



PLANNING & RESOURCE COUNCIL

AGENDA

February 2, 2011

Purpose: Participatory Governance Leaders Meeting
Location: **PRESIDENT'S CONFERENCE ROOM**
Time: 1st & 3rd Wednesday - 1:30 p.m. to 3:00 p.m.

DATE
February 2

AGENDA TOPIC

DISCUSSION LEADER

EXPECTED
OUTCOME

!
!
"##\$%&"!(#")* !
"\$#\$%&!'(%)\$!*+,-,+!
!

+,-./0!1!2.3!
4./05!6.78.9: !;<=!>?;!! \$@A05B?!,CAC!
'1D./ @175!290E @-07/FE!(17G0907D0!311A!

!
\$9@H(I.@9E5!
0#,1#!2%)#3%! ! 45,5\$#!63-!! ! 7#.)!8#,5,!

!
JOAK09E5!
91)%#3#!:5,3#3;5<! ! \$.%5!:.5,8#! ! =)%#35!>.+! ! 7?.+3-19#@! !
05AA%5!955! ! >5)1!9+/5<! ! 95\$)15!B++35

!
!

C!2+#)D!V%3;!H#1\$!8+!A5885,!\$5,I5!A#\$\$%&!\$(%)5885!538\$5!% @ @5;%#85!F.8.,5E!
!R!*5W!5!\$8#,85;!H+,(%3-!8+H#;,!8?%\$!-+#!)H%8?!#!!#,%581!!+F!/,+O5&8\$D
X!L3F+,@#8%+3#)!4.8+,%#)!5,I%&5\$!V)H4&7&58\$5,!\$5,I5!\$8.:538\$G!8?5!*+,-,+./!
;5&%;5;8+!&5#85!\$% @/)5\$3558\$!F+,\$8.:538\$!8+!;5\$&,%A5!H?#8!\$5,I%&5\$!#5!#!#%)#A)5!8+!
8?5 @!;5/53;%3-!+3!8?5%,!)5!5)!+F!&+.,\$5H+,(E!!
X!"#\$%&!\$(%)\$!8.:538!..I5!8.:538!K5@A5,!>5))1!9+/5<G!H%8?!8?5!7?5)!+F!#%35!>.+!
#3;8?5!*+,-,+./G!;5!5)+/5;!#!.,I5!1!8?#8!H#\$!;%\$8,%A.85;!)#8!H55(18+!#)!A#\$\$%&!\$(%)\$!
\$8.:538\$E!4?%\$!\$,I5!1!#\$(!\$P.5\$8%+3\$!#A+.8!#H#,535\$G!.\$5!#3;!355;!,5-#;,;%3-!N&#;5 @%&!
'./+8!5,I%&5\$!#8!V++8?%)E5475!+I5,!YZ[![\$.,I5!1!;\$8,%A.85;G!#3;!H5!#5!?!+/%3-!F+;!#!
?%-?!58.,3!,#85E!*5!H%)!/,5\$538!8?5!,5\$.)8\$!+F!8?5\$5!\$,I5!1!#8!+.,!35U8!""*!@558%3-!#3;!#)\$+
8+!7#MJ!#8!+.,!35U8!./;#85E!

X!7,+,-#@!M5!%5HQM5\$+.,&5!M5R5\$8\$.\$5!#)!/,+,-#@!\$!#,5!&+ @/)58%3-!8?5\$5!
;+&. @538\$G!#3;!#5!#)%-3%3-!8?5%,!-+#!)H%8?!#!!&+,5!@%\$\$%+3G!8?5!-,+./!%\$!.\$%3-!8?5\$5!
?+H!H5!#;I+U!F+!,I5\$+.,&5!355;\$E!4?5!""*!?\$!#\$(5;!8?5!05#3\$!8+!/,+I%5!#!)%\$8!+F!
/,%+,%8%<5;!355;\$!;%5&8)1!,5)#85;!8+!"#\$%&!\$(%)\$!A1!K+3;#1G4#5!5P!5\$8!H%)!A5!
,5!%5H5;!H%8?!8?5!@58,%&\$!\$58!F+,8?!A1!8?5!7+//1!J+/1G!N&8%+3!7)#3\$G!#3;G!@+8!% @/+
#\$(%3-!?!+H!H5!!\$5,I5!8?5!@+8!\$8.:538\$!#8!\$++3!#\$/+\$\$%A)5E!*5!H%)!F+,H#;,!+.,!
,5&+ @ @53;#8%+3\$!8+!7#MJ!#3;!8+!8?5!7,5\$%;538E!

