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,E!A+%+\$JK!L+BB5K!# ,E!A535 ,E# , \$!1+2 , !+3!45265% , !M'+BB5 '\$&/5BK-!\$J5!N"##\$&500P!J#/5!%50+B/5E!
\$J&0!'#05.!1J5!7+G%\$!J#0!5/&525E!\$J5!C+& , \$!Q5D+%# , EGD!+3!R , E5%0\$# , E& , S!# , E!T5B5#05!MNQUROP!
, E!3& , E0!&\$!VG0\$!# , E!%5#0+ , #6B5.!1J5!W##\$&50!#S%55!# , E!O\$&WGB#\$5!#0!3+BB+209!

1J5!W##\$&50!J#/5!#S%55E!\$+!\$J5!QUR-!#!'+WK!+3!2J&'J!&0!#\$\$#'J5E!J5%5\$+!

1J5!7+G%\$!OJ#BB!J#/5!VG%&OE&'\$&+ , !\$+!5 , 3+% '5!\$J5!QUR-!\$J5!\$5%D0!+3!2J&'J!#%5!& , '+%W+%#5E!
& , \$+!\$J&0!I\$&WGB#\$&+ , !# , E!U%E5%!#0!&3!3GBBK!05\$!3+%\$J!J5%5& , !X* '5W\$!\$+!\$J5!5*\$5 , \$!\$J#\$!\$J5!7+G%\$!OJ#BB!
%5\$#& , !VG%&OE&'\$&+ , !\$+!5 , 3+% '5!\$J5!QUR!# , E!\$J&0!I\$&WGB#\$&+ , !# , E!U%E5%-!\$J5!7+G%\$!J5%56K!E&0D&0050!

2&\$J!W%5VGE&'5!#BB!'B#&D0!+3!'B#&, \$&330!3+%!'5B&53!#S#&, 0\$!A535 , E# , \$!& , !\$J&0!'#05!!

!# , E! !\$J&0! !E#K!+3! .!!

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!>. 4 5 2 6 5% , !&O! #! 7 B#00! c! DG, &' &W#B&SK! B+ '#\$5E! &, ! L#B5! 7+G, \$K-! ZB#6#D#.! 1 J5! /+\$&, S! #S5!
W+WGB#&\$&+, !&, !4 5 2 6 5% , !&O!a_.: f !) B# ' (!#, E! : _c f ! 2 J&\$5.!

! 8. ZB#6#D#!O\$#5!B# 2 !%5gG&%50!\$J#\$!\$J5!D#K+%!#, E!D5D65%0!+3!\$J5!\$+2 , !'+G, ' &B!3+%!4 5 2 6 5% , !
65!5B5 '\$5E!#;\$;B##S5!#S!S5 , 5%#B!5B5 '\$&+, !J5BE!#0!W%+ / &E5E!6K!B# 2 !gG#E%5 , , &#BBK.!ZB#.!7+E5!^!>>:_: ;
8M6P!M8=8=P.!A535 , E# , \$!1+2 , !+3!4 5 2 6 5% , !&O!%50W+ , 0&6B5!3+%!5B5 '\$&+, !#ED&, &O\$##\$&+, .!

! :. \ %+D!>ba] ! \$+!8=>b-!\$J5!1+2 , !+3!4 5 2 6 5% , !E&E! , +\$!J+BE!+%!D#(5!#, K!W%5W##\$&+, 0!\$+!J+BE!
, !5B5 '\$&+, !3+%!D#K+%!+#!'+G, ' &BD5D65%-! , +%!E&E!# , K+ , 5!gG#B&3K!3+%!\$J5!W+O&\$&+, 0!+3!D#K+%!+!\$+2 , !
' +G, ' &BD5D65%.!R , \$&B!8=8=-!\$J5!1+2 , !+3!4 5 2 6 5% , !J#E! , 5/5%!J#E!#!) B# ' (!D#K+%!-!#, E!\$J5!D#V+%&SK!
+3!W%&+%!\$+2 , !'+G, ' &BD5D65%0!2 5%5!2 J&\$5.!

! _ . [, !8=8=-! "B#&, \$&33!) %#*\$+ , ! 2 #0!\$J5!+ , BK!W5%0+ , ! 2 J+!B# 2 3GBBK!gG#B&3&5E!3+%!#, K!W+O&\$&+, !&, !
\$+2 , !S+ / 5% , D5 , \$.!X335 '\$& / 5!CGBK!88-!8=8=-! "B#&, \$&33!) %#*\$+ , !65 '#D5!\$J5!D#K+% ; 5B5 '\$. !ZBB!3& / 5!\$+2 , !
' +G, ' &B!W+O&\$&+, 0!2 5%5! / # '# , \$!#0!#!%50GB\$!+3!\$J5!8=8=!%5SGB##!DG , &' &W#B!5B5 '\$&+, .!!!

