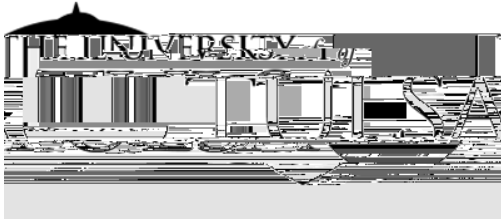


\$>+? =

Active

"96-C\$>+>

14237618



! <3138+>398
+>
:: <9@/.
00/->3@/
+> #/@3=/.
/B> #/@3/A

! A8/< " +>3-3+ 3609<.
9C> ' "
+<5/>381 +8.
977?83->398=
</+ ! J -/ 90 >2/
" </=3. /8>

#

! ! !

%2/ &83@/<=3>C 90 %76=+ %& 9< &83@/<=3>C A/6-97/= >2/ +, 363>C >9 8/>A9<5 A3>2 +8. /81+1/ =>?. /8>=
+6?783 0+-76C =>+00 :<9=: /->3@/ =>?. /8>=: +</8>= -98>+>9<= , ?=38/= = : +<8/<= +8. %& 0<3/8. = +8.
0+8= >2<9?12 =9-3+6 7/. 3+

%& </-9183D/= >2/ 37: 9<+8-/ 90 =9-3+6 7/. 3+ += + -977?83->398 +8. /. ?->398+6>996 +8. : <979>/=
>2/ ?=/ 90 =9-3+6 7/. 3+ 38 +--9<. +8-/ A3>2 >23= "963-C 9>2/< +: : 63-+, 6/ %& : 963-3/= : <9-/. ?</= +8.
1?3. /638/= +8. +8C +1</7/8>= , />A//8 %& +8. >2/ =>?. /8> /7: 69C//

!

%23=: 963-C +: : 63/= =9-3+6 7/. 3+ +--978>= -</+>/ . +8. 7+38>+38/. , C 9< 98 , /2+60 90 >2/ &83@/<=3>C
+. 7383=>+>398 E%& 29=>/ . =: 98=9</. =9-3+6 7/. 3+ +--978>=F +8. . 9/= 89>38-6?. / +--978>= -6/+<6C
-</+>/ . , C 38. 3@3. ?+6= =?-2 += +--978>= 09<=>?. /8> 9<1+83D+>398= \$?-2 +--978>= +</ +?>29<3D/. , C >2/
%& ! J -/ 90 \$>+>/13- +<5/>381 +8. 977?83->398= E +< 977F +8. +</ 7+8+1/. , C &83@/<=3>C
/7: 69C// = 9<=>?. /8>= =?: /<@3=/. , C &83@/<=3>C /7: 69C// = E +8+1/<=F 98 , /2+60 90 + %& . /: +<7/8>
9<?83>

\$!

, <9+. 6C </0/<= >9 +8C 38>/<+>3@/ -977?83->398 >/-2896913/= >2+> 7+C , / ?=/. , C +
?83@/<=3>C . /: +<7/8> 90 ?83> A3>2 >2/ 19+6 90 />+ , 63=2381 +8 9819381 : 9=3>3@/ -98@/<=+>398 A3>2 >2/
-977?83>C +8. +. C8+73- +8. +--/=3, 6/ A/ , : </=/8-/ , 9>2 38>/<8+66C +8. /B>/<8+66C >9 %& 97798
: 6+>09<7= -9@/</. ?8. /<>23=: 963-C 38-6?. / +-/ , 995) %A3>>/< 385/. 8 8=>+1<+7 #/ . . 3> \$8+: -2+>
*9?%?, / >23<. : +<C A353= @3>?+6 A9<6. = . /: +<7/8> 9<1+83D+>398 , 691 29=>381 =3/= %& 63=>= /<@= +8.
9>2/<=

-977/8>=>2+> +</ 9, =-/8/ : 9<891<+: 23- . /0+7+>9<C <+>3=> /B-/=3@/6C
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 =?-2 -977/8>=> +</ -9?8>/< >9 %&= 98 3=-<3738+>398 " 963-C \$>?. /8>
 9. / 90 98. ?-> " 963-C 98 +<+==7/8> 9< 9>2/< +: : 63-+, 6/ : 963-C
 - %2/ ?=/ 90 %& 6919= >+. / 8+7/= >+. / 7+<5= +8. 9< -9: C<312>/ . 7 +>/<3+6
 +</ =?, 4/->>9 >2/ </; ?3</7/8>=> =/> 09<>2 38 %&= <+: 23- \$>C6/ ?3. /638/=

