Collective Bargaining Agreement

2016-2019

Between the

University of South Florida Board of Trustees

and

United Faculty of Florida

6DODULHV

$UWLFOH
%HQHILWV

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3D\UROO 'HGXFWLRQ

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0DLQWHQDQFH RI %HQHILWV

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7RWDOLW\ RI $JUHHPHQW

$SSHQGL[$
3RVLWLRQ &ODVVLILFDWLRQV LQ WKH %DUJDLQLQJ 8QLW

$SSHQGL[%
8QLWHG)DFXOW\ RI)ORULGD 8)) 'XHV &KHFN 2II $XWKRUL]DWLRQ)RU

8QLWHG)DFXOW\ RI)ORULGD 8)) 3$& 3D\UROO 'HGXFWLRQ $XWKRUL]D

$SSHQGL[&
8QLYHUVLW\ 2I 6RXWK)ORULGD 8QLWHG)DFXOW\ RI)ORULGD

*ULHYDQFH

$SSHQGL['
1RWLFH RI $UELWUDWLRQ

$SSHQGL[(Error! Bookmark not defined.
6DODU\ ,QFUHDVH 1RWLILFDWLRQ Error! Bookmark not defined.

$SSHQGL[ )
8QLYHUVLW\ RI 6RXWK)ORULGD DQG 8QLWHG)DFXOW\ RI)ORULGD

([FOXVLYH $VVLJQPHQW 'LVSXWH 5HVROXWLRQ 3URFHGXUH

$SSHQGL[*
0HPRUDQGXP RI 8QGHUVWDQGLQJ $UWLFOH ± 3URPRWLRQV

([FOXVLYH $VVLJQPHQW 'LVSXWH 5HVROXWLRQ)RUP

$ $W WKH ZULWWHQ UHTXHVW RI WKH 8)) SURYLGHG QR ODWHU
EHJLQQLQJ RI WKH DFDGHPLF \HDU ZKHQ VXFK OHDYH LV WR EHFRPH H
DEVHQFH IRU WKH DFDGHPLF \HDU VKDOO EH JUDQWHG WR XS WR HPS
SXUSRVH RI FDUU\LQJ RXW 8)) V REOLJDWLRQV LQ UHSUHVHQWLQJ HPS
LQFOXGLQJ OREE\LQJ DQG RWKHU SROLWLFDO UHSUHVHQWDWLRQ 6XFK
HPSOR\HHV IRU WKH HQWLUH VXPPHU WHUP XSRQ ZULWWHQ UHTXHVW
RI WKH SUHFHGLQJ DFDGHPLF \HDU 8SRQ WKH IDLOXUH RI WKH 8)) WR
GHVLJQHHV E\ WKH VSHFLILHG GHDGOLQHV WKH 8QLYHUVLW\ PD\ UHIX
VXEPLWWHG ODWH

% 1R PRUH WKDQ RQH HPSOR\HH SHU ILIWHHQ HPSOR\HHV
JUDQWHG VXFK OHDYH DW DQ\ RQH WLPH

& 7KH HPSOR\HH V VKDOO EH SODFHG LQ XQSDLG OHDYH VWD
UHVSRQVLEOH IRU FRQWLQXDWLRQ RI EHQHILWV GXULQJ WKH XQSDLG

' (PSOR\HHV RQ IXOO WLPH OHDYH XQGHU WKLV SDUDJUDSK VK
HOLJLEOH WR UHFHLYH VDODU\ LQFUHDVHV LQ DFFRUGDQFH ZLWK WKH
WKDQ IXOO WLPH OHDYH XQGHU WKLV SDUDJUDSK VKDOO EH HOLJLEOH
DV RWKHU HPSOR\HHV

($Q HPSOR\HH ZKR KDV EHHQ JUDQWHG OHDYH XQGHU WKLV $
DFDGHPLF \HDUV VKDOO QRW DJDLQ EH HOLJLEOH IRU VXFK OHDYH XQ
HODSVHG IROORZLQJ WKH HQG RI WKH OHDYH 7ZR HPSOR\HHV GHV
WKH SURYLVLRQV RI WKLV VXEVHFWLRQ 2WKHU H[FHSWLRQV PD\ EH JU
XSRQ SULRU ZULWWHQ UHTXHVW E\ WKH 8))

) 7KH 8QLYHUVLW\ RU WKH 86) %RDUG VKDOO QRW EH OLDEOH
HPSOR\HHV GXULQJ WKH OHDYH DQG WKH 8)) VKDOO KROG WKH 8QLYHU
VXFK DFWV RU RPLVVLRQV LQFOXGLQJ WKH FRVW RI GHIHQGLQJ DJDLQ

* $Q HPSOR\HH RQ VXFK OHDYH VKDOO QRW EH HYDOXDWHG IR
EH FRQVLGHUHG E\ WKH 8QLYHUVLW\ LQ PDNLQJ SHUVRQQHO GHFLVLRQ

5HOHDVHG 7LPH

$ 7KH 8QLYHUVLW\ DJUHHV WR SURYLGH D WRWDO RI VL[XQ
DQG 6SULQJ VHPHVWHU WR IXOO WLPH HPSOR\HHV GHVLJQDWHG E\ WKH
8)) V REOLJDWLRQV LQ UHSUHVHQWLQJ HPSOR\HHV DQG DGPLQLVWHULQ
HPSOR\HHV WR UHFHLYH UHOHDVHG WLPH GXULQJ WKH DFDGHPLF \HDU

1R PRUH WKDQ RQH HPSOR\HH SHU ILIWHHQ HPSOR\
EH JUDQWHG UHOHDVHG WLPH DW DQ\ RQH WLPH QRU PD\ DQ\ HPS
XQLW UHGXFWLRQ LQ D VLQJOH VHPHVWHU

7KH 8)) VKDOO SURYLGH WKH 8QLYHUVLW\ ZLWK D OLVW R
ODWHU WKDQ 0D\ RI WKH SUHFHGLQJ DFDGHPLF \HDU 7KH GHVLJ
\HDU 6XEVWLWXWLRQV IRU WKH VSULQJ VHPHVWHU PD\ EH PDGH X
WKH 8)) WR WKH 8QLYHUVLW\ QR ODWHU WKDQ 2FWREHU

% $ XQLW RI UHOHDVHG WLPH VKDOO FRQVLVW RI D UHGXFWI
)DOO RU 6SULQJ VHPHVWHU IRU LQVWUXFWLRQDO HPSOR\HHV RU IRU Q
ZRUNORDG RI WHQ @ ``QD

