, 0

#$%&'($!)*+$,!!   !   -$%&*./!0"0!1!)'$23456)7'(2345!819,"9:+!;<=>?!"@0A!
!
#4B!)*+$6#.%4&*./,!! !   -$%&*./!0""!C!)7'(2345!"0,D94+1"@,@9:+!;<=>?!E"00A!
!   !   !   !   -$%&*./!0"@!C!F(*345!"0,D94+1"@,@9:+!;<=>?!"8"A!
!
"#$%&'(%)&*!
G(.H$22.(!I*/J74.!K7'!
G7./$,!DODC8L@CD@MO!
=+4*N,!O*/J74.P%7'Q%.N.(43.P$3'!!
!
+,-!.,#,/0&*!
G(.H$22.(!

. (: &, 7;

5 . ' !$0%$$3!&7$!+*/*+ ' +f!<($!5 . '!B$N. R!&7$!+*/*+ ' +f!) 7*2!27 . 'N3!B$!*/3*%4&$3!B5!&7$!

!   D

@P!) 7$!2%7$3 'N$3!N4B.(4&.(5!7. '(2!R*NN!B$!'2$3!H.(!B.&7!$O:$(*+$/&4N!4/3!3$2*W/!N4B!
:(.X$%&2P!) 7$2$!N4B!7. '(2!27. 'N3!B$!'2$3!H.(!%. '(2$!R.(Z!$^$/!R7$/!/.!H.(+4N!
2' :$(^*2*./!*2!:($2$/&P!

DP!<&&$/34/%$!*/!:$(2./!&.!4NN!N$%&'($2!4/3!N4B.(4&.(5!R.(Z27.:2!*2!$O:$%&$3P!!

8P!G4(&*%*:4&*./!*/!/4/3!&(*B'&*./!&.!2!&7$!!&$+!N4B.(4&.(5!422*W/+$/&2!4($!$O:$%&$3P!

9P!<NR452!74^$!4!%4N%'N4&.(!H.(!B.&7!N$%&'($2!6N4B.(4&.(5!2$22*./2P!!

TP!=O:$%&!/$R!+4&$(*4N!&.!B$!:(2/&$3!*/!B.&7!7$!kN$%&'($2k!4/3!7$!kN4B.(4&.(5k!7. '(2P!!

SP!\ 75!3.!R$!74^$!($43*/W!422*W/+$/&2!!7.+$R.(Z!N4B!422*W/+$/&2!3$2*W/!:(.X$%&!4/3!
^4(*.'2!'*JJ$2f!!!

- >$43*/W!422*W/+$/&2!4($!&.!!B$!%.+:N$&$3!B$H.($!&7$!N$%&'($!($63*2% '22*./P!) 7$!
  N$%&'($!($63*2% '22*!/.!27.'N3!7$N:!%N4(*H5!4/3!2'::N$+$/!74^$!($43P!!
- a.+$R.(Z!422*W/+$/&2!R*NN!%.^$(!B.&7!+4&$(*4N!H(.+!N$%&'($!4/3!*/!+4&$(*4N!
  422*W/$3!B'&!/.&!%.^$($3!*/!N$%&'($2P!a.+$R.(Z!$/H.(%$2!&7$!N$4(/*/W!.%%'(($3!
  &74&!7$N:2!5.'!5.'!&.!!B$%.+$P!e!%433$(&./&7$!+45.(*&5.!+4((*$3P!R.(Z!+45!
  $/%.'(4W$!5.'!&.!+4Z$!2./$4(/!&7$!+4&$(*4N!/.&!%.^$($3!3$2*W/!N$%&'($2!$2!.(!N4B.(4&.(5$2P!

  > ?@34,0'ABCD+E+FCG(*+@0%#$,&+HFD+I+FCG(*+@0%#$,&+HJD+I+FCG(*+@K+,-+
  0'&%2#2#=+G0,L)'&*+4,&G)'('$DA@K+,-+0'&%2#2#=+G0,L)'&+%**2=#'$D+

- =O:$%&!+$4/!N4B.(4&.(5!422*W/+$/&2!4($!3$2*W/+3!&.!+4Z$!2!7$(!+.($%$22*./!
  7.+$R.(Z!:(.X$%&2!:%*&$!*+:.(&4/&!&.!2$&+$/&!*/H.(+4&*./!R.(Z!*/!N$%&'($!$^$(5!
  &.!2'B+*&!$4(N5!4/3!/4B.(4&.(5!2$22*./!:(2/&5!*/3*^*3'4N!R.(Z!N$4(/!*/W.('22!
  4B.!&7$!N4B.(4&.(5P!!
- V$2*W/!*/:'&!X$%&!7$N/2:5.'!N4B.(4&.(5./!*/H.(+4&!25.!&7$2*2!&7$!B42*/+%.%$2!$4(/.32_!+$&7.32_!
  4/3!*&..N2!*(2/&$3!*/!7$2!.'(2$!*2.'(2$!'(('%!'N!+P!7$!N4B.(4&.(5!R*NN!
  W*^$!5.'!*./!$O:$(*$/%$!R*&7!*/W.(Z*/W.'(2$.'&2P!
- >$43*/W!4/3!N4B.(4&.(5!$2!($!'*JJ$2!&.!.^$(!4/!4W3$2!!3$&$($2&'+*W.5!!'74^$!N$%&'($24.($3!
  */3$:$/3$/W5!H./.+!&7$!422*W/$3!4($!4/3!2&$.!R.!'W7!'N5.'!N4(/!74^$!N$%&'($24.($3!
  H./.+!/$%&'($!!$2!'/$!H$!!$2$^.(.'(2$!34524524.36.'7$2%'^$!B$!34524524.3PP!!

