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5"]bgdYW]cbgZ cvGyYf] Uh]cbg UbX fYWea a YbXU]cbg VmGYX[k]W_ 7`UJa g AUbU[Ya YbhGYf]]WgZ -bW fNYfY]bUZYf]GYX[k]W]t]b h]g fYdcfh UFY UX]]gcfmcbmUbX]bhYbYX gc`YmZcf H\Y di fdcgY` cZ Ugg]ghb[ci f W]Ybtg]b h\Y]f XYV]g]cbg UVci h k\YhYf hc]a d`Ya Ybh Ubm gi W]bgdYW]cbgZ cvGyYf] Uh]cbg UbX fYWea a YbXU]cbg]b h\Y]f `cgg W€bHf` UbX gUZYhm dfcWXi fYg` 5bmgi W XYV]g]cbg UFY h\Y gc`Y fYgdcbg]V]]m cZ h\Y W]YbH` 5" cvGyYf] Uh]cbg UbX fYWea a YbXU]cbg]b h]g fYdcfh UFY VUgYX i dcb]f] dfUW]W]g UbX W€bX]h]cbg cZ h\Y W]YbH]bgdYW]W]X VmGYX[k]W_ z UbX]f]]k f]H]Yb UbX#cf j YfVU`]bZfafa Uh]cb dfc]]YX VmH\Y W]YbH hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYfU_Yb hc j Yf]Z# UbX XcYg bch k UffUbh cf fYdfYgYbH h\Y UW] fUW] c f V€a d`YhYbYgg cZ Ubm gi W dfUW]W]gZ W€bX]h]cbg UbX]bZfafa Uh]cb` GYX[k]W_ XcYg bch fYdfYgYbH cf k UffUbh h\Y h\Y cvGyYf] Uh]cbg UbX fYWea a YbXU]cbg]b h]g fYdcfh UFY Z` "mW€a d`]Ubh k]h` cW]Z ghU]Y cf ZYXYFU` Uk g UbX fY[i` Uh]cbg Udd]WV` Y hc dfUW]W]g UbX W€bX]h]cbg]bgdYW]W]X VmGYX[k]W_ h\Y W]YbH]g UX]]gYX hc gY`_ `Y[U` UX]]W` UVci h Ubmgi W` Uk g cf fY[i` Uh]cbg` h]g fYdcfh UbX h\Y cvGyYf] Uh]cbg UbX fYWea a YbXU]cbg W€bH]bYX \Yf]bZ UFY Zcf h\Y gc`Y VYbW]Y b gc`Y

5'']bgdYWjcbgz cVgYfj Uhjcbgz UbX fYWea a YbXUjcbg VmGYX[k]W_ 7'UJa g A UbU[Ya YbhGYfj]Wgz -bW fNYfY]bUZyf f GYX[k]W]t k]b H.]g fYdcfh UFY UXj]gcfmcbm UbX]bhYbYX gc'Y'mZzf
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5`]bgdYVW]cbgZ cvGyf] Uh]cbgZ UbX fYVea a YbXUh]cbg VmGYX[k]W_ 7`U]a g AUbU]Ya YbhGYf]]Wgz -bW fNYf]bUZHf]GYX[k]W]Lk]b h\]g fYdch UfY Ux]]gcfmcbmUbX]bhYbYX gc`YmZf`
h\Y di fdcgY` cZ Ugg]gh]b[ci f W]Ybh]b h\Y]f XYV]g]cbg Uvci h k\hYf hc]a d`Ya Ybh Ubm gi W]bgdYVW]cbgZ cvGyf] Uh]cbg UbX fYVea a YbXUh]cbg]b h\]g fYdch UfY UvGyX i dcb flL dfUW]Wg UbX W`bX]h]cbg cZ h\Y W]Ybh
]bgdYVWfX VmGYX[k]W]z UbX flL k f]hYb UbX#cf j YfVU`]bZcfa Uh]cb dfcj]YX Vm h\Y W]Ybh hc GYX[k]W_ GYX[k]W_ \Ug bch i bYfH]_Yb hc j Yf]Zz UbX XcYg bch k UffUbh cf fYdYgVbZ h\Y
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Z `mW`a d`]bhk]h` c`W`z ghUH` cf ZYXYFU` Uk g UbX fY[i `Uh]cbg Udd]WV`Y hc dfUW]Wg UbX W`bX]h]cbg]bgdYVWfX VmGYX[k]W_ h\Y W]Ybh]g Ux]]gYX hc gY`_ `Y[U` Ux]]W` Uvci h Ubm gi W
Uk g cf fY[i `Uh]cbg` h\]g fYdch UbX h\Y cvGyf] Uh]cbg UbX fYVea a YbXUh]cbg W`bH]bYX \Yf]bZ UfY Zcf h\Y gc`Y VYbZ]h UbX i gY cZ h\Y W]Ybh UbX a Um bch Yf Y]X i dcb Vm Ubm
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%*"- 8cYg h\Y U[YbW\ncW]cb a YYh UbmcZ h\Y Zc`ck]b[W]hYf]U. † K cf_]b[k]h b][\hg\]zhg cf Ubma]b]a U`#dUfh]U` WYk g\]zhg3† 9a d`cmYg k cf_]b[]b fYa chY#]gc`UhYX `cW]h]cbg3† H\Y cb! g]hY a YX]WV` ZUV]hm]g WcgYX3	MYg
%*"- "% 8cYg h\Y U[YbW\Uj Y gca YcbY Uj U]UV`Y]b h\YgY g]hi Uh]cbg k \c]g hfU]bYX#UV`Y hc fYbXYf :]fgh 5]X3	MYg

