

(;(&87,9(25'(5 \$)),50\$7,9(\$&7,21 3/\$1 \$\$3

IRU

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+
%HOOIORZHU %OYG
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129(0%(5 7+528*+ 2&72%(5

3\$57 , \$\$3)25 0,125,7,(6 \$1' :20(1

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\$1' ,1',9,'8\$/6 :,7+ ',6\$%,/,7,(6

\$\$ ((2 &RQWD~~D~~WLVD +DPDGD

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&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+

6WDWH 8QLYHUVLW\ 'ULYH 06

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&21),'(17,\$/ 75\$'(6(&5(7 0\$7(5,\$/6

**(Not for distribution except on need to know basis within CALIFORNIA STATE UNIVERSITY,
LONG BEACH).**

7KLV \$\$3 FRQWDLQV FRQILGHQWLDO LQIRUPDWLRQ ZKL
8 6 & _____&KU\VOHU &RUS Y %URZQ 8 6)
&RSLHV RI WKLW \$\$3 DQG DOO UHODWHG DSSHQGLFHV
PDGH DYDLODEOH RQ ORDQ WR WKH 8 6 *RYHUQPHQ
*RYHUQPHQW RQ WKH FRQGLWLRQ WKDW WKH *RYHUQP

,1752'8&7,21 72 3\$576 , \$1' ,,

\$\$&.*5281'

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ &68/% LV D
FRPSUHKHQVLYH XUEDQ XQLYHUVLW\ ZLWK DSSUR[LPDWHO
DSSUR[LPDWHO\ VWXGHQWV ,W LV RQH RI WKH ODUJ

5(3257,1* 3(5,2'

7KLV \$\$3 LV GHVLJQHG WR FRYHU WKH IROORZLQJ UHSRUW
(PSOR\HH VQDSVKRW GDWD
7UDQVDFWLRQ SHULRG KLUHV SURPRWLRQV WUDQVIHU
\$\$3 LPSOHPHQWDWLRQ SHULRG

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\$'',7,21\$/ 5(48,5(' (/ (0(176 2) \$)),50\$7,9(\$&7,21 352*5\$06

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3\$57 , \$\$3)25 0,125,7,(6 \$1' :20(1

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&) 5 †

:RUNIRUFH \$QDO\VLV /LQHV RI 3URJUHVVLRQ

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ FRQGXFWHG D ZR
LGHQWLI\ HPSOR\HHV E\ JHQGHU DQG UDFH HWKQLFLW\ LQ
SD\UROO UHFRUGV GDWHG 2FWREHU

-RE WLWOHV DUH OLVWHG E\ RUJDQLJDWLRQDO XQLW -RE
OLVW LQFOXGHV DOO MRE WLWOHV LQFOXGLQJ GHSDUWPH

)RU HDFK MRE WLWOH &\$/,)251,\$ 67\$7(81,9(56,7< /21* %(
~~QXPEHU~~ RI HPSOR\HHV WKH QXPEHU RI PDOH DQG IHPDOH
HPSOR\HHV WKH PDOH DQG IHPDOH PLQRULW\ HPSOR\HHV
:KLWH %ODFN +LVSDQLF \$VLDQ \$PHULFDQ ,QGLDQ RU \$O
RU 3DFLILF ,VODQGHU DQG 7ZR RU 0RUH UDFHV DQG WKH
WKHVH UDFH HWKQLF JURXSV

/LQHV RI 3URJUHVVLRQ

'HYHORSHG LQ FRQMXQFWLRQ ZLWK WKH ZRUNIRUFH DQDO
~~OR,9(56,7< HPSOR\HHV~~ + WHHQRQHWSE SWRQHVVLRQ /LQH
ODGGHUV FDUHHU SDWKV LGHQWLI\ WKH MRE WLWOHV WK
OLQH)RU HDFK OLQH RI SURJUHVVLRQ DSSOLFDEOH G
GHSDUWPHQWV ZKLFK HPSOR\ SHUVRQV LQ WKH MRE WLWO

