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^cPZWQ RSPb' W\bS\aWTgW\U b`ORS Q]\TZWQba O\R UZ]POZ Q][^SbWbW]\' RSQZW\W\U R][SabWQ ^]^cZObW]\' R]e\eO`R ^`Saac`S]\ ^`WdObS

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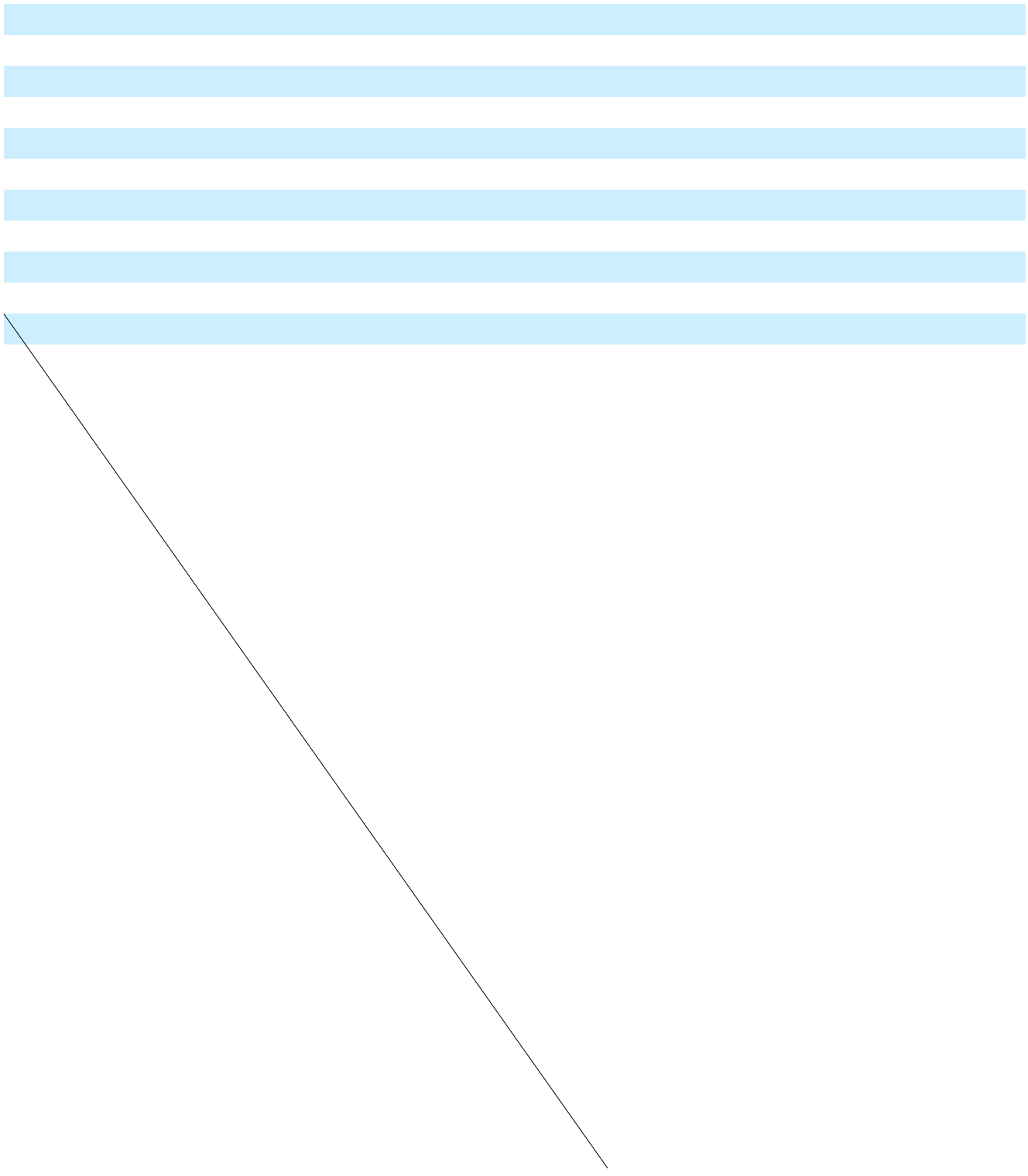
7a]T IS^bS[PS` .+' -+--' ]c` SfbS`\OZ JB79 `ObW]a eS`S ,3)1. ! ]\ 0 `WaY(eSWUVbSR OaaSba POaWa 0\R 4),-!]\ 0 ZSdS`OUS Sf^]ac`S POaWa) MS 0`S `S_cW`SR b] [OW\bOW\ SfbS`\OZ JB79 `ObW]a ]T ,3 ! ]\ 0 `WaY(eSWUVbSR OaaSba POaWa 0\R 1)20 !]\ 0 ZSdS`OUS Sf^]ac`S POaWa Oa]T bVS aO[S RObS) ISS n90^WbOZ 7RS_cOQgo PSZ]e 0\R n?bS[/)8) ?\T]`[ObW]\ ]\ bVS 9][^0\gm8caW\Saa

