

@c``UdU`ccnU`6Yf`]b`&\$&) .`ž` V]`Äi a`'a]h
GhUfg`i bX`YI`_`i g]j Yb`J cfhY]`Yb`°

@c``UdU`ccnU`6Yf`]b`&\$&) `ZY]Yfh`%\$`ž`U\FY`]a`'C`ma`d]UghUX]cb`"
9f`YVYb`G]Y`Yfgh`_`Ugg][`Y`?`Øbgh`Yfž`:`Ygh]j`U`U`_`h]cbYb`i`bX`
YI`_`i`g]j`Y`J`cfhY]`Y`ZØf`HY`Y`_`ca`!`?`i`bXYb`"



C`ma`d]UghUX]cb`ž`%\$`))`+`6Yf`]b`ž`8Yi`hgW\`UbX`!`'9]b
Ui`ZfY[`YbXYg`<`][`\`][`\h`ZØf`A`i`g]_`VY[`Y]ghYfhY`ghY`\`h]`cf`XYf`HØf`°
8`Ug`@c``UdU`ccnU`:`Ygh]j`U`]b`6Yf`]b`ZY]Yfh`Ua`'`%&`"i`bX`%'`"ž`]'&\$&)
Y]b`[`fc»`Yg`ž`V]`Äi`a`.`;`UbnY`nY`\b`ž`U\FY`]gh`Yg`bi`b`\Yfž`XUgg`X]Y
YfghY`5i`g[`UVY`]b`XYf`<`Ui`dhghUX`h`ghUhhZUbX`"8`JY`J`YfUbgH`U`hi`b[
\`Uh`g]W\`j`cb`XYb`i`fgdfØb[`Yb`VY]a`'HYa`dY`\`cZYf`:`Y`X`V]g`\]b`ni`a
gh]j`c``Yb`C`ma`d]UghUX]cb`i`bX`C`ma`d]UdUf`_`Yb`hk`]W`_`Y`hi`bX`c`W`_`h
a`]hh`Yfk`Y]Y`NY`\bhUi`gYbXY`:`Ubgž`X]Y`g]W\`Ui`ZY]b`Vi`bhYg`@]bY!`i`d
Ui`g`Dcdž`F`cW`_`ž`<`]d!`<`cd`i`bX`9`Y`_`hfc`ZfYi`Yb`"K`]Y`X]Y`GY]hY`
**A`U[`Yb`hUA`i`g]_`VYf]W\`hYhž`g]bX`_`fYU]j`Y`:`Ygh]j`U`!`ØbghU`U`h]cbYb`
i`bX`nU`\fY]W\`Y`A`]ha`UW\`U`_`h]cbYb`Ui`W\`\`Yi`Yf`k`]YXYf`HY]`XYg`
9f`YVb]ggYg`"**

6YgcbXYfg'X]Y'5_hj]]hAhYb'Ua ' : Ygh]j U'[Y`AbXY`ghY\Yb`]a
A]hhY`di b_h'6UXa Ī a nUm'i bX'A U[YbhUA cV]'Mc i b['\UVYb
Ui ZfY[YbXY'A]ha UWU_h]cbYb`j cfVYfY]hYhž'XUfi bhYf'Y]bY
; fY]ZUfa a UgW]bYž'VY]'XYf'hc`Y'; Yk]bbY`cW_Yb"' : Øf'HY`Y_ca !
?i bXf]bbYb`[]Vh'Yg'ni XYa `YI _i g]j Y`J cfhY]'Y`k]Y`XYb`Ni [Ub[
ni f'HY`Y_ca `Hf]VØbYž'X]Y`VYghYb`D`ÀhnY'a]h'G]W]h'Ui ZX]Y
A U]bghU[Yž'i bX`X]Y`Df]cf]hm`@ci b[Y`ZØf'Y]bYb`VYgcbXYfYb
?ca Zcfh`G]Y`_ØbbYb`gc[Uf'ØVYf'X]Y`A Y]bA U[YbhU`5dd`A YYh/
; fYYhg'a]h']\fYb`@]YV`]b[gghUfg`Vi W]Yb`i bX`6UW_ghU[Y!Hci fYb
Yf`YVYb"

@]j YghfYUa `i bX`=bhYfU_h]j Y`I bhYf\U`hi b[

8Ug': Ygh]j U`k]fX`]b`X]YgYa `đ\`f`j] Y`[YghfYUa`hi bX`]gh'Ui ZXYb
D`Uhhžcfa Yb`A U[YbhUA i g]_ž`A U[YbhUHJ ž` XUVY]HJ`i bX`H]_Hc`_ni
gY\Yb"'8]Y`HY`Y_ca`]gh`b]W]h`bi f`U`g`YI _i g]j Yf`DfYgYbhYf`i bX
Gdcbgcf`XUVY]ž`gcbXYfb`gcf[h'Ui W]`ZØf`Ui ZfY[YbXY`H]_Hc`_!
@]j YghfYUa`g'a]h'5i Zhf]hhYb`j cb`?ØbghYfb`k]Y`đ<cdYž`6Ybgcb
6ccbY`i bX`đ gh]b`H]a VYf`U`Y`"A cXYf]Yfh`k]fX`XUg`9j Ybh`j cb
?Yggmi bX`;]nYa `7Y`_ž`X]Y`XYb`Ni gW]Ui Yf.]bbYb`Y]b
i bj Yf[Ygg`]W]Yg`J YfUbghU`hi b[g[YZØ`j Yfa]hhY`b`k YfXYbž`k]Y
X]Y`HY`Y_ca` \Yfj cf\YVh"