&+\$37(5 3/\$&(0(17 2) ,1&80%(176 ,1 -2% *52836
&) 5 †

(DFK MRE JURXS DSSHUV RQ D -RE *URXS 5HSRUW ZLWK D
OLVWV HDFK MRE WLWOH LQ WKH MRE JURXS)RU HDFK M
LQIRUPDWLRQ ,3(' UHSRUWLQJ FDWHJRU\ MRE WLWOH H
RYHUDOO SHUFHQWDJHV E\ JHQGHU DQG UDFH HWKQLFLW\

6HH WKH IRU WKH OLVWLQJ RI WKH MRE WLWOHV DC
KHDGFRXQWV SHU MRE JURXS

&+\$37(5 '(7(50,1,1* \$9\$,\$%,/,7<
&) 5 †

\$YDLODELOLW\ LV DQ HVWLDPDWH RI WKH SURSRUWLRQ RI

6HH WKH

IRU WKH DYDLODELOLW\ EUHDNGRZQ IRU HD

&+\$37(5 3/\$&(0(17 *2\$/6
&) 5 †

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ KDV HVWDEOLVKHG
SODFHPHQW JRDO ZKHQHYHU LW IRXQG WKDW PLQRULW\ RU
OHVV WKDQ ZRXOG UHDVRQDEO\ EH H[SHFWHG JLYHQ WKHL
WKH DYDLODELOLW\ ILJXUH GHULYHG IRU ZRPHQ DQG RU F
7KHVH JRDOV WDNH LQWR DFFRXQW WKH DYDLODELOLW\ RI
DUHD 7KH\ DOVR WDNH LQWR DFFRXQW DQWLFLSDWHG HP
*RDOV DUH QRW ULJLG DQG LQIOH[LEOH TXRWDV ZKLFK PX

\$ 'HWHUPLQLQJ WKDW WKH MRE DQQRXQFHPHQW KDV D
DV UHTXLUHG LQ WKH 8QLYHUVLW\ \$IILUPDWLYH \$FWLR
DQG 6WDII +XPDQ 5HVRXUFHV ODQDJHPPHQW
% (QVXULQJ WKDW WKH DSSURSULDWH VHDFK FRPPLW
RXW WKH VHDFK SURFHVV LQFOXGLQJ WHVWLQJ DQG
PDQQHU
& 'HWHUPLQLQJ WKURXJK WKH LQWHUDFWLRQ ZLWK WK
DQ DGHTXDWH SRRO RI FDQGLGDWHV KDV EHHQ GHYHO

ODQDJHUV DQG 6XSHUYLVRUV

7KH UHVSQRVLELOLWLHV RI PDQDJHUV DQG VXSHUYLVRUV
\$ 3HUVRQQHO SURFHVVHV SURFHGXUHV DQG SUDFWLF
WKH EDVLV RI UDFH HWKQLFLW\ JHQGHU RU DQ\ RWKH
% 3URIHVVLQRDO GHYHORSPPHQW DFWLYLWLHV VHUYLF
UHJDUG WR UDFH HWKQLFLW\ RU JHQGHU DQG EDUUL
ZLOO EH UHPRYHG
& \$ FXOWXUH RI LQFOXVLRQ FLYLOLW\ DQG UHVSHFW
' \$OOHJDWLRQV RI GLVFULPLQDWLRQ KDUDVVPHQW UHW
JHQGHU DUH DGGUHVHVG DQG UHVROXWLRQ LV VRXJK
ZLWK VWDWH DQG IHGHUDO ODZV
(:RUNLQJ FROODERUDWLYHO\ ZLWK WKH \$93 RI WKH 2II
GHVLJQH LQ UHFUXLWPHQW DQDO\VLV IDFW ILQGLQJ
) 7KH ULJKWV DQG SULYLOHJHV RI HPSOR\HHV DUH XSK