G 97: 6C A3>2 9>2/< +: : 63-+, 6/ 6+A= </1?6+>398=

G 7: 69C// = ?=381 =9-3+6 7/. 3+ +</ +6=9 /B: /->/ . >9

- " 9=> 98 =9-3+6 7/. 3+ 38 >2/3< 9J -3+6 -+ : +>3<C += + %& /7: 69C// 986C A2/8
 +?>29<3D/. >9 . 9 =9
- / -6/+<>2+>>2/C </: </=/8> %& A2/8 ?=381 =9-3+6 7/. 3+ += +8 /7: 69C//
 90 >2/ &83@/<=>3<C +8. A9<5381 38 +8 9J -3+6 -+ : +>3<C
- #/=: /-> %& -98H. /8>3+6 : <9>/->/ . 3809<7+>398 38-6?. 381 =??. /8>
 : /<=988/6 +8. , ?=38/= 3809<7+>398 >2+> 3= -98H. /8>3+6 : /<=98+6 38 8+>?</
 +8. -97: 6C A3>2 +: : 63-+, 6/ : <3@+>-C 6+A= =?-2 += >2/ +736C . ?->+>398+6
 #312>= +8. " <3@+>-C -> #" +8. >2/ /+>2 8=?<+8- / " 9<+>, 363<C +8.
 --9?8>+, 363<C -> "
- #/=: /->>23<. : +<>C , <+8. = >+. / 7+<5= +8. -9: C<312>/ . +8. 9<
 -98H. /8>3+6 7 +>/<3+6 A2/8 ?=381 =9-3+6 7/. 3+ += +8 /7: 69C// 90 %& +8.
- &: 296. >2/ />23->+6 +8. : <90/=398+6 -98. ?-> =>+8. +. = 90 C9?< : <90/=398

G \$>?. /8>= 9< /7: 69C// = A29 ?=/ : /<=98+6 =9-3+6 7/. 3+ +- -9?8>= 38 +==9-3+>398 A3>2
 9< 38 </0/</8- />9 %& -9?<=>= &83@/<=>3<C +->3@33/= +00+3<= 9< 9>2/< &83@/<=>3<C @/8>=
 +</ -98=3. /</ . >2/ 9A8/<= 90 =?-2 +--9?8>= +8. +</ 38. 3@3. ?+66C </= : 98=3, 6/ 09<>2/
 -98>/8> 09?8. 38 =?-2 : /<=98+6 =9-3+6 7/. 3+ +- -9?8>= (2/8 ?=381 =9-3+6 7/. 3+
 +--9?8>= 38 >23= 7+88/< 38. 3@3. ?+6= 7?=>+. 2/</ >9 >2/ 09669A381

- //: : /<=98+6 =9-3+6 7/. 3+ +- -9?8>= =/: +<+>/ 0<97 %& 29=>/ . =: 98=9</ .
 =9-3+6 7/. 3+ +- -9?8>=
- @93. -</+>381 +8C 37: </==398 >2+> C9? +</ +->381 38 +8 9J -3+6 -+ : +>3<C
 A3>2 %& 9< 9>2/<A3=/ </: </=/8>381 %& A2/8 ?=381 =9-3+6 7/. 3+ 09< : <3@+>/
 : /<=98+6 7 +>>/<= +8. 9< 9: 38398= +8.
- 98=3. /< ?=381 + . 3=-6+37/<=?-2 += ' 3/A= +8. 9: 38398= /B: </==/. +</
 7C 9A8 +8. . 9 89></ /->>2+> 90 %& A2/8 ?=381 =9-3+6 7/. 3+ 09< : <3@+>/
 : /<=98+6 </+>=98= +8. </0/</8-381 %& 7 +>>/<=

G / +A+</ >2+> : /<=98+6 63+, 363<C -+8 , / 38-?<</ . 09< -98>/8> : 9=>/ . 9< 7+38+>38/. , C
 38. 3@3. ?+6= 98 =9-3+6 7/. 3+

! " !

+8+1/<= 90 +8C %& 29=>/ . =: 98=9</ . =9-3+6 7/. 3+ +- -9?8> +</ </= : 98=3, 6/ 09<
 ?8. /<=>+8. 381 +8. 09669A381 >2/= / %& =9-3+6 7/. 3+ =>+8. +. = %& 29=>/ . =: 98=9</ . =9-3+6
 7/. 3+ +- -9?8>= +</ </@3/A/. </1?6+>6C , C +< 977 --9?8>= 0+36381 >9 7//> >2/= /
 =>+8. +. = A366 , / </79@/. >3= 37: 9<+>8>>9 </-9183D/ >2+> %& -98>/8> -+8 2+@/ 0+< /+>-2381

G (366 >2/</ , / /89?12 : /9: 6/ /81+1381 A3>2 >2/ -98>/8> >9 7 +38>+38 + =9-3+6 7/. 3+
 +--9?8>

G ! 8/ 798>2= A9<>2 90 / . 3>9<3+6 -98>/8> 8//. = >9 , / 38-6?. / . 38 >2/ </: 9<> <97 /@/8>
 +. @/<>3=/7/8>= >9 8/A= +<>3-6/= : <9@3. / >2/ >C: /= 90 : 9=>= C9? /B: /->>9 , /
 : ? , 63=2381

%23= " 963-C 3= =?, 4/->>9 -2+81/ +>>2/ . 3=-</>398 90 %& 0 C9? A3=2 >9 </: 9<> + -98- /<8 2+@/
 +8C ; ?/=>398= </1+<. 381 >23= " 963-C 9< 30 C9? +</ 38>/</=>/ . 38 -</+>381 + %& 29=>/ . =: 98=9</.
 \$9-3+6 / . 3+ +--9?8> -98>+> 8/A= ?>?6=+ / . ?

: : <9@+6 \$318+>?</=

Step Description	Approver	Date
/1+6	2/<C6 3B98 /8/<+6 9?8=/6 " +>3-3+ 3609<. 9C> ' " +<5/>381 +8. 977?83-+>398=	