

: cfa Y`'%&\$&) . 'BYi Y'FY[Y`bž'gdUbbYbXY
: U\fyfk YWgY`i bX'[fc»Y'8i Y`Y°

8]Y': cfa Y!%!GU]gcb'&\$&) 'ghUfhYh'Ua`%*"A Åfn']b'5i ghfU`Yb
a]h'&('FYbbYbž'bYi Yb'FY[Y'i b[Yb'i bX'gdUbbYbXYb
: U\fyfk YWgY`b"



A Y`Vci fbYž'5i ghfU`Yb'!8]Y': cfa Y!%!K Y`ha Y]ghYfgW UZh&\$&)
ghY\hj cf'XYf'HØf'i bX'j Yfgdf]W'h'Y]bY'gdUbbYbXY'GU]gcb'a]h
bYi Yb'FY[Y'i b[Yb'i bX': U\fyfk YWgY`b"8]Y'+*"GU]gcb'VY[]bbh
Ua`%*"A Åfn'&\$&) 'a]h'XYa` ; fc»Yb'DfY]g'j cb'5i ghfU`Yb']b
A Y`Vci fbY'i bX'YbXYhj cfUi gg]W'h]W'Ua`+'8YnYa VYf'&\$&) 'a]h
XYa` ; fc»Yb'DfY]g'j cb'5Vi '8\UV]"`b'X]YgYf'GU]gcb'k YfXYb'X]Y
HYUa`g'Y]bY'A UI]a U`UbnU`'j cb'&('FYbbYb'UVgc'j]YfYbž'X]Y']b
a Y\fyfYb'@AbXYfb'ghUhhZ]bXYb'k YfXYb"

9]b'YbhgWY]XYbXYg'H\Ya U']b'XYf'_ca`a YbXYb'GU]gcb']gh'X]Y
9]bZØ\fi b['bYi Yf'hYWb]gWYf'FY[Y'i b[Yb"8]Y': -5'i bX'XUg
: %!A UbU[Ya Ybh'\UVYb'VYgW`cggYbž'FY[Y`AbXYfi b[Yb'ni
]a d'Ya Ybh]YfYbž'X]Y'XUg', VYf\c`Yb'Yf'Y]W'hYfb'gc`Yb"8]YgY

ŸbXYfi b[Ybž'ni 'XYbYb'i bhYf'UbXYfYa 'Y]b'bYi Yf': fcbhZØ[Y'a]h
bi f'bcWŁ'ZØbZ'9'Ya YbhYb'[Y\Øfhž'k i fXYb'j cb': YffUf]'i bX
A YfWXYG'i bhYfghØhnhž'i a 'X]Y'8ca]bUbn'j cb'FYX'6i ''ni
VfYWŁYb''8]Y'FØW__Y\f'ni 'X]YgYb'FY[Y'bYi Yfi b[Yb'\Uh]b'XYf
; YgWŁ]WŁhY'XYf': cfa Y''%cZh'X]Y'FUb[cfXbi b['XYf'HYUa g
j YfÅbXYfhi bX'_ØbbhY'Ui WŁ'X]Yga U'YbhgWŁY]XYbX'gY]b''Gc
dfcZ]h]YfhY': YffUf]'VYfY]hg'j]b'XYf'J Yf[Ub[Yb\Y]hj'cb'Å\b'WŁYb
ŸbXYfi b[Ybž'k]Y'ni a '6Y]gd]Y''%-) &'i bX'%- *%ž'VYf]WŁhYh'Ui hc
a chcf'i bX'gdcfh"

: U\ fYfk YWŁ gY`'i bX'HYUa bYi][_Y]hYb

K YgYbh]WŁY'J YfÅbXYfi b[Yb'nY]WŁbYb'g]WŁ'ja ' : U\ fYf_UXYf'UV"
A W@UFYb'k]fX'U'g'XUg'gWŁbY`ghY'HYUa 'Ub[YgY\Ybž'a]h'@UbXc
Bcff]g'i bX'CgWUf'D]Ughf]'U'g'<Ui dhZUj'cf]hYb''A Ul 'J YfghUddYb'k]fX
k Y]hYf\]b'i a 'G]Y[Y'_Åa dZYbž'k Å\fybX'FYX'6i ''hfc'h]'fYf
J YfVYggYfi b['Ui WŁ'ja '_ca a YbXYb'ŸU\f'[YZÅ\]'WŁ'V'Y]Vh'': YffUf]
i bX'A YfWXYG'_Åa dZYb'i a 'X]Y'Dcg]h]cb'U'g'nk Y]hghÅf_ghY'?fUZž
k cVY]'7\UF'Yg'@WYfWi bX'@Yk]g'<Ua]'hcb'ZØf': YffUf]'Ub'XYb
GhUfh'[Y\Yb''9g'g]bX'gdUbbYbXY'8i Y''Y'j]b'XYf
?cbghfi _hYi fgk Yfhi b['ni 'Yfk UfhYbž'XU'K]''Ua g'i bX'5'd]bY
Yf\YV'WŁY'@Y]ghi b[ggdfØb[Y'[Ya UWŁh'\UVYbž'YXcWŁ'i a 'Y]bYb
D'Uhn'ja 'j cfXYfYb'A]hY'ZY'X'_Åa dZYb"

