

Vegetation Management Plan (VMP)

Town of Medway

2026-2030



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BO . ? (! / .) &0 . ' &*+! (=*/'B! *!=!&+M . B&M(!B8(O&(B!B#01! . B!'1 (!0*%% *+!/(()3!*/&(+' . ?!
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*8'&% . ?? : !\$(!) *+ (!)#/&+U!'1 (!% *+ '1B! *!=!F#U#B!'1/*#U1!" (8'(%\$ (/!' *!&+0/(. B!
(=(0'&M(+BP!

C"# \$ DE/&5,54'&5+*\$+,\$B(925450(\$B\$/(

- (01 . +&0 . ?!% ('1*)B! ./ (!B#=#0& (+!' *!% . + . U (!% *B'!8? . +'B! '1 . ' !&+ ' (/ = (/ (!< &' 1! ZS @dBP!
D* < (M (/3!1 (/ \$&0&) (!' / (. '% (+ ' !&B! + (0 (BB . / : ! < 1 / (!' *8*U/ . 81 : 3! . 00 (BB3!U/* < '1! . +) !
/ (8/*)#0' &' *+!01 . / . 0' (/ &B' &OB3! * /!0* +0 (/ +B! / (U . /) &+U! < * / A (/!B . = (' : ! ? % &' !% . + . U (% (+ ' ! \$: !
% (01 . +&0 . ?!% ('1*)BP!

X#B' &= &0 . ' &' * +! = * /!1 (/ \$&0&) (!#B (!&+0/#) (B!B&' # . ' &' * +B! < 1 (/ (, !

Q^! B . = (' : ! &B! . !0* +0 (/ +h!

4^! / (B8/* # ' &+U!8? . +'B! '1 . ' !B8/ (.) ! < 1 (+!0# ' ! \$ # ' !0 . +! \$ (! / .) &0 . ' () ! < &' 1!1 (/ \$&0&) (!
*M (/! ' &' % (h! . +) !

G^! 7* &B* +!&M : ! < 1 &01 ! &B! 1 . W . /) * #B! ' * !% # + &0&8 . ?! < * / A (/B! . +) ! ' * ! ' 1 (!8# \$? &OP!

D (/ \$&0&) (!% . + . U (% (+ ' ! &B! '1 (!% *B' ! . 88/*8/ & . ' (!% ('1*) ! * = !% . + . U (% (+ ' ! = * /!8? . +'B! '1 . ' !
8* B (! . !1 (. ? ' 1!1 . W . /) ! = * /! ' 1 (!' (01 +&0& . +!&+ ' 1 (! = & (?) P! 7* &B* +!&M : 3! ' 1 (!8/ &' % . / : ! + * _ &' #B!8? . + ' !
' . /U (') 3! &B! (_ ' / (% (? : !1 . W . /) * #B! ' * !1 . +) ? (! . +) ! / (B8/* # ' B! . = ' (/!0# ' ' &+U3!% . A&+U! &' !) &= &0# ? ' !
' * ! . 01 & (M (!0* B' ! (= (0' &M (!% . + . U (% (+ ' ! #B& +U!% (01 . +&0 . ?!% ('1*) BP! - * / (*M (/3! \$ (0 . #B (!
8* &B* +!&M : !0' &' % \$B! *M (/B' * + (! < . ? ? B3! #8! ' / ((!' /# +AB3! . +) ! . / * # +) ! U#&) (/ . &' BaU# . /) / . &' B3! &' !
' % . A (B!% (01 . +&0 . ?!% . + . U (% (+ ' ! &' % 8/ . 0' &0 . ?! = * /!B . = (' : ! . +) ! (0* + * % &0/ / (. B* +BP! !