!

C!2+#)D!05I5)+/@538!+F!LM*!/,+,-#@E!!
_!.\$%5!..5,8#!?#\$!(5/8!8?5!-,+./!./;#85;!+3!8?5!LM*!&+.,\$5\$G!H?%&?!H%)!.,3!F+,!8?5!F%,\$8!8% @
%3!V#)!][Y]G!#F85,!8?5!1!/#\$\$!8?+,.-?!8?5!`J!8,#3\$F5,!,+&5\$\$!;5#;)35G!H?%&?!%\$!%3!\.35G!#
L2=4J!;5#;)35G!H?%&?!%\$!%3!05&5 @A5,E!L3!8?5!K#8?!;5/#8 @538G!05AA%5!955!?\$!(5/8!8'
./;#85;!+3!8?5!35H!&+.,\$5!/#8?H#1\$!K#8?!^a!N"QJG!H?%&?!H%)!;5A.8!35U8!F#)E!

!

C!2+#)D!`/;#85!+F!L3!538+,1!&+ @/)585;!%3!][[a!8+!,5!%5H!"#\$%&!\$(%)\$!355;\$!+3!&# @/.\$
_!NF85,!8?5!&+ @/)58%+3!+F!+.,!\$,I5!1!#3;!&.,538!/,+O5&8\$G!8?5!""*!H%)!H+,(18+!./;#85!8?5!
][[a!L3!538+,1!.\$%3-!\$,I5!1!#8#G!/,+,-#@!,5!%5H!#3;!%3F+,@#8%+3! 2,1!8?5!-,+./E!4?%\$!

!"#\$%&'()*+,-./:;<=>@

0%\$&%1\$2+3'4%5/#2/+ '63'6788'
92,: '9/%1%&"2"*.&'

!"#\$%&'()*#*"+'

!! !"#\$%&'%#(\$#)%\$*\$('\$#+(,&'"(#+,--'++#.\$%#/00#
+(,&'"+1#(2'#3\$4%'5"3#6\$/%&#\$.#'/-2#-\$**,"5(7#
-\$00'3'#&5+(%5-(#5+#%'8,5%'&#(\$#/&\$)(#/#+(,&'"(#
'8,5(7#)0/"#.\$%#/00'3'#5"#(2'#&5+(%5-(##
9:5(0'#;1#<=>>?@A##

; < = * % > % ? % & " ' @ 2 !

!! B'.5" & # / + # (2' # 5 " " 8 , / 0 5 (7 # 5 " # ' & , - / (5 \$ " / 0 # \$, (- \$ * ' + #

A<B*&1%+'!"#\$+' .C'(<.&.*<'D&\$%E

!! F,(,%'#G\$6#)\$%(",5(5'+#H500#%'8,5%#'/"#&,-/('&#
H\$I.\$%- '1#H250'#(2%'#*/7#6'#/#+2\$%(/3'#\$.#
'&,-/('&#H\$I%'%+##(\$#*" (#(2'#" "&+##\$.#(2'#JK#
'-\$"\$*7#9>??L@A#

F>%/>*%G

!! !"(%\$&,-(5\$"#

¥!J)&/('#.%\$*#>??;#M')\$%(#

!! N\$" +5&'%/ (5\$" +#

¥!D8,5(7#00/"# +2\$,0'#)/% (#\$.#5" +(5(,(5\$"/0#.\$-,+#

¥!O/MN# +2\$,0'#5"4\$04'"#+(%/('35-#)0/"5"3#/"&#
)%\$3%/*#%'45'H+#%'0/('&#(\$#'8,5(7#)0/"#

¥!D8,5(7#)0/"# +2\$,0'#5"-\$%)\$%/('"#\$%#*5+++5\$"
3%\$,)+#

4*>%';/21

!! P--'++#

!! N\$,%+'#N\$*)0'(5\$"#

!! C/+5-#KI500+#N\$*)0'(5\$"#

!! B'3%'"#/"&#N'%(5.5-/'#N\$*)0'(5\$"#

!! :%/"+.'%#

; << % 1 1

:/60'#XA#D(2"5-#C%'/I&\$H"#:%'"&#\$.#F\$\$ (2500#K(,&"(+1#F/00#>??T#(\$#F/00#>??

