

' :C?', :C:7'" 4567895:;'

' 3 :>>/X/':, 'S?\$. "9-:#"#?'2\$C"#'; /%7-./8'

' ' A/B"%9C/#9':, ';B/.-">'S?\$. "9-:#"#?'] /<"T->9"9-: #'

' ' Y88-89"#9'L%:, /88:%'

()NR()D4' '

3#0@+, , \$ **0 2** *% ! + #) \$ @ \$! *) \$ **0 2**'

E : "%?' 3 /%9-,- /?'E /<"7-:%'Y#">&89'R'A : .9: %" >I'3 /%9-,- ."#9'DR)NR*(4*'

()PRB%/8/#9'

=>:%-?"'Y88:.-"9-: #' ,:%'E/<"7-:%'Y#">&8-8'L%:X%"C']/7-/G/%'()((I'())(4'

YC/%-."#L8&.<:>:X-.">'Y88:.-"9-: #'A-7-8-: #'(5'L%:X%"C'3<"-%'()())R() (DYC/%-."#'
L8&.<:>:X-.">'Y88:.-"9-: #'A-7-8-: #'(5'6B.:C-#X'L%:X%"C'3<"-%'()DPR()())'

Y?'2:.'=/?/%">'V%"#9']/7-/G/%'Y.9-7-9-/8'

c"9-:#">'[#89-9\$9/8':, '2/">9<'

E-:T/<"7-:%">"#?'E/<"7-:%">'L%:. /88/8'[#9/X%"9/?']/7-/G'V%:\$B'

' d]V['EEELR!'PD'

()DD'

S?-9: %-">'Y.9-7-9-/8''

! "#\$%&'()*!+%,-.'!'+!/) %01'0#2!V\$/89'Y88:.-"9/'S?-9: %!

()(4R()(*'

! "#\$%&'()*!+%,-.'3!4#. #%)0\$!5!/) %01'0#2!Y88:.-"9/'S?-9: %'

()DP'

! 6(7)+%,!(8!*99,'#!"#\$%&'()*!+%,-.'!E:"%?'1/CT/%!

()D*I'()DKR()DN'

! ;:70%1'(+!5!<)#%l=#+l!(8!>\$',:)#+2!V\$/89'Y88:.-"9/'S?-9: %'

()D(R()D4'

' 6(7)+%,!(8!"#\$%&'()%,!;:70%1'(+2!V\$/89'Y88:.-"9/'S?-9: %'

()DK

e Z /&C "#I'!F']FI' /A<<F'K',L'+L'K'3 "CB:8I'3FI' f 'V"%.-"I'YF']F'M() ((OF'Y#"BB>-. "9-: #: , '9</'9%- ">R
T"8/?', \$#.9-: #">"#">&8-8'9: "'88/88'B%: T>/C'T/<"7-: %'/7: ^/?"T&'%-9\$">' -#9/%\$B9-: #F'
"\$%&'()%,! ?+1#)&#+1'(+. !?: -F: %XaD)FD)) (aT-#FDNN('

e Z /&C "#I'!F']FI' /A<<F'K',L'+L'K'3 "CB:8I'3FI' f 'V"%.-"I'YF']F'M() (DOF'; : C//',, / .98': , 'B%"-8/'
?%#X'9</'/8. "B/' . : #?-9-: #: , '9</' , \$#.9-: #">"#">&8-8F' "#%&'()%,! ?+1#)&#+1'(+. 2!GH!MDO'
5NRKKF'? : -F: %XaD)FD)) (aT-#FDQK4'

e 3 "CB:8I'3FI' /A<<F'K',L'+L'K' Z /&C "#I'!F']FI' f 'V"%.-"I'YF']F'M() ()OF'L "%/#9R-CB>/C/#9/?'
C\$>9-B>/'8. </? \$>/8F' "#%&'()%,! ?+1#)&#+1'(+. 2!GI/M*OF'5 (*R5*DF'? : -F: %XaD)FD)) (aT-#FDQ*4'

/A<<FK',L'+LI' f 'J' CT/%9I'!F' 1 F'M()D50F'[CB>-. "9-: #8', : %'B%" .9-./0'] /8\$%X/#. /' '#? '?-, /%/#9-'">'
%/#, :% . /C/#9':, "'>9/%#"9-7/'%/8B: #? -#XF'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!KRM*02!
QNDRQN*F'? : -0D)FD)) (aW"TF(KK/

eJ"CT/%9I'!F' 1 FK' /A<<FK',L'+LI'; "C"<"I'YF'JFIeA"&9: #I'SFI' f 'e] : ?/G">?I'YF'M()D50F'; /%-">
>9/%#"9-7/'%/8B: #8/'9%" -#-#X'"8'-#9/'7/#9-: #', : %'9%"X/9'%/8B: #8/'%/8\$%X/#. /F'6(7)+%,!(8!
99, '#:!'#\$%&'(!)+%, -. '2!KRM*02!QK5RQN)F'? : -0D)FD)) (aW"TF(54'

c />8: #I'JF!FI'eL: G/>>I' gFI' /A<<FK',L'+LI' f 'J-X#\$X"%-8Rg%", 9I'EF'M()D*0F'A/7/>: BC/#9':, 'T"8-.'
.: #. /B98'-#/'%">&'/?\$. "9-: #B": X"C8', : %'. <->?%/ #'G<: "'%/'?/'", ': %'<"%?':, '</'% -#X' -#'
>89/#-#X'"#?'8B: ^/#>'#X\$"X/' .>"88% : C8F'S(, 1%!4#& #E2!PPKMD0I'QR(QF!

eV%: 8^%/\$9'I' cF3FI'eV%: 8^%/\$9'I' 1 FLFI' /A<<FK',L'+LI' f ' ;>: . \$CI'HFYF'M()D*0F'V/#/'%">` "9-: #':, '
#/X"9-7/>&'%/ -#, : % . /?'C"#?8'-#'. <->?%/ #'G-9<"\$9-8CF'6(7)+%,!(8!*99, '#:!'#\$%&'(!)
*+%, -. '2!KTM402!5K)R5QPF'? : -0D)FD)) (aW"TFD5D'

eE%: ?</'?'I' 1 FFI'AS%i#I'JFI' /A<<FK',L'+LI'M()D*0F'3\$>9\$%">"#?'>-#X\$-89-. '?-7/%8-9&'-%'/. /#9'
>"#X\$"X/'" .h\$-8-9-: #'/8/'%" .<F'<\$#!*+%, -. '!(8!S#)A%,!'#\$%&'(!)2!GQMD02!Q5RNKF'
?: -0D)FD)) Q j (=8*)KDKR)D*R)) PRN'

