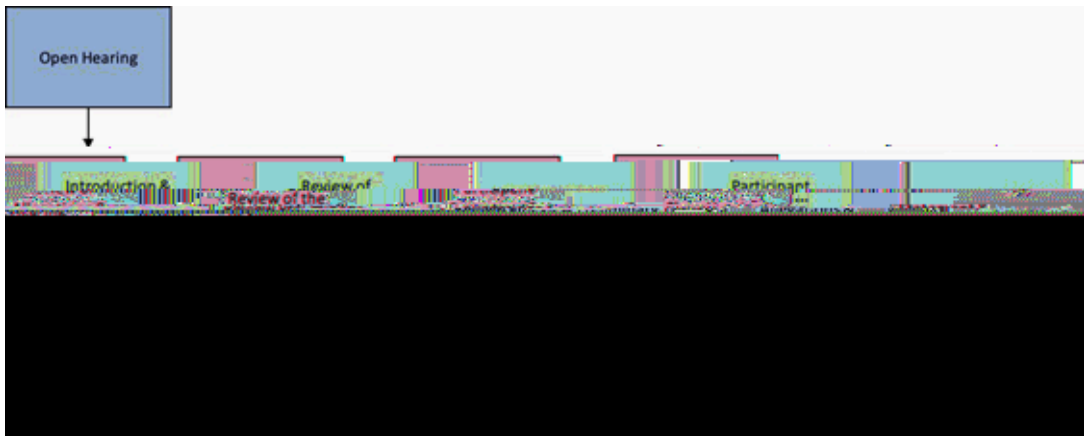


INSTRUCTIONS FOR USE

''#\$!%&'()*+!)*\$* , \$, !%+&--%. !/!+O%% #!#\$/.) *1!2%. !/((!-/. ')3)-/*'+4!5. \$-/.)*1!/* , !.\$6)\$7)*1!#)+! , %3&O\$*'!8\$2%. #\$//* , !7)((!O/9\$!: %&!2\$\$(!O%. \$!3%O2%. '/8(\$!#\$\$! , /: !%2!#\$\$#\$/.) *14!!
!
''#\$\$. \$!/ . \$!-/(3\$+!2%. !: %&!%!2)((!)*!.\$(\$6/*!)*2%. O/')%* ;!+&3#!/+! , /'\$+!-/. ')3)-/*!'*/O\$+;!/* , !/(((\$1/')%*!) *2%. O/')%*4!''#\$+\$!2)\$ (, +!/. \$!#)1#)1#* \$, !)*! : \$((%74!
!
''#\$! , /: !%2!#\$\$#\$/.) *1!; !: %&!7)((!2%((%7!/* , !.\$/ , !' #.%&1#!#\$\$!%&'()*\$4!<%&!3/*!-.) *!'!#/. , 3%-: !%!.!.\$/ , ! 2.%O!: %&.!' /8(\$!%!.!3%O-&'\$.4!''%#!#\$\$(-!9\$\$-!: %&!%*' . /39;!#\$. \$!/ . \$!-/(3\$+!2%. !: %&!%!O/ . 9!=%. ;!>3#)\$39! %22?@!#/'! : %&!3%O-(\$'\$, !/!+'\$-4!A*!+%O\$!/. \$/+!'#\$\$. \$!/ . \$!8(/*9+!/6/)(/8(\$;!+##&(, !: %&!*\$ \$, !%!/33%&* ' ! 2%.!+%O\$'#)*1!#/'!%33&.+ , &)*1!#\$\$#\$/.) *14!!
!
BCCADE! , %\$+!*%'!3%(((\$3!'#)+ , %3&O\$*' ;!+!%: %&!O/ : !3%O-(\$'\$!/* , !&+\$)!!/+! : %&!2)* , !O%+!#\$\$(-2&4!!

