

: U\ ffUXX]YV`]a` < Uj Y`UbX`[YgWÅ bUddh`
Dc`nY]`gWÅ`À[h`ni fØW_°

5_hi Y`Y`Dc`nY]a Y`Xi b[Yb`Ui g`XYa` < Uj Y`UbX.`&"\$*"\$&\$&)
! : U\ ffUXX]YVghU\`ž`9]bVfØWÅ Y`i bX`J Yf_Y\ fgi bZÅ`Y`]a
: c_i g"



: U`_YbgYYž`8Yi hgWÅ`UbX`!`5a` &"' † b]'&\$&) `j Yfa Y`XYh`X]Y
6fUbX`]b`XYf`FY[]cb`<Uj Y`UbX`Y]b][Y`Ui ZgY\YbYffY[YbXY
J cfZÅ`Yž`X]Y`X]Y`c_U`Y`Dc`nY]`]b`5`Ufa` VYfY]hgWÅ UZhj YfgYhnYb"
@Ui h`a **Un!cb`]bY`XY`k`i`fXY`Y]b`HUhj`YfXÅWÅ h][Yf`bUWÅ`Y]bYa`
: U\ ffUXX]YVghU\`]a` < Uj Y`UbX`[YZUggh`"8Yf`: U``nY][h`Y]ba U`
a`Y\ fž`k`]Y`k`UWÅ`gUa`X]Y`6Øf[Yf`i`bX`X]Y`Øfh]WÅ Yb`6Y\ ØfXYb`g]bXž
k`Ybb`Yg`i`a`X]Y`G]WÅ Yf\Y]h]b`XYf`BUWÅ VUfgWÅ UZh[Y\`h`**

8cWÅ`XUg`]gh`b]WÅ h`U`Yg`"8]Y`Dc`nY]`Yf\]Y`h`ni`XYa`A`Y`Xi`b[Yb
ØVYf`Y]bYb`9]bVfi`WÅ`]b`Y]bYb`HfUbgdcfhYfž`k`Ug`X]Y`Gcf[Yb`i`a`X]Y
G]WÅ Yf\Y]h]j`cb`9][Ybhi`a`k`Y]hYf`Ub\Y]nh`"8]YgY`J`cfZÅ`Y`fY]» Yb
Y]b`GWÅ`U[`]WÅ h`Ui`ZX]Y`U_hi`Y`Y`G]hi`Uh]cb`]a` < Uj Y`UbX`i`bX
\VYb`X]Y`K`]WÅ h][_Y]h`XYf`Dc`nY]!`i`bX`J`Yf_Y\ fga`Y`Xi`b[Yb

\Yfj cfž'X]Y'hÀ['j]W']b'Y]bYa '@j Yh]W_Yf'j YfÒZZYbh]W'h'k YfXYb"

G]W Yf\Y]h'i bX'DfÀgYbn'XYf'Dc`]nY]

5_hi Y`Y` ðZcfa Uh]cbYb'ni 'J YfVfYWYbž'J Yf_Y\fgi bZÀ`Ybž
GdYffi b[Yb'i bX'k Y]hYfYb'g]W Yf\Y]hgfY`Yj UbhYb'H\Ya Yb'g]bX'ZØf
X]Y'6Øf[Yf'j cb` \ÒW ghYf'6YXYi hi b["I bhYf'i **bgYf\Uj Y`UbX"XY**
g]bX'j YfgW]YXYbY'Øb[ghY'J cfZÀ`Y'Xc_i a Ybh]Yfhž'X]Y'b]W'h'bi f
X]Y'Bchk YbX][_Y]h'fY[Y'a Å»][Yf'Dc`]nY]dfÀgYbn'Ui ZnY][Ybž
gcbXYfb'Ui W'X]Y'6Øf[Yfg]W Yf\Y]h]bg'F Ua dYb`]W'h'fØW_Yb" 'J cb
_ØfdYf`]W Yb'5i gY]bUbXYfgYhni b[Yb'V]g'\]b'ni 'F Ui VØVYfZÀ`Yb
k YfXYb'X]Y'6Øf[Yf'Ui Z[YZcfXYfhž' ðZcfa Uh]cbYb'ghYhg]a '6`W'ni
\UVYb"

6YgcbXYfg'VYgcf[b]gYffY[YbX'k Uf'Y]b'F Ui VØVYfZU`Ui ZY]bYb
6i gZU\fyf']b'BUi Ybž'k c'HÀhYf'bUW'Y]bYa 'GhfY]h'ØVYf'XYb
: U\fUi gk Y]g'ni gW'ì [Yb'i bX'X]Y'HUgW'Y'XYg': U\fyfg
Ybhk YbXYhYb"; `ØW_]W Yfk Y]gY'k i fXY'XYf'6i gZU\fyf'bi f`Y]W h
j Yf'Yhhi bX'Ua Vi `Ubh'VY\UbXY'h" 'Gc`W'Y'J cfZÀ`Y'j YfXYi h]W Yb
X]Y'Bchk YbX][_Y]hž'Y]b' [i hYg' < ÀbXW Yb'ZØf'i bgYfY'G]W Yf\Y]h'ni
Ybhk]W_Y'b'i bX'Ui Za Yf_gUa 'ni 'gY]b"

