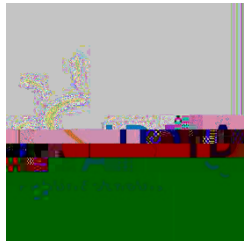


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!"#\$%&'()*+%,+-./%

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!"#\$%&'()*!%+*, - -)+%(- \$. "%& -)!* / %
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+012%32 & ! " # \$ % & ' (& \$) * + , 2%

+F<6;3F!DF@>! = 6?@9AY!DF4! ' 62<L!67! * @<49D6<>!Z[' 62<L\!]!67!, *) (!1;C?@9! "9F66?>!Z[, *) (\!]>F2??!

!"#\$%&'()*!+*,-.-)+%(-\$. "%&-)!*/%
"\$%&'()*!+,-,+.#%/0+"

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

L6K2D@6K>!2>!L@>D<@9D!6<!92O=;>!29D@G@DA!7;KL>:!! (??!O6K@4>!96??49D4L!CA!>9F66?!L@>D<@9D!=4<>6KK4?!
7<6O!>D;L4KD>!2<4!D6!C4!92D436<@X4L!2>!>D;L4KD!29D@G@DA!7;KL>:?)!

+012%I2 \$ + / * 1 * / , ' 6 ! 2 4 ' . & % # \$ 2 % * . *) * / * & % 2 %

+F4! * 4?432D4>!

!"#\$%&'()*!%*+ , - -)+ (- \$. "%& -)! * / %
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+012%302 6! 2 4 " - *%*2 3 2%

1<@6<!D6!;KL4<D2R@K3!2KA!7;KL<2@>@K3!29D@G@D@4>Y!DF4!<@K9@=2?!O;>D!2==<6G4!2??!7;KL<2@>@K3!2KL!
>2?4>!29D@G@D@4>!2KL!>2@L!2==<6G2?!O;>D!699;<!W@DF@K!DF@<DA!ZEUJ!L2A>!27D4<!2!<4^;4>D!@>!>;CO@DD4L:!
%K94!DF4!<;<=6>4!F2>!C44K!L49?2<4L!7;KL>!92KK6D!C4!<4=;<=6>4L!2D!2!2D4<!L2D4:!"=6K>6@>!O;>D!
R44=!96KD<6?!67!DF4!O4<9F2KL@>4!2KL!O6K4A!2KL!O2@KD2@K!<496<L>:!

+012%3023! . DJJ0@%D>?%PDGQC:>L2%

Q277?4>!2KL!32OC?@K3!2<4!<6F@C@D4L:!

+012%3024! RDEDQC0%+DC0@2%

+F4! * 4?432D4>!6<!L4>@3K44!O;>D!96??49D!2KA!>2?4>!D2M4>L;4!6K!2??!>2?4>!WF@9F!2<4!K6D!>=49@7@92??A!
4M4O=D4L:!

+012%332 * \$ 2 / " * . ! / * \$ 2 % 2%

#2O=;>4>!O2A!<494@G4!96KD<@C;D@6K>!7<6O!L6K6<>!@K!DF4!76<O!67!92>F!6<!9F49R:!, *) (!>F2??!@>>;4!
2!D2Mb4M4O=D!74DD4<!D6!2!L6K6<!;=6K!<4^;4>D:!

+012%342 \$ + / * 1 * / , ' 6 ! 2 4 . \$)) ' 6 \$ " 7 - " 4 2%

(D!DF4!4KL!67!429F!7@>92?!A42<!2KA!2996;KD!C2?2K94!<4O2@K@K3!@K!2!>D;L4KD!29D@G@DA!7;KL!>F2??!<6??!
76<W2<L!D6!DF4!76??6W@K3!7@>92?!A42<:!

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+012%352 - / 0 & "' - " 3 - 2 * 8 - / * \$ 2 % 2%

' 66>D4<!9?;C>!2KL!<2<4KD@D429F4<!6<32K@X2D@6K>!2<4!>4=2<2D4! ?432?!4KD@D@4>!7<6O!, *) (!2KL! O ;>D!
O2@KD2@K!>4=2<2D4!74L4<2?!@L4KD@7@92D@6K!K;OC4<>!C2KR!2996;KD>Y!2KL!<496<L>:!*!

