

6fUbXgh]Zhi b[`]b`F Uh\Ybck .`A]YhYf]b`]b ? `]b]_ž`Dc`]nY]`Yfa]hhY`h°

5_hi`Y`Y`Dc`]nY]a`Y`Xi`b[`Yb`Ui`g`XYa`<Uj`Y`UbX.`6fUbXž
J`Yf`_`Y`\f`gi`b`Ž`Ä`Y`i`b`X`8]YVghÄ`Y`i`k`]W`h][`Y`†`ž`c`g`j`c`a``%)`"
† b]`&\$&)"`



F Uh\Ybck ž`8Yi`hgW`X`UbX`!`5a`i`GcbbhU[`ž`XYa``%)`" `† b]`&\$&)`ž
YfY][`b`Yh`b`g]W`i`b`F`Uh\Ybck`i`a`Y`f`Y`f`Y`J`c`f`Ž`Ä`Y`ž`X]Y`X]Y`i`c`_`U`Y
;`Ya`Y]b`g`W`U`Z`h`i`V`Y`k`Y[`h`Y`b`"i`6`Y`g`c`b`X`Y`f`g`\`Y`f`U`i`g`f`U[`Y`b`X`i`k`U`f`Y]b`6`f`U`b`X
]b`Y]b`Y`f`9`f`X[`Y`g`W`c`g`g`k`c`\`b`i`b[`ž`X`Y`f`i`Y[`Y`b`%%`&\$`i`\`f`V`Y`a`Y`f`_`h
k`i`f`X`Y`"i`5`b`k`c`\`b`Y`f`V`Y`a`Y`f`_`h`Y`b`F`U`i`W`i`U`i`g`Y]b`Y`a
A`Y`f`Z`J`a`]`Y`b`\`U`i`g`i`b`X`U`U`f`a`]Y`f`h`Y`b`i`a`[`Y`\`Y`b`X`i`Y`i`Y`f`k`Y`\`f`i`b`X
F`Y`h`i`b[`g`_`f`Ä`Z`h`Y`"8]Y`9]b`g`U`h`_`f`Ä`Z`h`Y`_`c`b`b`h`Y`b`X`Y`b`G`W`k`Y`V`f`U`b`X
f`U`g`W`"Ö`g`W`Y`b`ž`k`c`X`i`f`W`X]Y`K`c`\`b`i`b[`V`Y`k`c`\`b`V`U`f`V`]Y`V`"
5`Y`f`X]b[`g`k`i`f`X`Y`X]Y`A`]Y`h`Y`f]b`]b`Y]b`Y`b`d`g`m`W`]g`W`Y`b
5`i`g`b`U`a`Y`n`i`g`h`U`b`X`j`Y`f`g`Y`h`h`i`b`X`a`i`g`g`h`Y`]b`Y]b`Y`i`U`W`_]b]_`
Y]b[`Y`k`]Y`g`Y`b`k`Y`f`X`Y`b`"8]Y`D`c`]n`Y]`\`U`h`X]Y`9`f`a`]h`h`i`b[`Y`b
U`i`Z[`Y`b`c`a`a`Y`b`ž`X`U`Y]b`J`Y`f`X`U`W`h`U`i`Z`6`f`U`b`X`g`h]Z`h`i`b[`]a`F`U`i`a
g`h`Y`\`h`"K`]Y`U`i`Z`X`Y`f`K`Y`V`g`Y]h`Y`j`c`b`F`U`h`Y`b`c`k`&(`V`Y`f]W`h`Y`h`ž`i`[`]`h`

6fUbXgh]Zhi b['U`g'gWk YfYf'GhfUZhUhVYghUbXž'XYf']b'z' '\$* 'Gh 6
[YfY[Y'h']ghi bX'a]h: fY\Y]hgghfUZYb'j cb'Y]bYa 'V]g'ni 'nY\ b
X\ fYb'VYghfUZh'k YfXYb '_Ubb"

