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L 13E&3<! ' %1!%#A&!#$$&6-&-!91,,&.&!;693&#<;6.,4!8&.;6!$%&;3! ' 13E;6.!,;A&<! ' ;$%!#! 2;6#69;#,!3&<>16<;8;,;$4!61$!<%#3&-!84!>3;13!.&6&3#$;16<[!>#4;6.!122!<+8<$#6$;#,!<$+-&6$!,1#6!-&8$)!! N6!Y\\B/!I]!>&39&6$!12!.3#-+#$&<!%#-!<$+-&6$!,1#6</!8+$!$%&!-&8$!8+3-&6! ' #<!$4>;9#,,4!,1 ' !O! 81331 ' &3<!1 ' &-!#31+6-!^YC/CCC!16!#A&3#.&!Q;6!HCYB!-1,,#3<R)!!51-#4/!]C!>&39&6$!12!.3#-+#$&<! %#A&!,1#6<!#6-!$%&!#A&3#.&!-&8$!8+3-&6!%#<!$3;>,&-!$1!^BC/CCC) !!5%&!3#>;-!3;<&!;6!<$+-&6$!-&8$! %#<!9,&#3,4! ' &#E&6&-!$%&!8#,#69&!<%&&$!12!41+6.&3! ' 13E&3<)!!_1 ' !%#A&!$%&4!3&<>16-&-J!!(1@&! <$+-&6$<!@#4!9+$!8#9E!16!916<+@>$;16)!! ` $%&3<!@;.%$!3#9E!+>!1$%&3!$4>&<!12!-&8$a!;6-&&-! >3&A;1+<!3&<&#39%!%#<!21+6-!$%#$!%;.%&3!<$+-&6$!-&8$!8+3-&6<!#3&!#<<19;#$&-! ' ;$%!-&93&#<&-! 93&-;$ ' 13$%;6&<<!Q0;9%&A#!#6-!5%1@><16!HCYBR)!!P,$&36#$;A&,4/!<$+-&6$!81331 ' &3<!@#4!3&-+9&! $%&;3!3&$;3&@&6$!<#A;6./!1>$;6.!$1!<%13&!+>!<%13$D$&3@!6&&-<!#$!$%&!&?>&6<&!12!$%&!,16.&3!3+6)!! 0;A&6!$%&!3#>;-!3;<&!;6!<$+-&6$!-&8$!#6-!$%&!;693&#<;6.!;@>13$#69&!12!;6-;A;-+#,!3&$;3&@&6$! <#A;6./!#!6#$+3#,!G+&<$;16!#3;<&<[!%1 ' !-1&<!$%&!>3&<&69&!12!<$+-&6$!-&8$!#22&9$!41+6.!#-+,$<M! -&9;<;16<!$1!<#A&!213!3&$;3&@&6$/!#6-!%1 ' !-1&<!;$!#,$&3!&#3,4D9#3&&3!#<<&$!#99+@+,#$;16J!!!

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&9161@&$3;9!<$3#$&.4!+<&-!;6!$%;<!<$+-4)!!5%&!21+3$%!<&9$;16!3&A;&'<!$%&!3&<+,$</!#6-!$%&!2;6#,!<&9$;16!9169,+-&<!$%#$!41+6.!91,,&.&!.3#-+#$&<!';$%!,1#6<!#3&!b+<$!#<!,;E&,4!$1!<#A&!213!3&$;3&@&6$/!8+$!$%&;3!,1'&3!@16$%,4!916$3;8+$;16<!3&<+,$!;6!,&<<!3&$;3&@&6$!'&#,$%!#99+@+,#$;16!84!#.&!BC)!

