!""#$%&'($)$*+,-$./'012+&3'$
*+&/3/4,4$5646'$7,/8'93/6($
:46+,$;+&-'<$*=$>?@?#$
A!!BCB>@D#BEF$A+GG/H'C$
IDJ4/0K$4L',3+,M03&N'1&$

O+H6+9$+G$)2/0+3+P2(<$%&J4,$)'9G+9J4,H'<$IJP243/3$/,$=1J/,/36946/+,$4,1$
Q'4H2/,-$
=&-&36$!??#$

R436'9$+G$5H/',H'$/,$)2(3/H40$I1&H46/+,<$IJP243/3$/,$5P+96$=1J/,/36946/+,$
=&-&36$!??"$

:4H2'0+9$+G$5H/',H'$/,$IS'9H/3'$5H/',H'$
R4($!???$

=&-&36$!?!!DP9'3',6$
)9+G'33+9$+G$)9+G'33/+,40$)94H6/H'$A!?"@DP9'3',6C$
)9+G'33/+,40$=GG/0/46'$R'JL'9$T941&46'$.4H&06($
U8'93''$+P'946/+,3$+G$62'$V==QI$4HH9'1/6'1$=620'6/H$Q94/,/,-$)9+-94J$
U8'93''$H0/,/H40$9+646/+,3$4,1$3&P'98/3/+,$+G$36&1',63$',9+00'1$/,$62'$V==QI$
H&99/H&0&J$
U8'93''$62'$1'8'0+PJ',6$4,1$/JP0'J',646/+,$+G$62'$H&99/H&0&J$
U8'93''WH+JP/0'$62'$4,,&40$9'P+96$
V+JP/0'1464G+9$P9+-94J$+&6H+J'3$4,1$433'33J',6$G+9$5UXW*57$
5'98/G0':0T+6/76B#(5'98/G0':0T+6/76B(6D14Tf()TjE.(5'98/G098/G092,S+,$+Td./,.,389/MC.H&EMC/W$6

=33/36$/,$+8'93''/,-$+P'946/+,3$+G$62'$V==QI$4HH9'1/6'1$=620'6/H$Q94/,/,-$)9+-94J$
U8'93''$H0/,/H40$9+646/+,3$4,1$3&P'98/3/+,$+G$36&1',63$',9+00'1$/,$62'$V==QI$
H&99/H&0&J$
=33/36$Z/62$1'8'0+PJ',6$+G$62'$H&99/H&0&J$
5'98'$+,$1'P496J',6$H+JJ/66''3$
=33/36$/,$62'$'840&46/+,$W$694/,/,-$+G$P9'H'P6+93$46$849/+&3$H0/,/H40$3/6'3$

=&-&36$!??@D!?"E$
.&00$)9+G'33+9$A'GG'H6/8'$=&-&36$!?"#C$Z/62/,$V==QI$4HH9'1/6'1$=620'6/H$Q94/,/,-$
I1&H46/+,$)9+-94J$
=33+H/46'$)9+G'33+9$A=&-&36$!??FD[&0($!?"#C$
U8'93''$14/0($+P'946/+,$+G$62'$V==QI$4HH9'1/6'1$=620'6/H$Q94/,/,-$I1&H46/+,$
)9+-94J$/,H0&1/,-K$L&1-'6<$Z9/6/,-$+G$9'P+963<$J4/,64/,/,-$4PP9+P9/46'$4HH9'1/646/+,$
364,14913<$4GG/0/46'1$3/6'$4-9''J',63<$+8'93''$36&1',6$H0/,/H40$9+646/+,3<$36&1',6$
1/3H/P0/,'<$G4&06($H+,694H63<$G4H&06($H'96/G/H46/+,3<$H+&93'$3H2'1&0/,-$4,1$G4H&06(\364GG$
'840&46/+,3$
o]9+6'$V==QI$3'0GD36&1($4,1$7,/8'93/6($9'H'/8'1$"?$('49$9'4GG/9J46/+,$
840/1$6/0$!?!?D!?!"$
;'P+96$O'P496J',6$/33&'3$4,1$P9+-9'33$1/9'H60($6+$62'$O'4,$+G$V%%5$
U8'93''$H+,6/,&400($1'8'0+PJ',6$+G$H+&93'3$4,1$H&99/H&0&J$
Y,3&9'$4PP9+P9/46'$/JP0'J',646/+,$+G$36&1',6$9'H9&/6J',6<$418/3/,-<$36&1',6$
41J/33/+,<$4,,&40$9'P+963$4,1$3'0GD36&1($
V++91/,46+9$+G$4&1/+$8/3&40$9'3+&9H'3$4,1$^+&9,403$
=18/3+9$G+9$62'$=620'6/H$Q94/,/,-$56&1',6$V0&L$
V++91/,46'$694/,/,-$+G$)9'H'P6+93$
5'98'$+,$1'P496J',6<$H+00'-'$4,1$&,/8'93/6($H+JJ/66''3$
5&P'98/3'$36&1',6$H4P36+,'$P9+^'H63$4,1$9'3'49H2$

=&-&36$!??#D[&0($!??@$
=33/364,6$)9+G'33+9$Z/62/,$V==QI$4HH9'1/6'1$=620'6/H$Q94/,/,-$I1&H46/+,$)9+-94J$
=33/36$P9+-94J$1/9'H6+9$Z/62$36&1',6$9'H9&/6J',6<$418/3/,-<$36&1',6$41J/33/+,<$
4,,&40$9'P+963$4,1$3'0G$36&1($
=33/36'1$Z/62$V==QI$4HH9'1/646/+,$.400$!??#$A9'4GG/9J46/+,$G+9$>$('493C$
V0/,/H40$V++91/,46+9$+8'93''/,-K$36&1',6$9+646/+,3<$3/6'$8/3/63<$H+,694H63<$4,1$36&1',6$
'840&46/+,3$
V9'46+9$4,1$3&P'98/3+9$+G$3',/+9$/,6'9,32/P3$/,H0&1/,-K$1'8'0+PJ',6$+G$/,6'9,32/P$
3/6'3<$J4/,64/,/,-$H+,64H6$Z/62$3/6'$3&P'98/3+93<$4,1$H+JP/0/,-$36&1',6$4,1$3/6'$
'840&46/+,3$
5&P'98/3'$36&1',63$/,$62'$H0/,/H40$3'66/,-$43$4$)9'H'P6+9$
=/1'$/,$'840&46/,-$36&1',63_$V==QI$H+JP'6',H/'3$4,1$P9+G/H/',H/'3$
=H41'J/H$=18/3+9$G+9$7,1'9-941&46'$=620'6/H$Q94/,/,-$R4^+93$
V++91/,46+9$+G$4&1/+$8/3&40$9'3+&9H'3$4,1$^+&9,403$
V++91/,46+9$+G$`46/+,40$=620'6/H$Q94/,'93$R+,62$=H6/8/6/''3$

=&-&36$!???D =&-&36$!??"$

Q'4H2/,-$433/364,6$G+9$H+&93'3$/,$62'$)2(3/H40$I1&H46/+,$O'P496J',6$
R'JL'9$+G$62'$=H41'J/H$;'8/'Z$V+JJ/66''$
=33/36'1$Z/62$62'$1'8'0+PJ',6$4,1$/JP0'J',646/+,$+G$4620'6/H$694/,/,-$H+JP'6',H/'3$
/,4V==QI$AG+9J'90($V==%I)C$4PP9+8'1$=620'6/H$Q94/,/,-$)9+-94J$
5'98'1$43$62'$%'41$V'96/G/'1$=620'6/H$Q94/,'9$G+9$R',_3$4,1$]+J',_3$Q94Hb$4,1$
V9+33$V+&,69($
;'3P+,3/L0'$G+9$62'$3&P'98/3/+,$+G$36&1',6$694/,'93<$849/+&3$4620'6/H$41J/,/36946/8'$
1&6/'3$4,1$3H2'1&0/,-$+G$4620'6/H$P'93+,,'0$
%+J'$4,1$4Z4($H+8'94-'$+G$4$849/'6($+G$4620'6/H$'8',63$
ISP'9/',H'$Z/62$`V==$19&-$6'36/,-$

`+8'JL'9$!???D =&-&36$!??"$
=33/36'1$Z/62$H+8'94-'$+G$R41/3+,$V',6940$%/-2$5H2++0$4620'6/H$'8',63$43$4$
H'96/G/'1$4620'6/H$694/,'9$4,1$H++91/,46'1$P2(3/H/4,$9'G'99403$