eJ"CT/%9I'!F' 1 FI' /A<<FK',L'+LI'e3">'&I'3F!FI'e g\$###"7"9"#"I'; F'; FI' f 'e3 :>>-#8I'; FAF'M()D*0F'
H%" -#-#X'%/8-?/#9-">'89",, "'#?'8\$B/%7-8: %8'9': . : #?\$. 9'9%"? -9-: #">', \$#. 9-: #">"#">&8/8F'
4#. #%)0\$!'+!@#&#, (9=#+1%,!@'. %A', '1#. 2!GIMQ02!DQ5QRDQK5F'
?: -0D)FD)DKaWF%-??F()D*F)(F)D*'

e g\$###"7"9"#"I'; F'; FI' /A<<FK',L'+LI'; "C"<"I'YF'JFI' f 'eA"&9: #I'SF'M()D40'H%" -#-#X'9/' . </%8'9': '
.: #?\$. 9'9%">RT"8/?', \$#. 9-: #">"#">&8/8F' "#\$%&'(!) J (: '8'0%l'(+2!GT2!Q)QRQ((F'

e g\$###"7"9"#"I'; F'; FI' /A<<FK',L'+LI'; "C"<"I'YF'JFI' J-X#\$X"%-8ag%", 9I'EFIeA"&9: #I'SFI' f 'e2 "%-8I'
; F'M()D40'68-#X'"'C: ?-, -/'B&%"C-?">9%" -#-#X'C: ?/9: '9/' . <'8B/ . -">'/?\$. "9-: #9/' . </%8'
9: . : #?\$. 9'9%">RT"8/?', \$#. 9-: #">"#">&8/8F'<#%0\$#!); : 70%l'(+!%+: !C9#0%,!); : 70%l'(+2!
GHMKOI'(KQR(N5F'? : -0D)FDDQqa)D*5**55D4*P)P5)'

e ; />>/%8I'HFLFI' /A<<FK',L'+LI'; "C"<"I'YF'JFI'eA"&9: #I'SFI'eJ"CT/%9I'!F' 1 FI' f 'e g /&RY\$89-#I'
YFYFI'M()D40'S7">9-: #':, '8: C'/' . : CB: #/#98':, ': <:-. /'C"^-#XF'6(7)+%,!(8!*99, '#:!
"#\$%&'(!)*+%, -. '2!KHM(02!*55R*K*F'? : -0D)FD)) (aW"TF*K'

=%9'I'!F'cFI'[G"9'I'EF'YFI'2"CC: #?I'!FJF' f ' /A<<FK',L'+LI'M()D40F'SbB/%-C/#9">"#">&8-8':, '
B%/ . \$%8: %8'9: 'B%: T>/C'T/<"7-: %F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!KHMD02'D)DRD(PF'
?: -0D)FD)) (aW"TF(Q'

eJ"CT/%9I'!F' 1 FI' /A<<FK',L'+LI'e g\$###"7"9"#"I'; F'; FI'e3 :>>-#8I'; FAF' f 'e3">'&I'3F!F'M()D40F'
H%" -#-#X'%/8-?/#9-">'89",, '9: . : #?\$. 9'9%">RT"8/?', \$#. 9-: #">"#">&8/8F'6(7)+%,!(8!*99, '#:!
"#\$%&'(!)*+%, -. '2!KHMD02!(PKR4)F'? : -0D)FD)) (aW"TFDQ'

2"CC: #?I'!FJFI'[G"9'I'EF'YFI'] : : ^/%I'VFI'=%9'I'!F'cFI' f ' /A<<FK',L'+LI'M()D40F'S,, / .98':, ', -b/?'
7/%8\$8%"#? : C'8/h\$/#. -#X'?\$%#X'C\$>9-/>/C/#9', \$#. 9-: #">"#">&8/8F'6(7)+%,!(8!*99, '#:!
"#\$%&'(!)*+%, -. '2!KHMD02!(R4)F'? : -0D)FD)) (aW"TFQ'

/A<<FK',L'+LI'eJ"CT/%9I'!F' 1 FI'eA"&9: #I'SFI' f ' ; "C"<"I'YF'JF'M()D40'H/' . </%R. : #?\$. 9/?'9%">R
T"8/?', \$#. 9-: #">"#">&8-8'"8'9</'T"8-8', : %' -#9/'7/#9-: #F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)
*+%, -. '2!KHMD02!()NR(DNF'? : -0D)FD)) (aW"TF(D'

AS%i#I'JF'gFI' /A<<FK',L'+LI' f ' ; "C"<"I'YF'JF'M()D40'Y?"B9"9-: #8'9: "'', \$#. 9-: #">'T/<"7-: %'
"88/88C/#9'G-9<'"'; B"#-8<R8B/'^ -#X'B%/8. <: :>/%F'; : 70%l'(+!%+: !<)%#l=#+!(8!>\$', :)#>2!
GHMD02!Q4RP5F'

e3>"&I'3F!FI'; "C"<"I'YF'JFI' /A<<F'K',L'+LI'eE:X:/7I'EFgFI' f'eE:&/I' 1 FYF'M()D40F'Y88/88-#X'
B%/ ,/%/#. /', :%'8: .->'9/%" .9- :#8F'4#. #%)0\$!'+!@#&#, (9=#+1%,!@'. %A', 'l'#.2!GKMD02!4K(R
4QDF'?:-0D)FD)DKaWF%-??F()D(F)QF) (N'

Z->8: #I'AF' 1 FI'[G"9'I'EF'YFI' f' /A<<F'K',L'+L'M()D(OF'3 :CB\$9/%R"88-89/?'C/"8\$/C/#9: , 'G: #?'
8-` /""88: .- "9/?'G-9<'8/>,R-#W\$%- :\$8'T/<"7-: %F!6(7)+%,!(8!*99, '#:!' "#\$%&'(!)*+%, -.' .I'KIM*02!
QPQRN)NF'

e g /&RY\$89-#I'YFYFI'; "C"<"I'YF'JFI' /A<<F'K',L'+LI' f'eE:&/I' 1 FYF'M()D(OF'S, ,/.98': , 'B%/ ,/%/#. /'
"#?'%/-#, :%.'7"%-"9- :#': #G-9<-#R8/88- :# 'B"99/%#8': , %/8B: #?-#XF'6(7)+%,!(8!*99, '#:!
"#\$%&'(!)*+%, -.' .2!KIM402!K4QRK*DF'?:-0D)FDP)DaW"TF()D(F*5RK4Q'

eJ"CT/%9I'!F' 1 FI' /A<<F'K',L'+L'K' f'e[%7-#I'F'M()D(O'H-">RT"8/?', \$#.9- :#>"#>&8-8"##? , \$#.9- :#>
.: CC\$#- . "9- :#9%" -#-#X'-#'"#/'">&' .<->?<: :?'8/99-#XF'6(7)+%,!(8!*99, '#:!' "#\$%&'(!)
*+%, -.' .2!KIM402!5QPR5N*F'?:-0D)FDP)DaW"TF()D(F*5R5QP'