- * < &+U! < &' ?! \$ (!' 1 (!' : 8&0 . ?!% ('1*) ! * = !% . + . U (% (+ ' ! . ? * +U! ZS @BP! D (/ \$&0&) (!' / (. '% (+ ' B!
< &' ?! \$ (!#B () ! < 1 (/ (!% (01 . +&0 . ?!% . + . U (% (+ ' ! &B! + * ' ! = (. B! \$? (!) # (!' * ! ? * 0 . ' &' * +3!B' (%!
) (+B&' : 3! . +) a* /!1 (&U1' P! !

f &+ . ? : 3! &+M . B&M (!8? . + ' !% . + . U (% (+ ' ! &B! * = ' (+ / (b#&/ () ! . ? * +U! ZS @BP! - . + . U&+U! &+M . B&M (!
8? . +'B!M& . !% (01 . +&0 . ?!% (. +B!0 . +! \$ (!&+ (= (0' &M (! . +) 3!) (8 (+) &+U! * +! ' 1 (!B8 (0& (B3!% . : !
(+0* # / . U (!' 1 (!B8/ (.) ! * = ! . + ! (_ &' &+U!8*8#? . ' &' * +! /!&+ .) M (/ ' (+ ? : ! / (B# ? ' ! &+ ' 1 (!&+ ' / *) #0' &' * +!
* = ! . ! + (< !8*8#? . ' &' * +P!0+! ' 1 (B (!B&' # . ' &' * +B3! ' 1 (!#B (! * = ! . +! 1 (/ \$&0&) (!0 . +! \$ (!' 1 (!% * B' !
(= (0' &M (!% ('1*) ! * = !% . + . U&+U! &+M . B&M (!8? . +'BP! @ * /A&+U! &+!0* +!# +0' &' * +! < &' 1! ' 1 (!
L * +B (/M . ' &' * +! L * % % &BB& * +3! ' 1 (! ; * < +!% . : !' / (. ' ! &+M . B&M (!8? . +'B! ' * !% . + . U (!' 1 (!% ' * !
(+0* # / . U (!' 1 (!U/* < ' 1! * = ! + . ' &' M (!B8 (0& (BP!

F? ? (/ + . ' &' M (! ' . +) ! YB (!S8' &' * +B!

NM (/ : ! (= * / ' ! < &' ?! \$ (!U&M (+! = * /! . ?' (/ + . ' &' M (! ? . +) ! #B (! * 8' &' * +BP! D* < (M (/3! ' 1 (/ (! . / (!B8 (0& &= &0!
0/ &' (/ & . ! ' * ! \$ (!% ('! = * /! .) * 8' &' * +! * = ! . ?' (/ + . ' &' M (! ? . +) ! #B (! * 8' &' * +BP! ; 1 (! . ?' (/ + . ' &' M (! ? . +) ! #B (!
* 8' &' * +! % #B' ! (= (0' &M (? : !% . + . U (!M (U (' . ' &' * +! . B! / (b#&/ () ! = * /! ZS @! . 00 (BB! . +) ! B . = (' : 3! . +) !
' % #B' ! + * ' !0 . #B (! . ! + (U . ' &' M (! &' % 8 . 0' ! ' * ! ' 1 (! (+M&/ * + % (+ ' P!

!

