

25 January 2024

Justice Hatcher, President
Fair Work Commission
80 William Street
East Sydney NSW 2011

By email: chambers.hatcher.j@fwc.gov.au

Dear Justice Hatcher,

Re. \$0 ' H O H J D W H V ¶ U Draft Timetable and Audit

We refer to the above matter and the statement published by Your Honour on 18 January 2024 (Statement).¹ The Statement invited parties to comment on an audit of relevant award terms prepared by Fair Work Commission (Commission) staff and also on a draft timetable for the proposed consultation process. This letter relates to the draft timetable and audit.

Draft timetable

We broadly support the manner in which the Commission proposes to deal with this matter and the nature of the process envisaged by the draft timetable. Nonetheless, we have some concerns about certain elements of the draft timetable, which arise primarily due to Ai * U R X Significant involvement in a number of other matters before the Commission over the coming months. These matters include various streams of the Modern Awards Review 2023-24 (Award Review) and the Annual Wage Review (AWR), which involve various filing deadlines and proceedings in the same period as the draft timetable for the above matter, among others.

In light of this, we respectfully request that the following amendments are made to the draft timetable:

- (a) That submissions in reply be required to be filed on 5 April 2024 instead of 28 March. This will allow a period of one additional week following the provisional deadline for initial submissions in the AWR, which is also 28 March. In seeking this amendment to the draft timetable, we have also taken into account the proposed conduct of various consultation sessions in the Award Review during the month of March.
- (b) That by extension, the commencement of the consultation process in this matter (currently proposed to commence in the week of 8 April 2024) also be delayed by one week, to instead commence in the week of 15 April 2024. This would ensure that parties have a sufficient period of time WR UHYLHZ DQG FRQVLGHU S submissions before participating in the proceedings. We also note that by this time,

¹ 9DULDWLRQ RI PRGHUQ \$ZDUGV WR L[2024]FWC50 GHOHJDWHV ¶ ULJKV

the various consultation processes timetabled in the Award Review are expected to be complete.

- (c) That comments on the draft award terms be required to be filed by 24 May 2024 instead of 17 May. This will avoid the overlap in the draft timetable with the provisional deadline to file supplementary submissions in the AWR and better account for the proposed consultation sessions in the AWR, which are currently scheduled to occur during the week of 20 May.

Draft audit

We have reviewed the draft audit at Attachment B to the Statement in respect of awards in which Ai Group has an interest. Consistent with the approach adopted by the Commission in the preparation of the audit, we have considered award terms that deal with workplace delegates, employee representatives and / or unions.

We have identified the following two issues of relevance to a number of awards:

- (a) In all of the awards we reviewed, clauses 5.1 and 6.2 of the Supported Wage System schedule refer to unions; however they have not been included in the & R P P L V V L R Q P P / D n l e G n e s, we consider that these terms should be included.
- (b) Although the audit identifies various award terms relating to dispute resolution training leave, they have not been extracted in full. It may assist parties participating in these proceedings if these clauses are replicated in full in the audit, given their apparent relevance to these proceedings.

In addition, we have identified some award-specific concerns. In addition to the issue described above at paragraph (b), we have identified these in the attached table.

Yours sincerely,

Brent Ferguson
Head of National Workplace Relations Policy

Ruchi Bhatt
Principal Advocate

\$WWDFKPH\$QWURXS FRPPH&QWVLRQLRQRDNGDQW DZDUG WHUPV

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQQW
	<u>\$LU 3LORW</u> <u>>0\$</u>)DFLOLWSDRVLVLRQV \$Q HPSOR\HH RU HPSOR\HHV PD\ QRPL PHHW DQG FRQIHU ZLWK WKH HPSOR\HU	&ODXVWKRXOG EH LQFDM WR HPSOR\HH UHSUHVHQ
	<u>\$LUSRUW (P</u> <u>\$ZDUG</u> <u>>0\$ @</u>)DFLOLWDWLYH SURYLVLQRV ,I DQ HPSOR\HH LV D PHPEHU RI D UHC PD\ EH UHSUHVHQWHG E\ WKH XQLRQ LQ HPSOR\HU DERXW WKH LPSOHPHQWDWLR VSHFLILHG LQ FODXVH EH JLYHQ D UH RSSRUWXQLW\ WR SDUWLFLSDWH LQ WKH LPSOHPHQWDWLRQ RI D IDFLOLWDWLYH QRW PHDQ WKDW WKH FRQVHQW RI WKH LQWURGXFWRQ WDWLYHHGIDFLOPHQW ,Q UHODWLRQ WR WKH IROORZLQJ IDF RI FODXVH WR EH PHW DQG WKHUH LV WKDW WKH UHOHYDQW XQLRQ V PXVW E LQWHQWLRQ WR XVH WKH IDFLOLWDWLYH &ODXVH QXPE 6XEMHFW PDV F KRXU VKLIV	,Q WKH &RPPLVVLRQ V D WKH HQWU\ IRU WKLV DZ WZR VHQQWHQFHV RI FODX VXJJHVWV WKDW FODXVH LQFOXGHG LQ WKH DXGLV 7KWHFRQG VHQV FODXVH &RPPLVVLRQ WDWLYHHG UHIRUPDWWH SDUWLWIIWV RI FODXVH KDYH H[WUDFV LQ WKLV WDWLYHHG KHDGLQJ ³)DFLOLWDWLYH HUURW FODXVH EH GHOHW DXGLW &ODXVWKRXOG LQFOXG UHIHUV WR XQLRQV
	<u>%XLOGLQJ</u> <u>&RQVWUXF</u> <u>*HQHUDOLW</u> <u>\$ZDUG</u> <u>>0\$ @</u>	'LVSXWH UHVROXWLRQ \$ SDUW\ WR WKH SSLRISQW HD SDUVRQ F DVVRFLDWLRQ WR VXSSRUW DQG RU UHS SURFHVV XQGHU FODXVH 'LVSXWH UHVROXWLRQ SURFHGXUH W	&ODXVH KDV EHHQ LQ &RPPLVVLRQ V DXGLW LQ DZDUG ,W DSSHUV WKL RI WKH PRGH GLVSXWH \$WWDFKPHQW \$ WR WKH WKLV ZH VXEPLW WKDW UHSHDW FODXVH LQ WKH

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>D)RU WKH SXUSRVH RIDROR\XV\HOH HF UHSUHVHQW\DWLY\HPSOR\HH ZKR LV D GHOHJDWH RU DQ HPSOR\HH UHSUH DSSRLQWHG E\ WKH HPSOR\HHV LQ D SDUW RI DQ HQWHUSULVH RU ZRUNS UHSUHVHQWLQJ WKRVH HPSOR\XV\MLR SURFHGXUH</p> <p>E\$QHOLJLEOH HPSOR\HH ZLHOSUBMHOC XS WR GD\ V\ SDLG OHDYH SHU \HD ZLOO DVVLVW WKHP LQ WKHLU VHWV RI WDNLQJ VXFK OHDYH ZLOO EH DJ HPSOR\HU VR DV WR PLQLPLVH DQ\ I HPSOR\HU\ V RSHUDWLRQV</p>	<p>)RU FRPSOH\W\H\Q\MMV V EH LQFOXGHG LQ IXOO</p>
<p><u>&KLOGUHQ V</u> <u>\$ZDUG</u> <u>>0\$</u> @</p>		<p>&RPPHQFHPPHQW DQG WUDQVLWLRQDO 7KH)DLU :RUN &RPPLVVLRQ PD\ UHYLH DUUDQJHPHQWV</p> <p>DRQ LWV RZQ LQLWLDWLYH RU</p> <p>ERQ DSSOLFDWLRQ E\ DQ HPSOR\HU)RU FRPSOH\W\H\Q\MMV VK RXWZRUNHU HQWLW\ FRYHUHG E\ WK LQFOXGHG LQ WKH DXGLV RUJDQLVDWLRQV HQWLW HPSOR\HHV DQG RXWZRU</p> <p>FRDSSOLFDWLRQ E\ DQ RUJDQLVDW UHSUHVHQW WKH LQG\XVWULDO LQW RU HPSOR\HHV WKDW DUH FRYHUHG</p> <p>GLQ UHODWLRQ WR RXWZRUNHU DU DQ RUJDQLVDWLRQ WKDW LV HQWLW LQWHUHVW RI RQH RU PRUH RXWZR DUUDQJHPHQWV UHODWH</p>	<p>)RU FRPSOH\W\H\Q\MMV VK LQFOXGHG LQ WKH DXGLV RUJDQLVDWLRQV HQWLW HPSOR\HHV DQG RXWZRU</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
	<p>&OHDQLQJ 6 <u>\$ZDUG</u> <u>>0\$</u> @</p>	<p>&RQVXOWDWLRQ DERXW FKDQJH RI FR 7KH HPSOR\HU PXVW DW OHDVW GD LI WKDW LV OHDVW WKH WKH FRQWUDF ZULWWHQ QRWLFH RI WKH VLWXDWLRQ W UHSUHVHQWDWLYHV LI DQ\ LQFOXGLQJ GXH WR HQG</p> <hr/> <p>'LVSXWH UHVROXWLRQ SURFHGXUH W 6XEMHFW WR FODXV DQ HOLJLEOH UHSUHVHQWDWLYH LV HQWVSHXWV RUMS SURFHGXUH WUDLQLQJ OHDYH WR DWWH RSHUDWLRQ RI WKH GLVSXWH UHVROXWL LQ FRQQHFWRQ ZLWK WKH UHVROXWL \$Q HOLJLEOH HPSOR\HH UHSUHVHQWD ZHHNV QRWLFH RU VXFK VKRUWHU SHU DJUHH WR DFFHSW RI WKHLU LQWHQWLF RI OHDYH WR EH WDNHQ</p> <p>7KH QRWLFH PXVW LQFOXGH GHWDLO GXUDWLRQ RI WKH FRXUVH WR EH DWWH</p> <p>7KH OHDYH PXVW EH DUUDQJHG KDYL UHTXLUHPHQWV RI WKH HPSOR\HU VR DV RQ WKRVH UHTXLUHPHQWV</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD WKH SHULRG RI OHDYH DW WKH UDWH DV IRU WKHLU RUGLQDU\ KRXUV RI ZRUN LQ OHDYH</p>	<p>)RU FRPSOHVWV D EDODQFH RI FODXV VI LQFOXGHG LQ WKH DXGLV HPSOR\HU UHSUHVHQWDWLYH</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW																		
		<p>/HDYH XQGHU FODQWM DV VHUYLFH IR WKLW DZDUG</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD</p> <p>DD VKRS VWHZDUG GHOHJDWH RU H GXO\ HOHFWHG RU DSSRLQWHG E\ H ZRUNSODFH WR UHSUHVHQW WKHP L SURFHGXUH DQG</p> <p>EZLWKLQ WKH FODVV DQG QXPEHU HQWLWOHG IURP \HDU WR \HDU WR V SURFHGXUH WUDLQLQJ OHDYH LQ DF WDEOH</p> <p>7DEOH(OLJLEOH HPSOR\HH UHSUHVHQWD)</p> <table border="1" data-bbox="571 783 1462 1107"> <thead> <tr> <th data-bbox="571 783 987 818">&ROXPQ</th> <th data-bbox="987 783 1462 818">&ROXPQ</th> </tr> </thead> <tbody> <tr> <td data-bbox="571 818 987 853">1XPEHU RI HPSOR</td> <td data-bbox="987 818 1462 853">1XPEHU RI HOLJLEOH</td> </tr> <tr> <td data-bbox="571 853 987 888">HPSOR\HG E\ HPSO</td> <td data-bbox="987 853 1462 888">UHSUHVHQWDWLYHV</td> </tr> <tr> <td data-bbox="571 888 987 924">\HDU</td> <td data-bbox="987 888 1462 924"></td> </tr> <tr> <td data-bbox="571 924 987 959">WR HPSOR\HHV</td> <td data-bbox="987 924 1462 959"></td> </tr> <tr> <td data-bbox="571 959 987 994">WR HPSOR\HH</td> <td data-bbox="987 959 1462 994"></td> </tr> <tr> <td data-bbox="571 994 987 1029">WR HPSOR\HH</td> <td data-bbox="987 994 1462 1029"></td> </tr> <tr> <td data-bbox="571 1029 987 1064">WR HPSOR\HHV</td> <td data-bbox="987 1029 1462 1064"></td> </tr> <tr> <td data-bbox="571 1064 987 1099">ORUH WKDQ HP</td> <td data-bbox="987 1064 1462 1099"></td> </tr> </tbody> </table> <p>,I IRU DQ\ \HDU WKH QXPEHU RI HPSO VHHNLQJ SDLG GLVSXWH UHVROXWLRQ S WKH TXRWD RI HOLJLEOH HPSOR\HH 7DHEO 2 (OLJLEOH HPSOR\HH UHSUHVHQWDWLYHV HQWLWOHPHQW IRU WKDW \HDU PXVW EH WKHP RU LQ WKH DEVHQFH RI DJUHHPHQ VHQLRULW\</p>	&ROXPQ	&ROXPQ	1XPEHU RI HPSOR	1XPEHU RI HOLJLEOH	HPSOR\HG E\ HPSO	UHSUHVHQWDWLYHV	\HDU		WR HPSOR\HHV		WR HPSOR\HH		WR HPSOR\HH		WR HPSOR\HHV		ORUH WKDQ HP		
&ROXPQ	&ROXPQ																				
1XPEHU RI HPSOR	1XPEHU RI HOLJLEOH																				
HPSOR\HG E\ HPSO	UHSUHVHQWDWLYHV																				
\HDU																					
WR HPSOR\HHV																					
WR HPSOR\HH																					
WR HPSOR\HH																					
WR HPSOR\HHV																					
ORUH WKDQ HP																					

