

F c hc fV`Uhh! 5 V V fi W X `Y fgW ØhhY fh
I W_Yfa Uf_. `K Ug`ghY W_h`XU\]b hYf 3

9]b`+) `A YhYf`Ub[Yg`F c hc fV`Uhh`Y]bYf`K]bX_fUZhUb`U[Y`]b
XYf`I W_Yfa Uf_`VfUW`i bYfk UfhYh`UV""6Yhfc ZYbY`ZcfXYfb
5i Z_`Àfi b["



I W_Yf`UbXž`8Yi hgW`UbX`!`9]b`Ui hYf`?bU`""Y»`7Ufa Yb
: `Ya a]b[ž`6YhfY]VYf]b`XYg`FcgYb`cZYg: `Ya a]b[`]b`?Uf`ghY]bž
Ui Z`cfW`Yb""8]YgYf`_Ua`ij`cb`Y]bYf`K]bX_fUZhUb`U[Y`]a
bU\Y[Y`Y[YbYb`K]bXdUf_`@VVYbck ``žk`c`Y]b`Yhk`U`+\$`A`YhYf
`Ub[Yg`F`c`h`c`f`V`U`h`h`U`V[YVfcW`Yb`]gh""8Yf`J`c`f`Z`U`Y`f`Y][`b`Y`h`Y`g]W`
k`À`f`Y`b`X`X`Y`f`b`V`Y`h`f]Y`V`b`U`a`Y`X`Y`f`5`b`U[Y`ž`X]Y`g`Y]h`X`Y`a`&*"`
G`Y`d`h`Y`a`V`Y`f`&`\$`%`-`]b`6`Y`h`f]Y`V`]gh`i`b`X`Y]b`Y`B`U`V`Y`b`\`Ø`Y`j`c`b`%`&`
A`Y`h`Y`f`b`U`i`Z`k`Y]gh`J`Y`f`i`b`g]W`Y`f`h`X`i`f`W`X`Y`b`d`Ø`h`]W`Y`b`?`b`U`ž`X`Y`f`
g]Y`V`Y]a`K`À`g`g`Y`f`b`X`Y`f`D`Z`U`b`n`Y`b`Y`f`g`W`f`Y`W`_`h`Y`ž`\`U`h`g]Y`b`i`b`[`f`c`»`Y`
6`Y`X`Y`b`_`Y`b`\]b`g]W`h`]W`X`Y`f`G]W`Y`f`\`Y]h`j`c`b`K]bX_fUZhUb`U[Yb`]b
X`Y`f`I`a`[`Y`V`i`b[`ž`V`Y`g`c`b`X`Y`f`g`k`Y`b`b`Y`g`i`a`X]Y`;`Y`f`À`i`g`W`_`i`]gg`Y`
[`Y`\`h`ž`X]Y`Z`Ø`f`\`f`Y`;`À`g`h`Y`i`b`Y`f`h`À[`]W`k`À`f`Y"

8]Y'I fgUWXY`Z0f`XUg'I b[`0W_`]gh`V]g`Ub[`i bVY`Ub`h"9]bY`5bZfU[Y
VY]a `6YhfY]VYf`Bchi`g`9bYf[]Y`]b`DchgXUa `V`]YV`i bVYUb`hk`cfhY`h"
5i`W`]b`XYf`J`Yf[Ub[Yb`Y]h[UV`Yg`]b`XYf`F`Y[]cb`A`b`]WXY
J`cfZ`A`Y`"Gc`VfUW`VY]gd]Y`gk`Y]gY`Ua`" `"]Jbi`Uf`&`\$`%+`Y]b
F`c`h`c`f`V`U`h`h`Y]b`Yf`V`Y`f`Y]hg`g`Y]h`&`\$`\$`"]b`6Yhf]YV`V`Y`Z]b`X`]WXYb`5b`U[Y
UV`"8Yf`6YhfY]VYf`Z`X]Y`9bYf[]Y?`cb`h`c`f`5; `6fYa`Yb`Z`nY][hY`g]W
XUa`U`g`Y`V`Y`b`ZU`"g`0VYffUgW`h`i`b`X`V`Y`U`i`Z`h`f`U[hY`Y]b`";`i`h`U`W`h`Y`b`n`i`f`
l`fgUWXYb`Yf`Z`c`f`g`W`i`b[`Z`X`U`Y]b`8Y`Z`Y`_`h`U`b`Y]b`Ya`G`Y`b`g`c`f`X`Y`f`D]h`W`!
F`Y[Y`i`b[`U`g`a`0[`]WXY`9f`_`A`f`i`b[`U`h`"

