

6fYa Yb`ZY]Yfh'a]h'&\$\$"\$\$\$`6Ygi W\Yfb`Y]b VUff]YfYZfY]Yg': Ygh`XYf`? i `hi fYb`

Fi bX`&\$\$"\$\$\$`6Ygi W\Yf`ZY]YfhYb`j ca` - "V]g`% " ' & \$)
Ui ZXYf`6fYa]bU`Y`]b`6fYa Yb`a]h`A i g]_i bX`VUff]YfYZfY]Yb
5b[YVchYb"



6fYa Yb`8Yi hgW\`UbX`!`8]Y`" +`6fYa]bU`Y`]b`6fYa Yb`\Uh`Yg`]b
X]YgYa`]\`f`c`f`X`Y`b`h`]W\`_`f`U`W`Y`b`U`gg`Y`b`F`i`b`X`&\$\$"\$\$\$`6Ygi W\Yf`
ghf`Oa`h`Y`b`Ub`Z`0`b`Z`H`U`[`Y`b`Ub`X`U`g`K`Y`g`Y`f`i`Z`Y`f`i`b`X`[`Y`b`c`g`g`Y`b`Y`]b
Vi`b`h`Y`g`D`f`c`[`f`U`a`a`c`\`b`Y`9]b`h`f`]h`g`d`f`Y`]g`",`V`Y`f`%`&`\$`A`i`g`_`Y`f`]b`b`Y`b
i`b`X`A`i`g`_`Y`f`g`c`f`[`h`Y`b`Z`0`f`a`i`g`_`U`]g`W`Y`<`][`\`][`\hg`z`k`A`\f`Y`b`X
n`U`\`f`Y`]W`Y`?`i`b`g`h`!`i`b`X`M`c`[`U`!`?`i`f`g`Y`z`Y`]b`F`]Y`g`Y`b`f`U`X`g`c`k`]Y
G`Y`W`c`b`X`\`U`b`X`!`J`Y`f`_`A`i`Z`Y`X`U`g`':`Y`g`h`]j`U`_`c`b`n`Y`d`h`Y`f`k`Y`]h`Y`f`h`Y`b`" `8`U`g
K`Y`h`Y`f`k`U`f`g`i`d`Y`f`i`b`X`X`]Y`6`Y`gi`W`Y`f`n`U`\`Y`b`Y`f`Z`Y`i`]W\`z`Z`Y`i`h`g`]W\`
x`b`h`Y`j`c`b`8`0`Y`b`z`X`]Y`_`0`b`g`h`Y`f`]g`W`Y`@`]h`i`b`[`X`Y`f`6`f`Ya`]b`U`Y`" `a
J`c`f`U`\`f`\`U`h`h`X`]Y`J`Y`f`U`b`g`h`U`h`i`b`[`b`i`f`Y`h`k`U`%`\$`"\$\$\$`A`Y`b`g`W`Y`b
U`b`[`Y`n`c`[`Y`b`z`k`U`g`i`b`h`Y`f`U`b`X`Y`f`Ya`X`Y`a`g`W\`Y`W\`h`Y`b`K`Y`h`Y`f`i`b`X`X`Y`f`
:`i`»`V`U`"!`9`A`ni`[`Y`g`W`f`]Y`V`Y`b`k`i`f`X`Y`z`X`c`W`X`]Y`g`Y`g`]`U`\`f`n`Y`][`h`Y`g`]W\`
X`]Y`J`Y`f`U`b`g`h`U`h`i`b`[`j`c`b`]`\`Y`f`V`Y`g`h`Y`b`G`Y`]h`Y`";`U`g`h`f`c`b`c`a`Y`b

VYf]W hYhYb'j cb'Y]bYa 'XYi h]W X Yb' l a gUhnUbgh]Y['ja 'J Yf['Y]W
ni a 'J cf\U\ f'z' i bX'ja '9bXYZY_h'ZUbXYb'Yhk U') \$\$': ÀggYf'6]Yf'XYb
K Y['ni 'XYb'Xi fgh][Yb'?Y\ 'Yb'XYf': YghVYgi W X Yf'"b!hj 'VYf]W hYhž
XUgg' "

