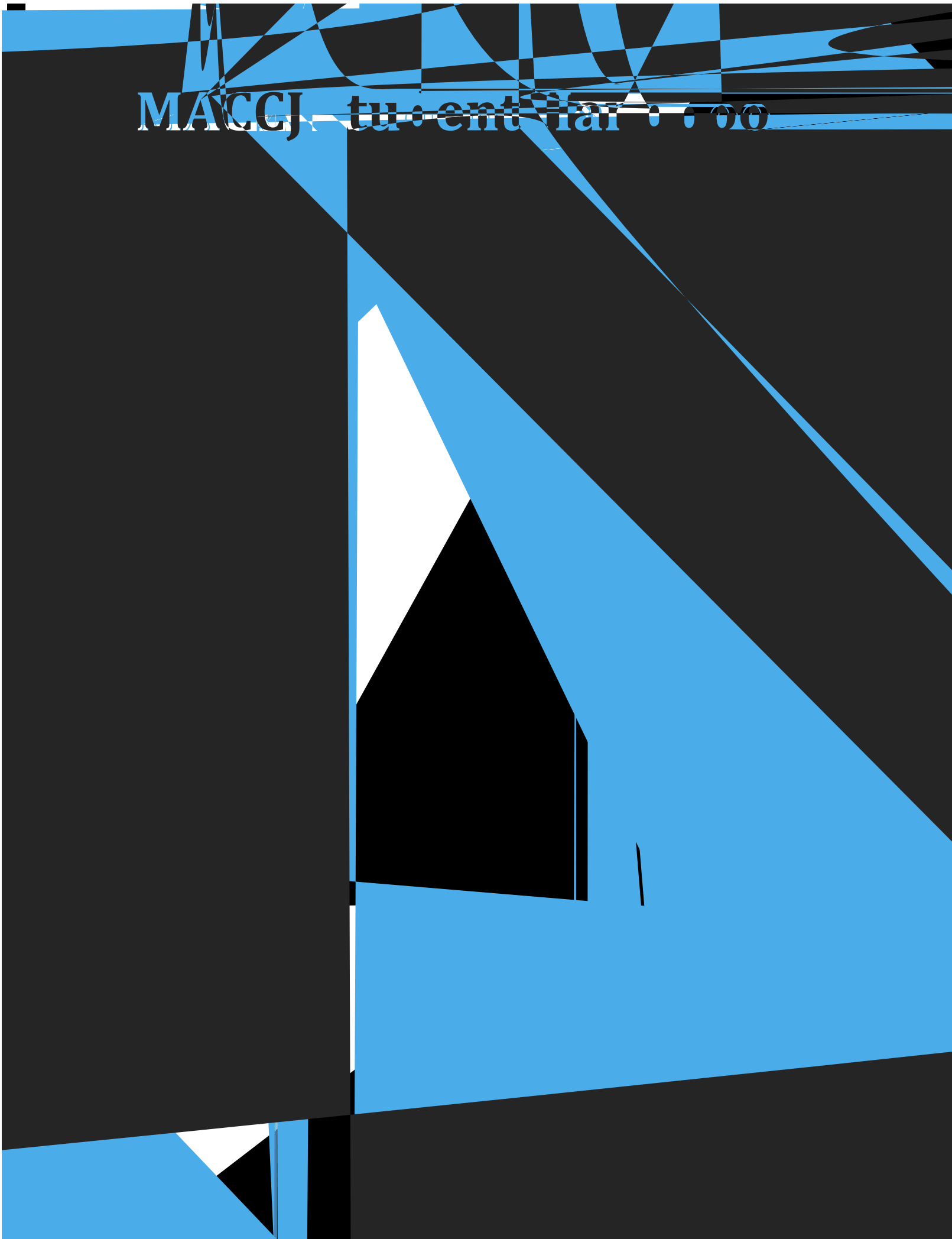

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2#,+&5!'(!-5+,!1*!)5101*'%'6:!#*/!)5101*#%!37,+1.&!B2-))3 C!45'65#0!

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” ‡ ƒ – • ‡ • – ƒ • † ‡ Š ƒ „ ‹ Ž ‹ – ƒ – ‹ ‘ •
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,0)*B*0)*01%514)8%'34.5*%B=(0%5<34%)%B=,'(1*%(08%*T,51,0D%'34.5*%3>>*.*)%U,1<,0%1<*%
B.3D.(+l/ '<33=:%K1%,5%1<*%.*5B305,O,=,18%3>%1<*%514)*01%13%*0D=D8%(*D.()4(1*%
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.*W4,.*+*015%,0'=4)*%(%+<3%58==(O45%B*.%1<*%9&CCE%B.3D.(+l5%>3.+(1:%b<*%)*5'.,B1,30%5<34
,)*01,>8%1<*%0(14.*%3>%1<*%'34.5*R%'301*01%(.*(5R%=*(.0,0D%3Oc*'1,7*5R%.*(),0D%=,51R%5'<*
+**1,0D5R%(0)%+*1<3)5%3>%*7(=4(1,30:%b<*%58==(O45%(0)%'301.('1%(.*%13%O*015,D0*)%O8%1
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,0)*B*0)*01%514)8%'34.5*%(.*%(7(,=(O=*%30%1<*%/'<33=I5%A33D=*%/,1*%3.%>.3+%1<*%9&CCE%
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- 9,0,+4+ %'4+4=(1,7*%AF&%3>%$:"
- /1.*0D1<%3>%40)*.D.()4(1*lB.*7,345%D.()4(1*%B.*B(.(1,30
- b<.** %51.30D%('()*+,'%(0)l3.%B.3>*55,30(=%.*>*.*0'*5
- &%1<34D<1>4=%(0)%U*==%U.,11*0%B.3>*55,30(=%51(1*+*01
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- 931,7(1,30R%=*()*.5<,BR%(0)%5*.7,'*%B31*01,(=
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&)+,55,305%U,==%+(@*%(%.*>*..(=%13%1<*%/14)*01%&>>(,.5%C3++,11**%[/&C\%>3.%>4.1<*.%.*7,
.*7,*U%3>%1<*%>,=*R%1<*%'3++,11**%+(8%()+,1%1<*%(BB=,'(01%30%C30),1,30(=%&)+,55,305%[,:
B.3O(1,30\%>3.%1<*%)4.(1,30%3>%30*%5*+*51*.:%/14)*015%(.*%,0>3.+*)%3>%1<*%()+,55,30%)*',5,
1<.34D<%(%=*11*.%>.3+%1<*%H,.*'13.%3>%A.()4(1*%Q*'.4,1+*01%(0)%&)+,55,305:%K0'=4)*)%,0%1
,5%(%'301.('1%341=,0,0D%1<*%.*W4,.*+*015%1<(1%1<*%514)*01%+451%54"*55>4==8%'3+B=*1*:%
()+,11*)%514)*015%+(8%031%.*D,51*.%>3.%+3.*%1<(0%5,T%'.*),1%<34.5%)4.,0D%1<*,.%>,.51%5*+
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(55,D0*)%(%>('4=18%+*013.:%V('4=18%5*013.513%40)*.51(0)%1<*%*)4'(1,30(=%(0)%'(.**.%D3(=5%3>
514)*015%(0)%(,)(0)%+*013.,0D%,0%'34.5*%B=(00,0DR%.*D,51.(1,30R%(0)%U,1<%31<*.%('()*+,'%(0)
'(.**.%'30'*.05:%b<*%9&CCEB.(+ %*+O.('*5%(0%()4=1(.0*.%+3)*=%3>%()7,5,0D 5+*013.,0DR%
U,1<%1<*%5*+**1,0D5%3>1*0%5'<*)4=*)%(5%.*W4*51*)%O8%1<*%514)*01:%^3U*7*.R%B*.%D.()4(1*%
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3>%*('<%.*D,51.(1,30%[1=B,%*7*.8%9(.'<%(0)%*7*.8%Y'13O*.\:%9&CCE155<34=)%'301('1%
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.*D,51.(1,30%[*:D:R%()),0DR%).3BB,0DR%3.%'<(0D,0D%'34.5*5\%+451%O*D,0%O8%,%3054=1,0D%U,
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G&61,+5#+1!*