8Yf'HY`Y_ca !GhUbX`]a `: Ug\]cbdU`ccnU`k]fX`Ui »YfXYa
]bhYfU_h]j Y'5_h]cbYb`UbV]YhYbž'X]Y`j cb`BU]!8Yg][b`V]g'ni f
; fY]ZUfa a UgW]bY`fY]W]Yb"'9]bghY][Yb`c`b`h`g]W]ž'XYbb`HY`Y_ca !
?i bXf]bbYb`_ØbbYb`\]YfVY]j cb`]fYa `J cfhY]'gd`fc[fUa a
A U[YbhU`A ca Ybhg`d`fc Z]h]YfYbž'XUg`Y]bY`F Y]\Y`YI _i g]j Yf
; YgW]Yb`_Y`V]YhYh`I a`g]W]Yfni [Y\Ybž'XUgg`U`Y': Ygh]j U`VYgi W]Yf
VYghYbg`j Yfgcf[h`g]bXž`\Uh`X]Y`HY`Y_ca`%(\$)`; !5bhYbbYb`]a
C`ma`d]UghUX]cb`]bghU`]Yfhž'X]Y`8ck b`cUX[YgW]k]bX][_Y]hYb`j cb
V]g'ni`%ž&`; V]h#g`Yfa Ò[`]W]Yb` `XUg`gcf[h`ZØf`Y]b`Yfgh`_Ugg][Yg
A cV]`Zi b`_Yf`YVb]g`k`À`fYbX`XYg`9j Ybhg`

9]b`6`]W_]b`X]Y` ; YgW]W]hY`j cb`@c`UdU`ccnU

; YbUi`j cf` \$`đ\`fYb`k i fXY`@c`UdU`ccnU]j cb`DYffm: UffY`
[Y[fØbXYhž'i fgdfØb[`]W]`U`g`5VgW]YX]j cb`gY]bYf`6UbX`đbY`g

5XX]W]cb"8]Y`YfghY`J YfUbgH`hi b[`ZUbX`]b`BcfXUa Yf]_U`Ub`a Y\ f
 U`g`&\$`CfhYb`ghUhh`i bX`Vch`YX][`]W`g]YVYb`5Whg"8]Y`Dcdi`Uf]h`h
 k i W`g`fUgW`ž`i bX`XUg` : Ygh]j U`Yb`hk]W`Y`h`Y`g]W`ØVYf`X]Y`š\`fY`ni
 Y]bYa`]b`hYfbUH]cbU` [YZY]YfhYb`9j Yb`ž`XUg`]bnk]gW`Yb`]b`Gh`XhYb
 k]Y`6i Ybcg`5]fYgž`GW`k YXYbž`DUf]g`i bX`A`i`a`VU]`ni`<Ui`gY`]gh"
 K]Y`XUg`BA 9`UhYgh]Yfhž`k]fX`XUg` : Ygh]j U`b]W`h`bi`f`ni`f` : Y]Yf`XYf
 A`i`g]_`j`YfghUbXYbž`gcbXYfb`Ui`W`U`g`D`UhhZcfa`Øf`?`i`bghi`bX
 l`a`k`Y`hU`_h]cbYb"

A]hhYfk Y]`Y`n]Y\`h`XUg` : Ygh]j U`h`[`]W`V]g`ni`%\$\$\$`\$\$\$`6Ygi`W`Yf
 Ub`i`bX`V`Y]Vh`Y]b`C`fh`XYf`_`i`hi`fY`Yb`9bhXYW`i`b[ž`j]Y`ZU`h`i`bX
 A`i`g]_`j`]Y`ZU`h`8]Y`5i`Zh]hhY`U`_`hi`Y`Yf`<YUX`]bYf`k`]Y`?`Ufc` ;`i`bX
 Hca`cffck`L`Hc[Yh\`Yf`nY][Yb`Y]bXfi`W`_`g]c`ž`k`]Y`g]W`@`UdU`ccnU
 ni`Y]bYa` [`cVU`Yb`BYhk`Yf`_`Yb`hk]W`Y`h`U`hž`XUg`]a`a`Yf`k`]YXYf
 bYi`Y`HU`YbhY`df`AgYbh]Yfh`i`bX`A`i`g]_`ZUbg`Ui`g`U`Yf`K`Y`h
 ni`gUa`a`YbVf]b[`h"

5a`%&`"i`bX`%`" `š`]\`Y]»`h`Yg`]b`6Yf`]b`U`gc`k`]YXYf`5i`Zni`f
 [fUbX]cgYb`@`UdU`ccnU!DUfhm`CV`]j`Y`j`cf`C`fh`cXYf`VYei`Ya`j`cb
 ni`<Ui`gY`Ui`g`X]Y`J`cfZfYi`XY`]gh[`fc`»`ž`i`bX`X]Y`J`]Y`ZU`h`XYg
 : Ygh]j U`g`k`]fX`g]W`Yf`Øf`i`bj`Yf[Ygg`]W`Y`A`ca`YbhY`gcf[Yb`°

8YhU]`g	
C`fh	C`ma`d]UghUX]cbž`%\$))`+`6Yf`]bž`8Yi`hgW`U`bX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "a U[YbhUa i g]_ "XY • k k k "hY`Y`_ca "WŁa • k k k "ba Y"WŁa

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