!] . A535 , E# , \$!D#&, \$#&, 0!\$J#\$-!&, !8=8=-! L#K 2 ++E! I\$+(50-![[[-! d#%K!) %+G00#E-!C5005!A+ , #BE!
Y5/5%5\$\$-!<+ , ' &BB5!) %+2 , ! 1 J+D#0-!#, E! H &BB&5!T' J#%E! 1 G ' (5%! J5BE!\$J5D05B/50!+G\$!\$+!65!\$J5!E5!
3# '\$+!D#K+%!#, E!\$+2 , !'+G, ' &B!#, E!O' J5EGB5E!#!0W5 '\$&#B!5B5 '\$&+, !\$+!%5 '\$&3K!4 5 2 6 5% , e0!W#0\$!3#&BG%5!\$+!
J+BE!5B5 '\$&+, 0!3+%!\$+2 , !'+G, ' &BD5D65%0.! "B#&, \$&330!E&OWG\$5!\$J#\$!\$J5!A535 , E# , \$!1+2 , !+3!4 5 2 6 5% , !
, E! \$J505! &, E&/&EG#B0! J#E! \$J5! #G\$J+%&SK! \$+! 0' J5EGB5! # , K! 5B5 '\$&+, 0! # , E! "B#&, \$&330! #005%\$! \$J#\$!
A535 , E# , \$!&DW%+W5%BK!5*5'G\$5E!O\$5W0!\$+! , +\$&3K!"B#&, \$&330!#, E!+\$J5%!50&E5 , \$0!+3!4 5 2 6 5% , !#6+G\$!#, K!
0W5' &#B!5B5 '\$&+, 0!&, !8=8=-!!

! a. Z!3# '\$G#B!E&OWG\$5!5*o\$0!%5S#%E&, S! 2 J+! J#0!B# 2 3GB!#G\$J+%&SK!\$+!05%/5!#0!D#K+%!#, E!\$+2 , !
' +G, ' &BD5D65%0! # , E! 2 J5\$J5% ! # , K! 0W5' &#B!5B5 '\$&+, ! J5BE! &, ! 8=8=-! 2 #0! ' + , EG '\$5E! # ' '+%E&, S! \$+!
ZB#6#D#!B# 2.!

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b. 1J5!A535,E#,\$!1+2,!+3!45265%,-!\$J%+GSJ!\$J5!D#K+%!#,E!\$+2,!'+G,'&B-!&O!%5OW+,0&6B5!3+%!
&DWB5D5,\$&,S!#,E!5,3+% '&,S!\$J5!#' \$&+,0!E50'%%&65E!&,!\$J&O!QUR-!#,E!5#' J!W#%\$K!J#O!\$J5!W+25%!\$+!
5,\$5%! &,\$+! \$J&O! QUR.!S !D . C C -! ?_c! \.! IGWW.! c>b-! c8c! MQ.A.! ZB#.!
>bb=P!M'&\$&,S!T B NAACP . L C .-! c8?! \.8E!>_:a-!>__=!M>>\$J! 7&%!
>bc?PP.!

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>=. 1J5! "#%\$&50! #S%55! \$J#\$! A535,E#,\$e0! 3#&BG%5! \$+! #ED&,&O\$5%! 5B5'\$&+,0! W%&+%! \$+! 8=8=!
E&O'&D&,#\$5E!#S#&,O\$!"B#&,\$&330!&,!/ &+B#\$&+,!+3!\$J5!\&3\$55,\$J!ZD5,ED5,\$-!XgG#B!"%+\$5'\$&+,!7B#G05!9\$: # 803(";