ISQc`Wbg 8O\Y 9]`^]`ObW]\ W\ bVS FVWZW^^W\Sa O\R ]c` Q]\a]ZWROb SR acPaWRWO`g 8O\Y :O\O[ ]\ W\ ?\R]\SaWO' eS ^ZO\ b] Q]\bW\cS b]

3OOZ`Y_ YS 5TMYSQ^ MYP EQOQY_Wd ;^^`QP 3OOZ`Y_ YS B]ZYZ`Y0QXQY_^

ISS n7QQ]c\bW\U 9VO\USao O\R nHSQS\bZg ?aacSR 7QQ]c\bW\U F`]\]c\QS[S\bao W\ D]bS , b] ]c` c\OcRWbSR Q]\RS\aSR Q]\a]ZWRObSR TW\O\QWOZ abObS[S\ba W\QZcRSR SZaS e VS`S W\ bVWa HS^]`b)

EQ^`W_^ ZR A[Q]M_ ZY^



JVS T]ZZ] e W\U bOPZS aV] e a RSbOWZa]T bVS O\\cOZWhSR W\bS`Sab `ObS a^`SOR Pg OaaSb O\R ZWOPWZWbg QObSU]`g T]` bVS aWf [ ]\bVa

DSb W\bS`Sab W\Q] [ S W\Q`SOaSR ,4), !

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j ***'IGGI>***CNy ***=IHNL;=***NM5 9] [[ ]RWbg Q] \b`OQba O`S [OW\Zg cbWZWhSR b] [SSb Qcab] [S`ap RS [ O\R T]` VSRUW\U bVS `WaYa