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5`]bgdYW]cbgz cVgYfj Uh]cbgz UbX fYWea a YbXUh]cbg VmGYX[k]W 7`U]a g A UbU[Ya YbhGYfj]Wgz -bW fNYfY]bUZhfY fGYX[k]W]t]b h]g fYdcfh UFY U]]gcfmcbm UbX]bhYbYX gc`YmZcf H\Y di fdcgY cZ Ugg]gh]b[ci f W]Yb]g]b h\Y]f XYV]g]cbg Uvci h k \YhYf hc]a d`Ya Ybh Ubm gi W]bgdYW]cbgz cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b h\Y]f `cgg Wcbhfc` UbX gUZ]m dfcW]Xi fYg` 5bmgi W XYV]g]cbg UFY h\Y gc`Y fYgdc]g]V]]m cZ h\Y W]YbH` 5` cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b h]g fYdcfh UFY VUgYX i dcb]f]e dfUW]W]g UbX WcbX]h]cbg cZ h\Y W]Ybh]bgdYW]W] VmGYX[k]W]z UbX]f]e k f]hYb UbX#cf j YfVU`]bZefa Uh]cb dfc]]YX Vm h\Y W]Ybh hc GYX[k]W` GYX[k]W` \Ug bch i bXYf]U_Yb]c j Yf]Z]z UbX XcYg bch k UffUbh cf fYdfYgYb]z h\Y UWV fUW]c f Vea d`YhYbYgg cZ Ubm gi W dfUW]W]gz WcbX]h]cbg UbX]bZefa Uh]cb` GYX[k]W` XcYg bch fYdfYgYb]c f k UffUbh h.Uh h\Y cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b h]g fYdcfh UFY Z` "mWea d`]ubh k]h` cW]z ghU]Y cf ZYXYFU` "Uk g UbX fY[i` Uh]cbg Udd]WUV`Y hc dfUW]W]g UbX WcbX]h]cbg]bgdYW]W] VmGYX[k]W` h\Y W]Ybh]g U]]gYX hc gY`_ `Y[U` U]]W` Uvci h.Ubm gi W` "Uk g cf fY[i` Uh]cbg" h]g fYdcfh UbX h\Y cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg Wcb]U]bYX \YfY]bz UFY Zcf h\Y gc`Y VYbY]h UbX i gY` cZ h\Y W]Yb]z UbX a Um bch Yf` fY]X i dcb Vm Ubm dYfgcb cf Ybh]mchYf h\Ub h\Y W]YbH`