8cW'k Ug[YbUi 'VY]b\U'hYh'XUg'; YgYhn'ØVYf'6fUbXgh]Zhi b[3'8Yf
DUFU[fUZVY\UbXY'h'X]Y'j cfgÅhn'WY' ðVfUbXgYhni b['j cb'ZFYa XYb
; YVÀi XYb'cXYf'UbXYfYb'[YgW'ØhnhYb'CV'Y_hYb"'8UVY]'a ØggYb
j YfgW]YXYbY'HUha Yf_a U'Y'YfZØ'h'gY]bž'XUa]h'Y]bY'J Yfi fhY]'i b[
YfZc`[Yb'_Ubb"'Ni bÅW'gh[Y\Øfh'XUg' ðVfUbXgYhYb'ni 'XYb
HUh\UbX'i b[Ybž'X]Y'Y]bY'cV'Y_h]j Y'Ni fYW'bi b['i bX'?Ui gU'hÅh
YfZcfXYfbž'i a 'X]Y'[YgW'ØhnhYb'F YW'hg[ØhYf'ni 'VYY]bhfÅW'h][Yb"
8]YgY'; YgYhY'gc''Yb'b]W'h'bi f'XUg'9][Ybhi a 'gW'ØhnhYbž'gcbXYfb
Ui W'F]g]_Yb'ZØf'@Y]V'i bX'@YVYb'UbXYfYf'A YbgW'Yb'j Yfa Y]XYb"
6Y]gW'k YfYb': c'[Ybž'k]Y'Yhk U'; Ygi bX\Y]hgVYY]bhfÅW'h][i b[Ybž'
Xfc\Yb'bcW'\ÅfhYfY'GhfUZYb"'8]Yg'k]fX'Xi fW'X]Y'i a ZUb[fY]W'Y
5bU'mgY'XYg'GhfUZfYW'hg'Ui Z'ž fUWXYa m'Y]bXfi W_gj c''
i bhYfa Ui Yfh"

K Y]hYfY'J cfZÅ''Y']b'F Uh\Ybck 'i bX
I a [YVi b[

K Yb][Y'Ghi bXYb'j cf'XYa '6fUbX'_Ua 'Yg'[Y[Yb'%%.\$\$'I \f']b'XYf
7i f'UbXghfU»Y'ni 'Y]bYa '5VV]Y[Yi bZU''ž'VY]'XYa 'Y]bY') , ' !Å\ f][Y
F UXZU\ fYf]b''Y]W'h]j Yf'Yhnh'k i fXY''9]b', ' !Å\ f][Yf'J K !
HfUbgdcfhYf!: U\ fYf'\UhhY']\f'X]Y'J cfZU\fh'[Ybca a Ybž'k Ug'ni
Y]bYa 'Ghi fn'ZØ\fhY"'8]Y'F UXZU\ fYf]b'k i fXY']b'Y]b'?fUb_Yb\Ui g
[YVfUW'hž'X]Y'GW'UXYbg\Ø\Y'k]fX'Ui ZYhk U'&\$\$'9i fc'[YgW'Åhnh"

ð'XYf'B UW'h'k i fXYb'ni XYa ']b'XYf'BUi YbYf'GhfU»Y'nk]gW'Yb
GUa ghU['i bX'GcbbhU['?YbbnY]W'Yb'j cb'Y]bYa '[YdUf_hYb
7\Yj fc'Yh'Yb'k YbXYh"'8]Y'Dc`nY]' \Uh
Gdi fYbg]W'Yfi b[ga U»bU'a Yb'Yf[f]ZYZb'i bX'Y]b
9fa]hhi b[gj YfZU\ fYb'Y]b[Y'Y]hYh'XYf'YbhghUbXYbY'GW'UXYb
VY'Ài Zh'g]W'Ui Zi b[YZÅ\ f') '\$'9i fc"