F c XZY_T^ QYPQP FQ[_QXNQ] +(%
*(*) *(** 5TMYSQ

*.I>JH@ 9<S *SK@IN@ '@I@AD0!*

+FI<;F 'ILJIL;N? -HP?MNG?HN &;HECHA &OMCH?MM +LIOJm9]dS`a bVS UZ]POZ Q]`^]`ObS' W\dSab[S\b O\R b`O\aOQbW]\

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JVS T]ZZ] e W\U bOPZS aSba T]`bV ]c` Z]O\a]cbabO\RW\U' PST]`S RSRcQbW] \ ]T OZZ] e O\QS T]` Q`SRWb Z]aaSa Pg QZOaa) MS QZOaaWTg ]c` Z]O\ ^]`bT]ZW] W\b] bVS T]ZZ] e W\U ^]`bT]ZW] aSU [S\bam 9] [[S`QWOZ' HSaWRS\bWOZ' 90`R' CK<= 7 [S`WQOa > ]ZRW\Ua' A`c\Ua`W' O\R EbVS` POaSR]\ bVS U`]c^W\U b] RSbS` [W\S bVS OZZ] e O\QS T]` Q`SRWb Z]aaSa) MS Tc`bVS` QZOaaWTg bVS 9] [[S`QWOZ aSU [ S\b W\b] : ] [ SabWQ O\R <]`SWU\ QZOaaSa POaSR]\ W\WbWOZ [SOac`S [ S\b Obb`WPcbSa' `WaY QVO`OQbS`WabWQa' O\R [ SbV]R ]T [ ]\Wb]`W\U O\R OaaSaaW\U Q`SRWb `WaY) JVS :] [SabWQ 9] [[S`QWOZ aSU [ S\b W\QZcRSa Q] [ [ S`QWOZ Z]O\a b] P]``] e S`a W\ @O^O\' O\R bVS <]`SWU\ 9 ] [ [ S`QWOZ aSU [ S\b W\QZcRSa Q] [ [ S`QWOZ Z]O\a ]bVS` bVO\ bV]aS W\QZcRSR W\ bVS : ] [ SabWQ 9 ] [ [ S`QWOZ' CK<= 7 [ S`WQOa > ]ZRW\Ua' A`c\Ua`W O\R EbVS` aSU [ S\ba) JVS HSaWRS\bWOZ aSU [ S\b W\QZcRSa V]caW\U Z]O\a b] P]``] e S`a W\ @O^O\' O\R bVS 90`R aSU [S\b W\QZcRSa Q] \ac [S` Z]O\a b] P]``] e S`a W\

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bVS W\bS`\OZ P]``]eS` `ObW\U' Z]O\a eWbVW\ bVS 9][ [S`QWOZ aSU[S\b O`S QObSU]`WhSR Oa D]`[OZ $W\bS`\OZ P]``]eS` `ObW\Ua]T , bV`]cUV

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`ObSa `]aS Ob bVS S\R]T IS^bS[PS` -+-- Q][^O`SR b] bVS S\R]T CO`QV -+--) JVSaS Z]aaSa eS`S ^O`bWOZZg ]TTaSb Pg O\ W\Q`SOaS W\ \Sb c\`SOZWhSR UOW\a ]\ OaaSb(POQYSR aSQc`WbWSa eVWQV `STZSQbSR bVS RS^`SQWObW]\ ]T bVS @O^O\SaS gS\ OUOW\ab]bVS` [OX]` Qc``S\QWSa)

PWZZW]\ b] k,1'0-/)- PWZZW]\ Oa]T IS^bS[PS` .+' -+-- T`][k,+'0-,)/ PWZZW]\ Oa]T CO`QV .,' -+-- [OW\Zg RcS b] Z]\U(bS`[W\bS`Sab

aWU\WTWQO\b ^]`bW]\ ]T bVS O[ ]c\b ]T @O^O\SaS gS\(RS\][W\ObSR Tc\Ra SfQSSRW\U ]c` Z]O\a VOa PSS\ RS^]aWbSR eWbV bVS 8O\Y]T @O^O\]` W\dSabSR W\ @O^O\SaS U]dS`\[S\b P]\Ra W\ `SQS\b ^S`W]Ra)

JVS `S[OW\W\U Tc\RW\U eOa ^`W[O`WZg ^`]dWRSR Pg aV]`b(bS`[P]``]eW\Ua O\R Z]\U(bS`[ aS\W]` O\R acP]`RW\ObSR RSPb) IV]`b(bS`[ P]``]eW\Ua Q]\aWab]T QOZZ [ ]\Sg' Tc\Ra ^c`QVOaSR' ^OgOPZSa c\RS` `S^c`QVOaS OU`SS[S\ba' ^OgOPZSa c\RS` aSQc`WbWSa ZS\RW\U b`O\aOQbW]\a' RcS b] b`cab OQQ]c\b' O\R ]bVS` aV]`b(bS`[P]``]eW\Ua) <`][ bW[S b] bW[S' eS VOdS WaacSR Z]\U(bS`[ W\ab`c[S\ba' W\QZcRW\U dO`W]ca TWfSR O\R TZ]ObW\U W\bS`Sab `ObS aS\W]` O\R acP]`RW\ObSR P]\Ra eWbV O\R eWbV]cb [Obc`WbWSa) JVS OdS`OUS POZO\QS ]T aV]`b(bS`[ P]``]eW\Ua' W\QZcRW\U

