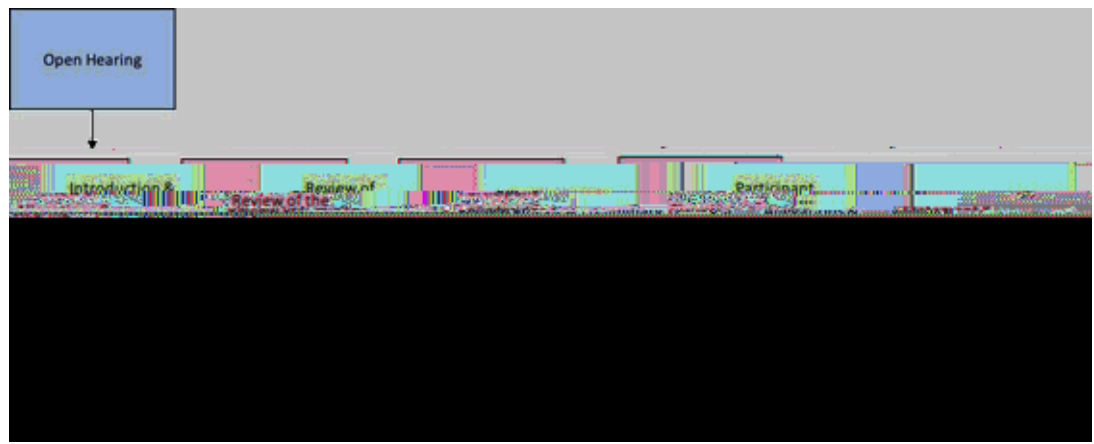


INSTRUCTIONS FOR USE

"#\$!%&'()*\$!)!)*\$*\$, \$,!%+&--%.!/+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-(\$'\$, !/+!-\$4A*!+%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!'!#
'\$SO!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, !%.!" &+)"*%\$#####1 2#!!3', *#)%" *!/" &!*" 6', *#)" O!&\$, /7*#####4) #!!' 55%\$#" ")#3!#%!' 89, (#!#%!(, /\$)" O!/" , 1!5, : 8, \$*#####4 (#!!* 1, *!*, O/\$&)" O!3', *#)%")" O!/" &!0+&, " (, !#####16 \$#!!2%\$: /#!%.!(, /\$)" O#####16

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

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

" #!!7%#)(, !%.!(, /\$)" O#####18 &#!\$" +, *#)O/#)+, !*, 5%\$#/#" &!042)8#*#####18 , #!!/\$%5%*, &!9)#" , ** , *!\$&, " #)., &!83!#2, !, %: 51/" /" #!*" , *5%" &, " #!/" & ;%\$!\$" +, *#)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\$. +)! :!2%. !/!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\$+!3%*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!
!

!
"#\$!%*(;!-\$%-\$(!-\$.\$.)'\$,\$,!%!'/'\$*\$,!#\$\$#\$/.)\$+;!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)-/*'+!7#%!,%!*%!'!8),!8:!'#\$+\$!1&,\$0)*\$+!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

!

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!'#)+!-%)*!;/.\$!#\$\$. \$!/*:IK&\$+)'%*+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\$\$*!- .%-+%\$,!*% '\$12%.'! #\$. \$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;! #\$.!#\$/.) *1!-/*\$(!+##/((!not!.\$(:!%*! /*: !+/' \$O\$*'!%2!/*: !7)' *\$++;!)*3(& ,) *1!/*: !+/' \$O\$*' +!3%*' /)*\$, !)*' #\$.!)*6\$+')1/)'6\$!.\$-%.'!/* , ! \$R#)8)' +;!)*. \$/3#)*1!/!, \$'\$\$. O)*' /)'%*!.\$1/.,) *1!.\$+-%*+8)0': 4!!"#!G\$/.) *1!5/*\$(!7)((!%*!, . /7!/*: !) *2\$. \$*3\$!2.%O!' #\$.!2/3'!' #/'! !7)' *\$++!2/)(, !'%!+&8O)'!%!3.%++a

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

!!

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

!



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

Y^*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^*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#!!I)' *\$++!%2!A*6\$+)1/'%.Z!

Y^*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!	\$EVMSDBQJDGH!	\$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)' *\$++@4n!#\$!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.)''\$*!
, \$'\$.O)*')%*!#!'#\$!5/.')\$+!+)O&('/*\$%&+(!7)'#)*2)6\$!@8&+)*\$++!, /: +!2'\$!. \$3\$)-'!%2!#\$!7.)''\$*!
, \$'\$.O)*')%*4!!O%'#!5/.')\$+!7)((!#/6\$!'#\$!.)1#!'!%/--\$/(!'#\$!, \$3)+%*4!

!

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APPENDIX A
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Questions for the Hearing

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Question Prompts

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