J YfghØ» Y'[Y[Yb'XYb'GhfU» Ybj Yf_Y\ f

9]b`k Y]hYfYf`J cfZU``YfY][bYhY`g]W`Ui Z`XYf`@UbXYgghfU» Y`%*`%]b
6f]YgY`Ub [ž`k c`Y]b`(!`!`Å\`f][Yf`6A K !: U\`fYf`Y]bYa`ei YfYbXYb
F Y\`Ui gk Y]W`Yb`k c``hY`i bX`XUVY]`a`]h`Y]bYa`GhfU» YbVUi a
_c``]X]YfhY``8Yf`: U\`fYf`k i fXY`Y]W`h`j Yf`Yhnh`]bg`? fUb`_Yb`U`i g
[YVfUW`hž`k Å\`fYbX`XYf`A UhYf]U`gW`UXYb`Ub`gY]bYa` : U\`fnYi [`VY]
fi bX` , "\$\$\$`9i fc``]Y[h"

⊕`6fUbXYbVi f[`Ub`XYf`<Uj Y`k i fXYb`nk Y]`5i hcZU\`fYf`k Y[Yb
8fc[Ybj YfXUW`hg`_cbhfc``]Yfh``6Y]`Y]bYa` `` +!`!`Å\`f][Yb`C dY`!: U\`fYf
Yf[UV`XYf`HYgh`dcg]h]j Y`9f[YVb]ggY`ZØf`gmb`h`Yh]gW`Y`Gi VghUb`nYb`"
8Yf`&\$!`!`Å\`f][Y`A YfW`XYgZU\`fYf`j Yfk Y][YfhY`XYb`8fc[Yb`hYghž`i bX
]b`VY]XYb` : Å``Yb`k i fXYb`6`i hdfcVYb`Yb`h`b`c`a` a`Yb``9]b`k Y]hYfYf
J cfZU``VYhfUZ`Y]bYb`(!`!`!`Å\`f][Yb` : U\`fnYi [ZØ\`fYfž`XYf`a`]h`%ž` (
Dfca`j``Y`5`_c`l`c``]a` `6`i`h`j`cb`XYf` : U\`fVU`b`UV`_Ua` `i`bX`a`]h`Y]bYa
6Ui a` `_c``]X]YfhYž`YXcW`i`bj Yf`Yhnh`V`]YV"

8]Y`Øb[ghYb`J cfZÅ``Y`]b`XYf`FY[]cb`nY][Yb`XYi`h]W`ž`XUgg`gck`c`\`
6fUbXgh]Zhi`b[`U`g`Ui`W`J`Yf`_Y`f`gi`bZÅ``Y`Yfbgh`UZhY`?`cbgYei`YbnYb
\UVYb`_ØbbYb``j`cb`XYf`fYW`h]W`Yb`GY]hY`\`Yf`VYhfUW`hYhž`\UVYb
6YgW`i`X][`hY`VY]`GhfUZ`hYb`k`jY`XYf`6fUbXgh]Zhi`b[`XUg`F`YW`hž`X]Y
5i`ggU[Y`ni`j`Yfk`Y][Yfb`i`bX`Y]bYb`GhfUZ`YfhY]X][Yf`ni
_c`bgi`h]YfYbž`k`Ug]b`?`f]gYb]g]hi`Uh]cbYb`k`jY`X]YgYb`j`cb`nYbhfU`Yf
6YXYi`hi`b[`]gh``9]bY`ZfØ`nY]h][Y`fYW`h]W`Y`6YfUhi`b[`_Ubb`XUni
VY]hfU[Ybž`X]Y`Y][YbYb`F`YW`hY`ni`k`U\`fYb`i`bX`a` Õ[`]W`Y
[fUj`]YfYbXY` : c`[Yb`ni`j`Yfa`Y]XYbž`k`jY`i`bhYf`UbXYfYa` `a` Õ[`]W`Y
9]bhfÅ[Y`]bg` : Ø\`fi`b[gnYi [b]g`cXYf`GW`UXYbgYfgUhnZc`fXYfi`b[Yb`"

8YhU]`g	
Cfh	FUh\Ybck ž8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "fUh\Ybck &("XY • k k k "i fUWXYa m"XY • fYW`hgUb`k`U`h!Yf\UfX"XY

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