DFXOW\ DQG 6WDII

7KH UHVSQRVLELOLWLHV RI IDFXOW\ DQG VWDII LQFOXGH
\$ 8SKROGLQJ 8QLYHUVLW\ SROLF\
% ([KLELWLQJ FRQGXFV FRQVLVWHQW ZLWK 8QLYHUVLV
& 5HSRUWLQJ EHKDYLRU WKDW YLRODWHV 8QLYHUVLW\
ODZV UHJXODWLRQV DQG H[HFXWLYH RUGHUV SURKLE
' 3@WL POS →ÅWK 8V SYHHV

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%DVHG RQ DQDO\VHV RI HDFK MRE JURXS DUHDV RI FRQF
EHORZ ,Q DGGLWLRQ WR FRPSDULQJ LQFXPEHQF\ WR
&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ KDV FRQGXFWHG
SUREOHP DUHDV LQ HDFK RI LWV VHOHFWLRQ SURFHGXUH
ZHOO DV E\ RUJDQLJDWLRQDO XQLW &\$/,)251,\$ 67\$7(81,
FRQWLQXH WR PRQLWRU DQG XSGDWH WKHVV VWXGLHV G
SRWHQWLDO SUREOHP DUHDV KDYH EHHQ LGHQWLILHG D
WDNHQ FRQVLVWHQW ZLWK DQ\ RI WKH DFWLRQ RULHQW
\$\$3

*RDOV DUH HVWDEOLVKHG ZLWKLQ HDFK RI WKH MRE JUR
GDWD IRU WKH MRE JURXS

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&) 5 † F

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ WDLORUV RXU DFW
HDFK \HDU WR HQVXUH WKH\ DUH VSHFLILF WR WKH SUREOH

\$FWLRQ 2ULHQWHG 3URJUDP

7KH \$FWLRQ 2ULHQWHG 3URJUDPV GHVLJQHG WR DGGUHV
DUH OLVWHG EHORZ 7KXVH \$FWLRQ 2ULHQWHG 3URJUDPV
7KH 2IILFH RI (TXLW\ 'LYHUVLW\ ZLWK WKH KHOS RI WKH
WKDW WKH IROORZLQJ DUH LPSOHPHQWHG

5HFUXLWPHQW

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ ZLOO FRQWLQX
RSSRUWXQLWLHV WKURXJK WKH 6WDWH RI &DOLIRUQLD
8QLYHUVLW\¶V RZQ ZHEVLWH RQ OLQH VLWHV SHUWL
DSSOLFDEOH OLVW VHUYHV DQG LQ ORFDO DQG RU QD

2(' ZLOO PRQLWRU FDPSXV VHDFK SURFHVVHV WR HQV
DUH IROORZHG

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&) 5 † G

,QKHUHQW LQ WKH \$\$3 LV WKH QHHG IRU SHULRGLF VHOI D
FRUUHFWLYH DFWLRQ WDNHQ DQG SURJUHVV PDGH 6HOI
V\ VWHPV RQ DSSOLFDQWV HPSOR\HHV DQG FRPSRQHQWV

7KH REMHFWLYHV RI DOO UHFRUG NHHSLQJ V\ VWHPV WR EH
DFWLRQV WUHQGV DQG DSSURSULDWHQHVV RI JRDOV DQC
RI LGHQWLILHG VROXWLRQV WR SUREOHPV DQG WKH DGHT
IXUWKHU REMHFWLYH LV WR LGHQWLI\ WKH SURSHU FRUUH
DQ\ LGHQWLILHG GHILFLHQFLHV DSSURSULDWH FRUUHFWL