0G60&E&#%K! '+DW#, &50-! %5B#\$5E! 5, \$&\$&50-! 0G6'+, \$%#'\$+\$+0-! +33&'5%0-! E&%5'\$+\$+0-! #S5, \$0-! 5DWB+K550-!
#00&S, 0-!0G' '500+%0!&, !&, \$5%50\$-!&, 0G%5%0-!#, E!#\$+\$+% , 5K0-!3%+D!#, K!#, E!#BB!'B#&D0-!E5D#, E0-!E#D#S50-!
&, VG%&50-!B+00-!65, 53&\$0-!+%!5*W5, 050-!6+\$J!\$J+05!(, +2, !#, E!G, (, +2, -!&, 'BGE&, S!\$J+05!W%505, \$BK!
5*%&O&, S-!3+%D5%BK!5*%&O&, S-!#, E! 2 J&' J!D#K!J5%5#3\$5%#!#&&05-!%5B#\$5E!E&%5'\$BK!+%!&, E&%5'\$BK!+%!&, !#, K!
2 #K!#%&O&, S!+G\$!+3!\$J&0!B# 20G&\$-!#, E!\$+!#, K!&, VG%K!+%!E#D#S50!+%!+\$J5%!B+00!\$J#'\$TXYXZIUTI!E&E!
+%!D&\$J!\$J#'/5!0G0\$#&, 5E!#0!#%50GB\$!+3!#, K!# '\$!+%!+D&00&+, !+3!1 LX!TXYXZIXA!"ZT1[XI!+' 'G%&&, S!
653+%5!\$J5!5*5'G&&+, !+3!\$J&0!%5B5#05.!

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>?. TXYXZIUTI!#, E!L#K2++E!I\$+(50-![[[-!d#%K!)%+G00#%E-!C5005!A+, #BE!Y5/5%5\$\$-!<+, ' &BB5!
)%+2, ! 1J+D#0-!#, E! H&BB&5!T&'J#%E! 1G'(5%!J#'/5!E5\$5%D&, 5E!\$+!%5# 'J!#! '+DW%+D&05! 2&\$J+G\$!
#ED&00&+, !+3!2%+, SE+&, S!6K!5&\$J5%!TXYXZIUTI!+%!L#K2++E!I\$+(50-![[[-!d#%K!)%+G00#%E-!C5005!
A+, #BE!Y5/5%5\$\$-!<+, ' &BB5!)%+2, ! 1J+D#0-!#, E! H&BB&5!T&'J#%E! 1G'(5%-!6G\$!%#J5!&, !#, !533+%\$!\$+!
#/+&E! 3G%\$J5%! B5S#B! #' \$&+, !#, E! \$+! 3+%5/5%! 5, E! \$J5! 0\$&35! 65\$255, ! TXYXZIUTI!#, E! L#K2++E!
I\$+(50-![[[-!d#%K!)%+G00#%E-!C5005!A+, #BE!Y5/5%5\$\$-!<+, ' &BB5!)%+2, ! 1J+D#0-!#, E! H&BB&5!T&'J#%E!
1G'(5%!.!

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\$J5!QUR!&0!, +\$!\$+!65! '+, 0\$%G5E!#0!#, !#ED&00&+, !+3!B&B&\$K!+, !\$J5!W##\$!+3!L#K2++E!I\$+(50-![[[-!
d#%K!)%+G00#%E-!C5005!A+, #BE!Y5/5%5\$\$-!<+, ' &BB5!)%+2, ! 1J+D#0-!#, E! H&BB&5!T&'J#%E! 1G'(5%# , E!
\$J#\$!L#K2++E!I\$+(50-![[[-!d#%K!)%+G00#%E-!C5005!A+, #BE!Y5/5%5\$\$-!<+, ' &BB5!)%+2, ! 1J+D#0-!#, E!
H&BB&5!T&'J#%E! 1G'(5%! 0W5' &3&'#BBK! E5, K! J#/#, S! 5, S#S5E! &, !#, K! 2%+, S3GB! W%# '\$&'5-! +%! +\$J5%!
G, B# 23GB! '+, EG'\$.! TXYXZIUTI! #, E!

88. [, !J5!5/5, \$!J#\$!J5!d+/5%, +%!+3!J5!I\$#\$5!+3!ZB#6#D#!E+50!, +\$!3&BB!J5!W+O&\$&+, 0!+3!\$+2, !
' +G, ' &B!D5D65%0-!WG%OG#, \$!\$+!ZB#6#D#!7+E5!^>>;__d ;>!M#PM8P-!J5!7+E5!W%+ /&E50!\$J#\$!J5!
d+/5%, +%!&O!\$+!, +\$&3K!\$J5!"%+6#\$5!CGES5!+3!L#B5!7+G, \$K!\$+!E5 'B#%5!#!OW5 ' &#B!5B5 '\$&+, !WG%OG#, \$!\$+!
ZB#6#D#!B#2.!