REMINDERS

F+!G\$/.) *1!B2)3\$. ;! : %&!3%*' . %(!#\$\$#\$/.) *14!<%&!# /6\$!'#\$! ,)+3.\$')%*'!%#!
D/((!8.\$/9+!/!*\$ \$, \$, !
I / . *!%!.!.\$O%6\$!F , 6)+% . ;!5/ . ')\$+;!%!.!7)' *\$++\$+!
!
A*! / , ,)'%* ;!)!7)((!8\$! : %&.!. \$+-%*+)8)0' : !' %#!!
!
J\$\$.O)*\$!'#\$!.\$(\$6/*3: !%2!K&\$+)'%*+!
J\$\$.O)*\$!'#\$!.\$(\$6/*3\$!/* , !/ , O)++8)0' : !%2!%22\$. \$, !\$6) , \$*3\$!
5.\$-/. \$!/* , ! , \$06\$.!'%'#\$!'')(\$!ALID% . ,) */'%!.!'#\$!7.)''\$*! , \$\$.O)*/')%*!.\$2(\$3')*1!#\$\$! , \$3)+%*! %2!#\$\$!G\$/.) *1!5/*\$(!. \$1/ . ,) *1!.\$+-%*+)8)0' : ;!+/*3')%*+!/* , !.\$O\$,)/(!3')%*+;!2!/* : !
<%&!7)((!# /6\$! /!O\$O8\$. !%2!M\$*\$. /(!D%&*+\$(!/'!#\$\$#\$/.) *1!%!/3!/+! : %&.!((\$1/(! / , 6)+% . 4!5(\$/+!\$(%9!#)! '#\$O!2%. !+&--%. !'2%!.!K&\$+)'%*+4!!
!
''#\$!A*6\$+)'1/'% . : N**BCCADE!** . \$- . \$+\$*' /')6\$!7)((!8\$!.\$+-%*+)8(\$!2%.!.!3% . ,) *1!#\$\$#\$/.) *14!O\$3/&+\$!'+)+! 8\$)*1!#\$\$ (, !%6\$!.!P%O; !-(\$/+!\$*+& . \$! : %&!O%*)'%.!8%#!#\$\$16) , %\$!+3.\$\$*!/* , !3#/'!7)* , %7;!)*13/+! /!



!

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

"#\$%&' (%)"#\$!*&'&! '\$+!,.....!-

&+. "#/+&\$!,.....!-

O+1&"#2!3&) (+\$\$!&) 1/. 13!,.....!-

\$+ (%) #!"! "#%&)" (%)" #!1# /!3&+4". "#1&5!. 1%+&\$!,.....!6

" #!!\$" #\$\$\$&' (#%" *!#####%#&#!' +, \$+, - !%.!(, /\$)" O!/" &!) \$%" " &!*" 1, *!#####&#!" -, (2")(/1!, %" *)&, \$/#%" *#####. #!!/\$)+/(3!045, (#/#%" *!#####O#!!*%1, !%.!" &+)*%\$#####2#!!3', *#%" *!/" &!*" 6', *#)" O!&\$, /7*#####) #!!' 55%\$#" "#3!#%!' 89, (#!#%!(, /\$)" O!/" , 1!5, : 8, \$*#####(#!!* 1, *!*, O/\$&)" O!3', *#%")" O!/" &!0+&, " (, !#####\$#!!2%\$: /#!%.!(, /\$)" O#####

\$+ (%) #!"", !&+7"+8!) *!144+21%) #!1# /!' # "7+&\$%"5!3) 4" ("+\$!1! "\$ \$' +!,.....!9

\$+ (%) #!"", !&+7"+8!) *!%O+!&+ () &/!,.....!9

" #!!7%#)(, !%.!(, /\$)" O#####&#!\$' +, *#)O/#)+, !*, 5%\$#!/" &!042)8)#*#####, #!!/\$%5%*, &!9)#", **, *!\$&, " #)., &!83!#2, !, %: 51/" /" #:!* , *5%" &, " #:1/" &;%\$!\$' +, *#)O/#%\$#####. #!!" &&#%" /!!. %(: , " *#####O#!!' #2, \$!5/#, \$*#####

\$+ (%) #!7, !!!31&%" ("31#%!\$%1%+. +#%\$!1# /!:' +\$%) #!\$,.....!;

" #! , %: 51/" /" ######&#!* , *5%" &, " ######>, #!\$' +, *#)O/#%\$; ' 22\$, 0', 5\$, * , " #/#)+, #####%?

