



, 89C @<1> 9C @5>49>7 1@@B?F1< 2I D85 DEF1< C?E>DI +38??< B?1B4.

+53D9?> 1001.42(18), F<?B941 +D1DED5C, B5AE9B5C 49CDB93D C38??< 2?1B4C D? 1>>E1<I 1@@B?F5 1>4 B5AE9B5 9=@<5=5>D1D9?> ?6 1 +38??<G945 "= @B?F5=5>D)<1> (+")) 6?B 5138 C38??<9> D85 49CDB93D D81D 81C 1 C38??< 7B145 ?6 D ?B F. , 89C @<1> 9C 1<C? 1 B5AE9B5=5>D 6?B , 1B75D54 +E@@?BD 1>4 "= @B?F5=5>D (, +&") 1>4 C?=@B585>C9F5 +E@@?BD 1>4 "= @B?F5=5>D (C+&") C38??<C @EBCE1>D D? 1008.33 F+. 1>4 D85 EF5BI +DE45>D +E33554C A3D (E++A).

, ? 25 45C97>1D54 1C , +&". 1 C38??< = ECD 81F5 ?>5 ?B = ?B5 E++A CE27B?E@(C) G9D8 1 F545B1< ">45H 25<?G 41%. , 89C @<1> C81<< 25 1@@B?F54 2I D85 49CDB93D. , 85B5 1B5 D8B55 G11C 1 C38??< 31> 25 45C97>1D54 1C C+&":

1. 81F5 1 C38??< 7B145 ?6 D ?B F
2. 81F5 1 7B14E1D9?> B1D5 ?6 67% ?B <?G5B
3. 81F5 1> ?F5B1<< F545B1< ">45H 25<?G 41%.

F?B D85C5 C38??<C, D85 +") C81<< 25 1@@B?F54 2I D85 49CDB93D 1C G5<< 1C D85 BEB51E ?6 +38??< "= @B?F5=5>D.

, 85 F<?B941 D5@1BD=5>D ?6 E4E31D9?> (FD (E) +") D5=@<1D5 =55DC 1<< CD1DED?BI 1>4 BE<5 B5AE9B5=5>DC 6?B DB149D9?>1< @E2<93 C38??<C 1>4 9>3?B@@?B1D5C 1<< 3?=@>5>DC B5AE9B54 6?B C38??<C B5359F9>7 , 9D<5 " 6E>4C. , 89C D5=@<1D5 9C B5AE9B54 2I +D1D5 B?1B4 ?6 E4E31D9?> *E<5 6A-1.099811, F<?B941 A4=9>9CDB1D9F5 C?45, 6?B 1<< >?>-381BD5B C38??<C G9D8 1 3EBB5>D 7B145 ?6 D ?B F, ?B 1 7B14E1D9?> B1D5 67% ?B <5CC. D9CDB93DC = 1I ?@D D? B5AE9B5 1 +") EC9>7 1 D5=@<1D5 ?6 9DC 38??<C9>7 6?B C38??<C D81D 4? >?D OD D85 16?B5=5>D9?>54 3?>49D9?>C. , 89C 4?3E=5>D G1C @B5@1B54 2I C38??< 1>4 49CDB93D <5145BC89@ EC9>7 D85 FD(E'C C38??<9=@B?F5=5>D @<1>>9>7 G52 1@@431D9?> <?31D54 1D [GGG.P?B94139=C.7B7.](#)

, 85 +") 9C 9>D5>454 D? 25 D85 @B9= 1BI 1BD9613D EC54 2I 5F5BI C38??< G9D8 CD1; 58?<45BC D? B5F95G 41D1, C5D 7?1<C, 3B51D5 1> 13D9?> @<1> 1>4 = ?>9D?B @B?7B5CC. , 85 F<?B941 D5@1BD=5>D ?6 E4E31D9?> 5>3?EB175C C38??<C D? EC5 D85 +") 1C 1 L4F9>7 4?3E=5>DM 2I 3?>D9>E1<I E@41D9>7, B5O>9>7 1>4 EC9>7 D85 @<1> D? 7E945 D859B G?B; D8B?E78?ED D85 I 51B. , 89C @B9>D54 F5BC9?> B5@B5C5>DC D85 +") 1C ?6 D85 LD1D5 &?49O54M 4CD54 9> D85 6??D5B.