5P9/,-$!?"BDP9'3',6$

=Q;`$!???$ IJ'9-',H($R'1/H40$;'3P+,3'<$5P9/,-$!?"B<$!?!"$
=Q;`$!??"$.+&,146/+,3$+G$)46/',6$V0/,/H40$=33'33J',6<$.400$!?"BD!?"F$
=Q;`$!B?B$ U962+P'1/H$Y,^&9($I840&46/+,$Q'H2,/c&'3$Y<$5P9/,-$!?"dD!?!?$
=Q;`$!B?>$)2(3/H40$Q2'94P'&6/H$R+140/6/'3<$5P9/,-$!?"dD!?!?$
=Q;`$#!?"$ =620'6/H$Q94/,/,-$)94H6/H&J$Ya<$5P9/,-$!?!"$
=Q;`$#B?B$ U962+P'1/H$Y,^&9($I840&46/+,$Q'H2,/c&'3$YY<$.400$!?"dD!?!?$
=Q;`$E!??$ =620'6/H$Q94/,/,-$)94H6/H&J$a<$.400$!?!?D!?!"$
=Q;`$E!?"$ =620'6/H$Q94/,/,-$)94H6/H&J$aY<$5P9/,-$!?!"W$!?!!$
=Q;`$>??"$ Y,69+1&H6/+,$6+$=620'6/H$Q94/,/,-$V0/,/H40$)94H6/H'<$5&JJ'9$!?!"<$
!?!!$
=Q;`$>??!$)9+6'H6/8'$Q4P/,-$4,1$:94H/,-<$5&JJ'9$!?!"D!?!#$
=Q;`$>"?#$ *+Z'9$IS69'J'6($U962+$I8404&6/+,$.400$!?!"D!?!#$
=Q;`$>"?E$ V0/,/H40$O/4-,+36/H$)9+H'1&9'3<$5P9/,-$!?!#$
=Q;`$>!??$ =620'6/H$Q94/,/,-$V0/,/H40$)94H6/H'$YY$5P9/,-$!?!!<$!?!#$
=Q;`$>!?"$ 7PP'9$IS69'J/6($U962+$I840&46/+,$5P9/,-$!?!!<$!?!#$
=Q;`$>!?!$ Q2'94P'&6/H$R+140/6/'3<$.400$!?!"D!?!#$
=Q;`$>E?"$ R4,4-'J',6$+G$`&69/6/+,40W)3(H2+3+H/40$V+,1/6/+,3<$.400$!?!!$
=Q;`$>B??$ =620'6/H$Q94/,/,-$V0/,/H40$)94H6/H'$a<$5P9/,-$!?!#$
XY`$!B??$ %&J4,$=,46+J(<$5&JJ'9$!?"B$
XY`$!B?F$ R'1/H40$Q'9J/,+0+-(<$5P9/,-$!?"d<$]/,6'93'33/+,$!?"d$
XY`$!d??$ %&J4,$5'S&40/6(<$5&JJ'9$!?">D!?!"<$]/,6'93'33/+,$!?">D!?!?$
XY`$!F??$ Y,1'P',1',6$56&1(<$5P9/,-$!?!!$

XY`$#B?F$ Q2'94P'&6/H$;'24L/0/646/+,<$5P9/,-$!?"B$
XY`$#B"!$ Q2'94P'&6/H$R+140/6/'3<$.400$!?"B<$5P9/,-$!?">D!?"F$
XY`$EB#B$ IS'9H/3'$)9+-94J3$4,1$YJP0'J',646/+,<$.400$!?!"<$5P9/,-$!?!!$
XY`$EB#@$)94H6/H&J$/,$IS'9H/3'$5H/',H'<$5P9/,-$!?!!$
XY`$EB?B$ %&J4,$R+8'J',6$Y,6'9,32/P<$5&JJ'9$!?"BD!?"@$
XY`$EB?B$ %&J4,$R+8'J',6$Y,6'9,32/P$/,$V+364$;/H4<$R4(J'36'9$!?"F$

.400$!??#D .400$!?"E$

=Q$##?"$ V0/,/H40$ISP'9/',H'3$/,$=620'6/H$Q94/,/,-<$.400$!??#D !?"E$
=Q$##?!$ V0/,/H40$ISP'9/',H'3$/,$=620'6/H$Q94/,/,-<$5P9/,-$!??ED !?"E$
=Q$##d?$)9/,H/P0'3$+G$O9&-$Q2'94P($G+9$=620'6/H$Q94/,'93<$.400$!??ED !??F$
=Q$*#Fd$ I840&46/+,$+G$=620'6/H$Y,^&9/'3$4,1$Y00,'33'3$Y$*4L<$.400$!??FD!?"#$
=Q$*#F>$ I840&46/+,$+G$=620'6/H$Y,^&9/'3$4,1$Y00,'33'3$YY$*4L<$5P9/,-$!?"?D
!?"E$
=Q$EE?"$ V0/,/H40$ISP'9/',H'3$/,$=620'6/H$Q94/,/,-<$.400$!??BD!?"#$
=Q$EE?!$ V0/,/H40$ISP'9/',H'3$/,$=620'6/H$Q94/,/,-<$5P9/,-$!??dD!?"E$
=Q$EEE>$ Q2'94P'&6/H$R+140/6/'3<$.400$!??#D !?"#$
=Q$EEE@$ Q2'94P'&6/H$IS'9H/3'<$5P9/,-$!??ED!?"E$
X%)$!!?!$ ./936$=/1$4,1$V);<$5P9/,-$!??ED !??B$
X%)$!!E?$)'93+,40$%'4062<$5&JJ'9$!??>$
X%)$##B!$ X/,'3/+0+-(<$5&JJ'9$!??>$
X%)$##FB$ V49'W)9'8',6/+,$+G$=620'6/H$Y,^&9(<$.400W5P9/,-$!??ED!??F$
X%)$##FB$ V49'W)9'8',6/+,$+G$=620'6/H$Y,^&9($'DH+&93'<$5&JJ'9$!??@$
X%)$EE>B$ IS'9H/3'$Q'36/,-$W$)9'3H9/P6/+,<$.400$!??d<$.400$!??>$
X%)$EE>d$ IS'9H/3'$5H/',H'$*4L$)94H6/H&J<$5P9/,-$!??>$
X%)$dd!?$)2(3/H40$./6,'33K$=$V9/6/H40$=,40(3/3<$5&JJ'9$!??F$
X%)$dd#!$ V9/6/H40$Y33&'3$/,$5P+96$4,1$./6,'33$R4,4-'J',6<$.400$!??F$
X%)$dd>?$ IS'9H/3'$O/3'43'$4,1$)9'8',6/+,<$.400$!??@<$5P9/,-$!?"?$

.400$!??"D 5P9/,-$!??#$

%);$"d?$:'-/,,/,-$5Z/JJ/,-K$$.400$!??"<$5P9/,-$!??!$
%);$!"F$ Y,69+1&H6/+,$6+$=620'6/H$Q94/,/,-K$$5P9/,-$!??#$
%);$!>E$ Q4P/,-$4,1$]94PP/,-$+G$=620'6/H$Y,^&9/'3$G+9$=620'6/H$Q94/,'93K$
5P9/,-$!??!$
%);$#?F$ ./936$=/1K$$.400$!??"$
%);$#>?$ V49'$4,1$)9'8',6/+,$+G$=620'6/H$Y,^&9/'3$G+9$V+4H2'3K$$.400$!??"<$
5P9/,-$!??!$
%);$#>"$ V49'$4,1$)9'8',6/+,$+G$=620'6/H$Y,^&9/'3$G+9$=620'6/H$Q94/,'93K$
.400$!??!$
%);$E>!$ =620'6/H$Q94/,/,-$5'J/,49$YYK$$5P9/,-$!??#$