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>)RU WKH SXUSRVHV RI GHWHUPLQLQJ HPSOR\HH UHSUHVHQWDWLYH (WLYH) CLQ LFRPH HPSOR\HH UHSUHVHQWDWLYH (WLYH) HTX R W SOR HPSOR\HU PHQWLRQ LQ PHQWLRQH G LQ E\ WKLV DZDUG ZLWK DW OHDVW PRQW HQWHUSULVH RU ZRUNSODFH WR ZKLFK FODXVH 'LVSXWH UHSOXWLRQ</p>	
	<p><u>&RQFUHWH</u> <u>\$ZDUG</u> <u>>0\$</u> @</p>	<p>'LVSXWH UHVROXWLRQ SURFHGXUH WU 6XEMHFW WR DQG VHVQ HOLJLEOH HP UHSUHVHQWDWLYH LV HQWLWOHG WR D GD\W WUDLQLQJ OHDYH ZLWK SD\ WR DV WKH HQKQFHPHQW RI WKH RSHUDWLRQ SURFHGXUH LQFOXGLQJ RQWHV RSRQ ZWWRK ZLWK \$WWRU ZLWK DQ\ UHOHYDQW DJUHH FRQMXQFWLRQ ZLWK WKLV DZDUG</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD ZHNV\ QRWLFH RI WKH HPSOR\HH UHSU VXFK FRXUVHV DQG WKH OHDYH WR EH W QRWLFH DV WKH HPSOR\HU PD\ DJUHH W</p> <p>7KH QRWLFH WR WKH HPSOR\HU PXVW FRQWHQW DQG GXUDWLRQ RI WKH FRXUV</p> <p>7KH WDNLQJ RI VXFK OHDYH PXVW EH WKH RSHUDWLRQDO UHTXLUHPHQW RI V DGYHUVH HIIHFV RQ WKRVH UHTXLUHPHQ</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD SDLG WKH ZDJHV WKH HPSOR\HH ZRXOG</p>	<p>)RU FRPSOHWHHQEDDQDFH VKRXOG DOVR EH LQFO</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW										
		<p>RUGLQDU\ WLPH WKH HPSOR\HH ZRXOG K RQ OHDYH GXULQJ WKH UHOHYDQW SHUL</p> <p>/HDYH RI DEVHQFH JUDQWHGFSXUQWV VHUYLFH IRU DOO SXUSRVHV RI WKLV DZ</p> <p>)RU WKH SXUSRVH RI GHWHUPLQLQJ W UHSUHVHQWDWLYH WIRVROXWLRQ SURFH HOLJLEOH HPSOR\HH UHSUHVHQWDWLYH</p> <p>DZKR LV D VKRS VWHZDUG D GHOH UHSUHVHQWDWLYH GXO\ HOHFWHG R DQ HQWHUSULVH RU ZRUNSODFH JHC SDUW RI DQ HQWHUSULVH RU ZRUNS UHSUHVHQWLQJ MKRQHWHPSGRV\$XW SURFHGXUH DQG</p> <p>EZKR LV ZLWKLQ WKH FODVV DQG Q UHSUHVHQWDWLYHV HQWLWOHG IUR GLVSXWH UHVROXWLRQ SURFHGXUH IROORZLQJ WDEOH</p> <table border="1" data-bbox="571 986 1462 1370"> <tr> <td data-bbox="571 986 1003 1129">1XPEHU RI HPSOR\ HPSOR\HG E\ WKH DQ HQWHUSULVH R</td> <td data-bbox="1003 986 1462 1129">0D[LPXP QXPEHU RI HPSOR\HH UHSUHVH HQWLWOHG SHU \HI</td> </tr> <tr> <td data-bbox="571 1129 1003 1189">±</td> <td data-bbox="1003 1129 1462 1189"></td> </tr> <tr> <td data-bbox="571 1189 1003 1248">±</td> <td data-bbox="1003 1189 1462 1248"></td> </tr> <tr> <td data-bbox="571 1248 1003 1307">±</td> <td data-bbox="1003 1248 1462 1307"></td> </tr> <tr> <td data-bbox="571 1307 1003 1370">±</td> <td data-bbox="1003 1307 1462 1370"></td> </tr> </table>	1XPEHU RI HPSOR\ HPSOR\HG E\ WKH DQ HQWHUSULVH R	0D[LPXP QXPEHU RI HPSOR\HH UHSUHVH HQWLWOHG SHU \HI	±		±		±		±		
1XPEHU RI HPSOR\ HPSOR\HG E\ WKH DQ HQWHUSULVH R	0D[LPXP QXPEHU RI HPSOR\HH UHSUHVH HQWLWOHG SHU \HI												
±													
±													
±													
±													