("=&* < *"+'	42HH'677I' !"#\$%&"1'	42HH'677J' !"#\$%&"1'	42HH'677K' !"#\$%&"1'	42HH'677L' !"#\$%&"1'
P.%5-/'#P*'%5-/'#	=R#	=R#	=R#	=R#
P+5/'SF505)5"\$SO!#	T>R#	TTR#	TUR#	>VR#
W5+)/'5-#	X;R#	X=R#	X;R#	XTR#
Q25('#	=LR#	=LR#	=UR#	=LR#
E,0(5YD(2"5-#	?R#	?R#	?R#	UR#
:\$(/0#	X??R#	X??R#	X??R#	X??R#

Z\$('[#K(,&"(+H2\$+ #'(2"5-5(7#5+ #, "%)\$%('&#/%#\ -0,&'&1#/-,\$,"(5"3#,\$%#X;R#\$.#+(,&"(#)\$),0/(5\$A#
Z\$(>[#:2#E,0(5YD(2"5-#-/'3\$%7#H/+ #/ &&'&#(\$#+/(5+.7#F'&'%/0#!ODBK#%'3,0/(5\$"+#5"#F/00#>??LA#
Z\$('#T[#O%-'"(/3'+#* /7#"\$(#/&&#,)#(\$X??R#&,#(\$#%\$,"&5"3A#

!! Q250'#+(,&"(#)\$),0/(5\$"#67#'(2"5-5(7#2/+ #%'*/5""&#%'0/(54'07#-\$"+5+('(#\$4%
(5*1#(2%'#/))/'%+ #(\$#6#/#&\$H"H/%&#(%'"&#\$.#P+5/'#+(,&"(+A#

..#/1%':..?-H%"* .&

:/60'#>A#K,--'++#M/('+#5"#N%'&5(#N\$,%+'+#67#D(2"5-5(71#>??Y?L#=#/'&#>??V

("=&*<*"+' P.%5-/'#P*'%5-/'#	677IM7N':..#/1%' !#<<%11',2"%'	677OM7L':..#/1%' !#<<%11',2"%'	P*CC%//%&<%'
P.%5-/'#P*'%5-/'#	^=R#	ULR#	Y;R#
P+5/"SF505)5"\$SO!#	VUR#	VUR#	?R#
W5+)/"5-#	^VR#	^R#	YXR#
Q25('#	V^R#	VUR#	YXR#

Z\$('[#K,--'++.,0#-\$,%+'#-\$)0'(5\$"#5+#&'.5""&#/#+%'-545"3#/#3%/&#\$.#P1#C1#N1#NM1#\$\$#OA##Z\$"Y)/++5"3#/"&#Q#3%/&'+#/#5"-0,"#(2'&'"\$5"(\$%

- !! P+5/"1#W5+)/"5-1#/'&#Q25('#+(&'"(+#2/4'#%'0/(54'07#-\$"+5+('(#+,-'++#%/(('6\$(2#(5*'#)\$5"(+]#P.%5-/'#P*'%5-/'##+(&'"(+#+,-'++#%/(('+++,33'+(##&'05"A#
- !! P.%5-/'#P*'%5-/'##+(&'"(+#2/4'#(2'#0\$H'+(#+,-'++#%/(('+-\$*)/%'&#(\$#(2'#\$(2'%##+(&'"('#(2"5-5(5'+#/(#6\$(2#(5*'#)\$5"(+A#

Q21* <!R*HH1

:/60'#TA#N\$2\$%(#:%/-I5"3#M/('#.\$%#D"305+2#D"(%7#_ '4'0#K(/%('%+1#>??TY?=>

("=&* <*"+' 677IM7N'(&SH*1='8;'677KM7O'(&SH*1='8;'P*CC%//%&<%' !#<<%11',2"%' !#<<%11',2"%'	T^R#	T;R#	Y>R#
P.%5-/"#P*'%5-/"#	=XR#	==R#	TR#
P+5/"SF505)5"\$SO!#	TVR#	TVR#	?R#
W5+)/"5-#	;>R#	;?R#	Y>R#
Q25('#			

