

Early Resolution Conciliation Agreement  
Between the  
U.S. Department of Labor Office of Federal Contract Compliance Programs  
And  
Siemens Healthcare Diagnostics Inc.

**I. Preliminary Statement**

The Office of Federal Contract Compliance Programs (OFCCP) evaluated the Siemens Healthcare Diagnostics Inc. (SHDI) establishment located at 500 Gbc Dr., Newark, DE 19702, beginning on October 1, 2020. OFCCP and SHDI entered an early resolution process and accordingly OFCCP made no formal finding that SHDI failed to comply with Executive Order 11246, as amended (E.O. 11246 or the Executive Order) and their respective implementing regulations at 41 Code of Federal Regulations (CFR) Chapter 60.

In the interest of cooperative efforts to ensure equal employment opportunity and in exchange for sufficient and valuable consideration described in this document, OFCCP and SHDI enter into this Early Resolution Conciliation Agreement (Agreement) and its attachments, and the parties agree to all the terms therein.

The attachments to this Agreement are deemed incorporated into this Agreement.

**II. General Terms and Conditions**

1. In exchange for SHDI's fulfillment of all its obligations in this Agreement, OFCCP will not institute administrative or judicial enforcement proceedings under E.O. 11246 based on the violations alleged during the September 20, 2023 call and subsequent email. However, OFCCP retains the right to initiate legal proceedings to enforce this Agreement if SHDI violates any provision of this Agreement, as set forth in Paragraph 11, below. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.
2. OFCCP may review SHDI's compliance with this Agreement. As part of this review, OFCCP may require written reports, inspect the premises, interview witnesses, and examine and copy documents. Siemens Healthcare Diagnostics Inc. will permit access to its premises during normal business hours for these purposes and will provide OFCCP with all hard copy or electronic reports and documents it requests, including those specified in this Agreement.
3. Nothing in this Agreement relieves SHDI of its obligation to fully comply with the requirements of E.O. 11246, Section 503, VEVRAA, their implementing regulations, or other applicable laws requiring nondiscrimination or equal employment opportunity through affirmative action.
4. Siemens Healthcare Diagnostics Inc. and OFCCP agree that any release of claims required by this Agreement will only pertain to claims under E.O. 11246.

5. SHDI agrees that it will not retaliate against any potential or actual beneficiary of this Agreement or against any person who files a complaint, who has provided information or assistance, or who participates in any manner in any proceeding in this matter.
6. The parties understand the terms of this Agreement and enter into it voluntarily.
7. This Agreement, including its attachments, constitutes the entire Agreement and represents the complete and final understanding of the parties. This Agreement contains all of the terms binding the parties and it supersedes all prior written and oral negotiations and agreements. Any modifications or amendments to this Agreement must be agreed upon in writing and signed by all parties. If an administrative error is found, OFCCP will work in good faith with all parties to make the corrections.
8. This Agreement becomes effective on the day it is signed by the Regional Director (Effective Date).
9. If one or more provisions of this Agreement is deemed unlawful or unenforceable, the remaining provisions will remain in full force and effect.
10. This Agreement will expire sixty (60) days after SHDI submits its final progress report required in Section VI, below, unless OFCCP notifies SHDI in writing before the expiration date that SHDI has failed to fulfill all of its obligations under the Agreement. In this instance, the Agreement is automatically extended until the date that OFCCP determines that SHDI has met all of its obligations under the Agreement.
11. If SHDI violates this Agreement:
  - a. The procedures at 41 C.F.R. 60-1.34 will govern:
    - i. OFCCP will send SHDI a written notice stating the alleged violations and summarizing any supporting evidence.
    - ii. SHDI shall have fifteen (15) days from receipt of the notice to respond, except in those cases in which such a delay would result in irreparable injury to the employment rights of affected employees or applicants.
    - iii. If SHDI is unable to demonstrate that it has not violated the Agreement, or if OFCCP's alleges irreparable injury, enforcement proceedings may be initiated immediately without issuing a show cause notice or proceeding through any other requirement.
    - iv. In the event of a breach of this Agreement by SHDI, OFCCP may elect to proceed to a hearing on the entire case and seek full make-whole relief, and not be limited to the terms agreed to in the Agreement.