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>ORUH WKDQ</p> <p>:KHUH WKH QXPEHU RI HOLJLEOH HPS H[FHHGV WKH TXRWD DW DQ\ SDUWLFXOD ZRUNSODFH SULRULW\ RI HQWLWOHPHQ UHVROYHG E\ DJUHM/KRQW E\ QWZ/WOQ RU JLYHQ WR WKH PRUH VHQLRU RI WKH HP HOLJLEOH ZKR VHHNV OHDYH</p> <p>)RU WKH SXUSRVH RI DSSO\LQJ WKH T HPSOR\HG E\ WKH HPSOR\HU LQ DQ HQW WLPH DQGLBHU HPSOR\HHV DQG FDXDO RU PRUH VHUULFH FRYHUG E\ WKLV DZ HPSOR\HG HQJDJHG LQ WKH HQWHUSULV SURFHGXUH HVWDEOLVKHGV \$Q WU FODX UHVROD\S\SLRQV</p>	
	<p><u>&RQUDFV</u> <u>&HQWUHV \$Z</u> <u>>0\$ _____ @</u></p>	<p>'LVSXWH UHVROXWLRQ SURFHGXUH WU</p> <p>6XEMHFW WR FODXWOLJLEOH HPSOR\H EH HQWLWOHG WR DQG WKH HPSOR\HU OHDYH ZLWK SD\ WR DWWHQG FRXUVHV HQKDFHPHQW RI WKH RSHUDWLRQ RI W LQFOXGLQJ ROLVQV ERQDWEWLRQ ZLWK WK SH WRU ZLWK DQ\ UHOHYDQW DJUHHPH UHVG LQ FRQMXQFWLRQ ZLWK WKLV DZD</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD ZHHNV QRWLFH RI WKH HPSOR\HH UHSU VXFK FRXUVHV DQG WKH OHDYH WR EH W QRWLFH DV WKH HPSOR\HU PD\ DJUHH W</p>	<p>)RU FRPSOHWH ERQDQFH VKRXOG EH LQFOXGHG</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW						
		<p>7KH QRWLFH WR WKH HPSOR\HU PXVW FRQWHQW DQG GXUDWLRQ RI WKH FRXUV</p> <p>7KH WDNLQJ RI VXFH OHDYH ZLOO EH RSHUDWLRQDO UHTXLUHPHQWV RI WKH H DGYHUVH HIIHFW RQ WKRVH UHTXLUHPHQ</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD SDLG DOO RUGLQDU\ WLPH HDUQLQJV ZK SD\DEOH GXULQJ WKH SHULRG RI OHDYH</p> <p>/HDYH RI DEVHQFH JUDQWHG ZSXUVK VHUFLH IRU DOO SXUSRVHV RI WKLV DZ</p> <p>)RU WKH SXUSRVH RI GHWHUPLQLQJ W UHSUHVHQWDWLYHV WR GLVXWH UHVRC HOLJLEOH HPSOR\HH UHSUHVHQWDWLYH LV D</p> <p>DVKRS VWHZDUG D GHOHJDWH RU D GXO\ HOHFWHG RU DSSRLQWHG E\ W JHQHUDOO\ RU FROHFWLYHO\ IRU D SXUSRVH RI UHSUHVHQWLQJ WKRVH UHVROXWLRQ DQG RFRFHGXUH</p> <p>EZKR LV ZLWKLQ WKH FODVV DQG Q HQWLWOHG IURP \H DU WR \H DU WR V SURFHGXUH WUDLQLQJ OHDYH DFFR WDEOH</p> <table border="1" data-bbox="571 1225 1460 1332"> <tr> <td data-bbox="571 1225 1003 1260">1XPEHU RI HPSOR\</td> <td data-bbox="1003 1225 1460 1260">0D[LPXP QXPEHU RI</td> </tr> <tr> <td data-bbox="571 1260 1003 1295">HPSOR\HG E\ HPSC</td> <td data-bbox="1003 1260 1460 1295">HPSOR\HH UHSUHVH</td> </tr> <tr> <td data-bbox="571 1295 1003 1332">HQWHUSULVH RU Z</td> <td data-bbox="1003 1295 1460 1332">HQWLWOHG SHU \HI</td> </tr> </table> <p data-bbox="571 1332 1003 1364">±</p>	1XPEHU RI HPSOR\	0D[LPXP QXPEHU RI	HPSOR\HG E\ HPSC	HPSOR\HH UHSUHVH	HQWHUSULVH RU Z	HQWLWOHG SHU \HI	
1XPEHU RI HPSOR\	0D[LPXP QXPEHU RI								
HPSOR\HG E\ HPSC	HPSOR\HH UHSUHVH								
HQWHUSULVH RU Z	HQWLWOHG SHU \HI								

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW								
		<table border="1" data-bbox="571 242 1462 391"> <tr><td>±</td><td></td></tr> <tr><td>±</td><td></td></tr> <tr><td>±</td><td></td></tr> <tr><td>0RUH WKDQ</td><td></td></tr> </table> <p data-bbox="571 422 1462 630">:KHUH WKH QXPEHU RI HOLJLEOH HPS H[FHHGV WKH DQXSVWDLW XODU WLPH IRU ZRUNSODFH SULRULW\ RI HQWLWOHPHQ UHVROYHG E\ DJUHHPHQW EHWZHHQ WKH JLYHQ WR WKH PRUH VHQLRU RI WKH HP HOLJLEOH ZHHNV OHDYH</p> <p data-bbox="571 662 1462 869">)RU SXUSRVHV RI DSSO\LQJ WKH TXRV E\ WKH HPSOR\HU LQ WKH HQWHWSPHVIS WLPH DQG FDXDO HPSOR\HHV ZLWK PF FRYHUHG E\ WKLV DZDUG DQG ZKR DUH H ZRUNSODFH WR ZKLFK WKH SURFHGXUH H FODXVH'LVSXWH UHDSOXWLRQ</p>	±		±		±		0RUH WKDQ		
±											
±											
±											
0RUH WKDQ											
	<p data-bbox="302 1085 548 1189"><u>(OHFWULFD</u> <u>.QG XVWU\</u> <u>>0\$</u></p>	<p data-bbox="571 901 1462 933">'LVSXWH UHVROXWLRQ SURFHGXUH WU</p> <p data-bbox="571 965 1462 1204">6XEMHFW WR FODXVH DQ HOLJLEOH UHSUHVHQWDWLYH LV HQWLWOHG WR D GD\W WUDLQLQJ OHDYH ZLWK SD\ WR DV WKH HQKDDFHPHQW RI WKH RSHUDWLRQ SURFHGXUH LQFOXGLRQW FODXVH WLRQ ZLWK\$WWRU ZLWK DQ\ UHOHYDQW DJUHH EH UHDG LQ FRQMXQFWLRQ ZLWK WKLV</p> <p data-bbox="571 1236 1462 1364">\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD ZHHNV\ QRWLFH RI WKH HPSOR\HH UHSU VXFK FRXUVHV DQG WKH OHDYH WR EH W QRWLFH DV WKH HPSOR\HU PD\ DJUHH W</p>	<p data-bbox="1489 1101 2027 1173">)RU FRPSOHWHHEDDQWH VKRXOG EH LQFOXGHG</p>								

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>7KH QRWLFH WR WKH HPSOR\HU PXVW FRQWHQW DQG GXUDWLRQ RI WKH FRXUV</p> <p>7KH WDNLQJ RI VXFK OHDYH PUXWDEG WKH RSHUDWLRQDO UHTXLUHPHQWV RI V DGYHUVH HIIHFW RQ WKRVH UHTXLUHPHQ</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD SDLG WKH ZDJHV WKH HPSOR\HH ZRXOG RUGLQDU\ WLPH WKH HPSOR\HH ZRXOG K RQ OHDYH GXULQJ WKH UHOHYDQW SHUL</p> <p>/HDYH RI DEVHQFH JUDQWHGFRXUWV VHUYLFH IRU DOO SXUSRVHV RI WKLV DZ</p> <p>)RU WKH SXUSRVH RI GHWHUPLQLQJ W UHSUHVHQWDWLYHV WR GLVSXWH UHVRC HOLJLEOH HPSOR\HH UHSUHVHQWDWLYH</p> <p>DZKR LV D VKRS VWHZDUG D GHOH UHSUHVHQWDWLYH GXO\ HOHFWHG R DQ HQWHUSULVH RU ZRUNSODFH JHC SDUW RI DQ HQWHUSULVH RU ZRUNS UHSUHVHQWLQJ MKRQHPSORV\$XWH SURFHGXUH DQG</p> <p>EZKR LV ZLWKLQ WKH FODVV DQG Q UHSUHVHQWDWLYHV HQWLWOHG IUR GLVSXWH UHVROXWLRQ SURFHGXUH IROORZLQJ TXRWD WDEOH</p> <p>1XPEHU RI HPSOR\ 0D[LPXP QXPEHU R HPSOR\HG E\ WKH HPSOR\HH UHSUHV DQ HQWHUSULVH R HQWLWOHG SHU \H</p>	

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW										
		<table border="1" data-bbox="571 242 1438 427"> <tr><td>±</td><td></td></tr> <tr><td>±</td><td></td></tr> <tr><td>±</td><td></td></tr> <tr><td>±</td><td></td></tr> <tr><td>0RUH WKDQ</td><td></td></tr> </table> <p data-bbox="571 464 1473 662">:KHUH WKH QXPEHU RI HOLJLEOH HPS H[FHHGV WKH TXRWD DW DQ\ SDUWLFXOD ZRUNSODFH SULRULW\ RI HQWLWOHPHQ UHVROYHG E\ DJUHHPHQW EHWZHHQ WKH JLYHQ WR WKH PRUH VHQLRU RI WKH HP HOLJLEOH ZKR VHHNV OHDYH</p> <p data-bbox="571 699 1473 933">)RU WKH SXUSRVH RI DSSO\LQJ WKH T HPSOR\HG E\ WKH HPSOR\HU ZRU WLPH DQG GLBUH HPSOR\HHV DQG FDXDO RU PRUH VHUYLEFH FRYHUHG E\ WKLV DZ HPSOR\HU DQG HQJDJHG LQ WKH HQWHU SURFHGXUH HVWD\WKHGV\WUHU FO UHVROXVSLRQV</p>	±		±		±		±		0RUH WKDQ		
±													
±													
±													
±													
0RUH WKDQ													
	<p data-bbox="293 1109 555 1241">*UDSKLF \$ <u>3ULQWLQJ</u> <u>3XEOLVKLQJ</u> <u>>0\$</u></p>	<p data-bbox="571 976 1473 1002">'LVSXWH UHVROXWLRQ SURFHGXUH WU</p> <p data-bbox="571 1040 1473 1209">6XEMHFW WR WKH SURYLQWLRQ GHFOJ HOHFWHG HPSOR\HH UHSUHVHQWDWLYH WUDLQLQJ OHDYH ZLWK SD\ FDXODDLYH UHFHLYH WUDLQLQJ GLUHFHWG DW WKH GLVSXWH VHWWOLQJ SURFHGXUHV</p> <p data-bbox="571 1248 1473 1375">7KH DPRXQW RI WUDLQLQJ OHDYH DQ DSSURYH SHU PRQW SHULRG ZLOO GH HPSOR\HHV HPSOR\HG DQG ZLOO EH LQ WDEOH</p>	<p data-bbox="1489 1141 2033 1209">)RU FRPSOHWHHQWQH VKRXOG EH LQFOXGHG</p>										