.400$!??"D 5P9/,-$!??#$

A, g@C$

)9',6/H'<$] N<$: +L+<$*$W$ A!?!?CN$*! "#$%&'( )*+ "#$#'(, ,-'*
266P3K\\4PP3N4PP0'NH+ J \&3\4PP\62'9'SD4, (Z2'9'\/1"B#FE"@##@$
)9',6/H'<$] N<$ N<W : +L+<$*N$A!?"#CN$*(."/#.01'!$20)0)3'4/56'7#"28'*A"N!CN$
O'3/-,'1$Z/62$+8'9$dB?h$L404,H'<$H+9'<$4,1$364L/0/6($8/1'+3$6+$32+Z$(+&9$
P46/',63$2+Z$6+$H+99'H60($P'9G+9 J $'S'9H/3'3$4,1$6'H2,/c&'3$6246$49'$
H9/6/H40$6+$62'/9$3&HH'33G&0$9'24L/0/646/+,$4,1$9'H+8'9(N$i R +L/0'$4PP0/H46/+,$
3+G6Z49'jN$;'69/'8'1$G9+ J $266P3K\\/6&,'3N4PP0'NH+ J \30\4PP\4620'6/HD694/,'9DP0&3D
L404,H'\/1BF#d#B?EBk J 6g@N$
)9',6/H'<$] N<$ N<W : +L+<$*N$A!?"#CN$*4"*6012/'!"#$2,*'4/56'*A"N?CN$
O'3/-,'1$Z/62$+8'9$!??h$L404,H'<$H+9'<$4,1$364L/0/6($8/1'+3$6+$32+Z$(+&9$P46/',63$
2+Z$6+$H+99'H60($P'9G+9 J $'S'9H/3'3$4,1$6'H2,/c&'3$6246$49'$H9/6/H40$6+$62'/9$
3&HH'33G&0$9'24L/0/646/+,$4,1$9'H+8'9(N$i R +L/0'$4PP0/H46/+,$3+G6Z49'jN$;'69/'8'1$
G9+ J $266PK\\P2(3/H4062'94P/36P0&3NH+ J \l3'HBN$
)9',6/H'<$] N$I N<$ N<$: +L+<$*N$5N$A!?"#CN$Y,$a4,$:9/',$W$=33+H/46'3$
AI1NC<$*(."/#.01'!$20)#$'4/569':/#&080/0.*'*A"N!CN$56N$*+&/3<$RUKN$
6&,'3N4PP0'NH+ J \&3\4PP\4620'6/HD694/,'9DP0&3DL404,H'\/1BF#d#B?EBk03g"W J 6g@N$
)9',6/H'<$] N$I N<$ N<$: +L+<$*N$5N$A!?"#CN$Y,$a4,$:9/',$W$=33+H/46'3$
AI1NC<$*(."/#.01'!$20)#$'4/569';2)52/'!"#$2,*'*A"N!CN$56N$*+&/3<$RUKN$
/6&,'3N4PP0'NH+ J \&3\4PP\4620'6/HD694/,'9DP0&3D9'24L\/1BF#d#B?EBk J 6g@N$
)9',6/H'<$] N$I N<$ N<$: +L+<$*N$5N$A!?"#CN$Y,$a4,$:9/',$W$=33+H/46'3$
AI1NC<$*(."/#.01'!$20)#$'4/569'<.$#)3."*N$A"N?C$56N$*+&/3<$RUKN$
/6&,'3N4PP0'NH+ J \&3\4PP\4620'6/HD694/,'9DP0&3DL404,H'\/1BF#d#B?EBk03g"W J 6g@N$
)9',6/H'<$] N<$ N<W : +L+<$*N$A!?"!CN$*(."/#.01'!$20)0)3'4/56'=2/2)1#'*
A"N?CN$O'3/-,'1$Z/62$+8'9$!??h$L404,H'<$H+9'<$4,1$364L/0/6($8/1'+3$6+$32+Z$(+&9$
P46/',63$2+Z$6+$H+99'H60($P'9G+9 J $'S'9H/3'3$4,1$6'H2,/c&'3$6246$49'$H9/6/H40$6+$62'/9$
3&HH'33G&0$9'24L/0/646/+,$4,1$9'H+8'9(N$i R +L/0'$4PP0/H46/+,$3+G6Z49'jN$;'69/'8'1$
G9+ J $266P3K\\/6&,'3N4PP0'NH+ J \&3\4PP\/1BF#d#B?EBk J 6g@N$
:+L+<$* W$ N$A!?"?<$.'L9&49(CN$*>?))#1.'.?'4$0)10,/#6'?@'(."/#.01'*
*!$20)0)3N$RHT94ZD%/00$)&L0/32'93N$V+ J P9'2',3/8'$J &06/D J '1/4$36&1($-&/1'$6+$
*($)"#0AB6'4$0)10,/#6'?@'(."/#.01'!$20)0)39'('>?A,#.#)1*C826#D'(,,$?21"E'FG*th*
#D-'Y5:`D"#$F>@??>>#E>Ed@N$

A, g"EC$

T9'',<RN N<$R496/,<$QN$A!?"@CN$IGG'H6$+G$R+&62-&491$73'$+,$R'64L+0/H$
4,1$V491/+9'3P/946+9($;'3P+,3'3$6+$='9+L/H$IS'9H/3'$/,$R40'3N$;'3'49H2$m&496'90($
G+9$IS'9H/3'$4,1$5P+96 266P3K\\1+/N+9-\"?N"?@?\?!>?"#d>N!?"@N"EB"@"d$
Bobo, L., Benson, A., Green, M. (2012). The Effect of Self-Reported Efficacy on Clinical Skill Performance. Athletic Training Education Journal. 7(4), 176-186.
Sluder, B. & Benson, A. (2012). The Effect of Facebook on Teaching Applicants employability in Georgia. Georgia Educational Researcher. 9(1), 73-80.

H)6.$51.?$B6' ; 2)52/-'

: +L+<$*N$W$ N$A!??>CN$76/0/q/,-$O496G/32$G+9$8/1'+$G''1L4Hb$/,$62'$
4Hc&/3/6/+,$+G$H0/,/H40$3b/00$1'8'0+PJ',6$+G$4620'6/H$694/,/,-$36&1',63-')9+^'H6$-94,6$
P9+P+340$3&LJ/66'1$6+$62'$`46/+,40$=620'6/H$Q94/,'93_$=33+H/46/+,$;'3'49H2$4,1$
I1&H46/+,$.+&,146/+,$G+9$4$P9'DP9+P+340$3&LJ/33/+,$AUH6+L'9$!d<$!??>C$A&,G&,1'1C$
5P&90+Hb<$=N<$5J/62<$IN<$ N<$%+Z491<$VNW]''1<ONA!??dC$]+J',$
Y,/6/46/,-$`'Z$]4(3$A]Y`CN$;nX=$]+J',_3$./6,'33$T94,6<$]+J',_3$5P+963$
.+&,146/+,<$I436$R'41+Z<$`'Z$n+9bN$=J+&,6$3+&-26$pB???N??N$A&,G&,1'1C$
N$A!??BC$Q2'$IGG'H63$+G$Q29''$Y,369&H6/+,40$Y,6'98',6/+,$)9+6+H+03$+,$
=620'6/H$Q94/,/,-$56&1',6$)''9DQ'4H2'9$.''1L4Hb$:'248/+9K$$4,$I1&H46/+,40$
Q'4H2/,-$7,/6$O'3/-,$=PP9+4H2N$)4P'9$)9'3',646/+,$T94,6<$Q9+($7,/8'93/6(<$Q9+($
=04L4J4N$$=Z491'1$4J+&,6$p>B?N??$
N$A!??BC$%+Z$)9+P'9$Y,369&H6/+,$V4,$IGG'H6$=&-J',6'1$.''1L4Hb$Y,$
)''9$Q'4H2/,-N$ 5&JJ'9$;'3'49H2$T94,6<$Q9+($7,/8'93/6(<$Q9+($=04L4J4N$$
=Z491'1$4J+&,6$pEB??N$
N$A!??EC$Q2'$IGG'H63$+G$Y,369&H6/+,$+,$5'0'H6'1$:'248/+93$+G$)9'D
3'98/H'$=620'6/H$Q94/,/,-$56&1',63$O&9/,-$)''9$Q'4H2/,-N$$)4P'9$)9'3',646/+,$T94,6<$
Q9+($7,/8'93/6(<$Q9+($=04L4J4N$$=Z491'1$4J+&,6$pB""NB?N$

NO'D#)?.#6'15$$#).'?$'@?$A#$'6.5D#).P'

A,g#C$
N<$:+L+<$*N$AUH6+L'9$!?"?CN$)'9G+9J4,H'$R'43&9'J',6$4,1$=33'33J',6$
&3/,-$O496G/32$5+G6Z49'N$=33+H/46/+,$G+9$62'$=184,H'J',6$+G$V+JP&6/,-$/,$
I1&H46/+,$!?"?$ID*'49,$Y,6'9,46/+,40$V+,G'9',H'N$U904,1+<$.0+9/14N$
:+L+<$*N<$ N$AUH6+L'9$!?"?CN$V9'46/,-$4$J&06/DJ'1/4$9/H2$P046G+9J$G+9$
RHT94ZD%/00$%/-2'9$I1&H46/+,N$=33+H/46/+,$G+9$62'$=184,H'J',6$+G$V+JP&6/,-$/,$
I1&H46/+,$!?"?$ID*'49,$Y,6'9,46/+,40$V+,G'9',H'N$U904,1+<$.0+9/14N$
N<$:+L+<$*N<$T4,-36'41<$5N$A[4,&49(<$!??dC$Q2'$IGG'H63$+G$Q29''$
Y,369&H6/+,40$Y,6'98',6/+,$)9+6+H+03$+,$=620'6/H$Q94/,/,-$56&1',6$)''9DQ'4H2'9$
.''1L4Hb$:'248/+9K$$4,$I1&H46/+,40$Q'4H2/,-$7,/6$O'3/-,$=PP9+4H2N$A)+36'9$
)9'3',646/+,C$!??d$%4Z4//$Y,6'9,46/+,40$V+,G'9',H'$+,$I1&H46/+,N$$%+,+0&0&$
%4Z4//N$

A,g!dC$

=94,H/+<TNW$ A[&,'$!?!"CN$A)+36'9$)9'3',646/+,C$=,6'9/+9$V+JP496J',6$
%'J46+J4$Z/62$YJP',1/,-$V+JP496J',6$5(,19+J'$V4&3'1$L($%'6'9+6+P/H$
U33/G/H46/+,$+G$62'$.'J&9$/,4V+00'-/46'$.++6L400$)04('9N$!?!"$`46/+,40$=620'6/H$
Q94/,'93$=33+H/46/+,$V+,G'9',H'<$a/96&40N$
X,/-26+,<$5Nr<W$ N$A[&,'$!?"@CN$A)+36'9$)9'3',646/+,C$=0P24DT40$=00'9-($
=G6'9$V2/--'9$:/6'N$!?"@$`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$V+,G'9',H'<$`'Z$
U90'4,3<$*+&/3/4,4N$$
]+9bJ4,<$)N$W$ N$A[&,'$!?"@CN$A)+36'9$)9'3',646/+,C$R4,4-/,-$62'$%'4062$
V49'$+G$4$O/8/3/+,$Y$5+G6L400$)04('9$Z/62$*&P&3N$!?"@$`46/+,40$=620'6/H$Q94/,'93$
=33+H/46/+,$V+,G'9',H'<$`'Z$U90'4,3<$*+&/3/4,4N$$