/A<<F'K',L'+LI'[G"9'I'EF'YFI'=%9`I'!FcFI'] :8. : /I'SF' 1 FI' f'3 "%%/ "SI'YF'M()DDOF'3>"88% : : C'
"BB> . "9- :#': , "'9%">RT"8/?', \$#.9- :#>"#>&8-8F'6(7)+%,!(8!*99, '#:!' "#\$%&'(!)*+%, -.' .2!KK2!
DPR4DF'

3 "CBI'SF' 1 FI'[G"9'I'EF'YFI' 2 "CC :#?I'FJFI' f' /A<<F'K',L'+L'M())POF'Y#9/ . /?/#9'7/%8\$8'
.: #8/h\$/#9'/7/#98'"8'B%/?- .9: %8': , 'B': T>/C'T/<"7-: %F'6(7)+%,!(8!*99, '#:!' "#\$%&'(!)
*+%, -.' .2!KMM(02!*KPR*N4F'?:-0D)FDP)DaW"TF())PF*(R*KP'

,
& * 2 " , ! # \$ 3) , ' " 2 1 + # ' # + (\$ + H M , " / & \$) + 1 '
,

eV"".-"I'YF'] FI' /A<<F'K',L'+L'K' 3 "CB: 8I'3FI' f' Z /&C"#I'!F'] F'M\$#?/%'7-/GOF'H%" -#-#X'B"/#98'9: '
.: #?\$. 9'9%">RT"8/?', \$#.9- :#>"#>&8/8'\$8-#X'T/<"7-: "%>8^>>8'9%" -#-#XF' "#\$%&'(!)*+%, -.' .!
'+!/) %0I'0#!

eH"></>CI'LFI' /A<<F'K',L'+L'K' 3 :# . /B. - :#I'YFI' f' ; "C"<"I'YF'JF'M\$#?/%'7-/GOF'H%"#8>"9- :#'
/7"> \$"9- :#': , '<-89: %&' / , , / .98': #'%/8\$X/#. /F' "#\$%&'(!)*+%, -.' .3!4#. #%)0\$!%+ : ! /) %0I'0#!

!
& * 2 " , ! # \$ 3) , ' \$ 2 ' # + (\$, \$ 0 2 '
,

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adapted response evaluation survey to adapt functional communication training to
Hispanic cultural values.

eL"\$>#I'EFI' /A<<F'K',L'+L'K'! :<#I' gF' ;FI'V""-"I'YF'] FI' f' E/;>I' 1 F'3F'68-#X'7-?/ : 'C : ?/ >-#X'9: '
9/ " .<' . : #?\$. 9-#X'"9%">RT"8/?', \$#.9- :#>"#>&8-8F'

1 : #>\$bI' gF'AF'E/;>I' 1 F'3FI' f' /A<<F'K',L'+F'L'" .9- . ">9/ .<# :> : X&'9-B8', : %'8/99-#X'\$B'"#?'
.: #?\$. 9-#X'9/ > / < / ">9<'8/%7- . /8F'

e2/89/%I' ; F'SFI' f' /A<<F'K',L'+F' g //B-#X'\$B'G-9<'9</'X"#?^-'80'68-#X'HYV9/ " .< k '9: '9%" -#T'9: #'
9G-%>#X'8^>>8'9: ': >?/%'"?>98F'6(7)+%,!(8!*99, '#:!' "#\$%&'(!)*+%, -.' .!

*Stubbs, M. R., **Bl** , **S. E.**, Garcia, A. R. Evaluating effectiveness, feasibility, and treatment
acceptability of a cultural adaptation of discriminated functional communication with
Afro-Caribbean families.

*Bell, M. C., **Bl** , **S. E.**, Garcia, A. R. (submitted). Considering cultural and linguistic
diversity in practice: Recommendations for behavior analytic services

&*2", !#3), '2'3#+3*#*)\$02'

V:#`>^I';FI'/A<<FK',L'+LK' f '3"CB:8I'3F'S7">\$"9-#X'9</'/,,-./#.&'""#?' . : %/8B:#?/#./':, '9%->R
T"8/?'""#?'8/88-:#RT"8/?', \$#.9-:#>""#">&8/8'-#'. : #9%:>>/?'8/99-#X8F'

e!:<#I'gF';FI'/A<<FK',L'+LK';"C"<"I'YF'JFI'E/;>>I' 1 F'3FI' f 'H"></>CI'LF'; : C//, ,/.98':, ', \$#.9-:#>'>
"#">&8-8':#B%:T>/C'T/<"7-:%':\$98-?/'':, '8/88-:#F'

/A<<FK',L'+LK'V"%.-"F'YF']FI'3"CB:8I'3FI'Z /&C"#I'!F']FI'E/;>>I' 1 F'3FI' f '3 : #. /B.-:#I'YF'Y'
. : CB"%-8:#':, ', \$#.9-:#>""#">&8-8'. : #?\$.9/?'-#';B"#-8<'""#?'S#X>-8<F'

eE/;>I' 1 F'3FI' f '/A<<FK',L'+L'3<"#X-#X'9</'. \$>\$%/'':, '. : #8/#90'H/' .<#X'&:\$#X' .<->?%/#'. : #8/#9'
8^>>8'7-"9/>/</">9<F'

e3"CB:8I'3FI'/A<<FK',L'+LK'Z /&C"#I'!F']FI' f 'V"%.-"I'YF'A/7/>:BC/#9""#?'7">-?'9-:#':, '9</'
Z"-9-#X'Y88/88C/#9[#9/%7-/G'H: :>'""#?'7">\$"9-:#':, '-#?-7-?>">/'?G"-9-#X'?\$%"9-:#8-#'
8-X#">/'?"/-#,:%./C/#9F'

/A<<FK',L'+LK';>"99/%&I'JFI' 1 ->>/I'EF'H</'\$8/'':, 'B%:X%/88-7/'%"9-:'8.</?\$>/8'9:'"88/88#/'X"9-7/'
%/ -#, :%./C/#9F'

; "C"<"I'YF'JFI'eJ\$?/C"#I'gFI'/A<<FK',L'+LK' f 'eg\$##"7"9""#I';F';F'S7">\$"9-:#'.%9/%-"' : %'9%->R
T"8/?', \$#.9-:#>""#">&8/80'Y'8-X#>'?/9/.9-:#""BB%:".<F'

'eA"&9:#I'SFI'/A<<FK',L'+LK';"C"<"I'YF'JFI'eg\$##"7"9""#I';F';FI' f 'eL/">I'YF' 1 F'J"9/#.&'""8'9</'
?/B/#?/#9'7""-T>/'-#9%->RT"8/?', \$#.9-:#>""#">&8/8F'

/A<<FK',L'+LK'eL:>>"%?I'!FI'e; />"%8I'HFIEg /&I'YFI' f ' ; "C"<"I'YF'JF'3 : %/8B:#?/#./T/9G//#'
9/" .</%R. : #?\$.9/?'9%->RT"8/?', \$#.9-:#>""#">&8/8""#?'89""#?'? , \$#.9-:#>""#">&8/8'-#""#'
/"%>&' .<->?<: : ?'8/99-#XF'

eJ"CT/%9I'!F' 1 FI'/A<<FK',L'+L'eA"&9:#I'SFI' f ' ; "C"<"I'YF'JF'Y88/88C/#9""#?'9%/9C/#9':, '
T/<"7-:%\$#?'?'. : #9%:>: , '/8."B/',%:C'/?/C"#?8', :>>:G-#X%/C:7">':, 'B%/ , /%/%/?'C"9/%->8F''