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW														
		<table border="1"> <tr> <td data-bbox="571 276 853 344">1XPEHU RI HPSOR\HHV</td> <td data-bbox="853 276 1464 344">1XPEHU RI GHOHJDWHV RU HPSOR\HH UHSUHVHQWDWI</td> </tr> <tr> <td data-bbox="571 344 853 384">±</td> <td data-bbox="853 344 1464 384">GD\I V WUDLQLQJ OHDYH</td> </tr> <tr> <td data-bbox="571 384 853 424">±</td> <td data-bbox="853 384 1464 424">GD\I V WUDLQLQJ OHDYH</td> </tr> <tr> <td data-bbox="571 424 853 464">±</td> <td data-bbox="853 424 1464 464">GD\I V WUDLQLQJ OHDYH</td> </tr> <tr> <td data-bbox="571 464 853 504">±</td> <td data-bbox="853 464 1464 504">GD\I V WUDLQLQJ OHDYH</td> </tr> <tr> <td data-bbox="571 504 853 544">±</td> <td data-bbox="853 504 1464 544">GD\I V WUDLQLQJ OHDYH</td> </tr> <tr> <td data-bbox="571 544 853 584">PRUH WKDQ</td> <td data-bbox="853 544 1464 584">GD\I V WUDLQLQJ OHDYH</td> </tr> </table> <p data-bbox="571 603 1464 735">7UDLQLQJ OHDYH ZLOO EH JUDQWHG) WKH HPSOR\HU UHTXHVWLQJ VXFK OHDYH PXVW FOXGH WKH QDWXUH FRQWHQW DG DWWHQGHG</p> <p data-bbox="571 770 1464 938">7KH JUDQWLQJ RI OHDYH SXOODEQWXV WKH HPSOR\HU EHLQJ DEOH WR PDNH DG DPRQJ FXUUHQW HPSOR\HHV GXULQJ WK DQ HPSOR\HU PXVW QRWRXVHRELDXQREC FODXVH</p> <p data-bbox="571 973 1464 1074">\$Q HPSOR\HH PXVW SURYLGH DW OHD WR WDNH WUDLQLQJ OHDYH XQOHVV WK RI QRWLFH</p> <p data-bbox="571 1109 1464 1246">:KLOH RQ WUDLQLQJ OHDYH WKH HPS WLPH HDUQLQJV)RU WKH SXRISGLDURIV HDUQLQJV PHDQV WKH ZDJH UDWHZDUG SD\PHQW DQG VKLIW ORDGLQJ ZKLFK RW</p> <p data-bbox="571 1281 1464 1345">7UDLQLQJ OHDYH JUDQWHG SXOODEQWXV DOO SXUSRVHV RI WKLV DZDUG</p>	1XPEHU RI HPSOR\HHV	1XPEHU RI GHOHJDWHV RU HPSOR\HH UHSUHVHQWDWI	±	GD\I V WUDLQLQJ OHDYH	±	GD\I V WUDLQLQJ OHDYH	±	GD\I V WUDLQLQJ OHDYH	±	GD\I V WUDLQLQJ OHDYH	±	GD\I V WUDLQLQJ OHDYH	PRUH WKDQ	GD\I V WUDLQLQJ OHDYH	
1XPEHU RI HPSOR\HHV	1XPEHU RI GHOHJDWHV RU HPSOR\HH UHSUHVHQWDWI																
±	GD\I V WUDLQLQJ OHDYH																
±	GD\I V WUDLQLQJ OHDYH																
±	GD\I V WUDLQLQJ OHDYH																
±	GD\I V WUDLQLQJ OHDYH																
±	GD\I V WUDLQLQJ OHDYH																
PRUH WKDQ	GD\I V WUDLQLQJ OHDYH																

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>\$OO H[SHQVHV VXFV DV WUDYHO DFI DVVRFLDWHG ZLWK RU LQFXUUHG E\ WKH FRXUVH DV SURYLGHG GLOR ER W ODXVHVS HPSOR\HH RU WKH XQLRQ</p> <p>2QO\ HPSOR\HHV ZKR KDYH FRPSOHWH VHUYLFH ZLWK WKHLU FXUUHQW HPSOR\</p>	
	<p><u>+RVSLWDOLV</u> <u>*HQH\$DDUC</u> <u>>0\$</u></p>	<p>6FKHGXOH, &RQVXOWDWLRQ &RQVXOWDWLRQ \$W OHDVW GD\ V SULRU WR LQLWELDNGX WKH HPSOR\HU PXVW FRQVXOW ZLWK DO SURSRVHG FKDQJH DQG WKHLU UHSUHVH</p>	<p>&ODXVH , LQ 6FKHGXOH LQFOXGHG DVUHSUHVH</p>
	<p><u>0DQXIDFWXU</u> <u>\$VVRFLDW</u> <u>.QGXVWULF</u> <u>2FFXSDWLRQ</u> <u>>0\$</u></p>	<p>0HWKRGV RI DUUDQJLQJ RUGLQDU\ Z F7ZHOYH KRXU GD\ V RU VKLIWV %\ DJUHH EH WZ WH HQ DQ HPSOR\HU DQG WK LQ WKH HQWHUSULVH RU SDUW RI WKH H VKLIWV PD\ EH LQWURGXFHG VXEMHFW W « YD WULDO RU UHYLHZ SURFHVV EHL HPSOR\HU DQG WKH HPSOR\HHV RU » &ODVVLILFDWLRQV E3URFHGXUH IRU FODVVLILQJ HPSOR\H 1DWLRQDO 0HWDO DQG (QJLQHULQJ &R « Y2WKHU SURYLVLRQV WR EH IROOR VWDQGDUGV DUH EHLQJ LPSOHPHQW</p>	<p>&ODXVH F Y E YWKH EDODQFH RI ED ODXVH VKRXOG EH L W ODXVH W R HPSOR\HUHSUHVHQWDLYH</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>x PDQDJHPPHQW DQG HPSOR\HH UH UHVSQRVLEOH IRU RYHUVHHLQJ FRPSHWHQF\ VWDQGDUGV ZLWK JLYHQ DFFHVV WR EULHILQJ DQ WKH FRPSHWHQF\ VWDQGDUGV D SULRU WR WQW WHRQ DQG</p> <p>x VXFKEULHILQJV DQG RU WUDLQ FRPSHWHQF\ VWDQGDUGV DQG V EH HLWKHU D MRLQW EULHILQJ RQH SDUW\ ZLWK WKH DSSURYD DW WQW HUSULVH RU DQ DSSURY D UHFRJQLVHG SURYLGHU ZLWK UHOHYDQW SDUWLHV DW WKH H GRHV QRW H[FOXGH WKH GHOLY DGYLFH E\ WKH SDUWLHV WR DQ</p> <hr/> <p>'LVSXWH UHVROXWLRQ SURFHGXUH WU</p> <p>6XEMHFW WR FODWQW DQ HOLJLEOH UHSUHVHQWDWLYH LV HQWLWOHG WR D GD\W WUDLQLQJ OHDYH ZLWK SD\ WR DW WKH HQKDQFHPHQW RI WKH RSHUDWLRQ SURFHGXUH LQFOXGLQJ WQW WHRQ WQW ZLWK WKH \$FW RU ZLWK DQ\ UHOHYDQW EH UHGD LQ FRQMXQFWLRQ ZLWK WKLV D</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD ZHNV[†] QRWLFH RI WKH HPSOR\HH UHSU VXFKEULHILQJ DQG WKH OHDYH WR EH W QRWLFH DV WKH HPSOR\HU PD\ DJUHH W</p>	

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>7KH QRWLFH WR WKH HPSOR\HU PXVW FRQWHQW DQG GXUDWLRQ RI WKH FRXUV</p> <p>7KH WDNLQJ RI VXFK OHDYH PXVW EH WKH RSHUDWLRQDO UHTXLUHPHQWV RI V DGYHUVH HIIHFW RQ WKRVH UHTXLUHPHQ</p> <p>\$QHOLJLEOH HPSOR\HH UHSUHVHQWDV SDLG WKH ZDJHV WKH HPSOR\HH ZRXOG RUGLQDU\ WLPH WKH HPSOR\HH ZRXOG K RQ OHDYH GXULQJ WKH UHOHYDQW SHUL</p> <p>/HDYH RI DEVHQFH JUDQWHGFRXUWV VHUYLFH IRU DOO SXUSRVHV RI WKLV DZ</p> <p>)RU WKH SXUSRVH RI GHWHUPLQLQJ W UHSUHVHQDWLYHV WR GLVSXWH UHVRO DQHOLJLEOH HPSOR\HH UHSUHVHQDWLY</p> <p>DZKR LV D VKRS VWHZDUG D GHOH UHSUHVHQDWLYH GXO\ HOHFWHG R DQ HQWHUSULVH RU ZRUNSODFH JHC SDUW RI DQ HQWHUSULVH RU ZRUNS UHSUHVHQWLQJ MKRQHMHSGRVSXWH SURFHGXUH DQG</p> <p>EZKR LV ZLWKLQ WKH FODVV DQG Q UHSUHVHQDWLYHV HQWLWOHG IUR GLVSXWH UHVROXWLRQ SURFHGXUH IROORZLQJ TXRWD WDEOH</p> <p>1XPEHU RI HPSOR\H 0D[LXP QXPEHU RI HPSOR\HG E\ WKH HPSOR\HH UHSUHV DQ HQWHUSULVH RI HQWLWOHG SHU \H</p>	

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>±</p> <p>±</p> <p>±</p> <p>±</p> <p>0RUH WKDQ</p> <p>:KHUH WKH QXPEHU RI HOLJLEOH HPS H[FHHGTXRKH DW DQ\ SDUWLFXODU WLP ZRUNSODFH SULRULW\ RI HQWLWOHPHQ UHVROYHG E\ DJUHHPHQW EHWZHHQ WKH JLYHQ WR WKH PRUH VHQLRU RI WKH HP HOLJLEOH ZKR VHHNV OHDYH</p> <p>)RU WKH SXUSRVH RI DSSOHRSORWKHVT HPSOR\HG E\ WKH HPSOR\HU LQ DQ BQW IXWOPH DQGLBHUHPSOR\HHV DQG FDXD PRQWKV RU PRUH VHUYLFH FRYHUHG E\ E\ WKH HPSOR\HU DQG HQJDJHG LQ WKH ZKLFK WKH SURFHGXUH HVWDEOLSKHX UHVRODXSLRQV</p> <hr/> <p>\$FFLGHQWSDFOH PDQXIDFWXULQJ HP</p> <p>1RWLFH RI LQMXU\</p> <p>:KHQ DESOR\HH UHFHLYHV DQ LQMXU\ IR FODLPV WR EH HQWLWOHG WR SDKPHQPS VKDOO JLYH QRWLFH LQ ZULWLQJ RI WKH UHDVRQDEO\ SUDFWLFDEOH DIWHU UHF E\ D UHSUHVHQWDWLYH RI WKH HPSOR\H</p>	

