

: fUi ']b ' < Ua Vi f [!A Uf]Ybh\ U ` VY ` Àgh] [h '
Dc `]nY] `V]hhYh'i a ' <]bk Y]gY °

5_hi Y ``Y `B UWX f]WX hYb `Ui g' < Ua Vi f [`Ua ' %) "\$* "&\$&) . `Dc `]nY]ž
K YhhYfž'9j Ybhg'i bX `Y]b `gWXk YfYf `J cfZU ``]b `5 `hc bU"



< Ua Vi f [!A Uf]Ybh\ U `ž'8Yi hgWX `UbX `!`<Yi hYž`Ua ' %) " ' † b]
&\$&) žgcf [hY]b `J cfZU ``]b < Ua Vi f [`ZØf'5i ZfY [i b [. '9]b
i bVY `UbbhYf`HÀhYf` \Uh]b `XYf`B UWX hY]bY `&* `!`À` \f] [Y : fUi ']b
< Ua Vi f [!A Uf]Ybh\ U `VY ` Àgh] [h `8Yf`J cfZU `` YfY] [bYhY `g]WX `i a
\$&.) * `I ` \f`]a `6YfY]WX `A]hhY ` _Ua d# cX] [U ``YYž` [`Y]WX `]b `XYf`B À\Y
XYf`<U`hYghY ``Y` C ghYf`_Ua d " `8]Y : fUi ž`X]Y` [YfUXY`Ui g`XYa `6i g
gh]Y [ž`k i fXY `j cb `Y]bYa `A Ubb `j YfZc` [hž`XYf`c ZYbg]WX h]WX
gYI i Y ``Y `5Vg]WX hYb ` \Y [hY " `8]Yg `VYf]WX hYh`bYk g"XY"

8]Y `G]hi Uh]cb `Yg`_U`]YfhYž`U`g`XYf`HÀhYf`X]Y`† b [Y : fUi `ZYgh\]Y`h
i bX `g]Y `i bg]hh]WX `VYfØ` \fhY " `C Vk c \ ``X]Y : fUi `Ui hi a ' <]ZY `f]Yžž
_cbbhY`XYf`HÀhYf`Z]Y\Yb " `9f`k]fX`U`g`a `Àbb`]WX `VYgWXf]YVYbž`a]h
gØXcghYi fcdÀ]gWX Ya `9fgWX Y]bi b [gV]`Xž`Yhk U` " \$ `V]g") ` \ \fY `U`hž

fi bX %+) `V]g`%, \$`Wá [fc» ž'a]h`_i fnYa `Xi b`_Yb`<UUF`i bX
J c`VUFh"6Y`_Y]XYh`k Uf`Yf`a]h`Y]bYa `\\Y`Yb`H!G\]fhž`Y]bYf`Xi b`_Yb
Gk YUh`UW`_Y`gck]Y`Y]bYf`Xi b`_Yb`Ub[Yb`<cgY"8]Y`Dc`nY]
j Yf`nk Y]ZY`h`XYfnY]h`Ub`XYf` : U`bXi b[ž`X]Y`hf`cn`]bhYbg]j Yf
A U>bU`a Yb`V]g`Ub[`c`bY`9fZc`[`V`]YV"NYi [Yb`k YfXYb`Xf]b[YbX
[YVYhYbž`g]W`a]h`<]bk Y]gYb`X]fY`_h`Ub`X]Y`Dc`nY]`<Ua Vi f[`i`bhYf
\$(\$# & *!) * +, - `ni`k YbXYb`cXYf`g]W`Ub`X]Y`b`ÅW`gh[Y`Y[YbY
Dc`nY]X]YbghghY`Y`ni`k YbXYb`"

5`_hi Y`Y`? f]a]bU`h`Åhg`U[Y`]b`< Ua Vi f[

8]Y`Gcf[Yb`i`a`G]W`Yf`Y]h`g]bX`]b`XYb`Y`hnhYb`Å\`fYb`Y]b`Y]» Yg
H`Ya U" @Ui`h`XYf`Dc`nY]`< Ua Vi f[`g]bX`X]Y`[YgUa`hdc`nY]`]W`Yb
?f]a]bU`ghU]gh]_Yb`]a`Å\`f`&\$&(`Y`XcW`dcg]h]j`ni`VYk`YfhYbž`a]h
Y]bYa`F`ØW`_Ub[`XYf`GhfUZhUhYb`i`a`(`Dfc`nYbh]a`J`Yf[`Y]W`ni`a
J`cf`U`f`" `b]g[YgUa`h`k`i`fXYb`&&("`-%`GhfUZhUhYb`YfZUgghž`k`Ug`Y]bYf
GYb`_i`b[`i`a`-`" `&, `: `Å`Y`Yb`hgd]f]W`h"6Y`gcbXYfg`Ui`Z`Å`][`]gh`X]Y
XfUgh]gW`Y`F`YXi`n]Yfi`b[`j`cb`A`cfX!`i`bX`H`chgW`U[`gXY`]_hYbž`X]Y
ZUgh`U`V]Yfh`k`i`fXYbž`gck]Y`XYf`F`ØW`_Ub[`j`cb
K`c`b`i`b[`gY]bVf`ØW`Yb"8Y`b`bcW`nY][`Yb`X]Y`NU`Yb`Ui`W`Y]bYb
5bgh]Y[`XYf`;`Yk`U`hXY`]_hY`i`a`+`Dfc`nYbhž`k`Ug]`cf`U`Y`a`]b
GhUXhY]`Yb`k`]Y`Gh`DUi`]i`bX`Gh";`Ycf[`VYcVUW`hYh`k`]fX"