7KH IROORZLQJ LQWHUQDO DXGLWLQJ ZLOO EH FRQGXFWHQ
&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ \$\$3

3HUVRQQHO DFWLYLW\ LQFOXGLQJ UHIHUUDO V SODF
DQG FRPSHQVDWLRQ ZLOO EH PRQLWRUHG DW DOO OH
SROLF\ LV FDUULHG RXW

5HFUXLWPHQW DQG DGYHUWLVLQJ SODQV DQG VHDUFK
WR HQVXUH WKH\ FRQIRUP WR 8QLYHUVLW\ SROLF\ DQC

5HVXOWV ZLOO EH UHSRUWHG URXWLQHO\ WR DSSRLQ

'LYLVLRQ H\HFXWLYHV ZLOO EH DGylVHG RI WKH VWD
SHULRGLFDOO\

'LVFXVVLQR DQG FROODERUDWLRQ ZLWK 'LYLVLRQ ([H
DXWKRULWLHV ZLOO EH RQJRLQJ WR GHYHORS VWUDWI
WKLW \$\$3

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,W LV WKH SROLF\ RI &\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$
FRPPLWPHQW WKDW HTXDO HPSOR\PHQW RSSRUWXQLW\
DGYDQFHPHQW IRU DOO SHUVRQV UHJDUGOHVV RI UDFH U
RULHQWDWLRQ JHQGHU LGHQWLW\ DQG VWDWXV DV D SURV
OHYHOV RI HPSOR\PHQW LQFOXGLQJ WKH H[HFHWLYH OHY
/21* %(\$&+ GRHV QRW DQG ZLOO QRW GLVFULPLQDWH DJDL
RI UDFH UHOLJLRQ FRORU QDWLRQDO RULJLQ VH[DJH
SURWHFWHG YHWHUDQ DQG RU LQGLYLGXDO ZLWK D GLVDE
HPSOR\HH LV TXDOLILHG ,Q DGGLWLRQ &\$/,)251,\$ 67\$7(8
FRPPLWWHG WR D SROLF\ RI WDNLQJ DIILUPDWLYH DFWLF
TXDOLILHG SURWHFWHG YHWHUDQ HPSOR\HHV 6XFK DIILU
SUDFWLFHV LQFOXGLQJ EXW QRW OLPLWHG WR KLULQJ
UHFUXLWPHQW DGYHUWLVLQJ OD\RII RU WHUPLQDWLRQ U
VHOHFWLRQ IRU WUDLQLQJ LQFOXGLQJ DSSUHQWLFHVKLS
SHUVRQQHO SROLFLHV DQG SUDFWLFHV VKDOO EH PDGH RC
D SDUWLFXODU MRE DQG WKH IHDVLELOLW\ RI DQ\ QHFHV
81,9(56,7< /21* %(\$&+ ZLOO PDNH HYHU\ HIIRUW WR SURYL
DQ\ SK\VLFDQ DQG PHQWDO OLPLWDWLRQV RI LQGLYLGXDO

(PSOR\HHV DQG DSSOLFDQWV VKDOO QRW EH VXEMHFWHG V
GLVFULPLQDWH RQ PEHFRQXOOH WYKHV ODYH HQJDJHG LQ RU PD\
IHGHUDO RU ORFDO DQWL GLVFULPLQDWRQ ODZV LQFOXGL

)LOLQJ D FRPSODLQW

\$VVLVWLQJ RU SDUWLFLSDWLQJ LQ DQ LQYHVWLJDWLRQ
DFWLYLW\ UHODWHG WR WKH DGPLQLVWUDWLRQ RI WKH DII
9HWHUDQV 5HDGMXVWPHQW \$VVLVWDQFH \$FW RI DV D
VWDWH RU ORFDO ODZ UHTXLULQJ HTXDO RSSRUWXQLW\ IR
DFWLYH ZDUWLPH RU FDPDLQJ EDGJH YHWHUDQV RU \$UPH
RI WKH 5HKDELQDWRQ \$FW RI DV DPHQGHG 6HF
ORFDO ODZ UHTXLULQJ HTXDO RSSRUWXQLW\ IRU GLVDEOH

2SSRVLQJ DQ\ DFW RU IHDVLE IHDVQ UWR HTV Đ 0S1LF

UHJXODWLRQV EXW DOVR IURP RXU FRPPLWPHQW DV DQ
RSSRUWXQLWLHV WR DOO SHUVRQV UHJDUGOHVV RI UDFH
RULHQWDWLRQ JHQGHU LGHQWLW\ DQG VWDWXV DV D SUR