5"]bgdYVjcbgz cVgYfj Uhjcbgz UbX fYWea a YbXUhjcbg VmGYX[k]W_ 7"UJa g AUbu[Ya YbhGYfj]Wgz -bW fNYFY]bUZHyf I GYX[k]W_]k]b H]g fYdcfh UFY Ux]]gcfmcbmUbX]bhYbYX gc:YmZcf H.Y di fdcgY cZ Ugg]ghb[ci f WjYbtg]b H.Y]f XYV]g]cbg UVci h k \YH.Yf hc]a d'Ya Ybh Ubm gi W_]bgdYVjcbgz cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg]b H.Y]f 'cgg WbHfc' UbX gUZYhm dfeWXi fYg' 5bmgj W_ XYV]g]cbg UFY H.Y gc:Y fYgdcbg]V]]m cZ H.Y WjYbH' 5" cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg]b H]g fYdcfh UFY VUgYX i dcb fl]e dfUW]Wg UbX WbX]h]cbg cZ H.Y WjYbh]bgdYVWjX VmGYX[k]W_]k]b UbX fl]e k f]H]Yb UbX#cf j YfVU']bZ:fa Uhjcb dfcj]YX VmH.Y WjYbh hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYfHJ_Yb hc j Yf]Z]z UbX XcYg bch k UffUbh cf fYdfYgYbH H.Y UWV fUW]h cf Vea d'YH]bYgg cZ Ubm gi W_ dfUW]WgZ WbX]h]cbg UbX]bZ:fa Uhjcb' GYX[k]W_ XcYg bch fYdfYgYbH cf k UffUbh H.Uh H.Y cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg]b H]g fYdcfh UFY Z' "mWea d]Ubh k]h' c'W]z ghUH' cf Z'XYFU' Uk g UbX fY[i 'Uhjcbg Udd]WV'Y hc dfUW]Wg UbX WbX]h]cbg]bgdYVWjX VmGYX[k]W_ H.Y WjYbh]g Ux]]gYX hc gY'_ 'Y[U' Ux]]W' UVci h Ubm gi W_ 'Uk g cf fY[i 'Uhjcbg' H]g fYdcfh UbX H.Y cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg WbH]bYX \YFY]bz UFY Zcf H.Y gc:Y VYbYz]h UbX i gY cZ H.Y WjYbH' UbX a Um bch YY fY]X i dcb Vm Ubm dYfgcb cf Yb]H]m cH.Yf H.Ub H.Y WjYbH'

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' "%%" =g h\YfY U k f]hYb dfc[fUa h\Uh UXXfYggYg h\Y dfYj Ybh]cb cZ dfcdYfhmXUa U[Y UbX#cf `cgg3	MYg
' "%& 5fY h\YfY dfcW\Xi fYg]b d`UW hc UXXfYgg gYdUfU]cb cZ Xi h]Yg3	MYg
' "%" 5fY h\YfY dfcW\Xi fYg]b d`UW hc UXXfYgg V&bfhc`]b[]bj Ybhc]Yg3	MYg
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MYg <Uj Y VYY hc Xi hgYc e i bgYf]c[Ybh3	

5"]bgdYVW]cbgz cVgYfj Uh]cbgz UbX fYV&a a YbXUh]cbg VmGYX[k]W, 7`U]a g AUbU[Ya YbhGYfj]Wgz -bW h\YfY]bUZ]Yf I GYX[k]W]t&]b h]g fYdcfh UFY U]]gcfmcbm UbX]bhYbYX gc`YmZcf h\Y di fdcgY cZ Ugg]gh]b[ci f W]Yb]g]b h\Y]f XYV]g]cbg UVci h k \h\Yf hc]a d`Ya Ybh Ubm gi W]bgdYVW]cbgz cVgYfj Uh]cbg UbX fYV&a a YbXUh]cbg]b h\Y]f `cgg W&bfhc` UbX gUZ]Ym dfcW\Xi fYg` 5bmgi W XYV]g]cbg UFY h\Y gc`Y fYgdcbg]V]]hm cZ h\Y W]YbH` 5" cVgYfj Uh]cbg UbX fYV&a a YbXUh]cbg]b h]g fYdcfh UFY VUgYX i dcb]f]t dfUW]W]g UbX W&bX]h]cbg cZ h\Y W]Ybh]bgdYVW]X VmGYX[k]W, Z UbX]f]t k f]H]Yb UbX#cf j YfVU`]bZcfa Uh]cb dfc]]YX Vm h\Y W]Ybh hc GYX[k]W, GYX[k]W, \Ug bch i bXYfH]_Yb tc j Yf]Z]z UbX XcYg bch k UffUbh cf fYdfYgYb]z h\Y UWW fUW]h cf V&a d`YhYbYgg cZ Ubmgi W dfUW]W]gZ W&bX]h]cbg UbX]bZcfa Uh]cb` GYX[k]W, XcYg bch fYdfYgYb]h cf k UffUbh h\Y h\Y cVgYfj Uh]cbg UbX fYV&a a YbXUh]cbg]b h]g fYdcfh UFY Z` "mW&a d]Ubh k]h` cW]Z ghU]Y cf ZYXYfU` "Uk g UbX fY[i` Uh]cbg Udd]WV`Y hc dfUW]W]g UbX W&bX]h]cbg]bgdYVW]X VmGYX[k]W, h\Y W]Ybh]g U]]gYX hc gY`_ `Y[U` U]]W UVci h Ubmgi W `Uk g cf fY[i` Uh]cbg` h]g fYdcfh UbX h\Y cVgYfj Uh]cbg UbX fYV&a a YbXUh]cbg W&bH]bYX \YfY]bZ UFY Zcf h\Y gc`Y VYbY]h UbX i gY cZ h\Y W]Yb]z UbX a Um bch VY fY]YX i dcb Vm Ubm dYf]cb cf Yb]h]mch\Yf h\U b h\Y W]YbH`