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'<*'@,0D%1<*,.%H*D.**%S7,34%>3.*+(,0,0D%'34.5*%.*W4,.*+*015:%Q*D,51.(1,30%>3.%1<*%5B.,0D%
5*+*51*.%D*0*.(==8%1(@*5%B=('*%,0%]37*+O*.:%Q*D,51.(1,30%>3.%O31<%54++*.%(0)%>(==%5*+*
454(==8%1(@*5%B=('*%,0%&B.,=:%V3.%*('<%.*D,51.(1,30%B*.,3)R%514)*015%.*'*,7*%(1,30%
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J: &%514)*01%+(8%U,1<).(U%>.3+%(0%('()*+,'%'34.5*%U,1<%(%D.()*%3>%?%O*>3.*%3.%30%1<*%)
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(0)%54O+,11,0D%(%-6#,0&!()!?&0+$%%3.(+:%b<*%)*()=,3*%U,1<).(U,0D%>.3+%(0%('()*+,'

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U,==%O*%1(@*0R%O41%>414.*%7,3=(1,305%3>%51(0)(.)5%3.%B3=,',*5%+(8%.*54=1%,0%B.
),5+,55(=i
!\ /45B*0)*)%K+B35,1,30%3>%F.3O(1,30k%b<*%514)*01%+451%'3+B=*1*%1(5@5%O8
5*1%)*()=,0*5%13%.*+(,0%,0%D33)%51(0),0D:%K>%1<*%514)*01%)3*5%031%'3+B=*1*%1(5@
)*()=,0*5R%514)*01%U,==%O*%B=('*)%30%B.3O(1,30i
$\ ]30 #&'()*+,'%F.3O(1,30k%b<*%514)*01%+451%'3+B=*1*%'=*(.=8%)*>,0*)%1(5@5%O8%5*1
)*()=,0*5%13%+(,0%,0%(0)%D.()4(1*%>.3+%1<*%B.3D.(+%(0)%<(7*%03%>4.1<*.%7,3=(1,305%
,0%1<*%B.3D.(+:%/14)*015%B4.54,0D%)*D.**5%.*W4,.,0D%B.('1,'4+%U<3%(.*%B=('*)%30
B.3O(1,30%>3.%B.3>*55,30(=%'3+B*1*0'*%7,3=(1,305%+(8%031%B=(0%3.%'3+B=*1*%(%B.('1,
401,=%1<*8%(03%=30D*.%30%B.3O(1,30i%3.
;\ H,5+,55(=k%b<*%514)*01%,5%),5+,55*)%>.3+%1<*%B.3D.(+%(0)%+451%(BB*(=%13%.*+(,0%
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b<*%37*.(==%>3'45%>3.%1<*%>,.51%1<.**%341'3+*5%U,==%O*%51.*0D1<5%(0)%*)4'(1,30(==8%O(5
(55,51%1<*%514)*01%,0%'301,04,0D%U,1<%(0)%('<,*7,0D%54''*55%,0%1<*%B.3D.(+:%b<*%/&C%U,
54O+,1%(%.*B3.1%U,1<%.*'3++*0)(1,305%13%1<*%H,.*'13.%3>%1<*%B.3D.(+%,0%U<,'<%1<*%514)*
0.3==):%b<*%F.3D.(+%H,.*'13.%U,==%1<*0%+(@*%(%>,0(=%)*1*.+,0(1,30%(0)%U,==%+**1%U,1<%
514)*01%13%),5'455%1<*%>,0(=%)*',5,30%(0)%B.37,)*%(%U.,11*0%=*11*.%3.%'301.('1:%K>%1<*%51
13%(BB*(=%1<*%)*',5,30R%1<*%514)*01%+451%B.*5*01%(%U.,11*0%(BB*(=%13%1<*%H,.*'13.%3>%
U,1<,0%P''%O45,0*55%)(85%3>%1<*%031,'*%3>%1<*%37,*%3+%31,%0%<

*5#2&.+5!DE8&5%#%+!(,$

&'()*+,'%*TB*'1(1,305%,0'=4)*%54''*55>4=%'3+B=*1,30%3>%(==%(55,D0+*015%,0%1<*%'34.5*5%(5%
+**1,0D%(==%'34.5%W4,.*+*015%>3.%1<*%9&(*CE**%/4''*55>4=%'3+B=*1,30%,5%)*>,0*)%(5%
+(,01(,0, 0D%1<*%0*'*55(.8(%5%(0)%AF%>3.%1<*%9&(*CE**%(5%9(5%()<*.,0D%13%1<*%
B.3>*55,30(%*TB*'1(1,305%),5'455*)%(O37*%3.%7,3=(1,0D%(08%(5B*'1%3>%('()*+,%(5%1*D.,18%#
)*1(,=*)%0%(0%=,*. %5*'1,30%3>%1<,5%<(0)O33@:

-.#/&01.!45'$#+1'* !

K>%(%514)*01I5%'4+4=(1,7*%AF&%>(==5%O*=3U%(%$:''%F.3D*(0%d<,*%08&%SE(==%B=('*%1<*%
514)*01%30%('()*+,'%B.3O(1,30%(0)%031,>8%1<*%514)*01R%,0%U.,1,0DR%3>%1<?,1<,0%D*)%51(1
1<*%0*T1%P.*),1%<34.5%3>%'34.5*U3.@R%1<*%514)*01%(0%1<*%37*+*01%,0%D.()*5%(0)%
.(,5*%<,5l<*.%'4+4=(1,7*%AF&%13%$:':%?<,=*%514)*015%(.*%30%('()*+,'%B.3O(1,30R%1<*.*%+(8%O*
.*51.,'1,305%B=('*)%30%1<*%04+O*.%3>%'34.5*5l'.*),1%<34.5%(0)l3.%@,0)5%3>%'34.5*5%1<*8%+(8
'3+B=*1*:%

45'65#0!D1,01,,#% !