GZ_M\$ _

<]` 0 [ ]`S RSbOWZSR RWaQcaaW]\ ]T bVS O^^ZWQOPZS QO^WbOZ `ObW] `S_cW`S [ S\ba' aSS n?bS [ /)8) ?\T]` [ObW]\ ]\ bVS 9] [^O\gm

(<KDO<G *7*<ODJN" *0*@Q@M<*B*@ *7*<ODJ <*I*? **S*O@M*I*<G *90&(7*<ODJN *J*A *1 : +,*

(<*K*D0<G *7*<0D*J*N *J*A *'*<*I*F*I*B *8P*=N*?*D<MD@N D*I* 0*C*@ *: I*D0@*? 8*0<0@N

JVS bOPZS PSZ] e ^`SaS\ba bVS `WaY(ORXcabSR QO^\WbOZ `ObW]a ]T CK<= 7 [ S`WQOa >]ZRW\Ua 0\R CK<= K\W]\ 80\Y' P]bV acPaWRWO`WSa ]T CK<= 80\Y' QOZQcZObSR W\ 0QQ]`RO\QS eWbV 0^^ZWQOPZS K)I) PO\YW\U `SUcZObW]\a Oa ]T : SQS [ PS` . ,' -+-, 0\R @c\S .+' -+--5

QO^WbOZ `ObW] ]T ZSaa bVO\ ,/+! eWZZ QOZZ T]` ORRWbW]\OZ `SUcZOb]`g `S^]`bW\U' O QO^WbOZ `ObW] ]T ZSaa bVO\ ,-+! [Og `SacZb W\ O\ ]`RS` b] QVO\US bVS [SbV]R]T PcaW\Saa' O\R O QO^WbOZ `ObW] ]T ZSaa bVO\ ,++! [Og ZSOR b] O aca^S\aW]\ ]T OZZ ]` ^O`b ]T bVS PcaW\Saa T]` O ^S`W]R ]T bW[S O\R QO\QSZZObW]\ ]T O `SUWab`ObW]\) EdS`aSOa aSQc`WbWSa acPaWRWO`WSa O`S acPXSQb b] bVS `SZSdO\b `SUcZOb]`g QO^WbOZ `S_cW`S [S\ba]T

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J] [SOac`S [ O`YSb `WaYa T]` b`ORW\U O\R \ ]\(b`ORW\U OQbWdWbWSa' e S caS bVS LOH [SbV]R e VWQV SabW [ObSa QVO\USa W\ bVS [O`YSb dOZcS ]T ^]`bT]ZW]a e WbVW\ O QS`bOW\ ^S`W]R Pg abObWabWQOZZg O\OZghW\U ^Oab [O`YSb ROb O) JVS ^`W\QW^OZ [ ]RSZ caSR T]` bVSaS OQbWdWbWSa Wa O VWab]`WQOZ aW [cZObW]\']` > I' [ ]RSZ) JVS > I [ ]RSZ QOZQcZObSa LOH O [ ]c\ba Pg SabW [ ObW\U bVS ^`]TWb O\R Z]aa]\ bVS Qc``S\b ^]`bT]ZW] Pg O^^ZgW\U OQbcOZ TZcQbcObW]\a W\ [ O`YSb `ObSa O\R ^`WQSa]dS` O TWfSR ^S`W]R W\ bVS ^Oab)