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
	<p>0DUNHW DQ <u>5HVHDFK</u> \$ <u>>0\$</u></p>	<p>'LVSXWH UHVROXWLRQ SURFHGXUH WU</p> <p>6XEMHFW WR FODXVH HOLJLEOH HPSOR\H EH HQWLWOHG WR DQG WKH HPSOR\HU OHDYH ZLWK SD\ WR DWWHQG FRXUVHV HQKDFHPHQW RI WKH RSHUDWLRQ RI W LQFOXGLQJ LWV RSHUDWLRQ LQ FRQQHF WUHQVU ZLWK DQ\ UHOHYDQW DJUHHPHQV UHDG LQ FRQMXQFWLRQ ZLWK WKLW DZD</p> <p>7KH HPSOR\HU ZLOO QRW EH UHTXLUH SURYLGH GLVSXWH UHVROXWLRQ WUDLQ RI WKDW HPSOR\HU LQ H[FHVV RI</p> <p>DD WRWDO RI GD\V OHDYH</p> <p>EOHDYH IRU WKH OHVVHU RI HPSO HPSOR\HHV LQ DQ\ RQH VWDWH RU V</p> <p>7KH JUDQWLQJ RI OHDYH SXUODCHV</p> <p>DWKH HPSOR\HH RU DQ HOLJLEOH H JLYLQJ QRW OHVV WKDQ ZRUNLQJ LQWHQWLRQ WR DWWHQG VXFK FRXU QRWLFH DV PD\ EH DJUHHG E\ WKH H QRWLFH PXVW LQFOXGH WKH DQW & X FRXUVH WR EH DWWHQGHG DQG</p> <p>EWKH HPSOR\HU EHLQJ DEOH WR PD DUUDQJHPHQWV DPRQJVV FXUUHQW RI VXFK OHDYH \$Q HPSOR\HU WRODY DQ REOLJDWLRQ XQGHU FODXVH</p>	<p>&ODXVH VKRXOG EH LQ WRPSORUHSUHVHQWDWLY</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>/HDYH RI DEVHQFH JUDQWHGZSXOVKDX VHUFLH IRU DOO SXUSRVHV RI WKLV DZ</p> <p>(DFK HPSOR\HH RQ OHDYH DSSURYHG FODXVZLLOO EH SDLG DOO RUGLQDU\ WLP FODXVHRUGLQDU\ WLP HDUQLQJV IRU D FODVVLILFDWLRQWGDSD\PHQW VXSHUDQ ORDGLQJ ZKLFK RWKHUZLVH ZRXOG KDYH</p> <p>\$OO H[SHQVHV VXFK DV WUDYHO DFI DVVRFLDWHG ZLWK RU LQFXUUHG E\ WKH FRXUVH DV SURYLGHGZLRO ERWQDXVHVS HPSOR\HH RU ZKHUH UHOHYDQW WKH X</p> <p>\$Q HPSOR\HH PD\ EH UHTXLUHG WR VI DWWHQGDQFH DW WKH FRXUVH WR TXDO HPSOR\HH ZRXOG RWKHUQZVLVMOKDGMREHSD FODXVZH3HUVRQDO FDUHUUV OHDYH DQG</p> <p>,Q WKH HYHQW D VFKHGXOHG URVWHU OHDYH DSSURYHG SXUVXQRQDWRIFODVXMY ZLOOXEHVWLWXWHG LQVWHDG</p> <p>(PSOR\HHV ZLOO EH DOORZHG XS WR WR DWWHQG XQLRQ PHHWLQJV DW WKH H GHVLJQH WR IDFLOLWDWH DZDUHQHV UHVROXWLRQ SURFHGXUH LQ WKLV DZDU</p>	
	<p><u>5RDG 7UDQV</u> <u>'LVWULEXWL</u> <u>>0\$</u></p>	<p>'LVSXWH UHVROXWLRQ WUDLQLQJ OHD \$Q HOLJLEOH HPSOR\HH UHSUHVHQWD JUDQWHG XS WR GD\OHDYH ZLWK S FXPXODWLYH WR DWWHQG FRXUVHV ZKL HIIHFWLYH UHVROXWLRQ RI GLVSWXVQGH</p>	<p>)RU FRPSOHWHQHVV WKH VKRXOG EH DGGHG</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW																		
		<p>WKLV DZDUG DQG RU LQGXVWULDO LVVX VKRS VWHZDUG GHOHJDWH RU HPSOR\H HQWLWOHG WR OHDYH LQ DIRUREFRQDHHGZ</p> <p>)RU WKH SXUSRVH ERQDIXGH FRXQVH 'LVSXWH 5HVROXWLRQ 7UDLQLQJ /HDYH DXVSLFHV RI D UHJLVWHUHG WUDLQLQJ UHJLVWUDWLRQ LQFOXGHV LQGXVWULDO</p> <p>\$Q HPSOR\HH UHSUHVHQWDWLYH PXV QRWLFH RI LQWHQWLRQ WR DWWHQG VXI RU VXFK VKRUWHU SHULRG RI QRWLFH D DFFHSW</p> <p>7KH QRWLFH WR WKH HPSOR\HU PXVW FRQWHQW DQG GXUDWLDO WHQGHGFRSRV WKH FRXUVH FXUULFXOXP ZLOO EH SURY</p> <p>/HDYH PXVW EH DYDLODEOH DFFRUGL HDFK \DUG GHSRW RU JDUDJH RI DQ HPS</p> <table border="1" data-bbox="571 954 1460 1310"> <tr> <td data-bbox="571 954 862 1125"> 1R RI WLOPH DQG SWLPH HPSOR\HHV FRYHUHG E\ DZDUG </td> <td data-bbox="862 954 1176 1125"> 0D[QR RI HPSOR\HH UHSUHVHQWD HOLJLEOH WR \HDU </td> <td data-bbox="1176 954 1460 1125"> 0D[QR RI SHUPLWWHG \HDU </td> </tr> <tr> <td data-bbox="571 1125 862 1161">±</td> <td data-bbox="862 1125 1176 1161"></td> <td data-bbox="1176 1125 1460 1161"></td> </tr> <tr> <td data-bbox="571 1161 862 1198">±</td> <td data-bbox="862 1161 1176 1198"></td> <td data-bbox="1176 1161 1460 1198"></td> </tr> <tr> <td data-bbox="571 1198 862 1235">±</td> <td data-bbox="862 1198 1176 1235"></td> <td data-bbox="1176 1198 1460 1235"></td> </tr> <tr> <td data-bbox="571 1235 862 1272">±</td> <td data-bbox="862 1235 1176 1272"></td> <td data-bbox="1176 1235 1460 1272"></td> </tr> <tr> <td data-bbox="571 1272 862 1310">DQG RYHI</td> <td data-bbox="862 1272 1176 1310"></td> <td data-bbox="1176 1272 1460 1310"></td> </tr> </table>	1R RI WLOPH DQG SWLPH HPSOR\HHV FRYHUHG E\ DZDUG	0D[QR RI HPSOR\HH UHSUHVHQWD HOLJLEOH WR \HDU	0D[QR RI SHUPLWWHG \HDU	±			±			±			±			DQG RYHI			
1R RI WLOPH DQG SWLPH HPSOR\HHV FRYHUHG E\ DZDUG	0D[QR RI HPSOR\HH UHSUHVHQWD HOLJLEOH WR \HDU	0D[QR RI SHUPLWWHG \HDU																			
±																					
±																					
±																					
±																					
DQG RYHI																					

