\(\pi\)\)\(\pi\)\(\pi\)\)\(\pi\)\(\pi\)\(\pi\)\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\pi\)\(\p
             ' 18/. $(! '+1:, (! '99/9) '+.$!6/)#! '!8' (/$)5!, -!&(, 0( ' * N1(/8$+!) '9D9! '+1:, (!&(, j$.)9;!Q(, 8/1$!
            (\$., * *\$+1')/, +9!, +!), \&/.!\&(\$9\$+)\$(9!-, (!'18/9, (5!7, '(1! *\$\$)/+09;!))
<#'/(C!T(D'+9'9!@QQ!<T@Q!<,+9,()/3 * C!T(D'+9'9!@QQ!<T@Q!<,+9,()/3 * C!T(D'+9'9C!</pre>
            T3039)!MbKW!N!Q($9$+);!
            <T@Q!<,,(1/+'),(9!/+!)#$!9)'$!#'8$!-,(*$1!'!.,+9,()/3*!),!'99/9)!6/)#!'+'459/9!,-!
            <T@Q!$A&$.)')/,+9!'+1!),!&(,8/1$!93&&,()!6/)#/+!)#$!+$)6,(D!75!-'./4/)')/+0!
             ., * *3+/.')/,+!' *,+0! *$ *7$(9!!X$ *7$(9!!49,!4/'/9,+!6/)#1)#$!9)')$!'+1!'18,.')$!-,(!
            @QQ!7$9)!&('.)/.$9!/+! * $$)/+0!<T@Q!$A&$.)')/,+9;!
           !!
            X$ * 7$(9! '($!($9&,+9/74$!-,(>!
           !T))$+1!&$(/,1/.!-'.$N),N-'.$!'+1!F,, *!*$$)/+09!L'./4/)')$!., * *3+/.')/,+!),:-(, *!
             '&&(,&(/')$!T%@!&$(9,++$4!L'./4/)')$!., * *3+/.')/,+!),:-(, *!'&&(,&(/')$!<T@Q!
            &$(9,++$4!!!
            <#'/(!/9!($9&,+9/74$!-,(>!
            < , ,(1/+')/+0!'+1!4$'1/+0!*$$)/+09!2$'1/+0!., * * 3+/.')/, +9!'(,3+1!.,+.$(+90!/993$90!
            1/9.399/,+90!h3$9)/,+9!2/'/9,+!6/)#!T(D'+9'9!%$&'()*$+)!,-!@13.')/,+;!
], '(1!X$ * 7$(0!T(D'+9'9!<, 3+./4!, -!"$'.#$(9!, -!@+04/9#!'+1!2'+03'0$!T()90!T(D'+9'9!
            < ,3+./4!,-!"$'.#$(9!,-!@+04/9#!'+1!2'+03'0$!T()90!<,+6'50!T(D'+9'90!T3039)!Mbbd!N!
            Q($9$+);!
            Q374/./)5!MbKRNMbKW!
            Q($9/1$+)!MbKMNMbKO!
            =/.$!Q($9/1$+)!MbKbNMbKM!
            X * 7$(9#/&!< , , (1/+ ') , (!MbKbNMbKM!
            <,++$.)$1!<, * * 3+/)5!%$9/0+$(!MbKbN&($9$+)!
            @A$.3)/8$!],'(1!X$*7$(!MbbdN&($9$+);!
Q(.0('*!<,N<\#'/(0!]) (9B(/)) (
            Q(.0('*0!<.+6'50!T(D'+9'90!MbKM!N!MbMO;!))
            <, N ' 1 * /+/9)( '), (!-, (!] $ ' (96 (/)$!G3 * * $(! B (/)/+0!&(, 0(' *!-, (! * /114$!4$8$4!9)31$+)9;! "#$!
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 J\$8/\$6\$(0!e, 3(+'40!"\$.\#"(\$+190!T@<"0!e345!MbMM!N!Q(\$9\$+);! \\ J\$8/\$6\$(0!e, 3(+'40!T.)/, +!/+!"\$'. \#\$(!@13.')/, +0!L\$7(3'(5!MbMM!N!Q(\$9\$+);! \\ J\$8/\$6\$(0!e, 3(+'40!?+)\$(+')/, +'4!e, 3(+'4!, -!G"@X!@13.')/, +0!T3039)!MbMK!N!Q(\$9\$+);! \\ T()/. 4\$!(\$8/\$6\$(;!) \\ J\$8/\$6\$(0!e, 3(+'40!e, 3(+'4!, -!J\$9\$'(.\#!, +!"\$.\#+, 4, 05!/+!@13.')/, +0!?G"@0!MbMK!N!Q(\$9\$+);! \\ J, '(1!X\$*7\$(0!XG@JT!2\$'1\$(9\#/8!], '(10!X/1NG, 3)\#!@13.')/, +'4!J\$9\$'(.\#!T99, ./')/, +0!?G"&0!MbMK!N!Z, 8\$*7\$(!MbMO;! \\ Z, 8\$*7\$(!MbMK!N!Z, 8\$*7\$(!MbMO;! \\ T)N2'(0\$!J\$8(\$9\$+)')/8\$;! \\ G\&\$'D\$(0!X, 7/4\$!2\$'(+/+0!<, +-\$(\$+.\$!MbMO0!Z, ()\#\$'9)!X/99/99/8&/!<, **3+/)5!</p>
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?!9&,D\$!),!)#\$! I (/\$+)')/,+!),!"\$'.#/+0:"\$'.#\$(!<'1\$)!.4'99\$9!')!]\$+),+!Y/0#!G.#,,4!
'7,3)!&')#6'59!),!4'.\$+93(\$!)#(,30#!)#\$!3+1\$(0('13')\$!1\$0(\$\$!&(,0('\*9!,--\$(\$1!')!S<T;

