

Df]XY`A cbh\`&\$&) .`<]`XYg\Y]a`ZY]Yfh
YfghYb`7G8`a]h`J]Y`ZU`h`i bX`:` c f g W X i b [

8]Y`I b]j Yfg]h`h`<]`XYg\Y]a`ZY]Yfh`XYb`Df]XY`A cbh\`a]h`XYa
YfghYb`7`f]ghc`d`Yf`Ghf`YYh`8`Umi`b`X`Y]b`Yf`Dc`XWU`ghf`Y]\`Y`ni
E`i`Y`Yf`G`h`i`X`Y`g`"



<]`XYg\Y]a ž`8`Yi hgW`X`!`a` `†`b]`k]fX`XYf`Df]XY`A cbh\
[YZ]Yfhž`XYf`]b`X]YgYa` `†\`f`VY`gcb`XYfY`5i`Za`Yf`_`g`Ua`_`Y]h`Yf`\`À`hž
XU`X]Y`I b]j Yfg]h`h`<]`XYg\Y]a`ni`a`YfghYb`A`U`X]Y
F`Y[Yb`Vc[Yb`ZU[[Y`Ui`Z]\`f`Ya`7`Ua`di`g`\]ggh`5`b`X]YgYa
\]ghc`f]g`W`Yb`A`ca`Yb`h`Z]b`X`Y`h`Ui`W`X`Y`f`Y`f`gh`Y`7`\`f]ghc`d`Y`f`G`h`f`Y`Y`h
8`Umi]b`<]`XYg\Y]a`gh`U`h`8`]Y`g`Y`:`Y]Y`f`W`_`Y]h`Y`b`g]b`X`H`Y]`Y]b`Y`g
[`c`V`U`Y`b`9`f`Y][b]gg`Y`gž`X`U`g`g`Y]b`Y`K`i`fn`Y`b`]a` `†\`f`%`-`*`-` `U`hž`U`g
X`U`g`G`h`c`b`Y`k`U`!`I`d`f]g]b[]b`A`U`b`\`U`h`U`b`V`Y[U`b`ž`Y]b`K`Y`b`X`Y`d`i`b`_`h
X`Y`f`;`U`mi`@]V`Y`f`U`h]c`b`6`Y`k`Y[i`b[]b`X`Y`b`I`G`5`"Df]XY`A`cbh\`Y`f]b`b`Y`f`h
U`b`X]Y`g`Y`k`]W`h][Y`b`9`f`Y][b]gg`Y`i`b`X`Z`0`f`X`Y`f`h`X`U`g`6`Y`k`i`g`g`h`Y]b`Z`0`f
X]Y`F`Y`W`h`Y`i`b`X`@]V`Y`b`g`f`Y`U`]h`h`Y`b`e`i`Y`Y`f`Y`f`A`Y`b`g`W`Y`b`"

8]Y`I b]j Yfg]h`h`<]`XYg\Y]a` [Y`h`a]h`Y]b`Y`f`8`c`d`d`Y`Z`c`[Y`X`Y`f`

DcXWUghfY]\Y'I <]j Yfgi a 'HU`_g'Ui ZX]Y'U_hi Y`Yb
<YfUi gZcfXYfi b[Yb`]b`XYb`E i YYf`Ghi X]Yg`Y]b" `a` YfghYb`HY]`XYf
8cddY`Zc`[Y`[]Vh`G]a`cbY`H]W\hYfz`k]ggYbgW\UZh]W\Y`A]hUfVY]hYf]b
Ua`NYbhfi a`Z0f`; YgW\`YW\hYfZc fgW\i b[ž`9]bV`]W_`]b`]\fY
: cfgW\i b[`0VYf`I b[`Y]W\`Y]hYb`]a`U`UXYa`]gW\Yb
Di V`_]_Uh]cbgk YgYb"G]Y`U`h`ni XYa`Y]bYb`GW\k Yfdi b`h`Ui Z
; YgW\`YW\hYfZc fgW\i b[`gck]Y`GW`fY]VZc fgW\i b[`i bX`!X]XU_h]_"
8Yf`nk Y]hY`HY]ž`XYf`Ua` ` \$" `ž b`YfgW\Y]bhž`k]fX`j cb`Gcb`U
H\ca U]Yf`a`cXYf]Yfhž`X]Y`g]W`a`]h`E i YYf`H\Yc`c[mi bX
ZYa`]b]gh]gW\Yf`H\Yc`c[]Y`VYgW\`Z]h[h`