;6 @IL 8L;>CHA %=NCPCNC?M$ JVS LOH T]` ]c` b]bOZ b`ORW\U OQbWdWbWSa W\ bVS aWf [ ]\bVa S\RSR IS^bS [ PS` .+' -+-- [SOac`SR caW\U O\ > I(LOH [ ]RSZ $V]ZRW\U ^S`W]R']\S PcaW\Saa ROg6 Q]\TWRS\QS W\bS`dOZ' 40 ! 6 O\R ]PaS`dObW]\ ^S`W]R' -0+ PcaW\Saa ROga% Wa ^`SaS\bSR W\ bVS bOPZS PSZ]e) ; f^`SaaSR W\ bS` [a]T LOH']c` [ O`YSb `WaY Sf^]ac`S Oa]T IS^bS [PS` .+' -+-- e Oa k-)04 PWZZW]\' O k,)/0 PWZZW]\ W\Q`SOaS Q] [^O`SR b] CO`QV .,' -+-- ^`W [ O`WZg RcS b] O\ W\Q`SOaS W\ W\bS`Sab `ObS `WaY) Ec` OdS`OUS ROWZg LOH T]` bVS aWf [ ]\bVa S\RSR IS^bS [ PS` .+' -+-- e Oa k,)23 PWZZW]\)

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9]\RS\aSR 9]\a]ZWROb SR 8OZO\QS IVSSba $K\OcRWbSR%FOU (

? _^`N ^T H8< 8 YMYO MW 9]Z` [$;YO& MYP F`N^ P M] Q^

5ZYPQY^QP 5ZY^ZW PM_QP 4MWMYOQ FTQQ_^ "HYM`P _QP#

? _^`N ^T H8< 8 YMYO MW 9]Z` [$;YO& MYP F`N^ P M] Q^

5ZYPQY^QP 5ZY^ZW PM_QP 4MWMYOQ FTQQ_^ "HYM`P _QP# "5ZY_ Y`QP#

? _^`N ^T H8< 8 YMYO MW 9 ]Z` [$;YO& MYP F`N^ P M] Q^

5ZYPQY^QP 5ZY^ZW PM_QP

? _^`N ^T H8< 8 YMYO MW 9 ]Z` [$;YO& MYP F`N^ P M] Q^

? _^`N ^T H8< 8 YMYO MW 9]Z` [$;YO& MYP F`N^ P M] Q^

5ZYPQY^QP 5ZY^ZW PM_QP F_M_QXQY_^ ZR 5ZX[ ]QTQY^ aQ ;YOZXQ "HYM`P _QP#

? _^`N ^T H8< 8 YMYO MW 9 ]Z` [$;YO& MYP F`N^ P M] Q^

5 ZYPQY^QP 5 ZY^ZW PM_QP F_M_QXQY_^ ZR 7 \` _d "HYM`P _QP#

? _^`N ^T H8< 8 YMYO MW 9 ]Z` [$;YO& MYP F`N^ P M] Q^

? _^`N ^T H8< 8 YMYO MW 9 ]Z` [$;YO& MYP F`N^ P M] Q^

)k 43F;F A8 5A@67@F76 5A@FA>;63G76 8;@3@5;3> FG3G7? 7@GF

) @N>MDKODJI JA 'PNDI@NN

7@>@IOGT .NNP@? &>>JPIODIB 4MJIJPI>@H@ION

8LIO<F?> (?<N 6?MNLO=NOLCHAM ;H> CHN;A? (CM=FIMOL?M l ?\ CO`QV -+--' bVS <W\O\QWOZ 7QQ]c\bW\U IbO\RO`Ra 8]O`R
$ <7I8 % WaacSR \Se UcWRO\QS eVWQV SZW [W\ObSa bVS OQQ]c\bW\U O\R RWaQZ]ac`S `S_cW`S [S\ba T]` b`]cPZSR RSPb `Sab`cQbc`W\Ua
$ J : Ha % ;Pg Q]SRW]-aVO\-R-W\-RO]ZRdQSa WSbeSObS_cW`eSRaRWaQZ]ac`S;aRT]`aZ]O\ [D]RWZWQObW]O\a UbOA]`f`ObS [R\QW\W WDO\QWO O

