

4 &DQ WKH (\$3 KHOS PH VWRS ZRUU\LQJ DERXW ZKHWKHU RWKHUV DUH MXGJLQJ WKURXJK D ELJ WKHUDS\ SURFHVV , MXVW ZDQW WR VWRS EHLQJ VR VHOI FRQDQG VWRS ZRUU\LQJ DERXW ZKHWKHU RWKHUV DUH MXGJLQJ PH

\$ 'LVFXVV \RXU JRDOV ZLWK WKH (\$3 7KH SURJUDP FDQ KHOS \RX E\ JLYLQJ \RYHUFRPLQJ WKHVH QJEDERWRXRIHWHOLEORNUH FRQILGHQW <RXU VWUXJJOH LV D FR EXW \RX FDQ OHDUQ VRFLDO DQG HQJDJHPHQW \$ RLVQVLYM KDHOV Z MOOO K HDG SL U-PRX SUH R SEHG ZLWK WKHVH WKRXJKWV KRZ WR IRFXV RQ RRVKH UDVOV DIWEKHOL MWK/DQE DUH WKLO RFILOJLQHWLQJV WR S ZMLQO NHDJUEWR RW PDNLQJ DQ LPSUHVVLQJ DQ HIIHFWLYHO\ \$IWHU DQ DVVHVVPHQW RU ODWHU RQ \RX PLJKW EHRXUP HPIPHV JRDOV ,I VR WKH (\$3 FDQ RIIHU LGHDV RU RWKHU VRXUFHV RI DVVLVWDQFH

4 +RZ FDQ , EH OHVV VWUHVHGX RXW DV D VXSHUYLVRU" <HV , NQRZ DERXW ZUHOD[DWLRQ H[HUFLVHV EXW WKHUH PXVW EH PRUH JHQHUDOO\ KHOSIXO ZD\

\$ 8QIRUWXQDWHO\ PDQ\ VXSHUYLVRUV DUH VWUHVHGX DQG LW PLJKW EH JHV VXSHUYLVRUV UHSRUW EHLQJ H[WUHQV DQG H[SHULGH QLVQJ %EXLQJ RWUJMHZ DIW :LWK WKH (\$3 DV KORSU VWUHV PRUH FORVHO\ 2IWHQ VWUHV PDQDJHPHQW U FLUXPVDQFHV)RU H[DPSOH \RX NQRZ \RX DUH RYHUZRUNHG EXW LV EHLQJ LV IHOLQJ \RX GRQ\W PHDQJUHWX S RWR HW K R X I DE H P ZD NLVRU UHODWLRQV KLSV IRXQG WKDW HPSOR\HHV DUH PRUH GHVLURXV RI DQG PH

V ZKR LV HPSDWKLF DXWKHQWLF ZLOOLQJ WR EH IOH[LEOH LQ UHVSROGLQJ WR WKH QHGGV RI ZRUNHUV)RUSHY +DV WKH SDQGHPLF FRQWULEXWHV WR RWR[SHGHM QFH MRKLM PVSOR\HHV OHDGHUVKLS TXHVWLRQ LVQ\W DQVZHUHG 7RGD\ V HPSOR\HHV PLZKW EHPHBMWDEORQV:HY SOD\ VLJQLILFDQW UROH HHLQJ D FJLPHQDW DQG HPSOR\HHV HQJDJHG HPSOR\HHV DUH WR EH XS WR PRUH SURGXFWLQJ O K E W Q HUR VEXS H P R Y L H R X U P B Q L O W L F D L Q H W K L L Q W K H I X W X U H 5 L J K W Q R Z R Q O \ R I H P S O R V X S H W Y H S R U W K D Y L Q J D K X P D Q L

4 , DP QRZ VXSHUYLVLQJ UHPRWH VWDII , FDQ VHH KRZ FRPPXQLFDWLRQ WU HPSOR\HHV DUH KDSS\ DQG GHOLYHULQJ WKHLU EHVW ZLOO EH FKDOOHQJLQJ UHIHUUDO RI D SUREOHP HPSOR\HH WR WKH (\$3"

\$ &RPPXQLFDWLRQ LV WKH NH\ LVVXH D QG D R X D I U H H F O D W U R Q R M L S Z R U N K H W K H P 7 K W U X V W D Q G H Q J D J H P H Q W 2 K D Y H P R V O R I W R X G R F Z I P W K O W R D M H L R Q F W L V H Q J X F L D O F R P P X Q L F D W L R Q S U R W R F R O V D Q G V \ V W H P V V R W K R V H \ R X V X S H U Y L V H G R Q R W Z R U N L Q J Z U V K W L R Q Y D O Z H W E H R G H P S O R \ W H V G H V S L W H E H L Q J R I I V L W H \$ Q \ G H I U H V X O W L Q F \ Q H L F L V P Q I O R Z R U N Q O B V H P H Q W D Q G G L P L Q L V K H G O R P D O F R P S O H G W D X W W K H L U I H H O L Q J V R I U H G X F R I Q O H S W R G Q F E M L Y L W \ R U V S O L W W L Q J W K H L U Z R U N W L F H P S O R \ H H V P D \ K D Y H S U R G X F W L Y L W \ L V V X H V H Y H Q X Q G H U W K H E H V W Z R U N S O L T X D Q W L W \ D R I V Z R O N G W R O W K H L U I N Q F W L R Q V Z L O O G H W H U P L Q H W K H H D V H R I E H L D V V L V W D Q F H R I V R P H W \ S H

