# 5,$/72 81,),(' 6&+22/ ',675,&7

## /($' 678'(17 6(59,&(6 $*(17

### 0DQDJHPHQW -RE 'HVFULSWLRQ

'(),1,7,21

8QGHU WKH GLUHFWLRQ RI WKH /HDG ]HQQRPYDDQWDLJHQ $JHQGD WKH SXKGHWQW WRHUJDQL
SODQV RUJDQL]HV FRRUGLQDWHV DQG PDQDJHV DOO DVSHFWV &+LHDG WKH 6HUYLFH
&RPPLWWHHV UHJLVWHUHG RQ DFKDUWHUHG SURJUDPV (OHPHQWDU\ DQG
3URJUDPV SDUWLFLSDWH LQ SURYLGH DQG SURPRWH DFWLYLWLHV DFG
GLUHFWHG

(66(17,$/ '87,(6

- 3URYLGHV OHDGHUVKLS DQG H[SHUWLVH LQ SODQQHG JWKRHU[LQJ
  REMHFWLYHV LQ FRPSOLDQFH ZLWK VDQGGWHDGHOLQHVUDO OHJDO PDQGDW
- 3URYLGHV GLUHFWLRQ WR WKH 'LVWULFW EWFRQRQ HWEHFRQ FRHUQKHQJWKRDGW
  GLVWULFW WUDQVIHUV LQWUD GLVWULFW WUDFWV WHQGDQ/RHEHQOLKGEDVLVO LQGWDW
  KRPHOHVV VWXGHQWV
- 3ODQV RUJDQL]HV DQG FRRUGLQDWHVDQGHHGHYLHOORSSWHQSVO DRQ QLWQU DWWRH
  KXPDQ DQG PRQHWDU\ UHVRXUFHV DUHOSLJRSHLQQ\RDQGUDWRRSKLHDWHWHOK
  H[SHFWDQFLHV
- 3URYLGHV VFKRRO DGPLQLVWUDWRUV JZLWKH[HOSHHRSWURDDWFWLYHRUPSDWRPR
- 3ODQV RUJDQL]HV GHYHORSV DQG YFHRQGXFHWQWDDYQDLLQHLWWHUVHDWRUSDWHHRQV
  VWXGHQW VHUYLFHV DQG UHODWHG FRQWHPSRUDU\ LVVXHV
- 0cG Àp 0@ðð0`ƒ 2YHUVDHUHV DWKGH SZRUWNHQRWDQFH &KLSDGU WPH
- 3ODQV RUJDQL]HV FRRUGLQDWHV DQGGP3QD&FWPWLWHVHLVWULFW +HOWK
- 3ODQV RUJDQL]HVDQGRRDGLQDWWFKDUWLRQVFKROVHUYLHV DV WKH 'LVWULF
- 0D\ VXSHUYLVHFKRROOVGWDOY DV DVVLJQHG
- 3HUIRUPV RWKHU GXWLHV DV DVVLJQHG

48$/,),&$7,216

.QRZOHGJHGRPLQLVWUDWLYH WUDLQLQJ DQG VWKQILGXHWORPHQW SULQFLSO

---

$ELOLWVQWRR\]H VLWXDWLRQVRSDUWHQXOHO\HDQGGWLHRQ XHUVWHDRQ\HKIDHQGWLPYDL QSWR
ZRUNLQJ UHODWLRQV ZLWK VWDII 'GVRWWKFHW SHHUQYRLQHQVHCPDFRHPBXQLWQWDQWL
WR IDFLOLWDWH RUJDQL]DWLRQDO GHHYWKRSBHQWRUVXQHWWRQVHVDQQWHQGEXH
H[SODLQ UXOHV ULHUXODQGLSRQRVFHGRXUHKVSRWWHQGGWRQVODHYHQWV

(;3(5,(1&( $1' ('8&$7,21

([SHULHQFH HKUHH \HDUV VXFFHVVIXO WHDFKLQJ HQJOLVKLQLHQWHDVQLQHLY[HSHULHQ
WKUHH \HDUV¶ H[SHULHQFH DV D 3ULQFLSDO $VVLVWDQW 3ULQFLSDO

(GXFDWLRQDO VWHU¶V GHJUHH IURP DQ DFFUHGLWHGHXQLYHUVLWHGQDWLRQDOO

$ELOLW\ WR GHDO ZLWK SV\FKRORJLFDO IDFWRUV

| | |
|---|---|
| 7HDP ZRUN | &RQVWDQWO\ |
| )UXVWUDWLRQ | 0RGHUDWH GHSHQGV RQ WKH WLPI |
| 5HSHWLWLYH WDVNV | <HV VLJQDWXUH |
| /HYHO RI UHVSRQVLELOLW\ | +LJK |
| 0XVW NHHS XS ZLWK VFKHGXOH | +LJK |
| $EOH WR ZRUN H[WHQGHG KRXUV DV QHHGHG | +LJK |
| 'HDOLQJ ZLWK XSVHW HPSOR\HHV SDUHQWV FRPPXQLW\ PHPEHUV | 0RGHUDWH |

3K\VLRORJLF IDFWRUV

| | |
|---|---|
| 0XVW PDLQWDLQ D KLJK OHYHO RI FRQVLVWHQF\ | <HV |
| 2ULHQWDWLRQ WR WLPH SODFH RU SHUVRQ | <HV |
| $ELOLW\ WR WKURGGH DOWHYHO | <HV |
| $ELOLW\ WR FRPSUHKHQG DQG IROORZ GLUHFWLRQV | <HV |