- b. SHDI may be subject to the sanctions set forth in Section 209 of the Executive Order, 41 C.F.R. 60-1.27, and/or other appropriate relief for violating this Agreement.
12. This Agreement does not constitute an admission by SHDI of any violation of the Executive Order nor has there been an adjudication on the merits regarding any such violation.
13. OFCCP may seek enforcement of this Agreement itself and is not required to present proof of any underlying violations resolved by this Agreement.
14. The parties understand and agree that nothing in this Agreement is binding on other governmental departments or agencies other than the OFCCP.
15. Each party shall bear its own fees and expenses with respect to this matter.
16. This Agreement is limited to the facts of this case. Neither this Agreement, nor any part of the negotiations that occurred in connection with this Agreement, shall constitute admissible evidence with respect to any OFCCP policy, practice or position in any lawsuit, legal proceeding, administrative proceeding, compliance evaluation or audit, except for legal or administrative proceedings concerning the enforcement or interpretation of this specific Agreement.
17. All references to “days” in this Agreement, and in the Timeline included as Attachment B, are calendar days. If any deadline for an obligation scheduled to be performed under this Agreement falls on a weekend or a federal holiday, that deadline will be extended to the next business day.

### **III. Initial Findings**

During the compliance evaluation at the establishment listed in Part I, OFCCP began to evaluate and analyze SHDI’s compensation system. Using its regression analysis, OFCCP initially concluded that female employees in System Engineer roles were paid less than their male counterparts as of January 1, 2020.

### **IV. Financial Resolution**

- 1. Resolution Amount.** SHDI will pay a total of \$57,200, which represents back wages and interest to eight (8) employees identified in Attachment A per the timeline in Attachment B. Since January 1, 2020, SHDI adjusted the salaries of three (3) women identified in Attachment A, who were employed in System Engineers roles. SHDI certified that the annual pay equity adjustments totaled \$24,821.
- 2. Allocation**
  - a. **Total Amount to be Allocated.** The back pay and interest amount of the settlement will be distributed among the eligible individuals as explained in this Section.

Individual shares will include appropriate deductions for each individual's share of payroll deductions required by law on the portion representing back pay only, such as federal (FICA), state or local insurance premiums or taxes.

- b. **Affected Individuals Eligible to Receive Payments.** The settlement amount will be distributed to all Affected Individuals (identified in Attachment A). OFCCP will determine the final amount for each Eligible Individual based on the formula or other terms provided in this Agreement.
- c. **Individual Payment Amounts.** Each Eligible Individual will receive the amount identified in Attachment A.
- d. **Payments to Eligible Individuals.** SHDI will pay each Eligible Individual currently employed by SHDI in the manner in which the Eligible Individual is normally paid their regular salary (e.g., direct deposit, check), subject to all lawful deductions as set forth above by the date set forth on the Timeline.
- e. **Tax Payments, Forms and Reporting.** SHDI will pay its share of social security withholdings, and any other tax payments required by law from additional funds separate from the Settlement Fund. SHDI shall provide each Eligible Individual an IRS Form W-2 for that portion of the payment representing back pay and an IRS Form 1099 for that portion of the payment representing interest. These IRS forms will be provided to the Eligible Individuals either at the time of payment, electronically or with the settlement checks, or at the end of the year. No Eligible Individual will be required to complete a W-4 or W-9 in order to receive payments under this settlement.<sup>1</sup> Pursuant to the Tax Cuts and Jobs Act (TCJA) OFCCP will report to the IRS via a form 1098-F when an employer (or individual) is required to pay fines, penalties, restitution, remediation, or other costs in excess of \$50,000 as a result of a violation of law or an investigation or inquiry into a violation of law.<sup>2</sup>

### 3. Notice Process

- 1. **OFCCP's and SHDI's Obligations under the Notice Process.** The Notice Process set forth in this Agreement is intended to provide Affected Individuals a meaningful opportunity to understand their rights and obligations and act on them in a timely manner. As specified in the Timeline and as otherwise necessary to fulfill this Agreement, SHDI and OFCCP will regularly meet and confer in person, by phone and/or by email on the notice process to determine how best to carry out the Notice provisions of this Agreement, and to decide whether any activity, deadline or document

---

<sup>1</sup> IRS guidance states that an employer can assume a single deduction in the absence of a W-4 form. See 26 CFR 31.3402(f)(2)-1(a).