\$+ (%) #!7"" ,!(4) \$+!) *!&+ () &/!,.....!66

133+##/"<!1!,.....!6=

!

!

!

-!"#%&'((!)#/'*+!, 'O'. -+.\$%! '* ('1#*)!!/\$%&!,

C) . 341"#1#% !!N1. +!
R+\$3) #/+## !N1. +

J/'\$!%2!G\$/.)*1H! !! ")O\$!%2!G\$/.)*1H! U%3/'%*H!ZOOM!

SECTION I INTRODUCTION AND PRELIMINARY MATTERS

X'/.!.\$3%..) *1H!8)' +#9%-#2.' #.' 2: 9#(%#3' , *+0#(' 55#() ' #!+6' \$(*, 2(%.#(%#3' , *+.#.' /%.: *+, 7##
M%%, !O%. *)*1N/2'\$. *%%*4!''%, /: !)+YJ/'\$Z;!//*, !'#\$!)O\$!)!/--.%R)O/'\$(: !Y")O\$Z4! [:!* /O\$!)!YG\$/.) *1!
B22)3\$. !\ /O\$Z;!//*, !A! /O! '\$!G\$/.) *1!B22)3\$. !2%. !'%, /:]+!''('\$!A!^\$+%(&')%*!G\$/.) *1!5/*\$(4!!
'#)+!#\$/.) *1!)+8\$)*1!3%*, &3'\$, !%6\$. !P%%O; !+%!A2). +!7/*!'!%!*+&.\$!\$6\$. : %*\$!)!+/8(\$!%!+\$\$//*, !#\$/ .!
3(\$/.(: 18\$2%. \$!7\$13%*') * &\$4! \$!7)((!, %!8.)\$2!)*' .%, &3')%*+; !7#\$. \$!A!7)((!3/((!%*!\$/3#!-\$.+%*!'!+ '/'\$! '#\$). !
/O\$!/, !'#\$). !.(\$!) *!'%, /:]+!#\$/.) *14A!7)((!/(+!%3%*2). O! '#/!'! :%&!/. \$! /8(\$!%!+\$\$//*, !#\$/ .!3\$/ .(: 4!
A !!!!#%&)' ('%) #\$.

Hearing Officer Note
A2!/!5/.' : !, %\$+!*%!/ -- / .!2%. !' #!\$!#\$/.) *1; !*% '\$! #)+!2%. !' #!\$. \$3%. , 4!F*!F, 6)+%. !O&+'!+)((!8\$!
-.%6), \$, !8: !' #!\$!` *)6\$. +)! : 12%. !/!5/.' : !\$6\$*!7#*\$!/!5/.' : !)+! /8+\$* !2.%O! /!#\$/.) *14!!' #!\$!F, 6)+%. !
O&+'!3. %++a\$R/O)*\$! '#!%- -%+)*1!5/.' : !/*, !/*: !7)' *\$++\$+)*!%, \$, !2%. !' #!\$!#\$/.) *1!-/*\$(!%!
3%*+), \$. !+/'\$O\$**+!%2! '#%+\$!) * , 6), &/+!, &.) *1!, \$)8\$. /)'% *+4!