& 5HOHDVHG WLPH VKDOO EH XVHG IRU FRQGXFWLQJ 8)) EXVLQ
DQG VKDOO QRW EH XVHG IRU OREE\LQJ RU RWKHU SROLWLFDO UHSUHV
UHSUHVHQWDWLRQ PD\ EH SXUFKDVHG E\ WKH 8)) SXUVXDQW WR 6HFWL

' 8SRQ WKH IDLOXUH RI WKH 8)) WR SURYLGH D OLVW RI GHVLJ
8QLYHUVLW\ PD\ UHIXVH WR KRQRU DQ\ RI WKH UHOHDVHG WLPH UHTXH
VXEPLWWHG DIWHU WKH 2FWREHU GHDGOLQH VKDOO EH DOORZHG DW

($Q HPSOR\HH ZKR KDV EHHQ JUDQWHG UHOHDVHG WLPH IRU
IRXU FRQVHFXWLYH DFDGHPLF \HDUV VKDOO QRW DJDLQ EH HOLJLEO
\HDUV KDYH HODSVHG IROORZLQJ WKH HQG RI WKH IRXUWK DFDGHPLF \
JUDQWHG

) (PSOR\HHV RQ UHOHDVHG WLPH VKDOO EH HOLJLEOH IRU VDO
RWKHU HPSOR\HHV EXW WKHLU UHOHDVHG WLPH DFWLYLWLHV VKDOO O
WKH 8QLYHUVLW\ LQ PDNLQJ SHUVRQQHO GHFLVLRQV

* (PSOR\HHV RQ UHOHDVHG WLPH VKDOO UHWDLQ DOO ULJKWV
VKDOO QRW EH FRQVLGHUHG UHSUHVHQWDWLYHV RI WKH 8QLYHUVLW\ F
EHKDOI RI WKH 8)) 7KH 8)) DJUHHV WR KROG WKH 8QLYHUVLW\ DQG 86)
IURP VXFK DFWLYLWLHV LQFOXGLQJ WKH FRVW RI GHIHQGLQJ DJDLQVW

+ 6XPPHU 7KH 8)) PD\ GHVLJQDWH WKUHH HPSOR\HHV WR U
)7(VXPPHU UHOHDVHG WLPH DVVLJQPHQW KRZHYHU QR PRUH WKDQ RQ
GHSDUWPHQW XQLW EH GHVLJQDWHG WR UHFHLYH VXFK UHOHDVHG WLP
OLVW RI WKH GHVLJQHHV QR ODWHU WKDQ $SULO WK RI WKH DFDGHPL
SURYLVLRQV FRQWDLQHG LQ $UWLFOH DERYH H[FHSW $ DQG %
Ef ™@0€R LRR FHLfð ZÀJaTPTð P0 R

5DWLILHG 2FWREHU

5DWLILHG 2FWREHU

HPSOR\HH PXVW VXEPLW D UHTXHVW DQG ZULWWHQ GR

5DWLILHG 2FWREHU

' 7KH HPSOR\HH VKDOO QRW PDNH XVH RI DSSUHFLDEOH 8QLYHUV
RI LQVWUXFWLRQDO WHFKQRORJ\ PDWHULDOV XQOHVV WKH 8QL
LQ ZULWLQJ

3URYLVLRQV JRYHUQLQJ UHOHDVHV WR EH REWDLQHG ZKH
LQVWUXFWLRQDO WHFKQRORJ\ DUH FRQWDLQHG LQ $UWLFOH
SURYLVLRQV DQG SULRU WR WKH XVH RI WKH LQVWUXFWLRQD
$UWLFOH DERYH UHOHDVHV VKDOO EH REWDLQHG IURP SH
ILQDQFLDO RU FUHDWLYH VXSSRUW WR WKHLU GHYHORSPHQW
WKDW VXFK GHYHORSPHQW RU XVH GRHV QRW LQIULQJH XSRQ
ULJKW 7KH HPSOR\HH VKDOO EH OLDEOH WR WKH 8QLYHUVLW
LQIULQJHPHQWV

7KH 8QLYHUVLW\ VKDOO DVVLVW WKH HPSOR\HH LQ REWDL
WHFKQRORJ\ DWHG

$UWLFOH

1RQ 5HDSSRLQWPHQW

1R 3URSHUW\ 5LJKW 1R DSSRLQWPHQW VKDOO FUHDWH DQ\ ULJKW
DSSRLQWPHQW EH\RQG LWV VSHFLILF WHUPV H[FHSW DV SURYLGHG LQ

1RWLFH

$ $OO HPSOR\HHV H[FHSW WKRVH GHVFULEHG LQ 6HFWLRQV
WR WKH IROORZLQJ ZULWWHQ QRWLFH WKDW WKH\ ZLOO QRW EH RIIHU

)RU HPSOR\HHV LQ WKHLU ILUVW WZR \HDUV RI FRQWLQXR
LWV HTXLYDOHQW ZHHNV IRU HPSOR\HHV DSSRLQWHG IRU P

)RU HPSOR\HHV ZLWK WZR RU PRUH \HDUV RI FRQWLQXRXV

)RU HPSOR\HHV ZKR DUH RQ VRIW PRQH\ H J FRQWUDFWV

5DWLILHG 2FWREHU

DOOHJHG YLRODWLRQ RI WKH HPSOR\HH V FRQVWLWXWLRQDO ULJKWV
GD\V RI UHFHLSW RI WKH VWDWHPHQW RI WKH EDVLV IRU WKH GHFLVLR
RU UHFHLSW RI WKH QRWLFH RI QRQ UHDSSRLQWPHQW LI QR VWDWHPH

1RQ 5HDSSRLQWPHQW &RQVLGHUDWLRQV ,I WKH GHFLVLRQ QRW
DGYHUVH ILQDQFLDO FLUFXPVWDQFHV UHDOORFDWLRQ RI UHVRXUFH
RIIHULQJV RU UHTXLUHPHQWV UHRUJDQL]DWLRQ RI DFDGHPLF RU DGPL
DQG RU FXUWDLOPHQW RU DEROLWLRQ RI RQH RU PRUH SURJUDPV F
IROORZLQJ DFWLRQV

$ 0DNH D UHDVRQDEOH HIIRUW WR ORFDWH DSSURSULDWH DC
ZLWKLQ WKH 8QLYHUVLW\ DQG

% 2IIHU VXFK HPSOR\HH ZKR LV QRW RWKHUZLVH HPSOR\HG LC
UHHPSOR\PHQW LQ WKH VDPH RU VLPLODU SRVLWLRQ DW WKH 8QLYHU
LQLWLDO QRWLFH RI QRQUHDSSRLQWPHQW VKRXOG DQ RSSRUWXQLW\
LW VKDOO EH WKH HPSOR\HH V UHVSRQVLELOLW\ WR NHHS WKH 8QL
DGGUHVV $Q\ RIIHU RI UH HPSOR\PHQW SXUVXDQW WR WKLV VHFWLRC
DIWHU WKH GDWH RI WKH RIIHU VXFK DFFHSWDQFH WR WDNH HIIHFW

