

: f]YXf]W\ `A Yfn`XYW_h`ØVYffUgW\ YbXY
DfcV`Ya Y`VY]`F]W\ hYfk U\ ``Ui Z`

5a `%%"\$+ "&\$&) `VY`Yi W\hYh`Y]b`5fh]_Y`X]Y
<YfUi gZcfXYfi b[Yb`XYf`F]W\hYfk U\ ``]b`8Yi hgW\`UbX`i bX`X]Y
?cbhfcj YfgYb`fi bX`i a `X]Y`6Yf]W\hYfghUhi b[`j cb`5F8`i bX
N8: "



8Yi hgW\`UbX`i !`#`XYb`YhnhYb`HU[Yb`Uhg]W\`X]Y`dc`h]gW\Y
@UbXgW\UZh]b`8Yi hgW\`UbX`hi fVi`Ybh[YnY][h`J cf`U`Ya`X]Y
K cfha`Y`Xi b[Yb`j cb`: f]YXf]W\`A Yfnž`XYa`J cfg]hYbXYb`XYf`78I ž
\UVYb`ZØf`5i ZgY\Yb`[Ygcf[h`A Yfn`h`Ya`Uh]g]YfhY`]b`Y]bYa
U_hi`Y`Yb`6Y]hfU[`X]Y`GW\k`]Yf][`_Y]hYb`VY]`XYf`K`U\`j`cb`F`]W\hYfb
]b`8Yi hgW\`UbX`ž`[`Y]W\`nY]h][`fØW_h`Yf`XUa`]h`X]Y`Xf`Àb[YbXYb
<YfUi gZcfXYfi b[Yb`]b`XYb`<]bhYf[fi bX`"K`]Y`Gd]Y[Y`VYf]W\hYhž
gc`Yb`bYVYb`A Yfn`dc`h]gW\Yb`Ni`gd]hni`b[Yb`Ui`W\`X]Y`DfcV`Ya`Y
]b`XYf`6Yf]W\hYfghUhi b[`XYg`ÖZYbh]W\!fYW\h]W\Yb`Fi`bX`Ž`b_g
b]W\hj`Yf[YggYb`k`YfXYb"

8Yf`Fi`ZbUW\`FYZcfa`Yb`]gh`Ui`hž`b]W\h`bi`f`Ui`g`XYb`dc`h]gW\Yb

F Y]\Yb`XYf`78I "5i W`X]Y`5Z8`ghY`hX]Y`i b_h]cbU`]h`h`XYg
ÖZYbh]W`!fYW`h]W`Yb`F i bXZi b_g]b`i: fU[Y`i bX`ZcfXYfh`XYggYb
_ca d`YhhY`5VgW`UZI b["`9]bY`_Øfn`]W`j YfÖZYbh]W`hY`Ghi X]Y`j cb
XYf`i b]j Yfg]h`h`A U]bn`i bX`XYf`Gh]Zhi b[`A YfW`hcf`U`h`X]Y`J cfk ØfZY
Y]bYf`Y]bgY]h][Yb`6Yf]W`hYfghU`hi b[`[Y[Yb`5F8`i bX`N8: `[YbUi Yf
VY`Yi W`hYh`**H!Cb`]bY`Y**[h`c`ZYbž`XUgg`X]Y`5bU`mgY`j cb`ZUgh
%\$`\$\$\$`6Y]hfÀ[Yb`nY][h`²`ZYbh]W`!fYW`h]W`Y`i: cfa U`hY`g]bX
k Yb][Yf`bY[U]h]j `]b`XYf`6Yf]W`hYfghU`hi b[`ØVYf
F Y[]Yfi b[gdUfhY]Yb`ja `J Yf[`Y]W`ni `df]j U`hYb`A YX]Yb"

9]bgY]h][Y`6Yf]W`hYfghU`hi b[`]a `i: c_i g

8]Y`Ghi X]Y`YVh`Yfj c`fž`XUgg`]b_Y`i bX`fYW`hY`DUfhY]Yb`]b`A YX]Yb
c`ZiØVYfk]Y[YbX`bY[U]h]j `XUf[YghY`h`k YfXYb"5i W`k Ybb`X]Y
6Y`U`i dhi b[Yb`Y]bYf`j]Y`n]h]YfhYb`9]bgY]h][_Y]h`[Y[Yb`X]Y
ÖZYbh]W`!fYW`h]W`Yb`GYbXYf`b]W`h`U`h`Uf`g]bXž`V`Y]Vh`XYf
K i bgW`b`UW`Y]bYf`VfY]hYfYb`DYfgdY`_h]j Y`]b`XYf
6Yf]W`hYfghU`hi b["`8]Y`i: cfgW`Yf`Ya dZY`Ybž`_cbghfi _h]j YfY
5bg`ÄhnY`ni `Z]bXYbž`i a `XYb`6Øf[Yfb`b]W`h`bi f`DfcV`Ya Yž`gcbXYfb
Ui W`@Øgi b[Yb`i bX`9fZc`[Y`ni `df`ÄgYbh]YfYb"

8cW`ni fØW`ni `A Yfn.`Hfcm`XYf`< YfUi gZcfXYfi b[Ybž`X]Y`X]Y
F]W`hYfk U`a`h]g]W`Vf]b[hž`V`Y]Vh`UVni k UfhYbž`k]Y`g]W`X]Y
G]hi U]h]cb`k Y]hYfYbhk]W`Y`h`K`Ä`fYbX`g]W`X]Y`dc`]h]gW`Y`i bX
a YX]U`Y`@UbXgW`UZh]j Yf`ÄbXYfhž`g]bX`X]Y`Gcf[Yb`i a`X]Y
i b_h]cbU`]h`h`i bX`Ni [`Äb[`]W`_Y]h`XYf`A YX]Yb`ca`b]df`ÄgYbh`J]Y`Y
@YgYfž`k]Y`**ci hU[YXck b"Wca`**VYf]W`hYhž`UVYb`ni bY`a`YbX
DfcV`Ya Yž`Ui Z`h`U`hY`ni`ni [fY]ZYb`gY]Yg`Xi fW`hYW`b]gW`Y
GhØfi b[Yb`cXYf`a`h]5VcbbYa`Ybhgž`X]Y`b]W`h`cfXbi b[g[Ya`Ä`
Zi b_h]cb]YfYb"8]YgY`GhØfi b[Yb`_ÖbbhYb`ni XYa`XUg`J YfhfUi Yb`]b
X]Y`A YX]Yb`UbXgW`UZh`VY`UghYb"

h`Y]bYf`NY]hž`]b`XYf`X]Y`²`ZYbh]W`_Y]h`bUW`j Yf`Ägg`]W`Yb
h`Zcf`a`U]h]cbYb`XØfghYhž`]gh`Yg`i a`gc`k]W`h][Yfž`X]Y
< YfUi gZcfXYfi b[Yb`]a`A YX]YbVYfY]W`i bX`X]Y`dc`]h]gW`Yb
i: fU[YghY`i b[Yb`[Ya`Y]bgUa`ni`VYhfUW`hYb"i bUV`Äb[][j cb`XYf
dc`]h]gW`Yb`5i gf]W`hi b[`[]hž`XUgg`Y]bY`]bZcf`a`]YfhY`6Yj Ö`_Yfi b[
X]Y`i: fi bX`U[Y`Y]bYf`Zi b_h]cb]YfYbXYb`8Ya`c_fU]Y`V]`XYh"

8YhU]`g	
Cfh	8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "gd]Y[Y`"XY • ci hU[YXck b"Wca • k k k "h!cb`]bY"XY

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