aOZS' eOa k, . /', /, [WZZW] \ O\R `SQ]U\WhSR Rc`W\U bVS aSQ]\R VOZT]T bVS TWaQOZ gSO` S\RSR CO`QV . ,' -+--

7 dOWZOPZS(T]`(aOZS RSPb aSQc`WbWSa5

7@<GD%@? , <D IN <I? 0JNN@N

<]` bVS aWf [ ]\bVa S\RSR IS^bS [ PS` .+' -+-, O\R -+--' U`]aa `SOZWhSR UOW\a]\ aOZSa]T 7dOWZOPZS(T]`(aOZS RSPb aSQc`WbWSa eS`S k1,'4+- [ WZZW]\ O\R k3-'./+ [ WZZW]\' `Sa^SQbWdSZg' O\R U`]aa `SOZWhSR Z]aaSa]\ aOZSa]T 7dOWZOPZS(T]`(aOZS RSPb aSQc`WbWSa eS`S k,3',14 [ WZZW]\ O\R k2-'0-+ [ WZZW]\' `Sa^SQbWdSZg)

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JVS T]ZZ] e W\U bOPZS aV] e a W\T]` [ ObW] \ `SUO`RW\U `SQ]U\WhSR W\bS`Sab W\Q] [ S ] \ \] \OQQ`cOZ Z]O\a T]` bVS aWf [ ] \bVa S\RSR
IS^bS [PS` .+' -+-, O\R -+--5

F c XZY_T^ QYPQP FQ[_QXNQ] +($ *(2**

>Wab]`WQOZ ^Og[ S\b RSTOcZba O`S]\S]T bVS TOQb]`a Q]\aWRS`SR eVS\ ^`]XSQbW\U Tcbc`S QOaV TZ]eaW\ RSbS`[W\W\U bVS OZZ]eO\QS T]`Q`SRWbZ]aaSaT]` SOQV aSU[S\b)

&GGJR<I>@ AJM (M@?DO 0JNN@N

9VO\USa W\ bVS OZZ] e O\QS T]` Q`SRWb Z]aaSa]T Z]O\a Pg ^]`bT]ZW] aSU [ S\b T]` bVS aWf [ ]\bVa S\RSR IS^bS [PS` .+' -+-, O\R -+--
O`S aV] e \ PSZ] e5

-& 9AA6 J ;>> 3@6 AG: 7E ;@G3@9;4>7 3FF7GF

, JJ?RDGG

JVS bOPZS PSZ] e ^`SaS\ba bVS [ ]dS [S\b W\ bVS QO``gW\U O [ ]c\b]T U]]Re WZZ Rc`W\U bVS aWf [ ]\bVa S\RSR IS^bS [ PS` .+' -+-, O\R -+--5

.& >73F7 GE3@F35G;A@F

0@<*N*@ 0M<***I***N<>0D***J I***N <*N* < G@*NNJM*

7a ^O`b ]T Wba TW\O\QW\U OQbWdWbWSa' bVS CK<= =`]c^ S\bS`a W\b] ZSOaW\U O``O\US [S\ba eWbV Qcab] [S`a) JVS CK<= =`]c^pa ZSOaW\U]^S`ObW] \a O`S Q] \RcQbSR bV`]cUV ZSOaW\U acPaWRWO`WSa O\R QS\`SWab ^`W\QW^OZZg]T dO`W]ca bg^Sa ]T RObO ^`]QSaaW\U S_cW^ [S\b']TTWQS S_cW^ [S\b O\R b`O\a^] `bObW] \ S_cW^ [S\b) IOZSa bg^S O\R RW`SQb TW\O\QW\U ZSOaSa O`S ^`SaS\bSR W\ Z]O\a) ?\ QS`bOW\ QOaSa' bVS CK<= =`]c^ `S_cSaba ZSaaSSa b] RS^]aWb O\ O [ ]c\b \SO`Zg' ]` S_cOZ b]' bVS `SaWRcOZ dOZcS]T ZSOaSR OaaSba)