<sup>2</sup> The IRS issued its implementing regulations in January 2021.

<https://www.federalregister.gov/documents/2021/01/19/2021-00741/denial-of-deduction-for-certain-fines-penaltiesand-other-amounts-related-information-reporting>

should be modified. OFCCP and SHDI agree not to unreasonably withhold consent to reasonable modifications proposed by either party.

2. **Notice Documents.** SHDI will distribute Notice Documents to Affected Individuals identified in Attachment A consistent with the sample Notice Documents contained in Attachment C. The Notice Documents will include a Notice, Release of Claims, and Information Verification Forms. The Notice Documents may also include other materials such as standard OFCCP or U.S. Department of Labor materials, instructions or a cover sheet, job applications, or other information intended to enable Affected Individuals to understand their rights and obligations and act on them in a timely manner. The Notice Documents will make clear the information about the settlement is being provided by or on behalf of the U.S. Department of Labor. As specified in the Timeline and as otherwise necessary to fulfill this Agreement, the parties will meet and confer on any reasonable modifications of the sample Notice Documents or additions to the materials distributed by SHDI if proposed by either party.
3. **Timeline.** Attachment B sets forth the agreed Timeline for Notice and for the parties' other obligations under this Agreement. The parties will meet and confer on any reasonable modifications to the Timeline proposed by either party.
4. **Distribution of Mail Notice to Affected Individuals.** SHDI will provide the Notice Documents by electronic mail or regular first-class mail, including a postage-paid return envelope, to the known mailing address for each Affected Individual, by the date set forth in the Timeline. If envelopes from the mailed notice are returned with forwarding addresses, SHDI will re-mail the Notice Documents within five (5) days of receipt of the forwarding address. If any Notice communications are returned as undeliverable, SHDI will make further efforts to contact the Affected Individual by other means.
5. **Notice Deadline.** The final deadline for any Affected Individuals to respond to the notice is set forth in the Timeline. The parties will prominently display this deadline on all materials they distribute in paper or online form regarding this Agreement, and explain that failure to respond by this deadline will result in a forfeiture of any relief provided by this Agreement.
6. **Technical Assistance.** The parties will timely respond to any inquiries from Affected Individuals using information consistent with this Agreement and the Notice Documents and will document all inquiries and the result. OFCCP will provide contact information for individuals to contact OFCCP regarding this Agreement. The parties will prominently display this contact information on all materials they distribute in paper or online form regarding this Agreement. SHDI will provide OFCCP contact information to any Affected Individuals with questions or concerns.
7. **Exchange of Information Regarding Affected Individuals.** SHDI and OFCCP will timely exchange information regarding Affected Individuals, including updated contact information and the results of any technical assistance provided.

8. **Final List of Eligible Individuals.** The Final List will include all Affected Individuals who timely respond to the Notice by the deadline set forth in the Timeline. The parties will establish the Final List by the date set forth in the Timeline. The parties will meet and confer on any outstanding issues or questions regarding the Final List. Either party may identify potentially eligible Individuals who may have been erroneously excluded from the original or any subsequent list. OFCCP shall make the final determinations of eligibility but will make every effort to negotiate in good faith to resolve any dispute about the Final List. SHDI will provide to OFCCP any information necessary to determine the Final List.
9. **Documentation of Payments.** By the deadline set forth in the Timeline, SHDI will provide OFCCP with copies of cancelled checks or electronic documentation of all payments to Eligible Individuals, including the amounts paid, the date payment was sent, the date payment was received, or the check cashed, and any uncashed or returned checks.

## V. Cooperative Compliance Provisions

### 1. Compensation Review Process

- a. To proactively facilitate compliance with Executive Order 11246, as amended, SHDI will conduct an internal compensation review process, as outlined in Attachment D, for 2025 and 2026.

(b) (5)

b.

(b) (5)

- c. This Agreement will not be construed as precedent in any future OFCCP investigations, proceedings, or other conciliation agreements.