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>\$Q HPSOR\HU LV QRW OLDEOH IRU DQ DVVRFLDWHG ZDOR KH DQV DWWHQGDQFH D WKH SD\PHQW RI RUGLQDU\ WLPH HDUQL SXUSRVH RI ROLXODU\ WLPH HDUQLQJV PLQLPXP UDWH DQG VKLIWZRUN ORDGLQ DZDUG SD\PHQW ZKHUH DSSOLFDEOH</p> <p>/HDYH RI DEVHQFH RQ WUDLQLQJ OHD VHUYLEFH</p> <p>7KH HPSOR\HH PXVW SURYLGH WKH HI DWWHQGDQFH</p> <p>7KH JUDQWLQJ RI OHDYH \$XUWXEDMDFW HPSOR\HU EHLQJ DEOH WR PDNH DGHTXD DPRQJ FXUUHQW HPSOR\HHV GXULQJ WK</p> <p>\$Q HPSOR\HH ZLOO QRW EH HOLJLEO PRQWKV FRQWLQXR XV VHUYLEFH KDV EH</p>	
	<p><u>6HDIRRG 3UF</u> <u>\$ZDUG</u> <u>>0\$</u> @</p>	<p>0HWKRGV RI DUUDQJLQJ RUGLQDU\ Z « G%\ DJUHHPHQW EHWZHHQ DQ HPSOR\HU HPSOR\HHV LQ WKH HQWHUSULVH RU SD KRXU GD\ V RU VKLIWV PD\ EH LQWURGXF « YD WUUDYRHZ SURFHVV EHLQJ MRLC HPSOR\HU DQG WKH HPSOR\HHV RU V</p>	<p>&ODXVH G Y VKRXOGC UHIHUP SVORUHSUHVHQWD</p>
	<p><u>6HFXULW\ 6</u> <u>.QG XVWU\ \$</u> <u>>0\$</u></p>	<p>6KLIW GXUDWLRQ « G\$Q HPSOR\HH PD\ EH UHSHUHHQWMCW E\ WKHP LQ DQ\ GLVFXVLRQ DERXW WKH FODXVHF</p>	<p>&ODXVH G VKRXOG EH LQ UHIHUP SVORUHSUHVHQWD</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
	<u>6WHYHGRU</u> <u>.QG XVWU\</u> <u>>0\$</u>	<p>5RVWHULQJ DUUDQJHPZHQMV</p> <p>E7KH HPSOR\HU PD\ DJUHH ZLWK WKH X HPSOR\HHV DW WKH ZRUNSODFH WKH IRC</p> <p>L RU GD\ VKLIW DUUDQJHPHQW UHJXODU URVWHULQJ</p> <p>LEKDQJHV VFRQWKH RI HDFK VKLIW S RUGLQDU\ KRXUV RI ZRUN ZLOO QRW KRXUV</p> <p>LZKHUH D GD\ FRQWLQXRXV VKLIV ZRUNHG LQFOXVLRQ LQ WKH RUGLQ ZRUNHG RQ SXEOLF KROLDG\ DV S FODXVH 3XEOLF KRDLGZHO DV 6DWX 6XQGD\ SURYLGHG WKDW SD\PHQW DFFRUGDQFH ZLWK WKLV DZDUG</p> <p>LSURYLVLRQV IRU WKH WLPLQJ RI</p> <p>YSURYLVLRQV IRU WKH H[WHQVLRQ VXFK H[WHQVLRQV ZLOO EH SDLG DV</p> <p>YQRWLILFDWLRQ DQG FDQFHODWL</p> <p>YLWDJHULQJ RI VKLIW VWDUW DQ</p>	<p>&ODXVH E VKRXOG E UHIHUV WR WKH XQLRQ</p>
	<u>6XJDU .QG</u> <u>\$ZDUG</u> <u>>0\$ @</u>	<p>'LVSXWH UHVROXWLRQ SURFHGXUH WU</p> <p>\$ GXO\ DXWKRULVHG HOLJLEOH HPSOR ZULWWHQ DSSOLFDWLRQ WR WKH HPSOR VXFK OHVVHU SHULRG DV PXWXDOO\ DJU</p>	<p>)RU FRPSOHWHHQHV WKH VKRXOG EH LQFOXGHG</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>GD\VT OHDFYXPXODQVLYH RQ RUGLQDU\ SD DWWHQG DSSURYHG FRXUVHV ZKLFK DUH WKH RSHUDWLRQ RI WKH GLVSXWH UHVR RSHUDWLRQ LQ FRQQHFWRU ZLWV WZLV UHOHYDQW DJUHHPHQW WKDW SURYLGH\ WKLW DZDUG</p> <p>)RU WKH SXUSRVH RI GHWHUPLQLQJ W UHSUHVHQWDWLYHV WR GLVSXWH UHVRC DQ HOLJLEOH HPSOR\HH W\HSDQHVFRDMLD VWHZDUG D GHOHJDWH RU DQ HPSOR\H DSSRLQWHG E\ WKH HPSOR\HHV LQ DQ H RU FROOHFWLYHO\ IRU DOO RU SDUW RI SXUSRVH RI UHSUHVHQWLQW WKRVGLVPS SURFHGXUH</p> <p>\$Q\ ZULWWHQ DSSOLFWRU VHHNLQJ HOLJLEOH HPSOR\HH WR DWWHQG D FRX DQG FRQWHQW RI WKH FRXUVH WR EH DV ZKLFK WKH FRXUVH LV SURSRVHG WR EH</p> <p>)RU WKH SXUSRVH RUGLQDU\ WKH RUGLQDU\ ZHHNO\ UDWH SDLG WR WKH H DOORZDQFHV RU SHQDOW\ UDWHV IRU W RYHUWLP</p> <p>7KH JUDQWLQJ RI VXFK OHDYH ZLOO E FRQGLWRU</p> <p>DWKH HPSOR\HH PXVWRDWHVDFRQ VHUFLH ZLWK WKH HPSOR\HU SULR DQG EH DQ HOLJLEOH HPSOR\HH UH</p>	

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>EXQOHVV RWKHUZZLVH DJUHHG WKH GLVSXWH UHVROXWLRQ WUDLQLQJ O UHTXLUHG WR JUDQW HDFK \HDU LQ GD\ IRU HDFK RI GXO\ DXWKRULVH UHSUHVHQWDWLYHV</p> <p>FWKH JUDQWLQJ RI VXFK OHDYH ZL FRQYHQLHQFH RI WKH HPSOR\HU VR HQWHUSULVH ZLOO QRW EH DGYHUV</p> <p>GWKH HPSOR\HU ZLOO DGYLVH ZLW DSSOLFDWLRQ IRU WKLV OHDYH KDV UHTXHVW LV QRW DJUHHG WR WKH UHDVRQV IRU VXFK UHMHFWLRQ</p> <p>HLI WKH UHDVRQV IRU UHMHFWLRQ QRW DFFHSWHG DQ\ GLVSXWH ZLOO ZLWK WKH GLVSXWH UHVROXWLRQ SS UHVROXWLRQ LV DZDUG</p> <p>ILQ JUDQWLQJ VXFK SDLG OHDYH V UHVSRQVLEOH IRU DQ\ DGGLWLRQDO H[WUD UHPXQHWDWLRQ ZKHUH UHOL LQVWLWXWHG E\ WKH HPSOR\HU WR HPSOR\HH ,Q WKH VSLUDWLRQ RWWLX WKDW HPSOR\HHU DZDUG FR PLQLPLV</p> <p>JOHDYH JUDQWHG WR DWWHQG VXF LQFXU DQ\ DGGLWLRQDO SD\PHQW R FRXUVH FRLQFLGHV ZLWK DQ HPSOR</p> <p>KVXF SDLG OHDYH ZLOO QRW DIIH HPSOR\HHV XQGHU WKLV DZDUG DQ</p>	

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		LRQ FRPSOHWLRQ RI WKH FRXUVH W UHTXHVW SURYLGH WR WKH HPSOR\ WKH FRXUVH ([FHSW LQ WKH FDVH F DXWKRULVHGDOVHDYH G D Q R H DW D WU UHVXOW LQ WKHHLSORR H G QRUWVFK	
	<u>7HOHFRPPXQ</u> <u>6HUYLEFHV</u> <u>>0\$</u>	'LVSXWH UHVROXWLRQ SURFHGXUH WU \$Q HOLJLEOH HPSOR\HH UHSUHVHQWD HPSOR\HU ZLOO JUDQW XS WR GD\W W FRXUVHV ZKLFK DUH GLUHFHWG DSM WDKWH WKH GLVSXWH UHVROXWLRQ SURFHGXUH FRQQHFWLRQ ZLWK WKH W D U Z L W Q Q L DJUHHPHQW ZKLFK SURYLGHV LW LV WR DZDUG \$Q HOLJLEOH HPSOR\HH UHSUHVHQWD ZHHNV QRWLFH RI WKH HPSOR\HH UHSU VXFK FRXUVHV DQG WKH OHDYH WR EH W QRWLFH DV WKH HPSOR\HU PD\ DJUHH W 7KH QRWLFH WR WKH HPSOR\HU ZLOO FRQWHQW DQG GXUDWLRQ RI WKH FRXUV 7KH WDNLQJ RI VXFK OHDYH ZLOO EH RSHUDWLRQDO UHTXLUHPHQWV RI WKH H DGYHUVH HIIHW RQ WKRVH UHTXLUHPHQ \$Q HOLJLEOH HPSOR\HH UHSUHVHQWD SDLG DOO RUGLQDU\ WLPH HDUQLQJV ZK SD\DEOH GXULQJ WKH SHULRG RI OHDYH /HDYH RI DEVHQFH JUDQWHG ZLXOV K B X VHUYLEFH IRU DOO SXUSRVHV RI WKLV DZ)RU FRPSOHWHQHVV WKH VKRXOG EH LQFOXGHG

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW																
		<p>)RU WKH SXUSRVH RI GHWHUPLQLQJ W UHSUHVHQWDWLYHV WR GLVSXWH UHVRO HOLJLEOH\HH UHSUHVHQWDWLYH LV</p> <p>DD VKRS VWHZDUG D GHOHJDWH RU UHSUHVHQWDWLYH GXO\ HOHFWHG LQ D ZRUNSODFH JHQHUDOO\ RU FR ZRUNSODFH IRU WKH SXUSRVH RI U LQ WKH GLVSXWH QXPHUDWLRQ SUR</p> <p>EZLWKLQ WKH FODVV DQG QXPEHU IURP \H DU WR \H DU WR WDNH SDLG WUDLQLQJ OHDYH DFFRUGLQJ WR WH</p> <table border="1" data-bbox="571 751 1413 1038"> <tr> <td>1XPEHU RI HPSOR</td> <td>0D[LXP QXPEHU R</td> </tr> <tr> <td>HPSOR\HG E\ HPS</td> <td>HPSOR\HH UHSUHV</td> </tr> <tr> <td>HQWHUSULVH RU</td> <td>HQWLWOHG SHU \H</td> </tr> <tr> <td>±</td> <td></td> </tr> <tr> <td>±</td> <td></td> </tr> <tr> <td>±</td> <td></td> </tr> <tr> <td>±</td> <td></td> </tr> <tr> <td>PRUH WKDQ</td> <td></td> </tr> </table> <p>:KHUH WKH QXPEHU RI HOLJLEOH HPS H[FHHGV WKH TXRWDLFXODQ\WLPH IRU D ZRUNSODFH SULRULW\ RI HQWLWOHPHQW UHVROYHG E\ DJUHHPHQW EHWZHHQ WKH JLYHQ WR WKH PRUH VHQLRU RI WKH HP HOLJLEOH\HH\KROHDYH</p> <p>)RU SXUSRVHV RI DSSO\LQJ WKH TXRV E\ WKH HPSOR\HU LQ WKH HQWHUSULVH</p>	1XPEHU RI HPSOR	0D[LXP QXPEHU R	HPSOR\HG E\ HPS	HPSOR\HH UHSUHV	HQWHUSULVH RU	HQWLWOHG SHU \H	±		±		±		±		PRUH WKDQ		
1XPEHU RI HPSOR	0D[LXP QXPEHU R																		
HPSOR\HG E\ HPS	HPSOR\HH UHSUHV																		
HQWHUSULVH RU	HQWLWOHG SHU \H																		
±																			
±																			
±																			
±																			
PRUH WKDQ																			

