

6Yf`]b`]a`Gca a Yf`&\$&) .`< chY`g`U`V`j c`ž
^ b[Y`Hci f]ghYb`ghf`Òa Yb`Yf`

9bhXYW_Yb`G]Y`X]Y`U_hi Y`ghYb`HfYbXg`]a`6Yf`]bYf
Hci f]ga i g.`< chY`dfY]gYž]bhYfbUh]cbU`Y`; ÀghY`i bX`X]Y
9bhk]W`i b[`bUW`XYf`DUbXYa]Y"



6Yf`]bž`8Yi hgW`UbX`!`6Yf`]b`nY][`h]g]W`]a`Gca a Yf`&\$&) `j cb
gY]bYf`YV\UZhYghYb`GY]hY`6YgcbXYfg`Ui ZŽ`][`]gh`XUg`fY[Y
HfY]VYb`^ b[Yf`A YbgW`Yb`]b`XYb`GhfU» Yb`XYf`<Ui`dghUXhž
k`À`fYbX`XYf`Hci f]ga i g`k Y]hYf`]b`]a`5i`Zk`]bX`]gh``&`XYb`YhnhYb
K`cW`Yb`k`UfYb`X]Y`<chY`n]a`a`Yf`XYf`GhUXh`[`i`h`[`YZ`Ž`hž`k`Ybb`Ui`W
b]W`h`[`Ub`n`Ui`g`[`YVi`W`hž`k`Ug`X]Y`5`hfhU`_h]`]h`À`h`6Yf`]b`g`U`g`F`Y]gYn]Y`
i`bhYfghfY]W`h`8Yf`**6Yf`]bYf`Hci f]ga i gj YfVUbX`a`Y`XYh`Y]bY
dcg]hj`Y`9bhk]W`i b[.`a` `ž`b]`&\$&` `U[`X]Y`Xi`fW`gW`b]h`]W`Y
5i`g`Ughi`b[`XYf`<chY`g`]b`XYf`GhUXh`VY]` ,`%ž(`Dfc`nY`bh`8`Ug`DfY]g!
@Y]ghi`b[`g!`J`Yf`À`hb]g`k`i`fXY`]bhYfbUh]cbU`U`g`[`i`h`VYk`YfhYhž
cV`k`c`\`X]Y`Xi`fW`gW`b]h`]W`Y`HU[`Ygf`UH`Y`Z`Ž`f`Y]b`<chY`n]a`a`Yf`j`cb
%`&ž`-`9i`fc`]a` `ž`b]`&\$&` `ghUf`_`Ub[`Ygh]Y[`Yb`]gh`Ui`Z`%)`+`ž\$` `9i`fc
]a` `ž`b]`&\$&(` `8]YgY`DfY]gYf`À`i`b[`k`]fX`hY]`k`Y]gY`XYf`**

VYj cfghY\YbXYb': i » VU`!9i fcdUa Y]ghYfgWUZh&\$&(ni [YgWf]YVYbžX]Y`X]Y`B UW ZfU[Y`VYY]bZi ggh`Uh"

; Yff]h'6i W\cfbžXYf' <Ui dh[YgW`ÄzhgZØ\fyf'j cb'8Y\c[U'6Yf`]bž VYf]W hYhj cb`Y]bYf`Y]W hYb`J YfVYggYfi b[`XYf'5i g`Ughi b[ž k Ybb[`Y]W`XUg`B]j YUi`]a`J Yf[`Y]W`ni`&\$%-`bcW`b]W hYffY]W h]ghžXYa`Ym hYb`š\`f'j cf`XYf'7cfcbU!DUbXYa`]Y"i`gVYgcbXYfY k`Ä\fybX`XYf`Gw`i`Zyf]Yb`]b`ñU`]Ybž`GdUb]Yb`i bX`i fUb`fY]W`n]Y\h Yg`ni bY`a`YbX`]bhYfbUh]cbU`Y`i; ÄghY`bUW`6Yf`]b"i`š\`f`&\$&(ghYa`a`hY`X]Y`GhUXh`VYY]bXfi W`YbXY`i`\$ž`A`j`]cbYb` , VYfbUW`hi b[Ybž`k`Ug`XYb`YfghYb`5bgh]Y[`gY]h`&\$%-`XUfghY`h" @Ui`h`<`c`hY`]bg]XY`_c`bbhY`XYf`5bhY`]`]bhYfbUh]cbU`Yf`i; ÄghY`Ui`Z`(`& i`[YghY][Yfh`k`YfXYbž`k`cVY]`X]Y`a`Y]ghYb`Ui`g`i; fc»Vf]hUbb]YbžXYb`l`G5`i`bX`XYb`B]YXYf`UbXYb`ghUa`a`Yb"

