

NY \ b ' † U \ fY ' c \ bY ' K]bbYhci . ' 8 Ug ' 9fVY ' j c b
D]YffY ' 6f]W ' † YVh ' k Y]hYf °

5a ' * " ' † b] &\$&) [YXYb_h'X]Y'K Y'h'XYg'GWUi gd]Y'Yfg'D]YffY
6f]Wž'XYf'U'g'K]bbYhci 'VYfØ\ a h'k i fXY' i bX'Ua ' * " ' † b]
&\$%) 'ghUfV"



; fÄZY`Z]b [ž'8Yi hgW\`UbX`!'5a ' * " ' † b] &\$%) ' j YfghUfV`D]YffY
6f]Wž'VY_Ubbh'U'g'K]bbYhci ž'XYf'Y [YbXÄfY'5dUW\Yb\Äi`dh]b [']b
XYb`?Uf`!A UmJ YfZ`'a i b [Yb" '6f]W'k i fXY'Ua ' * " ' : YVfi Uf`%- &- ']b
6fYghž: fUb_fY]Wž'U'g'D]YffY`@ci]g'6Ufcb`Y'6f]g [YVcfYb`i bX
YbhghUa`a hY`Y]bYf'U'hYb`5XY`gZUa`]'Y"GY]b`J UhYf`k Uf
A Uf]bYcZZ]n]Yfž'i bX`a`]h%) ' † U \ fYb`gW\`cgg`Yf`g]W\`k Ä\`fYbX`XYg
Nk Y]hYb`K Y`h_f]Y [g`XYf`F`Åg]ghUbW`U`b"BUW\`XYa`' ?f]Y ['X]YbhY`Yf
]b`XYf`5fa`YYž`k`c`Yf`g]W`U`g': fcgW\`a`Ubb`i`bX': U`gW\]fa`Ä [Yf`]a
‡XcW\]bU!`?f]Y ['VYk`Ä\`fhY" `Hfch`n`X]YgYf`\`Yfc]gW\Yb
J Yf [Ub [Yb\`Y]h'k i fXY`Yf`%-) %b]W\h'U'g`<Y`X` [YZY]Yfhi bX
ghUfhYhY`XUbb`Y]bY`?Uff]YfY`]b`XYf`GWUi`gd]Y`YfY]"

GY]b`8`i`fW\`Vfi`W\`_Ua`'%-`*`&ž'U`g`Yf`j`cb`DfcXi`nYbh`<`cfgh

K YbX`UbXhZ0f`X]Y`F c`Y`XYg`K]bbYhci`]b` 8Yf`GW Uhn`ja
G]VYfgYY`Ui`g[Yk`A`h`k`i`fXY`"5bZAb[`]W`g_Ydh]gW`[Y[Yb0VYf
X]YgYf`F c`Y`Z`Yb`hk]W_Y`hY`g]W`D]YffY`6f]W`fUgW`ni`a
Di`V`_i`a`g`]YV`]b[`]i`bX`[`]h`gY]hX`Ya`U`g`Y]bYf`XYf`VYXYi`hYbXghYb
GW`Ui`gd]Y`Yf`8Yi`hgW`UbXg`J`cb`%-`*`&`V]g`%-`*,`k`]f`_hY`Yf`]b
]bg[YgUa`hY`Z`?`Uf`!`A`Um!:`]a`Yb`a`]h`XUfi`bhYf`Ui`W`Ub`XYf`GY]hY
j`cb`@YI`6Uf`_Yf`z`k`Ug`]b`ni`a`!`Xc`Y]bYf`[`UbnYb`;`YbYfUh]cb
a`UW`hY`"0`U`UQVYf]W`hY`h`XUgg`gY]b`:`]a`hcX`]b`K`]bbYhci`=`]a
X`Y`f`%-`*)`Y]bY`K`Y`Y`j`cb`A`UggYbdfchYghYb`Ui`g`0ghY"