G"# \$ H0(*&5,54'&5+*\$+,\$%(*5&56(\$@\$/

" (+B&'M(!./(.B!./(!) (&+(!)<&'1&+!GGG!L - Z!QQP55! .B!./(.B!<&'1&+!ZS@B!&+!<1&01!8#&0!
1 (.?'1! .+)! (+M&/'*+% (+'.?!0*+0(/+B!< .//.+'!B8(O&.!8/*' (O'&*+'*!#/'1 (/!%&+&%&W (!/BABI*=
#+/ (.B*+ .&\$(!.)M (/B!(= (O'B!*!=1 (/&0&) (BP! ; 1 (B (!&+0?#) (!8#&0!U/*#+) <.' (/!B*#/O (B3!
L? .BB!F!8#&0!B#/= .0 (!<.' (/!B*#/O (B3! .BB*O&.' (!)B#/= .0 (!<.' (/!\$*) &(B3!'/&\$#' ./&(B3!L? .BB!
9!)/&+A&+U!<.' (/!&+' .A (B3!8/&M .'(!<(??B3!B' .'(?!B' (!)B8 (O&(B!1 .&\$' .?3!<(?' .+)B3!<.' (/!B*#M (!/
<(?' .+)B3!/&M (/='*+'!./ (.B3!O (/?'&=&(!)M (/+'?!8**?B3!&+1 .&\$' (!)!. /(.B! .+)! .U/&0#?'#/ .?!./ (.BP!
" (+B&'M(!./(.B!<??!\$ (!&) (+'&=&(!)'1/*#U1!1 (!#B (!*=(!&B'&+U!) .'.! .+)M (/&=&(!)&+!1 (!& (?)P!
" (+B&'M(!F/(.B!9 .B(% .8!
; 1 (/(!./(!B (M(/.?!/(.)&?:! .M .&? .&\$? (!B*#/O (B!*=&+=%/ . '&*+'1 .!0 .+!\$ (!#B (!)'*!) (M(?*8!
 .+!#8) .')!B (+B&'M(!./(.B!\$.B(% .8P! ; 1 (B (!B*#/O (B!&+0?#) (,!

- ⌘ - .BB.01#B(''B!>(8./'% (+!'*!=!N+M&/'*+% (+'.?!7/*' (O'&*+!) - .BB>N7^!@.' (!
" #88?:! - .8B!]Q,42355^P!
- ⌘ F (/& .?!71**U/ .81BP!
- ⌘ - .BB>N7!@ ('? .+)B!L *+B (/M .+0: !- .8B!]B0 .?(!Q,Q3555^P!
- ⌘ - #+&0&8 .?!% .8B! .+)!/(0*/)B!&+0?#) &+U!'1 *B (!='*%!'1 (!; * <+dB!D (.?'1!
>(8./'% (+!'*!&) (+'&=:!8/&M .'(!<.' (/!B#88?&(BP!
- ⌘ Z (U&*+ .?!7? .++&+U!FU (+0: !% .8B! .+)!/(0*/)BP!
- ⌘ YP" P! f&B1! .+)!@&?)?&=(! " (/M&O (! [. '&*+ .?!@ ('? .+)B!0+M (+'*:/! - .8BP!
- ⌘ S/'1*!71**!0+=%/ . '&*+!e! - .BB>N7!]Q,23555^P!
- ⌘ - .BB.01#B(''B!>&M&B&*+!*!=! f&B1 (/&(B! .+)!@&?)?&=(! [. '#/ .?!D (/&' .U(!.+)!
N+) .+U (/(!) " 8(O&(B!7/*U/ .%)] [DN" 7^P!
- ⌘ FM.&? .&\$? (!- .BBR0" !% .8BP!!

0) (+'&=&O . '&*+'*!=! " (+B&'M(!F/(.B!

; * <+!B' .!=!<??!&) (+'&=:! .+)!% ./A!'1 (!8/*8*B (!)'/(. '% (+!W*+ (B!*+'1 (!\$.B(% .8P! ; * <+!
B' .!=!<??!M&B# .?? :!B#/M (:!'/(. '% (+!W*+ (B!&+!1 (!&?)! =*/! .+ :! .))&'&*+ .?IB (+B&'M(!./(.B!+*'
./(.) :!*+'1 (!\$.B(% .8P! " (+B&'M(!./(.B!&) (+'&=&(!)&+!1 (!&?)!'1 .!./(!+*!'./(.) :!*+'1 (!
\$.B(% .8!<??!\$ (! .))!*/! .)T#B' (!) .B!+ (())P! " &%&? ./? :3!'/(. '% (+!W*+ (B!*O .')!<&'1&+!
B (+B&'M(!./(.B!<??!\$ (! .))T#B' (!) .00*/) &+U!'*!'1 (!" (+B&'M(!F/(.B!Z (B'/&O'&*+B!?'B' (!)&+!
; .&\$? (!QP!F+!#8) .')!\$.B(% .8!<??!\$ (!) (M(?*8 (!) .B!+ (())P!

f&(?)!V (/&=&O . '&*+'*!=! " (+B&'M(!F/(.B!

