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-0"% 4&/4*/(1301035*0/"-
$0/530- 7"-7&

$POUFOUT

1BHF

'FBUVSFT

4FDUJPO WJFX

5FDIOJDBM EBUB

)ZESBVMJD EJBHSBN

6OJU EJNFOTJPOT

'FBUVSFT

4ZTUFN

v$MPTFE DFOUFS GPS MPBE TFOTJOH WBSJBCMF EJTQMBDFNFOU QVN
v"OUJ ESPQ WBMWF
v-PX QSFTTVSF ESPQ MFTT GVFM DPOTVNQUJPO

4USVDUVSF

v.POPCMPDL EFTJHO

1SFTTVSF

v TFDPOEBSZ QSFTTVSF SFMJFG WBMWF

'MPX

v1SFDJTF DPOUSPM
v-PX IZTUFSFTJT
v2VJDL SFTQPOTF

"QQMJDBUJPOT

3FBDI TUBDLFS 'PSLMJGU -PBEFS

4FDUJPO WJFX

01

4FRVFODF WBMWF

.BJO TQPPM

5FDIOJDBM EBUB

4USVDUVS.F	POPCMæ[-DBE TFOTJOH		
1PSU	*OMFU QPSU 1	4"& ö)æw*40	.
	8PSL QPSU " # "	4"& ö) *40	.
	5BOL QPSU 5	4"& ö 4æw*40	æx
	1JMPUOMFU QPSU 14 1JMPUBOL QPSU %	. Y æw*40 æx	

01

QSFTTVSF	*OMFU QPSU	1 CBS	
	8PSL QPSU	" # CBS	
	5BOL QPSU	5 CBS	
	%SBJO MJOF QSFTTVSF	CBS	
'MPX	'SPN JOMFU UP XPSLJOH QPSU		
	'SPN XPSLJOH QPSU UP OUTBOL		

&MFDUSJD

&MFDUSJDBM PO Pæ' ö; v$POOFDUJPOö;%FVUTDI %5 1 v1SPUFDUJPO DMBTTö;*1 L v4VQQMZ WPMUBHFö; PS 7%$	&MFDUSJDBM QSPQPSUJPOBMö; v%JUIFS GSFRVFODZ SFRVJSFEö;) v)ZTUFSFTJT -FTT UIBO BU WBMJE v$POOFDUJPOö;%FVUTDI %5 1".1 +V v1SPUFDUJPO DMBTTö;*1 L v$POUSPM !DV7%$SS6;OU N" ! 7%$ö; _ N

6TJOH FOWJSPONFOU

)ZESBVMJD æ)VJE	.JOFSBM PJM)-)-1 BDDPSEJOH UP 0UIFS IZESBVMJD æ)VJET TVDI BT)&& &TUFS BDDPSEJOH UP 7%."
1SFTTVSF æ)VJE UFNQFSBUVSF SBOHF ëæx	
7JTDPTJUZ SBOHF NN	_
.BYJNVN QFSNJTTJCMF EFHSFF PG MBFTU UBNJOBUJPO 0 PG SFGPSF SFDPNN UIF QSFTTVSF æ)VJE DMFBOMJOFTT TUBNJOBUJPO SFUFOUJPO SBUF PG	

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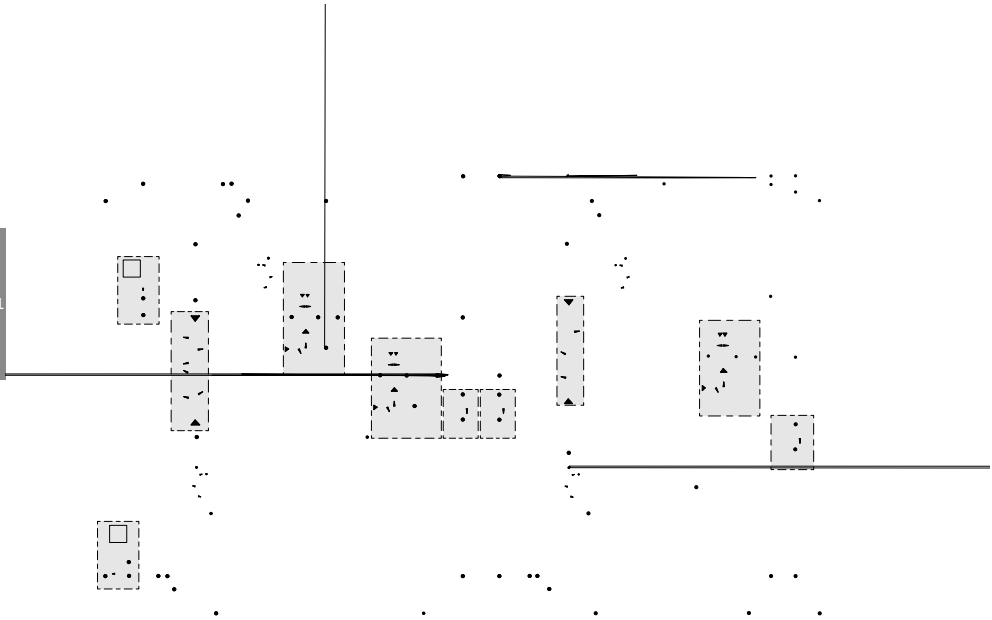
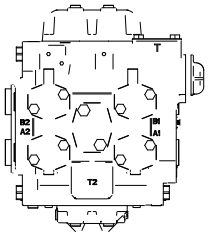
)ZESBVMJD EJBHSBN



6OJU EJNFOTJPOT

14



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01

$IJOB | "NFSJDB

(FSNBOZ æw æx | +BQBO

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USBOTNJUUFE FMFDUSPOJDBMMZ XJUIPVU UIF BV
)ZESBVMJD $PNQBOZ %VF UP UIF DPOUJOVPVT
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