

D="GUU`Y!<c`n`UbX4 dc`nY]"h\i Yf]b[Yb"XY`Y]b[YfY]W\h
k YfXYbžXUg`5_hYbnY]W\Yb`Ui hYh%+&- , * #&\$&) "8]YgYf`J cfZU`
k]fX`U`g`i a k Y`hghfUZhUh`Y]b[Yghi Zhž`k Ug`X]Y`9fbgh\UZh][_Y]h`XYf
G]hi Uh]cb`i bhYfghfY]W\h"

8]Y`fYW\h]W\Yb`; fi bX`U[Yb`ZØf`gc`W\Y`HUHb`g]bX`]b
j YfgW\]YXYbYb`i a k Y`h[YgYhnYb`ZYgh[Y`Y[h"@Ui h`XYa`
**I a k Y`hVi bXYgUa h`g]bX`i a k Y`hghfUZhUhYb`gW\k Yfk]Y[YbXY
J YfghØ» Yž`X]Y`a`]h; Y`X!`cXYf`gc[Uf`fY]\Y]hgghfUZYb`[YU\`bXYh
k YfXYb`_ØbbYb"6Y]gd]Y`Y`g]bX`i bhYf`UbXYfYa`X]Y`j`Y[U`Y
5VZU`Ybhgc f[i b[`i bX`i bni`Àgg][Y`GW\UXghc ZZZfY]gYhni b[Yb"6Y]
CfXbi b[gk]Xf][_Y]hYbž`Yhk U`XYf`9ff]W\hi b[`Y]bYf
[YbY\`a`][i b[gVYXØfZh][Yb`5b`U[Y`c`bY`; YbY\`a`][i b[ž`_ØbbYb
6i » [Y`XYf`j`cb`V]g`ni`) "\$\$\$\$9i fc`j Yf\`Àb[h`k YfXYb"6YgcbXYfg
[fUj]YfYbXY`J YfghØ» Y`_ØbbYb`gc[Uf`fY]\Y]hgghfUZYb`j`cb`V]g`ni
%)`X\`fYb`bUW\`g]W\`n]Y\`Yb"**

; YgYhn`]W\Y`F U\`a` YbVYX]b[i b[Yb`ZØf
I a k Y`hghfUZhUhYb

8]Y`fYW\h]W\Yb`6Ygh]a`a`i b[Yb`ni`f`6YghfUZh`b[`j`cb
I a k Y`hghfUZhUhYb`g]bX`i a`ZUggYbX`i`bX`]b`XYb`zz`' &(`V]g`' '\$U
XYg`GhfUZ[YgYhnVi`W\Yg`fGh`6L`ZYgh[Y\`U`hYb"5i`W\`XUg`
**I a k Y`hghfUZfYW\h`g]Y\`hj`cfž`XUgg`gck`c`\`bUhØf`]W\Y`DYfgcbYb
U`g`Ui`W\`i`bhYfbY\`a`Yb`ZØf`I a k Y`hj`YfghØ» Y`ni`f`J`YfUbhk`cfhi`b[
[Ync[Yb`k`YfXYb`_ØbbYb"6Y]gd]Y`Y`g]bX`i`bhYfYggUb`hYfk`Y]gY`]gh`Yg`gY]h`&\$%+
a`Ø[`]W\`ž`i`bhYfbY\`a`Ybg[Yk`]bbYž`X]Y`Ui`g`XYb`GhfUZhUhYb
fYgi`h]YfYbž`UVni`gW\`ØdZYb"8Yf; YgYhn[YVYf`\Uh`X]Yg`i`a`[YgYhnhž
i`a`XYa`i`I a k Y`hgW\i`hn`Y]bYb`\Ø\`YfYb`GhY`Ybk`Yfhi`ni`[YVYb"**

8UfØVYf`\]bUi`g`VYhcbh`XUg`i`a`k`Y`hVi`bXYgUa`hž`XUgg`X]Y
; YgY`gW\UZhY]bY`YbhgW\Y]XYbXY`F`c`Y`VY]a`G\i`hn`XYf`i`I a k Y`h
\Uh"8]Y`Ni`gUa`a`YbUfVY]h`a`]h`6Y\ØfXYb`i`bX`i`a`k`Y`hj`YfV\`ÀbXYb
]gh`i`bYf`Àgg`]W\`ž`i`a`gc`W\Y`J`Yf[Y\`Yb`ni`U\`bXYb`i`bX`_ØbZh][Y
GhfUZhUhYb`ni`j`Yf\]bXYfb"8]Y`5i`Z`_Àfi`b[`ØVYf`i`a`k`Y`hh\`Ya`Yb`]gh
Y]b`k`]W\`h][Yf`GW`f]hž`i`a`XUg`6Yk`i`gghgY]b`ZØf`X]Y`6YXY`i`hi`b[`XYg
I a k Y`hgW\i`hn`Yg`ni`gW\`ÀfZYb`i`bX`]Y`Y[U`Y`5_hj]]h`hYb`k`]Y`X]Y`]b
C`f`Ua`ØbXY`ni`i`bhYfV]bXYb"

8]Y[Y[Ybk Åfh][Y'G]hi Uh]cb]b`Cf`Ua ØbXY`a UW`h`XYi h]W`ž`XUgg
 I a k Y`hgW`i hn`b]W`h`bi f`[YgYhn`]W`Y`F`Y[Y`i b[Yb`V`Yhf]Zž`gcbXYfb
 Ui W`XUg`9b[U[Ya Yb`h`YXYg`9]bnY`bYb`YfZcfXYfh`8U`Yf`g]bX`X]Y
 6Y\`ØfXYb`Ui Z`X]Y`A]h\`ZY`XYf`6Yj Ò`_Yfi b[`Ub[Yk]YgYbž`i a
 gc`W`Y`HUhYb`fYW`hnY]h][`Ui Zni XYW`_Yb`i bX`ni `j YfZc`[Yb`"8Yf
 GW`i hn`i bgYfYf`I a k Y`h`]gh[Ya Y]bgUa Yg`5b`]Y[Ybž`i bX`YXYf
 <]bk Y]g`_Ubb`YbhgW`Y]XYbX`gY]b"

8YhU]`g	
Cfh	Cf`Ua ØbXYž`8Yi hgW`_UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bUW`f]W`hYb!\`Yi hY"bYh • k k k "i a k Y`hVi bXYgUa h"XY • k k k "ghfUZfYW`hg]Y[Yb"XY

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