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8.: RW+, !J&O!, +\$&3&'#\$&+, -!J5!7+E5!W%+ /&E50!\$J#\$!J5!"%+6#\$5!CGES5!+3!L#B5!7+G, \$K!DG0\$!
E5 'B#%5!#!OW5 ' &#B!5B5 '\$&+, !#, E! "B#&, \$&33!)%#*\$+, !2&BB-!&, !#' '+%E#, '5!2&\$J!0\$#\$5!#, E!35E5%#B!B#2-!
#ED&, &O\$5%#!OW5 ' &#B!DG, &' &W#B!5B5 '\$&+, .!IJ+GBE!\$J&O!OW5 ' &#B!5B5 '\$&+, !+' 'G-!J5!"#%\$&50!2&BB!D#(5!
5/5%K!%5#0+, #6B5!533+%\$!3+!%\$!\$+!65!J5BE!6K!A5'5D65%!:>-!8=8_!!

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8_. 1J5!"#%\$&50!#S%55!\$J#\$!"B#&, \$&33!)%#*\$+, !2&BB!65!%50W+, 0&6B5!3+%!' +, EG'\$&, S!\$J5!%5SGB#%BK!
0'J5EGB5E!DG, &' &W#B!5B5 '\$&+, !&, !8=8]!2&\$J!\$J5!\$+2, !'+G, ' &B.!1J5!\$5%D0!+3!#BB!+33&' &#B0!5B5 '\$5E!+%!
#WW+&, \$5E!653+%5!\$J5!%5SGB#%BK!0'J5EGB5E!8=8]!DG, &' &W#B!5B5 '\$&+, -!&, 'BGE&, S!"B#&, \$&33!)%#*\$+, -!2&BB!
5*W&%5!G, E5%!\$J5!\$&D5B&, 5!W%+ /&E5E!6K!ZB#6#D#!B#2!S+/5%, &, S!\$J5!%5SGB#%BK!0'J5EGB5E!8=8]!
5B5 '\$&+, .!

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8]. 1J5!"#%\$&50!#S%55!\$+!J+BE!#!WG6B&'!\$+2, !D55\$&, S!#\$!\$J5!45265%, !1+2, !L#BB!, +!B#\$5!\$J#, !
ZGSG0\$! : =-!8=8_-\$+!W%+ /&E5!\$J5!%50&E5, \$0!+3!45265%, !&, 3+%D#\$&+, !#6+G\$!\$J&O! QUR-! "B#&, \$&33!
)%#*\$+, e0!%50W+, 0&6&B&\$K!\$+!OG6D&\$!, #D50!\$+!\$J5!d+/5%, +%!3+%!#WW+&, \$D5, \$0!\$+!\$J5!/#'#, ' &50-!\$J5!
W+00&6&B&\$K!+3!#!8=8_!OW5 ' &#B!5B5 '\$&+, -!#, E!\$J5!D#, E#\$5!+3!J# /&, S!DG, &' &W#B!5B5 '\$&+, 0!&, !8=8]!
4+\$&'5!+3!OG'J!#!V+&, \$!1+2, !L#BB!D55\$&, S!2&BB!65!W%+ /&E5E!6K!W+O&\$, S!W#W5!, +\$&'5!2&\$J!\$J5!E#\$5!
#, E!\$&D5!+3!\$J5!D55\$&, S!#\$!\$J5!45265%, !W+O\$!+33&'5-!B&6%#%K!#, E!\$+2, !J#BB.!

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8a. TXYXZIUTI!#, E!1LX!TXYXZIXA!"ZT1[XI!J5%56K!5*W%500BK!#'(, +2B5ES5!\$J#\$!\$J&O!

8c. TXYXZIUTI! #S%55! \$J#\$! \$J5! 0\$&WGB#\$&+, 0-! \$5%D0-! #, E! '+, E&\$&+, 0! +3! \$J&0! %5B5#05! #%5!
'+, \$%# '\$G#B!#, E!, +\$!D5%5!%5' &\$#B0.!

!

8b. 1J&0! QUR!&0!D#E5!#, E!5, \$5%5E!&, \$+!&, !\$J5! I\$#\$5!+3!ZB#6#D#!#, E!0J#BB!&, !#BB!%50W5 '\$0!65!
&, \$5%W%5\$5E-!5, 3+% '5E!#, E!S+/5%, 5E!G, E5%!\$J5!B# 20!+3!0#&E! I\$#\$5!#, E!#, K!%5B5/#, \$!35E5%#B!B# 2.

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