Z\$(['#D"(%7#_ '4'0#5"#D"305+2#5+#&'.5"&#/#++(/%(5"3#5"#D"305+2#X??#\$%#XX?#\$%#(2'5%#8,54/0"'+A#

- !! F\$%#6\$(2#-\$2\$%(+1#0'++#(2/"#;?R#\$.#P.%5-/"#P*'%5-/"1#P+5/"1#/"&#W5+),&"(+##+,-'++.007#)/++#D"305+2#XPA#
- !! P))%\$5*/('07#XST#\$.#P.%5-/"#P*'%5-/"#/"&#W5+)/"5-#+(,&"(+##+,-'++.007#)/++#D"305+2#X#PA#

Q21* <'!R*HH1

:/60'#=A#N\$2\$%(#:~/ -15"3#M/('#.\$%#E/(2#D"(%7#_ '4'0#K(/%('%+1#>??TY?=#/'8

"=&* <*"+'	677IM7N'A2"='87J' !#<<%11',2"%'	677KM7O'A2"='87J' !#<<%11',2"%'	P*CC%//%&<%'
P.%5-/'#P*'%5-/'#	>;R#	>;R#	?R#
P+5/'#SF505)5"\$SO!#	==R#	=>R#	Y>R#
W5+)/'5-#	T>R#	TXR#	YXR#
Q25('#	=VR#	=VR#	?R#

Z\$(['#D"(%7#_ '4'0#5"#E/(2#5+#&' .5"'&#/+#+(/%(5"3#5"#E/(2#>;?1#>??1#>T?#\$\$#(2'5%#8,54/0"'+A#

- !! F\$%#6\$(2#-\$2\$%(+1#Q25('#+(, &'(+#+, --'++. ,007#)/++#E/(2#X?;#/(#%\$,3207/
(2'#%/(('\$.#P.%5-/'#P*'%5-/'#+(, &'(+A#
- !! P.%5-/'#P*'%5-/'#/'&#W5+)/'5-#+(, &'(+#+(' &#(\$#+(/%#/(#(2'#0\$H'%'#0'4'0'+#\$
E/(2#+8, "'- '#-\$*)/%'&#(\$#Q25('#+(, &'(+A#

P%S/%%1'2&\$':%/"*C*<2"%1'

- !! When comparing Fall 2000 to Fall 2005 cohort of first-time freshmen:
 - ¥! Asian students have the highest degree attainment in both cohorts (9.7% and 9.5%)
 - ¥! Hispanic students have the highest certificate attainment (6.7% and 7.1%), surpassing African Americans in the Fall 2005 cohort (7.2% to 4.2%)
- !! Recognize that not all students in cohorts have goal of attaining degree or certificate

T/2&1C%/

:/60'#;A#:%/"+'%#M/('#67#D(2"5-5(71#>??TY?=#N\$2\$%(##

"=&* <*"+'	!"#\$%&"1'*&'!:.=./'"	T/2&1C%/ ,2"% 'G*" =*&'4*>% 'U%2/1'
P.%5-/"#P*'%5-/"#	>V#	=UR#
P+5/"SF505)5"\$SO!#	>TX#	UUR#
W5+)/"5-#	X>X#	>^R#
Q25(' #	T=V#	;?R#
J"!"\$H"SB'-05""#	X=^#	==R#
:\$(/0#	V^;#	;?R#

K\$,%-[#:2#NNN`#:%/"+'%#a'0\$-5(7#N\$2\$%(#M')\$%(#

Z\$('[#:2#NNN`#E'(2\$&\$0\$37#&'.5"+#5(#5"5(5/0#-\$2\$%(#/#+(2\$+#+(, &"(+H2\$#/'%"/(#0'/(#X>#, "5(+#!/&#/((")(#/#-\$00'3'Y0'4'0#D"305+2#%#E/(2#-\$,%+A#