/A<<FK',L'+FI';"C"<"I'YF'JFI' f 'g#:bI'LF'gF'H</'/, ,/.98':, '. : #9-#X/#9/CB>:&/B"&.</ . ^'
T:#\$8/8':#'/b/%.-8/F'

/A<<FK',L'+FI'[G"9"I'EF'YFI'3"CBISF 1 FI'] :>-?/I'cF6FI' f '2"CC:#?I'!FJF'Y88/88C/#9':, '
B%/ , /%/#. /', : %':>, ".9:%&'89-C\$>-'#-#?-7-?>\$">8'G-9<L%"?/%RZ->>';&#?%:C/F'

/A<<FK',L'+LK' f '[G"9"I'EF'YF'Y88/88C/#9""#?'9%/9C/#9':, '.<#:#-.'%\$C-#"9-:#""#?'7:C-9-#XF''
H<:C"8:#I'!F'JFI'[G"9"I'EF'YFI'A: `-/I'3F'JFI'c /-?/%9I'LF'JFI' f '/A<<FK',L'+LI'=: : ?'B%/ , /%/#. /8'-#'
-#?-7-?>\$">8'G-9<'""#?'G-9<:\$9'L%"?/%RZ->>-'8&#?%:C/F'

2"CC:#?I'!FJFI'[G"9"I'EF'YFI'/A<<FK',L'+LI'="<C-/I'HFYFI' f '=9-I'!F'cF'c /X"9-7/'%/#, :%./C/#9'
, : %'. : CB>-"#./""#?'B%:T>/C'T/<"7-:%0'S, ,/.98':, '89-C\$>8'C"X#-9\$?/F'

/ 0 0 D'! - *3)+# , I'3" / %\$, - +1'* 21'\$2'3#+, , ,'

/A<<FK',L'+L'M()DNof 1 \$>9-B>/RT"8/>#/'/?/8-X#8F'[#SF'E""9/#MS?0I'<\$#I'c*U; !#+0-0, (9#:'%(8!
'+1# , #017%, !%+ : ! : #&# , (9=#+1%, ! : ! : .) : #) . F'J : 8'Y#X/>/8I'3Y0'; "X/F'

L[0'S7"#'A"%9I'6 ;='

oSb"C-#-#X'H-/'[L%"9-./8'L%/?-9-#X'E/<"7-:='%=\$#.9-: #'-#';9\$?/#98'[?/#9-,-/?',:%'H-/%'[[
;SBB:%98p'

[#89-9\$9/':,'S?\$. "9-: #' ;.-/#./8'

;\$TC-99/?0'Na()a()()'

H:9">'3 :8980'nDIQ))I))F))'

,

/)'0'9%,!'+&#.l'B%l(!)

o+#>#/'9%"-#X',:%'H%->RE"8/?'=\$#.9-: #'>'Y#">&8-8p'

c "9-: #'>'[#89-9\$9/8':,'2/">9<0'c "9-: #'>'[#89-9\$9/':,'3<->'2/">9<'#?'2\$C"#'A/7/>:BC/#9'

;\$TC-99/?0'1 "%.<'D)I'()DK'

H:9">'3 :8980'n4NPINP5F))'

,

/)'0'9%,!'+&#.l'B%l(!)

oA/7/>:BC/#9':,.'\$>\$%">&'%/8B:#8-7/'-#9/%7/#9-: #8',:%'2-8B"#-.'.<->?%/ #'G-9<' '\$9-8Cp

;STC-99/?0'+.9:T/%'()D*'
A-8B:8-9-:#0'\$#,\$#?/?'
!
>(X/)' +0'9%,! ?+&#.1'B%l(!)
'oA:.9: "%>'L%:X%"C'9:'L%:C:9/'S7-?/#./RE"8/?'L%"9-./8'-# 1 \$>9-RH-/%/?';&89/C8':,; ;\$BB:%9p'
;>:.\$CI'HF'M3:RL[OI'] :88I';F'M3:RL[OI'E>: :CI';F'M3:RL[OF'
6F;F'A/B"%9C/#9':,'S?\$. "9-:#I'+,,-./':,; ;B/.-">'S?\$. "9-:#'"#?'] /<"T->-9"9-:#I'L%/B""9-:#':, '
J/"?/%8<-B'L/%8:##/>'
H:'9%"-#>/"?/%8'-#';B/.-">'S?\$. "9-:#'] /8/"%.<'
H:9">'3 :8980'nDI(*N14(4'
;\$TC-99/?' 1 "&'QI'()D('
A-8B:8-9-:#0';.:%/?'MP*aD)50I'\$#,\$#?/?'
,

/)' +0'9%,! ?+&#.1'B%l(!)
oH%- ">RE"8/?'=#\$.9-:#">'Y#">&8-8""#?'H%/ "9C/#9':, 'L%:T>/C'E/<"7-:%p'
[#89-9\$9/' :,'S?\$. "9-:#';.-/#./8'
S89-C"9/?'H:9">'3 :8980'nPK*IDNQF))'
;\$TC-99/?0';/B9/CT/%'DKI'()D)'
A-8B:8-9-:#0'\$#,\$#?/?'
,

/)' +0'9%,! ?+&#.1'B%l(!)
oL%:W/.9' 2-X<Rc //?'0'E: "%?' 3 /%9-,-/?'E/<"7-:%'Y#">&89'[#9/%7/#9-:#';B/.-">-898p'
+,,.-./':,; ;B/.-">'S?\$. "9-:#'L%:X%"C8I'A/B"%9C/#9':,'S?\$. "9-:#'
S89-C"9/?'H:9">'3 :8980'nDI')K(IN4F))'
;\$TC-99/?0'!\$>&'D*I'()D)I''
A-8B:8-9-:#0'\$#,\$#?/?'
,

!
/)' +0'9%,! ?+&#.1'B%l(!)
oH</' q\$">-9&'L""C/9/%':, 'c/X"9-7/'] /-#,:%./C/#9p'
[#89-9\$9/' :,'S?\$. "9-:#';.-/#./8'
S89-C"9/?'H:9">'3 :8980'nPNNI*5(F))'
;\$TC-99/?0'!\$#/'(4I'()D)'
A-8B:8-9-:#0'\$#,\$#?/?'
,