; * <+!B' .!=!<??!) (8? * :!&+! .)M .+0 (!*!=!'/(. '% (+!O/(<B!'*!&) (+'&=:!1 (!'/(. '% (+!./(.B!&+!
'1 (!&?)P!F??!'/(. '% (+!./(.B!<??!\$ (!&) (+'&=&(!) .+)!% ./A (!)*+'1 (!B (+B&'M(!./(.B!% .8BP!
" (+B&'M(!./(.B!&+!1 (!M&O&+&' :!*!=!1 (!'/(. '% (+!./(.B!<??!\$ (!0*+&=/%) (!) #/&+U!'1&B!& (?)!
(=*'/3!&=!8*BB&\$? (3! .+)! .+ :! .))&'&*+ .?IB (+B&'M(!./(.B!&) (+'&=&(!)&+!1 (!&?)! .+)!0*// (O'&*+B!
<??!\$ (! .88?& (!)'*!'1 (!\$.B(% .8P! ; /(. '% (+!./(.B!?'*O .')!<&'1&+!?'&?&?)!B8/ .!./(.B!<??!
\$ (! .)T#B' (!) .00*/) &+U!'*!'1 (!" (+B&'M(!F/(.B!Z (B'/&O'&*+B!?'B' (!)&+! ; .&\$? (!QP!

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!#\$%& (&)%*+,-.%&/0%"&1%+-0,2-,3&+

