

8 fYgXYb. '8 fY]'; Ygi W\ hY 'Ua 'K cW\ YbYbXY
ZYgh[Ybca a Yb ' 'Dc`]nY] 'gW\ `À[h'ni °

5a '%%"V]g'%' " ' ě `]' & \$ &) 'k i fXYb ']b '8 fYgXYb 'XfY] ' [Ygi W\ hY
DYfgcbYb 'ZYgh[Ybca a YbžXUfi bhYf'Y]b '8 Yi hgW\ Yf' i bX'Y]b
Dc`Yž'k Y[Yb 'b]W\ h'VYnU\ `hYf'; Y`XghfUZYb"



8 fYgXYbž'8 Yi hgW\ `UbX '!5a ' j Yf[Ub[YbYb 'K cW\ YbYbXY ' [UV`Yg
]b '8 fYgXYb ' [`Y]W\ 'XfY]: YghbU\ a Yb ' j cb ' [Ygi W\ hYb 'DYfgcbYb
Xi fW\ 'X]Y '6i bXYgdc`]nY]" '9]b 'VYgcbXYfYg '5i [Yba Yf_ 'k i fXY 'Ui Z
X]Y 'Z]bUbn]Y`Yb 'GW\ k]Yf][_Y]hYb 'XYf '6YhfcZYbYb ' [Y`Y[hž'X]Y 'ni f
J Yf\Užh' b['ZØ\ fhYb"

9]b 'XYi hgW\ Yf'F Y]gYbXYf'a]h'DfcV`Ya Yb

5a ' : fY]hU[UVYbXž'XYa '%%" ' ě `]' & \$ &) ž'k i fXY'Y]b '& %! `À\ f][Yf
8 Yi hgW\ Yf']a '9i fcW]hmj cb 'DfU['bUW\ '8 fYgXYb ' _cbhfc`]Yfh" '9f
\UhY'Y]bYb '< UžVYZ\ `XYg '5a hg[Yf]W\ hg'Hcf[Ui 'k Y[Yb ': U\ fYbg
c\ bY ': U\ fYf'Ui Vb]g'Ua ' < U`g" '8]Y'a]h'Yfk Y]Y`ZÀ`][Y': Y`XghfUZY
j cb '- \$ \$ '9i fc _cbbhY ' [`ØW_]W\ Yfk Y]gY 'j cb 'Y]bYf': fYi bX]b

VY[`]WYb`k YfXYbž`gcXUgg`XYf`↑ b[Y`A Ubb`gY]bY`FY]gY`c`bY
k Y]hYfY`?ca`d`_]Uh]cbYb`Zc`fhgYhnYb`_cbbhYž`b]W`h`c`bY`XUgg`]`a
X]Y`G]hi`Uh]cb`g]W`h]W`i`bUb[YbY`a`k`Uf`6]`X`"XY`VYf]W`hYhž
XUgg` " "

9]b`Dc`Y`Ui`Z`5V`k`Y[Yb

5a`G`Ua`ghU[ž`XYa``%&`"ž`k`Uf`XYf`<`Ui`dhVU`b`c`Z`8`fY`gXYb
G`W`Ui`d`U`h`Y]bYf`k`Y]hYfYb`:`Y`ghb`U`a`Y`"9]b`" - !`Å`f][Yf`Dc`Y`ž`XYf
k`Y[Yb`8]YV`ghU`g`j`Yfi`fhY]`h`k`c`fXYb`k`Ufž`k`i`fXY`k`Å`fYbX`Y]bYf
,`VYfd`f`Ø`Z`b[`Y`fhUddh`"9f`"U`hhY`Y]bY`:`Y`X`ghf`UZY`j`cb`(`\$\$`9i`fc
b]W`h`[YnU`h`"ž`XYf`:`c`[Y`k`i`fXY`Yf`i`a``%*`.)`"i`f`]b`X]Y
ž`gh]nj`c`ni`[gUb`ghU`h`8`fY`gXYb`[YV`f`U`W`hž`i`a`Y]bY`Z`Ø`b`Z`h`Å[][Y
9f`g`U`h`Z`fY]`Y]hg`ghf`UZY`UV`ni`g]h`nYb`"@`Ui`h`XYb`ž`Z`c`fa`Uh]cbYb`ni
9f`g`U`h`Z`fY]`Y]hg`ghf`UZY`b`_`U`b`b`g`c`W`Y]bY`<`U`Z`h`ghf`UZY`j`Yf`Å`b[h
k`YfXYb`ž`k`Yb`b`Y]bY`:`Y`X`ghf`UZY`b]W`h`VY[`]WYb`k`YfXYb`_`U`b`b`ž`k`]Y
X]Y`g`Å`i`Z[`VY]`A`Y`bg`W`Yb`]b`d`fY`_`Å`fYb`@YVY`b`gg]hi`Uh]cbYb`XYf`:`U`
]gh`G`h`f`U`Z`f`Y`W`h`g]Y[Yb`"XY`Yf`_`Å`f`hž`XUgg` " "