F2'\$.!\$/3#!-\$.+%*!)*' .%, &3\$+! '#\$O+\$ (6\$+;13%*2). O! '#/!'! #\$. !3/*!+\$N#\$/ .!3\$/ .(: 4!X\$\$!\$R/O-(\$!8\$(%74!
!!
; '2.*+, #<"""/' .#>('6' #>&*)0#?5' 2\$' #\$(2('9%- .#2&' #2+: #.%5' #+##(%: 29\$#)' 2.*+, 7#
>&*)=#A9#2&2#'##>('6' #>&*)#2+: #!#2&#\$. .6*+, #2\$#2#?2+'5\$ (7#
; '2.*+, #<"""/' .#B) 2+4#9%-7#; 26' #9%-#3' ' +#235' #(%#\$' 'C)' 2.#/5' 2.59D#
>&*)=#E' \$7##
! _____!Y5/*\$0+'!\ /O\$Z; !-(\$/+ \$!+ '/'\$! :%&.!*/O\$!/*, !.%(\$!) *!'%, /:]+!#\$/.) *14!!
_____!Y5/*\$0+'!\ /O\$Z; !-(\$/+ \$!+ '/'\$! :%&.!*/O\$!/*, !.%(\$!) *!'%, /:]+!#\$/.) *14!
_____!Y5/*\$(!U\$1/(!F, 6)+%. !\ /O\$Z; !-(\$/+ \$!+ '/'\$! :%&.!*/O\$!/*, !.%(\$!) *!'%, /:]+!#\$/.) *14!
! _____!YD%O-(/)* *'\ /O\$Z; !-(\$/+ \$!+ '/'\$! :%&.!*/O\$!/*, !.%(\$!) *!'%, /:]+!#\$/.) *14!
_____!YD%O-(/)* *'!F, 6)+%. !\ /O\$Z; !-(\$/+ \$!+ '/'\$! :%&.!*/O\$!/*, !.%(\$!) *!'%, /:]+!#\$/.) *14!
! _____!Y^\$+-%*, \$*'!\ /O\$Z; !-(\$/+ \$!+ '/'\$! :%&.!*/O\$!/*, !.%(\$!) *!'%, /:]+!#\$/.) *14!
_____!Y^\$+-%*, \$*'!F, 6)+%. !\ /O\$Z; !-(\$/+ \$!+ '/'\$! :%&.!*/O\$!/*, !.%(\$!) *!'%, /:]+!#\$/.) *14!
! _____!YA*6\$+)'1/'% !\ /O\$Z; !-(\$/+ \$!+ '/'\$! :%&.!*/O\$!/*, !.%(\$!) *!'%, /:]+!#\$/.) *14!
!

!
"#\$!%*(; !-\$%-(\$!-\$\$.O)''\$, !'%/''\$*, !'#\$!#\$/.) *1!/. \$!#5/.')\$+;!7)' *\$++\$+=)2!/- -()3/8(\$@!-/*\$0+'+'!#\$!
A*6\$+')1/'%.;!/*, !F, 6)+%. +!E6\$. :%*\$!-/')3)-/)' *1!%6\$. !P%%O!+#%&(, !'/9\$/!/(!. \$/+%*/8(\$!O\$/+&. \$+!%!
\$*+&. \$!*%!*%*\$!\$(+!\$!+!) *!'#\$!. %%O!%. !3/*!+\$!\$. !#\$/.' !#\$!- . %3\$\$,) *1+4!A2!A!8\$3%O\$/7/. \$!' #/'!/*%*a
-/. ')3)-/)' *1!)*,)6), &/(!+!7/'3#)*1!%. !0+'\$*) *1!'%'#\$!- . %3\$\$,) *1+;!A!7)((!- /&+\$!'#\$!#\$/.) *1!&*')(!#/'!
-\$.+%*!)!+*%!(%*1\$. !7/'3#)*1!%. !0+'\$*) *14!!

!
5/.')3)-/)' *1+7#%!, %!'%'! /8), \$!8: !'#\$+\$!1&), \$() *\$+!O/: !)\$'#\$. !8\$!7/. *\$, !%.!,)+O)++\$, !2.%O!'#\$!
- . %3\$\$,) *1+!'!O: !,)+3. \$)' *4!A2!/*!&*2%. \$+\$\$/8(\$!) *'\$. &-)' *!%33&. +!- (\$/+\$. /)+\$!: %&. !#/*, !%. !+\$*, !/
3#/'!O\$++/1\$!'!O\$,). \$3'(: ;!/*, !7\$!7)((!- /&+\$!'#\$!#\$/.) *14!

!
B8' /)*!6\$. 8/(!. \$+-%*+\$+H!