W$;'/1<$R$A[&,'$!?">C$76/0/q/,-$I8/1',H'$:43'1$)94H6/H'$V+,6/,&/,-$
I1&H46/+,$7,/63$6+$I1&H46'$V'96/G/'1$=620'6/H$Q94/,'93$+,$T',940$R'1/H40$
V+,1/6/+,3$/,$I62,/H400($O/8'93'$)+P&046/+,3N$A)+36'9$W$U940$)9'3',646/+,C$!?">$
`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$R''6/,-<$%+&36+,<$Q'S43N$
.+&36<$RNr<$%49P'9<$;N<$ N$A[&,'$!?">CN$A)+36'9$)9'3',646/+,C$T948'3_$
O/3'43'$/,$4$">D('49D+01$.++6L400$)04('9N$!?">$`46/+,40$=620'6/H$Q94/,'93$
=33+H/46/+,$V+,G'9',H'<$%+&36+,<$Q'S43N$$
:+L+<$*$ A.'L9&49($!?">CN$Y,6'-946/,-$a/1'+$.''1L4Hb$Z/62$62'$
=Hc&/3/6/+,$+G$V0/,/H40$5b/003$G+9$56&1',63N$!?">$`46/+,40$=620'6/H$Q94/,'93$
I1&H46+93$V+,G'9',H'<$O40043$Q'S43N$
W$:+L+<$*$A.'L9&49($!?">CN$%+Z$H4,$(+&$J4b'$(+&9$T941&46'3$:'66'9$
)9'H'P6+93k$!?">$`46/+,40$=620'6/H$Q94/,'93$I1&H46+93$V+,G'9',H'<$O40043$QoN$
R4,3P'4b'9<$5N$W$ N$AUH6+L'9$!?"dCN$I,3&9/,-$4,1$%/-20/-26/,-$m&40/6($
V0/,/H40$I1&H46/+,$G+9$=HH9'1/646/+,N$!?"d$=,,&40$V==QI$=HH9'1/646/+,$
V+,G'9',H'<$Q4JP4<$.0+9/14N$
NWQ/00J4,<RNA[4,&49($!?"ECN$=119'33/,-$=1J/,/36946/8'$V2400',-'3$
/,$)'9G+9J/,-$.4H&06($I840&46/+,3N$!?"E$`46/+,40$=33+H/46/+,$G+9$X/,'3/+0+-($/,$
%/-2'9$I1&H46/+,<$54,$O/'-+<$V40/G+9,/4N$
NW;+19/-&'q<$;N$AUH6+L'9$!?"#CN$V+JL/,/,-$5P+96$4,1$R'1/H/,'$
)9+-94J3$6+$V9'46'$Y,6'9,46/+,40$)496,'932/P3N$%/3P4,/H$=33+H/46/+,$+G$V+00'-'3$4,1$
7,/8'93/6/'3<$V2/H4-+<$Y00/,+/3N$
Q9+66'9<$`r$W$ N$A[&,'$!?"#CN$Y,H/1',H'$+G$=&6+/JJ&,'$``'&9+J&3H&049$
%(P'9DISH/64L/0/6($/,$4$O/8/3/+,$Y$V+00'-/46'$=620'6'N$A)+36'9$)9'3',646/+,C$`46/+,40$
=620'6/H$Q94/,'93$=33+H/46/+,$=,,&40$R''6/,-<$*43$a'-43<$``'8414N$
X9(-0+Z3b/<$=r<$ W$T9'',<$RN$A[&,'$!?"#CN$Q2'$IGG'H63$+G$.46/-&'$+,$
:404,H'$76/0/q/,-$62'$`/,6',1+$]//$:404,H'$:+491NA)+36'9$)9'3',646/+,C`46/+,40$
=620'6/H$Q94/,'93$=33+H/46/+,$=,,&40$R''6/,-<$*43$a'-43<$``'8414N$
:+L+<$*N$W$ N$A[&,'$!?"!CN$%+Z$6+$Y,6'-946'$V&06&940$V+JP'6',H'$/,6+$
n+&9$V&99/H&0&J-'A)+36'9$)9'3',646/+,C$`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$
=,,&40$R''6/,-N$54/,6$*+&/3<$R/33+&9/N$
T9'',<$RN5N<$R496/,<$QNON<$ <$V+9+,4<$:NQN<$Y,-4003<$VN)N$A!?"!CN$
YL&P9+G',$P9+0+,-3$G&,H6/+,40$1'G/H/63$4G6'9$4$9'P'46'1$L+&6$+G$1+Z,2/00$69'41J/00$
9&,,/,-N$=V5R$=,,&40$V+,G'9',H'$54,$.94,H/3H+<$V40/G+9,/4N$
NW:+L+<$*N$A[&,'$!?""CN$%+Z$6+$O'8'0+P$4$56&1($=L9+41$)9+-94J$/,$
V&06&940$4,1$I62,/H400($O/8'93'$*+H46/+,3-'A)+36'9$)9'3',646/+,C$`46/+,40$=620'6/H$
Q94/,'93$=33+H/46/+,$=,,&40$R''6/,-N$``'Z$U90'4,3<$*+&/3/4,4N$
:+L+<$*N<$ N$A.'L9&49($!?""CN$76/0/q/,-$*+H40$;'3+&9H'3$6+$V9'46'$
m&40/6($T',940$R'1/H40$V0/,/H40$ISP'9/',H'3N$!?""$:/D=,,&40$`46/+,40$=620'6/H$
Q94/,/,-$I1&H46+93$V+,G'9',H'N$]432/,-6+,<$OVN$
:+L+<$*N<$ N$A.'L9&49($!?""CN$:&/01/,-$4$V+JP9'2',3/8'$R436'9$
=33'33J',6$)04,N$A)+36'9$)9'3',646/+,C$!?""$:/D=,,&40$`46/+,40$=620'6/H$Q94/,/,-$
I1&H46+93$V+,G'9',H'N$]432/,-6+,<OVN
N<$:+L+<$*NWT9'',<RNA.'L9&49($!?""CN$=9'$Q'4H2'93$:'/,-$.4/9$
]2',$=33'33/,-$56&1',63$V0/,/H40$5b/003k$A)+36'9$)9'3',646/+,C$!?""$:/D=,,&40$
`46/+,40$=620'6/H$Q94/,/,-$I1&H46+93$V+,G'9',H'N$]432/,-6+,<$OVN$

ℕ<$:+L+<$*ℕW5P&90+Hb<$=ℕ$A5'P6'JL'9$!??FCℕ$73/,-$a/1'+$G''1L4Hb$6+$

N$AUH6+L'9$!?"dCN$V==QI$;'8/'Z$Q'4J$Q94/,/,-K$V+JJ+,0($R41'$
R/364b'3$/,$62'$;'8/'Z$)9+H'33N$V==QI$;'8/'Z$Q'4J$Q94/,/,-<$Q4JP4<$.0+9/14N$
N$AUH6+L'9$!?"BCN$V==QI$;'8/'Z$Q'4J$Q94/,/,-K$Q2'$Y,3$4,1$U&63$+G$
=HH9'1/646/+,N$V==QI$;'8/'Z$Q'4J$Q94/,/,-<$Q4JP4<$.0+9/14N$
NW:+L+<$*N$AUH6+L'9$!?"BCN$UPP+96&,/6/'3$G+9$Y,6'9,46/+,40$V0/,/H40$
ISP'9/',H'3\)9+-94J$ISH24,-'3N$V==QI$=HH9'1/646/+,$V+,G'9',H'<$Q4JP4<$
.0+9/14N$
N$AUH6+L'9$!?"BCN$=184,H'1$)9+-94JJ46/H$=33'33J',6K$R4b/,-$T++1$
:'66'9N$V==QI$=HH9'1/646/+,$V+,G'9',H'<$Q4JP4<$.0+9/14N$
N$A[&,'$!?"!CN$73/,-$.4H'L++b<$QZ/66'9$4,1$5+H/40$R'1/4$G+9$
`'6Z+9b/,-N$`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$=,,&40$R''6/,-<$54/,6$*+&/3<$
R/33+&9/N$