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&) 5 †† E E

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ ZLOO SHULRGLFD
SURFHVVHV WR HQVXUH WKDW WKH\ SURYLGH IRU FDUHIXO
MRE TXDOLILFDWLRQV RI DSSOLFDQWV DQG HPSOR\HHV ZLV
NQRZQ FRYHUHG YHWHUDQV IRU MRE YDFDQFLHV ILOOHG H
WUDLQLQJ RSSRUWXQLWLHV RIIHUHG RU DYDLODEOH

,Q GHWHUPLQLQJ WKH TXDOLILFDWLRQV RI YHWHUDQV &\$/
%(\$&+ OLPLWV LWV FRQVLGHUDWLRQ RI D TXDOLILHG SURW
GLVFKDUJH SDSHUV WR RQO\ WKDW SRUWLRQ RI WKH UHF
TXDOLILFDWLRQV IRU ZKLFK WKH YHWHUDQ LV EHLQJ FRQV

3D\ UDQJHV KDYH EHHQ HVWDEOLVKHG E\ WKH &DOLIRUQLD
,Q RIIHULQJ HPSOR\PHQW RU DGYDQFHPHQW WR SHUVRQV
&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ZLOO QRW UHGXFH W
FRPSHQVDWLRQ RIIHUHG EHFDXVH RI DQ\ GLVDELOLW\ UHO
UHFHLYHG IURP DQRWKHU VRXUFH

%DVHG XSRQ LWV UHYLHZ &\$/,)251,\$ 67\$7(81,9(56,7< /21
WKH SHUVRQQHO SURFHVVHV ZKHQ QHFHVVDU\ DQG ZLOO
LQ WKLV \$IILUPDWLYH \$FWLRQ 3ODQ WR HQVXUH HTXD
PRGLILFDWLRQV KDYH EHHQ PDGH WR H[SDQG UHFUXLWPH
DQG DFFHVV WR WUDLQLQJ RSSRUWXQLWLHV

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/ ,0,7\$7,216
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&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ FRPPLWV WR PDNL
DFFRPPRGDWLRQ IRU TXDOLILHG LQGLYLGXDOV ZLWK GLV
XQOHVV VXFK DFFRPPRGDWLRQ ZRXOG LPSRVH DQ XQGXF
EXVLQHVV ,Q GHWHUPLQLQJ WKH H[WHQW RI LWV RI
81,9(56,7< /21* %(\$&+ ZLOO FRQVLGHU EXVLQHVV QHFHVV
H[SHQVHV DPRQJ RWKHU IDFWRUV

7KH DYDLODELOLW\ RI D UHDVRQDEOH DFFRPPRGDWLRQ ZI
HPSOR\PHQW DQG DOO FXUUHQW HPSOR\HHV 8SRQ GLVFO
DV GHILQH G E\ ODZ UHDVRQDEOH DFFRPPRGDWLRQ ZLOO E

,QIRUPDWLRQ GLVFORVHG E\ DSSOLFDQWV DQG RU HPSO
OLPLWDWLRQ ZLOO EH NHSW FRQILGHQWLDO H[FHSW IRU

6XSHUYLVURV DQG PDQDJHUV UHJDUGLQJ DFFRPPRGD
GXWLHV

)LUVW DLG DQG VDIHW\ SHUVRQQHO ZKHQ DQG WR W
PLJKW UHTXLUH HPHUJHQF\ WUHDWPHQW DQG

*RYHUQPHQW RIILFLDOV LQYHVWLJDWLQJ FRPSOLDQFH

(PSOR\HHV PD\ FRQWDFW WKHLU VXSHUYLVURV DW DQ\ WL
DFFRPPRGDWLRQ LV QRW PDGH RU LI WKH DFFRPPRGDWLRQ
PD\ FRQWDFW WKH \$\$ SURJUDP FRRUGLQDWURU LQ WKH 2I

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&) 5 †† H H

(PSOR\HHV RI DQG DSSOLFDQWV WR &\$/,)251,\$ 67\$7(81,9(5
QRW EH VXEMHFW WR KDUDVVPHQW LQWLPLGDWLRQ WKUH
KDYH HQJDJHG RU PD\ HQJDJH LQ ILOLQJ D FRPSODLQW DY