!
YD%O-(/)*/*'\O\$Z;! , %!: %&! /1. \$\$!'%/8), \$!8: !'#\$+\$!. &(\$+h!
YD%O-(/)*/*'!F, 6)+%. !\O\$Z;! , %!: %&! /1. \$\$!'%/8), \$!8: !'#\$+\$!. &(\$+h!
Y^\$+-%*, \$*'!\O\$Z;! , %!: %&! /1. \$\$!'%/8), \$!8: !'#\$+\$!. &(\$+h!
Y

F !!!Q' +\$%) # \$!1# /IR+: ' +\$%"#2!B&+1>\$

!

!2!/!5/. ':!) +!&*+&.\$!%.!3%*2&+\$, !/'!/*: !-%)*'!, &.) *1'#)+!#\$/.) *1; !-(\$/+\$. /.)+\$!: %&. !#/*, ;!/*, !!7)((!/*+7\$.!

: %&. !K&\$+')%*!/+!+%*!/+!-%++)8(\$!7)'#%&'!,)+.&- '*1!'#\$!#\$/.) *14!!

!

!
H !!!R' 4+\$!R+21&/"#2!Q' +\$%) #"#2!1# /!E7" /+#(+
!
A!7/*!'!%!. \$O)* , !: %&!%2!'#\$!.&(\$+!. \$1/.,) *1!K&\$+'%*) *1!/* , !\$6), \$*3\$4!!!
!

"#\$IG\$/.)*1!5/*\$(!O/:!/+/9IK&\$+)'%*+!%2!#\$!5/.)\$+!%./:*!7)'*\$\$+;!)3(&)*1!#\$!A*6\$+)'1/'%./!/*:!
)O\$!, &.)*1!#\$!#\$/.)*14!
!
F!'#)+!-)*)!;/.\$!#\$\$. \$!/*: !K&\$+)'%*+h!5(\$/+\$. /)+\$!: %&.!#/*, !)2!+%4!

SECTION II REVIEW OF ALLEGATIONS AND UNIVERSITY POLICIES AT ISSUE

!
Y^\$+-%*, \$*!\ /O\$Z;!7\$!/. \$!#\$. \$!%!, \$'\$. O)*\$!7#\$'#\$\$. !: %&!6)%(/'\$, !'#\$!` *)6\$. +):]+!/*')a,)+3.)O)*/'%*!
-%()3\$+;!+- \$3)2)3/((: !YX\$3')%*!j kk4kTk!%2!#\$!D%(((\$3'\$, !^&(\$+!/*, !^\$1&(/)'%*+;!7#)3#)!+!#\$!XR&/(!
G/. /++O\$*!&*, \$.!')'(\$!AL!-%()3: !F\JNB^!/, , !%'#\$!.!-%()3: !*/O\$=+@/*, !3)'/'%*=+@/+!*\$\$, \$, 4Z!

!
F+!+'/'\$, !)*!#\$!A*6\$+)'1/'')6\$!^\$-%. '!: %&!/. \$!/((\$1\$, !'#!# /6\$!6)%(/'\$, !'#\$!2%((%7)*1H!

!
Y^\$/, !F55UADF0UE!5BUAD<!JECA\A"AB\X!+\$3')%*!2.%O!#\$!A*6\$+)'1/'')6\$!^\$-%. ')*!'+!\$*'). \$': 4Z!!

SECTION III REVIEW OF THE RECORD

I \$!/. \$!1%)*1!%!. \$6)\$7!'#\$!, %3&O\$*'+!#/'!. \$(/' \$!'%'%, /:]+!#\$/.)*1!/*, !'#\$!''')(\$!AL!^\$+%(&)'%*!5.%3\$++4!
"#\$+\$!, %3&O\$*'+!/. \$!-/. '!'%2!#\$!. \$3%. , 4!

A !!!N

C !!!P&) 3) \$+ /!W"#+\$+\$!l/+##%""+ /!/?5!%O+!C) . 341"#1##% !R+\$3) #/+##% !1#/) &!#7+\$%"21%) &

!