4#. #%)0\$!<#%=! J #=#A#)3!<)%+.,%l'(+%,!4#. #%)0\$!*)#%!M3!4#E%):!]#%)+'+B!'!+!@-.87+01'(+%,!
>(B+'1'(+!%+:!/) (A,#=#!"#\$%&'(!)
oH%"#8">'9-:#">] /8/"%.<'3 /#9/%0'E-:T/<"7-:%">' 1 ""^/%8':, '=#\$.9-:#-#X' f'A-8"T->-9-/8'
c "9-:#">[#89-9\$9/8':, '2/">9<0' c 3]]'] /.:7/%&'Y.9'3 :#89%\$.9-:#';\$BB:%9'
S89-C"9/?'H:9">'3 :8980'nPIPD(I)P5F))'
;\$TC-99/?0'!\$>&'I'()P'
A-8B:8-9-:#0'\$#,\$#?/?'
,

/)' +0'9%,! ?+&#.1'B%l(!)
oH%- ">RE"8/?'=#\$.9-:#">'Y#">&8-8""#?'H%/ "9C/#9':, 'L%:T>/C'E/<"7-:%p'
[#89-9\$9/' :,'S?\$. "9-:#';.-/#./8'
S89-C"9/?'H:9">'3 :8980'n4Q5I))F))'
;\$TC-99/?0'!\$#/'(5I'()P'
A-8B:8-9-:#0'\$#,\$#?/?'
,

>(X?+&#.1'B%l(!)
o[#7/89-X"9-#X' 1 /.<"#-8C8';\$BB:%9-#X'S""&[#9/#8-7/'E/<"7-:%">[#9/%7/#9-:#', :%'3<->?%/ #'G-9<'
Y\$9-8Cp'

! "##\$%&' (

E>.:CI';F'SF'M()N0'Y88/88C/#9'"#?'9%/9C/#9':,'B%:T>/C'T/<"7-:%'C"-#9"-#/?'T&'8:.->R
#/X"9-7/'%/-#,:%./C/#9I'S,,/.9-7/'L%"9-./8'-#';B/..>'S?\$. "9-:#'3 :#,#/#./I'69"<';9"9/'
6#-7/%8-9&'

! 0 2 @ + # + 2 ! + ' 3 # + , + 2) *) \$ 0 2 , ' P + N ! % " 1 \$ 2 S ' \$ 2 (\$) + 1 ' 3 # + , + 2) *) \$ 0 2 , Q'

/A<<F'K',L'+L'M()(4I';/B9/CT/%0F'A-8.\$88"#9F'A/J/:#I'[F'3<"-%F!<)%+.,%l'(+%,!%+:!>,'+'0%,!
C17: '#.!(+!4#,%9.#!(8!/) (A,#=! "#\$%&'(!)[(, (E'+B!' "#\$%&'(%),!#+1#)&#+1'(+0!);&CB:8-\$C'
B%/8/#9/?'"9'*4^k'C//9-#X':,'9</'=>:%-?"'Y88:.-"9-:#',:%'E/<"7-:%'Y#">&8-8I'+%>"#?:I'=JF''

V-"CT%:#/I'!F' f'E>.:CF';F'SF'M()(4I';/B9/CT/%0F'C#)&'0#!>(+1'+7'1-3!>(+0#)+.!%+:!
4#0(==#+:%l'(+.!8(!)"#\$%&'(!)*+%,-.l.0!L"B/%'B%/8/#9/?'"9'*4^k'C//9-#X':,'9</'=>:%-?"'
Y88:.-"9-:#',:%'E/<"7-:%'Y#">&8-8I'+%>"#?:I'=JF''

2 "#I'!F'EF' /A<<F'K',L'+L'M'V-"CT%:#/I'!F' f'3-7-?-#-R 1 :99"i'3F'M()(4I';/B9/CT/%0'Z.'+B!
4#9#%l# :X] %l#+0-!J#%.7)#.!(!*..#![7+0l'(+%,!4#,%l'(+.\$'9.0!#[# 1 "#/%&8'J/:#
M3<"-%0F'4#0#+1!%:%#+0#.!'+!87+0l'(+%,!%+%,-.!.!=#l\$(:.!%0)(...!(0'%,!%+:!%71(= %l'0!
)#'+8()0#=#+1!87+0l'(+.0!;&CB:8-\$C'B%/8/#9/?'"9'9</' *4^k'C//9-#X':,'9</'=>:%-?"'
Y88:.-"9-:#',:%'E/<"7-:%'Y#">&8-8I'+%>"#?:I'=JF''

/A<<F'K',L'+L'M()(

4#,%1#:#!(!*..#..=#+1!%+ :!<)#%1=#+1!(8!/) (A,#=#!"#\$%&'(!8)(=!%S%)#1-!(8!
/#).9#0!'&#.0!;&CB:8-\$C'B%/8/#9/?'"'9</'*K#"##\$">'.:#7/#9-:#':,'9</'Y88:..-"9-:#',:%
E/<"7-:%'Y#">&8-8'[#9/%#"9-:#">I'+#>#/#'

E>.:CI';F'SFI'M()DPI';/B9/CT/%OF'@'.07..%+10!['#Y#?%/G'2:\$7:\$%"8'M3<"-%OF'J#+1%,!:.'.():#).2!
A7)+(712!%+ :!.7A.1%+0#!%A7.#3!`007)#+0#!%+ :!.1'B=%!%=(+B!A#\$%&'(!)%+%,-.'.0!
;&CB:8-\$C'B%/8/#9/?'"'9</'4P#"##\$">'.:#7/#9-:#':,'9</'=>:%-?'Y88:..-"9-:#',:%
E/<"7-:%'Y#">&8-8'F'L:#9/'m/?%/I'=J'

!:<#I'gFI'E>.:CI';F'SFI';"C"<"I'YFJFI'H">/>CI'LFI'f'E/>>I'1F'M()DPI';/B9/CT/%OF'C(=#!#88#0!..
(8!87+0!'(+%,!%+%,-.'.!(+!9)(A,#=#!A#\$%&'(!)(71.':#!(8!.#..'(+0!['S>- 'T/9<;.<-/T/%
M3<"-%OF';&CB:8-\$C'B%/8/#9/?'"'9</'4P#"##\$">'.:#7/#9-:#':,'9</'=>:%-?'Y88:..-"9-:#'
,:%'E/<"7-:%'Y#">&8-8'F'L:#9/'m/?%/I'=JF'

V"%.-"I'YFI'E>.:CI';F'SFI'E/>>I'1F'M()DPI';/B9/CT/%OF'Z.'+B!9-)%=':%,!1)%'+B!1(!1#%0\$!
A#\$%&'(!)%+%,-!0!9)(0#:7)#.!!(!V'.9%+'0!8%=',#.0!['g/%%-L/9/8'M3<"-%OF';&%,7%1'(+.!(!8!
'++(&%1'&#!1#%0\$+B!9)(0#:7)#.!%='#:%!11)%'+B!9%)#+1.2!.1%882!%+ :!0(, #B#!.17:#+1.0'
;&CB:8-\$C'B%/8/#9/?'"'9</'4P#"##\$">'.:#7/#9-:#':,'9</'=>:%-?'Y88:..-"9-:#',:%
E/<"7-:%'Y#">&8-8'F'L:#9/'m/?%/I'=JF'