A,g"EC$
)46/,<$*r<$V+00/,3<$R<$ N$A.'L9&49($!?"FCN$Q9'46J',6$4,1$R4,4-'J',6$+G$
T/4,6$V'00$Q&J+9$+G$5(,+8/&JN$5+&62'436$=620'6/H$Q94/,'93$56&1',6$5(JP+3/&J<$
=604,64<$T'+9-/4N$AU940W)+36'9C$$$
./32'9<$XNr<$ N$A.'L9&49($!?"@CN$)4-'6D5H29+'66'9$5(,19+J'$43$4$;'3&06$+G$
Q2+94H/H$U&60'6$5(,19+J'$/,$4$V+00'-/46'$:43'L400$)/6H2'9N$5+&62'436$=620'6/H$
Q94/,'93$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4N$AU940$W$)+36'9C$
.+&36<$RNr<$V+00/,3<$RN<$W$ N$A.'L9&49($!?">CN$Q2'$R4,4-'J',6$+G$
V29+,/H$796/H49/4$/,4.'J40'$V+00'-/46'$:43b'6L400$)04('9N$5+&62'436$=620'6/H$
Q94/,'93$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4N$AU940$W$)+36'9C$
<$T9'',<$R<W.+96'<VrNA[&0($!?"dCN$Q2'$IGG'H6$+G$R+&62-&4913$+,$
=620'6/H$)'9G+9J4,H'N$5+&62Z'36$=620'6/H$Q94/,'93$=33+H/46/+,<$=11/3+,<$Q'S43N$
R+&,6<$[r$W$ N$A.'L9&49($!?"ECN$%+Z$YL&P9+G',$IS4H'9L46'1$4$
%'J+62+94S$/,$4$O/8/3/+,$Y$V+00'-/46'$.++6L400$)04('9N$A)+36'9$)9'3',646/+,CN$
5+&62'436$=620'6/H$Q94/,'93$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4N$
T9/GG/,<XrW$ N$A.'L9&49($!?"ECN$Q2+94H/H$U&60'6$5(,19+J'$5'H+,149($6+$
IGG+96$Q29+JL+3/3$/,4O/8/3/+,$"$569',-62WV+,1/6/+,/,-$V+4H2N$5+&62'436$
=620'6/H$Q94/,'93$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4N$
<$5'S6+,<$[rWT9'',<RNA.'L9&49($!?"#CN$=$)/0+6$56&1($Y,8'36/-46/,-$
62'$IGG'H6$+G$V+,H&33/+,<$%'/-26<$4,1$T',1'9$+,$O+J/,4,6$*'-$564L/0/6($4,1$V',6'9$
+G$:404,H'$/,$O/8/3/+,$Y$=620'6'3$76/0/q/,-$62'$`/,6',1+$]//$:404,H'$5(36'JN$AU940$
W$)+36'9$)9'3',646/+,CN$:/-$5b($=620'6/H$Q94/,/,-$4,1$5P+963$R'1/H/,'$V+,G'9',H'N$
:/-$5b(<$R+,64,4N$
:+L+$*<$ <$R/00'9$5I<$O/Hb24&6$5<$V4-0'$O$A[&0($!?"!CN$Y,694J&940$
2'J46+J4$+G$62'$9/-26$694,38'93'$H+0+,$4,1$/3H2'J/H$H+0/6/3$/,$4$H+00'-'$G++6L400$
4620'6'N$AU940$W$)+36'9$)9'3',646/+,C$5+&62Z'36$=620'6/H$Q94/,'93$=33+H/46/+,<$
=11/3+,<$Q'S43N$
X9(-0+Z3b/<$=r<$:94Hb<$]r<$ NWT9'',<$RN$$AR49H2$!?"!CN$Q2'$IGG'H63$
+G$.46/-&'$+,$:404,H'N$A)+36'9$)9'3',646/+,C$5+&62'9,$5P+96$R4,4-'J',6$
V+,G'9',H'N$Q9+(<$=04L4J4N$
50&1'9<$:N<$W$ N$A[4,&49($!?"?CN$Q2'$IGG'H6$+G$5+H/40$`'6Z+9b/,-$5/6'3$
A'-N$.4H'L++b\R(3P4H'C$+,$%/9/,-$)94H6/H'3$/,$XD"!$)&L0/H$I1&H46/+,N$5249'$62'$
]'4062$V+,G'9',H'<$['b(00$Y304,1<$T'+9-/4N$

N<$:+L+<$*N<W5P&90+Hb<$=N$A.'L9&49($!??@CN$Q'H2,/c&'3$+G$/JP9+8/,-$
P''9$/,369&H6/+,$&6/0/q/,-$3'0GD4,40(3/3$4,1$8/1'+$G''1L4Hb-'A)+36'9$)9'3',646/+,C$
O9&JJ+,1<$[N*N<$5P''1<$`NRN<$W$ N$AR49H2<$!??dCN$Q2'$;'046/+,32/P$
:'6Z'',$73'$+G$./936$`4J'3$4,1$IGG'H6/8'$I0'J',649($)2(3/H40$I1&H46/+,$
Q'4H2/,-N$A)+36'9$)9'3',646/+,C$!??d$5+&62'9,$O/369/H6$==)%I;O$V+,G'9',H'N$$
a/9-/,/4$:'4H2<$a/9-/,/4N$

N$A.'L9&49(<$!??#C$;'H+91$X''P/,-$4,1$O+H&J',646/+,N$5+&62'436$
=620'6/H$Q94/,'93$=33+H/46/+,$56&1',6$5(JP+3/&JN$=604,64<$T'+9-/4$
5+&62'436$=620'6/H$Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$
IJ'9-',H($R'1/H40$5/6&46/+,3$8/1'+$
IJ'9-',H($R'1/H40$5/6&46/+,3$*4L+946+9($Y,369&H6+9<$.'L9&49($!??!$

N$A.'L9&49(<$!??!C$IJ'9-',H($R'1/H40$V+,1/6/+,3N$5+&62'436$=620'6/H$
Q94/,'93$=33+H/46/+,$56&1',6$5(JP+3/&JN$=604,64<$T'+9-/4$

A.'L9&49($!?"@CN$)3(H2+3+H/40$V+,H'9,3$/,$=620'6/H$Q94/,/,-K$Y3$/6$400$/,$
62'/9$2'41k$5+&62'436$=620'6/H$Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$
T'+9-/4$

A.'L9&49($!?"@CN$5+H/40$R'1/4$/,$!?"@K$Q2'$2/11',$14,-'93N$5+&62'436$
=620'6/H$Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$

A.'L9&49($!?"@CN$Q2+94S$4,1$=L1+J/,40$Y,^&9/'3N$5+&62'436$=620'6/H$
Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$

A.'L9&49($!?">CN$)3(H2+3+H/40$/,$62'$G/'01$=620'6/H$Q94/,/,-$N$5+&62'436$
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A.'L9&49($!?">CN$5+H/40$R'1/4$4,1$/63$YJP4H6$+,$(+&9$[+LN$5+&62'436$
=620'6/H$Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$

A.'L9&49($!?"dCN$76/0/q/,-$5+H/40$R'1/4$6+$n+&9$:',G/6$]2',$
5'49H2/,-$G+9$[+L3N$5+&62'436$=620'6/H$Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$
=604,64<$T'+9-/4$

W$:+L+<$*$A!?"dCN$Q2'94P'&6/H$R+140/6/'3$/,$62'$V0/,/H40$5'66/,-N$
5+&62'436$=620'6/H$Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$

A.'L9&49($!?"BCN$Q2'$=:V_3$+G$5+H/40$R'1/4N$5+&62'436$=620'6/H$
Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$

A.'L9&49($!?"BCN$Q2+94S$4,1$=L1+J/,40$Y,^&9/'3N$5+&62'436$=620'6/H$
Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$

N$A.'L9&49($!?"ECN$V9'46/8'$]4(3$6+$R4b'$62'$`'Z$V==QI$564,14913$
]+9b$.+9$n+&9$)9+-94JN$5+&62'436$=620'6/H$Q94/,'93_$=33+H/46/+,$I1&H46+93$
V+,G'9',H'<$=604,64<$T'+9-/4$

N$A.'L9&49($!?"ECN$.4H'L++bK$O+$(+&$9'400($Z4,6$6+L'+,$3+H/40$J'1/4kN$
5+&62'436$=620'6/H$Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$

N$A.'L9&49($!?"#CN$.4H'L++bK$]246$(+&$,''1$6+$b,+Z$6+$-'6$66JŸ&FN$A.'L9&49($!?"#CN$Q2'1(

*4L+946+9($V++91/,46+9<$.'L9&49($!??B$
5+&62'436$=620'6/H$Q94/,'93_$=33+H/46/+,$56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$
*4L+946+9($V++91/,46+9<$.'L9&49($!??E$5+&62'436$=620'6/H$Q94/,'93_$=33+H/46/+,$
56&1',6$5(JP+3/&J<$=604,64<$T'+9-/4$
R+140/6/'3$8/1'+$
R+140/6/'3$*4L+946+9($Y,369&H6+9<$.'L9&49($!??#$

