

A YbfUX`gWk`Y»h`b`GWk`AV]gWk` ; a ØbX.
%\$\$`> Vg`b` ; YZU`f`°

A YbfUXž`XYf`6f]`Yb`YfghY`Yf`Ui`g`GWk`AV]gWk` ; a ØbXž`ghY`h`
&gc`j`Ybn`5bhfU[``%\$\$`5fVY]hgd`ÀhnY`g]bX`VYhfc`ZYb`/Ni`_i`bZh`
i`b[`Yk`]gg"



GWk`AV]gWk` ; a ØbXž`8Yi`hgWk`UbX`!`8Yf`6f]`Yb`YfghY`Yf`
A YbfUXž`XYf`gY]bYb`G]m`b`GWk`AV]gWk` ; a ØbX`U`hž`ghY`h`j`cf`
Y]bYf`i`b[`Yk`]ggYb`Ni`_i`bZh`bUWk`XYa`XUg`i`bhYfbY`a`Yb`Ua` ``%`
A`Àfn`&\$&)`&gc`j`Ybn`Ub[`Ya`Y`XYh`U`h`&nk`]gWk`Yb`U`h`XUg`
5a`hg[`Yf]Wk`h`5U`Yb`XYb`5bhfU[`Ub[`Ybca`a`Yb`i`bX`FYWk`hgUb`k`U`h`
:`cf]Ub`N]ghYf`U`g`j`cf`Ài`Z[`Yb`&gc`j`Ybnj`Yfk`U`hYf`Y]b[`YgYhnh`8Yf`
6Yhf]YV`k`]fX`YXcWk`j`cfYfgh`Zcfh[`YZØ`fhž`i`bX`X]Y`
;`Y`U`hgn`U`i`b[`Yb`ZØf`X]Y`%)`A`]hUfVY]hYf`Ua`<`Ui`d`hg]m`g]bX`
Xi`fWk`XUg`&gc`j`Ybn[`Y`X`ZØf`XfY]`A`cbUhY`[`Yg]Wk`Yfh`N]ghYf`g]Y`h`
7`UbWk`b`ZØf`Y]bY`GUb]Yfi`b[`i`bX`i`bhYfghfY]Wk`hž`XUgg`X]Y`
I`bhYfbY`a`Yb`ggfhi`_hi`f`ghUV]`]gh`N]Y`]gh`Ygž`Y]bYb`&bj`Yghcf`cXYf`
ghfUhY[`]gWk`Yb`DUfhbYf`ni`[`Yk`]bbYb`8]Y`
I`bhYfbY`a`Yb`ggWk`Y]Y»`i`b[`Yb`]b`XYf`FY[`]cb`bY`a`Yb`YXcWk`ni`ž`

k Ug`X]Y`G]hi Uh]cb`bcWk`_ca`d`n]YfhYf`a UWk`h`XU`\c\Y
6Yhf]YVg_cghYb`i bX`f0W`Ai Z][Y`5i ZhfA[Y`A YbfUX`Yf\YV`]Wk
VY`UghYb"

8]Y`b`gc`j Ybn`]gh`b]Wk`h`c`b`Y`J`c`fk`U`f`b`i`b`[`Y`_ca`a`Y`b`"
I`a`g`U`h`f`0`W`_`[`A`b`[`Y`i`b`X`Y`b`i`c`c`Y`g`?`c`g`h`Y`b`b`j`Y`U`i`g`c`f`[`h`Y`b`X`U`Z`0`f`z`
X`U`g`g`A`Y`b`f`U`X`b`]Wk`h`i`a`Y`\`f`f`Y`b`h`U`V`Y`i`U`f`V`Y`]h`Y`b`_`c`b`b`h`Y`"b`g`V`Y`g`c`b`X`Y`f`Y`
X`]Y`g`Wk`U`W`Y`?`c`b`^`b`_`h`i`f`i`]b`X`Y`f`i`Y`g`U`a`h`k`]f`h`g`Wk`U`Z`i`b`X`X`]Y`
<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b`[`Y`b`i`]b`X`Y`f`i`5`i`[`Y`b`c`d`h`_`V`f`U`b`Wk`Y`i`\`U`V`Y`b`i`n`i`f`
U`_`h`i`Y`i`Y`b`@`U`[`Y`V`Y`][`Y`h`f`U`[`Y`b`"K`]Y`d`Y`]h`Y`h`]W`_`Y`f`"b`Z`c`V`Y`f`]Wk`h`Y`h`z`
g`U`b`_`X`Y`f`i`5`V`g`U`h`i`j`c`b`^`f`i`Y`b`i`]b`8`Y`i`h`g`Wk`U`b`X`j`c`b`%`&`z`A`j`i`]c`b`Y`b`i`a`
^`U`f`i`&`\$`&`%`U`i`Z`%`&`z`%,`A`j`i`]c`b`Y`b`i`a`^`U`f`i`&`\$`&`z`k`U`g`X`]Y`c`\`b`Y`\`]b`
U`b`[`Y`g`d`U`b`b`h`Y`A`U`f`_`h`g`]h`i`U`h`]c`b`i`k`Y`]h`Y`f`i`j`Y`f`g`Wk`A`f`Z`h`Y`"

