

"I fbyl "X|Vl "aZxZ{n xZ_

UxZMlySab a'w| Mlt ua tyb| jZx| V| ml SM X Z. {xW| xdb| jNk W{b| bZy ° Xn UZ{{Zx
MNXZk b| j|^{aUUSY}

AaZ @° , bjj Vhl fZl Z MxZuxZyZl {MlbfZ yVannj , Zjil Zyy Vnk k b{ZZ jaZxZ{n xZ_ZxxZX {n Mj {aZ @H† nx , nxi , b{ab Ml Z. b{b` yVannj aZMj{a Vnk k b{ZZA{aMl k ZZ{yMljZMj{ . bVZ uZx†ZMk{n Zy{Mljbya` nMjy_nxMlX nFZxyZZ yVannj aZMj{a MlX yMZ{† unjbVZy MlX unx` xNk ySb Vj| Xb` XZfZjnuk Zl {Stk ujZk Zl {Mlml SMlX uZxMlXbV xZfZ , MlX | uXMZ n_ {aby@° l'ZfZj , Zjil Zyy unjbV† jaZxZ{n_nxZ xZ_ZxxZX Mj - , Zjil Zyy unjbV† @°

AaZ @H† k Zk UZxyabu , bjj xZuxZyZl { Mj yVannj jZfZjy MlX b Vj| XZ j{n {aZ Z. {Zl { unyybVjZASU| { l n{ UZ jtk bZX {n@uMZl {y MlX VMZ` bFZxy` y{| XZl {y` xZuxZyZl {MlbfZyn_{aZ yVannj | | {xqml unx` xNk jZ.°SyVannj | | {xqml XbZV{nxA` uatybMjZX| VMlml {ZMwaZxy` aZMj{a ZX| VMlml {ZMwaZxy` yVannj aZMj{a unx_Zyyml Mj jZ.°SaZMj{a ZX| VMlml {ZMwaZxyS yVannj aZMj{a yZxfbVZy y{M_AbZ°Sl | xyZySua tybMM ySXZl {by{ySaZMj{a ZX| VMlml nxySMlX n{aZx Mj jZ X aZMj{a uZxynl | Zj , an unx fZX yVannj aZMj{a yZxfbVZy ASMlX k Zl {Mj aZMj{a MlX ynVbVlyZxfbVZy y{M_AbZ°SyVannj Vh| | yZjnxysuytVanjn` by{ySynVbVl , nxi ZxySnx uytVabMxy{yA` yVannj Nk b by{yMl nxy jZ.°Sy| uZxb {Zl XZl {Suxb VbVjS fVZ uxb VbVjS yVannj UnMx k Zk UZxy` aZMj{a unx_Zyyml Mj jZ.°SXbz{bM ySxNv{nxySl | xyZySXZl {by{yA` MlX {aZ` Zl ZxMj|u| Ujb° An {aZ Z. {Zl { unyybVjZS{aZ @H† , bjj b Vj| XZ xZuxZyZl {MlbfZy _nk ZMwa yVannj U| bXb` MlX xZ_jZV{ {aZ XbFZxyb† n_{aZ Vnk k | l b†°

Leadership

AaZ @ uZxb {Zl XZl { nxXZyb| ZZyA , bjj Vhl fZl Z {aZ @H† MlX_MlMl XZfZjnuk Zl { n_ MlX | uXMZy {n {aZ , Zjil Zyy unjbV†SMlX , bjj Zl y| xZ ZMwa yVannj y Vnk ujbMlVZ , b{a {aZ unjbV†°

3Mk Z	AbjZ	?njZ
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° xWZjb1nuZ% l M	5_b/Z 2 MlMzx	2 Zk UZx
1MlbaZMak b{a	5_b/Z 2 MlMzx	2 Zk UZx
1nxZl M MZ%o	5_b/Z 2 MlMzx	2 Zk UZx
<Mk ZjM-Njnk MZy	5_b/Z ° yyb{Ml{	2 Zk UZx
OMat° j'OaMjxb	5_b/Z ° yyb{Ml{	2 Zk UZx
2 MlMlVZl n	5_b/Z ° yyb{Ml{	2 Zk UZx

**@

Implementation Plan

AaZ @° , 0j XZfZjnu

AaZ @H f Sb VhjjMhxMl , b a b Xb | MyWannjyS, bj k nl bnx

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@ V a n n j y , b j u x n f X Z I | { x b l Z X | V M l b l M I X Z I ` M Z b l | { x b l u x n k n { b l { a M ©

* y X Z y b l Z X { n u x n f X Z y { | X Z I { y , b a { a Z i l n , j Z X ` Z M I X y i b j y l Z V Z y y M t { n u x n k n { Z
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* l V j | X Z Z I h n t M U j Z S X Z f Z j n u k Z I { M j t + 1 M u x n u x b M Z S V | j { | x M j t + 1 x Z j Z f M { S M I X
u M { b u M n x t M { b f b Z y "