H"></>CI'LFI'E>.:CI';F'SFI'3:#./B.-:#I'YFI'f';"C"<"I'YFJFI'M()DPI';/B9/CT/%OF'<)%+.,%1'(+%,!
#&%,7%1'(+!(8!\$.1(-!#88#0!..!(+!)#.7)B#+0#0!['E%-"##"J"\$%/"#:M3<"-%OF'<)%+.,%1'(+%,!
#&%,7%1'(+!(8!#.9(+.#!9#).'.1#+0#!%+ :!)#,%9.#0!;&CB:8-\$C'B%/8/#9/?'"'9</'4P#"##\$">
'.:#7/#9-:#':,'9</'=>:%-?'Y88:..-"9-:#',:%'E/<"7-:%'Y#">&8-8'F'L:#9/'m/?%/I'=JF'

E/>>I'1FI'E>.:CI';F'SFI'f'V"%.-"I'YFI'M()DPI'1"&OF'>7,17)%.,-!%:%9!#:.!.)&0#.3!Z.'+B!9-)%=':%,!
1)%'+B!1(!1#%0\$A#\$%&'(!)%+%,-!0!9)(0#:7)#.!!(!V'.9%+'0!8%=',#.0!['3>"\$?-"3"CB:8'
M3<"-%OF'[%=',-X0#+1#)#:!.'.#='+%1'(+!(8!.)&'0#.0';&CB:8-\$C'B%/8/#9/?'"'9</'*5"#
Y##\$">'3:#7/#9-:#':,'9</'Y88:..-"9-:#',:%'E/<"7-:%'Y#">&8-8'[#9/%#"9-:#">F'3<-. "X:I'[JF'

3"CB:8I'3FI'E>.:CI';F'SFI'f'g>>#I'JFYFM()DPI'1"&OF'>(=9%)+B!\$#!#88#0!..!(8!.1%1'0!%+ :!
:.-+%='0!. 'B+%.,!:7)'B!=7,1'9,#!.0\$#:7,#.0!['3>"\$?-"3"CB:8'M3<"-%OF'[%=',-X0#+1#)#:!
:'.#='+%1'(+!(8!.)&'0#.0';&CB:8-\$C'B%/8/#9/?'"'9</'*5"#Y##\$">'3:#7/#9-:#':,'9</'
Y88:..-"9-:#',:%'E/<"7-:%'Y#">&8-8'[#9/%#"9-:#">F'3<-. "X:I'[JF'

E>.:CI';F'SFI'M()DPI'1"&OF'@'.07..%+1F'[#1"###";<"<"C'M3<"-%OF'

V%"\$/%<:>`R=-8</%I'.<"-%F';&CB:8-\$C'B"B/%B%/8/#9/?""9'9</'C//9-#X':,'9</'=>:%-?"
Y88:.-"9-: #', :%'E/<"7-:%'Y#">&8-8'-#'=9F'J"\$?/%?">/I'=JF"
g-CI' I FI'; "C"<"I'YFJFI'E>: :CI';FSFI' f '! :<#I' gFM()DKI'; /B9/CT/%OF'S,,/.98':,'?/>"&'9:'

E>.:CI';F'SFI'J"CT/%9I'!F' 1 FI';"C"<"I'YF'JFI'A"&9:#I'SF' f ']:?/G">?I'YFM()D*I';/B9/CT/%OF'
4#:70'+B!#88#01..!(8!%,l#)+%l'&#)!.9(+.#!#F1'+0l'(+!9)(A,#=!A#\$%&'(!)#.7)B#+0#0![#'
;FSF'E>.:C'M3<"-%0I'Y?7"#./8'-#L%:T>/C'E/<"7-:%'Y88/88C/#9'"#?'H%/"9C/#9F'
;&CB:8-\$C'B%/8/#9/?'"9'9</'C//9-#X':,'9</'=>:%-?"'Y88:..-9-:#',:%'E/<"7-:%'Y#">&8-8I'
E:#-9"";B%-#X8I'=JF'

;"C"<"I'YF'JFI'J"CT/%9I'!F' 1 FI'E>.:CI';F'SFI'g\$##"7"9"#"I';F';FI'E:&>/I' 1 FYFM()D*I'
;/B9/CT/%OF'[7+0l'(+%,!%+%,-.'!(8!=%+:'+B3!J%W'+B!.#+.#!(8!:.0)#9%+l!9)#&'(7.!
)#.#%)0\$0![#';FSF'E>.:C'M3<"-%0I'Y?7"#./8'-#L%:T>/C'E/<"7-:%'Y88/88C/#9'"#?'
H%/"9C/#9F';&CB:8-\$C'B%/8/#9/?'"9'9</'C//9-#X':,'9</'=>:%-?"'Y88:..-9-:#',:%'E/<"7-:%'
Y#">&8-8I'E:#-9"";B%-#X8I'=JF'

E>.:CI';F'SF

!"##\$%&'()*

M3<"-%0I'

[#9/%7/#9-:#8',:%L:T>/C'E/<"7-:%'68-#X'3 :#9-#X/#9'"#?' c :# . :#9-#X/#9'] /-# ,:% ./C/#9F!
;&CB:8-\$C'B%/8/#9/?'"'9'9</'C//9-#X':,'9</'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'
[#9/%#"9-:#">I';/'"99>/I'Z YF'

J"CT/%9I'F' 1 F'E>: : CI';F'SFI'A"&9:#I'SF' g \$\$\$"7"9#"I';F';FI' f ' ; "C"<"I'YF'JF'M()D('=/'T%\$"%&OF'
<\$#/#88#0I.!(8!+(+X0(+1'+B#+1!)#'+8()0#=#+1!(+!\$#I'9#).'.1#+0#I!%+:!)#.'7)B#+0#I(8!\$7=%+!
A#%\$&'())3!*99,'0%1'(+.!(8!A#%\$&'())%,!=(=#+17=!\$#(-)0!['#HF'2-XT//M3<"-0I'H</'
S,/, .98':,'Y#9/./?/#9'"#?'3 :#8/h\$/#./' 1 "#-B\$>'9-:#8':#] /8B:#8/'m""-T->9&F'
;&CB:8-\$C'B%/8/#9/?'"'9'9</'C//9-#X':,'9</'3">,:#%-"Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'
Z/89/%#'] /X-:#">'3 :# ,%/#./':#E/<"7-:%'Y#'">&8-8I'V"%?/#'V%:7/I'3 YF'

E>: : CI';F'SFI' g \$\$\$"7"9#"I';F';FI' ; "C"<"I'YF'JI' f '3>"&I'3F'M()D('=/'T%\$"%&OF'H%->RT"8/?'
, \$# .9-:#">"#">&8-80'Z<"9'-9'-8'"#?'<:G'9:.'?':-9F'Z :% ^8<:B'B%/8/#9/?'"'9'9</'C//9-#X':,'9</'
3">,:#%-"Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'Z/89/%#'] /X-:#">'3 :# ,%/#./':#E/<"7-:%'
Y#'">&8-8I'V"%?/#'V%:7/I'3 YF'