A!?"@C$R4b/,-$(+&9$%/-2$5H2++0$54G'A9CN$!?"@$R/33/33/PP/$=620'6/H$
Q94/,'93$=33+H/46/+,$5646'$R''6/,-<$:/0+S/<$R/33/33/PP/N$
:+L+<$*N<$ A!?">C$R4b/,-$(+&9$%/-2$5H2++0$54G'A9CN$!?">$7,/8'93/6($+G$
5+&62'9,$R/33/33/PP/$=,,&40$5(JP+3/&JN$%466/'3L&9-<$R/33/33/PP/N$
N<$:+L+<$*N$A!?">C$=$9'8/'Z$+G$7,1'9364,1/,-$5+G6$Q/33&'$%'40/,-$4,1$
R4,4-'J',6$Q'H2,/c&'3N$!?">$7,/8'93/6($+G$5+&62'9,$R/33/33/PP/$=,,&40$
5(JP+3/&JN$%466/'3L&9-<$R/33/33/PP/N$
:+L+<$*N<$ A!?">C$=$9'8/'Z$+G$V+,H&33/+,$=33'33J',6$4,1$R4,4-'J',6$
Q'H2,/c&'3N$!?">$7,/8'93/6($+G$5+&62'9,$R/33/33/PP/$=,,&40$5(JP+3/&JN$
%466/'3L&9-<$R/33/33/PP/N$
:+L+<$*N<$ N$7,/c&'$)462+0+-/'3K$:'0/'8'$/6$+9$`+6k$!?">$*+&/3/4,4$
=620'6/H$Q94/,'93$=33+H/46/+,$R''6/,-N$`'Z$U90'4,3<$*+&/3/4,4N$
N$A!?">C$Y,G'H6/+&3$O/3'43'3N$!?">$R/33/33/PP/$=620'6/H$Q94/,'93$
=33+H/46/+,$5646'$R''6/,-N$:/0+S/<$R/33/33/PP/N$
N$A!?"EC$*'-40$*/4L/0/6($W$=620'6/H$Q94/,/,-N$!?"E$75R$=0&J,/$
5(JP+3/&J<$%466/'3L&9-<$R/33/33/PP/N$
.0+(1<$;Q<$ N<$X/,-<$VN<$54PP/,-6+,$5NWV+036+,RNA!?"EC$)4,'0$
1/3H&33/+,K$I62/H3$4,1$)9+G'33/+,40$;'3P+,3/L/0/6(N$!?"E$=04L4J4$=620'6/H$Q94/,'93$
=33+H/46/+,$5646'$R''6/,-N$:/9J/,-24J<$=04L4J4N$
N$A!?"!C$Q'H2,+0+-(<$32+&01$Y$0+8'$/6$+9$246'$/6k$!?"!$=04L4J4$=620'6/H$
Q94/,'93$=33+H/46/+,$5646'$R''6/,-N$54,$O'36/,<$.0+9/14N$
<$5'S6+,<$[r<WTT9'',RNA!?""CN$IGG'H6$+G$%'/-26$+,$O+J/,4,6$*'-$
564L/0/6($/,$R40'$=620'6'3$76/0/q/,-$62'$`/,6',1+$]//$:404,H'$5(36'JN$!?""$
=04L4J4$=00/4,H'$G+9$%'4062<$)2(3/H40$I1&H46/+,<$;'H9'46/+,$4,1$O4,H'$=,,&40$
.400$R''6/,-N$:/9J/,-24J<$=04L4J4N$
50&1'9<$[:<$W$ N$A!?""CN$Q2'$IGG'H6$+G$.4H'L++b$+,$Q'4H2/,-$
=PP0/H4,6_3$IJP0+(4L/0/6($/,$62'$5646'$+G$=04L4J4N$=04L4J4$=00/4,H'$G+9$%'4062<$
)2(3/H40$I1&H46/+,<$;'H9'46/+,$4,1$O4,H'$=,,&40$5P9/,-$R''6/,-N$U94,-'$:'4H2<$
=04L4J4N$
N$AR4($!?"?CN$5+H/40$`'6Z+9b/,-$!?"?$=04L4J4$=620'6/H$Q94/,'93$
=33+H/46/+,$5646'$R''6/,-N$$54,$O'36/,<$.0+9/14N$
N$AR4($!??FCN$=620'6/H$Q94/,/,-$I1&H46/+,K$Y6$V4,$:'$.&,$4,1$T4J'3N$
!??F$=04L4J4$=620'6/H$Q94/,'93$=33+H/46/+,$5646'$R''6/,-N$$54,$O'36/,<$.0+9/14N$
N$A[&0(<$!??@CN$Y,8+08'$4,1$I8+08'K$Q2'$R+8'J',63$IGG'H6$+,$O/369/H6$
YoN$!??@$R/33/33/PP/$=620'6/H$Q94/,'93$=33+H/46/+,$5646'$R''6/,-N$:/0+S/<$
R/33/33/PP/N$

V24/9$+G$62'$=1%UV$V==QI$)''9$;'8/'Z$O'8'0+PJ',6$W$Q94/,/,-$[&,'$!?!?D
!?!!$
R'JL'9$+G$62'$=1%UV$V==QI$a/96&40$5/6'$a/3/6+9$694/,/,-$[&,'$!?!?D!?!!$
Y,8/6'1$.+H&3$T9+&P$)496/H/P4,6$G+9$1'8'0+PJ',6$+G$5/6'$a/3/6+9$Q94/,/,-$G+9$!?!?$
564,14913<$.'L9&49($!?"F$
V24/9$+G$62'$=1%UV$V==QI$5/6'$a/3/6+9$5'0'H6/+,$V+JJ/66''$!?"@$
V==QI$V+JJ/66''$R'JL'9$G+9$=HH9'1/646/+,$564,14913$;'8/'Z$!?"=D!?"FN$
!?"@$`46/+,40$=620'6/H$Q94/,/,-$V+,G'9',H'$)9+-94JJ/,-$;'8/'Z$Q'4J$
;'8/'Z$V+JJ/66''$V24/9$G+9$62'$V+JJ/33/+,$+,$=HH9'1/646/+,$+,$=620'6/H$Q94/,/,-$
I1&H46/+,<$!?"dD!?"F$
`46/+,40$=620'6/H$Q94/,'93$.+&,146/+,$5H2+04932/P$V+JJ/66''$V24/9<$!?"dDP9'3',6$
`46/+,40$=620'6/H$Q94/,'93$.+&,146/+,$5H2+04932/P$V+JJ/66''$V24/9$I0'H6<$!?"BD
3P9/,-$!?"d$
;'8/'Z$V+JJ/66''$V24/9D'0'H6$G+9$62'$V+JJ/33/+,$+,$=HH9'1/646/+,$+,$=620'6/H$
Q94/,/,-$I1&H46/+,<$!?"BD!?"d$
;'8/'Z'9$G+9$[+&9,40$+G$5P+96$4,1$%'4062$5H/',H'N$A!?"BD!?">CN$
!?"B$=620'6/H$Q94/,/,-$I1&H46/+,$V+,G'9',H'$)9+-94JJ/,-$;'8/'Z$Q'4JN$
R+1'946+9$G+9$62'$!?"#$`=Q=$=620'6/H$Q94/,/,-$I1&H46+93_$V+,G'9',H'N$
:++b$;'8/'Z'9K$%+0H+JL$%4624Z4($)&L0/32'93$*S#)#$2/';#D012/'>26#'<.5D0#6'@?$'
(."/#.01'!$20)0)3'L($:'99(<$:4b'9$W$R/00'9$A!?""CN$
;'8/'Z'9$G+9$[+&9,40$+G$Y,6'9P9+G'33/+,40$V49'$AY,6'9,46/+,40$[+&9,40C$!?""D!?">N$
:++b$)9+P+340$;'8/'Z'9K$*/PP/,H+66$]/00/4J3W]/0b/,3$)&L0/32'93N$!"#$2,#5.01'
%&#$106#'?@'."#'4"*6012//*'(1.0R#<$L($:49L494$*+,-$A!?""CN$
:++b$;'8/'Z'9K$.=$O48/3$)&L0/32'93K$!"#$2,#5.01';?D2/0.0#6'E'' '1$L($5649b'($
A!?""CN$
R+1'946+9$G+9$62'$!?""$`=Q=$=620'6/H$Q94/,/,-$I1&H46+93_$V+,G'9',H'N$
=04L4J4$;'P9'3',646/8'$G+9$`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$e%/6$62'$%/00$
O4(f$A!?""CN$
;'8/'Z'9$G+9$62'$[+&9,40$+G$R/0/649($R'1/H/,'$!?"?D!?"BN$
V+JJ/33/+,$+,$=HH9'1/646/+,$+G$=620'6/H$Q94/,/,-$I1&H46/+,$AV==QIC$;'8/'Z$
Q'4J$AQ'4J$*'41'9C<$!?"?D!?"dN$
;'8/'Z'9$+G$P9+P+3403$G+9$`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$=,,&40$R''6/,-<$
!?"?DP9'3',6N$
`46/+,40$=620'6/H$Q94/,'93$.+&,146/+,$5H2+04932/P$V+JJ/66''$R'JL'9<$!??FD!?"BN$
;'8/'Z'9$G+9$62'$Y,6'9,46/+,40$[+&9,40$+G$R'1/H40$I1&H46/+,$!??FD!?"EN$
=04L4J4$;'P9'3',646/8'$G+9$`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$e%/6$62'$%/00$
O4(f$A!??FCN$
:++b$)9+P+340$;'8/'Z'9K$I03'8/'9$)&L0/32'93N$!"#'T/.0A2.#'(."/#.01'!$20)0)3'
U?$L8??L<$L($%499/3<$=9J369+,-<$X46'3<$W$`+91<$!??@$
:+491$+G$V'96/G/H46/+,$IS4J$O'8'0+PJ',6$V+JJ/66''$R&06/P0'$V2+/H'$m&'36/+,$
;'8/'Z'9<$!??@$
=04L4J4$;'P9'3',646/8'$G+9$`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$e%/6$62'$%/00$
O4(f$A!??@CN$
:++b$;'8/'Z'9K$*/PP/,H+66$]/00/4J3$W$]/0b/,3$)&L0/32'93N$(."/#.01'!$20)0)3'<.5D*'
S50D#N$A!??>CN$