Hearing Officer Note

A2!*%!7)' *\$++\$+!#/6\$!8\$\$*!- .%-+%\$,!*%\$!2%.'!#\$!. \$3% . H!>A!7%&(, !()9\$!'%!*%'\$!2%.'!#\$!. \$3% . !' #/!' *%!7)' *\$++\$+!7\$. \$!- .%-+%\$, !8: !)\$' #\$. !5/.' :!% .!8: !' #A*6\$+')1/'% .4!F!' #3%*3(&+)%*!%2!'% , /:]! #\$/.) *1;!8\$3/&+\$!*%!7)' *\$++\$+!7\$. \$!- . \$+*\$'!2%.'!#)+!#\$/.) *1;!#A!#\$/.) *1!-/*\$(!+##/((!not!.\$(:!%*! /*: !+'/'\$O\$*'!%2!/*: !7)' *\$++;!)*3(& ,) *1!/*: !+'/'\$O\$*'!+3%*' /)*\$, !)' #A!)*6\$+')1/)'6\$!. \$-%. !/* , ! \$R#)8)' +;!)*!.\$/3#)*1!/!, \$'\$.\$.) */')%*!.\$1/.,) *1!.\$+-%*+8)0': 4!!"#G\$/.) *1!5/*\$(!7)((!*%!, . /7!/*: !) *2\$. \$*3\$!2.%O! #A!2/3!'! #/!'!7)' *\$++!2/)(, !'!+&8O)'!%!3.%++a

F.\$!#\$\$. \$!/*: !%'#\$\$.!O/' '\$.+!%.!K&\$+')%*+'!#/'!*\$\$,! '%!8\$!/, , . \$++\$, !8:!'#\$!G\$/.) *1!5/*\$(!8\$2%. \$!7\$!

m!"#L??5*/235' H!!A'!7)((!8\$!*%'\$, !2%.!'#\$!. \$3%, !'#/!'^\$+-%*, \$*!Y

Y^A*6\$+)1/'%!\O\$Z;A*6\$+)1/'%!
 !
 !
 ! _____! I &\$+)'%*+!8: !G\$/.)^*1!5/*\$(!
 ! _____! D.%++a\$R/O)*/'%)*!8: !D%O-(/)*/*'+!F, 6)+%!
 ! _____! D.%++a\$R/O)*/'%)*!8: !^\$+-%*, \$*'+!F, 6)+%!
 !
 Y^A*6\$+)1/'%!\O\$Z;J%!: %&!#/6\$!/*: !7)'*\$++\$+!: %&!7)+#!'%!3/((h!!
 !
 `XE!AC!A\SEX"AMF"B^!DFUUX!F!! A""\EXX!

"#\$!G\$/.)^*1!5/*\$(!7)((!8\$1)*!#\$!K&\$+)'%)*!1!%2!#)+!7)'*\$++!2%((%7\$, !8: !3.%++a\$R/O)*/'%)*!2.%O!#\$!
 D%O-(/)*/*'+!F, 6)+%.!:/*, !#\$*!#\$!F, 6)+%.!%2!#\$!^\$+-%*, \$*'+!7)((!8\$1)6\$*!#\$!%--%.'&*)': !'%!3.%++a
 \$R/O)*\$!#)+!7)'*\$++4!!!

YI)'*\$++!\O\$Z;I)'*\$++!%2!A*6\$+)1/'%!
 !
 !
 ! _____! I &\$+)'%*+!8: !G\$/.)^*1!5/*\$(!!
 ! _____! D.%++a\$R/O)*/'%)*!8: !D%O-(/)*/*'+!F, 6)+%!
 ! _____! D.%++a\$R/O)*/'%)*!8: !^\$+-%*, \$*'+!F, 6)+%!
 !
 Y^\$-\$/'!2%.!\$/3#!!)'*\$++!%2!A*6\$+)1/'%.Z!