/14)*015%U,=*%(413+(1,'!%U,= (*)1<*%%0 (1)-2 [2(%)3*50%'(80 (%)20 (3)-3%<5 (%)]TJ -29D Tc 1.%51(8

$: K>R%O8%1<*%*0)%3>%1<*%;#8*(.%=,+,1%>3.%'3+B=*1,30%3>%)*D.**%.*W4,.*+*015R%1<*
514)*01%)3*5%031%<(7*%(%$:"%AF&:
;: K>R%O8%1<*%*0)%3>%1<*%;#8*(.%=,+,1%>3.%'3+B=*1,30%3>%)*D.**%.*W4,.*+*015R%1<*
031%'3+B=*1*)%(==%.*W4,.*)%934.5*5%

H,5+,55(=)%,5,305%(0)%031,>,'(1,30%*%<(0)=*)%O8%1<*%& CCE%3D.(+%H,.*'13.:%14)*015%(8%
(BB*(=%B.3D.(+%),5+,55(=%U,1<,0%P)%5%O854O+,11,0D%U.,11*0%*11*131<*%Associate Dean
for Academic Affairs and/or the H*(0%3>%1<*%<33=%3>%3',(=%?3.@:%

?1+>/5#O#%!(5'0!)'75,&,!

&>1*.%1<*%>,0(=%3B%B*.,3)%3>%1<*%5*+*51*.%*0)5%[454(=,0%1<%U**@\514)*015%<(7*%
()),1,30(=%U**@5%B%U,1<).(U%3+%(%34.5*%U,1<%D.()*%3>%[>3.?%,1<).(U(=\%30%1<*%1(05'.,B1:%
K>%514)*01%U,1<).(U5%3+%(%

U1*#*.1#%!-1!

b<*%/'<33=%3>%/3',(=%?3.@%(55,515%514)*015%,0%3O1(,0,0D%>,0(0',(=%(55,51(0'*%13%<*=B%B
3>%D.()4(1*%*)4'(1,30:%b<*%1U3%+351%,++*),(1*%534.'*5%3>%>,0(0',(=%(,)%(.*%1<*%/'<33=%3>%
?3.@%1<.34D<%1<*%H,.*'13.%3>%A.()4(1*%Q*'.4,1+*01%(0)%&)+,55,305%.[$P,(0)%1<*%
60,7*.5,18e5%Y>>,'*%3>%/14)*01%V,0(0',(=%/*.7,'*5R%=3'(1*)%,0%H4a34.D%^(==RV`@33+%P!P%[$P
!$J"\: %

b<*%//?%>40)5%>3.%>,0(0',(=%(,)%(.*%B.,+(.,=8%,0%1<*%>3.(5*)35%3=(,5<,B5:%b<*%/%
(11*+B15%13%B.37,)*%54BB3.1%13%(5%+(08%514)*015%(5%B355,O=*:%b<,5%+*(05%1<(1%(U(.)5%
.*=(1,7*=8%5+(==%O41%(%D.*(1*.%04+O*.%3>%514)*015%(.*%<*=B*)%1<(0%U34=)%O*%1<*%'(5*%,>
(U(.)5%U*.*%+()*%13%c451%U:%F(.1,(=%5'<3=(.5<,B5%(.*%(U(.)*)R%(5%>40)5%(==3UR%13%514)*0
'(0%)*+3051.(1*%('()*+,'%(0)%3.%'3++40,18%5*.7,'*%+*.,1:%K0%()),1,30R%1<*%//?%<(5%>4==%(0)%
B(.1,(=%A.()4(1*%&55,51(015<,B5%[A&5<,B5%B.37,)*%3BB3.140,1,*5%>3.%514)*015.@%
'=35*=8%U,1<%>('4=18%(0)%.*'*,7*%14,1,30%%4=5%3&,B5%B.37,)*%(%51,B*0)%(0)%514)*01%
<*(=1<%,054.(0'*:%/'<33=%>('4=18%3>1*0%.*'*,7*%31<*.%>40),0D%>3.%.*5*(.'<%(0)%*7(=4(1,30%B.3
(0)%514)*015%(.*%031,>,*)%U<*0%1<*5*%()),1,30(=%>,0(0',(=%54BB3.1%3BB3.140,1,*5%(.,5*:%/14)*
,01*.*51*)%,0%>4.1<*.%,0>3.+(1,30%.*9(0)-2 (,)-2 (1)18 0%.*%,%-18 (*9 (0)-2 (%.)-6 (*))8 (0)V(.)-68 (<)-

A51&9#*.&,!

/14)*015%,0%1<*%CCE%3D.(+%+(8%54O+,1%U.,11*0%D.,*7(0'*%13%<*%Associate H*(0%for
Academic Affairs 3>%<*/'<33=%3>/%',(=%?3.@:%<*%Associate H*(0%U,==%3.U(.)%1<*%D.,*7(0'*%>3.%
.*7,*U%13%<*%&CCE%F.3D.(+%H,.*'13.%(0)l3.%1<*%/'<33=l5%/14)*01%>>(,.5%C3++,11**:%&%
gD.,*7(0'*h%5%>,0*)%(5%%>3.+(=%0W4,.8%%3+B=(,01%*W4*51,0D%%7,*U%*=(1*)%13%%5'<33=l
B.3D.(+%B3=,'8R%3'*55R%3.%'*)4.*R%3.%%5,14(1,30%%U<,'<%1<*%514)*01%**=5%(15%<*%U(5%
1.*(1*)%40>(,.=8%%40B.3>*55,30(==0%%%('4=18%%51(>*%+ O*.:%/14)*015%(*%0'34.(D*)%13%,.51%
(11*+B1%3%53=7*%08%30>=,'15%,1<%<*%5B*',>,'%('4=18%%51(>*%+O*.: %9&CCE%B.3D.(+%B3=,'8%
D.,*7(0'*5%(.*%13%D*%U.,11*0%(0)%54O+,11*)%13%%&CCE%F.3D.(+%H,.*'13.:%%