RI FRQWLQXRXV XQLYHUVLW\ VHUYLFH VKDOO EH ODLG RII L
ILYH \HDUV RU OHVV VHUYLFH

& 7KH VROH LQVWDQFH LQ ZKLFK RQO\ RQH HPSOR\HH ZLOO FRQVWI
WKH HPSOR\HH SHUIRUPV FRQVWLWXWH DQ DUHD SURJUDP RU RWKHU

' 7KH SURYLVLRQV RI $UWLFOH $ DQG % DERYH ZLOO DSSO\ XQOI
$IILUPDWLYH $FWLRQ HPSOR\PHQW SURJUDP ZLOO EH DGYHUVHO\ DIIHF
KDV EHHQ VR DIIHFWHG WKH 8QLYHUVLW\ VKDOO QRWLI\ 8)) LQ ZULWLQ

(:KHUH HPSOR\HHV DUH HTXDOO\ TXDOLILHG XQGHU $ RU % DERYH
LQ WKH MXGJPHQW RI WKH 8QLYHUVLW\ ZLOO EHVW FRQWULEXWH WR W
PDNLQJ VXFK MXGJPHQW WKH 8QLYHUVLW\ VKDOO FDUHIXOO\ FRQVLGH
VHUYLFH DQG VKDOO WDNH LQWR DFFRXQW RWKHU DSSURSULDWH IDFW
HYDOXDWLRQ E\ VWXGHQWV SHHUV DQG VXSHUYLVRUV DQG WKH HPS
UHSXWDWLRQ WHDFKLQJ HIIHFWLYHQHVV UHVHDUFK UHFRUG RU TXDO
HPSOR\HH PD\ EH HQJDJHG DQG VHUYLFH WR WKH SURIHVVLRQ FRPPX

) 1R WHQXUHG HPSOR\HH VKDOO EH ODLG RII VROHO\ IRU WKH SXUSRV
) 1 X™b¤•QP H°€8I P0™` `@Q 0

3URFHGXUHV

$ 5HFRPPHQGDWLRQV IRU SURPRWLRQ VKDOO EHJLQ ZLWK WKH

5DWLILHG 2FWREHU

$ $Q HPSOR\HH VKDOO QRUPDOO\ EH FRQVLGHUHG IRU WHQX
SUREDWLRQDU\ WLPH HVWDEOLVKHG LQ WKH ZULWWHQ JXLGHOLQHV
HVWDEOLVK D SUREDWLRQDU\ SHULRG OHVV WKDQ VL[\HDUV RU
SUREDWLRQDU\ SHULRG EH\RQG VL[\HDUV ZLOO EH E\ PHDQV RI
JRYHUQDQFH GRFXPHQWHG 1RQ RQ WHQXUH HDUQLQJ HPSOR\HH VKRX
WLPH OLPLW 7KH HPSOR\HH PXVW KDYH EHHQ LQ FRQWLQXRXV VHUY
DQ\ SULRU VHUYLFH FUHGLW JUDQWHG DW WKH WLPH RI LQLWLDO HP
PHGLFDO RU UHODWHG UHDVRQV IRU XS WR RQH \HDU XSRQ W
UHFRPPHQGDWLRQ RI WKH VXSHUYLVRU DQG GHDQ GLUHFWRU DQG XSR
$Q HPSOR\HH V ZULWWHQ UHTXHVW IRU HDUO\ WHQXUH FRQVLGHUD
DJUHHPHQW

% %\ WKH HQG RI WKH SUREDWLRQDU\ SHULRG RI VHUYLFH DW \
WHQXUH VKDOO HLWKHU EH DZDUGHG WHQXUH E\ WKH %RDUG RI 7UXV
ZLOO QRW EH RIIHUHG 8SRQ ZULWWHQ UHTXHVW E\ DQ HPSOR\HH ZL
UHFHLSW RI VXFK QRWLFH WKH 8QLYHUVLW\ VKDOO SURYLGH WKH HP
WKH 3UHVLGHQW RU UHSUHVHQWDWLYH ZK\ WHQXUH ZDV QRW JUDQWH

& 'HFLVLRQ E\ WKH %RDUG RI 7UXVWHHV 7KH %RDUG RI 7UX
GHFLVLRQ VKDOO QRUPDOO\ EH PDGH DW WKH 0D\ %RDUG 0HHWLQJ EX
HPSOR\HH VKDOO EH QRWLILHG LQ ZULWLQJ E\ WKH 3UHVLGHQW RU
GHFLVLRQ RI WKH %RDUG

' $Q HPSOR\HH EHLQJ FRQVLGHUHG IRU WHQXUH SULRU WR W
HVWDEOLVKHG E\ WKH HPSOR\HH¶V FROOHJH PD\ ZLWKGUDZ IURP FRQ
SUHMXGLFH

&ULWHULD IRU 7HQXUH

$ 7KH GHFLVLRQ WR DZDUG WHQXUH WR DQ HPSOR\HH VKDOO E
DQG VKDOO EH EDVHG RQ HVWDEOLVKHG FULWHULD VSHFLILHG LQ ZU
LQWR DFFRXQW WKH IROORZLQJ

DQQXDO SHUIRUPDQFH HYDOXDWLRQV

WKH QHHGV RI WKH GHSDUWPHQW XQLW FROOHJH XQLW DQG

WKH FRQWULEXWLRQV RI WKH HPSOR\HH WR WKH HPSOR
GHSDUWPHQW XQLW FROOHJH XQLW DQG

XW– p

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R

WKH SRVLWLRQ DQG YROXQWDULO\ UHVLJQHG IURP WKH 8QLYHUVLW\
HPSOR\HH ZKR UHWXUQV IURP DQ XQDXWKRUL]HG OHDYH DQG HQJDJHV
RU PRUH ZLWKLQ D FDOHQGDU \HDU VKDOO EH VXEMHFW WR GLVFLSOL

% 1RWZLWKVWDQGLQJ $UWLFOH $ DERYH LI WKH HPSOR\H
WKH FRQWURO RI WKH HPSOR\HH DQG WKH HPSOR\HH QRWLILHV WK
HPSOR\HH ZLOO QRW EH FRQVLGHUHG WR KDYH DEDQGRQHG WKH SRVL