GhUbXc fhgWk`]Y»i b[`i`b`X` A`]h`U`f`V`Y`]h`Y`f`V`Y`h`f`c`Z`Z`Y`b`\`Y`]h`

9]b`i`n`Y`b`h`f`U`Y`f`G`Wk`f`]h`i`]b`X`Y`f`i`5`V`k`]W`_`i`b`[`i`]g`h`X`]Y`G`Wk`]Y`»i`b`[`X`Y`g`
GhUbXc fhg`]b`G`Wk`A`V`]g`Wk`i`a`0`b`X`z`k`c`Y`h`k`U`%`\$`\$`A`]h`U`f`V`Y`]h`Y`f`i`\`f`Y`b`
5`f`V`Y`]h`g`d`U`h`i`j`Y`f`i`Y`f`Y`b`"b`g`c`j`Y`b`n`j`Y`f`k`U`h`Y`f`i`N`]g`h`Y`f`i`]b`Z`c`f`a`]Y`f`h`z`X`U`g`g`
Y`]b`?`Y`f`b`h`Y`U`a`i`j`c`b`i`f`i`b`X`"`\$`A`]h`U`f`V`Y`]h`Y`f`b`i`k`Y`]h`Y`f`\`]b`i`n`i`f`
I`b`h`Y`f`g`h`0`h`i`b`[`X`Y`f`i`j`Y`f`Z`U`\`f`Y`b`g`U`V`k`]W`_`i`b`[`i`n`i`f`i`j`Y`f`Z`0`[`i`b`[`i`g`h`Y`\`h`"
8]Y`i`N`i`_`i`b`Z`h`X`Y`f`i`a`a`c`V`i`]Y`i`]b`6`Y`h`f`]b`[`Y`b`i`]g`h`i`b`_`U`f`z`X`U`
9`b`h`g`Wk`Y`]X`i`b`[`Y`b`i`]b`5`V`g`h`]a`a`i`b`[`a`]h`X`Y`b`6`U`b`_`Y`b`i`[`Y`h`f`c`Z`Z`Y`b`
k`Y`f`X`Y`b`i`a`0`g`g`Y`b`"8`Y`f`6`0`f`c`g`h`U`b`X`c`f`h`]b`i`A`0`b`Wk`Y`b`i`k`]f`X`i`b`]Wk`h`k`Y`]h`Y`f`
Y`I`]g`h`]Y`f`Y`b`z`k`U`g`i`j`Y`f`i`k`Y`]h`Y`f`Y`A`]h`U`f`V`Y`]h`Y`f`V`Y`h`f`]Z`h`"8`]Y`
5`i`g`U`b`X`g`g`h`U`b`X`c`f`h`Y`g`]b`X`Y`V`Y`b`Z`U`g`i`j`c`b`X`Y`f`i`b`[`Y`k`]g`g`\`Y`]h`
V`Y`h`f`c`Z`Z`Y`b`z`k`c`V`Y`i`a`0`[`i`]Wk`Y`i`@`0`g`i`b`[`Y`b`i`]b`6`Y`h`f`U`Wk`h`[`Y`n`c`[`Y`b`
k`Y`f`X`Y`b`"

8`Y`f`X`A`b`]g`Wk`Y`i`b`j`Y`g`h`c`f`8`Y`g`[`b`9`m`Y`k`Y`U`f`i`f`c`i`d`\`U`h`V`Y`f`Y`]h`g`
G`[`b`U`]g`]Y`f`h`z`X`U`g`g`Y`f`i`n`Y`\`b`5`i`»`Y`b`X`]Y`b`g`h`a`]h`U`f`V`Y`]h`Y`f`i`0`V`Y`f`b`]a`a`h`
i`b`X`i`k`]Wk`h`[`Y`A`U`f`_`Y`b`i`n`Y`b`n`f`Y`Wk`h`Y`Y`f`k`]f`V`h`"8`]Y`g`Y`i`V`Y`f`b`U`a`Y`
V`Y`h`f`]Z`h`i`Y`X`c`Wk`i`b`]Wk`h`X`]Y`A`U`f`_`Y`A`Y`b`f`U`X`g`Y`V`g`h`z`k`U`g`X`]Y`
I`b`g`]Wk`Y`f`Y`]h`i`a`X`]Y`i`N`i`_`i`b`Z`h`X`Y`f`i`H`f`U`X`]h`]c`b`g`a`U`f`_`Y`j`Y`f`g`h`A`f`_`h`"N`i`
X`Y`b`0`V`Y`f`b`c`a`a`Y`b`Y`b`A`U`f`_`Y`b`i`n`A`\`Y`b`i`[`f`c`»`Y`B`U`a`Y`b`i`k`]Y`i`^`U`[`i`U`f`z`
^`C`D`i`b`X`A`c`f`[`U`b`"