MP!l '*JJ$2!R*NN!B$!%./3'%&$3!/!K4/^42!(!$W4!(3N$222!($+.&$!%N422(..+'2!/.&!B$!+$&3$3P!
-&'3$/&2!R*NN!%.,V0!X'3II0$!)#!%203&!)7#!%3E0!,Y%0&!60(%'&0!Z!-'%!-0Y)&0!60(%'&0!Z[KP!
@#(0!,!X'3I!3$!$%,&%0>S!$%'>0#%$!2,B0!KL!E3#'%0$!)&!)%20&!$N0(3Y30>!%3E0!8-0%700#!KL!
,#>!UL!E3#'%0$9!%))Y3#3$2!%P!!
!
LP!466!,$$3/#E0#%$!E'$%!-0!$'-E3%%0>!%))!?,#B,$!3#!N>Y!Y)&E!)#6T*!

- a.+$R.(Z!+2!$2$!B$2!2'B+*&!&!&&$3!B$$B$H.($$%.+:N$&$3!!&7$!345!4H&$(!&!*&2!3'$!$P!!
- G($$N4B!4/3!3$!=O:$%&!+$4N!#4B!>$&!$%&!+!+2!$2BH.($$%.+:N$&$3!!&7$!N4B!B$$B$W*&!2!/.&!&7$!
  345!4H&$(!&!*&2!3'$!$P!!

<NN!*/3*^*3'4N!2'B+*22*./2!+'2&!H.NN.R!&7$!%./^$/&*./,!!
#42&E4+$_!F*(2&E4+$m<22*W/+$/&E4+$_!H.(!$O4+:N$,!-+*&7_!U.7/m a \ "!
!
F.(!W(.':!=O:!#4B!>$:.(&!2'B+*22*./_!:N$42$!H.NN.R!&7$!%./^$/&*./,!!
#4Bnm](.':nm)7'!.(!#4Bnm](.':nmF(*!

"OP!<NR452!2'B+*&!R.(Z!*/!4!:(.H$22*./4N!H.(+P!E$4&/$22_!%N4(*&5_!4/3!%.+:N$&$_!N$&$/$22*./$$$/$$22!
%.'/&P!

!   T

<NN!2&'3$/&2!$/(.NN$3!*/!4!p/*^$(2*&5!.H!K.N.(43.![.'N3$(!%.'(2$!4($!($2:./2*BN$!H.(!
Z/.R*/W!4/3!437$(*/W!&.!&7$!a./.(!K.3$!4%43$+*%!*/&$W(*&5!:.N*%5P!Y*.N4&*./2!.H!&7$!
a./.(!K.3$!+45!*/%N'3$_!B'&!4($!/.&!N*+*&$3!&.,!:N4W*4(*2+_!%7$4&*/W_!H4B(*%4&*./_!N5*/W_!
B(*B$(5_!&7($4&_!'/4'&7.(*J$3!4%%$22!&.!4%43$+*%!+4&$(*4N2_!%N*%Z$(!H(4'3_!2'B+*&&*/W!&7$!
24+$!.(!2*+*N4(!R.(Z!*/!+.($!&74/!./$!%.'(2$!R*&7.'&!:$(+22*./!H(.+!4NN!%.'(2$!
/2&('%&.(2!/.N^$3_!4/3!4*3*/W!4%43$$+*%!3*27./$2&5P!<NN!*/%*3$/&2!.H!4%43$$+*%!
+*2%./3'%&!R*NN!B$!($:.(&$3!&.!!&7$!a./.(!K.3$!;7./.(Q%.N.(43.P$3'Ac!D0DC8L@C9990AP
-&'3$/&2!H.'/3!($2:./2*BN$!H.(!^*.N4&*/W!&7$!4%43$+*%!*/&$W(*&5!:.N*%5!R*NN!B$!2'BX$%&!&.!
/./4%43$+*%!24/%&*./2!H(.+!!&7$!a./.(.(K.3$!42!4%43$+*%!24/%&*./2!H(.+!!&7$!
H4%'N&5!+$+B$(P!<33*&*./4N!*/H(.+4&*./(4%*/(!+&$!($W4(3*/W!4%43$+*%*/*/&$W(*&5!*/*/&7$!
:.N*%5!%4/!B$!H./'3!./!&7$!a./.(!K.3$!R$B2*&$P!

Sexual Misconduct, Discrimination, Harassment and/or Related Retaliation

)7$!p/*^$(2*&5!.H!K.N.(43.![.'N3$(!;Kp![.'N3$(A!*2!%.++*&&$3!&.!!H.2&$(*/W!4/*!*/%N'2*^$!
4/3!R$N%.+*/W$N4(/*/W!R.(Z*/W.!4/3!N**^*/W!$/^(.!/+$/$/&/!*/Kp![.'N3$(!R*NN!./*&!.N$.N$(4&$!
4%%2!.H!2$O'4N!+*2%./3'%&;74(422+$/&/&_!$O:N.*&4&*./_!!4/3!4224'N&A_!*/*&*+4&*&($*+4&$!
^*.N$/%$!;34&*/W!.(!3.+$2&*%!^*.N$/%$A_!2&4NZ*/W_!!(!:(.&$%&*./*N%N422!3*2%(*+*/4&*./.(!
74(422+$/&!B5!.(!4W4*/2&!+$+B$(2!.H!!.'(%.++'/*&5P!e/3*^*3'4N2!R7.!!B$N*$^$$^!&7$5!74^$!
B$$/!2'BX$%&&.!+*2%./3'%&!.(!(&4N*4&*./.H!.(!($:.(&.R!/&(5.7N%$/2*&*./.($4%&!
&7$!?HH*%$$!.H!e/2&*&'&*./4N!=`'*&5!4/3!K.+:N*4/%$!;?e=KA!4&!D0D