9]b`6`]W`_`Ui`Z`XYb`6Yf`]bYf`<`chY`a`Uf`_`h

8Yf`<`chY`a`Uf`_`h]b`XYf`<`Ui`dhghUXh[]`h`U`g`a`cXYfb`i`bX`_`fYUh]j`" 6YgcbXYfg`ñX]j`]Xi`U`]h`Ä`hi`bX`B`UW`\`U`h[]`_`Y]h`ghY\Yb`\`cW`]a`?`i`fg" `A`]h`ØVYf`+`\$`6Y\YfVYf[i`b[gVYhf]YVYb`]gh`6Yf`]b`X]Y`j`]Yfh[fØ»`hY`<`chY`ghUXh`9i`fcdUgž`bUW`i`@`bX`cbž`DUf]g`i`bX`_`ghU`b`Vi`" 8Yf`Hci`f]ga`i`g`\`Uh`g]W`_`U`g`VYXYi`hYbXYf`K`]fhgW`UZhgnk`Y][YhUV`]YfhžXYf`Ub`gW`]Y»`YbX`%`%`i`XYf`6Yf`]bYf`6Yj`Ø`_`Yfi`b[VYgW`ÄZh[h"i`š\`f`&\$&(`k`i`fXY`Y]b`l`a`gUhn`j`cb`%`ž`-`A`j`]UfXYb`9i`fc`[YbYf]Yfh`8Yf`i; fc`g`C`dYfUh]b[`Dfc`Z]h`d`fc`j`YfZØ[VUfYa`N]a`a`Yf`gh]Y[`i`a`&`i`i`bX`X]Y`6Yhf]YVg`_`cghYb`g]bX`i`a` VYY]bXfi W`YbXY`&`i`[Ygi`b`_`Ybž`k`Ä\fybX`X]Y`@`c`\`b`_`cghYb`i`a``%\$`i`Ub[Ygh]Y[Yb`g]bX"

š\`f`&\$&(`ØVYfbUW`hYhYb`ghc`nY`%&ž+`A`j`]cbYb`i; ÄghY`]b`XYf` GhUXh`i`Y]b`D`i`g`j`cb`i`ž&`i`" `6YgcbXYfg`\Yfj`cfni`\VYb`g]bX`X]Y` 6Ygi`W`Yf`Ui`g`7`\]bU`i`bX`ñX]YbžX]Y`VYbZU`g`Y]bYb`5bgh]Y[]`fYf` , VYfbUW`hi b[Yb`j`YfnY]W`b`YhYb" `Gck`c`\`bUh]cbU`Y`U`g`Ui`W`]bhYfbUh]cbU`Y`F`Y]gYbXY`n]Y\Yb`Y`g`j`cfž`a`]h`XYf`6U`b`Ubni`fY]gYb` a`Y`f`U`g`X]Y`<`Ä`ZhY`XYf`XYi`hgW`Yb`i; ÄghY`i`bX`(`%`i`XYf`]bhYfbUh]cbU`Yb`i; ÄghY`Yb`hgW`Y]XYb`g]W`_`ZØ`f`X]Y`gYb` i`a`k`Y`hžfYi`bX`]W`YfYb`HfUb`gdc`fh"

8]Y`VY`Y]VhYghYb` ; fØbXY`ZØf`Y]bYb`5i ZYbh\U`h`]b`6Yf`]b`g]bX`X]Y
nU\`fY]WXYb`GY\Ybgk ØfX][_Y]hYb`i bX`XUg`j]Y`ZÀ`h][Y`?i bgh`i bX
?i`hi fUb[YVch`8 Ug`Xi fW`gW`b]h`]WXY`5`hYf`XYf`6Ygi WXYf`Y[h`VY]
(\$ž`đ\`fYbž`k Ug`Øb[Yf`]gh`U`g`XYf`Vi bXYgXYi hgWXY`8i fW`gW`b]h`"
8]YgY`XYa`c[fUZ]gWXYb`HfYbXg`gYhnYb`g]WXY`Ui WXY`ja`JYf\U`hYb`XYf`
; ÀghY`Zcfh`9]b` : ØbZHY`Vi WXYhgY]bYb`5i ZYbh\U`h`_i fnZf]gh][ž`a`Y]gh
]bbYf\U`V`Y]bYf`K`cWXY`j`cf`FY]gYUbfh]hž`k Ug`X]Y`8mbUa`]_`XYg
6Yf`]bYf`<chY`a`Uf`_hYg`i`bhYfghfY]WXY`h`"

Ni`gUa`a`YbZUggYbX`Àggh]g]WXY`gU[Ybž`XUgg`6Yf`]b`g]WXY`U`g`Y]b
Ài`»Yfgh`UhhfU`_h]j`Yg`N]Y`ZØf`FY]gYbXY`YhUV`Y]fh`\Uhž`k`À\`fYbX`g]WXY
XYf`<chY`a`Uf`_h`k`Y]hYf\]b`d`c`g]h]j`Yb`hk`]W`_Y`h`5i`WXY`k`Yb`b`Y]b][`Y
<ØfXYb`ni`ØVYfk`]bXYb`g]bXž`nY]WXY`bYh]g]WXY`VYfY]hg`Y`hnh`UVž`XUgg
X]Y`<Ui`dhghUXh`Ui`ZY]bYa`[`i`hYb`K`Y[`]ghž`k`]YXYf`ni`XYb`Hcd!
8Ygh]bUh]cbYb`]b`9i`fcdU`ni`[`Y\`ØfYb`"

8YhU]`g	
C`f`h`	6Yf`]bž`8Yi`hgWXY`UbX`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"gi`YXXYi`hgWXY`"XY` • \`chY`]bg]XY`WXY`

6Ygi`WXYb`G]Y`i`bg`Ui`Z`b`!U[`"bYh`