JVS T]ZZ] eW\U bOPZS ^`SaS\ba ^`]TWb]` Z]aa ]T ZSOaS b`O\aOQbW] \a Oa O ZSaa]` T]` bVS aWf [ ]\bVa S\RSR IS^bS [PS` .+' -+-, O\R IS^bS [ PS` .+' -+--5

	FQ[_QXNQ] +($ *(*)	FQ[_QXNQ] +($ *(**
	" Y X WW ZY^#	
ZJVSW] \a O;IOZSa bg^SSO\R RW`SQb TW\O\QW\U ZSOaSa5		

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))k 3 5 5H ? H> 3G7 6 AG : 7E 5A ? BE7 : 7@F; I 7 ;@5A ? 7 ">AFF#

JVS T]ZZ] e W\U bOPZS ^`SaS\ba bVS QVO\USa W\ 7QQc [ cZObSR ]bVS` Q] [^`SVS\aWdS W\Q] [ S $Z]aa% $ 7QQc [ cZObSR E9? %' \Sb ]T bOf O\R \Sb ]T \ ]\Q] \b`]ZZW\U W\bS`Saba' T]` bVS aWf [ ]\bVa S\RSR IS^bS [PS` .+' -+-, O\R -+--5

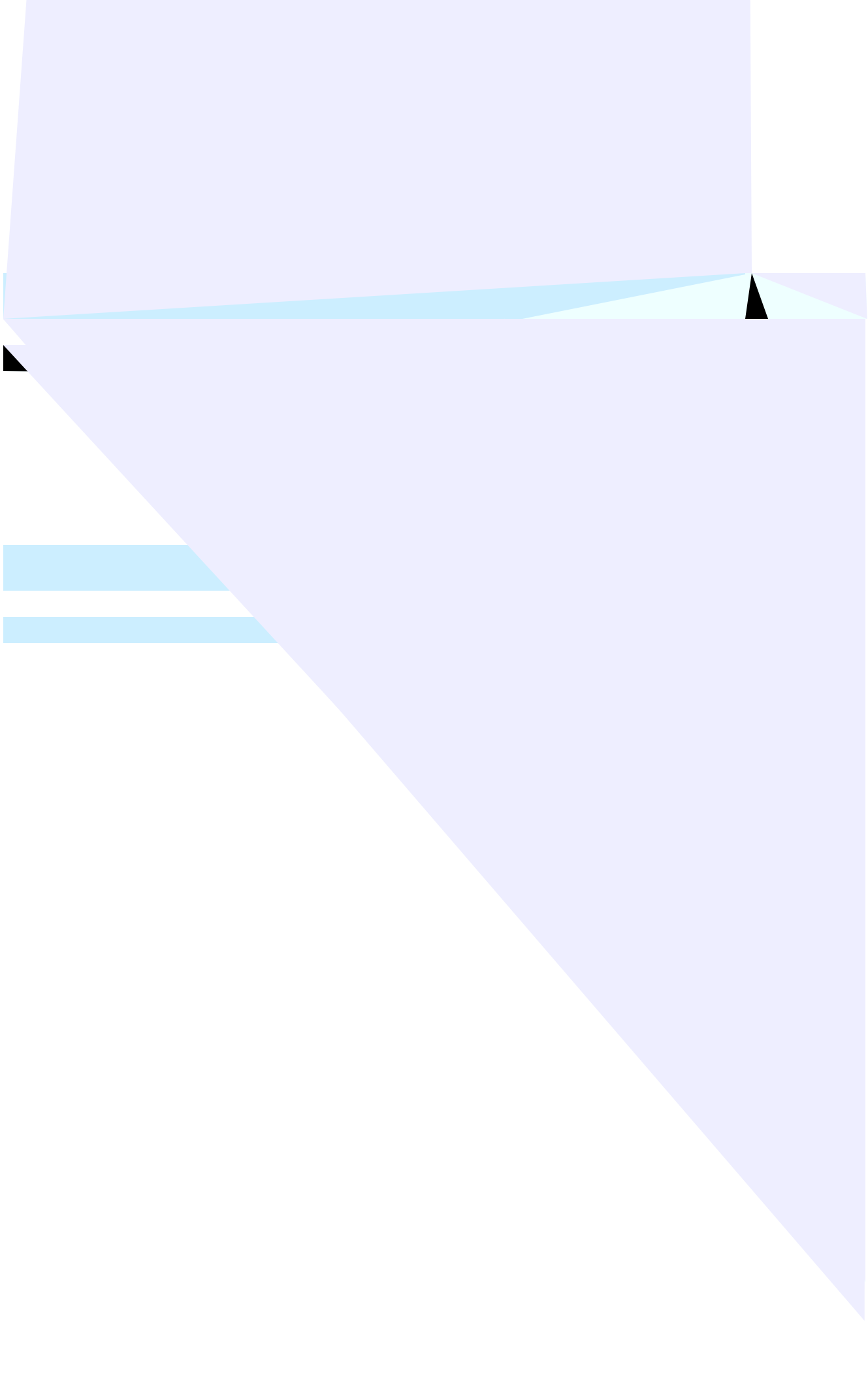
JVS T]ZZ] e\W\U bOPZS ^`SaS\ba bVS PST]`S bOf O\R \Sb]T bOf QVO\USa\W\ SOQV Q] [^] \S\b]T 7QQc [cZObSR E9? T]` bVS a\Wf [ ] \bVa S\RSR IS^bS [ PS` .+' -+-, O\R -+--5