8 YZY`_`hY`i`b`X`G]WXYf`Y`]hgVYXYb`_`Yb

J`c`f`X]YgYa`U`_`h`i`Y`Y`b`J`c`f`ZU`"k`i`f`X`Y`b`V`Y`f`Y]hg`a`Y`Y`f`Y`f`Y`i`b`Z`A`Y`U`b
K`]b`X`_`f`U`Z`h`U`b`U[Yb`]b`6f`U`b`X`Y`b`V`i`f[`f`Y[]ghf]Y`f`h`9]b`Y`?`Y]b`Y
5b`Z`f`U[Y`X`Y`f`7`8`I`!`:`f`U`_`h]cb`]a`5i`[`i`g`h`&`\$`&`"n`A`Y`h`Y]b`b`i`f`
n`k`Y]Y]b`Y`U`V`]J`Y`f`Y`b`Z`0`b`Z`g`c`W`X`Y`J`c`f`Z`A`Y`"Ni`X`Y`a`]gh`U`i`Z`Z`A`"][`Z`X`U`g`g`
Y`g`_`Y]b`Y`i`a`Z`U`g`g`Y`b`X`Y`G`h`U`h]gh]_`0V`Y`f`i`b[`0W`_`g`Z`A`Y`U`b
K`]b`X`_`f`U`Z`h`U`b`U[Yb`]b`6f`U`b`X`Y`b`V`i`f[`U`]V`h`"5i`W`X`Y
@`U`b`X`Y`g`f`Y[]Y`f`i`b[`f`A`i`a`h`Y]b`Z`X`U`g`g`Y`g`_`Y]b`Y`j`c`"gh`A`b`X][Yb`8`U`h`Y`b
0V`Y`f`X`Y`b`F`0W`_`V`U`i`j`c`b`K`]b`X`_`f`U`Z`h`U`b`U[Yb`j`c`f`Y[Yb`"

8]YgYf`J`c`f`ZU`"gh`Y`h]a`?`c`b`h`Y`i`h`X`Y`g`g`h`Y`h][Yb`5i`g`V`U`i`g`X`Y`f`
K`]b`X`Y`b`Y`f[]Y`]b`8Y`i`hg`W`X`U`b`X`"`#`X`Y`b`g`d`A`h`Y`b`%`-`,\$`Y`f`i`b`X`Z`f`0`Y`b`
%`-`\$`Y`f`!`J`Y`f`Y`b`b`U`a`X`Y`K`]b`X`_`f`U`Z`h`U`g`V`Y`X`Y`i`h`Y`b`X`Y`9`b`Y`f[]Y`e`i`Y`Y`
]Y`f`Y`b`5`b`Z`U`b[`Z`i`b`X`g`Y]h`X`Y`a`U`h`g]W`X`Y`f`A`U`f`_`h`g`h`A`b`X][
k`Y]h`Y`f`Y`b`h`k`]W`_`Y`h`"@`U`i`h`K`]b`X`V`f`U`b`W`X`Y`"X`Y`Y`f`Z`A`f`h`X]Y`6`f`U`b`W`X`Y`
g`Y]h`i`&`\$`&`%`Y]b`Y`G`h`U`V`]g]Y`f`i`b[`U`i`Z`Y]b`Y`a`b`Y`X`f][Y`f`Y`b`B`j`Y`U`i`Z`
b`U`W`X`Y`a`Y`g`]b`X`Y`b`j`Y`f[Ub[Yb`Y`b`]J`Y`f`n`Y`b`h`Y`b`g`c`k`c`Y`<`0`Y`b`U`g`
U`i`W`X`H]Y`Z`Y`b[UV`"&`\$`&(`g]b`X`c`Y`5i`g`g`W`X`f`Y]V`i`b[ga`Yb[Yb`j`cb`
0V`Y`f`%`%`\$`\$`\$`A`K`[Y`d`U`b`h`Z`k`U`g`X`Y`b`N`i`V`U`i`X`Y`f`5`b`U[Yb`U`b`_`i`f`V`Y`b`
_`0`b`b`h`"6]g`9`b`X`Y`&`\$`&(`g]b`X`]b`8Y`i`hg`W`X`U`b`X`V`Y`f`Y]hg`0V`Y`f`" `\$\$\$`\$`
K`]b`X`_`f`U`Z`h`U`b`U[Yb`a`]h]b`g[Y`g`U`a`h`i`f`i`b`X`+`&`+`\$`\$`A`K`]b`6`Y`h`f]Y`V`"