O/369/H6Yo;'P9'3',646/8'$+,$62'$`46/+,40$V+00'-'W7,/8'93/6($=620'6/H$Q94/,/,-$
56&1',6$V+JJ/66''N$[&,'$!??>D!?"#$
:+491$+G$V'96/G/H46/+,$IS4J$O'8'0+PJ',6$V+JJ/66''$%(L9/1$m&'36/+,$]9/6'9<$
!??>D!??@$
:++b$;'8/'Z'9K$*/PP/,H+66$]/00/4J3$W$]/0b/,3$)&L0/32'93N$$!"#$2,#5.01';?D2/0.0#6'
!"#'($.'2)D'<10#)1#<$L($X',,'62$X,/-26$4,1$O48/1$O94P'9$A!??>CN$
V+JJ/33/+,$+,$=HH9'1/646/+,$+G$=620'6/H$Q94/,/,-$I1&H46/+,$5/6'$a/3/6+9N$$[4,&49($
!??>DP9'3',6$
:++b$;'8/'Z'9$K$RHT94Z$%/00$)&L0/32'93N$!"#$2,#5.01';?D2/0.0#69'':?$'<,?$.6'
;#D010)#'2)D'(."/#.01'!$20)0)3N$:($]/00/4J$)9',6/H'$A!??dCN$
:+491$+G$V'96/G/H46/+,$IS4J$O'8'0+PJ',6$V+JJ/66''$G+9$R&06/P0'$V2+/H'$
m&'36/+,3<$!??dD!??>$
%+J'$56&1($;'8/'Z'9$G+9$62'$:+491$+G$V'96/G/H46/+,<$!??BD!?"B$
:+491$+G$V'96/G/H46/+,$IS4J/,'9<$!??"D!??>$

)9+G'33/+,40$O'8'0+PJ',6$O/9'H6+9$G+9$*+&3/4,4$=620'6/H$Q94/,'93$=33+H/46/+,$
!?!!DP9'3',6$
:',3+,<$=$W$;'/1<$RN$A!?"BCN$U9-4,/q'93$G+9$=620'6/H$Q94/,/,-K$Q4Hb0/,-$62'$)9'D
3'43+,$4,$I8/1',H'D:43'1$=PP9+4H2<$:46+,$;+&-'<$*+&/3/4,4N$
V24/9$+G$62'$R+36$O/36/,-&/32'1$=620'6/H$Q94/,'93$V+JJ/66''$G+9$5I=Q=<$!?"#D
P9'3',6$
=O$%UV$J'JL'9$+G$62'$5I=Q=$%400$+G$.4J'$!?"#DP9'3',6$
V24/9$+G$62'$=620'6/H$Q94/,/,-$56&1',6$5',46'$V+JJ/66''<$!??>D!?"#$
=04L4J4$;'P9'3',646/8'$G+9$=04L4J4$=620'6/H$Q94/,'93$=33+H/46/+,$e%/6$62'$%/00$
O4(f$A!??@<$!??F<$!?""CN$
5+&62'436$=620'6/H$Q94/,'93$=33+H/46/+,$I1&H46+93$V+,G'9',H'$V+JJ/66''<$!??B$
`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$;'3'49H2$4,1$I1&H46/+,$.+&,146/+,$
=04L4J4$5646'$;'P9'3',646/8'<$!??ED!?"E$
5+&62'436$=620'6/H$Q94/,'93$=33+H/46/+,$56&1',6$]+9b32+P$)04,,/,-$V+JJ/66''$
!??"D!?""$

=PP+/,6'1$J'JL'9$+G$62'$.&,H6/+,40$]+9b369'4J$T9+&P$G+9$*57$56&1',6$
Y,G+9J46/+,$5(36'J$&P-941'D;'-/36946/+,<$56&1',6$;'H+913<$V&99/H&0&J$
R4,4-'J',6<$=H41'J/H$.+&,146/+,<$=H41'J/H$=18/3/,-N$=P9/0$!?!"DO'H'JL'9$
!?!"$
=H41'J/H$)9+-94J3$4,1$V+&93'$=HH'33/L/0/6($ISH'P6/+,3$V+JJ/66''<$R49H2$!?!"D
5'P6'JL'9$!?!"$
=1$%+H$H+JJ/66''$*57$.4H&06($5',46'$564,14913$G+9$;'J+6'$Q'4H2/,-$V+JJ/66''N$
5P9/,-$!?!"$
V++91/,46'\Y,369&H6+9$V);$H'96/G/H4/6+,3$G+9$*57$=620'6/H3$5&JJ'9$!?!?DP9'3',6$
=33/36$Z/62$R'1/H40$V+8'94-'$G+9$*57$=620'6/H3<$.400$!?!?DP9'3',6$
V'96/G/'1$VUaYO$V+,64H6$Q94H'9<$5P9/,-$!?!?DP9'3',6$
O'3/-,/,-$4,1$Q'4H2/,-$=HH'33/L0'$V+&93'3<$5P9/,-$!?"F$

O'8'0+P J ',6$+G$=620'6/H$Q94/,/,-$;'H9&/6 J ',6$a/1'+3<$.400$!?!?DP9'3',6$
R ' J L'9$+G$62'$=620'6/H$Q94/,/,-$T941&46'$56&1',6$5'0'H6/+,$V+ J J/66''<$.400$!?!?D
P9'3',6$
R ' J L'9$+G$62'$=620'6/H$Q94/,/,-$5'49H2$V+ J J/66''<$.400\5P9/,-$!?!?D!?!"$
R ' J L'9$+G$62'$IS'9H/3'$)2(3/+0+-($5'49H2$V+ J J/66''<$.400\5P9/,-$!?!?D!?!"$
X/,'3/+0+-(b/Hb+GG$'8',63<$.400$!?!?$

+&/3/4,4$R49462+,$R'1/H40$a+0&,6''9<$:46+,$;+&-'<$+&/3/4,4<$[4,&49($!?"@N$
`46/+,40$=620'6/H$Q94/,'93$n+&,-$)9+G'33/+,403$V+JJ/66''$V49''9$5b/003$
]+9b32+P<$%+&36+,<$Q'S43<$[&,'$!?">$
`46/+,40$=620'6/H$Q94/,'93$n+&,-$)9+G'33/+,403$V+JJ/66''$V49''9$5b/003$
]+9b32+P<$:406/J+9'<$R49(04,1<$[&,'$!?"d$
)04,,/,-$+G$*+&/3/4,4$5646'$7,/8'93/6($e%/-2$5H2++0$=620'6/H$Q94/,/,-$O4(f$Z/62$
=620'6/H$Q94/,/,-$56&1',6$V0&L<$R49H2$!?"B$W$R49H2$!?"d$
*+&/3/4,4$5646'$7,/8'93/6($e=620'6/H$Q94/,/,-$V49''9$O4(f$Z/62$7,/8'93/6($*4L$
5H2++0<$R49H2$!?"B$
!?"BW!?"d$`'Z$U90'4,3$54/,63$%/-2$5H2++0$=620'6/H$Q94/,/,-$56&1',6$
5(JP+3/&J$
]406$O/3,'($]+901$]/,'$4,1$O/,'$%40G$R49462+,<$U904,1+<$.0+9/14$`+8'JL'9$
!?"#$
)/b'$V+&,6($=,/J40$52'06'9$=18/3+9($:+491<$Q9+(<$=04L4J4$!?"?D!?"E$
a+0&,6''9$G+9$d?!" =,,&40$`46/+,40$=620'6/H$Q94/,'93$V+,G'9',H'<$54,$=,6+,/+<$
Q'S43<$[&,'$!??F$
)/b'$V+&,6($=,/J40$52'06'9$a+0&,6''9<$Q9+(<$=04L4J4$!??FD!?"E$
R/33/33/PP/\=04L4J4$%/-2$5H2++0$.++6L400$=00D5649$T4J'<$R+L/0'<$=04L4J4<$
O'H'JL'9$!??@$
R/33/33/PP/\=04L4J4$%/-2$5H2++0$.++6L400$=00D5649$T4J'<$R+L/0'<$=04L4J4<$
O'H'JL'9$!??>$
R/33/33/PP/\=04L4J4$%/-2$5H2++0$.++6L400$=00D5649$T4J'<$R+L/0'<$=04L4J4<$[&,'$
!??>$
7,/6'1$5646'3$U0(JP/H$Q94/,/,-$V',6'9$a+0&,6''9<$V+0+941+$5P9/,-3<$V+0+941+<$
[&0($!??d$
a+0&,6''9$G+9$B>!" =,,&40$`46/+,40$=620'6/H$Q94/,'93$V+,G'9',H'<$=604,64<$
T'+9-/4<$[&,'$!??d$
Q9+($7,/8'93/6($n+&62$5+HH'9$V4JP<$Q9+(<$=04L4J4<$[&,'$!??d$
R/33/33/PP/\=04L4J4$%/-2$5H2++0$.++6L400$=00D5649$T4J'<$R+L/0'<$=04L4J4<$[&,'$
!??d$
%&99/H4,'$X469/,4$;'0/'G$a+0&,6''9<$=P9/0$!??d$
Q&6+9$G+9$Q9+($7,/8'93/6($=620'6/H3<$Q9+(<$=04L4J4<$!??ED!??F$
=620'6/H$Q94/,'9$G+9$V2490'3$%',1'93+,$%/-2$5H2++0<$Q9+(<$=04L4J4<$=&-&36$
!??#D`+8'JL'9$!??E$
`46/+,40$n+&62$4,1$5P+96$)9+-94J<$%466/'3L&9-<$R/33/33/PP/<$[&,'$!??!$
:0&'-9433$5646'$T4J'3<$*'S/,-6+,<$X',6&Hb(<$[&0($!??"$
X',6&Hb($=00$=$:43b'6L400$V0433/H<$;/H2J+,1<$X',6&Hb(<$R49H2$!??"$
`'Z$n+9b$%/-2$5H2++0$]9'360/,-$V24JP/+,32/P3<$R49H2$!???$
IJP/9'$5646'$T4J'3<$*+,-$Y304,1<$``'Z$n+9b<$[&0($"FFF$
=JDV4,$Y,6'9,46/+,40$[&1+$Q+&9,4J',6<$:&GG40+<$``'Z$n+9b<$R4($"FFF$
IJP/9'$5646'$T4J'3<$;+H2'36'9<$``'Z$n+9b<$[&0($"FF@$
`V==$Q94Hb$4,1$./'01$V24JP/+,32/P3<$:&GG40+<$``'Z$n+9b<$[&,'$"FF@$
%/-2$5H2++0$=00D5649$]9'360/,-$Q+&9,4J',6<$:&GG40+<$``'Z$n+9b<$R49H2$"FF@$