Z\$('#>[#O%'-'(3'+#* /7#"\$(#/&&#,)#(\$X??R#&,#(\$#%\$, "&5"3A#

!! W5+)/"5-#+(, &"(+ #2/4'#0\$H'+(#(%/"+'%#%/'(#-\$*)/'%&#(\$#\$ (2'%#'(2"5-5(5'+#/(#

!! P+5/"#+(, &"(+ #2/4'#2532'+(#(%/"+'%#%/'(#-\$*)/'%&#(\$#\$ (2'%#'(2"5-5(5'+A#

,%<??%&\$2"*.&1

!! D+(/605+2#/"" ,/0#5"+(5(,(5\$/0#3\$/0+##

!! !&'"(5.7#+)'-5.5-#(/%3'(+#

!! !&'"(5.7#(2\$+'#%'+)\$"+560'#\$%#/-25'45"3#(/%3'(+#

!! !&'"(5.7#*'(5-+#(\$#*'/+,%'#'8,5(7#'..\$%(+#

!! D4/0,/('#3\$/0+##\$"/#%'3,0/%#6/+5+1#/'&#%0)\$%&(#(\$#

!"#\$\$%&#\$(')*+,-./'0,-\$/%!"#\$\$%&'0#"*\$(\$#.
123241233'

Y#"'"'-#.'7*.:='*#. '1',Q'09/'"

S/7,I*.'a!#)0'@**7%\$\$'	S/7,I*.'12!#)0'@**7%\$\$'
4%5&6-72*%&7 b'A*"/,?*M#/B ' b'S.*%\$7#7%, b'[T66.,F#"',Q'aG3aG32'@%\$-7*+] b'O!PM'L#+B'Y,./'-6(#7* 4@,(%Q%*('O\$7*&.#7*(!'#\$\$\$%&'P'M-(&*7'+7.-/7-. *c 4D,H'\$*H'Q"H'D#.7 4T\$\$-#"#&*\$(#'H%7D'.*6,.7+ 4K>@!'56(#7*'[>-I?%77*('#66*\$(%/*+'7,'6.*+\$77,!#)0#7' 7D*'I*&%\$\$%&,'Q'7D*'9*#. #\$(('\$(',Q'7D*'9*#.)	4%5&6-72*%&7 '
8%)'.+79:27#-772'& b'S!0'I-(&*7;'YLK Y'-6(#7*' b'T//.*(%7#7%, '\$56(#7*' b'!.,&.#?)*F%*H'56(#7* ' 4E*+/.%f'.'*#7%, \$+D%6'I*7H**\$!.,&.#?'R*#.\$%\$\$'S-7/,?'*+' #\$(.'*+,-./'*.J-*+7+c '	8%)'.+79:27#-772" b')*6,.7',-7'Q.,?'0,.'* '@%++%, '\$?'**7%\$&+' b'!. ,Q*++%, \$#"E*F*",6?*\$7'-6(#7*Q.,?'E*\$%+*'>H*77 b'S!0'I-(&*7;'YLK Y'T((%7%, \$#"')*J-*+7+'-6(#7*' b')*+*#./D'-6(#7* ' b'!. *+ \$7#7%, \$, Q'K>@!'T66*\$(%/*+'6,'& \$+ d3VM#+%/'>B%"'+A,.B&.,-6 d1VA,.BQ,./'A,.B&.,-6 '
<#+2'*&=+%&7 b'>-I+7#\$7%F*OD#&*)*6,7Q,.'#66.,F#" b'@%(7*.'*6,.77,'T0080VQ,.'#66.,F#" b'C,F*.\$#\$/N#\$(I,B ' ' 4T?*\$('!"#\$\$\$%&'>7.-/7-. *GT(('Q",H'/D#.7 ' 4T?* \$(7,%\$/'-(*D,H'?#\$9'9*#.#'6*.,\$'+*F*+' ' 4Q,\$Q%(*\$7%#"'+H*.'**Q7',-7',Q'7D*'I,,'B'HD*\$'H*'.?,'F*('7D*?'Q.,?'M#.&#%\$\$%&'-\$%7+c '	<#+2'*&=+%&7 b'C,F*.\$#\$/N#\$(I,B ' 4Y-.7D*.'#?*\$(\$7+e'' &
4'+%;&,+->%*+&,-##%77&!*'??%.%*#%&2* &@.0*3%&!'-*+"&0?&%. 4'+%;&C(%0.3%*#&'&/DC/&HFGGE&8%I-%7+7&>-%&+ '&,A2.\$%"&@	&

!"#\$\$%\$&'#\$()*+,-./:*0,-\$/%"#!"#\$\$%\$&'0#"*\$(\$#. 123241233'

Y#"^`-#.#*.:='*#.'1',Q'09/'"