E>: : CI';F'SF'M()DD' c :7/CT/%OF<)>%XA%.#:#!/[7+01'(+%,!*+%,-.'!(8!/) (A,#=#!"#\$%&'())!'+!%;)-!
>\$'.:\$((:!/C#11'+B.0';/88-:#B%/8/#9/?'"'9'9</'C//9-#X':,'9</'A-7-8-:#',:%'S">&'3<->?<: :?'
, '9</'3 :\$#.->,:#Sb./B9-:#">'3<->?%/#I'c'9-:#">'2"t:%I' 1 AF'

AS%i#I'JF' f 'E>: : CI';F'SF'M()DD'!\$#/OF* :%9I%1'(+!(/!%87+01'(+%,!A#%\$&'())!%#..=#+1'E'!\$!%!
C9%+'.!\$.9#%W'+B!9)#.0\$((,#)0L"B%/B%/8/#9/?'"'9'9</'W:-#9'C//9-#X':,'9</'69'<
Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<'3 :# ,%/#./':#S,/, .9-7/'L"" .9-./8',:%'
H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'6HF'

A"&9:#I'SFI'E>: : CI';F'SFI';"C"<"I'YF'JFI' g \$\$\$"7"9#"I';F';FI' f 'L/"I'YF' 1 F'M()DD'!\$#/OF'J%I#'+0-!
%.1I\$#I':#9#+:#+1!&%)%A,#!'+1!)%XA%.#:#!87+01'(+%,!%+%,-.#.0!['#F';FSF'E>: : C'M3<"-0I'
3\$%#/#9%/8/"% .<-'#9%->RT"8/?', \$# .9-:#">"#">&8-8F';&CB:8-\$C'B%/8/#9/?'"'9'9</'W:-#9'
C//9-#X':,'9</'69'<'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<'3 :# ,%/#./':#
S,/, .9-7/'L"" .9-./8',:%'H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'6HF'

g \$\$\$"7"9#"I';F';FI'E>: : CI';F'SFI';"C"<"I'YF'JFI' f 'A"&9:#I'SF'M()DD'!\$#/OF<)>%+'B!#:70%l().!
l(/0(+:70!1) %XA%.#:#!87+01'(+%,!%+%,-.'.0!['#F';FSF'E>: : C'M3<"-0I'3\$%#/#9%/8/"% .<-'#
9%->RT"8/?', \$# .9-:#">"#">&8-8F';&CB:8-\$C'B%/8/#9/?'"'9'9</'W:-#9'C//9-#X':,'9</'69'<
Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<'3 :# ,%/#./':#S,/, .9-7/'L"" .9-./8',:%'
H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'6HF'

!/#8/#I'FI'E>: : CI';F'SFI' f 'J"CT/%9I'F' 1 F'M()DD'!\$#/OF* .#..=#+1!%+:!l)#%l=#+1!(8!9)(A,#=#!
A#%\$&'())!'+!%+!#%)-!0\$',:\$((:!/C#11'+B!7.'+B!1) %XA%.#:#!87+01'(+%,!%+%,-.'F['#F';FSF'
E>: : C'M3<"-0I'3\$%#/#9%/8/"% .<-'#9%->RT"8/?', \$# .9-:#">"#">&8-8F';&CB:8-\$C'B%/8/#9/?'
"9'9</'W:-#9'C//9-#X':,'9</'69'<'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<
3 :# ,%/#./':#S,/, .9-7/'L"" .9-./8',:%'H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'
6HF'

!/#8/#I'FI'E>: : CI';F'SFI' f 'J"CT/%9I'F' 1 F'M()DD' 1 "&OF* .#..=#+1!%+:!l)#%l=#+1!(8!9)(A,#=#!
A#%\$&'())!'+!%+!#%)-!0\$',:\$((:!/C#11'+B!7.'+B!1) %XA%.#:#!87+01'(+%,!%+%,-.'F['#F'YF'JF'
;"C"<"M3<"-0I'=" .9:%8'[#,>\$/#.-#X';/;>/.9-:#':,'Y88/88C/#9'"#?'H%/"9C/#9'
A/7/>:BC/#9'"#?'] /, #/C/#9':,'Y88/88C/#9'"#?'H%/"9C/#9'YBB%:" .</8',:%'[#?-7-?S">8'
G-9<[#9/>/.9\$">"#?'A/7/>:BC/#9'>'A-8'T->9-/8F';&CB:8-\$C'B%/8/#9/?'"'9'9</'C//9-#X':,'
9</'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'[#9/#"9-:#">I'A/#7/%I'3 +F'

g /&'Y\$89-#I'YFYFI'E>: : CI';F'SFI';"C"<"I'YF'JFI'J"CT/%9I'F' 1 F' f 'E:&>I' 1 FYF'M()DD' 1 "&OF'
;88#0I.!(8!9)#8#)#+0#I!%+:!.1'=7,7.!&%)%1'(+!+)#.'9(+.#!9#).'.1#+0#0['#F'YF'JF';"C"<"
M3<"-0I'=" .9:%8'[#,>\$/#.-#X';/;>/.9-:#':,'Y88/88C/#9'"#?'H%/"9C/#9'A/7/>:BC/#9'"#?'
] /, #/C/#9':,'Y88/88C/#9'"#?'H%/"9C/#9'YBB%:" .</8',:%'[#?-7-?S">8'G-9<[#9/>/.9\$">

"#?'A/7/>:BC/#9">'A-8"T->-9-/8F';&CB:8-\$C'B%/8/#9/?""9'9</'C//9-#X':,'9</'Y88:.-"9-:#'
,:%'E/<"7-:%'Y#">&8-8'[#9/%#"9-:#">'I'A/#7/%I'3+F''

A"&9:#I'SFI'E>.:CI';F'SFI';"C"<"I'YF'JFI'g\$##"7"9#"I';F';FI'f'L/">'I'YF'1F'M()DD'1"&0F'J%l#+0-!
%.!l\$#/:#9#+:#+l!&%)%A,#!'+'!l)%%,xA%.#;!87+0l'(+%,!%+%,-.#.0![#F'YFJF';"C"<"M3<"-%0I'
=" .9:%8'[#,>\$/#.-#X';/;>.9-:#':,'Y88/88C/#9'""#?'H%/"9C/#9'A/7/>:BC/#9'""#?'

Z->8:#I'AF' 1 FI'[G"9"I'EF'YFI' f 'E>.: : CI';F'SF'M())*I' 1 "&0F'; &%,7%l'(+!(8!0(=97l#)X%..'l#:!