9]b'VYgcbXYfYg'5i [Yba Yf'_k i fXY'j]b'X]YgYa 'X\ f'Ui Z
6Uff]YfYZfY\Y]hi bX'f' _'i g]cb'[Y'Y[h''A]h'j YfgW]YXYbYb
A U» bU\ a Yb' a ÒW hYb'X]Y'J YfUbgHU'hYf'g]W X YfghY''Ybž'XUgg
a Ò['W ghj]Y'Y' A YbgW X Yb'Ub'XYf'6fYa]bU'Y'hY]'bY\ a Yb'_ÒbbYb"
æbUg'; i XY[Ughž' B UW \ U'h][_Y]hgY ZYfYbh'XYf'6fYa]bU'Yž'\YVh
\Yfj cfž'XUgg'g]Y'Yfgha U'g'Y]b'6ØbXY''Ub' A U» bU\ a Yb' i a [YgYhnh
\UVYb''8Uni '[Y\ Òfh'XUg' 6i XX]Y!BYhmk Yf_ ž'Y]b'_cghYb'cgYf
6Y['Y]hgYfj]W'ZØf' A YbgW X Yb' a]h'6Y\]bXYfi b[ž']b'?ccdYfUh]cb
a]h'XYa 'J YfY]b' f' _'i g]cb' a i gg'Ui h'gY]b "'J cf'XYf'6Ø\ bY
GW\ 'Yi gY 'k i fXY'Y]b'F c''ghi '\dcXYgh'Y]b[Yf]W hYhž' i bX'Y]b'K]:]!
< Òfi bhYfghØhni b[ggmghYa 'Yfa Ò['W h'Yg'XYb'Bi hnYfbž'XUg
5i X]cg][bU'X]fY_h'Ui Z']\fY'< Òf[YfÅhY'ni 'Ya dZUb[Yb''8Yf'K YgYf!
'? i f]Yf'VYf]W hYhž'XUgg' "

J]Y'ZÀ'h][Y'5b[YVchY'ZØf'U''Y

8]Y'6fYa]bU'Y'\Uh'g]W '\Yi Yf'b]W h'bi f'_i 'hi fY''ž'gcbXYfb'Ui W
]b'_i g]j 'ghUf'_Ui Z[YghY''h''8Yf'J YfUbgHU'hi b[gc fhž'X]Y'K]YgYb'Ua
C ghYfXY]W 'i bX'X]Y'? i bgh\U''Y'ja 'DUf_ž']gh'ZØf'j]Y'Y' A YbgW X Yb
ni [Àb['W]' [Ya UW h'k cfXYb''8Ug'Dfc[fUa a 'fY]W hY'j cb
'?cbnYfhYb'V]g'\]b'ni '@Ygi b[Yb' i bX'?]bXYfh\YUhYfž'U''Yg
cghYb'cg'i bX'cZZYb'ZØf'U''Y''8Ug'6i XX]Y!BYhmk Yf'YfZc'fXYfh'Y]bY
j cf\Yf][Y'5ba Y'Xi b['i bX'k]fX'j cb'Y\ fYbUa h]W X Yb'<Y'ZYfb
i bhYfghØhnhž'X]Y' A YbgW X Yb' a]h'Y]bYa '6 'ja
GWk YfVY\]bXYfhYbUi gk Y]g'VY['Y]hYb''': Øf' A YbgW X Yb'c\ bY
GWk YfVY\]bXYfhYbUi gk Y]gž'X]Y'Ui Z[fi bX'j cb'BYi fcX]j Yfg]hÅh
l bhYfghØhni b['VfUi W X Ybž'[]Vh'Yg'U'hYfbUh]j Y '@Øgi b[Yb''GhUXh
'? i 'hi f'6fYa Yb'Yf'Ài hYfhž'XUgg' "

l a 'XYb'6Ygi W 'ZØf'U''Y'gc'Ub[YbY\ a 'k]Y' a Ò['W 'ni '[YghU'hYbž
g]bX'Ui W 'VUff]YfYZfY]Y'Hc']YhYb'j cf\UbXYbž'i bX'f'Zcg'ØVYf
5bfY]gYž'GhY][i b[Yb' i bX'K Y[VYgW X fY]Vi b[Yb'g]bX'Ui ZXYf
K YVg]hY'XYf'6fYa]bU'Y'ni 'Z]bXYb''K Yf'gdYn]Y''Y': fU[Yb'\Uhž'_Ubb

g]W\`YXYfnY]h`Ub`æbUg; i XY[Ugh`k YbXYb`cXYf`g]W\`Ua` `bZcdc]bh
i bX`VY]`XYb`5k UfYbYgg!HYUa`g`j`c`f`C`fh`]bZcfa`]YfYb``8]Y
6fYa`]bU`Y`gYhnh`g]W\`XUZØf`Y]bž`X]Y`?i`hi`f`ZØf`U``Y`ni`[`Àb[``]W\`ni
a`UW\`Yb`i`bX`6Uff]YfYb`UVni`VUi`Yb`i`Y]b`N]Y`ž`XUg`Ui`W\`]b`Ni`_i`bZh
\cW\`]a`i`?i`fg`V`Y]VYb`k`]fX`

8YhU]`g	
C`fh	6fYa`Ybž`8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"b!`hj`"XY • k`k`k`"k`YgYf!`_i`f]Yf"XY • ghUXh`_i`hi`fVfYa`Yb"XY

6Ygi`W\`Yb`G]Y`i`bg`Ui`Z.`X]Y!bUW\`f]W\`hYb`"Wc`a