, 85 =9CC9?> ?6 ! + E+ 9C D? @B5@1B5 CDE45>DC 6?B %"FE (%514, ">C@9B5, F?3EC, EH35<) 9> 5F5BI
3<1CCB??=, 6?B 5F5BI CDE45>D, 5F5BI 411.

, 85 F9C9?> ?6 ! + E+ 9C D? 9>C@9B5 1>4 @B5@1B5 CDE45>DC 6?B CE335CC 9> 3?<<575 ?B 1 31B55B,
1>4 465.

"45>D96I D85 >1=5, 5= 19< 144B5CC, @?C9D9?> D9D<5, 1>4 :?2 4ED95C/B5C@?>C9294D95C 6?B 5138
= 5= 25B ?6 D85 C38??< <5145BC89@ D51 = .

/ 89D5,)B9>39@1< &1>175, 5>CEB5 C165DI ?6 1<<, 9>CDBE3D9?>1< <5145BC89@ 2I @B?F949>7
*?2I > <5145BC89@ 6?3EC54 ?> 9>3B51C9>7 CDE45>D 13895F5= 5>D 1>4 3<?C9>7 D85
13895F5= 5>D 71@.

B53; , ACC9CD1>D 9>CDBE3D9?>1< <5145BC89@ D81D 9C 6?3EC54 ?> CDE45>DC 259>7 @B?F9454 8978
\$1+81I)B9>39@1< AE14DI 13145=93 1>4 C?391< ?@?@BDE>9D95C 9> 1 C165, >EBDEB9>7
5>F9B?>= 5>D.

/ 54>5C41I 7/1/2020, *?2I > / 89D5

' ?D5: F?B - >9+" +E@@<5= 5>D1<, 51385B A<<?31D9?>, D51385BC
= ECD 81F5 1D <51CD 10 CDE45>D 1CC5CC= 5>DC.

0

' ?D5: F?B - >9+" +E@@<5= 5>D1<, 51385B A<<?31D9?>, D51385BC = ECD
81F5 1D <51CD 10 CDE45>D 1CC5CC= 5>DC.

2

31

' E= 25B ?6 CDE45>DC 5>B?<<54	61	80	66	69	51	52	0	0	0	0	0	0	0	0	379
ADD5>41>35 25<?G 90 @5B35>D	0	0	0	2	7	6	0	0	0	0	0	0	0	0	15
(>5 ?B = ?B5 CEC@5>C9?>C	0	1	0	0	0	1	0	0	0	0	0	0	0	0	2
C?EBC5 61?EB5 ?> E%A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C?EBC5 61?EB5 ?> &1D8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%5F5< 1 ?> 2019 CD1D5G945 E%A 1CC5CC= 5>D	0	0	0	0	2	8	0	0	0	0	0	0	0	0	10
%5F5&1D8 2019 CD1D5G945 &1D8 1CC5CC= 5>D	0	0	0	0	2	8	0	0	0	0	0	0	0	0	10

2

+DE45>DC G9D8 DG? ?B = ?B5 ?>4931D?BC	0	2	0	1	11	14	0	0	0	0	0	0	0	0	28
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15

*5D19>54 +DE45>DC: CEBB5>D O51B	0	0	3	4	5	9	0	0	0	0	0	0	0	0	21
+DE45>DC B5D19>54 DG? ?B = ?B5 D9= 5C	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

+E>41I 8/16/2020

' E= 25B ?6 CDE45>DC 5>B?<<54	0	62	47												
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+395>35 A3895F5 = 5>D	80%	48%	53%	80%	55%	55%