## 2. EEO Training and Monitoring.

Within 120 days of the Effective Date of this Agreement, SHDI shall train all HR, managers, talent acquisition personnel involved in determining compensation for professional engineer employees at the Newark, DE location as of the date of the training on SHDI's commitment to equal employment opportunity and on ensuring equity in compensation. SHDI shall ensure that all employees are afforded equal employment opportunities and will continue to review, and as necessary, revise its compensation practices, and continue to monitor and oversee its practices to ensure EEO in compensation for all its employees, as required by 41 C.F.R. § 60-1.4(a)(1).

## VI. OFCCP Monitoring Period

1. **Recordkeeping.** SHDI agrees to retain all records relevant to the concerns discussed in Section III and the reports submitted in compliance with Paragraph 2, below. These records include underlying data and information such as Human Resources Information System (HRIS) and payroll data, and any other records or data used to generate the required reports. SHDI will retain the records until this Agreement expires or for the time period consistent with regulatory requirements, whichever is later.

## 2. SHDI Reports.

a. **Schedule and Instructions.** SHDI agrees to furnish OFCCP with the following reports during the Monitoring Period according to the following schedule:

i. **Progress Report 1:** The employee snapshot for the first progress report will be as of December 31, 2024, and the report will be due April 30, 2025.

ii. **Progress Report 2:** The employee snapshot for the second progress report will be as of December 31, 2025, and the report will be due April 30, 2026.

SHDI will submit reports to the U.S. Department of Labor, Office of Federal Contract Compliance Programs, Attention: Jacklyn Lee, Regional Liaison, 1835 Market Street, Suite 2000, Philadelphia, PA 19103 and/or (b) (6), (b) (7)(C) [@dol.gov](mailto:jacklyn.lee@dol.gov).

Any request for additional reports by OFCCP must be relevant to the information submitted by SHDI in the progress reports.

b. Each report will include the following:

i. **Reports on Compensation Analyses and Adjustments.** Pursuant to Part V of this Agreement in each Progress Report, SHDI will provide a certification on the results of its compensation review in accordance with the provisions of Attachment D for all professional engineer employees in the Newark, DE AAP and documentation describing all pay adjustments made for those employees for whom SHDI determines a pay adjustment is warranted. (b) (5)

(b) (5)

- ii. **Reports on Required EEO Training.** In the first Progress Report, SHDI will report on the EEO training provided to personnel involved in setting pay for professional engineers in the Newark AAP. The report will include a copy of any training materials and a certification that all managers and employees who make pay decisions for professional engineer employees in Newark received the training.
3. **Confidentiality.** SHDI and OFCCP have a common interest in the information contained in Attachment D and the information being provided in the reports pursuant to this Agreement. To the extent any of the reports SHDI provides in accordance with this agreement are customarily kept private or closely-held, and SHDI believes should remain confidential under Exemption 4 of FOIA in the event of a FOIA request, SHDI will provide such reports to OFCCP marked as “Confidential”. In the event of a FOIA request, OFCCP will treat any such documents received as confidential documents to the maximum extent permitted by law.
4. **Close of Monitoring Period and Termination of Agreement.** This Agreement will remain in effect until the monitoring period is completed. The monitoring period will close once OFCCP accepts SHDI’s final progress report as set forth in Part II, Paragraph 10 above. If OFCCP fails to notify SHDI in writing within sixty (60) days of the date of the final progress report that SHDI has not fulfilled all of its obligations under the Agreement, OFCCP will be deemed to have accepted the final report and the Monitoring Period and this Agreement will terminate. If OFCCP notifies SHDI within the allotted time that it has not fulfilled all of its obligations, this Agreement is automatically extended for a period of 30 days pending resolution of the issue through informal discussions between the parties or legal action taken by either party to determine the issue. The 30-day period may be extended by agreement of both parties. Nothing in this Agreement waives SHDI’s defenses to any allegation of a breach of this Agreement nor precludes an action by SHDI to enforce the terms of this Agreement.



## VII. SIGNATURES

Each of the persons signing this Agreement on behalf of SHDI personally warrants that they are fully authorized to do so, that SHDI has entered into this Agreement voluntarily and with full knowledge of its effect, and that execution of this Agreement is fully binding on SHDI.