O'H'JL'9$"FFF$6+$P9'3',6$

Y,6'9,$G+9$7,/8'93/6($+G$5+&62'9,$R/33/33/PP/$`46/+,40$n+&62$4,1$5P+96$)9+-94J$
T94,6<$%466/'3L&9-<$R/33/33/PP/<$R49H2$!??!D=&-&36$!??#$
Y,6'9,$G+9$I436'9,$X',6&Hb(_3$=620'6/H$Q94/,/,-$V&99/H&0&J$O/9'H6+9<$;/H2J+,1<$
X',6&Hb(<$5&JJ'9$!??"$
Y,6'9,$G+9$5Z''62+J'$%/-2$5H2++0<$=J2'936<$`'Z$n+9b<$O'H'JL'9$"FFFD R4($
!???$

V==QI$)''9$;'8/'Z$Q94/,/,-<$]432/,-6+,$OV<$[&0($!?!#$
*+&/34,4$=62'06/H$Q94/,'93$=,,&40$R''6/,-<$:46+,$;+&-'<$*+&/3/4,4<$[&,'$!?!#$
V==QI$=HH9'1/646/+,$V+,G'9',H'<$=604,64<$T'+9-/4<$UH6+L'9$!?!!$
`46/+,40$=620'6/H$Q94/,'93$>#"$=,,&40$R''6/,-<$)2/041'0P2/4<$)=$[&,'$!?!!$
`46/+,40$=620'6/H$Q94/,'93$>"36$=,,&40$R''6/,-<$a/96&40<$[&0($!?!?$
Q2'$.&,H6/+,40$Y,6'-946'1$`''10/,-$G+9$)4/,$R4,4-'J',6<$O'H'JL'9$!?!?$
T9436+,$Q'H2,/c&'$!$H'96/G/H46/+,$H+&93'<$:46+,$;+&-'<$*=<$[4,&49($!?!?$
Q2'+9(<$)94H6/H'$W$V0/,/H40$=PP0/H46/+,$+G$*'49,$5P/,40$R4,/P&046/+,$AQR;$
R4,/P&046/+,<$54,$=,6+,/+<$Qo<$=&-&36$!?"F$
`46/+,40$=620'6/H$Q94/,'93$>?!"=,,&40$R''6/,-<$*43$a'-43<$`'8414<$[&,'$!?"F$
R/33/33/PP/$=620'6/H$Q94/,'93$=33+H/46/+,$=,,&40$R''6/,-<$:/0+S/<$R/33/33/PP/<$[&,'$
!?"F$
V==QI$=HH9'1/646/+,$V+,G'9',H'<$Q4JP4<$.0+9/14<$UH6+L'9$!?"@$
`46/+,40$=620'6/H$Q94/,'93$dF!"=,,&40$R''6/,-<$`'Z$U90'4,3<$*+&/3/4,4<$[&,'$!?"@$
V==QI$=HH9'1/646/+,$V+,G'9',H'<$Q4JP4<$.0+9/14<$UH6+L'9$!?">$
`46/+,40$=620'6/H$Q94/,'93$d@!"=,,&40$R''6/,-<$%+&36+,<$Q'S43<$[&,'$!?">$

`=Q=$=620'6/H$Q94/,/,-$I1&H46+93_$V+,G'9',H'<$R+,6-+J'9($Q'S43<$[4,&49($!??B$
`=Q=$V0/,/H40$Y,369&H6+9$I1&H46+9$5'J/,49<$:406/J+9'<$R49(04,1<$[&,'$!??E$
`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$BB!" =,,&40$R''6/,-<$:406/J+9'<$R49(04,1<$
[&,'$!??E$
=04L4J4$=620'6/H$Q94/,'93$=33+H/46/+,$5646'$R''6/,-<$T&0GP+96<$R/33/33/PP/<$R4($
!??E$
==)%I;O$`46/+,40$V+,8',6/+,<$`'Z$U90'4,3<$*+&/3/4,4<$=P9/0$!??E$
R/33/33/PP/$=00/4,H'$G+9$%'4062<$)2(3/H40$I1&H46/+,<$;'H9'46/+,$4,1$O4,H'$=,,&40$
R''6/,-<$T&0GP+96<$R/33/33/PP/<$O'H'JL'9$!??#$
`46/+,40$=620'6/H$Q94/,'93$=33+H/46/+,$BE!" =,,&40$R''6/,-<$54/,6$*+&/3<$R/33+&9/<$
[&,'$!??#$
5+&62'436$=620'6/H$Q94/,'93$=33+H/46/+,$=,,&40$R''6/,-<$=604,64<$T'+9-/4<$R49H2$
!??#$
`=Q=$=620'6/H$Q94/,/,-$I1&H46+93_$V+,G'9',H'<$R+,6-+J'9(<$Q'S43<$[4,&49($!??#$
`46/+,40$=33+H/46/+,$G+9$)2(3/H40$I1&H46/+,$/,$%/-2'9$I1&H46/+,$=,,&40$R''6/,-<$
*+,-$:'4H2<$V40/G+9,/4<$[4,&49($!??#$
R/33/33/PP/$=620'6/H$Q94/,'93$=33+H/46/+,$=,,&40$5646'$R''6/,-<$[4Hb3+,<$
R/33/33/PP/<$[4,&49($!??#$
R/33/33/PP/$=00/4,H'$G+9$%'4062<$)2(3/H40$I1&H46/+,<$;'H9'46/+,$4,1$O4,H'$=,,&40$
R''6/,-<$%466/'3L&9-<$R/33/33/PP/<$O'H'JL'9$!??!$
`46/+,40$=620'6/H$Q94/,'93_$=33+H/46/+,$B##$ =,,&40$R''6/,-<$O40043<$Q'S43<$[&,'$
!??!$
5+&62'436$=620'6/H$Q94/,'93$=33+H/46/+,$=,,&40$R''6/,-<$=604,64<$T'+9-/4<$R49H2$
!??!$
:;)Q$*4b'$;'24L/0/646/+,$V',6'93$5P+963$R'1/H/,'$5'J/,49<$:46+,$;+&-'<$
*+&/3/4,4<$R49H2$!??!$
`46/+,40$=620'6/H$Q94/,'93_$=33+H/46/+,$B!%$ =,,&40$R''6/,-<$*+3$=,-'0'3<$
V40/G+9,/4<$[&,'$!??"$
:'/,-$4,$IGG'H6/8'$V0/,/H40$I1&H46+9<$R&9G9''3L+9+<$Q',,'33''<$R4($!??"$
5+&62'436$=620'6/H$Q94/,'93$=33+H/46/+,$=,,&40$R''6/,-<$=604,64<$T'+9-/4<$R49H2$
!??"$
=,,&40$X',6&Hb($5P+963$R'1/H/,'$5(JP+3/&J<$*'S/,-6+,<$X',6&Hb(<$`+8'JL'9$
!???$
7,/8'93/6(46:&GG40+$5P+963$R'1/H/,'$5(JP+3/&J<$:&GG40+<$``'Z$n+9b<$UH6+L'9$
"FFF$

R++10'$
]/,1+Z3$o)$+P'946/,-$3(36'J$
]'LVQ
:04HbL+491$
R/H9+3+G6$]+91$
R/H9+3+G6$)+Z'9$)+/,6$
R/H9+3+G6$ISH'0$

5)55$

V'96/G/H46/+,$/,$.&,H6/+,40$Y,6'-946'1$`''10/,-$G+9$)4/,$R4,4-'J',6<$O'H'JL'9$
!?!?$
/H',3'1$=620'6/H$Q94/,'9$Al!??EB#C<$+&/3/4,4<$!?"BDP9'3',6$
`)Y$l">!?dE@@d@$
*+&/3/4,4$=620'6/H$Q94/,'93$=33+H/46/+,<$!?"BDP9'3',6$