	(0)	(0)	(0)	(0)	(0)	0 (0)

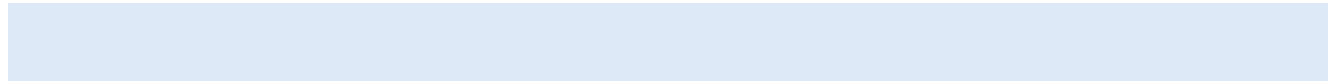


03	2019	55%	51%	4%	58%	-3%
	2018	55%	50%	5%	57%	-2%
+1=5 B145 C?=@1B9C?>		0%				
C?8?BD C?=@1B9C?>						
04	2019	51%	52%	-1%	58%	-7%
	2018	49%	49%	0%	56%	-7%
+1=5 B145 C?=@1B9C?>		2%				
C?8?BD C?=@1B9C?>		-4%				
05	2019	42%	50%	-8%	56%	-14%
	2018	63%	51%	12%	55%	8%
+1=5 B145 C?=@1B9C?>		-21%				
C?8?BD C?=@1B9C?>		-7%				

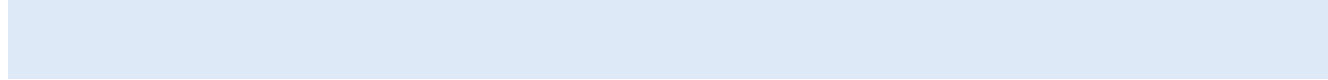
03	2019	70%	61%	9%	62%	8%
	2018	68%	59%	9%	62%	6%
+1=5 B145 C?=@1B9C?>		2%				
C?8?BD C?=@1B9C?>						
04	2019	80%	64%	16%	64%	16%
	2018	82%	60%	22%	62%	20%
+1=5 B145 C?=@1B9C?>		-2%				
C?8?BD C?=@1B9C?>		12%				
05	2019	73%	57%	16%	60%	13%
	2018	70%	61%	9%	61%	9%
+1=5 B145 C?=@1B9C?>		3%				
C?8?BD C?=@1B9C?>		-9%				

F545B1<">45H - +DE45>DC / 9D8 D9C1294D95C	48
+DE45>DC / 9D8 D9C1294D95C +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' (
' E = 25B ?6 C?>C53ED9F5 O51BC +DE45>DC / 9D8 D9C1294D95C +E27B?E@ B5<?G 32%	0
F545B1<">45H - E>74C8 %1>7E175 %51B>5BC	57
E>74C8 %1>7E175 %51B>5BC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' (
' E = 25B ?6 C?>C53ED9F5 O51BC E>74C8 %1>7E175 %51B>5BC +E27B?E@ B5<?G 32%	0
F545B1<">45H - AC91> +DE45>DC	
AC91> +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' /A
' E = 25B ?6 C?>C53ED9F5 O51BC AC91> +DE45>DC +E27B?E@ B5<?G 32%	0
F545B1<">45H - B<13; /A6B931> A= 5B931> +DE45>DC	66
B<13; /A6B931> A= 5B931> +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' (
' E = 25B ?6 C?>C53ED9F5 O51BC B<13; /A6B931> A= 5B931> +DE45>DC +E27B?E@ B5<?G 32%	0
F545B1<">45H - ! 9C@1>93 +DE45>DC	68
! 9C@1>93 +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' (
' E = 25B ?6 C?>C53ED9F5 O51BC ! 9C@1>93 +DE45>DC +E27B?E@ B5<?G 32%	0
F545B1<">45H - &E49B1391< +DE45>DC	
&E49B1391< +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' /A
' E = 25B ?6 C?>C53ED9F5 O51BC &E49B1391< +DE45>DC +E27B?E@ B5<?G 32%	0
F545B1<">45H - ' 1D9F5 A= 5B931> +DE45>DC	
' 1D9F5 A= 5B931> +DE45>DC +E27B?E@ B5<?G 41% 9> D85 CEBB5>D O51B?	' /A
' E = 25B ?6 C?>C53ED9F5 O51BC ' 1D9F5 A= 5B931> +DE45>DC +E27B?E@ B5<?G 32%	0
F545B1<">45H -)13903 "C<1>45B +DE45>DC	