This Agreement is hereby executed by and between the Office of Federal Contract Compliance Programs and Siemens Healthcare Diagnostics Inc.

(b) (6), (b) (7)(C)

Elaine Becraft  
Head of Human Resources, Diagnostics

DATE: \_\_\_\_\_

(b) (6), (b) (7)(C)

Ashraf Baig  
Head of Finance, Core Lab Solutions

DATE: \_\_\_\_\_

(b) (6), (b) (7)(C)

Samuel B. Maiden  
Regional Director  
Mid-Atlantic

DATE: 09/30/2024

Attachments:

- A. List of Affected Individuals
- B. Timeline
- C. Notice Documents
- D. Confidential Modelling Agreement

Attachment A

Affected Individuals				
	Employee ID	Backpay	Interest	Total
1	(b) (6), (b) (7)(C)			
2				
3				
4				
5				
6				
7				
8				

Female System Engineers who previously received salary adjustments				
	Employee ID	Backpay	Interest	Total
1	(b) (6), (b) (7)(C)			
2				
3				

Attachment B  
Timeline

	<b>ACTIVITY</b>	<b>DATE</b>
1.	SHDI mails/emails Notice Documents and sends copies of these communications to OFCCP.	15 Days from Effective Date
2.	Postmark deadline for Affected Individuals to reply to first notice documents.	30 Days from Effective Date
3.	SHDI notifies OFCCP of undeliverable mailings and Affected Individuals who have not responded to the notice documents.	35 Days from Effective Date
4.	OFCCP reviews and approves final list and determination amounts.	45 Days from Effective Date
5.	SHDI issues payments in the same manner as current employees normally receive pay distributions.	50 Days from Effective Date
6.	SHDI provides OFCCP with documentation of all payments to Eligible Individuals as set forth in the agreement.	60 Days from Effective Date

**Additional Requirements**

	<b>ACTIVITY</b>	<b>DATE</b>
1.	SHDI provides training to all personnel involved in compensation practices as outlined Part VI, Section 2 of the Agreement and submits documentation of the training to OFCCP.	Within 120 days of the Effective Date
2.	SHDI submits its first progress report.	April 30, 2025
3.	SHDI submits its second progress report.	April 30, 2026

## NOTICE TO AFFECTED INDIVIDUALS

Dear *[name]*:

We are writing to you because our records indicate that you are eligible for a payment as part of a legal resolution between Siemens Healthcare Diagnostics Inc. (SHDI) and the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). The resolution resolves OFCCP's concerns about pay differences under Executive Order 11246 (E.O. 11246), that OFCCP raised during a compliance review of SHDI's Newark, DE facility. SHDI has not admitted to any violation of E.O. 11246, and there has not been any adjudicated finding that SHDI violated any laws. The resolution is explained in a document called an Early Resolution Conciliation Agreement. The Early Resolution Conciliation Agreement calls for SHDI to take certain actions, including making payments to eligible class members.

You have been identified as one of the individuals who worked as a System Engineer. Under the Early Resolution Conciliation Agreement, you are eligible to receive a payment (less deductions required by law). To be eligible for a payment, you must complete, sign, and return the enclosed Information Verification *and* Release of Claims Form. This form should be mailed as soon as possible to the address below. **In order for you to be eligible to participate in the resolution, your documents must be received by *[insert date by which class members must respond]*.**

**[Siemens Representative Name]**  
**[Position]**  
**[Siemens Healthcare Diagnostics Inc.]**  
**[Address]**  
**[Email Address]**

You may use the enclosed postage-paid return envelope to return the completed and signed Information Verification Form and Release of Claims Form.

You can find more information about OFCCP by visiting the agency's [website](#) at ([www.dol.gov/ofccp](http://www.dol.gov/ofccp)). In addition to general information, there is a specific [landing page](https://www.dol.gov/agencies/ofccp/classmembers) (<https://www.dol.gov/agencies/ofccp/classmembers>) dedicated to locating class members, which includes recent OFCCP resolutions like this one. There, you can also find copies of the Early Resolution Agreement related to this matter.