(PSOR\HH $VVLVWDQFH 3URJUDP 1HLWKHU WKH IDFW RI DQ HPS
DVVLVWDQFH SURJUDP QRU LQIRUPDWLRQ JHQHUDWHG E\ SDUWLFLSDW
IRU GLVFLSOLQH XQGHU WKLV $UWLFOH H[FHSW IRU LQIRUPDWLRQ UH
HPSOR\HH DVVLVWDQFH SURJUDP FRQVLVWHQW ZLWK WKH WHUPV WR
DJUHHG

$UWLFOH

/HDYHV

5HTXHVWV IRU D /HDYH RU ([WHQVLRQ RI /HDYH RI 2QH 6HPHVW

$)RU D OHDYH RI RQH VHPHVWHU RU PRUH DQ HPSOR\HH \
OHVV WKDQ GD\V SULRU WR WKH EHJLQQLQJ RI WKH SURSRVHG OHD

%)RU DQ H[WHQVLRQ RI D OHDYH RI RQH VHPHVWHU RU PR
ZULWWHQ UHTXHVW QRW OHVV WKDQ VL[W\ GD\V EHIRUH WKH HQG

& 7KH 8QLYHUVLW\ VKDOO DSSURYH RU GHQ\ VXFK UHTXHVW LQ
DIWHU UHFHLSW RI WKH UHTXHVW

' $Q DEVHQFH ZLWKRXW DSSURYHG OHDYH RU H[WHQVLRQ RI
WKH SURYLVLRQV RI $UWLFOH

($Q HPSOR\HH V UHTXHVW IRU XVH RI OHDYH IRU DQ HYHQW
)DPLO\ DQG 0HGLFDO /HDYH $FW)0/$ RI 3XEOLF /DZ VKDOO
LQ DFFRUGDQFH ZLWK WKH SURYLVLRQV RI $UWLFOH EHORZ

5HWXUQ IURP /HDYH $Q HPSOR\HH ZKR UHWXUQV IURP DQ DSSUR
SD\ VKDOO EH UHWXUQHG WR WKH VDPH FODVVLILFDWLRQ XQOHVV WK
WR RWKHU WHUPV DQG FRQGLWLRQV 7KH UHWXUQ IURP)0/$ OHDYH VK

$FFUXDO 'XULQJ /HDYH ZLWK 3D\ $Q HPSOR\HH VKDOO DFFUXH Q
OHDYH LQ IXOO SD\ VWDWXV RU ZKLOH SDUWLFLSDWLQJ LQ WKH VDEE
DQ HPSOR\HH LV RQ FRPSHQVDWHG OHDYH LQ OHVV WKDQ IXOO SD
SURIHVVLRQDO GHYHORSPHQW SURJUDPV WKH HPSOR\HH VKDOO DFFU

7HQXUH &UHGLW 'XULQJ 3HULRGV RI /HDYH /HDYHV RI DQ HQWLUH

1R FODVVHV VKDOO EH VFKHGXOHG RQ GHVLJQDWHG KROLGD\V &ODV
EH UHVFKHGXOHG

% 6XSHUYLVRUV DUH HQFRXUDJHG QRW WR UHTXLUH DQ HPSOR
KRZHYHU DQ HPSOR\HH UHTXLUHG WR SHUIRUP GXWLHV RQ KROLGD
DGMXVWHG WR SURYLGH HTXLYDOHQW WLPH RII

& ,I DQ HPSOR\HH ZKR KDV SHUIRUPHG GXWLHV RQ D KROLGD\
EHLQJ JLYHQ WLPH RII WKH HPSOR\HH VKDOO EH SDLG XSRQ WHUPL
WKH SUHYLRXV WZHOYH PRQWK SHULRG

)DPLO\ DQG 0HGLFDO /HDYH $FW)0/$ (QWLWOHPHQWV

$ 7KH)DPLO\ DQG 0HGLFDO /HDYH $FW RI)0/$ LV WKH
)HGHUDO ODZ SURYLGLQJ HLJLEOH HPSOR\HHV DQ HQWLWOHPHQW RI
OHDYH ZLWKRXW SD\ IRU TXDOLILHG IDPLO\ RU PHGLFDO UHDVRQV GX
HPSOR\HH WR WDNH OHDYH ZLWKRXW SD\ ZKHUH 8QLYHUVLW\ SROLFL
ZLWK SD\ GXULQJ DQ\ TXDOLI\LQJ IDPLO\ RU PHGLFDO OHDYH 7KH IDL
SURYLVLRQ RU SRUWLRQ RI WKH)0/$ LQ WKLV $JUHHPHQW VKDOO LQ
RWLàHU QHHWV FRQIàUPHG WKH HPSOR\HU RU WKH HPSOR\HH WKURX

5DWLILHG 2FWREHU

XV4 0˜• `PEu€•ÌªÀ9™˜ ZZpX 4
ZULWLQJ QR ODWHU WKDQ WKH IROORZLQJ SD\GD\ XQOHVV WKH
RUDO QRWLFH LQ ZKLFK FDVH WKH QRWLFH PXVW EH QR ODWHU

5DWLILHG 2FWREHU

LV XQDEOH WR SHUIRUP DVVLJQHG GXWLHV WKH 3UHVLGHQW RU
RQ FRPSXOVRU\ OHDYH XQGHU WKH FRQGLWLRQV VHW IRUWK LQ

7UDQVIHU RI &UHGLWV

D :KHQ DQ HPSOR\HH LV UHHPSOR\HG E\ WKH 8QLYHUVLW\ ZLW
DFFUXHG VLFN OHDYH VKDOO DFFRPSDQ\ WKH HPSOR\HH XQOHV
VXP SD\PHQW IRU DFFUXHG VLFN OHDYH

E :KHQ DQ HPSOR\HH PRYHV WR D SRVLWLRQ LQ VWDWH JRYHU
OHDYH IURP WKH 8QLYHUVLW\ VKDOO EH JRYHUQHG E\ WKH UXO
WUDQVIHUULQJ

F 7KH WUDQVIHU RI XQXVHG VLFN OHDYH IURP D ORFDO JRYH
SHUPLWWHG XQOHVV D UHFLSURFDO DJUHHPHQW LQ ZULWLQJ E
HPSOR\LQJ HQWLW\ LV LQ HIIHFW

5DWLILHG 2FWREHU

$Q HPSOR\HH ZKR VXVWDLQV D MRE UHODWHG LOOQHVV LQ
:RUNHUV &RPSHQVDWLRQ /DZ VKDOO EH FDUULHG LQ IXOO SD\ V
LOOQHVV LQMXU\ QRW WR H[FHHG VHYHQ GD\V LPPHGLDWHO
PD[LPXP RI IRUW\ ZRUN KRXUV LI WDNHQ LQWHUPLWWHQWO\
VLFN RU DQQXDO OHDYH