5'']bgdYVjcbgz cVgYfj Uhjcbgz UbX fYwEa a YbXUjcbg VmGYX[k]W_ 7'UJa g AUbU[Ya YbhGYfj]Wgz -bW fNYfY]bUZhf fGYX[k]W_ l k]b h]g fYdcfh UFY Ux] jgcfmcbmUbX]bhYbYX gc'Y'mZzf H.Y di fdcgY cZ Ugg]ghb[ci f WjYbtg]b h.Y]f XYV]g]cbg Uvci h k \Yh.Yf hc]a d'Ya Ybh Ubm gi W_]bgdYVjcbgz cVgYfj Uhjcbg UbX fYwEa a YbXUjcbg]b h.Y]f 'cgg WbHfc' UbX gUZym dfeWXi fYg' 5bmgi W_ XYV]g]cbg UFY h.Y gc'Y fYgdcbg]V]]m cZ h.Y WjYbH' 5'' cVgYfj Uhjcbg UbX fYwEa a YbXUjcbg]b h]g fYdcfh UFY VUgYX i dcb flE dfUW]Wg UbX WbX]h]cbg cZ h.Y WjYbh]bgdYVWYX VmGYX[k]W_ z UbX fl]E k f]H]Yb UbX#cf j YfVU']bZ:fa Uhjcb dfcj]YX Vm h.Y WjYbh hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYfH_Yb tc j Yf]Z#z UbX XcYg bch k UffUbh cf fYdfYgYbH h.Y UWW fUWn cf Vta d'YhYbYgg cZ Ubm gi W_ dfUW]WgZ WbX]h]cbg UbX]bZ:fa Uhjcb' GYX[k]W_ XcYg bch fYdfYgYbH cf k UffUbh h.Uh h.Y cVgYfj Uhjcbg UbX fYwEa a YbXUjcbg]b h]g fYdcfh UFY Z' 'mVta d']Ubh k]h' c'W'z ghUHY cf ZYXYFU' Uk g UbX fY[i 'Uhjcbg Udd]WV'Y

("%"%"%"& 8cYg]h UXXfYgg a YVX Ub]WU` YeI]da Ybh3	MYg
("%"%"%" 8cYg]h UXXfYgg Y`YVWf]WU` YeI]da Ybh3	MYg
("%"%"%"(=g h\YfY U W ffYbhž gdYVWZ]W]bj Ybhcfm cZ5@@Udd`]WUV`Y dfc[fUa YeI]da Ybh3	MYg
("%"%"%") 5fY h\YfY dfYj Ybh]j Y a U]bhYbUbWV dfcVWXi fYg Zcf]bj Ybhcf]YX YeI]da Ybh3	MYg
("%"%"%"* =g h\YfY U k f]hYb dfYj Ybh]j Y a U]bhYbUbWV gVX YXi `Y Zcf a YVX Ub]WU` YeI]da Ybh3	MYg
("%"%"%" + =g h\YfY U k f]hYb dfYj Ybh]j Y a U]bhYbUbWV gVX YXi `Y Zcf Y`YVWf]WU` YeI]da Ybh3	MYg
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("%"%"%"%\$ 8cYg h\Y dfc[fUa]bWm XY hYgh]b[dfcVWXi fYg Zcf a YVX Ub]WU` YeI]da Ybh3	MYg
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("%"%"%"% (=g Zcfa U` UbX#cf cb! h\Y! ^cV hfU]b]b[Zcf h\Y cdYfU]cb cZ hYgh]b[YeI]da Ybh XcW a YbhYX3	MYg
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E i Ygh]cb	5bgk Yf
("%"&"% < Ug U Q	Ye fYb XcWd Wm (bhbgk XYUa 3 5b