|)%*+,-.%&/0%"& | 43&50"6&/0%"& | 7,8,-%9&50"6&/0%"& | :;%0%&<9%*-,%& |
|--|--|---|---|
| "#\$%&'(!&'(!
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23'%)!4*5,-)5!1!
666!789!/:0;2;<2=<!
&*#!15%5>#(< | /0! ?!/00!1##\$!@
/A!B5\$.!)B3)!#%&4)!C#\$>##! \$*#&\$B#\$)@
D#%#=#-\$-#!%5>!4*#))3*#E!3)-F!15%-&*!\$#=#-(!
5*!=3\$)!\$B!\$*#&\$B#\$) | !+J!8&4)!&'(!
-(-#-\$-1K!5!)-\$# |
| 7#*\$-1-#(!L#*!&%
J55% | "-\$-!/0!1##\$! ! | /0!1##\$!\$5!\$.#!53\$#!C53'(&*K!51!&'K!7#*\$-1-#
L#*!&%!J55%!M&C-\$&\$@
/A!B5\$.!)B3)!#%&4)!C#\$>##! \$*#&\$B#\$)@
D#%#=#-\$-#!%5>!4*#))3*#E!3)-F!(-*#=#(!)4*&K
5*!=3\$)!\$B!\$*#&\$B#\$) | !+J!8&4)!&'(!
-(-#-\$-1K!5!)-\$# |
| J3C%-=!N*53'(!
"&\$#!D344%K | "-\$-!/0!1##\$!
2O5#!P< | O5#!P!5*!P"JQ!2P\$#!-B!"#%%.#&(!J*5\$#=#-5
Q*#&!>.-.-!)! \$.#!J*-B&*K!9#=#.&*F#!Q*#&&@
A;!B5\$.!)B3)!#%&4)!C#\$>##! \$*#&\$B#\$)@
D#%#=#-\$-#!%5>!4*#))3*#E!3)-F!(-*#=#(!)4*&K!5*!
=3\$)!\$B!\$*#&\$B#\$)
! | !+J!8&4) ! |
| J3C%-=!D3*1&=#
"&\$#!D344%K | "-\$-!/0!1##\$!51!&'K!
7%&))!Q!43C%-=!
)3*1&=#!>&\$#!)53*=#
!
"-\$-!/0!1##\$!51!&'K!
\$*-C3\$&*K!5*!
&))5=-&\$#!)3*1&=#!
>&\$#!C5(K!%5=&\$#!
53\$)-(!51!\$.#!O5#!Q
"-\$-!/0!1##\$!51!&'K!
\$*-C3\$&*K!5*!
&))5=-&\$#!)3*1&=#!
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>-\$-!\$.#!O5#!Q!51!&
7%&))!Q43C%-=!
)3*1&=#!>&\$#!)53*=#
"-\$-!&!%&\$#*&%!
(-)\$&=#!51!00!1##\$!
15*!;00!1##\$!34)\$*#&B
51!&'K!7%&))!R!
S*-T-F!"&\$#!P\$&T#! | /00!1##\$!\$5!\$.#B3\$#!C53'(&*K!51!\$.#!O5#!Q@
A;!B5\$.!)B3)!#%&4)!C#\$>##! \$*#&\$B#\$)@
D#%#=#-\$-#!%5>!4*#))3*#E!3)-F!(-*#=#(!)4*&K!5*!
=3\$)!\$B!\$*#&\$B#\$)
!
/0!1##\$!\$5!\$.#!53\$#!C53'(&*K!51!\$.#!O5#!Q@
A;!B5\$.!)B3)!#%&4)!C#\$>##! \$*#&\$B#\$)@
D#%#=#-\$-#!%5>!4*#))3*#E!3)-F!(-*#=#(!)4*&K!5*!
=3\$)!\$B!\$*#&\$B#\$)!
!
"-\$-!&!%&\$#*&%!(-)\$&=#!51!C#\$>##!00A00!
1##\$!15*!;00!1##\$!34)\$*#&B!51!-\$&T#@
A;!B5\$.!)B3)!#%&4)!C#\$>##! \$*#&\$B#\$)@
D#%#=#-\$-#!%5>!4*#))3*#E!3)-F!(-*#=#(!)4*&K!5*!
C&)%!5*!=\$B!\$*#&\$B#\$) | !+J!8&4) ! |
| J*-,&\$#!&\$#!
D344%K | "-\$-!/0!1##\$! | U0?!/00!1##\$!@
A;!B5\$.!)B3)!#%&4)!C#\$>##! \$*#&\$B#\$)@
D#%#=#-\$-#!%5>!4*#))3*#E!3)-F!(-*#=#(!)4*&K!5*!
=3\$)!\$B!\$*#&\$B#\$)
!
!
!
! | !+J!>-%!%-\$!
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!#\$%& (&)%*+,-.%&/0%"&1%+-0,2-,3&23*-,%9&

!"# \$ 1J(9'&5+*!.\$-E50(.5*/(\$,+9\$@JJ.54'&+9/\$K('&56(\$&+\$B(925450(\$F/&
!

FB!/(b#&/(!)\$:!(U#?. ' &*+B3! . 88%0 . '*/B!'/ (. ' &+U!*/!B8/ . : &+U!/* .)B&)(!ZS@B!%#B!1*?)! . !
M. %)!L . ' (U*/: !C5!8 (B'&0&)(!O (/ ' &= &0 . ' &*+! = / * % ! - > FZP! ; 1 (! . 88%0 . '*/]B^! < &??! \$ (! ; * < !B' . =!
. +)a*!/ . !O (/ ' &= &) !O*+ / . O*+ / ! < * / A&+U!# +) (/ ' 1 (!B#8 (/M&B&*+!*=! ' 1 (! ; * < +P!F??! . 88%0 . '*/B!
. +)! ' 1 (&/!B#8 (/M&B* /B! < &??! 1 . M (! . !O*8 : !*=! ' 1 (!V - 7! . +)!cS7! < &' 1! ' 1 (%! . ' ! . ??! ' &% (B! = * /!
/(= (/ +0 (!)#/ &+U! ' 1 (!1 (/ \$ &0&) (!' / (. ' % (+ ' P!F! > . &? : !V (U (' . ' &*+! - . + . U (% (+ ' !Z (8* / ! = * / %!
< &??! \$ (! = &? () ! . ' ! ' 1 (! +) ! * = ! (. O1!) . : ! < &' 1! ' 1 (! &+) &M&) # . ?!B#8 (/M&B&+U! ' 1 (!cS7P! ; 1&B! < &??!
&+O?#) (! ' 1 (! = * ?? * < &+U! &+ = * / % . ' &*+ , ! !