8 Yf`6`]W`]b`X]Y`Ni`_`i`b`Zh

8]Y`K`]b`X`Y`b`Y`f[]Y`U`h`Z`0`f`8Y`i`hg`W`X`U`b`X`k`Y]h`Y`f`Y]b`Y]b`Y
G`W`X`0`g`g`Y`f`c`Y`Z`b]W`X`h`i`b`i`f`U`i`g`l`a`k`Y`h[f`0`b`X`Y`b`Z`g`c`b`X`Y`f`b`U`i`W`
k`]f`hg`W`U`Z`h]W`"8Y`f`6Y`g`W`A`Z]i`b[g`V`Y`f`Y]W`]b`X`Y`f`K`]b`X`V`f`U`b`W`X`Y`Z`

XYf'&\$%*'a]h'%' (") \$\$'6YgWÅZh][hYb'Y]bYb'<Ò\Ydi b_h'YffY]W hYž
 \Uh'g]W'U_hi Y''Ui Zfi bX'%'& ("* \$\$'6YgWÅZh][hY'j Yff]b[Yfh"8cW
 a]h'XYb'Ua V]h]cb]YfhYb'5i gVUi n]Y'Yb']gh'XYf': UW_fÅZhYVYXUFZ
 k]YXYf']a 'GhY][Yb'VY[f]ZZYb" ðZcfa Uh]cbYb'ni 'XYb'dYfgcbY''Yb
 9bhk]W_i b[Yb']b'XYf'6fUbWY' _ÖbbYb'VY]'k]bX!YbYf[]Y"XY
 Y]b[YgY\Yb'k YfXYb"

BYi Y'GhU\`d`UhhYbžX]Y'ZØf'XYb'HfUbgdcfh'k Y]hYfYf
 K]bX_fUZhUb`U[Yb'nk]gWYb'DfYbn`Ui 'i bX'I W_Yf`UbX'j Yf`Y[h
 k i fXYbžXYi hYb'XUFUi Z\]bžXUgg'XYf'5i gVUi ']b'XYf'FY[]cb
 k Y]hYf\]b'j cfUbgWfY]hYh"8]Y'G_Ydg]g'j cb'7Ufa Yb'i bX'A U]_
 : `Ya a]b['\]bg]W'h]W'XYf'@Àfa VY`Àgh][i b['V`Y]Vh'U''YfX]b[g'Y]b
 ghÅbX][Yg'H\Ya U"8]Y'6U'UbW'nk]gWYb'Y]bYf'bUW\U'h][Yb
 9bYf[]Yni _i bZhi bX'XYf'@YVYbgei U']hÅh'XYf'5bk c\ bYf'k]fX'k c\
 Y]bY'XYf'<YfUi gZcfXYfi b[Yb'gY]bž'a]h'XYbYb'g]W'X]Y'FY[]cb']b
 XYb'_ca a YbXYb' ð\ fYb'Ui gY]bUbXYfgYhnYb'a i gg"

8YhU]`g	
C fh	I W_Yf`UbXž8Yi hgW`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • k k k "k]bXVfUbWY"XY • k k k "k]bX!YbYf[]Y"XY

6Ygi WYb'G]Y'i bg'Ui Z.'b!U["bYh