, 85 41D1 3?=@?>5>D G9D8 D85 7B51D5CD 9=@B?F5=5>D G1C = 1D8 <?G5CD 25% G8938
9>3B51C54 14 @?9>DC 6B?= 68% D? 82%. A 8978<I 5N53D9F5 D51385B G1C @<1354 9> 5D8 7B145
D? <514 = 1D85 = 1D93C 9>CDBE3D9?> 6?B D89C 7B?E@.



ADD5>41>35 1>4 %5F5< 1 ?> CD1D5 1CC5CC=5>D 6?B E%A



1. E%A A3895F5=5>D
2. E%A A3895F5=5>D 6?B CDE45>DC G9D8 49C1294D95C
3. &19>D19>9>7 = 1D8 13895F5=5>D <5F5<C 1>4 9=@B?F9>7



"> ?B45B D? 9>3B51C5 CDE45>D 13895F5= 5>D, 1 6?3EC 81C 255> @<1354 ?>
9>CDBE3D9?>1< @B13D935C B5<1D54 D? CD1>41B4C-21C54 9>CDBE3D9?>. , 85 @B?35CC 6?B
@<1>>9>7 1>4 45?F5B9>7 9>CDBE3D9?> G9<< 9>3<E45 D51385BC G?B; 9>7 D?75D85B
G9D8 D85 CE@@?BD ?6 14= 9>9CDB1D9?> 1>4 9>CDBE3D9?>1< 3?1385C D? 45F5<?@ 6E<I
1?7>54 <5CC?>C, D1C; C, 1>4 1CC5CC= 5>DC.

80% ?6 3<1CCB??= 9>CDBE3D9?> 1>4 1CC5CC= 5>D G9<< 6E<I 1?7> D? D85 CD1>41B4C
1C = 51CEB54 2I D85 +D1>41B4C / 1<; -, 8B?E78 , ??<

*?2I > / 89D5 (G89D5B4@4EF1<C38??<C.?B7)

)<1> EC9>7 D85 <51B>9>7 1B3 @B?35CC 1>4 45?F5B 5>7179>7 CD1>41B4C-21C54
<5CC?>C D81D 9>3<E45C @B?F949>7 CDE45>DC G9D8 B51<D9= 5 6554213; ?> D859B
@5B6?B= 1>35 ?> D1C; C D81D G9<< = ?F5 D85= D?G1B4C @B?O395>3I 1>4 25I ?>4.

"6 1<< 9>CDBE3D9?> 1>4 D1C; C @B5C5>D54 D? CDE45>DC 1B5 1?7>54 D? 7B145 <5F5<
CD1>41B4C, D85> CDE45>D 13895F5= 5>D G9<< 9>3B51C5. A449D9?>1<I , % CDE45>DC
1B5 = 145 1G1B5 ?6 D859B @5B6?B= 1>35 ?> 7B145<5F5< 5H@53D1D9?>C 1>4 79F5>
CD5@C D? 9= @B?F5, ?F5B1< 13895F5= 5>D G9<< 9= @B?F5.

CB51D5 1 = 1CD5B C3854E<5 D81D 1<<?GC 6?B 1449D9?>1< = 9>ED5C ?6 9>CDBE3D9?> 9> D85 419<I
C3854E<5 1>4 6?B CDB1D5793 3? = = ?> @<1>>9>7 D? ?33EB G85B5 G5 @B?F945 D9= 5 6?B CE@@?BD54
B5P53D9?> ?> CDE45>D 1CC5CC= 5>D 41D1 B5<1D54 D? @5B6?B= 1>35 ?> CD1>41B4C 1>4 3B51D9>7
@<1>C 6?B 9>CDBE3D9?> 9> G8?<5 1>4 C= 1<< 7B?E@C, 1C G5<< 1C @B?65CC9?>1< 45F5<?@= 5>D 1>4
CE@@?BD G9D8 D85 EC5 ?6 D85 CD1>4C-6?3EC 2?1B4.