5"]bgdYVWjcbgZ cVgYfj Uh]cbgZ UbX fYWea a YbXUh]cbg VmGYX[k]W_ 7`Ua g A UbU[Ya YbhGYfj]WgZ -bW h\YfY]bUZhYf fGYX[k]W]t]b h]g fYdcfh UFY U]]gcfmcbm UbX]bhYbYX gc`YmZcf h\Y di fdcgY cZ Ugg]gh]b[ci f W]Ybtg]b h\Yf XYV]g]cbg Uvci h k \h\Yf hc]a d`Ya Ybh Ubm gi W]bgdYVWjcbgZ cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b h\Yf `cgg WcbHc` UbX gUZYhm dFcWXi fYg` 5bmgi W XYV]g]cbg UFY h\Y gc`Y fYgdcbg]V]]m cZ h\Y W]YbH` 5" cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b h]g fYdcfh UFY VUgYX i dcb f]t dfUW]Wg UbX WcbX]h]cbg cZ h\Y W]Ybh]bgdYVWjcbg VmGYX[k]W_ z UbX f]t k f]hYb UbX#cf j YfVU]bZcfa Uh]cbg dFcj]YX Vm h\Y W]Ybh hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYfU_Yb hc j Yf]Zh UbX XcYg bch k UffUbh cf fYdfYgVbZ h\Y UWV fUWb cf Vta d`YhYbYgg cZ Ubm gi W dfUW]WgZ WcbX]h]cbg UbX]bZcfa Uh]cb` GYX[k]W_ XcYg bch fYdfYgVbch cf k UffUbh h\Y h\Y cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b h]g fYdcfh UFY Z `mWta d]ubh k]h `cWz ghUHf cf ZYXYFU `uk g UbX fY[i `Uh]cbg Udd]WUV`Y hc dfUW]Wg UbX WcbX]h]cbg]bgdYVWjcbg VmGYX[k]W_ h\Y W]Ybh]g U]]gYX hc gY`_ `Y[U` U]]W Uvci h Ubm gi W `uk g cf fY[i `Uh]cbg` h]g fYdcfh UbX h\Y cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg WcbX]h]cbg \Yf]bZ UFY Zcf h\Y gc`Y VYbZ]h UbX i gY cZ h\Y W]YbZ UbX a Um bch VY fY]X i dcb Vm Ubm dYfgcb cf Ybh]mch\Yf h\Y W]YbH`

5'']bgdYWjcbgz cVgYfj Uhjcbgz UbX fYWea a YbXUjcbg VmGYX[k]W_ 7'UJa g A UbU[Ya YbhGYfj]Wgz -bW fNYFY]bUZHyf I GYX[k]W[k]b H.]g fYdcfh UFY UXj]gcfm cbm UbX]bhYbXYX gc YmZcf
H.Y di fdcgY cZ Ugg]gh]b[ci f W]Ybtg]b H.Y]f XYV]g]cbg UVci h k \YH.Yf hc]a d'Ya Ybh Ubm gi W]bgdYWjcbgz cVgYfj Uhjcbg UbX fYWea a YbXUjcbg]b H.Y]f 'cgg WbHfc UbX gUZym
gc

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5'']bgdYWjcbgz cVgYfj Uhjcbgz UbX fYwEa a YbXUhjcbg VmGYX[k]W_ 7'UJa g A UbU[Ya YbhGYfj]Wgz -bW fNYfY]bUZhf f GYX[k]W_ l k]b h]g fYdcfh UFY Ux] jgcfmcbm UbX]bhYbYX gc'YmZzf H.Y di fdcgY cZ Ugg]ghb[ci f WjYbtg]b h.Y]f XYW]g]cbg Uvci h k \Yh.Yf hc]a d'Ya Ybh Ubm gi W_]bgdYWjcbgz cVgYfj Uhjcbg UbX fYwEa a YbXUhjcbg]b h.Y]f 'cgg WbHfc' UbX gUZym dfeWxi fYg' 5bmgi W_ XYW]g]cbg UFY h.Y gc'Y fYgdcbg]V]]m cZ h.Y WjYbH' 5'' cVgYfj Uhjcbg UbX fYwEa a YbXUhjcbg]b h]g fYdcfh UFY VUgYX i dcb flE dfUW]Wg UbX WbX]h]cbg cZ h.Y WjYbh]bgdYWjcbg VmGYX[k]W_ z UbX flE k f]H]b UbX#cf j YfVU']bZ:fa Uhjcb dfcj]YX Vm h.Y WjYbh hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYfH_Yb tc j Yf]Z#z UbX XcYg bch k UffUbh cf fYdfYgYbH h.Y UWW fUW]c f Vta d'YhYbYgg cZ Ubm gi W_ dfUW]WgZ WbX]h]cbg UbX]bZ:fa Uhjcb' GYX[k]W_ XcYg bch fYdfYgYbH cf k UffUbh h.Uh h.Y cVgYfj Uhjcbg UbX fYwEa a YbXUhjcbg]b h]g fYdcfh UFY Z' "mWta d']Ubh k]h' cW'z ghUH' cf ZYXYFU' Uk fgi/Q ' -