!

+012%382 ' # 4 - / & % ' - 2 4 ' R ' - * 2 * 2 3 2%

+F4! * 4?432D4>!6<!L4>@3K44!>F2??!<6=4<?A!D<2@K!6<!4K>;<4!D<2@K@K3!@>!<6G@L4L!D6!, *) (!677@94<>!2KL!
4O=?6A44>!6K!DF4!<4^;@<4O4KD>!67!DF@>!<6?@9A!2KL!2KA!2LO@K@>D<2D@G4!<694L;<4>!2L6=D4L!D6!
@O=?4O4KD!DF@>!<6?@9A:!(LL@D@6K2??AY!DF4! * 4?432D4>!6<!L4>@3K44!>F2??!R44=!, *) (!677@94<>!2KL!
4O=?6A44>!@K76<O4L!67!2KA!9F2K34>!D6!DF@>!<6?@9A!2KL!<4?2D4L!<4^;@<4O4KD>:

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!"#\$%&'()*!*" +, - -)+ (- \$. "%& -)! * / %
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2L6=DY!2KL!2<4! =<6F@C@D4L!7<6O!2L6=D@K3!2K!2LO@K@>D<2D@G4! =<694L ; <4!DF2D!96K7?@9D>!W@DF!2==?@92C?4!
?2W!6<!DF@>! =6?@9A! (996<L@K3?AY!DF4! * 4?432D4>!>F2??!96K74<!W@DF!DF4! ' 62<L!6<!432?!96 ; K>4?!C476<4!
L4G@2D@K3!7<6O!DF4! <4^ ; @<4O4KD>!>4D!76<DF! @K!DF@>! =6?@9A! ; K!DF4!4G4KD!DF2D!2!L4G@2D@6K!7<6O!DF@>!
=6?@9A!C496O4>!K494>>2<AY!DF4! * 4?432D4>!>F2??!4@DF4!<496OO4KL!2K!2O4KLO4KD!D6!DF@>! =6?@9A!6<!
DF4! ' 62<L>!2==<6G2?! 67! 2!>=49@7@9!L4G@2D@6KY!@K9? ; L@K3!DF4! = ; <=6>4!>96=4!2KL!L ; <2D@6K! 67!DF4!
<4^ ; 4>D4L!L4G@2D@6K!;

+012%3I2 " - / & 4' \$ 4 \$ # / & 4' - 2 4' # ((& + / * 1 & 2%

(>!>4D!76<DF!@K!DF4! =4<D@K4KD!O@K ; D4>!D6!DF4!O44D@K3!67!DF4! ' 62<LY!DF4! ' 62<L!2L6=D4L!DF@>! =6?@9A!6K!
I 2A!5Y!BUBUY!2KL!@D!C492O4!47749D@G4!6K! I 2A!5Y!BUBU!;

+012%3K2 . & / & 2 / * \$ 2 2 %

+F@>! =6?@9A!>F2??! C4! <4D2@K4L! ; KD@?> ; =4<4L4LY! 4M=@<4LY! 6<!L@>96KD@K ; 4L!2KL!76<!7@G4!ZNJ!A42<!
DF4<427D4<!@K!2996<L2K94!W@DF!>D2D4!?!2W!;

CERTIFICATION

The undersigned, being the Secretary of the Corporation, hereby certifies that the foregoing represents a true copy of a Board Policy adopted by the Directors of the Corporation on May 1, 2020, which Policy is in full force and effect and has not been revoked or amended.

DocuSigned by:



Ryan Vaughan, Secretary

Date

!"#\$%&'()*!*" +, - -)+ (- \$. "%& -)! * / %
?"5# '7D#!A@S!@#K)6' I! ()XX)L!4)!2DD!W)KHD!A)Q#6LX#L4IB!@#QEI#!'.45!&'E4E)L!:&;#K4EQ#!2O6ED!+9B! , - +=<!
H')O4#!VR!45#!"#SHI!?4H4#!WEV6H6R!HL '!26K5EQ#I!()XXEIE)L!H4!"#SHI!2'XELEI46H4EQ#! ()'#B!"E4D#!+3B!
*9%+ , . : H< : +<!