8 Yf` \]ghc f]gW\ Y`? c b hYI h`XYg`Df]XY`A`c b h\

8Yf`Df]XY`A`c b h\`]gh`Y]bY`Ä`f`]W\Y` : Y]Yf`]a` `ž b]ž`X]Y`X]Y`9fY][b]ggY
]a`GhcbYk U```b`k`0fX][h``8cfh`VY[UbbYb`Ua` `&, " `ž b]`%-`*`-`
DfchYghY`[Y[Yb`Dc`]nY][Yk U`hž`X]Y`0VYf`gYW\g`HU[Y`UbXUi YfhYb`
8]YgY`5i gY]bUbXYfgYhni b[Yb`Z0`fhYb`ni`Y]bYf`[fi bX`Y[YbXYb
JYf`ÄbXYfi b[`]a` `@` 6HE Ž`!5_h]j]ga`i`g`i bX`Z0fXYfhYb`X]Y
G]W\hVUf`_Y]h`i bX`I`bhYfgh0hni b[`Z0f`ei YYfY`F`YW\hY``8Yf`YfghY
Df]XY`!A`UfgW\`ZUbX`Y]b`š`U`f`gd`Ä`hYfz`Ua` `&, " `ž b]`%-`+\$`ghUhh`i bX
k`i`fXY`i`fgdf0b[`]W\`U`g`7`f]ghcd`Yf`GhfY`Yh`@]VYfUh]cb`8`Um
VYnY]W\`bYh``<Yi`hY`i`a`ZUggh`XYf`Df]XY`A`c b h\`Y]bY`F`Y]\`Y`j`cb
JYfUbghU`hi b[Yb`k`]Y`DUfUXYbž`K`cf_g`l`cdg`i bX`?`cbnYfhYž`X]Y
A`j`]cbYb`j`cb`A`YbgW\Yb`k`Y`hk`Y]h`Ubn]Y`Yb`"

8]Y`GhcbYk U``!`I`bfi` \Yb`k`UfYb`Y`XcW\`b]W\h`X]Y`YfghYb
K`]XYfghUbXgU_h]cbYb`XYf`@` 6HE Ž`!; Ya`Y]bgW\UZh``: f0\Y
5i`Zgh`ÄbXY`[Y[Yb`Dc`]nY][Yk U`h`g]bX`]b`XYf`; YgW\]W\hY`XYf`I`G5
Xc`_i`a`Ybh]Yfhž`k`cVY]`X]Y`5_h]j]h`Ä`hYb`gck`c`l`]b`XYb`%-`&\$Yf`š`U`fYb
U`g`Ui`W\`]b`XYb`Zc`[YbXYb`š`U`f`nY`b`hYb`ghUhh`ZUbXYbž`i`bX`XYf
GhcbYk U``!`I`df]g]b[`_0a`a`YfhY`g]W\`i`a`Y]bY`VfY]hYfY`dc`]h]gW\Y
k`]W\h][Yb`5[YbXU``8]Yg`nY][hž`XUgg`@` 6HE !5_h]j]ga`i`g`k`Y]h]j`cf
GhcbYk U``VY[Ubbž`a`]h`9fY][b]ggYb`k`]Y`XYa`DYddYf`<]``7`i`V
F`U]X`%-`))`i`bX`XYa`7ca`dhcb`g`7UZ`YhYf]U`F`U]X`%-`*`*`"

5_hi Y`Y`Y`< YfUi gZcfXYfi b[Yb`i`bX
F 0W_gW\`Ä[Y

Hfc hn`XYf: cfhgW f]hhYž`X]Y`gY]h`XYa`GhcbYk U`!I df]g]b[`Yfn]Y`h
k i fXYbžk]fX`X]Y: c f gW i b[gZfY]\Y]h]b`XYb`E i YYf`Gh X]Yg`XYfnY]h
Xi fW`j YfgW]YXYbY`[YgY`gW UZh]WXY`F ØW_gW`À[Y`[YZÀ\ fXYh"
K]ggYbgW UZh`Yf]bbYb`i bX`K]ggYbgW UZh`Yf`gY\Yb`g]W
ni bY`a YbX`a]h< YfUi gZcfXYfi b[Yb`_cbZfcbh]Yfhž`X]Y`gck c\
U_UXYa]gWY`U`g`Ui W`[YgY`gW UZh]WXY`8]g_i fgY`VYhfYZZYb"
G]a cbY`H]W hYf`VYhcbh]b`XYf`DcXWUghZc`[Y`XYg`l <]j Yfgi a`HU`_gž
XUgg`Yg`Yi hY`k]W]h[Yf`XYbb`Y`]ghž`fY`Yj UbhY`8]U`c[Y`ØVYf
; YgW`YW]hg]XYbh]hÀ`h`i bX`8]j Yfg]hÀ`h`ni`ZØ\ fYbž`i a`XYb
Zcfhk À\ fYbXYb`?Ua dZZØf;`Y]W VYfYW]h][i b[`i bX`5bYf_Ybbi b[
ni `i bhYfghØhnYb"

8]Y`l b]j Yfg]hÀ`h`<]XYg\Y]a`i bX`X]Y: Y]Yf`W_X]hYb`]a`Df]XY
A cbh`g]bX`XU\Yf`b]W]h`bi f`Y]b`NY]W]Yb`XYf`l bhYfghØhni b[`ZØf
X]Y`@, 6HE Ž !; Ya Y]bgW UZh`gcbXYfb`Ui W`Y]b`5i Zfi Zni f
J Yfh]X][i b[`XYf`U_UXYa]gW]Yb`: fY]\Y]hž`X]Y`Xi fW`[Y[Ybk Àfh][Y
[YgY`gW UZh]WXY`9btk]W_i b[Yb`VYXfc`h]gh`A]h`YXYf`fYX`]W]Yb
Gh]a a`Y]a`U_UXYa]gW]Yb`8]g_i fg`k]fX`XUg`9fVY`j cb`GhcbYk U`
k Y]hYf[YhfU[Yb`i bX`X]Y`Gh]a a`Yb`j cb`A Uf[]bU`]g]YfhYb`[YghÀf`h"

8YhU]`g	
J c fZU`	Gcbgh][Yg
C fh	<]XYg\Y]a ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i b]!\]`XYg\Y]a "XY • `]VfUfm`k]h"YXi • [i]XYg" `cW[c]

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