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5#8,&!H!$#8+,#$&<!$%&!>31>13$;16!12!$%&!<#@>,&! ' ;$%!#!<$+-&6$!,1#6/!<&>#3#$&,4!84! ' %&$%&3! $%&!3&<>16-&6$!91@>,&$&-!#!21+3D4&#3!-&.3&&)!!5%&!<#@>,&!;69,+-&<!@13&!$%#6!Y/ICC!;6-;A;-+#,<! ' ;$%!<$+-&6$!,1#6</!@13&!$%#6!$3;>,&!$%&!<#@>,&!<;7&!#A#;,#8,&!;6!$%&!(S:!213!#!91@>#3#8,&!#.&! 3#6.&)!!P@16.!$%1<&! ' ;$%!,1#6</!#>>31?;@#$&,4!$%3&&DG+#3$&3<!%#A&!#!-&.3&&/!8+$!16,4!IY!>&39&6$! 12!$%1<&! ' ;$%1+$!,1#6<!%#A&!#!-&.3&&)!!P@16.!-&.3&&!%1,-&3</!6&#3,4!I]!>&39&6$!6&A&3!%#-!,1#6<! 13/!#$!,&#<$/!%#A&!61!1+$<$#6-;6.!-&8$!#$!$%&!#.&DHi!;6$&3A;&')!!!

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.3#-+#$&<! '%1!#$$&6-&-!91,,&.&/!$%1<&! ';$%!<$+-&6$!,1#6<!%#-!#!@&-;#6!616D<$+-&6$!-&8$!12! ^I/iCC!#$!#.&!BC/!91@>#3&-!$1!^Y/]iC!213!616D.3#-+#$&<! ';$%1+$!<$+-&6$!,1#6<)!!U16D3&$;3&@&6$! #<<&$<!#3&!9,&#3,4!%;.%&3! '%&6!91,,&.&!.3#-+#$&<!%#A&!61!<$+-&6$!-&8$!O!#.#;6/!@13&!$%#6!-1+8,&! $%&!616D3&$;3&@&6$!#<<&$<!12!91,,&.&!.3#-+#$&<! ';$%!<$+-&6$!,1#6<)!!(+3>3;<;6.,4/!$%&!-;22&3&69&!;6! 616D3&$;3&@&6$!#<<&$<!213!616D.3#-+#$&<! ';$%!#6-! ';$%1+$!<$+-&6$!,1#6<!;<!<@#,,/!#6-!&A&6!.1;6.! $%&!1>>1<;$&! '#4!84!<1@&!@&#<+3&</!$%1+.%!$%&!#<<&$!,&A&,<!#3&!$4>;9#,,4!<@#,,!213!$%;<!.31+>/!<1! $%&4!#3&!A+,6&3#8,&!$1!1+$,;&3<)!

5%&!219+<!12!$%;<!>#>&3!;<!16!$%&!,#<$!>#6&,!12!5#8,&!B[!$%&!91@>#3;<16!12!3&$;3&@&6$! #<<&$<)!! "&-;#6!#<<&$<!#3&!#,@1<$!&?#9$,4!&G+#,!#@16.!$%1<&! ';$%!#6-! ';$%1+$!,1#6<!1A&3#,,/!#6-! #@16.!616D.3#-+#$&<)!!T+$!91,,&.&!.3#-+#$&<!#>>&#3<!$1!8&!;@>#9$&-!84!$%&!%#3@2+,!&22&9$!12! ,1#6<[!3&<>16-&6$<! ';$%1+$!,1#6<!%#A&!@&-;#6!3&$;3&@&6$!#<<&$<!12!^YZ/H]C/!#,@1<$!-1+8,&!$%&! ^YC/BjC!@&-;#6!213!.3#-+#$&<! ';$%!,1#6<)!! "&#6!3&$;3&@&6$!,&A&,</!#,<1!&?9,+-;6.!616D >#3$;9;>#6$</!#3&!9,1<&3!8+$!&?%;8;$!$%&!<#@&!>#$$&36[!$%&!#A&3#.&!,&A&,!12!3&$;3&@&6$!#<<&$<!#$!#.&! BC!;<!#,@1<$!^Bi/CCC!213!.3#-+#$&<! ';$%1+$!,1#6</!91@>#3&-!$1!6&#3,4!^Hj/CCC!213!.3#-+#$&<! ';$%! ,1#6<)   (+3>3;<;6.,4/!3&<>16-&6$<! ';$%!<$+-&6$!,1#6<!#3&!@13&!,;E&,4!$1!>#3$;9;>#$&!;6!#!3&$;3&@&6$! >,#6!Q&;$%&3!#<!>#3$;9;>#6$<!$%&@<&,A&<!13!91+>,&-! ';$%!<1@&16&!&,<&! '%1!>#3$;9;>#$&<R)!!P@16.! 91,,&.&!.3#-+#$&</!$%&!>#3$;9;>#$;16!3#$&!;<!&<<&6$;#,,4!&G+#,[!b+<$!,&<<!$%#6!$ '1D$%;3-<!12!.3#-+#$&<! %#A&!3&$;3&@&6$!%!<