&+\$37(5) (;7(51\$/ ',66(0,1\$7,21 2) 32/,&< 2875(\$&+ \$1'
326,7,9(5(&58,70(17
&) 5 †† I I

\$OO VXEFRQWUDFWRUV YHQGRUV DQG VXSSOLHUV KDYH E
67\$7(81,9(56,7< /21* %(\$&+ V HTXDO HPSOR\PHQW RSSRUW
DFWLRQ SROLF\ UHJDUGLQJ WKH HPSOR\PHQW RI TXDOLILH
SURWHFWHG YHWHUDQV

\$OO UHFUXLWLQJ VRXUFHV LQFOXGLQJ VWDWH HPSOR\PHQ
VRFLDO VHUFLFH DJHQFLHV KDYH EHHQ LQIRUPHG RI 8QLY
RI TXDOLILHG LQGLYLGXDOV ZLWK GLVDELOLWLHV DQG TXD
DGYLVHG WR DFWLYHO\ UHFUXLW DQG UHIHU TXDOLILHG SH

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ OLVWV DOO VXLWDE
ZLWK WKH DSSURSULDWH ORFDO RIILFH RI WKH &DOLIRUQL
DQG PDLQWDLQV UHJXODU FRQWDFW ZLWK WKH ORFDO 9HV
\$UUDQJHPHQWV KDYH EHHQ PDGH WR HQVXUH WKDW HDFK
QRWLFH RI MRE RSSRUWXQLWLHV WR HQVXUH WKDW UHFUX
TXDOLILHG FDQGLGDWHV

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&RSLHV RI RXU DIILUPDWLYH DFWLRQ SURJUDPV ZLOO EH P
HPSOR\HH RU DSSOLFDQW XSRQ UHTXHVV WR SURPRWH XQ

7KH 2IILFH RI 8QLYHUVLW\ 3XEOLFDWLRQV ZLOO LQFOX
DQG FRYHUHG YHWHUDQV ZKHQ SKRWRJUDSKV DQG DUWLFO
SXEOLFDWLRQV

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&) 5 †† K K

7KH 2IILFHRI (TXLW\ 'LYHUVLW\ KDV WKH UHVSQRVLELOLW
IRUPDO GRFXPHQWV RI WKH \$\$\$ 7KH \$93 RI (TXLW\ 'LYHU
HIIHFWLYH LPSOHPHQWDWLRQ RI WKH \$\$\$ KRZHYHU UHVS
HDFK GHSDUWPHQW PDQDJHU DQG VXSHUYLVRU &\$/,)251,\$
%(\$&+ V DXGLW DQG UHSRUWLQJ V\VWHP LV GHVLJQHG WR

0HDVXUH WKH HIIHFWLYHQHV RI WKH \$\$\$ ((2 SURJUDF

'RFXPHQW SHUVRQQHO DFWLYLWLHV

,GHQWLI\ SUREOHP DUHDV ZKHUH UHPHGLDO DFWLRQ L

'HWHUPLQH WKH GHJUHH WR ZKLFK &\$/,)251,\$ 67\$7(81
%(\$&+ V \$\$\$ JRDOV DQG REMHFWLYHV KDYH EHHQ DFKL

7KH IROORZLQJ DFWLYLWLHV DUH UHYLHZHG DW OHDVW DG
TXDOLILHG LQGLYLGXDOV ZLWK GLVDELOLWLHV DQG TXDOL
LQFOXGLQJ WKDW ZKLFK PD\ OLPLW WKHLU DFFHVV WR DQV

5HFUXLWPHQW DGYHUWLVLQJ DQG MRE DSSOLFDWLRQ

\$VVLVWDQW 9LFH 3UHVLGHQW RI (TXLW\ 'LYHUVLW\ Z
HIIHFWLYH LPSOHPHQWDWLRQ RI WKH \$\$3

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6HUYLQJ DV OLDLVRQ EHWZHHQ &\$/,)251,\$ 67\$7(81,9(
HQIRUFHPHQW DJHQFLHV DQG