C30'*.05%*=(1*)%13%D.()*5R%(55+*01R%3.%),5'.,+,0(1,30%+(8%%305,)*.*)%>3.%%U.,11*0%
D.,*7(0'*%O41%<34=)%=53%%.*B3.1*)R%5%330%5%B355,O=*1R%*%9 &CCE%F.3D.(+%H,.*'13. :%%
514)*01%W4*51,305%3.%),5(D.**5%U,1<%%,0(=%D.()*%5l<*%*'*,7*)R%1<*%514)*01%5<34=)%,51%301('1%
1<*%('4=18%*+O*.%U<3%(55,D0*)%<*%D.()*:%&%514)*01%(5%34.%U**@5%1*.%<*%B351,0D%(3D.()*%
13%0,1,(1*%0%BB*(=R%51R%%<*%CCE%34.5*%051.4'13.i%D.()*%D.,*7(0'*5l(BB*(=5%U,==%3=3U%*%
D*0*.(=%D.,*7(0'*%B3=,'8%341=,0*)%0%<,5%5*'1,30%<*%9 &CCE%F.3D.(+%H,.*'13.%U,==%*%1%U,1<%*%
514)*01%13%,5'455%B355,O=*%(85%13%)).*55%1<*%5,14(1,30%(0)l3.%13%,0>3.+%.*D(.),0D%<*%0**)%3.%
(%U.,11*0%D.,*7(0'*:%?<*0%(BB.3B.,(1*R%1*.%<*%9& CCE%F.3D.(+%H,.*'13.%*'*,7*5%(0)%*7,*U5%
1<*%U.,11*0%D.,*7(0'*R%5l<*%U,==%3.U(.)%1<*%U.,11*0%D.,*7(0'*%13%<*%/'<33=%3>/%',(=%?3.@l5%
/14)*01%&>>(,.5%C3++,11**%(0)l3.%1<*%Associate Dean for Academic Affairs and/or the H*(0%3>%<*%

8*19&5,1+:!4'%1.1&,!#*/!45'.&/75&,!

K0>3.+(1,30%.*D(.),0D%60,7*.5,18%B3=,',*5%(0)%B.3'*)4.*5%,5%>340)%,0%1<*%/(,01%234,5%60,7*.5
514)*01%<(0)O33@:%C3B,*5%3>%1<*%60,7*.5,18I5%514)*01%<(0)O33@%(.*%(7(,=(O=*%30=,0*%(1
<11BkllUUU:5=4:*)4l=,>#(1#5=4l'3++40,18 #51(0)(.)5:%Y1<*.%<*=B>4=%,0>3.+(1,30%+(8%O*%=3'(1*)%
>.3+%1<*%60,7*.5,18I5%Y>>,'*%>3.%A.()4(1*%S)4'(1,30%(0)%30=,0*%(1%
<11BkllUUU:5=4:*)4l('()*+,'5lD.()4(1* :%

8*19&5,1+:!4'%1.:!'*!X#5#,,0&*+!

H%#%&.&,%!()!<'+,5+8/&!
/(,01%234,5%60,7*.5,18%,5%(%C(1<3=,'R%E*54,1%,051,141,30%U,1<%(%),51,0'1,7*%*)4'(1,30(=%+,5
B<,=353B<8%*+B<(5,Z,0D%C<.,51,(0%<4+(0,5+R%<4+(0%),D0,18R%(0)%1<*%)*7*=3B+*01%3>%1<*
<4+(0%O*,0D:%b<*5*%'3.*%7(=4*5%(.*%+(0,>*51*)%,0%1<*%60,7*.5,18I5%'3++,1+*01%13%>351*.%(
U3.@B=('*%(0)%=*(.0,0D%*07,.30+*01%1<(1%,5%>.**%>.3+%(08%>3.+%3>%<(.(55+*01%O*'(45*%3>
.('*R%'3=3.R%.*=,D,30R%0(1,30(=%3.,D,0R%(0'*51.8R%),5(O,=,18R%(D*R%5*T4(=%3.,*01(1,30R%+(.
+,=,1(.8%51(145R%7*1*.(0I5%51(145R%3.%(08%31<*.%'<(.('1*.,51,'5%B.31*'1*)%O8%=(U:%

H5(8&!
b<,5%B3=,'8%(BB=,*5%13%(==%>('4=18R%51(>>%(0)%514)*015%3>%/(,01%234,5%60,7*.5,18R%U,1

<'(6+9+%+(,$

*)!

;: H,5B=(8R%',.'4=(1,30R%3.%'3++40,'(1,30%3>%(08%5*T4(==8%54DD*51,7*R%*TB=,',1R%D.(B<,'R%
3Oc*'15R%B,'14.*5R%3.%+(1*.,(=5%3>%(08%@,0)R%40)*.%(08%3>%1<*%',.'4+51(0'*5%)*5'.,O*)%O8
F.3<,O,1,305%&[P\R%[!\R%3.%[$\
J: SB,1<*15R%5=4.5R%0*D(1,7*%51*.*318B,0DR%3.%1<.*(1*0,0DR%,01,+,)(1,0DR%3.%<351,=*%('15
5*TR%.('*R%.*=,D,30R%'3=3.R%0(1,30(=%3.,D,0R%(0'*51.8R%(D*R%B<85,'(=%3.%+*01(=%),5(O,=,18
B.*D0(0'8R%5*T4(=%3.,*01(1,30R%+,=,1(.8%51(145R%7*1*.(0I5%51(145%3.%(08%31<*.%'<(.('1*.,51,'5
B.31*'1*)%O8%=(UR%40)*.%(08%3>%1<*%',.'4+51(0'*5%)*5'.,O*)%O8%F.3<,O,1,305%&[P\R%[!\R%3.%
L: F=(',0D%30%U(==5R%O4==*1,0%O3(.)5R%*+(,=R%3.%*=5*U<*.*%30%1<*%60,7*.5,18I5%B.*+,5*5%
+(1*.,(=%1<(1%35U5%<351,=,18%3.%(7*.5,30%13%(0%,0),7,)4(=%D.34B%O*'(45*%3>%5*TR%.('*R%.*=
'3=3.R%0(1,30(=%3.,D,0R%(0'*51.8R%(D*R%B<85,'(=%3.%+*01(=%),5(O,=,18R%+(.,1(=%51(145R%B.
3.,*01(1,30R%+,=,1(.8%51(145R%7*1*.(0I5%51(145R%3.%(08%31<*.%'<(.('1*.,51,'5*%B.31*'1*)%O8%=(UR%40)*.
(08%3>%1<*%',.'4+51(0'*5%)*5'.,O*)%O8%F.3<,O,1,305%&[P\R%[!\R%3.%[$\:

-(,)+2&,%+#/+%1!
b<*%60,7*.5,18%.*14)%O ($)-6 (\)2 (:)]TJ /TT2 2 2 2 (8 (,) (*)8 (%6TT2 1 Tf 0 -2.52 %*)8 %5)-10 (*)8 (2 2

c34.0(=%3>%<,5l<*.%*TB*.,*0'*5R%.*>=*'1,0D%)(1*5R%1,+*5R%B=('*5R%0(14.*%3>%1<*%,0',)*01R%
(08%U,10*55[*5%

K0>3.+(=%'3+B=(,015%),.*'1*)%(D(,051%51(>>%*+B=38**5%5<34=)%O*%.*B3.1*)%13%1<*%*+B=38**
,++*),(1*% 54B*.7,53.R%)*B(.1+*01%<*()R%40,1%7,'*%B.*5,)*01R%n,'*%F.*5,)*01%>3.%^4+(0%Q*534.
3.%1<*%H,.*'13.%3>%5H,7*5,18%(0)%&>>,.+(1,7*%&'1,30:%K0>3.+(=%'3+B=(,015%),.*'1*)%(D(,051%>('4=18
5<34=)%O*%.*B3.1*)%13%1<*%>('4=18%+*+O*.I5%C<(,.R%H*(0R%F.37351R%3.5,18%(0),*'13.%3>%
&>>,.+(1,7*%&'1,30:%&==%'3+B=(,015%,073=7,0D%B*.5305%U<3%(.*%031%+*+O*.5%3>%1<*%60,7
'3++40,18R%54'<%(5%*+B=38**5%3>%3415,)*%7*0)3.5R%5<34=)%O*%.*B3.1*)%13%1<*%H,.*'13.%3
(0)%&>>,.+(1,7*%&'1,30:

b<*%,0>3.+(=%'3+B=(,01%+(8%O*%.*53=7*)%(5%>3==3U5k
P: b<*%'3+B=(,0(01%+(8%+**1%U,1<%1<*%("45*)R%),5'455%1<*%O*<(7,3.%3>%1<*%("45*)R%(0)R%
(BB.3B.,(1*R%.*W4*51%1<(1%54'<%O*<(7,3.%O*%513BB*)i
!: b<*%'3+B=(,0(01%+(8%+**1%U,1<%1<*%)*5,D0(1*)%'301('1%B*.530%13%(5@%1<(1%1<*%'301('1%
+**1%U,1<%1<*%("45*)%13%),5'455%1<*%O*<(7,3.%(0)R%,>%(BB.3B.,(1*R%(5@%1<(1%1<*%O*<(7
513BB*)i%3.
$: K>R%(>1*.%'3054=1(1,30%U,1<%1<*%)*5,D0(1*)%'301('1%B*.530%3.%(>1*.%51*B5%40)*.%1<*%K
C3+B=(,01%B.3'*55%<(7*%O**0%1(@*%3R%1<*%(01%5<34=)%,0),'(1*%5l<*%)3*5%031%U,5<%1<*
60,7*.5,18%13%1(@*%>4.'1,30%30%1<*%'3+B=(,01R%1<*%)*5,D0(1*)%'301('1%B*.530%5<(==%B.*5*01%
?&J4&$%!I('!K(!*5%+(!>3.+%13%1<*%'3+B=(,0,0D%B(.18:%b<*%'3+B=*1,30%3>%1<*%>3.+%,5%51.,'1
73=401(.8:

b<

F.*5,)*01%3.%1<*%F.37351R%1<*%("45*)R%(0)%1<*%'3+B=(,0,0D%B(.18%341=,0,0D%1<*%H,.*'13.I5
(0)%.*'3++*0)*)%),5',B=,0(.8%3.%'3..*'1,7*%('1,30%

?,1<,0%>,7*%[J\%U3.@,0D%)(85%>.3+%.*'*,B1%3>%1<*%.*B3.1R%1<*%'3+B=(,0(01%3.%1<*%("45*)
.*W4*51%>3.%.*'305,)*.(1,30%U,1<%1<*%(BB.3B.,(1*%n,'*%F.*5,)*01%3.%1<*%F.37351%O8%(11('<,0
3>%1<*%H,.*'13.I5%.*B3.1%(0)%51(1,0D%1<*%5B*',>,'%.*(5305%>3.%5*11,0D%(5,)*%1<*%H,.*'13.I5%
.*'3++*0)(1,305:%b<*%n,'*%F.*5,)*01%3.%1<*%F.37351%U,*U%1<*%.*'3.)%3>%1<*%,07*51,D(1,30%
'30)4'1*)%O8%1<*%H,.*'13.%(0)%+(8%5**@%()),1,30(=%,0>3.+(1,30%(0)%'3054=1%U,1<%1<*%H,.*'1
(08%31<*.%B*.530R%,0'=4),0D%1<*%'3+B=(,0(01%3.%1<*%("45*)R%(5%0**)*):%Y.),0(.,=8R%1<*%H,
.*B3.1%U,==%O*%(')%B1T'*B1%U<*.*%1<*%n,'*%F.*5,)*01%3.%1<*%F.37351%'30'=4)*5%1<(1%1<*%>,
3.%1<*%.*'3++*0)*)%('1,305%(.*%031%.*(530(O=*%3.%54BB3.1*)%O8%1<*%.*'3.):%b<*%n,'*%F.*5,)*0
1<*%F.37351%(=53%+(8%.*'3++*0)%+3.*%3.%=*55%5*7*.*%),5',B=,0(.8%3.%31<*%('1,30%1,7
)*B*0),0D%4B30%1<*%',.'4+51(0'*5%,0%(08%B(.1,'4=(.%'(5*%,0'=4),0DR%O41%031%=,+,1*)%13R%1<
*+B=38+*01%.*'3.)%3>%1<*%("45*)%(0)%)4*%'305,)*.(1,30%>3.%*>>*'1,7*%*0>3.'*+*01%3>%1<,5%B3
&>1*.%.*7,*U,0D%1<*%H,.*'13.I5%.*B3.1%(0)%(08%>3.%4.*5305,)*.(1,30R%1<*%n,'*%F.*5,)*01%3.%
1<*%F.37351%U,==%,554*%(%U.,11*0%)*',5,30%("*B1,0D%3.%.*c*'1,0D%3.%1<*%(0)%1341=,0,0D%
(08%),5',B=,0(.8%('1,305%3.%B.3'**),0D5%1<(1%U,==%O*%,0,1,(1*):%&%'3B8%3>%1<*%)*',5,30%U,=
1<*%("45*)R%1<*%'3+B=(,0(01R%(0)%1<*%H,.*'13.:

K0%(08%,051(0'*%U<*.*%1<*%("45*)%,5%(0%3>>,'*.%3>%1<*%60,7*.5,18R%1<*%H,.*'13.%U,==%'30
(BB.3B.,(1*%,D<*.#(0@,0D%3>>,',(=[5\%(0)%(%.*B.*5*01(1,7*%3>%1<*%A*0*.(=%C3405*=I5%Y>>,'*%
),.*'1,30%30%()+,

""!

(D(,051%51(>>%U,==%O*%,+B=*+*01*)%'305,51*01%U,1<%1<*%B3=,',*5%(0)%B.3'*)4.*5%5*1%>3.1<
^(0)O33@%3>%/(,01%234,5%60,7*.5,18%*T'*B1%U<*.*%31<*.U,5*%B.37,)*)%>3.%*+B=38**5%U<3%(
'37*.*)%O8%(%'3=1,7*%O(.D(,0,0D%(D.**+*%1:

-(..4,+5#%+(,!()!L4%5(.& !
b<*%60,7*.5,18%U,==%,0>3.+%1<*%("45*)R%'3+B=(,0(01R%(0)%(08%31<*.%B*.5305%U<3%<(7*%(%
0**)%13%@03U%3>%1<*%D*0*.(=%341'3+*%3>%(08%,0>3.+(=%3.%>3.+(=%'3+B=(,01:%H,5'=354.*%
,0>3.+(1,30%073=7,0D%514)*015%5<(==%O*%54Oc*'1%13%(08%=*D(=%.*W4,.*+*015%,0'=4),0D%1<*
S)4'(1,30(=%Q,D<15%(0)%F.,7('8%&'1%[VSQF<*%(0)*.8%&'1:%[&BB.37*)%P"l$"%`\

)#0;7,!<1(& !