*?2I > / 89D5 (G89D5B4@4EF1<C38??<C.?B7)

+E@@?BD CDE45>DC G9D8 D1B75D54 >554C 21C54 ?> 41D1 6?B C= 1<< 7B?E@ 9>CDBE3D9?> 9>3<E49>7
EC9>7 *5149>7 &1CD5BI ,)8?>93C 6?B *5149>7 1>4 %5F5<54 %9D5B13I ">D5BF5>D9?> 4EB9>7 D85
B57E<1B C38??< 41I 1>4 @B?F949>7 1449D9?>1< CE@@?BD 16D5B C38??< D8B?E78 D51385B DED?B9>7.

*?2I > / 89D5 (G89D5B4@4EF1<C38??<C.?B7)

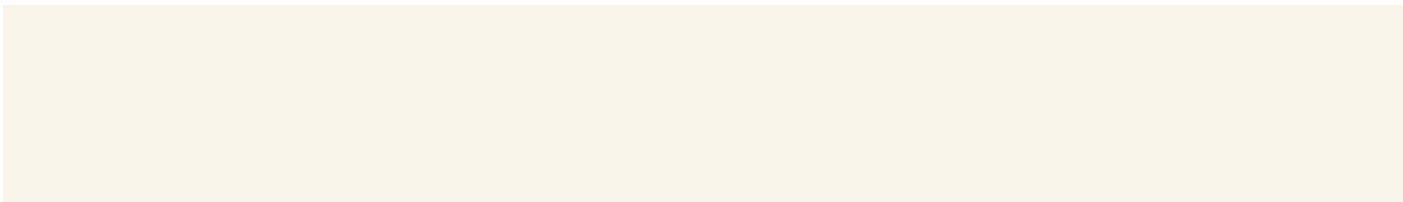
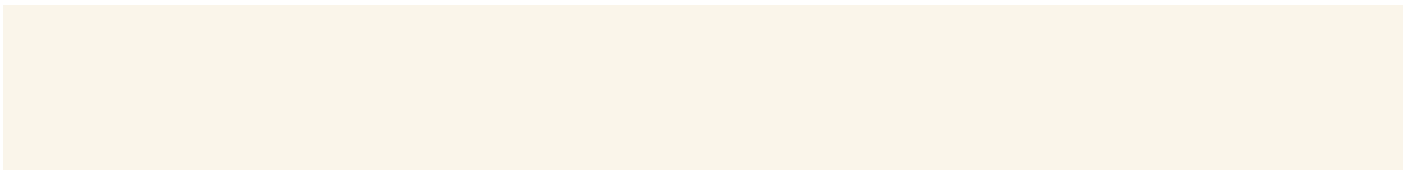
E>CEB5 5138 3<1CCB??= 9C @B?F9454 G9D8 = 1D5B91<C 1>4 B5C?EB35C CE9D12<5 D? 45?F5B 5>7179>7
CD1>41B4-21C54 <5CC?>C, 9>3<E49>7 1449D9?>1< 3<1CCB??= CE@@?5C, 9>D5B13D9F5 = ?>9D?BC 1>4
8514@8?>5C 6?B CDE45>DC D? 5>7175 G9D8 D85 1E49? F5BC9?>C ?6 D85 ?>?>5 @<1D6?B= C ?6 9*514I
1>4 FB53; <5.