;69,+-;6.!>#3&6$#,!8#9E.31+6-!13!+6-&3,4;6.!#8;,;$4/!84!91,,&.&!,1#6!$&39;,&!Q#6-!#@16.!$%1<&! ' ;$%!61!,1#6<R!<&>#3#$&,4!213!91,,&.&!.3#-+#$&<!#6-!616D.3#-+#$&<)!

S1,,&.&!.3#-+#$&<! ' ;$%1+$!,1#6<!9,&#3,4!%#A&!$%&!@1<$!#-A#6$#.&-!8#9E.31+6-<

$%&!-&>&6-&6$!A#3;#8,&)!!5%&!@&#6!>#3$;9;>#$;16!3#$&!;<!3&>13$&-!;6!$%&!2;3<$!31 ' !213!3&2&3&69&)!!N6!
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P6-/!;6$&3&<$;6.,4/!$%&;3!-&9;<;16!$1!916$3;8+$&!,&<<!#>>&#3<!+63&,#$&-!$1!$%&!<;7&!12!$%&!,1#6! >#4@&6$/!8+$!;6<$&#-!3&2,&9$<!$%&!@&3&!2#9$!$%#$!$%&4!%#A&!$1!@#E&!#!>#4@&6$!&#9%!@16$%) !!!

5%&!3&<+,$<!<+..&<$!$%#$!3&213@<!#;@&-!#$!@#E;6.!<$+-&6$!-&8$!@13&!@#6#.&#8,&!@#4! >31A&!;6&22&9$;A&!#$!;693&#<;6.!3&$;3&@&6$!<#A;6.!#@16.!41+6.!'13E&3<)!!5%&<&!3&213@</!<+9%!#<! $4;6.!<$+-&6$!,1#6!>#4@&6$<!$1!;691@&/!@#4!,&#A&!@13&!311@!;6!$%&!8+-.&$!213!916$3;8+$;6.!$1! 3&$;3&@&6$!>,#6<)!!T+$!$%&!3&<+,$<!<+..&<$!$%#$!<$+-&6$!-&8$13<!#3&!61$!@#E;6.!$%&;3!916$3;8+$;16! -&9;<;16!8#<&-!16!'%#$!$%&4!9#6!#2213-/!8+$!16!$%&!@&3&!>3&<&69&!12!$%&!,1#6)!!!N6!2#9$/!;2!;691@&D 8#<&-!3&>#4@&6$!,&6.$%&6<!$%&!,1#6<M!$&3@/!;$!@#4!#9$+#,,4!<&$!<$+-&6$!-&8$13<!&A&6!2+3$%&3!8#9E! O!$%&4!';,,!'#;$!$%#$!@+9%!,16.&3!$1!8&.;6!<#A;6.!;6!&#36&<$)!!N6<$&#-/!>1,;94@#E&3<!@#4!2;6-!;$! @13&!&22&9$;A&!$1!219+<!16!%&,>;6.!.3#-+#$&<!';$%!@#6#.&#8,&!8#,#69&<!-&$&3@;6&!'%#$!$%&4!9#6! #2213-!$1!<#A&/!'%;,&!%&,>;6.!$1!>+$!$%&;3!<$+-&6$!-&8$!;6!>&3<>&9$;A&)!