- ¥ F88%0 . '*/! . +)a*!/O*+ / . O*+ / ! + . % (!
- ¥ @ (. ' 1 (/!O*+) &' &*+B!) # / &+U! / (. ' % (+ ' !
- ¥ 0) (+ ' &= &0 . ' &*+! * = ! 1 (/ \$ &0&) (!' / (. ' % (+ ' !) * O . ' &*+!
- ¥ ; : 8 (! * = ! (b#&8% (+ ' ! . +) ! 1 * # / B! # B () !
- ¥ - (' 1 *) ! * = ! / (. ' % (+ ' !
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- ¥ ; * ' . ?! . % * # + ' ! * = ! 1 (/ \$ &0&) (!#B () !] . % * # + ' aO*+O (+ ' / . ' &*+! # B () ^!
- ¥ 0) (+ ' &= &0 . ' &*+! * = ! B# / = . O' . + ' B! * / ! * ' 1 (/!B8/ . : ! .)) &' &M (B!] (PUP3! ? * < !) / &= ' ! . U (+ ' B^! . +) !
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- ¥ Y+#B# . ?!O*+) &' &*+B! * /! &+O&) (+ ' B! + * ' () !
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- ¥ ' . + (! % &? (B! / (. ' () !

O+! .)) &' &*+! * ' ! ' 1 (! . 88%0 . \$? (!/#? (B! . +) ! / (U#?. ' &*+B3! . 88%0 . '*/B! < &??! .) 1 (/ (! * ' 1! (! = * ?? * < &+U!
* 8 (/ . ' &*+ . ?!U#&) (? &+ (BP! !

@ (. ' 1 (/!

D (/ \$ &0&) (!' / (. ' % (+ ' ! < &??! \$ (! / (B' / &0' () !) # / &+U!O (/ ' . &+! .) M (/B (! < (. ' 1 (/!O*+) &' &*+B3!B#O1! . B!
/ . &+! * / ! < &+) P!D (/ \$ &0&) (!' / (. ' % (+ ' ! < &??! + * ' ! \$ (!O*+) #O' () !) # / &+U!8 (/ &*) B! * = ! % *) (/ . ' (! * /!
1 (. M : ! / . &+ = . ??P! f * % . /! / (. ' % (+ ' !O . +! \$ (! (= (O' &M (1&+! ?&U1! % &B' !B&' # . ' &*+Bh! 1 * < (M (/3! . + : !
% (. B# / . \$? (! / . &+ = . ??! ' 1 . ' !O / (. ' (B! ? (. = ! / # + * = ! < &??! < . B1! ' 1 (!1 (/ \$ &0&) (! * = ! ' . /U (' ! M (U (' . ' &*+P!O = !
= * % . /! / (. ' % (+ ' B! / (! &+ ' (/ # 8' () ! \$: ! # + (_ 8 (O' () ! / . &+ = . ??3! ' 1 (!' / (. ' % (+ ' ! < &??! + * ' ! / (B#% (!
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; * ! % &+ & % &W (! * = ! ' . /U (' !) / &= ' 3! ' 1 (! . 88%0 . '*/! < &??! O*%8? : ! < &' 1! ' 1 (! = * ?? * < &+U! / (B' / &O' &*+B,!