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		WLPH DQG FDXDO HPSOR\HHV ZLWK PF FRYHUHG E\ WKLW DZDUG DQG ZKR DUH H ZRUNSODFH WR ZKLFK WKH SURFHGXUH I FODXVH'LVSXWH UHVSOXWLRQ	
	<u>7HIWLOH &</u> <u>)RRWZHDU</u> <u>\$VVRFLDW</u> <u>.QGXVULH</u> <u>>0\$</u>	,QGLYLGXDO IOH[LELOLW\ DUUDQJHPH « 7KH HPSOR\HU PXVW JLYH WKH HPSOR HQDEOH WKH HPSOR\HH WR VHHN DGYLF HPSOR\HHV XQLRQ ----- 'LVSXWH UHVROXWLRQ WUDLQLQJ OHD 6XEMHFW WR FODXV DQ HOLJLEOH UHSUHVHQWDWLYH LV HQWLWOHG WR D GD\W WUDLQLQJ OHDYH ZLWK SD\ WR DW WKH HQKDQFHPHQW RI WKH RSHUDWLRQ SURFHGXUH LQFOXGLQJ LFWRSQZLWKRQ ZLWK\$WKR RU ZLWK DFRORJLWLRQ HQW ZK SURYLGHV LW LV WR EH UH DG LQ FRQMX \$Q HOLJLEOH HPSOR\HH UHSUHVHQWD ZHHNV QRWLFH RI WKH HPSOR\HH UHSU VXFK FRXUVHV DQG WKH OHDYH WR EH W QRWLFH DV WKH HPSOR\HU PD\ DJUHH W 7KH QRWLFH WR WKH HPSOR\HU PXVW FRQWHQW DQG GXUDWLRQ RI WKH FRXUV 7KH WDNLQJ RI VXFK OHDYH PXVW EH WKH RSHUDWLRQHQWV RI WKH HPSOR\ DGYHUVH HIIHFW RQ WKRVH UHTXLUHPH	&ODXVH VKRXOG EH L UHIHUV WR WKH HPSOR\H)RU FRPSOHWHQHVV WKH VKRXOG EH LQFOXGHG &ODXVHV)) DQGLQ 6FKHGXOH) VKRXOG EH L UHIHU WR WKH UHOHYDQ

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW								
		<p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD SDLG WKH ZDJHV WKH HPSOR\HH ZRXOG RUGLQDU\ WLPH WKH HPSOR\HH ZRXOG K RQ OHDYH GXULQJ WKH UHOHYDQW SHUL</p> <p>/HDYH RI DEVHQFH JUDQWHGFSXXLQXV VHUFLFH IRU DOO SXUSRVHV RI WKLV DZ</p> <p>)RU WKH SXUSRVH RI GHWHUPLQLQJ W UHSUHVHQWDWLYHV WR GLVSXWH UHVRC DQ HOLJLEOH HPSOR\HH UHSUHVHQWDWLYH</p> <p>DZKR LV D VKRS VWHZDUG D GHOH UHSUHVHQWDWLYH GXO\ HOHFWHG R DQ HQWHUSULVH RU ZRUNSODFH JHC SDUW RI DQ HQWHUSULVH RU ZRUNS UHSUHVHQWLQJ MKRQHWHPSORV\$XWH SURFHGXUH DQG</p> <p>EZKR LV ZLWKLQ WKH FODVV DQG Q UHSUHVHQWDWLYHV HQWLWOHG IUR GLVSXWH UHVROXWLRQ SURFHGXUH IROORZLQJ TXRWD WDEOH</p> <table border="1" data-bbox="571 1054 1460 1362"> <tr> <td data-bbox="571 1054 1014 1189">1XPEHU RI HPSOR\H HPSOR\HG E\ WKH H DQ HQWHUSULVH R</td> <td data-bbox="1014 1054 1460 1189">0D[LPXP QXPEHU RI HPSOR\HH UHSUHV HQWLWOHG SHU \HI</td> </tr> <tr> <td data-bbox="571 1189 1014 1248">±</td> <td data-bbox="1014 1189 1460 1248"></td> </tr> <tr> <td data-bbox="571 1248 1014 1307">±</td> <td data-bbox="1014 1248 1460 1307"></td> </tr> <tr> <td data-bbox="571 1307 1014 1362">±</td> <td data-bbox="1014 1307 1460 1362"></td> </tr> </table>	1XPEHU RI HPSOR\H HPSOR\HG E\ WKH H DQ HQWHUSULVH R	0D[LPXP QXPEHU RI HPSOR\HH UHSUHV HQWLWOHG SHU \HI	±		±		±		
1XPEHU RI HPSOR\H HPSOR\HG E\ WKH H DQ HQWHUSULVH R	0D[LPXP QXPEHU RI HPSOR\HH UHSUHV HQWLWOHG SHU \HI										
±											
±											
±											

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW				
		<table border="1" data-bbox="571 240 1462 357"> <tr> <td data-bbox="571 240 1014 300">±</td> <td data-bbox="1014 240 1462 300"></td> </tr> <tr> <td data-bbox="571 300 1014 357">0RUH WKDQ</td> <td data-bbox="1014 300 1462 357"></td> </tr> </table> <p data-bbox="571 395 1462 592">:KHUH WKH QXPEHU RI HOLJLEOH HPS H[FHHGV WKH TXRWD DW DQ\ SDUWLFXODU ZRUNSODFH SULRULW\ RI HQWLWOHPHQW UHVROYHG E\ DJUHMWKHQW BQWZWHOHG R JLYHQ WR WKH PRUH VHQLRU RI WKH HP HOLJLEOH ZKR VHHNV OHDYH</p> <p data-bbox="571 630 1462 863">)RU SXUSRHV RI DSSO\HPSOR\HGXRV HPSOR\HG E\ WKH HPSOR\HU LQ DQ BQWZ IXWOPH WSLFHWWRWHLJPHG HPSOR\HHV RU FD ZLWK PRQWKV RU PRUH VHUYLFH FRYH HPSOR\HG E\ WKH HPSOR\HU DQG HQJDJH ZRUNSODFH WR ZKLFK WKH SURFHGXUH I FODXVHSSOLHV</p> <hr/> <p data-bbox="571 901 1462 938">6FKHGXWZRUN DQG 5HODWHG 3URYLV</p> <p data-bbox="571 976 1462 1013">) *HQHUDO UHTXLUHPHQWV IRU PDNLQJ</p> <p data-bbox="571 1013 1462 1050">«</p> <p data-bbox="571 1050 1462 1086">) /LVWV</p> <p data-bbox="571 1086 1462 1214">E\$ SULQFLSDO PXVW SURYLGH D FR ODQDJHU RU WKHLU QRPLQHH DQG W RI WKH 8QLRQDZLVWKLVKH ODVW ZRUN)HEUXDU\ OD\ \$XJXVW DQG 1RYHPE</p> <hr/> <p data-bbox="571 1252 1462 1289">) 5HJLVWUDWLRQ DQG ERDUG RI UHIHU</p> <p data-bbox="571 1289 1462 1326">«</p> <p data-bbox="571 1326 1462 1362">) 3RZHUV RI ERDUG RI UHIHUHQFH WR</p> <p data-bbox="571 1362 1462 1399">«</p>	±		0RUH WKDQ		
±							
0RUH WKDQ							

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>SODFH QRPLQDWHG E\ WNIHOBPLRQ UZ WKH SULQFLSDO\ V SUHPLVHV ZKLFH SUHPLVHV EXW PXVW QRW LQFOXGH</p> <p>) 7KH 8QLRQ ZLOO QRW GLYXOJH DQ\ L UHFRUG LQ FRPSOLDQFH ZLWK FHOODXQH V EH SDLG IRU HDFK JDUPHQW RU DUWLFO SDUW\ VDYH IRU LQ HQIRUFHPHQW GRQJL &RXUW RU 7ULEXQDO</p>	
	<p><u>7LPEHU</u> .QC <u>\$ZDUG</u> <u>>0\$</u> @</p>	<p>'LVSXWH UHVROXWLRQ SURFHGXUH WU</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD GLVSXWH UHVROXWLRQ ZLOO EH DOORZH HPSOR\WHWHROH GLVSXWHV DV SHU WKLV DUUDQJH IRU VXLWDEOH WUDLQLQJ DQG ZHHNV\ QRWLFH RU OHVV DPRXQW E\ DJ ZLWK SD\ HDFK FDOH &XODWIDYH QRQ</p> <p>7KH QRWLFH WR WKH HPSOR\HU PXVW FRQWHQW DQG GXUDWLRQ RI WKH FRXUV PXVW KDYH D UHDVRQDEOH RSSRUWXQLV</p> <p>DFRQVXOW ZLWK WKH HOLJLEOH HP WKH WUDLQLQJ SURYLGHU UHJDUGL DQG</p> <p>ESDUWLFLSDWH LQ WKH GHYHORS WUDLQLQJ FRXUVH</p> <p>/HDYH RI DEVHQFH JUDQWHG ZLXODV VHUYLFH IRU DOO SXUSRVHV</p>	<p>)RU FRPSOHWHHQEDDQDFH VKRXOG EH LQFOXGHG</p> <p>&ODX\$HM DQBI 6FKHGHO VKRXODGR LQFOXGHG EHF UHIHWWHUHOHYDQW XQL</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>7KH WLPH RI WDNLQJ OHDYH ZLQDPEN DGYHUVH HIIHFW RQ WKH HPSOR\HU\ V R</p> <p>)RU WKH SXUSRVH RI GHWHUPLQLQJ W UHSUHVHQWDWLYHV WR GLVSXWH UHVRC DQ\ HOLJLEOH HPSOR\HH\ WHDQHVPHQWRDMLZ VWHZDUG D GHOHJDWH RU DQ HPSOR\H DSSRLQWHG E\ WKH HPSOR\HHV LQ DQ H RU FROOHFWLYHO\ IRU DOO RU SDUW RI SXUSRVH RI UH\ SKURMHGWSQR\HHV LQ WKH SURFHGXUH</p> <hr/> <p>6FKHGXQ&HD VVLILFDWLRQ* HQHQDOLRQVE 6WUHD P</p> <p>\$ /HYHO UHODWLYLW\</p> <p>I&ULWHULD IRU H\WHQVLRQ RI WHUP LQ \$ ZRUNHU ZKR HQWHUV WKH LQGXLVWU\ D FRPSHWHQF\ UHTXLUHPHQWV RI /HYHO PD[LXP RI PRQWKV XQOHVV DQ H\WHQ PRQWKV LV DJUHHG E\ WKH HPSOR\HU DQ ZKH\ WKH HPSOR\HH LV D XQLRQ PHPEHU /HYHO EH\RQG PRQWKV ZLOO RQO\ EH</p> <p>LWKH HPSOR\HH KDV SDUWLFLSDWH GRFXPHQWHG VNLOO GHYHORSPHQW DQG FRYHUV WKH VWDQGDUGV RI FR LV UHTXLUH WR DFKLHYH IRU SURJ</p> <p>LDQGHILFLHQFWKH SHUIRUPDQFH RI GXULQJ WKH VNLOO GHYHORSPHQW GHVFULEHG FOHDUO\ WR WKH HPSOR</p>	