9]bY`Y`hnhY`7`U`b`W`

5a`G`c`b`b`hU[ž`XYa``%`"ž`k`i`fXY`Y]b`)+!`Å`f][Yf`Fi`a`Å`bY`Ui`Z
XYa`6`U`b`c`Z`g`j`c`f`d`U`h`_`c`b`h`f`c`Y]f`h`5i`W`Yf`"U`hhY`a`]h`XYa
;`Y`g`Y`h`n`i`_`Å`a`d`Z`Y`b`9]b`<`U`Z`h`VY`Z`Y`"XY`g`5a`hg[Yf]W`h`g`A`Ø`b`W`Y`b
k`Y[Yb`9f`g`W`Y]W`X`Y`b`g`j`cb`@Y]gh`i`b[Yb`gh`Ub`X`[Y[Yb`]"8`U`Y`f`X]Y
Z`Å`][Y`:`Y`X`ghf`UZY`j`cb`(`\$\$`9i`fc`b]W`h`Ui`Z`f]b[Yb`_`c`b`b`h`Y`ž`k`i`fXY
Ui`W`Yf`]b`X]Y`ž`gh]nj`c`ni`[gUb`ghU`h`8`fY`gXYb`Y]b[Y`Y]Z`Y`f`hž`X]Y`ga`U`
Z`Ø`f`&\$`H`U[Y`"G`c`W`Y`G]hi`Uh]cbYb`g]b`X`]b`8`Yi`hg`W`"U`b`X`_Y]bY
G`Y`h`Y`b`Y]hž`X`U`"Å`f`]W`Y`h`k`U`) *"\$`\$`\$`A`Y`bg`W`Y`b`j`cb
9f`g`U`h`Z`fY]`Y]hg`ghf`UZY`b`V`Y`h`f`c`Z`Y`b`g]b`X`"8]Y`g`Y`N`U`"nY][hž`XUgg`Y`g
VY];`Y`X`ghf`UZY`b`c`Z`h`b]W`h`i`b`i`f`i`a`X]Y`N`U`"i`b[`[Y`hž`g`c`b`X`Y`f`b`Ui`W`
i`a`X]Y`ni`[fi`b`X`Y`"Y[Yb`X`Y`b`@YVY`b`gi`a`gh`Å`b`X`Y`X`Y`f`6`Y`h`f`c`Z`Y`b`Y`b`"

A`U`_`U`V`Y`f`Y`f`H`f`Y`b`X`j`c`b`9f`g`U`h`n`Z`f`Y]`Y]hg`ghf`UZY`b

9]bY`]b`hYfY`gg`U`b`hY`9`b`h`k`]W`_`i`b[`nY][hž`XUgg`X]Y`5`b`n`U`"X`Y`f
9f`g`U`h`Z`fY]`Y]hg`ghf`UZY`b`j`cb`&\$`&\$`V]g`&\$`&`Y`f`Y`V`]W`X`[Y`gh]Y[Yb`]ghž
j`cb`"i`Ui`Z`Ø`V`Y`f`%&i`";`Y`f`U`X`Y]b`X`Y`b`"Y`h`h`Y`b`ž`Å`f`Y`b`k`i`fXY`b

U`hYfbUH]j Y`NU\`i b[ga Yh\cXYb`k]Y`F UHbnU\`i b[g!`cXYf
 [Ya Y]bbØh][Y`5fVY]h`ni bY\`a YbX`X]g_i h]Yfh" `C Zhig]bX`X]Y
 A Ø[`]W\`_Y]hYb`ni f`J Yfa Y]Xi b[`Y]bYf`< UZhghfUZY`j cf\`UbXYbž`k Ybb
 X]Y`6YhfcZZYbYb`fYW\`hY]h][`UbXY`b`i bX`I bhYfghØhni b[`gi W\`Yb"
 8Ybbcw\`ghY`h`XYf`J c`ni [`j cb` ; Y`XghfUZYb`]b`< UZh`ZØf`j]Y`Y`Y]bY
 ni g\`h`]W\`Y`6Y`Ughi b[`XUfž`XYbb`X]Y`?cghYb`ZØf`XYb`GhUUh`g]bX
 YVYbZU`g`b]W\`h`i bYf\`YV`]W\`"Ni a`6Y]gd]Y`j Yfi fgUW\`Yb`gc`W\`Y
 < UZhU[Y`Ä\`f`]W\`?cghYb`j cb`Yhk U`&\$`\$`A`]`]cbYb`9i fc`"8i `V]gh
 < U`Y`VYf]W\`hYhž`XUgg` "

Æg[YgUa h`gd]Y[Y`b`X]YgY` : YghbU\`a Yb`b]W\`h`bi f`Y]b`fYW\`h`]W\`Yg
 DfcV`Ya`k]XYfž`gcbXYfb`Ui W\`X]Y`[YgY`gW\`UZh`]W\`Yb
 < YfUi gZcfXYfi b[Ybž`j cf`XYbYb`j]Y`Y`A YbgW\`Yb`Yi hY`ghY`Yb"
 9ZY`_h]j Y`A U»bU\`a Yb`ni f`I bhYfghØhni b[`XYf`6YXØfZh][Yb`g]bX
 a Y\`f`XYbb`Y`[YZfU[hž`i a`X]Y`HYi ZY`g_fY]g`j cb`GW\`i`XYb`i bX
 < UZh`ni `Xi fW\`VfYW\`Yb"

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V]`X"XY • Xi V]gh\`U`Y"XY • k k k "ghfUZfYW\`hg]Y[Yb"XY

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