6HUYLQJ DV OLDLVRQ EHWZHHQ &\$/,)251,\$ 67\$7(81,9(
%(\$&+ DQG RUJDQLJDWLRQV IRU TXDOLILHG LQGLYLGXDO
SURWHFWHG YHWHUDQV

0DQDJHUV

0DQDJHUV DUH DGYLVHG DQQXDOO\ RI WKHLU UHVSQRVLEL
81,9(56,7< /21* %(\$&+ V \$\$3 IRU TXDOLILHG LQGLYLGXDOV
SURWHFWHG YHWHUDQV DQG RI WKHLU REOLJDWLRQV WR

5HYLHZ WKH 8QLYHUVLW\ V DIILUPDWLYH DFWLRQ SR
GLVDELOLWLHV DQG TXDOLILHG SURWHFWHG YHWHUDQ
WKDW WKH\ DUH DZDUH RI WKH SROLF\ DQG XQGHUVWD
SHUVRQQHO DFWLRQV

\$VVLVW LQ WKH LGHQWLILFDWLRQ RI SUREOHP DUHDV
HVWDEOLVK GHSDUWPHQWDO JRDOV DQG REMHFWLYHV

5HYLHZ WKH TXDOLILFDWLRQV RI DOO DSSOLFDQWV D
LQGLYLGXDOV DUH WUHDWHG LQ D QRQGLVFULPLQDWR
DQG WHUPLQDWLRQ DFWLRQV RFFXU DQG

5HYLHZ DOO HPSOR\HHV SHUIRUPDQFH WR HQVXUH W
DOO SHUVRQQHO DFWLYLWLHV

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7UDLQLQJ LV SURYLGHG WR DOO SHUVRQQHO LQYROYHG L
GLVFLSOLQDU\ DQG UHODWHG HPSOR\PHQW SURFHVVHV
&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ V \$\$3 DUH LPSOHPHO

&+\$37(5 . '\$7\$ &2//(&7,21 \$1\$/<6,6
&) 5 †† N N

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ KDV DGRSWHG W
SHUFHQWDJH RI YHWHUDQV LQ WKH FLYLOLDQ ODERU IRUF
YHWHUDQV &\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ ZLOC
EHQFKPDUN DV QHZ GDWD LV SXEOLVKHG DQG XSGDWHG Y
EHQFKPDUN LV DSSOLHG WR HDFK MRE JURXS ZLWKLQ &\$/
%(\$&+

&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ DOVR DGRSWHG W
XWLOLJDWLRQ JRDO RI IRU TXDOLILHG LQGLYLGXDOV
81,9(56,7< /21* %(\$&+ ZLOO XSGDWH LWV XWLOLJDWLRQ JR
XSGDWHG DQG SXEOLVKHG 7KH ~~to each job group~~
&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+

*RDOV DQG RU EHQFKPDUNV GR QRW UHTXLUH WKDW &\$/,)
%(\$&+ KLUH SURPRWH WUDLQ DQG RU UHWDLQ D VSHFLI
DQG RU SURWHFWHG YHWHUDQV 7KHVH JRDOV EHQFKPDUN
PXVW EH PHW EXW DUH LQVWHDG WDUJHWV UHDVRQDEO\ D
HIIRUW WR PDNH DOO DVSHFWV RI WKH HQWLUH \$\$3 ZRU
&\$/,)251,\$ 67\$7(81,9(56,7< /21* %(\$&+ D FRPPXQLW\ JURX
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FRQLQXH WR PRQLWRU DQG XSGDWH WKHVH VWXGLHV SH
ZKHUH WKH KLULQJ EHQFKPDUN IRU SURWHFWHG YHWHUDQ
ZLWK GLVDELOLWLHV DUH QRW PHW DIILUPDWLYH DFWLRQ
DFWLYLWLHV PHQWLRQH LQ &KDSWHU) ([WHUQDO 'LVVHF
5HFUXLWPHQW DQG PHDVXUHV GHVFULEHG LQ &KDSWHU +

6HH WKH