5%&!91%13$!<$+-;&-!%&3&/!%1'&A&3/!#3&!b+<$!#%&#-!12!$%&!,#3.&!3+6D+>!;6!<$+-&6$!-&8$)!!N6! @13&!3&9&6$!91%13$</!<$+-&6$!-&8$!%#<!8&91@&!@13&!91@@16/!#6-!1+$<$#6-;6.!,1#6!8#,#69&<! ,#3.&3)!!

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f&@;6./!f#A;-!W)/!S,#+-;#!01,-;6/!#6-!h#'3&69&!:)!g#$7)!HCYH)!k5%&!:13Dd312;$!d1<$<&916-#34!(9%11,!(&9$13[!U;@8,&!S3;$$&3<!13!P.;,&!d3&-#$13<Jl! ! HjQYR[!YB\DYjI)!

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f;,,16/!K,&#613!L;<E&!#6-!W&223&4!P6-3&'!(@;$%)!HCY])!k5%&!S16<&G+&69&<!12!P9#-&@;9!"#$9%!T&$'&&6!($+-&6$<!#6-!S1,,&.&<)l!L13E;6.!d#>&3!jBII)!"+6;9%/!0&3@#64[!h+-';.D "#?;@;,,;#6<!F6;A&3<;$4!S&6$&3!213!K9161@;9!($+-;&<!#6-!$%&!N21!N6<$;$+$&)!

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:34/!*;9%#3-)!HCYI)!kc1+6.!P-+,$</!($+-&6$!f&8$/!#6-!K9161@;9!L&,,DT&;6.)l!L#<%;6.$16/!fS[!
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g;6./!W#9G+&,;6&!K)!HCCi)!k:&-&3#,!($+-&6$!h1#6!f&8$[!Y\\B!$1!HCCI)l!N<<+&!T3;&2)!L#<%;6.$16/!
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d+8,;9!;6<$;$+$;16!	C)]\H! !	C)]BZ! !	C)jBi! !	C)iCC! !
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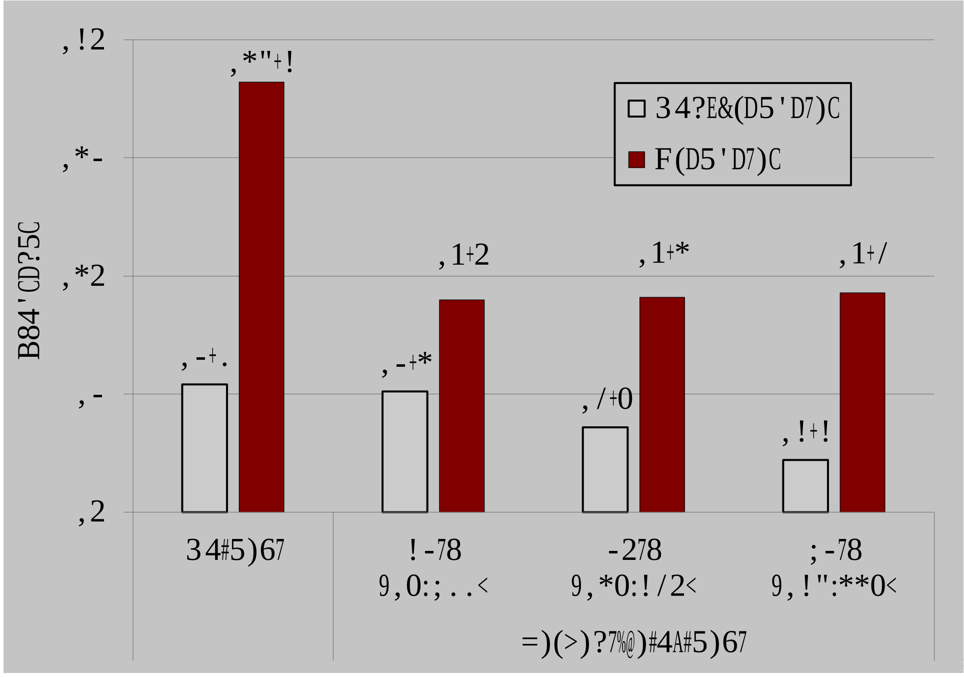

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