Y^A*6\$+)1/'%!\O\$Z;! , %!: %&!#/6\$!/*: !/, ,)'%*/(!\$6), \$*3\$!#/'!:%&!7%&(, !09\$!'#\$!G\$/.)^*1!5/*\$(!'%!
 3%*+, \$.!)*!O/9)*1!)+!, \$\$.O)*/'%)*h!

O@ABCBD!\$EFGHI JDBGE!		KLCI BDDMN!COP!			. MDMHI BEJDBGE!CO! (MJHBEQ!' FFBRMH!	
O@ABCBD!	. MSRHBTDBGE!	, GI TWBEJED!	*MSTGENMED!	\$EVMSDBQJJDGH!	\$ERULNMN!	O@RULNMN!
O@ABCBD!"!	!	!	!	!	!	!
O@ABCBD!&!	!	!	!	!	!	!
O@ABCBD!, !	!	!	!	!	!	!
O@ABCBD!. !	!	!	!	!	!	!

SECTION VIII CLOSE OF RECORD

"#)+13%*3(&, \$+!#)+#\$/.)^*14!"#\$!G\$/.)^*1!5/*\$(!7)((!*%7!, \$08\$./!\$!)*!-.)6/'\$!7)'#%&!/*: %*\$!\$(+\$!
 -.\$+\$*!\$R3\$-';!2%.!#\$!(\$1/(!/, 6)+%.!%!'#\$!G\$/.)^*1!5/*\$(4!

"#\$!G\$/.)^*1!5/*\$(!+!)*. &3'\$, !%!,)+. \$1/., !/*: !+/'\$O\$*!%!'\$+)'O*: !%2/*: !)*,)6), &/(!7#%!, ,)!*%!
 /--\$/(!%, /: !/*, !+&8O)'!%3.%++a\$R/O)*/'%)*!Y)*3(&,)^*1=\O\$!%2!5/.': NI)'*\$++@4m!#\$!G\$/.)^*1!5/*\$(!
 +#/(!%*!\$.(: !%*//*: !+/'\$O\$*!8: !+&3#)!*,)6), &/(-+@)*!.\$/3#)*1/!, '\$\$.O)*/'%)*!.\$1/.,)^*1!

"#\$!G\$/.)*1!5/*\$(!7)((!, \$'\$.O)*\$!7#\$'#\$\$.!Y^\$+-%*, \$*'!\N/O\$Z!)+!. \$+-%*+)8(\$!2%.!6)%(/')*1` *)6\$.+):!
-%03:4!A2!+%;!7\$!7)((!, \$'\$.O)*\$!+/*3')%*+!/*, !.O\$,)/(!O\$/+&.\$+;!2!/*:4!

!
"#\$!G\$/.)*1!5/*\$(!7)((!. \$/3#!/!, \$3)+%*!2'\$.!, \$08\$./'%*+!/*, !A!7)((!-. \$-./.\$!/!7.)''\$*!, \$'\$.O)*/'%*!
.\$2(\$3')*1!#\$!, \$3)+%*!%2!#\$!G\$/.)*1!5/*\$(!. \$1/.,)*1!. \$+-%*+)8)0':;!/*, !+/*3')%*+!/*, N%.!.O\$,)/(!
/3')%*+;!2!/*:4!!!!

!
"#\$!G\$/.)*1!5/*\$(!+!, \$3)+%*!':-)/3/((:!)!+&8O)''\$, !'#!#\$!''('\$!AL!D%%,)*/'%.!7)'#)*!2)6\$!@8&+)*\$++!
, /: +!%2!#\$!\$*, !%2!, \$08\$./'%*+4!!A2!*\$3\$++/.:;!,\$6)/')%*+!2.%O!'#+)2)6\$a, /: !-\$.), !7)((!8\$!3%OO&*)3/'\$, !
'%!: %&!/(%*1!7)'#!/*!\$R-\$3'\$, !')O\$!%2!3%O-(\$')%*4!!"#\$!''('\$!AL!D%%,)*/'%.!7)((!-. %6), \$!'#\$!7.)''\$*!
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APPENDIX A
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Questions for the Hearing

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Question Prompts

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