Z1%%1@&*!=>7++%&!±&591.&

/14)*015R%>('4=18R%(0)%51(>>%'(0%1(@*%)7<%(5*413>*%5*.7,'*%1<(1%.405%O*1U**0%1<*%V.3
C(+B45%(0)%^*(=1<%/',*0'*5%C*01*.%=3'(1,305%30%(%.*D4=(.%5'<*)4=*%(1%03%'<(.D*:%b<*%5<41
+(@*5%513B5%(1%1<*%9*1.3%2,0@%/1(1,30%(1%A.(0)%&7*04*(0%KO*%3.0(1,30*)%(1%
<11B5kllUUU:5=4:*)4lB(.@,0Dl3#(+B45 #1.(05B3.1(1,30l5<411#5*.7,'*5:B<B%

Z"@,+'5&, !

b<*.* %(*%>45*.7,' *%O33513.*5%30%O31<%1<*%V.351%C(+B45%(0)%0*5%C*0.%=3'(1,305:%
b<*%(,01%234,5%60,7*.5,18%a(.0*5%X%]3O=*%a%,5%,0a45*%/14*01%C*01*.:%K13'@5%
.*W4, *)%1*T15%(=C%=*D*%>30%F4^*(=1<%X%/3',(=%E451,5*%,0'=4),0D%(==%'.,+,03=3D8%

B(.@,0D%=315%<(7*%(@*)%341)33.%1*=*B<*5%U,1<%),.*'1%=,0*5%13%HF/:%b<*%HF/%S5'3.1%
/*.7,'*R%(7(,=(O=*%13%(==%/26%514)*015R%>('4=18R%51(>>R%(0)%7,5,13.5%,3%(2(,=@%*%>.3+%
/1(1,30%(1%A.(0)%&7*:%b<*%g/26%S5'3.1%b*=*B<30*h%,5*%3(51%8%1<*%=3U*:%
B=(1>3.+/%01%234,5%60,7*.5,18%,5%)*),'(1*)%13%'.*(1,0D%('(+B45%*07,.30+*01%1<(1%,5%(5%5(>
5*'4.*%(5%.*(530(O=8%B355,O=*:%&%'(+B45%5*'4.,18%.*B3.1R%(5%.*W4,.*)%O8%&1R%E,5(%0*%C=*
B4O=,5<*)%*7*.8%8*(.:%b*B3.1%)*1(,=5%B3=,',*5%(0)%B.3'*)4.*5%3>%/(,01%234,5%60,7*.5,18%13%
)*1*.R%.*B3.1%(0)%.*5B30)%13%'#*B(5*)%*+*.D*0',*5%(0)%'.,+*R%54++(.,Z*5%'.,+*%51(1,51,'5%
(0)%<,D<=,D<15%B.3D.(+5%13%*)4'(1*%1<*%60,7*.5,18%B3=,'8%.*W4,.*5%(==%514)*015%13%),*5%(1=%
1<,5%.*B3.1%,5%(7(,=(O=*%3O<,01*%1(1UUU:5=4:*)4l(O341l5(>*18l,0)*T:B<%B3.%,0%<(.)%'3B8%,0%
1<*%H*B(.1+*01%3>%F4O=,'%/(>*18R%?33=%C*01*%R%Q33+%PP;:

=<8!FD!)#5/, !

/(,01%234,5%60,7*.5,18%B3=,'8%.*W4,.*5%(==%514)*015%13%),*5%(1=%B3.1%(1%1,+*5:%/26%
C(.)5%'(0%O*%3O1(,0*)%(1%F(.@,0D%(0)%C(.)%,0%7,'*5a34.D%^(==R%Q33+%$$:%/14)*015l%
40,7*.5,18%B<313%KH5%'(0%O*%()(B1*)%>3.*%D8%45,0D%(%B=(51,'%<3=)*.:%F4O=,'%/(>*18%
3>>,',(=5%U,==%'<(==*0D*%(08%,0),7,)4(=%30%/26%B.3%13%),*5%(8%(B1(O=*%>3.+%3>%
,)*01,>,'(1,30:%

=+7/&*+!<'7*6& !

&%514)*01%=340D*%,5%=3'(1*)%30%1<*%>,.51%>=33(%35%>3*%C(^(3%&4),13.,4+\:%K1%
B.37,)*5%(%.*=(T*)R%'3+>3.1(O=*%(1+35B<*.*%(0)%(%W4,*1%B=('*%>3.%514)*015%13%1(@*%(%C
O*1U**0%'=(55*5R%<(7*%(%50('@R%3.%514)*01(=.34B%+**1,0D%,5%4BB*)%U,1<%=340D*%
'<(,.5R%),0,0D%1(O=*5%(0)%'<(,.5R%53>(5R%7*0),0D%+('<,0*5R%+,'.3U(7*%37*0R%(0)%.*>.,D*.(13.
=340D*%,5%(7(,=(O=*%(081,+*%)4.,0D%.*D4=(.%O4,=%),0D%<34.5:

=+7/&*+!=7..&,,!)&*+&5 !

b<*%/14)*01%/4''*55%C*01*.R%=3'(1*)%,0%1<*%a45'<%/14)*01%(%$1*R%3+,1**5%(%7(.,*18%3>%
5*.7,'*5%13%514)*015R%,0'=4),0D%'(.**.%5*.7,'*5R%),5(O,=,18%5*.7,'*5B%(0)%U,1<0D%
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(BB3,01+*01%U,1<%34C(.**.%3405*=3R%,Z(&0D(.(03R%&5:%&0D(.(03%,5%5B*',>,'(==8%(5%D0*
13%(55,51%CCE%514)*015%(0)%'(0%B.37,)*%'3405*=,0D%(0)%.*>*..(=%5*.7,'*5%(5%'455%
,554*5%3.%(05U*.%(08%W4*51,305%.*=(1*)%13%'(3B+*01%

)'007*1.#+1'*!

)#*9#, !

/14)*015%(.*%.*5B305,O=*%>3.%45,0D%(5%3(5 %(5%3(5 1*0%(5%*('<%'=(55%)*+(0)5:%S('<%514)*01%,5%
.*5B305,O=*%13%*054.*%1<(1%1<*%5*11,0D5%U,1*,054<(07(5 U,1*,054<(07(5 (1%+*55(D*5%>.3+%,051.4'13.5%
.*('<%1<*+%,0%(%1,+*=8%>(5<,30:%

Z7%%&+1*!Z'#5/,!