9b[U[Ya Ybh'i bX`5i gnY]W`bi`b[Yb

6f]W`gY`mhY`g]W`nY]h`YVYbg`Z0f`K`YfhY`k`]Y`:`f]YXYb`z`:`fY]`Y]h`z
Hc`Yf`Ubn`i`bX`A`YbgW`Ybk`0fXY`Y]b`i`bX`Yb[`U[`]YfhY`g]W`VYgcbXYfg
Z0f`?`f]Y[`gcdZYf`i`bX`XYb`B`Uhi`fgW`i`hn`"9f`Yf`Y]Y`h`n`U`f`Y]W`Y
5i`gnY]W`bi`b[`Yb`z`XUfi`bhYf`XUg`6i`bXYgj`YfX]Ybgh`fYi`n`YfghYf
?`UggY`i`bX`XYb`F]h`hYf`XYf`9`fYb`Y[`]cb`"5i`W`U`g`I`B`79`!
6chgW`UZhYf`a`UW`hY`Yf`g]W`Y]bYb`B`Ua`Yb`z`]bX`Ya`Yf`Z0f`X]Y
F`Y`W`hY`XYf`Ua`Yf`_`Ub]gW`Yb`I`fY]bk`c`b`Yf`Y]bhfU`h`6YgcbXYfg
Yfk`A`b`Yb`gk`Yfh`]gh`X]Y`5i`gnY]W`bi`b[`]F`U]bV`ck`A`Ub`z`X]Y`]a
j`cb`XYb`K`]bbYVU[`c`!`X]UbYfb`j`Yf`Y]Y`b`k`i`fXY`"08`Ug`9fghYQ`Y`Vh
Y`f`j`cf`z`XUgg`D]YffY`6f]W`U`g`Y]bY`_i`hi`fY`Y`@Y[`YbXY`[`]h`z`XYfYb
K`YfhY`Ui`W`b`UW`gY]bYa`HcX`Zc`fhVYghY`Yb"

B`UW`gY]bYf`Yf`Zc`[`fY]W`Yb`:`]a`_`Uff]YfY`nc[`]g]W`6f]W`b]W`h
j`c`gh`A`bX[`]Ui`g`XYf`2`ZZYbh]W`_Y]h`ni`f0W`"J`cb`%-`+`*`V]g`%-`*,`k`Uf
Yf`k`]YXYf`VY]`XYb`?`Uf`!`A`Um!:`Yghgd]Y`Yb`]b`9`gdY`U`_h]j`"GY]bY
gW`Ui`gd]Y`Yf]gW`Y`@Ui`ZV`U`b`i`a`ZUgghY`Ui`W`n`U`f`Y]W`Y`5i`Zh]h`hY
]b`h`U`]Yb`i`bX`Gd`Ub]Yb`z`k`c`Yf`]b`j`YfgW`]YXYbYb`:`]a`Yb`a`]hk`]f`_hY`"
&\$\$(`j`Yf`0`ZZYbh]W`hY`Yf`gY]bY`5i`hcV]c[`]fUZ]Y`K`]bbYhci`i`bX`W`z`
X]Y`9]bV`]W_Y`]b`gY]b`@YVYb`i`bX`gY]bY`?`Uff]YfY`V]Y`hY`h"

@YVYb`i`bX`HcX

D]YffY`6f]W`Y`V`hY`j`]Y`Y`X`Y`a`]h`gY]bYf`:`fUi`<`Y`U`?`fY`_Y`]b
:`fUb`_fY]W`z`d`Ub`hY`Y]bYb`I`a`ni`[`]b`UW`6UmYfb`z`XYf`Y`XcW`b]W`h
a`Y`f`fYU`g]Yfh`k`i`fXY`"&\$\$%)`ghUfV`Yf`Ub`XYb`:`c`[`Yb`Y]bYf
@`b[`YbYb`hn0bXi`b[`]a`5`hYf`j`cb`*,`X`Y`f`b`"GY]bY`6Y`Y`fX][`i`b[

ZUbX`Ua`-%-`" `đ b]`&\$%)`Ui`Z`XYa` :`f]YX`cZ]b` ;` fÅZY`Z]b[` ž`bU`Y`
 A`ØbW`Yb`ž`ghUhh`ž`i` bX`gY]b` ;` fUV`Ybh`Å`h`Y]b` ;` YXYb`__fYi` n`ZØf`gY]bY`
 Gw`k`]Y[` YfY`hYfb`" `ØK`]_]dYX]UQXc`_i` a` Ybh]Yfh`gY]b`@YVYb`i` bX`gY]bY`
 <`]bhYf`UggYbgW`UZhYb`i` a` ZUggYbX`i` bX`nY][` hž`XUgg`6f]W`g`9]bZi` gg`
]b`XYf`XYi` hgW`Yb` :`]`a` [` YgW`]W`hY`i` bVYghfY]hVUf`V`Y]Vh`"

8YhU]`g	
C`fh	;` fÅZY`Z]b[` ž`8Yi` hgW`U`bX`
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k` "[`U`U"XY` • k`k`k` "XUgYfghY"XY` • XY"k`]_]dYX]U"c`f[`

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