If you have any additional questions you may call *[name]* at *[Siemens Healthcare Diagnostics Inc.]* at *[phone number]*, or contact OFCCP Compliance Specialist <sup>(b) (6), (b) (7)(C)</sup> at (215) <sup>(b) (6), (b) (7)(C)</sup> or <sup>(b) (6), (b) (7)(C)</sup> [@dol.gov](mailto:).

Your communication will be returned as soon as possible.

---

Sincerely,

***[Siemens Healthcare Diagnostics Inc.]***

Enclosures

Information Verification Form

Release of Claims Form

**INFORMATION VERIFICATION FORM**

**You must complete this form in order to be eligible for the monetary payment under the terms of the Early Resolution Conciliation Agreement (Agreement) between Siemens Healthcare Diagnostics Inc. and the Department of Labor's Office of Federal Contract Compliance Programs. Please print legibly, except for the signature.**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Nos.: Preferred: \_\_\_\_\_ Alternate (Optional): \_\_\_\_\_

Notify Siemens Healthcare Diagnostics Inc. at the address below if your address, email address or phone number changes within the next three (3) months.

**IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO THE ADDRESS BELOW BY **[DATE CLASS MEMBERS MUST RESPOND]**, YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT.**

**[Name]**  
**[Address]**

I, (print name)\_\_\_\_\_, certify the above is true and correct.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**RELEASE OF CLAIMS UNDER EXECUTIVE ORDER 11246, AS AMENDED**

***PLEASE CAREFULLY READ THE ENCLOSED NOTICE BEFORE COMPLETING THIS RELEASE. YOU MUST RETURN A SIGNED RELEASE TO RECEIVE MONEY FROM THE RESOLUTION.***

This Release of Claims (Release) under Executive Order 11246, as amended, is a legal document. The document states that in return for Siemens Healthcare Diagnostics Inc. paying you money, you agree that you will not file any lawsuit against Siemens Healthcare Diagnostics Inc. for allegedly violating Executive Order 11246, as amended, in its compensation of females in the System Engineer position. It also says that Siemens Healthcare Diagnostics Inc. does not admit it violated any laws. This Release says you had sufficient time to look at the document, to talk with others about the document, including an attorney if you choose, and that no one pressured you into signing the document. Finally, it says that if you do not sign and return the document by a certain date, you will not receive any money.

In consideration of payment by Siemens Healthcare Diagnostics Inc. to me, which I agree is acceptable, I agree to the following:

**I.**

I hereby waive, release and forever discharge Siemens Healthcare Diagnostics Inc., its predecessors, successors, related entities, parents, subsidiaries, affiliates and organizations, and its and their shareholders, directors, officers, employees, agents, successors, and assigns, of and from any and all actions, causes of action, damages, liabilities, and claims arising out of or actionable under Executive Order 11246, as amended, which I or my representatives (heirs, executors, administrators, or assigns) have or may have which relate to my compensation as a System Engineer on the basis of my gender at any time prior to the date of my signature on this Release. By signing this agreement, I agree that I have been made whole for any claim that could have been brought under Executive Order 11246, as amended, relating to my compensation with Siemens Healthcare Diagnostics Inc. through the Effective Date of this Release.

**II.**

I understand that Siemens Healthcare Diagnostics Inc. denies that it treated me unlawfully or unfairly in any way and that Siemens Healthcare Diagnostics Inc. entered into an Early Resolution Conciliation Agreement with the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) and agreed to make the payment described above to resolve alleged disparities in compensation and to resolve the matter without further legal proceedings in the compliance review initiated by OFCCP on October 1, 2020. I further agree that the payment of the aforesaid sum by Siemens Healthcare Diagnostics Inc. to me is not to be construed as an admission of any liability by Siemens Healthcare Diagnostics Inc.

**III.**

I declare that I have read this Release and that I have had a full opportunity to consider and

---

Attachment C-3

understand its terms and to consult with my advisors and seek legal advice. I further declare that I have decided of my own free will to sign this Release.

**IV.**

I understand that if I do not sign this Release and return it to the contact listed on the enclosed “*Notice to Affected Individuals*”, by the deadline listed on that Notice, I will not be entitled to receive any payment (less deductions required by law) from Siemens Healthcare Diagnostics Inc.

IN WITNESS WHEREOF, I have signed this document on this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

---



(b) (4), (b) (5)



(b) (4), (b) (5)