_,F*?I*.'<!#)O'@**7%\$&'	_,F*?I*.'3f!#)O'@**7%\$&'
4%5&6-72*%&7	4%5&6-72*%&7
8%)'.+79:27#-772&	8%)'.+79:27#-772" b)*6,.7',-7'Q.,?'0,. '@%++%, '\$? **7\$&+ b'!. ,Q*++%, \$#"E*F", 6?*\$7G'_,\$'0. *(%7'-6(#7*'Q., ?'E*\$%+*'>H*77 b'S!0'!-(&*7'-6(#7* ' ' b'R*#.\$%\$&'S-7/,?*+'56(#7* b'!. *+*\$7#7%,\$',Q'T66*\$(%/*+'!)"#\$+ d<VL.#\$+Q*.'A,.B&.,-6'' dg'4>-+7#%\$#1%"%79 d:' VL*/D'L#+B'Y,./"
<#+2'*&=+%&7	<#+2'*&=+%&7 b'>-.F*9'S6*\$'4!.,.%7%Z#7%,\$#\$('66.,F#"', Q12333YLKY'D%. *+ &

4'+%;&,DCL&!*"??%.%*#%&2* &/&&%&2* &%8 Tf 0.009 Tc 10.8 0 0

!"#\$\$%\$&'#\$()*+,-./:0,-\$/%'!"#\$%\$&'0#"*\$(\$#.
123241233'

Y#"'"`-#.#*.:='*#.'1',Q'09/'"

E*/?*!*.!3!#)0'@**7%\$& '	E*/?*!*.!3!#)0'@**7%\$& '
4%5&6-72*%&7 ,	4%5&6-72*%&7 ,
8%)'.+79:27#-772'& b'T//.* (%7#7%,\$'56(#7* b'!.*+*\$7#7%,\$',Q'T66*\$(%/*+'!)"#&+ da'VE%+7#\$/*'K(-/#7%,\$!'#\$ df'VY#/#%"%7%*+'!)"#\$,	8%)'.+79:27#-772'" ,
<#+2'*&=+%&7 b'>-.F*9)*+-"7+4!%,.%7%Z#7%,\$'\$('#66.,F#"',Q'1233YLKY'D%.* ,	<#+2'*&=+%&7 ,
&	4'+%;&12*+%.&6.%0N

!"#\$%&'()*+,-./:0;=<?@#"\$%&'()*+,-./:
123241233'

A%\$7*.'`-#.#*.;='*#. '1',Q'09/'**

Y*!.-#.9'1 '#)0'@**7%\$\$	Y*!.-#.9'3a '#)0'@**7%\$\$
4%5&6-72*%&7 ,	4%5&6-72*%&7 ,
8%)'.+79:27#-772& b'T//.*(%7#7%,\$56(#7#>*"Q!>7-(9'Y%.+7'E.#Q7'6,+7*('\$%\$*' ' b'R*#.\$%\$\$S-7/,?*T++*++?*S7'-6(#7* b'K>@!'T66*\$(%W!'#Si'd327-(*\$7'KJ-%79	8%)'.+79:27#-772" #\$\$%&%()*('+''+', "-.*&*+'#/) '&0''1/23*4'5%&+2\$1%'5%62%&(!" RTE%F%+%,\$V88'?\$-\$7*+ 0,-\$+**%\$\$E%F%+%,\$V32'?\$-\$7*+ R*#.\$%\$\$&'*+,-./:0*\$7'.V32'?\$-\$7*+ TREE%F%+%,\$V88'@%\$-7*+ YTE%F%+%,\$V32'?\$-\$7*+ ,
<#+2'*&=+%&7 ,	<#+2'*&=+%&7 ,
4'+%;&<\$\$8%7'-.#%&8%l-%7+7&0.%&&%88%'88DB	&

!"#\$\$%\$&#\$(')*+,-./:*0,-\$/%!"#\$\$%\$&'0#"*\$(\$#.
123241233'