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<,,,(1/+'),(:I(0'+/F\$(0!<,\*\*3+/)5!,-!G.#,,4!2/7('(/'+9!'+1!2/7('(/'+!@13.'),(90!T(D'+9'9!2/7('(5!T99,./')/,+!N!<,\*\*3+/)5!,-!G.#,,4!2/7('(/'+9!'+1!2/7('(/'+!@13.'),(90!I.),7\$(!MbMb!N!Q(\$9\$+);!

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- @1/), (/'4!J\$8/\$6!], '(1!X\$\*7\$(0!=,/.\$9!-(,\*!)#\$!X/114\$!@1/), (/'<math>4!J\$8/\$6!], '(10!Z')/, +'4! <, 3+./4!, -!"\$'.#\$(9!, -!@+04/9#0!Z, 8\*7\$(!R0!MbKW!N!Q(\$9\$+);!
- X\$ \*7\$(0!<#'(4/\$!X'5!G/\*,+!],,D!T6'(1!<,\*\*/))\$\$0!<#'(4/\$!X'5!G/\*,+!],,D!T6'(1!<,\*\*\*/))\$\$0!<#'(4/\$!X'5!G/\*,+!],,D!T6'(1!<,\*\*\*/))\$\$0!2/))4\$!J,.D0!T(D'+9'90!T3039)!MbKW!N!Q(\$9\$+);!
- $<, \ , (1/+\ ') \ , (: I \ (0'+/F\$(0!\ ]\$'\ (9!\ B \ (/)\$!Q\$+./49!) \ , !Q/A\$49!\ B \ (/)/+0! < '\ *\&0!\ ]\$'\ (9!\ B \ (/)\$!Q\$+./49!) \ , !Q/A\$49!\ B \ (/)/+0! < '\ *&0!\ < , +6'\ 50!\ T \ (D'+9'\ 90!MbKM!N!Q(\$9\$+);!$
- ], '(1!X\$ \* 7\$(0!T(D'+9'9!<,3+./4!,-!"\$'.#\$(9!,-!@+04/9#!'+1!2'+03'0\$!T()9!], '(1!,-!%/(\$.),(90!T(D'+9'9!<,3+./4!,-!"\$'.#\$(9!,-!@+04/9#!'+1!2'+03'0\$!T()9!], '(1!,-!%/(\$.),(90!<,+6'50!T(D'+9'90!%\$.\$ \* 7\$(!MbKK!N!Q(\$9\$+);!
- <,,(1/+'),(:I(0'+/F\$(0!B\$!"#\$!Q\$,&4\$>!"#\$!</)/F\$+!'+1!)#\$!<,+9)/)3)/,+0!B\$!"#\$!Q\$,&4\$>!"#\$!</)/F\$+!'+1!)#\$!<,+9)/)3)/,+0!B\$!"#\$!Q\$,&4\$>!"#\$!</)/F\$+!'+1!)#\$!<,+9)/)3)/,+0!B\$!"#\$!Q\$,&4\$>!

b!

T18/9, (:<,+934) '+)!	K!	b!	b!	b!	b!	K!
] , '(1!X\$ * 7\$(:"(39)\$\$!	M!	b!	b!	b!	b!	M!
< , , (1/+'), (: I (0'+/F\$(!	M!	b!	b!	b!	b!	M!
\ 3\$9)!G&\$ 'D\$(!	K!	b!	b!	b!	b!	K!
X\$ * 7\$(!	K!	b!	b!	b!	b!	K!
I )#\$(!	b!	K!	b!	b!	b!	K!
	W!	KU!	0!	MM!	MM!	dK!

```
!
Opportunities
Summary
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