,I DV D UHVXOW RI WKH MRE UHODWHG LOOQHVV LQMXU\ WK
HQG RI WKH SHULRG SURYLGHG LQ $UWLFOH % DERYH

D 7KH HPSOR\HH PD\ HOHFW WR XVH DFFUXHG OHDYH LQ DQ D
SD\PHQW WKDW ZLOO LQFUHDVH WKH :RUNHUV &RPSHQVDWLRQ
UHFHLYHG SULRU WR WKH RFFXUUHQFH RI WKH LOOQHVV LQMXU

,I WKH ZRUN ZDV QRW PDGH LQ WKH FRXUVH RI LQGHSHQGHQ
WKH 8QLYHUVLW\ DQG WKH HPSOR\HH VKDOO VKDUH LQ WKH SURF

([FHSWLRQV 7KH 8QLYHUVLW\ VKDOO QRW DVVHUW ULJKWV W

D 7KRVH ZRUNV IRU ZKLFK WKH LQWHQGHG SXUSRVH LV
DFDGHPLF UHVHDUFK RU VFKRODUO\ VWXG\ VXFK DV ERRNV

E :RUNV GHYHORSHG ZLWKRXW WKH XVH RI DSSUHFLDEO
VROHO\ IRU WKH SXUSRVH RI DVVLVWLQH 00€Ð P0pp°€&™„0`

5DWLILHG 2FWREHU

$UWLFOH

&RQIOLFW RI ,QWHUHVW 2XWVLGH $FWLYLW\

3RLF\

$ $Q HPSOR\HH LV ERXQG WR REVHUYH LQ DOO RIILFLDO DF
FRQVLVWHQW ZLWK WKH FRGH RI HWKLFV RI WKH 6WDWH RI)ORULGD
DGYLVRU\ RSLQLRQV UHQGHUHG ZLWK UHVSHFW WKHUHWR DQG DOO U

% 1RWKLQJ LQ WKLV $UWLFOH LV LQWHQGHG WR GLVFRXUDJH
DFWLYLW\ LQ RUGHU WR LQFUHDVH WKH HPSOR\HH V SURIHVVLRQDO U
VXEMHFW WR WKH FRQGLWLRQV VWDWHG KHUHLQ

'HILQLWLRQV

$ 2XWVLGH $FWLYLW\ VKDOO PHDQ DQ\ SULYDWH SUDFWLFH
RU UHVHDUFK RU RWKHU DFWLYLW\ FRPSHQVDWHG RU XQFRPSHQVD
DVVLJQHG GXWLHV DQG IRU ZKLFK WKH 8QLYHUVLW\ KDV SURYLGHG QR

% &RQIOLFW RI ,QWHUHVW VKDOO PHDQ

5DWLILHG 2FWREHU

$

5HVRUW WR 2WKHU 3URFHGXUHV ,W LV WKH LQWHQW RI WKH SDU
IRU UHVROXWLRQ RI D GLVSXWH WKURXJK WKH JULHYDQFH SURFHGXU
UHVROXWLRQ RI D GLVSXWH E\ ILOLQJ D JULHYDQFH KHUHXQGHU RU Z
WKH JULHYDQW UHTXHVWV LQ ZULWLQJ UHVROXWLRQ RI WKH PDWWH

5DWLILHG 2FWREHU

VXEPLVVLRQ RI EULHIV ZKLFKHYHU LV ODWHU XQOHVV GGLWLI
GHFLVLRQ VKDOO EH LQ ZULWLQJ DQG VKDOO VHW IRUWK ILQGLQ
LVVXHV VXEPLWWHG ([FHSW DV H[SUHVVO\ VSHFLILHG LQ WKLV
$UELWUDWLRQ &RGH &KDSWHU)ORULGD 6WDWXWHV VKDOO
SURYLVLRQV RI WKH &ROOHFWLYH %DUJDLQLQJ $JUHHPHQW DUE
LQ DFFRUGDQFH ZLWK WKH UXOHV DQG SURFHGXUHV RI WKH $PH

5DWLILHG 2FWREHU

7UDYHO $GYDQFHV 7KH 8QLYHUVLW\ ZLOO WR WKH H[WHQW SHUF
DGYDQFHV XSRQ UHTXHVW RI XS WR HLJKW\ SHUFHQW RI EXGJHWH
WKDQ ILYH FRQVHFXWLYH GD\V

:RUNLQJ 3DSHUV 5LJKWV &RQVLVWHQW ZLWK ODZ DQG WKH SU
OHJLWLPDWH LQWHUHVWV RI WKH 8QLYHUVLW\ HPSOR\HHV VKDOO K
FRUUHVSRQGHQFH QRWHV UDZ GDWD DQG RWKHU ZRUNLQJ SDSHUV

3URWHFWLRQ IRU :KLVWOHEORZHUV (PSOR\HHV DUH QRWLILHG W
SURYLGHV SURWHFWLRQ WR ZKLVWOHEORZHUV DQG GHOLQHDWHV WKHL

$UWLFOH

3URIHVVLRQDO 'HYHORSPHQW 3URJUDP DQG 6DEEDWLFDO

3URIHVVLRQDO 'HYHORSPHQW /HDYH

$ 3ROLF\ 3URIHVVLRQDO GHYHORSPHQW OHDYH VKDOO EH PDGH D
UHTXLUHPHQWV VHW IRUWK EHORZ 6XFK OHDYHV DUH JUDQWHG WR LQ
WKURXJK HQKDQFHG RSSRUWXQLWLHV IRU SURIHVVLRQDO UHQHZDO H
UHVHDUFK ZULWLQJ RU RWKHU H[SHULHQFH RI SURIHVVLRQDO YDOXH

% 7\SHV RI 3URIHVVLRQDO 'HYHORSPHQW /HDYH (DFK \HDU WKH
PDNH DYDLODEOH DW OHDVW RQH SURIHVVLRQDO GHYHORSPHQW OH
HTXLYDOHQW IRU H[DPSOH OHDYH DW KDOI SD\ IRU WZR VHPHVWH
HPSOR\HHV VXEMHFW WR WKH FRQGLWLRQV VHW IRUWK EHORZ

& (OLJLELOLW\ IRU 3URIHVVLRQDO 'HYHORSPHQW /HDYH)XOO WL
\HDUV RI VHUYLFH VKDOO EH HOLJLEOH IRU SURIHVVLRQDO GHYHORSP
VHUYLQJ LQ WHQXUH HDUQLQJ RU WHQXUHG SRVLWLRQV $Q HPSOR\HH
JUDQW PD\ UHFHLYH D SURIHVVLRQDO GHYHORSPHQW OHDYH RQO\ LI W
DQG WKH HPSOR\HH PHHWV DOO RWKHU HOLJLELOLW\ UHTXLUHPHQWV
UHJDUGLQJ HOLJLELOLW\ UHTXLUHPHQWV DQG DSSOLFDWLRQ GHDGOL