- ¥ > # / &+U!8 (/ &*) B! * = ! < &+) 3! < 1 &O1! . / (!B' / * +U! (+ * #U1! * ! \$ (+) ! ' 1 (! * ' 8B! * = ! ' 1 (! % . &+!
B' (%B! * = ! / ((B! * +! ' 1 (! / * .) B&) (3! ' 1 (! . 88%0 . '*/! < &??! 8 (/ &*) &O . ?? : ! * \$ B (/M (! ' 1 (!
. 88%0 . ' &*+! * = ! ' 1 (! = * % . /! / (. ' % (+ ' ! * ! (+B# / (! ' 1 . ' ! ' 1 (/! &B! + * ! B&U+ &= &0 . + ' ! % * M (% (+ ' !
* = ! ' 1 (!1 (/ \$ &0&) (P!O = ' 1 (! . 88%0 . '*/!O . +!B ((! ' 1 (!1 (/ \$ &0&) (! % * M&+U! * = ! ' . /U (' 3! ' 1 (!
' / (. ' % (+ ' ! < &??! & % () & . ' (? : !B' * 8! # + ' &? ! ' 1 (! < &+) ! 1 . B!B# \$ B&) () ! (+ * #U1! * ! 8 (/ % &'!
= # / ' 1 (!' / (. ' % (+ ' BP!
- ¥ D (/ \$ &0&) (!B' ? # ' &*+! * ! \$ (!#B () ! = * / ! = * % . /! / (. ' % (+ ' ! % . : !O*+ ' . &+! ? * < !) / &= ' ! . U (+ ' BP!
' * < !) / &= ' ! . U (+ ' B! < &??! \$ (! .)) (! * ' 1! ' 1 (! = * % . /! / (. ' % (+ ' ! . O0* /) &+U! ' * ' 1 (! ? . \$ (? P!

¥ f *% . / ! ' / (. ' % (+ ' ! < &??! + * ' ! \$ (! % .) (! ' * ! ' . / U (' ! M (U (' . ' & * + ! ' 1 . ' ! (_ O (() B ! ' < (? M (! = ((' ! & + !
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| V&\$-5'&%!J#)\$--(#!P'15*B&\$-5!7#'\$#* | 2[00<![U] H6^ \ ! |
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B1('3!Y P " P!N7F!/(U&B'/. '&*+!+ # % \$ (/! = * /!1(/\$&O&)(!.+)! .88%0.'*/!0*+' .0'!&+ = * /% . '&*+P!
F))&*&+.??:3!.'1? (.B'!CH1*#/B!8/&*!'*!.!ZS@!1(/\$&O&)(!'/(.'% (+'3!'1(!.88%0.'*+!<8??!
8#\$?&B1!&+!.!?'0.?!+ (<B8.8(/!'1(!=??* <&+U!&+ = * /% . '&*+!,%('1*)B!+.+)!?'0.'&*+!*=!1(/\$&O&)(!
'/(.'% (+'3!.88/*_&%.'(!) .' (B!* =!1(/\$&O&)(!'/(.'% (+'3!+. % (!* =!1(/\$&O&)(J B^!'*\$(!#B()3!
) (B0/&8'&*+a8#/8*B(!* =!'/(.'% (+'!.+)!0*+' .0'!&+ = * /% . '&*+! = * /!'1(!) (B&U+. ' (!&+)&M&)#.?!
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- (('&+U!%&+#' (B!<??!&+0?#) (!'1 (! . \$ *M (!&+ =* /% . '&*+3!) .'.! .+)!)&B0#BB&*+!8* &+'B! .+)!<??! &+0?#) (10 *%8 . /&B* +B!'*!8/ (M&*#B! : (. /&D!&+ =* /% . '&*+P!Z (0 *%%(+) . '&*+B!'*+!?'0 . '&*+! .+)! #B (!<??!\$ (!/ (= ? (O' ()!&+'1 (!+ (_!' : (. /&B!cS7! .B! .88%&O . \$? (P!

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B0&(+0(!= &/%! '1. '11. B!B(/M(!)%#+&O&8. ?3!B'. '(3!.+)!=() (/.'?! .U(+0&(B!'1/*#U1*#'1'1(! [(<!
N+U?.+)!. /(. !=*/!*M(/!G2!:(. /BP!LN0!1. B!<*/A()!('_'+B&M(? : !<&'1!8#\$%&O!(+'&&(B!'*!
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