A*0*.(=%514)*01%(00340'*+*015%(.*%B351*)%30%1<*%514)*01%O4==*1,0%O3(.)5%1<.34D<341%b*
^(==%b<,5%,0'=4)*5%O4==*1,0%O3(.)5%,0%1<*%51(,.U*==5R%0*(.%'=(55.33%5R%(0)%,0l(.340)
()+,0,51.(1,7*%3>>,'*5:%%

)&%%!4>'*&,!

C*==%B<30*5%+451%O*%14.0*)%3>>%3.%13%7,O.(1*%)4.,0D%'=(55*5%[B*.%,0),7,)4(=%,051.4'13.%
=*'14.*5R%B.*5*01(1,305R%+**1,0D5%(0)%(BB3,01+*015:%&0830*%U<3%+451%(''*B1%(%'(==%,5%*
=*(7*%1<*%.33+%O*>3.*%O*D,00,0D%(%'307*.5(1,30:%

NS2#1%

b<*%9&CCE%B.3D.(+%(1 %(1<*%//?%B.,+(.,=8%'3++40,'(1*%U,1<%514)*015%(7,(%*#%514)*015%
(.*%(413+(1,'(==8%(55,D0*)%(%60,7*.5,18%*#+(,=%()).*55%U<*0%1<*8%.*D,51*-%>3.%'=(55*5:%
8*19&5,1+:R!=.>''%R!#*/!2-))3!; 5' 65#0!&%&.+5'*1.!.'007*1.#+1'*!O1%%!$&!,&*+!+'!:'75!=<8!
&0#1%!#..'7*+!'*%:[%/14)*015%U<3%(=.*()8%<(7*%(%B*.530(=%*#+(,=%()).*55%+(8%@**B%,1R%O4
514)*015I%/26%*#+(,=%(''34015%+451%O*%>3.U(.)*)%13%B*.530(=%*#+(,=%()).*55*5:%V3.%,0>3.+(1
30%>3.U(.),0D%/26%(''34015R%'301('1%Kb/%(''1%N'3#%*>>,',*0'8%B4.B35*5R%514)*015%5<34=)%
,0' =4)*%1<*,.%a(00*.%KH%04+O*.%,0%'(5*5%U<*.*%,15%(01,',B(1*)%1<(1%1<*%*#+(,=%.*',B,*01%U
13%*=*'1.30,'(==8%(''*55%,0>3.+(1,30%13%O*%3>%(55,51(0'*:%

-:;&*/1\!-Q! 2-))3 !45'65#0!U#.7%+:!

<#,+!J#0&!	U15,+!J#0&	"1+%&	4>'*& !	N$#1%

-:;&*/1\!ZQ!X&%;(7%!=<8!)'*+#.+!F*('50#+1'*

)'*+#.+ !	Z71%/1*6]G"0!J70$&5 !	4>'*&!J70$&5B,C !
a,==@*0&45 /<4 11=2%0*%		$P;#N` #QKHS
a33@513%[a0*5%X%3 O=*\%	a45'<%14)* 01%C*01%	$P;#J$P#N!J
C(+B45%90,51.8% [S'@*=@(+B%C*01%.\	?4==*.%^(=%	$P;#N`` #;!J
C(.**.%/*.7,'*5R%9*D%01%	a45'<%/14)*01%C*01*.R%Q33+%	$P;#N`` #!M!MR%$#N`` #PLM
C*01*.%>3.%/*.7,'*%X% C3++40,18%S0D(D*+*0%	?4==*.%^(=%	$P;#N`# ;P"J
H*B(.1+*01%3>%F4O=,'%/%	?33=%C*01*.R%Q33+%PP;	$P;#N`# $" ""%{*+*.D*0'8\ $P;#N`` #$`L%[D*0*.(= ,0>3.+(1,30\ $P;#N`` #;$$ %5(>*18 *5'3.15l.,)*5\
^34 5,0D%(0)%Q*5,)*0'*%2%	H4a34.D%^(==R%Q33+%PJ`	$P;#N` #MPP

’ ’ ‡ • † ‹ š ã ò ‘ ƒ † • ƒ ’ ó

‘ ” ‡ ã Š ‡ ” ‡ … Ž ƒ ” • Š ‡ ƒ • – ‡ ‹ • ” ‹ • ‹ • ‘ Ž ‘ ‰ › † ” ‹ • ‹ • ƒ Ž – ƒ • ‡ ‹ Ž ‡ ‡ … – ‹ ˜ ‡ •
‘ ˆ ˆ ‡ ” ‡ † – „ Š › ‡ ’ ” ‘ ‰ ” ƒ ‡ ƒ ‡ ˆ ” ‡ † • ƒ v ‡ • ‡ • – ‡ ” › … Ž ‡ ä – — † ‡ • – • • ƒ › ‡ • – ‡ ” – Š
’ ” ‘ ‰ ” ƒ ƒ • – ƒ • › ’ ‘ ‹ • – ƒ • † • ‡ Š ” ‡ “ Ž † ‹ ” ‡ ƒ ƒ • ™ ‡ Š ‡ • Š ‡ ƒ › ” ‡ ‘ ˆ ˆ ‡ ƒ ” ‡ Š ‡ ™ ‹ Ž Ž
• ‘ – „ ‡ ‘ ˆ ˆ ‡ ” ‡ ‰ ƒ ˆ ‘ ” v • ‡ • ‡ • – ‡ ” • ä ‹ • • Ž • ™ ‰ • ƒ ‹ Ž ‰ • ‹ ˆ ‹ … † ƒ Ž ƒ Ž – ”
‰ ” ƒ † — ƒ ƒ ← ‘ ‡ Š ä ‹ • … › … Ž ‡ ‹ • ƒ • ˆ ‘ Ž Ž ‘ ™ • ã

ƒ Ž ‘ Ž † † ‡ ƒ ” •

w s r r – Š ‹ ‹ … – Š ‡ † • ‹ • ‹ • – ” ƒ ‘ ˆ ‹ ‘ – • – ‹ … ‡ ‡

w u r r ‘ — • † ƒ – ” ‹ ‹ • ‹ • ‘ ƒ ˆ Ž – • – ‹ … ‡ ‡

’ ” ‹ • ‰ ˆ ˜ ‡ • ‡ ƒ ” •

x s r r • • — ‡ • ‹ • ‘ ” ” ‡ … — « ˜ ‡ • ‡ Ž ‡

x v r r • • — ‡ • ‹ • — ” ‹ • ’ ‡ — † ‡ • … ‡ … ‘ ”

ƒ Ž ‘ Ž ˜ ‡ • ‡ ƒ ” •

w r r r ” ‹ • ‹ • ‘ Ž ‘ ‰ ‹ … ƒ Ž ‡ Š ‡ ‘ ” › … ‘ ”

