

8 8 F ! G d c f h ` Y [Y b X Y b ` h f Y Z Z Y b ` g] W X `] b
C m V] b . ` & (` A U ` ` C ` m a d] g W X Y g ` ; c ` X °

9 \ Y a U `] [Y ` 8 8 F ! G d c f h ` Y f ` h f Y Z Z Y b ` g] W X `] b ` C m V] b ž i a
9 f] b b Y f i b [Y b ` U i g n i h U i g W X Y b ` i b X `) \$ ` \ \ f Y ` C ` m a d] U ` % - + *
n i ` Z Y] Y f b "



C m V] b ž ` 8 Y i h g W X ` U b X ` ! ` 9] b Y ` F Y] g Y `] b ` X] Y ` J Y f [U b [Y b \ Y] h
9 \ Y a U `] [Y ` 8 8 F ! G d c f h ` Y f ` \ U V Y b ` g] W X ` n i ` Y] b Y a ` V Y g c b X Y f Y b
H f Y Z Z Y b `] b ` C m V] b ` Y] b [Y Ž i b X Y b ž i a ` 9 f] b b Y f i b [Y b ` U i g n i h U i g W X Y b
i b X ` X] Y ` [Y a Y] b g U a Y ` ; Y g W X] W h Y ` n i ` Z Y] Y f b " ` 6 Y] ` X] Y g Y a
X f Y] h Ä [] [Y b ` 6 Y g i W ž X Y f ` X i f W X ` X U g ` B U h i f d U f ` \ c h Y ` ` < U i g
< i V Y f h i g ` c f [U b] g] Y f h ` k i f X Y ž ` k U f Y b ` Y] b [Y ` X Y f ` [f Ö » h Y b ` 5 h ` \ Y h Y b
X Y f ` 8 8 F ` U b k Y g Y b X " ` 8 U f i b h Y f ` ; i b \] ` X ` < c Z z a Y] g h Y f i b X ` ð c b U
8 Ö f Z Y ` ž X] Y ` V Y] X Y `] b ` \ f Y b ` 8] g n] d `] b Y b ` n U \ ` f Y] W X Y ` A Y X U] ` Y b
[Y k U b b Y b

..

; i b \] ` X ` < c Z z a Y] g h Y f ž [Y V c f Y b ` % - ((ž n Ä \ ` h n i ` X Y b ` V Y g h Y b

A]hhY`ghfYW_Yb`Ai ZYf]bbYb`XYf`K Y`hi bX`Xi fZhY`g]W`%- +&`i bX
%- +*`ØVYf`XFY]`C`ma d]Ua YXU]`Yb`ZFYi Yb"8]Y
8 cddY`c`ma d]Ug]Y[Yf]b`≡cbU`8 ÒfZY`ž`ZfØ\Yf`U`g`F]W`hYf`VY_Ubbhž
\UhhY`XUg`HfYZZYb`]b]h]]Yfhž`XU`g]Y`i bX`< cZa Y]ghYf`X]Y
i fgdfØb[`]W`Y`GW`Öb`Y]h]`cb`C`mV]b`VY]`Y]bYa`ZfØ\YfYb`6Ygi W
gW`ÅhnhYb`i bX`j]Y`Yb`UbXYfYb`XYf`F`Ui a`bcW`i bVY_Ubbh`k`Uf"Ni
XYb`Ub`k`YgYb`XYb`Gdcfh`Yfb`[Y\`ÒfhYb`Ui W`K`]bhYfgdcfh`Yf`k`]Y
<`Ubg`F`]bbž`7`f]ghU`@`X]b[!F`ch`Yb`Vi f[Yf`i bX`A`cb]_U`<`Y»`Yf!
8YVYfhg`Åi`gYfž`gck`]Y`K`UggYfgdcfh`Yf`i bX`@Y]W`hUh`Y`hYb"

5i gZØ[Y`i bX`6Y[Y[bi b[Yb

8 Ug`HfYZZYb`VY]b`U`hYhY`i bhYf`UbXYfYa`Y]bY
GW`a`U`gdi`fVU`bZU`fh`bUW`N]hU`i`i bX`X]Y`6Yg]W`h][`i b[`XYf
gU[Yb`U`ZhYb`6i`f[`C`mV]b" `≡`XYb`5VYb`Xghi`bXYb`k`i`fXYb`U`hY
;`YgW`]W`hYb`i bX`9f]bbYfi`b[Yb`VYgcb`XYfg`YV`U`Zi[Y`hY]`h"8]YgY
Ni`gUa`a`Yb`Øb`ZhY`g]bX`Y][`YbYb`6Yf]W`hYb`bUW`gY`f`k`]W`h][`ž`i`a
XYb`Ni`gUa`a`Yb`U`h`i`bhYf`XYb`Y`Ya`U][`Yb`Gdcfh`Yfb`ni`gh`Å`_`Yb
i`bX`]`f`[`Ya`Y]bgUa`Yg`9fVY`ni`ZY]Yfb"