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>RFFXUUHG DQG VWDQGDUGV IRU DFF EHHQ PDGH FOH DU WR WKH HPSOR\H</p> <p>LMLXLWDEOH FRQGLWLRQV KDYH EH LQFOXGHG LQ DSSURSULDWH HQ HTXLSPHQW DQG D VNLOOHG WUDLQ</p> <p>LYLYHQ WKH DERYH WKH HPSOR\H VWDQGDUGV RI FRPSHWHQGHV SURJUDPPH</p> <p>J3URFHVV IRU H[WHQVLRQ RI WKH WHUP PRQWKV :KHUH DQ HPSOR\HU SURSRVHV WKDW WH LQ /HYHO VKRXOG EH H[WHQGHG EH\RQ DFWLRQV ZLOO EH WDNHQ DW OHDVW Z LQLWLDO PRQWKV</p> <p>LWKH HPSOR\HH ZLOO EH DGylVHG VHW RXW FOH DUO\ WKH DUHDV ZKHU UHDFKHG WKH FRPSHWHQF\ VWDQGD WR /HYHO DQG DUH VHW RXW LQ W</p> <p>LZKHUH WKH HPSOR\HH LV D PHPEH WKH DGylFH WR WKH HPSOR\HH ZLO EUDQFK VHFUHWDU\ RI WKH XQLRQ D SURLGHHG WR WKH HPSOR\HH</p> <p>LMLXEVHTXHQW WR WKH DGylFH RI SHULRG LQ /HYHO EH\RQG PRQWK ZLOO EH KHOG EHWZHHQ WKH HPSOR IXWPHILRUDWKH XQLRQ RU WKHLU Q HPSOR\HH LV D XQVWLPVHHW\$QJ GHYHORS DQG DJUHH RQ D SODQ LG</p>	

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		<p>WKH HPSOR\HH WR GHYHORS FRPSHV VWDQGDUG LQGWRNDUHHDFDQJW HHG WKH HPSOR\HH 7KLV SODQ ZLOO EH D\$OUWLWWDWWKH HPSOR\HU WKH H XQLRQLZKDOH WQR\HPSLV D XQLRQ F</p> <p>LWKH HPSOR\HH DQG WKW KH DQFLR HPSOR\HH LV D XQLRQ PHLEPHU GZLDW WKH HPSOR\HU LI DQ\ IXUWKHU SUR H[WHQVLRQ SHULRG</p>	
	<p><u>7UDQVSRUW</u> <u>7UDQVLW</u> \$Z <u>>0\$</u> @</p>	<p>'LVSXWH UHVROXWLRQ SURFHGXUH WU</p> <p>6XEMHFW WR FQXVHLJLEOH HPSOR\H EH HQWLWOHG WR DQG WKH HPSOR\HU OHDYH ZLWK SD\ WR DWWHQG FRXUVHV HQKDFHPHQW RI WKH RSHUDWLRQ RI W LQFOXGLQJLQVQRBRQDWEWLRQ ZLWK WK WKSFWRU ZLWK DQ\ UHOHYDQW DJUHHPHQ UHDG LQ FRQMXQFWLRQ ZLWK WKLV DZD</p> <p>\$Q HOLJLEOH HPSOR\HH UHSUHVHQWD)RU FRPSOHWHQHVV WKH ZHHNV QRWLFH RI WKH HPSOR\HHV LQ DQG WKH OHDYH WR EH WDNHQ RU VXFK HPSOR\HU DJUHHV WR DFFHSW</p> <p>7KH QRWLFH WR WKH HPSOR\HU PXVW FRQWHQW DQG GXUDWLRQ RI WKH FRXUV</p> <p>7KH WDNLQJ RI VXFK OHDYH PXVW EH WKH RSHUDWLRQDO UHTXLUHPHQWV RI V DGYHUVH HIIHFW RQ WKRVH UHTXLUHPHQ</p>	<p>)RU FRPSOHWHQHVV WKH VKRXOG EH LQFOXGHG</p>

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW														
		<p>\$Q HPSOR\HH UHSUHVHQWDWLYH WDN RUGLQDU\ WLPH HDUQLQJV ZKLFK QRUPD GXULQJ WKH SHULRG RI OHDYH</p> <p>/HDYH RI DEVHQFH JUDQWHG ZS XOV RB VHUYLEFH IRU DOO SXUSRVHV RI WKLV DZ</p> <p>)RU WKH SXUSRVH BO HOLXV BOH HPSC UHSUHVHQWDWLYH</p> <p>DPD\ EH D VKRS VWHZDUG D GHOHJ UHSUHVHQWDWLYH SSXQLQWHG VHWK D ZRUNSODFH JHQHUDOO\ RU FROOH ZRUNSODFH IRU WKH SXUSRVH RI UH LQ WKH GLVSXWH UHVROXWLRQ SUR</p> <p>ELV ZLWKLQ WKH FODVV DQG QXPEH IURP \H DU WR \H DU WR WDNH SDLG WUDLQJ OHDYH DFFRUGLQJ WKH I</p> <table border="1" data-bbox="573 919 1458 1209"> <tr> <td>1R RI WLPH SOXWLB ED OD[QR RI HOLJLE</td> <td>HPSOR\HHV DW HQWF HPSOR\HH</td> </tr> <tr> <td>ZRUNSODFH</td> <td>UHSV HQWLWOHG</td> </tr> <tr> <td>±</td> <td></td> </tr> <tr> <td>±</td> <td></td> </tr> <tr> <td>±</td> <td></td> </tr> <tr> <td>±</td> <td></td> </tr> <tr> <td>0RUH WKDQ</td> <td></td> </tr> </table>	1R RI WLPH SOXWLB ED OD[QR RI HOLJLE	HPSOR\HHV DW HQWF HPSOR\HH	ZRUNSODFH	UHSV HQWLWOHG	±		±		±		±		0RUH WKDQ		
1R RI WLPH SOXWLB ED OD[QR RI HOLJLE	HPSOR\HHV DW HQWF HPSOR\HH																
ZRUNSODFH	UHSV HQWLWOHG																
±																	
±																	
±																	
±																	
0RUH WKDQ																	
	<u>9HKLFOH 5</u> <u>6HUYLEFHV D</u> <u>\$ZDUG</u> <u>>0\$ @</u>	<p>'LUW\ ZRUN</p> <p>«</p> <p>G:KHUH D XQLRQ DOOHJHV WKDW D HPSOR\HU V UHSUHVHQWDWLYH LV X UHODWLRQ WR VXFK D FODLP LW FD</p>	<p>&ODXVH G VKRXOG E EHFDXVH LW UHIHUV WR</p>														

	\$ZDUG	5HOHYDQW DZDUG WHUPV	\$L *URXS FRPPHQW
		VWHSV ZLWKLQ WKH GLVSXWH UHVR FODXV'H'LVSXWH UHVROXWLRQ	
	<u>:DVWH 0DQD</u> <u>\$ZDUG</u> <u>>0\$ @</u>	'LVSXWH UHVROXWLRQ WUDLQLQJ OHD \$Q HPSOR\HH UHSUHVHQWDWLYH LV H FDOHQGDU FXDXOQWQYH WR D PD[LPXP HPSOR\HH SHU \HDU WR DWWHQG FRXUV WRZDUGV HIIHFWLYH UHVROXWLRQ RI CV XQGHU WKLW DZDUG DQG RU LQGXWULD ZRUNSODFH 8QLRQ GHOHJDWHV DQG RU RQO\ HQWLWOHG WR OHDYH LORDFRUGD FRXUVHV)RU WKH SXUSRVHV ERFDLXWH FRXQV 'LVSXWH 5HVROXWLRQ 7UDLQLQJ /HDYH EHKDOI RI D UHJLVWULG DWUDLQZKRVH UHJLVWUDWLRQ LQFOXGHV LQGXWULD FODXVZLOO SUHYHQW WKH HPSOR\HH UH HPSOR\HU IURP UHDFKLQJ DJUHHPHQW W SURYLGHG E\ D XQLRQ RU RWKHU DFFUH \$Q HPSOR\HH UHSUHVHQWDWLYH PXV QRWLFH RI WKHLU LQWHQWLRQ WR DWW WDNHQ RU VXFK VKRUWHU SHULRG RI Q DFFHSW 7KH QRWLFH WR WKH HPSOR\HU PXV FRQWHQW DQG GXUDWLRQ RI WKH FRXUV WKH FRXUVH FXUULFXOXP PXV EH SURY /HDYH LV WR EH DYDLODEOH DFFRUGL HDFK \DUG GHSRW RU JDUDJH RI DQ HPS)RU FRPSOHWHQHVV WKH VKRXOG EH DGGHG

	\$ZDUG	5HOHYDQW DZDUG WHUPV		\$L *URXS FRPPHQW	
		1R RI IXOO D WLPH HPSOR\ FRYHUHG E\ DZDUG	0D[QR RI HPSOR\HH UHSUHVHQWD HOLJLEOH WR \HDU	0D[QR R GD\V SHUP SHU \HDU	
		±			
		±			
		±			
		±			
		DQG RYHU			
		<p>\$QHPSOR\HU ZLOO QRW EH OLDEOH IR DVVRFLDWHG ZLWK DQ HPSOR\HH\ DWV WKH SD\PHQW RI RUGLQDU\ WLPH HDUQL SXUSRVHV RI FODXQDU\ WLPH HDUQLQJV RUGLQDU\ KR XUO\ UDW H DQG VKLIWZRUN DZDUG SD\PHQW ZKHUH DSSOLFDEOH</p> <p>/HDYH RI DEVHQFH RQ WUDLQLQJ OHD</p> <p>7KH HPSOR\HH PXVW SURYLGH WKH HI DWWHQGDQFH</p>			