' $SSOLFDWLRQ DQG 6HOHFWLRQ

$SSOLFDWLRQ IRU SURIHVVLRQDO GHYHORSPHQW OHDYH V
WKH SURMHFW H RÐp¿WLRW RU P ÐSUX ð R\ ¹@€P@pH€ FRQHFR $S
HFSU€RQDO

5DWLILHG 2FWREHU

:KLOH RQ VDEEDWLFDO WKH HPSOR\HH V VDODU\ VKDOO E
VHPHVWHUV RQH DFDGHPLF \HDU RU IXOO SD\ IRU RQH VH

7KH HPSOR\HH PXVW UHWXUQ WR WKH 8QLYHUVLW\ IRU DW
IROORZLQJ SDUWLFLSDWLRQ LQ WKH SURJUDP $JUHHPHQWV \
ZULWLQJ SULRU WR SDUWLFLSDWLRQ 5HWXUQ WR WKH 8QLYH
SURJUDP PD\ EH UHTXLUHG LQ WKRVH LQVWDQFHV ZKHUH QHL

7KH HPSOR\HH PXVW ZLWKLQ WKLUW\ GD\V XSRQ UHW
SURYLGH D FRQFLVH ZULWWHQ UHSRUW RI WKH HPSOR\HH V D
WR WKH 3UHVLGHQW RU UHSUHVHQWDWLYH 7KLV UHSRUW VK
DFWLYLWLHV XQGHUWDNHQ GXULQJ WKH VDEEDWLFDO WKH U
VDEEDWLFDO DV WKH\ DIIHFW WKH HPSOR\HH DQG WKH 8QLYH
VFKRODUO\ ZRUN SURGXFHG RU H[SHFWHG WR EH SURGXFHG D

(PSOR\HHV VKDOO QRW QRUPDOO\ EH HOLJLEOH WR WDNH
\HDUV RI FRQWLQXRXV VHUYLFH DUH FRPSOHWHG IROORZLQJ

&RQWULEXWLRQV QRUPDOO\ PDGH E\ WKH 8QLYHUVLW\ WR
SURJUDPV VKDOO EH FRQWLQXHG RQ D EDVLV SURSRUWLRQDO
FRQWULEXWLRQV QRUPDOO\ PDGH WR HPSOR\HH LQVXUDQFH
EHQHILW SURJUDPV VKDOO EH FRQWLQXHG GXULQJ WKH VDEE

(OLJLEOH HPSOR\HHV VKDOO FRQWLQXH WR DFFUXH DQQX
GXULQJ WKH VDEEDWLFDO

:KLOH RQ OHDYH DQ HPSOR\HH VKDOO EH SHUPLWWHG WR
H[SHQVHV DQG RWKHU VDEEDWLFDO UHODWHG H[SHQVHV IUP
VXFK DV IHOORZVKLS GUDQWV FRQWUDFWV DQG JUDQWV WR DV
WKH SXUSRVHV RI WKH VDEEDWLFDO 5HFHLSW RI IXQGV IRU V
UHGXFWLRQ RI WKH HPSOR\HH V XQLYHUVLW\ VDODU\ )DFXOW
UHFHLYH VDODU\ IURP 8QLYHUVLW\ JUDQWV RU FRQWUDFWV D
FRPSHQVDWLRQ QR JUHDWHU WKDQ WKH IDFXOW\ PHPEHU¶V I
SHULRG ,Q RUGHU IRU WKH IDFXOW\ PHPEHU WR XVH JUDQW
8QLYHUVLW\ WR VXSSOHPHQW VDODU\ ZKLOH RQ VDEE0p°D@\D
EH P QÐH °@ KHpR HUH I WKH JUDQW
VDJE WVDO DFQLYLW€WV IXpW PFQYVL0E WRQ CP0 KH JU@RWQRFF
DOE•RP QÀ\ RXHQ @JU HQK EYHQQæ ² \0 JR0YFDO@TU\
VDJE WVDO 0XHUÀO D@RWQ&\ ‹ PDV€X@TRU@ IRU PEHUT
WCD
WEDðWHWP@W@ RF!Fª•ì PEB@EWEDD@RO@TRb \ ðVLKH •pKHP EJ °@ WHD•WDF€DO
P€VFPP`€DJ
H°UXF QB•€P•
rp€ D@D‹PX@HWVDO G`ðU•V@ 0

GV

H°IVb \

rp€ŒÁ3H– •S B
H¶RRÐ %@ 0r6xh` P @U•€PYxe0 0r P P™H Vx À

5DWLILHG 2FWREHU

Article 23

6DODULHV

3D\ 3ODQ 5DQNHG)DFXOW\ /HFWXUHUV ,QVWUXFWRUV $VVLVWDQ

5DWLILHG 2FWREHU

(PSOR\HHV ZKR DUH RQ YLVLWLQJ DSSRLQWPHQWV WHPSRUDU\ D
QRWLFH RI QRQ UHDSSRLQWPHQW RU GLVPLVVDO RU ZKR KDYH UHVLJQ
WKH HIIHFWLYH GDWH RI WKH VDODU\ LQFUHDVH GHVFULEHG KHUHLQ D
GHVFULEHG LQ $UWLFOH %

& (IIHFWLYH 'DWHV
7KH HIIHFWLYH GDWH RI WLKQHFUVHDVHU\EHG LQ $UWLFOH $ VKDOO EH
SUDFWLFDEOH EXW QR ODWHU WKDQ VL[ZHHNV DIWHU UDWLILFDWL

GI HU U

5DWLILHG 2FWREHU

ODWHU WKDQ EXVLQHVV GD\V IROORZLQJ WKH FORVH RI D TXDUWHU

5DWLILHG 2FWREHU

/LVWLQJ LQ WKH 8QLYHUVLW\ GLUHFWRU\

3ODFHPHQW RQ GHVLJQDWHG 8QLYHUVLW\ PDLOLQJ OLVWV

$ 8QLYHUVLW\ SDUNLQJ GHFDO

8VH RI 8QLYHUVLW\ UHFUHDWLRQDO IDFLOLWLHV UHWLUHG IURP WKRVH FKDUJHG WR RWKHU HPSOR\HHV IRU WKH XVH RI VXF

7KH ULJKW WR HQUROO LQ FRXUVHV ZLWKRXW SD\PHQW RI IH 6HFWLRQ)ORULGD 6WDWXWHV

$ PDLOER[LQ WKH GHSDUWPHQW XQLW IURP ZKLFK WKH H DYDLODELOLW\ DQG

8QLYHUVLW\ H PDLO DGGUHVV

2SWLRQDO 5HWLUHPHQW 3URJUDP

$ $Q 2SWLRQDO 5HWLUHPHQW 3URJUDP LV SURYLGHG IRU HPSO WKDQ RQH DFDGHPLF \HDU LQ DFFRUGDQFH ZLWK)ORULGD 6WDWXWH 5HWLUHPHQW