< x n k n { Z _ x | b y S f Z ` Z { M U j Z y S , a n j Z ` x M b u x n X | V { y S j n , 1 _ M M I X _ M 1 _ x Z Z X M t u x n X | V { y S
M I X a Z M j { a t _ n n X u x Z u M l b l k Z { a n X y "

" k u a M y b Z V y h

AaZ @° , bj uxnfbXZ y(| XZI {y , b|a uatybVjZX| VMlml S| yb` MI MZ¹MluxnuxbMZS
yZw| ZI {bVj uatybVjZX| VMlml V| xxb| j| k Vnl yb| ZI { , b|a I Mlml VjMIX y(MZ y(MIXNy
_nx uatybVjZX| VMlml ª

° jj y(| XZI {y , bj UZ uxnfbXZX Zw| Vjnuunx(| I b|t {n uMk{bWuMZ b uatybVjZX| VMlml
VjNyZyª AaZ @° , bj k MIZ MluxnuxbMZ MWnk k nXMlml y{n Njn , _nx Zw| bMjZ
uMk{bWuMlml _nx Vj y(| XZI {y M IX , bj NNMk{ uatybVjZX| VMlml VjNyZy M IX Zw| buk ZI { Ny
I ZVZyMª

, bj UZ n_ZxZX b_xZVZyy by uMk{ n_yVannj uxn` xMk Sb MluxnuxbMZ yuWZ by
MjMjZSMIX , aZI , ZMaZx by_ZMjZ _nxn| {XnnxujMª

* {aZ ZfZI { {aM {aZ yVannj nx@° k | y| Vnl X| V| {ZMaZxy M IX y(M , bj
_njn.

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y| XZ| {ySMajZ{bV_bjXySMIX y{Mk b k y z^a^a nl yVnxZUnMkXyVhnjZxySV| uySMIX , MZx
Un{{jZyASnxuMk b` jn{y^a

1 k bXl b a{ {aZ l b a{ UZ_nxZ {n pUk b | {Zy M{Zx {aZ Zl X n_{aZ b y{x| V{bni Mj
XM^a

o xZV| xxb` ZfZxt {axZZ tZMy^a

* MWnxXMVZ , b_a_ZXZxMjVgfb` xba{yJM M IX B^a@ z ZuM{k Zl { n_` ` xD| j{| xZ jB@` A
Vgfb` xba{y xZ` | jMlml y M IX unjMZYs{aby b y{b| {bni by unxabUqZX_xnk XbVxk b Ml b` ni
{aZ UNybn_xWZSVhnXSl Mlml Mjlnxb b SyZ.. j b Vj| Xb` ` Zl XZx bXZl {b t M IX yZ.. | Mj
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<xn` xMk b_nxk Mlml k M UZ k MZ MfMjMjZ b jM` | MZyn{aZx{aM "l` jby^a <Zxynl y
, b_a XbMj b bZy , an xZw| bZ Mj{Zl M bZ k ZM yn_Vnk k | l bMlml {n nU{M ux n` xM
b_nxk Mlml z^a^a S t xMjZSjMk Z ux b {SM X b{M uZS` k Zx bM @ l 1M` | MZASyan| jX
Vnl {M{ {aZ xZyuni y b jZ y{MZ nxjnVjM Zl Vt {aM M k b by{Zy {aZ ux n` xM nx B@` y
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?ZjM @x f bZ M j aUUAaa a' a bPa^a

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` z 'pUyAaSB@` <xn` xMk z byVxk b Mlml t nk ujM {' nxk , ab a VM UZ nU{M ZX nl j b Z
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aPY'aaaYsnx Ut , x b b` MjZ{{Zx M X X Z y y Z X {n B@` ^a AaZ jZ{{Zxk | y{ Vnl {M {aZ
Vnk ujM M{y l M Z S M X X Z y y S{ZjZuanl Z l | k UZ x S M X M , x b {Zl X Z y V x b {bni n_{aZ
MjZ' ZX XbVxk b Mjnx t M{bni b y| _bZl {XZ{M {n b_nxk {aZ` y y b{M { @VxZ{M t _nx t b f b
? b a{y z` @ ? A M U n| { {aZ l M| xZ M IX XMZ n_M MjZ' ZX Vgfb` xba{y f b j Mlml ^a AaZ
Vnk ujZ{ZX` z 'pUyAa_nxk nxjZ{{Zxk | y{ UZ y| Uk b{ZX {n B@` ^U t ©

U^a

B^a@ z ZuM{k Zl { n_` ` xD| j{| xZ
5_bVZ n_{aZ` y y b{M { @VxZ{M t _nx t b f b ? b a{y
U B U U * X Z u Z l X Z l V Z ` f Z l | Z S @ H
H M j a b ` {n l S z * a Y U y A a U ' a B U U ' n x

Y^a

j a b P A Y a a ' U a a a n x j Y U y A a a U ' a B B Y ' n x

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<xn` xMk ^a {M Z l | y X M n f

Aaby b y{b| {bnl by Ml Zw| Mlnuunx{| I b† unfXZx²