.HK<>0 JA) @MDQ<0DQ@N JI 0C@ (JI?@IN@? (JINJGD?<0@? '<G<I>@ 8C@@0N

JVS T]ZZ] e W\U bOPZS ac [[O`WhSa TOW` dOZcS W\T]` [ ObW] \ ] \ RS`WdObWdS W\ab`c [ S\ba bVOb O`S `SQ]`RSR] \ bVS CK<= =`]c^pa Q]\RS\aSR Q]\a]ZWRObSR POZO\QS aVSSba Ob CO`QV . ,' -+-- 0\R IS^bS [PS` .+' -+--5

.HK<>0 JA) @MDQ<0DQ@N JI 0C@ (JI?@IN@? (JINJGD?<0@? 80<0@H@I0N JA 3K@M<0DJIN

JVS T]ZZ] e\U bOPZS ^`]dRSa [ ]`S RSbOZSR \T]` [ Ob]\ `SUO`R\U bVS RS`dObdS(`SZObSR [ ^OQb ]\ bVS OQQ] [ ^O\g\U Q]\RS\aSR Q]\a]ZROb SR abObS [ S\ba ]T ]^S`Ob]\a T]` bVS af [ ]\bVa S\RSR IS^bS [ PS` .+' -+-, O\R -+--5



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JVS PcaW\Saa OQbWdWbWSa `SZSdO\b b] b`cab TSSa O`S Obb`WPcbOPZS b] H " 9' @9?8' O\R 7C*?I eWbV \] aWU\WTWQO\b Q]\QS\b`ObW]\ W\ O\g ^O`bWQcZO` aSU [S\ba)

) /& 4HF;@7FF F7 9 ? 7@GF

2NB?L m 9] \aWaba [OW\Zg]T bVS Q]`^]`ObS QS\bS`a ]T CK<=' CK<= 80\Y' CWbacPWaVW K<@ J`cab 0\R 80\YW\U 0\R CWbacPWaVW

F c XZY_T^ QYPQP
FQ[_QXNQ] +($

*(*) *(**

D]bSa

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