:RUNHUV¶ &RPS&EHQVDWLRQ '1R WLFH RI (3OLWHEQLWOLDWO
)RUPXOD5UHFRO GHR GH &RPS7HUQVEDWLRQ G:& \ 1RWLILFDFLyQ GH 3RVL (OHJ

,I\RX DUH LQMXUHGHQ WKH FRXUVHRI WKHLU (PSOR\PHQW
LQFOXGLQJ LQMXULHZRUNUSHOVXFKWREXLOGHU REHH HQWLWOHG WR
ZRUNHUV¶ FRPSHQVDWLRQ EHQHILWV ZKHWKHU DWWDFKHG
FRPSHQVDWLRQ FRQWUDFW RU QRW 7KH FRQVWUXFWLRQ LQGXVWU\
EHORZHS WKLV VKHSWDSHQGXDEHFRUKHEH HOLJLEOH
IRVRFHDOO RI WKH EHQHILQGWKH LQGXVWU\ RU
ILOH DWFKHPLVDGLQLZRUDLWVRUHVKRQGLQEDQ\ RU
PXVW QRWLZLWKGUDZ ZKHWKHU FDDFFHSWHG RU ZKHWKHU
DGGLWLRQDO LQYHVWLJDWLRQ LV QHHGHG

7R ILOH DRFSDLPWH WKH ³(PSOR\HHR UHVSRQGHQW
JLYH WKH UHVSRQGHQW ORWKH\ DUH ZDLYLQJ SUREOHPV ZLWK \RXU
FODLQ VFHDVHV EHQHILWV ZLOO QRWW HVDEOLVKHQWLWOHPHQW \RX LQIRUP
\RXQM\OLQJ DRHHDVERL\ RQMXRUSOHÂ70SKUXFDQDPHGLFDSQJURXS
031 LV D JKRXSRK FDUH SURYLGHUV ZKR SURYLGH WUHDWPHQW WR ZRUNH
LQMXUHG RQ\RXWKHRXSE UHFHLYHRXHQHRORDWLRQ IURP
\RX DUH FRQVHU&DDE031&RQWDFWSRXRHUH
LQIRUPDWLRQ
x ,I\RXHUPSOR\HQWDQVL3QJRQ PRVWWKDVHFODLPV
DGPLQLVWUDWQDWKRRUVHUZKRH IGEWRWUHDWV \RX XQOHVV \RX
SUHGHVLJQDWHDWWHQGDQ\GLFDOSURYLGHUDQ JRUW X1

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\RXU HPSOR\HU KDV QRW FUHDWHG RU VHOHFWHG DQ 031

'LVFORVXUH RI 0HGLFDO 5HFRUGV

FRPSHQVDWLRQ LQ HDFK FDWHJRU\ DQG WKH ZRUN HDFK SULYDWH \RX[SHFW WR SHUIRUP RQ ¶W DJUHH WR DVVHVV RI HQGLFDWLRQ \ UHFRUGV ZLOO EH UHOHDVHG ,I \RX UHTXHVW WKDW WKH ,QGHSHQGHQW 0HGLFDO UHFRUGV EH SURFHVVHG

3URFHGXUHV 0HGLFDO &HUWLILFDWLRQ SRVW\RXU FODLP PX[W EH UHFHLYHG E\ \RX WKDW \RX PHQW LV QHFHVVDU\ WKLV KDV SXEOLFDWLRQV VWLGH[WURXV PDWKHPDWLFV UHFRUGV DUH HPHQW ZLWK WKH UHFHLYLQJ FDUH LQ QDHW WK ,RU&RRUHE DW LHQ RU 0RUSHERXW :R&URNHSUHVV WLVDWLRQ ´ EHORZ

,IWKH FDGDPLPQLVWUDWRU UHDWPHQW 3URFHGXUH RU \RXU PHGLFDO UHTXHVW LQGHSHQGHQW WKH FDGDPLPQLVWUDWRU 7KH ,05 SURFHVV LV VLPLODU WR WKH JURXSQGVDQG WKH VWDWH\ DUH DSSURSULDWH DW DSSURSULDWH \RX 7KH FRPSDQ\ WR DUULYH DW DSSURSULDWH DWWRUQH\V DYDLODEOH WR UHVROYH VHWWOHPHQW DYDLODEOH WR

,I\RX GLVDJUHH WKDQ WUHDWPHQW VXFK DV WKH FDXVH RI \RXU LQMXULHV WKH FRPSDQ\ VWDWHU GHVFULEHG DERYH QRWLI\ FODLPV WKH ULJKW WR 3 QRW KDYH DQ DWWRUQH\ WR EH \DOHEOH WR FRPPXQLFDWHG DP HXGHQFH WKDW WKH GLVSXWHG

[redacted]

[redacted]