A%\$7*.'`-#.7*.;='*#.1',Q'09/'**

@#./D'1'!#)0'@**7%\$&	@#./D'3a'!#)0'@**7%\$&
4%5&6-72*%&7 ,	4%5&6-72*%&7 ,
8%)'.+79:27#-772"*	8%)'.+79:27#-772"* b'T//.*(%7#7%,\$'-6(#756(#7*,\$'>"Q'>7-(9'Y**(I#/B' b'!.Q*++%,#\$"'E*F*",6?*\$7'-6(#7* #\$%&%')(*+"+, "-.*&*+'#/) &0"*1/23*4"5%&+2\$1%"5%62%&(&!" M>E%F%+%, \$V3\$' @%\$-7*+ !>@K'E%F%+%, \$V3\$' @%\$-7*+' OLO>'E%F%+%, \$V3\$' @%\$-7*+ MN>'E%F%+%, \$V3\$' @%\$-7*+ !K'E%F%+%, \$V3\$' @%\$-7*+
<#+2'*&=+%&7 ,	<#+2'*&=+%&7 ,
4'+%;&Q%03-%&!*"?%.%*#%&2*&, &&:2%3'	&

!"#\$%&'#\$()*+,-./:0,-\$/%!"#\$%&'0#"\$(#. 123241233'

>6.%"\$&'`-#.7*.;'=*#.1',Q'09/'"

T6.%"a!#)0'@**7%\$&	T6.%"12!#)0'@**7%\$&
4%5&6-72*%&7 8%)'.+79:27#-772'& b)*6,.7',-7'Q.,?'0,.*'@%++%,?'**7%\$&+c b'T//.*(%7#7%,\$'-6(#74Y%.+7'.*#('Q'>*Q'>7-(9 b'S!0'6.*+*\$7+'6.*"%?%\$#.9')*+,-./'T"/#7%,\$'-6(#7* b'L*#/D%\$&'P'R*#.\$%\$&'0*\$7*.'L#+BQ&/'*++)*6,.7 '	4%5&6-72*%&7 8%)'.+79:27#-772'"

! "#\$%&'()*+,-./:0-\$/%'"! "#\$%&'0#" *\$(#. 123241233'

>6.%\$&' -#.7*.#.#'1',Q'09/'**

@#9'g'!#)0'@**7%\$&	@#9'3h'!#)0'@**7%\$&
4%5&6-72*%&7	4%5&6-72*%&7
8%)'.+79:27#-772'& b'T//.*(%7#7%, \$-6(#7>* "Q-7-(9'Y%\$#"E.#Q7'T66.,F#" "[OQ'\$*/'+ b')*F%*H'T)00)*6,.7 ' b'S!0G)*+,-./'T"/#7%, \$-6(#7* '	8%)'.+79:27#-772'" b'!. Q*+%, \$#"E*F*",6?*7'-6(#7* b'T//.*(%7#7%, \$-6(#74>* "Q-7-(9'Y%\$#"E.#Q7'T66.,F#" "[OQ'\$*/'+ b'R*#.\$%\$&',-7/,?*+'\$(T++*+?*7'-6(#7* '
<#+2'*&=+%&7 b'56(#7*+'7,'K>@!'%\$/'-(%\$&'0,.*@%+%, \$+'#\$(T66*\$(%/*+'!)"#\$ b'T66.,F*-6(#7*(F*.+%, \$,Q'K>@!'*.+%, \$'1c2]	<#+2'*&=+%&7 b'Y%\$#"#66.,F#" ,Q')*+,-./'T"/#7%, \$)*/ ,??*\$(#7%, \$+ b'Y%\$#"#66.,F#" ,Q'K>@! b'O\$%7%#7*O!PM!>-.F*9'Q,.'! "#\$%&'P')*+,-./'T"/#7%, \$T++&+
&	&

!"#\$\$%\$&'#\$()*+,-./:*0,-\$/%'"!#\$%\$&'0#"*\$(\$#.
123241233'

>6.%\$&'`-#.7*.;'=#.#'1',Q'09/'**

8-\$*3!#)0'@**7%\$&	8-\$*3!#)0'@**7%\$&
4%5&6-72*%&7	4%5&6-72*%&7 b)*6,.7!,-7'Q.,?'0,.*'@%++%,,\$'?**7%\$&+c

8%).'+79:27#-772'&
b)*F%*H',Q!#)0j+'+'Q'#++*++*?*\$7;!(%+/-++%,,\$,\$D,H'7,'?#B*'
%?6.,F*?*\$7+

!"#\$%&'()*+%,&-+.)'#)/\$\$#0&(()1\$((+2+)

!"#\$%&'()*+%,&-+.)'#)/\$\$#0&(()1\$((+2+)

!"#\$%&(\$)%	567*'311'	567*'331'	567*'3('	567*'38
9&.*4&()				