8]Y '@U[Y']a ' < Uj Y`UbX

8]j YfgYb'6Yf]W hYb'ni Zc` [Yž'XUfi bhYf'Ui W'j cb` **_U"dc`]nY]!**
Vk "XYž'ghYg'k]W h][ž'X]Y'Dc`]nY]']W Y'?f]a]bU`ghUh]gh]_ [YbUi 'ni
VYcVUW hYbž'i a `HfYbXg'i bX'a Ò[`]W Y'9bhk]W'ì b['j cb
'?f]a]bU`]hÀh]b'XYf'FY []cb'ni 'Yf_YbbYb" '8]Y'GhUh]gh]_Yb'XYf' ð\fy
&\$&%V]g'&\$&('nY][Yb'XYi h]W ž'k]Y'g]W '?f]a]bU`]hÀh]j YfÀbXYfh
i bX'k Y`W Y'6i f[Yb'Xi fW'5i Z`Àfi b[gei chY'XYf'Dc`]nY]' VYfY]hg
[Yg]W Yfh'k i fXYb"

ð'XYf'Nk]gW YbnY]h'V'Y]Vh'X]Y'Bchfi Zbi a a Yf'ZØf
'VYbYgVYXfc`\]W Y'BchZÀ`Yž'%%\$'ZØf'X]Y'Dc`]nY]'i bX'%%&'ZØf'XYb
FYhhi b[gX]Ybghž'Y]b'k]W h][Yg' <]Zga]hY`ZØf'X]Y'6Øf[Yfž'X]Y']b
_f]h]gW Yb'G]hi Uh]cbYb'gW bY`Y' <]ZY'VYbØh][Yb"

8 Yf'6`]W_`Ui Z'XUg`K YgYbh`]W\Y

8]Y', VYfg]W\h'XYf'Dc`]nY]!GhUbXcfhY`]a`@UbX_fY]g<Uj Y`UbX`]gh
 j cb`[fc»Yf'6YXYi hi b[žgc`hYb`X]Y'6Øf[Yf'XYb`?cbhU_h`ni f'Dc`]nY]
 gi W\Yb" `⊖gVYgcbXYfY`X]Y'Dc`]nY]]bgdY_h]cb`<Uj Y`UbX`]b
 : U`_YbgYY`cXYf`X]Y`j YfgW\]YXYbYb`F Yj]Yfdc`]nY]Yb`]b`XYf`FY[]cb
 ghY\Yb`VYfY]hž`YXYg`5b`]Y[Yb`Yfbgh`ni `bY\`a Yb"<]Yf`Y]bY`_`Y]bY
 , VYfg]W\h

GhUbXcfh	5XfYggY	HY`YZcb
Dc`]nY]]bgdY_h]cb <Uj Y`UbX	:]b_Yb_fi [Yf`GhfU»Y +' ž%(*%&: U`_YbgYY	Ž (- ' ' &&&+) \$
Dc`]nY]fYj]Yf`B Ui Yb	GW\ØhnYbghfU»Y`%' ž %(* (%`B Ui Yb	Ž (- ' ' &%(\$\$\$
F Yj]Yfdc`]nY] 6f]YgY`Ub[K i ghYfa Uf_Yf`5`YY %ž%(*) * `6f]YgY`Ub[Ž (- ' ' &&&+) !%\$) +

8]Y`9bhk]W_`i b[Yb`]a`<Uj Y`UbX`nY][Ybž'XUgg`X]Y`G]W\Yf\Y]h`]b
 XYf`FY[]cb`Ui W\`k Y]hYf\]b`Y]b`nYbhfU`Yg`H\Ya U`V`Y]Vh`'8]Y'Dc`]nY]
 UfVY]hYh`Ufh`XUfUbž`X]Y'6Øf[Yf`ni `gW\ØhnYb`i bX`ZØf`a Y\ f
 G]W\Yf\Y]h`ni `gcf[Yb" `8Ua]h`XUg`Ui W\`gc`V`Y]Vhž`]gh`Yg`k]W\h][ž
 XUgg`k]f`U`g; Ya Y]bgW\UZh`ni gUa`a YbUfVY]hYb`i bX`Y]b`5i [Y
 Ui ZY]bUbXYf`\UVYb"

8YhU]`g	
C fh	: U`_YbgYYž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • i bgYf\Uj Y`UbX"XY • `_U"dc`]nY]!Vk "XY

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