% 7KH SDUWLHV DJUHH WR LQIRUP HOLJLEOH HPSOR\HHV UHJD 5HWLUHPHQW 3URJUDP

& ,I WKH 8)) LV FRQFHUQHG ZLWK WKH SHUIRUPDQFH RI DQ\ D 3URJUDP ZKHWKHU DGPLQLVWHUHG E\ WKH 8QLYHUVLW\ RU 6WDWH D WKH 8QLYHUVLW\ UHJDUGLQJ VXFK FRQFHUQ $V D UHVXOW RI VXFK DSSURDFK WR DGGUHVV WKH FRQFHUQ LI LW OLHV RXWVLGH WKH 8QLY

3KDVHG 5HWLUHPHQW 3URJUDP

$ (OLJLELOLW\

(PSOR\HHV ZKR KDYH DFFUXHG DW OHDVW VL[\HDUV RI F 7HDFKHUV 5HWLUHPHQW 6\VWHP)56 756 RU 2SWLRQDO 5HWLUH HPSOR\HHV UHIHUHQFHG LQ $UWLFOH $ DUH HOLJLEOH WR 3URJUDP 6XFK HOLJLELOLW\ VKDOO H[SLUH RQ WKH HPSOR\HH V WR SDUWLFLSDWH PXVW SURYLGH ZULWWHQ QRWLFH WR WKH

5DWLILHG 2FWREHU

QRQ WHQXUH HDUQLQJ HPSOR\HHV ZLWK ILYH RU PRUH \H
DSSURSULDWH IRU SXUSRVHV RI $UWLFOHV $ DQG % RI

'HFOLQLQJ 5H HPSOR\PHQW $ SDUWLFLSDQW PD\ GHFOLQH D
DFDGHPLF \HDU 6XFK D GHFLVLRQ VKDOO QRW H[WHQG WKH S
SHULRG GHVFULEHG LQ $UWLFOH % E DERYH $W WKH FRQ
WKH XQLYHUVLW\ PD\ DW LWV RSWLRQ FRQWLQXH WRWUH HPSOR

5DWLILHG 2FWREHU

VWLSHQG DPRXQW VKDOO EH GHWHUPLQHG E\ WKH 8QLYHUVLW\ 7KH FR
RSHUDWLRQ DQG VWLSHQGV VKDOO EH SDLG E\ WKH 8QLYHUVLW\ IURP
8QLRQ PD\ UHTXHVW FRQVXOWDWLRQ RQ SURJUDP GHWDLOV 7KH 8QLY
DV SUDFWLFDEOH

(DUO\ 5HWLUHPHQW ,QFHQWLYH

,Q WKH 8QLYHUVLW\ ZLOO FUHDWH D SURJUDP WR SURYLGH D RQHW
HPSOR\HHV WKDW ZLOO VHUYH DV DQ HDUO\ UHWLUHPHQW LQFHQWLYH
UHTXLUHPHQWV IXQGLQJ OHYHOV DQG WKH OXPS VXP SD\PHQW DPRXQ
EH FRQVLVWHQW ZLWK WKH UHTXLUHPHQWV RI)ORULGD 6WDWXWHV 7K
GHWDLOV 7KH FRQWLQXDWLRQ RI WKLV SURJUDP EH\RQG LV DW WK

7KH 8QLYHUVLW\ DJUHHV WR DSSRLQW D V\VWHP ZLGH FRPPLWWHH
DVVLVWDQFH IRU VSRXVHV DQG FKLOGUHQ RI EDUJDLQLQJ XQLW PHPEH
WKLV FRPPLWWHH

7KH 8QLYHUVLW\ DQG WKH 8QLWHG)DFXOW\ RI)ORULGD VKDOO DS

5DWLILHG 2FWREHU

5HPLWWDQFH 7KH GXHV DQG RWKHU DXWKRUL]HG GHGXFWLRQV
WUDQVIHU ()7 E\ WKH 8QLYHUVLW\ WR 8)) RQ D ELZHHNO\ EDVLV ZLWK
$W WKH WLPH RI HDFK UHPLWWDQFH D OLVW RI WKH HPSOR\HHV IURP

5DWLILHG 2FWREHU

(IIHFW RI 3DVVDJH RI /DZ $Q\ SURYLVLRQ RI WKLV $JUHHPHQW ZK
OHJDO GXULQJ WKH WHUP RI WKLV $JUHHPHQW VKDOO EH UHLQVWDWH

/HJLVODWLYH $FWLRQ 7KH 8QLYHUVLW\ DQG 8)) DJUHH WKDW QH
FKDQJHV LQ H[LVWLQJ VWDWXWHV RU OHJLVODWLRQ ZKLFK ZRXOG FKD

9HQXH)RU SXUSRVHV RI YHQXH LQ DQ\ MXGLFLDO UHYLHZ RI DQ
VXEPLW WKHPVHOYHV WR WKH MXULVGLFWLRQ RI WKH FRXUWV LQ
FRPPHQFHG LQ +LOOVERURXJK &RXQW\ QHLWKHU WKH 8QLYHUVLW\ QR
EDVHG XSRQ WKH GHIHQGDQW V UHVLGHQFH LQ IDFW LI RWKHU WKDQ +

&RSLHV RI WKH $JUHHPHQW 7KH 8QLYHUVLW\ VKDOO PDLQWDLQ
VXSSOHPHQWV WR WKH UDWLILHG DJUHHPHQW RQ WKH 8QLYHUVLW\ ZH
GRFXPHQW DQG VKDOO SURYLGH WKH ZHEVLWH DGGUHVV WR QHZ HPS
KLULQJ 7KH 8QLYHUVLW\ VKDOO SURYLGH FRSLHV RI WKH $JUHHPH
$JUHHPHQW VKDOO EH SURYLGHG LQ RQH FRORU FRPSDFW GLVF &' IR
VKDOO RUGHU DQG SD\ IRU VXFK &' V DQG WKH 8)) VKDOO GLVWULEXWH
ZHEVLWH DGGUHVV IURP WKH 8QLYHUVLW\ DV SDUW RI WKH KLULQJ SU
8)) 8)) PD\ GLVWULEXWH FRSLHV RI WKH $JUHHPHQW WR FXUUHQW HPS
UDWLILHG ,Q DGGLWLRQ WKH 8QLYHUVLW\ VKDOO SURYLGH DQ HOH
6XSSOHPHQWV WR 8))