;LSA'QN()0'] /8/"%.<' ; /C-#"0'] /8/"%.<'L% :W/.9'A/7/>:BC/#9'
M3 :R[#89%\$.9:%0'

())P'

' 4567895:;<=@A<85BC'

' 17UC8:F74:'<='39;E?<A<G;'

SYE'4QK*0'YBB>-/'?E/<"7-:%'Y#">&8-8''

())Q'

' SYE'*QD*0'J'T:%'9:%'&'-'#YBB>-/'?E/<"7-:%'Y#">&8-8''

H/" .<#X'Y88-89"#9'M[#89%\$.9:%I'EFYF'[G"9"0'

())*R())5'

' V%"?\$"9/'] /8/"%.<'Y88-89"#9a; \$B/%7-8/'?] /8/"%.<'L%" .9-.\$C''

())4R())N'

; \$B/%7-8:%0''E%- "'YF'[G"9"I'-G"9"U\$,F/?\$I''

Y8</'2/#-.<8e'
3<%-89:B</']\$8<-#X'M()DN0'
; "#?&'Y\$' 1 /\$#X'M()DN0'
="9<'] /&#:>?8e'M()DN0'
1 :#-h\$/'J-9.<C :%/e'M()DN0'
1 \$?/>^8'=\$89/'M()DN0'
; "%<'V:# ">/'e'M()DN0'
; 9'./&'L"CB<->/e'M()DP0'
g "%-/'! :<#e'M()DP0'
E%/'##/'L"\$>#/'e'M()DP0'
L"-X/'H"></>Ce'M()DP0'
1 />-88"" 1 /88-#"e'M()DP0'
H"&: %'E\$998'M()DP0'
J"\$%"' Z<-9C"#e'M()()0'
d".<"%&'2 "#?e'M()()0'
!F'H\$%#/'ME\$9/%0'E%"%/#'
Y8</&'="##^/#,-/>?e'M() (D0'
Y>&88""d"^e'M() (D0'
1 ">>"C&'3"C"X:'L/ña* (2021)
Khendal Robinson (2021)
Talitha Vargas*(2022)

Lauren Turrenne*(2022)
Kayla Crouch* (2022)
Casey Marsh*
Allison Fisher*(2023)
Sarah Loupe*
Mallory Platte*
Ryan Hinderliter*
Kayla Larrydale*
Valerie Younis*
Dan (Walter) Oliver*
Prerana Atreya (University of the Pacific)
Melissa Hernandez-Bautista
Ashley Barall
Sumeyye Erdam*
Rachel Krueger*
Miguel Mockabee*

"4B78G8CB>C:7' - <4<89') ?7959' ! ?C58'
; :,-"E:#->"

,>F F 78' #797C8E?' +WU78574E7'C:'@A<85BC' &74:CA' - 7CA:?'\$49:5:>:7K' &74:<8'P2\$& - '
=>4B7BQ'
g "%-/'! :<#'()DK'

" :C?' , :C:7' " 4567895: ; ,

17UC8: F 74:'<=' ,U7E5CA'+B>EC:5<4'R' #7?CV5A5:C:5<4'
159978:C:5<4'J ! ?C58'<8' ! <I ! ?C58'

Y>8: #'E/9`'M())P0'
1 /X"#'E: &/'M()D*0'
3 "8/&'3>"&'e'M()D50'
!/88-."="=/?/'M())P0'
1 "%^'V%: 8^%/\$9`'M()D)0'
c-.:>/'V%: 8^%/\$9`e'M()D)0'
Y>./'g /&RYS\$89-#'M()DD0'

; <"#\$#' g \$##"7"9"#"e'M()D*0'
! :8/B<'J"CT/%9e'M()D40'
E%/'?'"'+\g//,,'M()D)0'
! :&'L: >"%?'M()D(0'
H&"' ; />/%8'M()DD0'
g "9-/' ; #&?/'M()D40'

) ?7959'J ! ?C58'<8' ! <I ! ?C58'

3 "8/&'Y>>-'
1 />: ?&'Y#?%/ "8/#'
; 9/B<"#/'E">: . ^'
J&#?-'E%: : ^8'
!/88-."A">9: #e'
S>- "T/9<'A"&9: #e'
!/88-."=>/##-^/#'
YS?%/&'2 : , ,C"#'
] &"# 'g #-X<9: #e'
! /##-, /% ! /#8/#e'
H"8<#" 1 //^/'e'

!"8: #'L:>"#?'
!/88-."=>/##-^/#'
g "9<%&#'= : &?'L:G/>>'
V%8<"' ; 9/G"%9'MY#9-: .<'3 :> /X/0'
!"8: #'H". ^/99e

YEY';9//%-#X'3:CC-99//'

()D4RB%/8/#9'

3=;'V:7/%#"#./'3:\$#. ->'L%/8-?/#9'"#?'='.\$>9&';\$T.:CC-99//L%/8-?/#9'

()D4R()D5'

':C?',:C:7'" 4567895;:'

6#-7/%8-9&'3:##/.9-:#8'.:.\$%8/I'L"#/>-89'

()PR()DD'

6#?/%X%"?\$"9/'] /8/"%.<'Y?7-8:%&'E:"%?' 1 /CT/%'

()D(R()D4'

6#?/%X%"?\$"9/'] /8/"%.<:'%3%/"9-7//'+BB:%9\$#-9&'V%"#9'

L"#/>'] /7-/G' 1 /CT/%'

()D(R()D4'

!<AA7G7'<='>B>EC:5<4'C4B' ->FC4',7865E79'

' [#9/%C:\$#9"-#V%"?\$"9/'] /8/"%.<';&CB:8-\$C''

' ' L:89/%';/88-:#'MS?\$."9-:#' f'2\$C"#';/%7-./80I'!\$?X/'

()PI'()DD'

' '+%>'L%/8/#9"9-:#'

()D)'

3\$%%-.\$>\$C'3:CC-99//I' 1 /CT/%'

()D(R()D4'

' 17UC8:F74:'<='>,U7E5CA'+B>EC:5<4'C4B' #7?CV5A5:C:5<4'

6#?/%X%"?\$"9/'3:CC-99//I' 1 /CT/%'

()NR()D4'

1 /CT/%I' 1 "89/%8'3:CC-99//I' 1 /CT/%'

()NR()D4'

S"%&R3<->?<.:?'L%X%"C'3:CC-99//I' 1 /CT/%'

()NR()D4'

A-8"T->-9-/8'A-8.-B>#/'8'A:.9:%">'3:CC-99//I' 1 /CT/%'

()NR()D4'

E3EY'3:#./#9%"9-:#'3:CC-99//I' 1 /CT/%'

()PR()D4'

6#?/%X%"?\$"9/' ;.<:>"%8<-B'3:CC-99//I' 1 /CT/%'

()PR()D4'

6#?/%X%"?\$"9/'3\$%%-.\$>\$C'A-7/%8-9&'3:CC-99//I' 1 /CT/%'

()PR()D4'

A:.9:%">'L%/>-C-#"&'Sb"C'] /"?'-#X'3:CC-99//I' 1 /CT/%'

()D(R()DDI'()D4'