9g`k`Uf`Y`XcW`b]W`h`U`Yb`Gdcfh`Yfb`a`Ø[`]W`ž`Ub`X]YgYa
bcghU`[]gW`Yb`HfYZZYb`hY]ni`bY`a`Yb" `Gc`ZY`hYb`i`bhYf`UbXYfYa
;`fØ»`Yb`k`]Y`i`Xc`6Y`mYfž`<`UfU`X`6Ø`hbYf`i`bX`7`f]gh]bY`@UgYf" <`Ubg
;`fcX`ch`_`ž`XYf`VYfY]hg` , `Y`Y`fY`U`h`]ghž`UhhY`g]W`U`i`Z[`fi`bX`XYg
UbghfYb[Yb`XYb`Dfc[fUa`a`g[Y[Yb`Y]bY`HY]`bU`a`Y`Yb`hgW`]YXYb"
K`Y]hYfY`HfYZZYb`g]bX`VYfY]hg]b`D`Ubi`b[ž`b]W`h`ni`Y`h`h`ni`f`Y]Yf
j`cb`)`\$`Y`fY`C`ma`d]U`%- +*`]a`_`ca`a`Yb`XYb`Y`f"

8cd]b[`i bX`?`cbhfcj`YfgYb

8]Y`9fZc`[Y`XYf`88F!Gdcfh`Yf`ghY`Yb`Y`XcW`]a`GW`UhYb`Y]bYg
gmghYa`Uh]gW`Yb`8cd]b[`dfc[`fUa`a`gž`XUg]b`XYb`%- +`\$Yf`Y`fYb`]bg
@VYb`[`Yfi`Zyb`k`i`fXY" `@Ui`h`8K`k`UfYb`X]Y`5h`Y`hYb`b]W`h`bi`f
Ghc`n`XYf`B`Uh]cb`ž`gcb`XYfb`Ui`W`HY]`Y]bYg`ghUUh]W`Yb`Gd]Y`gž]b
XYa`g]Y`U`g`8]d`ca`UhYb`]a`HfU]b]b[`gUbni`[`]bgnYb]Yfh`k`i`fXYb"
J`cb`X]YgYf`ghUUh]W`[`YZØf`XYfhYb`DYfZc`fa`UbW`d`fc`Z]h]YfhYb`ØVYf
%)`"\$`\$`\$`5h`Y`hYb`ž`j`]Y`Y`XUj`cb`a`]bXYf`Å`f][`"

<]ghcf]gWXY`F ØW_V`]W_Y`nY][Ybž`XUgg`V]g`%- , - `]bg[YgUa`h+))
 C`ma`d]Ua`YXU]`Yb`ZØf`X]Y`88F`[Yk`cbbYb`k`i`fXYbž`XUfi`bhYf`a`Y`f
 U`g`&\$`\$` ;`c`Xa`YXU]`Yb`"8]YgY`VYXYi`hYb`ZØf`X]Y`gcn]U`]gh]gWXY
 FY[]Yfi`b[`]b]W`h`bi`f`gdcfh]WXY`9fZc`[Yž`gcbXYfb`k`UfYb`Ui`W`Y]b
 [YZØ[]][Yg`DfcdU[UbXU]bghfi`a`Yb`"8 Yi`hgW`UbXZi`b_`VYf]W`hYh
 j`cb`Y]bYa``cf[Ub]g]YfhYb`8cd]b[dfc[fUa`a`ž`XUg`a`]h`]Z`j`cb
 5bUVc`_]U`i`bX`UbXYfYb`Gi`VghUbnYb`VYhf]YVYb`k`i`fXYž`i`a`X]Y
 88F`U`g`VYXYi`hYbXY`GdcfhbUh]cb`ni`df`ÅgYbh]YfYb"

8Ug`H\Ya`U`V`Y]VhVf]gUbh`8]Y`8]g_i`gg]cb`ØVYf`X]Y`9fZc`[Y`X]YgYf
 5h`Y`hYb`k`]fX`\`Åi`Z][`Xi`fW`X]Y` :`fU[Y`b`UW`X`YfYb`Y`W`hYa
 @Y]ghi`b[gj`Yfa`Ø[Yb`j`Yf`_ca`d`n]Yfh"<Yi`hY`f]b[Yb`j`]Y`Y`i`a
 5bYf`_Ybbi`b[`i`bX`F`Y`UV]`]hUh]cb`ZØf`Yf`]hYbY`GW`ÅXYb`i`bX
 [Ygi`bX`Y]h]WXY` :`c`[Ybž`X]Y`g]W`c`Zi`ØVYf` :U`fnY`b`hY` `]bn]Y`Yb`"
 8Yf`8cd]b[cdZYf` \`Z]j`YfY]b`i`bX`UbXYfY`C`f[Ub]gUh]cbYb`gYhnYb
 g]W`a`Y`f`XYbb`Y`ZØf`X]Y`VYhfcZYbYb`GdcfhYf`Y]b"

8Ug`HfYZZYb`]b`C`mV]b`a`U[`U`g` :`Y]Yf`XYf`J`Yf[Ub[Yb`Y]h`X]YbYbž
 XcW`X]Y`GW`UhYb`XYf` ;`YgW`]W`hY`g]bX`b]W`h`Y]W`h
 UVni`gW`ØhhY`b`"Gc`V`Y]VhYg`gdUbbYbXž`k`]Y`X]Y`J`YfUbhk`cfh]WXYb
 a`]h`X]YgYa`9fVY`i`a` [Y`Yb`i`bX`cV`X]Y`@Y]ghi`b[Yb`XYf`5h`Y`hYb
 YbX`]W`X]Y`5bYf`_Ybbi`b[`YfZU`fYbž`X]Y`g]Y`j`YfX]YbYb"

8YhU]`g	
C`fh	C`mV]bž`8Yi`hgW`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y`XY • k k k "Xk`"W`a • k k k "XYi`hgW`UbXZi`b_`XY

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