5DWLILHG 2FWREHU

$UWLFOH

7RWDOLW\ RI $JUHHPHQW

5DWLILHG 2FWREHU

$SSHQGL[$

3RVLWLRQ &ODVVLILFDWLRQV LQ WKH %DUJDLQLQJ 8QL
D’œÀVOÀ@p@ p0 $Ï G D 0 LT p Q[@@xVÃ@8pÇªLU™@ cO€pHz ÀV 0p·„ P@W @LT

5DWLILHG 2FWREHU

3V\FKRORJLVW

5HVLGHQW $GYLVRU WR 6WXGHQWV

3V\FKLDWULVW

3K\VLFLDQ V $VVLVWDQW

'HQWLVW

6SHFLDOLVW 6WXGHQW &RXQVHOLQJ

7RJHWKHU ZLWK FKDLUSHUVRQV $GPLQLVWUDWLYH &RGH & LQ WKH (GXFDWLRQ DQG HPSOR\HHV LQ WKH DERYH FODVVLILFDWLRQV ZLWK W &KDLU & $VVLVWDQW &KDLU & &RRUGLQDWRU 1 3URJUDP 'LUH * $VVLVWDQW 3URJUDP 'LUHFWRU * 'HSDUWPHQW +HDG + $V $VVLVWDQW 'HSDUWPHQW +HDG + DQG &RXQVHORU $GYLVRU %

7KH IROORZLQJ HPSOR\HHV DUH H[FOXGHG IURP WKH EDUJDLQLQJ XQL 0HGLFLQH DQG DOO RWKHU HPSOR\HHV RI WKH 8QLYHUVLW\ RI 6RXW HPSOR\HHV VHUYLQJ DV WUXVWHHV RI WKH 8QLYHUVLW\ RI 6RXWK

$SSHQGL[%

8QLWHG)DFXOW\ RI)ORULGD
8)) 'XHV &KHFN 2II $XWKRUL]DWLRQ)RUP

, BBBBBBBBBBBBBBBBBBBBBBBBBBBBBBBBBBBBB DXWKRUL]H WKH 8QLYH
P\ SD\ VWDUWLQJ ZLWK WKH ILUVW IXOO ELZHHNO\ SD\ SHULRG FRPPH
GDWH WKLV DXWKRUL]DWLRQ LV UHFHLYHG E\ WKH 8QLYHUVLW\ PHPEH
VXFK DPRXQW DV PD\ EH HVWDEOLVKHG IURP WLPH WR WLPH LQ DFFRU
WKH 8)) DQG FHUWLILHG LQ ZULWLQJ WR WKH 8QLYHUVLW\ E\ WKH 8))
SDLG RYHU WR WKH 8))

8)) GXHV SD\PHQWV DUH QRW WD[GHGXFWLEOH DV FKDULWDEOH FRQV
+RZHYHU WKH\ PD\ EH WD[GHGXFWLEOH XQGHU RWKHU SURYLVLRQV R

7KH DERYH GHGXFWLRQ DXWKRUL]DWLRQ VKDOO FRQWLQXH XQWLO HL
GD\V ZULWWHQ QRWLFH WR WKH 8QLYHUVLW\ +XPDQ 5HVRXUFHV 2II
SURPRWLRQ RXW RI WKLV EDUJDLQLQJ XQLW 8QOHVV WKLV 'XHV &KHF
KHUHWRIRUH VWDWHG WKLV DXWKRUL]DWLRQ VKDOO UHPDLQ LQ IXOO
RI 6HFWLRQ)ORULGD 6WDWXWH

'DWH (PSOR\HH V 6LJQDWXUH

6RFLDO 6HFXULW\ 1XPEHU 1DPH 3ULQWHG

'HSDUWPHQW

(IIHFWLYH GDWH LV ODWHU WKDQ DERYH BBBBBBBBBBBBBBBBBBBBBBBBBBBBB

3OHDVH UHWXUQ WR \RXU &KDSWHU 7UHDVXUHU RU 8)) 6WDWH 2IILFH

5DWLILHG 2FWREHU

$SSHQGL[&

8QLYHUVLW\ 2I 6RXWK)ORULGD 8QLWHG)DFXOW\ RI)ORU
*ULHYDQFH

, 'DWH 5HFHLYHG E\ 8QLYHUVLW\ BBBBBBBBBBBBBBBBBBBBBBBBBB

*ULHYDQW 6WHS *ULHYDQFH 5HSUHVHQWD

1DPH

5DWLILHG 2FWREHU

,,, $XWKRUL]DWLRQ

$SSHQGL[(
8QLYHUVLW\ RI 6RXWK)ORULGD

6DODU\ ,QFUHDVH 1RWLILFDWLRQ

1DPH (PSO LG

'HSW 'HSW QDPH

7KLV QRWLFH LV SURYLGHG RI \RXU VDODU\ LQFUHDVH IRU WKH

%DVH VDODU\ DV RI 0D\

,Q DFFRUGDQFH ZLWK SURYLVLRQV RI WKH 86) 8)) $JUHHPHQW
DFDGHPLF \HDU LV

1HZ EDVH VDODU\ HIIHFWLYH $XJXVW

<RXU VDODU\ LQFUHDVH ZDV GHULYHG IURP $UWLFOHV % \RX PD\ U
LQFUHDVH ZLWK \RXU FKDLU GLUHFWRU RU VXSHUYLVRU

$Q\ VWLSHQG DPRXQWV \RX PD\ KDYH UHFHLYHG LQ DGGLWLRQ WR EDV
QRW UHIOHFWHG LQ WKH DPRXQWV DERYH

5DWLILHG 2FWREHU

5DWLILHG 2FWREHU

([FOXVLYH $VVLJQPHQW 'LVSXWH 5HVROXWLRQ)RUP
3$57 6WDWHPHQW RI 'LVSXWH

(PSOR\HH V 1DPH

'HSDUWPHQW

(PSOR\HH V $GGUHVV

3HUVRQ 0DNLQJ $VVLJQPHQW

'DWH $VVLJQPHQW 0DGH

%HJLQQLQJ 'DWH RI $VVLJQP

, EHOLHYH WKH DVVLJQPHQW ZDV DUELWUDULO\ RU XQUHDVRQDEO\ LP

(PSOR\HH6LJQDWXUH

[redacted]

5DWLILHG 2FWREHU

5DWLILHG 2FWREHU