9]bY'XYf'Ui ZÅ''[ghYb'ŸbXYfi b[Yb'j]b'XYf': U\ fYfgnYbY'j]gh'XYf
K YWŁ gY`'j cb'@Yk]g'<Ua]'hcb'ni ' : YffUf]"5bXfYU'?]a]'5bhcbY''
k]fX']\b'VY]'A YfWXYG'YfgYhnYb''B]WŁ'<Ø_YbVYf['k YWŁ gY'h'ni
GUi VYfž'XUg'&\$&*'U'g'K Yf_ghYUa 'j cb'5i X]'Y]bghY][Yb'k]fXž
k Å\fybX'9ghYVUb'C WŁb'ni ' <UUg'k YWŁ gY'h'i bX'Xcfh'gY]bY'YfghY
j c`k Yfh][Y'GU]gcb'a]h'C`j] Yf'6YUfa Ub'VYghfY]hYh''ŸW'_8cc\Ub
ØVYfb]a a h'VY]'5'd]bY'XYb'D'Uhn'i bX'ghY\h'i bhYf'8fi W'_j cb
: fUbWŁ'7c`Ud]bhčž'VYf]WŁhYh'fd!cb`j]bY"

A YX]YbVYf]WŁ hYfghUhh'i b['i bX
GU]gcbj c fVYfY]hi b[Yb

8]Y'DfY!GYUgcb!HYghg'g]bX'ZØf'XYb'NY]hfUi a 'j ca '&*'V]g'&, "

: YVfi Uf'&\$&) 'Ub[YgYhnhž'k Ug'XYb'HYUa g'X]Y'A Ò['W_X]h[]Vhž
 \fY': U\fnYi [Y'j cf'XYf'GU]gcb'Ui ZXYb'bYi YghYb'GhUbX'ni
 Vfb[Yb"K À\fybX'G_m'U''Y'FYbbYb'ja '@j Y!GhfYUa 'ØVYfhfÀ[hž
 k]fX'FH@g]YVYb'Ui g[Yk À\hY'FYbbYb'gck]Y'Y]b][Y
 E i U'Z]_Uh]cbYb'nY][Yb"

9]b'k Y]hYfYg'gdUbbYbXYg': YUhi fY'XYf'GU]gcb'g]bX'X]Y'gYWg
 [Yd'UbhYb'Gdf]bhfYbbYbžj cb'XYbYb'XUg'YfghY']b'G\Ub[\U]
 ghUhhZ]bXYb'k]fX" '8]g_i gg]cbYb'ØVYf'X]Y'Nk Y]ghcddfY[Y''i bX
 a Ò['W_X]ghfUHY[]gW_X]YfÀbXYfi b[Yb'VY]FYbbYb']b'A cbUWc
 nY]W_X]Yb'Y]bYb']bhYfYggUbhYb' <]bhYf[fi bX'ZØf'X]Y
 VYj cfghY\YbXYb'FYbbYbž'k]Y'Ui Z'Zcfa Y`%"XY'VYf]W_X]hYh"

A]h'X]YgYb'BYi Yfi b[Yb'i bX'XYb'UbghY\YbXYb
 < YfUi gZcfXYfi b[Yb'k]fX'X]Y': cfa Y`%"&\$&) 'g]W_X]Yf'Y]b
 Ui ZfY[YbXYg'X\ f'ZØf'X]Y': Ubg'XYg'A chcfgcdcfhg" '8]Y'HYUa g'i bX
 : U\fyf'ghY\Yb'VYfY]hž'g]W_X]Yb' < YfUi gZcfXYfi b[Yb'X]YgYf'GU]gcb
 ni 'ghY''Yb'i bX'i a 'X]Y'VY[Y\fhYb'A Y]ghYfh]hY''ni '_Àa dZYb"

fd!cb`]bY'VYf]W_X]hYhž'XUgg'X]Y': cfa Y`!%K Y'ha Y]ghYfgW_X]h'&\$&)
a]hj]Y''GdUbbi b['Yfk UfhYh'k]fXž'k À\fybX'Zcfa Y`%"XY
ni gÀm`]W_X]9]bV`]W_X]]b'XYb'?U'YbXYf'V]YhYh": Øf'Y]bYb
\]ghcf]gW_X]b'?cbhYi h'ØVYf'X]Y'FY[Y'ÀbXYfi b[Yb']b'XYf': cfa Y`%"
]gh'Ui hc'a chcf'i bX'gdcfh'Y]bY'k Yfhj c''Y' ðZcfa Uh]cbgei Y''Y"

8YhU]`g	
Cfh	A Y`Vci fbYž'5i ghfU`Yb
Ei Y''Yb	<ul style="list-style-type: none"> • fd!cb`]bY"XY • k k k "Zcfa Y`%"XY • k k k "Ui hc!a chcf!i bX!gdcfh"XY

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