9]b`VY`gcf[`b]gYffY[`YbXYf`HfYbX`]gh`XYf`5bgh]Y[`XYf`GhfUZhUhYb
[Y[Yb`X]Y`gYi`i`Y`Y`GY`VghVYgh]a`a`i`b[ž`XYf`i`a`" ž%`Dfc`nYbh
[Ygh]Y[Yb`]ghž`k`cVY]j`]Y`Y`X]Y`gYf`HUhYb`]b`Y]bYa
6Yn]Y`i`b[`g`_c`bhYi`h`ghUhhZUbXYb"8]Y`gY`9bhk`]W`_i`b[`hf]Z`h
]bgVY`gcbXYf`Y`X]Y`8]g`_i`gg]cb`i`a`X]Y`G]W`Yf`Y]h`j`cb` :`fUi`Yb`]b`XYf
GhUXh" `b]Yb`gYbUhc`f`5bXm;`f`chY`i`bX`Dc`nY]df`Åg]XYbh` :`U`_
GW`bUVY`Y`UVYb`g]W`dcg]h]j`ØVYf`X]Y`U`[`Ya`Y]bYb` :`c`fhgW`f]hY`]b
XYf`?f]a]bU`]h`ÅhgVY`_Åa`dZ`b[`]`Y`Åi`»`Yfhž`k`Y]gYb`Y`XcW`Ui`W`Ui`Z
X]Y`<`YfUi`gZc`fXYfi`b[`Yb`\\]bž`X]Y`Ub`U`hYbX`VYgh`Y`b`"

8]Y`Dc`nY]`U`g`5b`Ui`ZghY`Y`

8]Y`<Ua Vi f[`Yf`Dc`nY]`]gh`ghUf`_`[`Y`Zc`fXYfhž`]bgVY`gcbXYfY`]b`6Yni`[
Ui`Z`GYi`i`U`XY`]_hYž`X]Y`hf`cn`g]b`_YbXYf`;`YgUa`hghU]gh]_Yb`]b]W`h
\\]bbY`a`VUF`V`Y]VYb`X`ØfZYb"8]Y`Dc`nY]`Yfa`i`h[`h`X]Y`

6Øf[Yf.]bbYbž'g]W\ 'a]h' ðZcfa Uh]cbYb'ni 'j YfXÅW\h][Yb'DYfgcbYb
 cXYf'J cfZÅ''Yb'ni 'a Y'XYbž'i a 'XYfUfh][Y'i bYfZfYi 'j]W\Y
 ; YgW\Y\ b]ggY']b'Ni _i bZi'ni 'j Yf\]bXYfb''6Y]: fU[Yb'cXYf'ni
 A YX]YbUbZfU[Yb'ghY\h'X]Y'DfYggYghY''Y'i bhYf'XYf'HY'YZcbbi a a Yf
 \$(\$# &, *!) * &%&'cXYf'j]U'9!A U]'i bhYf
 dc`nY]dfYggYghY''Y4 dc`nY]"\Ua Vi f["XY'ni f'J YfZØ[i b["

: Øf'U''Yž'X]Y'k Y]hYf\]b'Ui Z'XYa '@Ui ZYbXYb'V'Y]VYb'a ØW\hYb'ØVYf
 X]Y'bYi YghYb'9bhk]W_i b[Yb']b'<Ua Vi f[ž[]Vh'Yg'X]Y'A Ò['j]W\ _Y]hž
 X]Y '@c_U'bUW\ f]W\hYb'ØVYf'XYb'F Y[]c!BYk g!6chVY]'HY'Y[fUa 'i bX
 : UWVcc_'ni 'UVcbb]YfYbž'k]Y'a Y]bYghUXh"XY']bZcfa]Yfh''Ni XYa
 V'Y]Vh'X]Y'gcn]U'Y'A YX]YbdfÅgYbn'j cb'bYk g"XY'Y]bY'k Yfhj c''Y
 ðZcfa Uh]cbgei Y''Y'ZØf''c_U'Y'B UW\ f]W\hYb'i bX'U_hi Y''Y
 ; YgW\Y\ b]ggY"

8YhU]`g	
C fh	<Ua Vi f[!A Uf]Ybh\U`ž'8Yi hgW\`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • U_hi Y''a Y]bYghUXh"XY • k k k "dc`nY]"\Ua Vi f[

6Ygi W\Yb'G]Y'i bg'Ui Z. 'X]Y!bUW\ f]W\hYb"Wca