’ ” ‹ • ‰

† • ‹ • ‹ • – ” ƒ – ‹ ‘ • ‘ ^ — • – ‹ … ‡

‡ “ — ‹ ” ‡ † ‘ — ” • ‡ • ã

x r r r • • — ‡ • ‹ • ‘ Ž ‹ … ‹ • ‰ ‘ ” x s r r • • — ‡ • ‹ • ‘ ” ” ‡ … – ‹ ‘ • •

x r r r ƒ • ƒ ‰ ‡ • ‡ • – x u r r • ƒ ƒ ‰ ‡ • ‡ ˆ — • ƒ • ‡ • ‘ — ” … ‡ •

– — † ‡ • • ‡ – Ž • ‡ x … • ‘ – ” ‡ .. ” ‡ Š ‹ — ” • ‰ ‘ ” ƒ † — ™ ƒ ‘ ” – ‡ á ‘ ’ – ‹ ƒ › ‹ • … Ž — † ‡ ã

w r s r … … ‘ — • – ‹ • ‰ ^ ‘ ” ƒ • ƒ ‰ ‡ ” •

w y r t ‘ … ‹ ƒ Ž ‘ Ž ‹ … ›

x u t r ” ‰ ƒ • ‹ œ ƒ – ‹ ‘ • ƒ Ž Š ‡ ‘ ” › ƒ • † ‡ Š ƒ ˜ ‹ ‘ ”

w y s x ‹ • • ƒ • – Ž ‹ • ‰ ’ ’ ” ‡ • • ‹ ‘ • ã š ’ Ž ‘ ” ‹ • ‰ “ — ƒ Ž ‹ – › ƒ • † • …

– Š ‡ ‰ ” ƒ † — ‘ ^ ƒ ‡ ‡ ‹ • ‰ • ˆ ” … ‘ ‹ ‹ ƒ Ž • á ‘ Ž ‹ – ‹ … ‹ ‡ ƒ Ž • ‡ — „ Ž ‹ … ^ ^ ƒ ‹ ” • á

— • ‹ • ‡ • • † • ‹ • ‹ • ‘ – ” ” ƒ – Š ‹ ‡ ” • ‘ ‰ ” ƒ • • ƒ › „ ‡ • ‡ Ž ‡ … ƒ – • ‡ † — ‡ ‡ • • ‡ ï ‡ • –

’ ƒ ” – ‹ … — Ž ƒ ƒ • ’ . ‹ ‹ ” ƒ ƒ ‘ ‡ ‡ ‘ ” • • ä ™ ‹ – ‹ ‡ ‡ ‡ • † – ‘ … Š ‡ … • ™ ‹ – Š – Š ‡ ‘ ^ ^ ‡ ” ‹ • %

† ‡ ’ ƒ ” – • ‡ • ‘ – † ‡ – ‡ ” • ‹ • ‡ ™ Š ‡ • … ‘ — ” • ‡ • – Š ‡ › „ ‡ • ‡ .. Š • ‡ ‡ — ‡ Ž • ‡ ‡ ƒ • ‹ † ™

™ Š ‡ – Š • ” ’ ” ‡ “ æ — ‡ • ‹ – ‡ • ƒ ƒ ’ Ž › ƒ ‘ ” ” ‘ ˜ ƒ Ž ‡ ‡ “ — ‹ ” ‡ † ä

” ‡ ƒ – • ‡ ƒ – † ‡ Š ƒ „ ‹ Ž ‹ – ƒ – ‹ ‘ •

‡ “ — ‹ ” ‡ Ž ƒ • • ã

w y x t ‹ ƒ ‰ • ‘ ‹ • • • ‡ • • • ‡ • – Ž ‹ • ‹ … ” ƒ Ž . – ‹ … ‡

‡ Ž ‡ . Š ” ‡ ‘ – Š ‰ ” ƒ † — Ž ‡ ˜ ‡ Ž … Ž ƒ • • ‡ • á – ‘ – ƒ Ž ‹ • ‰ { … ” ‡ † ‹ – Š ‘ — • ƒ › ‹ • … Ž — † ‡ ã

w y r t ‘ … ‹ ƒ Ž ‘ Ž ‹ … ›

w y w r ‘ … ‹ ƒ Ž ‘ ” • ™ ” ‹ ƒ – Š † ‹ ‹ ˜ . ‹ ‡ — ƒ Ž • á ƒ • ‹ Ž ‹ ‡ • ¬ ” ‘ — ’ •

w y r r ƒ Ž — ‡ Š ‹ ¬ . • ‘ … ‹ ƒ Ž ‘ ” •

w y r y ‘ Ž ‹ … ” › ƒ … – ‹ … ‘ ‡ . . ˆ ‘ ƒ ” Ž •

w y v x ” ‹ • . . ¬ ‹ ’ Ž ‡ . • ‡ ’ – • ‹ • ’ ’ Ž ‹ ‡ † ‡ Š ƒ ˜ ‹ ‘ ” • ƒ Ž › • ‹ •

w y z w ” ‰ ƒ • ‹ œ ƒ – ‹ ‘ • ƒ Ž ƒ • † ” ‘ ‰ ” ƒ • Ž ƒ • • ‹ • ‰

• ‡ ” ‰ ‡ • . . ƒ › ƒ ‰ ‡ • ‡ • ‡ – “ — ‹ ” ‡ † … Ž ƒ • • ‡ • ã

x r r r • • — ‡ • ‹ • ‘ Ž ‹ … ‹ • ‰

7 – ã ‘ — • † ƒ – ‹ ‘ • ƒ Ž • ‡

‡ Ž ‡ – Š ” ‡ ‡ ‘ – Š ‰ ” ƒ † — ƒ – ‡ Ž ‡ ˜ Ž Ž • – ‡ – • ƒ Ž « • ‰ ” ‡ † ‹ – Š ‘ — ” • á ‘ ’ – ‹ ‘ • • • ƒ › ‹ • … Ž — † ‡ ã

w s r u ‘ • • — • ‹ … ‹ ƒ • „ ‡ Ž ƒ ‡ • ƒ • ˆ ‡ … – ‹ ‘ • ‘ • – ” ‘ Ž

w s r x ‹ • ƒ • ‘ – • ‡ ” — • ‹ … ƒ – ƒ ‹ • ‘ • ‡ † ‡ ƒ Ž ƒ – ‹ ‘ • •

w t r s ‡ ” ” ‘ ” ‹ • – ” ‰ ƒ • ƒ ‹ œ ‡ ƒ – Š ‡ ‘ ‹ • ” ‹ ˜ ƒ – ‹ ‘ • •

– — † ‡ ƒ • ” – ‡ • • … ‘ — ” ƒ ‰ ‡ † — ‘ Š ‡ . ‘ • • ™ ‡ Ž „ – ’ ƒ ‹ ‰ ‡ Ž ƒ • • ‹ • ‰ – Š ‡ ‹ ” … ‘ — ” • ‡ ™ ‹ ‘ ” • ‡ … — ” ‹ – › Œ H – Š P ƒ P ` P d – Š $ 8 • Ð 0 ‡ ”