A Uf_hYb hk]W_`i b[Yb`i bX`6fUbWk Y`i bhYf 8 fi W_

ð`Y]bYa`VfY]hYfYb`?cbhYI h]gh`A YbfUX`b]Wk h`XUg`Y]bn][Y
 I bhYfbY\`a Ybž`XUg`a]h`ðgc`j YbnYb`ni`_`Äa`dZYb`\`Uh`"8]Y`[YgUa`hY
 5i`[Ybcdh]_VfUbWk Y`Y]XYh`i bhYf`Y]bYa`gWk]Yf][Yb
 k]fhgWk UZh]Wk Yb`?`]a`Už`XUg`Xi`fWk`ghY][YbXY`9bYf[]Y`cghYb`i bX
 Y]bY`ghU[b]YfYbXY`BUWk ZfU[Y`[Y`YbbnY]Wk bYh`]gh`"8]Y`Ä`f`]Wk Y
 GhU]gh]_`nY][hž`XUgg`X]Y`ðgc`j YbnYb`]a`XYi`hgWk Yb`A Uf`higY]h
 &\$&&`_cbh]bi]Yf`]Wk`ni`[Ybca`a`Yb`\`UVYb`"Gc`j YfnY]Wk bYhY
 8Yi`hgWk`UbX`ni`a`]fYfYgYbXY`&\$&(`XYb`\`ÖWk ghYb`GhUbX`Ub
 ðgc`j YbnYb`gY]h`&\$%*`ž`k Ug`g]Wk`Ui`Z]bg[YgUa`h`&`(" \$ \$`]bgc`j YbhY
 I bhYfbY\`a Yb`gi`a`a]Yfh`"8]YgY`BY[Uh]j Ybhk]W_`i b[`VYhf]Zh`b]Wk h
 bi`f`[fc»`Y`:]fa`Ybž`gcbXYfb`Ui`Wk`nU\`fY]Wk Y`A]_fcVYhf]YVY`i bX
 GY`Vghgh`Ä`bX][Y`]b`XYf`6fUbWk Yž`k]Y`cdh]_YfbYhn`XY`UbU`mg]Yfh`

A YbfUXž`[Y[f0bXYh]a`]f`%`-`*`ž`\`Uh`Y]bY`Ub[Y`HfUX]h]cb`]b`XYf
 6f]`Yb\`YfghY`i b[`i`bX`k Uf`0VYf`%&`-`]fY`U`h]j`"5b[Yg]Wk hg`XYf
 U`hi`Y`Yb`9bhk]W_`i b[Yb`V`Y]Vh`UVni`k UfhYbž`cV`XUg
 I bhYfbY\`a Yb`gY]bY`Dcg]h]cb`]a`A Uf`h`ni`f0W_[Yk]bbYb`_`Ubb
 cXYf`cV`k Y]hYfY`5bdUggi`b[ga`U»`bU\`a Yb`YfZcfXYf`]Wk`g]bXž`i`a
 XYb`<`YfUi`gZcfXYfi`b[Yb`XYf`6fUbWk Y`ni`VY[Y[bYb`"8]Y`b`Ä`Wk ghYb
 A cbUhY`k YfXYb`YbhgWk Y]XYbX`XUZ0f`gY]bž`k]Y`Yg`a`]h`XYf`A Uf`_Y
 A YbfUX`i`bX`]\`fYb`Y\`Ya`U`][Yb`A`]hUfVY]hYfb`k`Y]hYf[Y`h`

8YhU]`g	
JcfZU``	ðgc`j Ybn
I fguWk Y	ni`b]YXf][Yf`I`a`gUhnž`\`c\`Yg`?`cghYbb]j`YUi`ž` _`Y]b`]; Yk]bbž`gcbXYfb`J`Yf`i`ghž`gWk`UWk`Y ?`cb`↑`b`_`hi`fž`f0W_`Ä`i`Z][Y`5i`ZhÄ[Y`i`bX I`a`gÄ`hnY
Cfh	GWk`ÄV]gWk`]; a`0bXž`8Yi`hgWk`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "gWk UYV]gWk Y!dcgh"XY • d`Y]hYh]W_Yf"]bZc • k k k "cdh]_YfbYhn"XY

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