\$1+81I B53; (253; ; @4EF1<C38??<C.?B7)

)B?F945 D51385BC G9D8 D1B75D54 6554213; D? 9= @B?F5 9>CDBE3D9?>1< @B13D935C 1C G5<< 1C @B?F945
3?1389>7 CE@@?BD 6?B <5CC?> 45?F5BI

*?2I > / 89D5 (G89D5B4@4EF1<C38??<C.?B7)

- C5 D85 %51B>9>7 AB3 @B?35CC D? 45F5<?@ <5CC?> @<1>C 4EB9>7 D85 3? = = ?> @<1>>9>7 D81D 1B5
6E<I 1?7>54 D? CD1>41B4C 1>4 9>3<E45 45F5<?@= 5>D ?6 419<I 3853; C 6?B E>45BCD1>49>7 1>4
= 51CEB9>7 D85 = 1CD5BI ?6 CD1>41B4C



)1B5>D 5>7175= 5>D 9C 1 ; 5I @9535 D? @B?F949>7 3?>D9>E54 CE@@?BD D?
CDE45>DC 2?D8 4EB9>7 1>4 16D5B D85 9>CDBE3D9?>1< 41I.

75% ?6 ?EB CDE45>D @?@E<1D9?> 81C 1 @1B5>D 5>7175 G9D8 C38??< 13D9F9D95C
1>4/?B @B?F945 D859B 9>@ED ?> C38??< ?@5B1D9?>C 1D <51CD ?>35 1 AE1BD5B.

\$1+81I B53; (253; ; @4EF1<C38??<C.?B7)

! 1F5 1 419C?> C5BF5 1C 1 @B9= 1BI 3? = = E>931D?B D? @1B5>DC ?6 D85
B5C?EB35C D81D 1B5 1F1?<12<5 D? D85= 1>4 1 3??B49>1D?B ?6 @1B5>D-C38??<
3? = = E>931D9?>.

"6 @1B5>DC 1B5 = ?B5 9>F?<F54 9> D85 41?<I ?@5B1D9?>C ?6 D85 C38??<,
CDE45>DC G9<< 1<C? 25 = ?B5 9>F5CD54 9> D85 C38??< ?@5B1D9?>C.

"6 @1B5>DC 655< 4; 5 1 @1BD ?6 D85 C38??< 3? = = E>9DI , D85I G9<< 25 = ?B5
G9<4>7 D? 1335@D B5C?EB35C 1>4 7E941>35 9> = 1; 9>7 CEB5 D81D D859B
389<4B5> 1>4 = 1H9= 9J9>7 D859B 54E31D9?>1< ?@@?BDE>9D95C.

- C5 , 9D<5 " 6E>49>7 D? 144 1 @1BD D9= 5 @1B5>D 41C9?> D? ?EB @5BC?>>5<.

B53; I . 93; 5BC (F93; 5BC.253; I @?@@171.P.7?F)

A6D5B 38??<C9>7 I ?EB AB51(C) ?6 F?3EC, 5H@<19> 8?G I ?E G9<< 144B5CC D85 B5= 19>9>7 C38??<G945
9= @B?F5= 5>D @B9?B9D95C.

FE>3D9?>	(2:53D	BE475D F?3EC	FE>49>7 +?EB35	F, E	2020-21
6400	130-(D85B C5BD9O54 ">CDBE3D9?>1<)5BC?>>5<	0641 - ! ?71> +@B9>7 <5> E<5= 5>D1BI +38??<	, 9D<5, ") 1BD A		\$63,398.12
' ?D5C: *5149>7 C?138 E<5= 5>D1BI					
6400	130-(D85B C5BD9O54 ">CDBE3D9?>1<)5BC?>>5<	0641 - ! ?71> +@B9>7 <5> E<5= 5>D1BI +38??<	, 9D<5, ") 1BD A		\$65,773.68
' ?D5C: E<5= 5>D1BI & 1D8 C?138					
FE>3D9?>	(2:53D	BE475D F?3EC	FE>49>7 +?EB35	F, E	2020-21
6100	160-(D85B +E@@?BD)5BC?>>5<	0641 - ! ?71> +@B9>7 <5> E<5= 5>D1BI +38??<	, 9D<5, ") 1BD A		\$5,201.61
' ?D5C:) 1B5>D %91C?> () ,)					