

< Ua Vi f['gYhnh'Ui Z'9!A cV]'hÅh. '&") \$\$
bYi Y '@UXYdi b_hY 'V]g'&\$&+ °

< Ua Vi f['gYhnh'Ui Z'9`Y_hfca cV]'hÅh. '5i gVUi 'j cb '&") \$\$
'@UXYghUh]cbYb 'V]g'&\$&+ 'Xi fW 'ghÅXh]gWXY 'i bX 'df]j UhY
6YhfY]VYf '[Yd`Ubh"



< Ua Vi f[ž'8Yi hgWÅ`UbX '!K Ybb'Yg'i a '9`Y_hfca cV]'hÅh'i bX
XYb '5i gVUi 'XYf '@UXY]bZfUghfi _hi f' [Y\hž'nY][h'< Ua Vi f[ž'k]Y'a Ub
Ui ZXYb'Ni ['XYf'Ni _i bZi'Ui Zgdf]b [h'GWÅcb'gY]h'j]Y'Yb'Z\ fYb
Yb[U[]Yfh'g]WÅ'X]Y'GhUXhž'i a 'XYb'6YXØfZb]ggYb'j cb
9`Y_hfcUi hcZ\ fYfb' [YfYWÅh'ni 'k YfXYb" '8Yf'; fi bXghY]b'ZØf'X]YgY
9bhk]W_ i b['k i fXY '&\$%('[Y`Y[hž'U'g'XYf'< Ua Vi f[Yf'GYbUh'XYb
A UghYfd`Ub '@UXY]bZfUghfi _hi f' j YfUVgWÅ]YXYhY" '8]YgYf'D`Ub` \]Y`h
YfghY '5i gVUi n]Y`Y 'i bX 'E i U']hÅhg_f]hYf]Yb'ZYgh'i bX '[UV`XYb
GhUfhgWÅ i gg'ZØf'Y]bY'ZÅWÅYbXYW_YbXYž'VYXUfZg[YfYWÅ hY
'@UXY]bZfUghfi _hi f']b'Ni gUa a YbUfVY]h'a]h'df]j UhYb'DUfhbYfb" '6]g
9bXY '&\$&' 'k i fXYb'XUa]h'fi bX '%"* \$\$ '@UXYghUh]cbYb 'Y]b[Yf]WÅ hYhž
[YhfU[Yb'j cb'ghÅXh]gWÅYb '5_hYi fYb'a]h'Z]bUbn]Y`Yf
I bhYfghØhni b['j cb'XYf'GhUXh'"@Ui h'< Ua Vi f["XY`Y]Y[h'XUg

<Ui dhUi [Yba Yf_`Ui Z`XYa `VYXUfZg[YfYW\hYb`5i gVUi `X]YgYf
=bZfUghfi _hi f"

9]b`YbHgW\Y]XYbXYf`G\Wf]hh`YfZc`[hY`Ua`%"`>Jbi Uf`&\$&(`Z`U`g`X]Y
<Ua Vi f[Yf`9bYf[]Yk Yf_Y`A cV]`; a V<`fk`9bK`A cV]`E`X]Y
J YfUbhk cfhi b[`Z0f`X]Y`gh`A`Xh]gW\Yb`@UXYdi b_hY`0VYfbU\`a`"8]YgYf
6YhfY]VYfk YW\gY`k Uf`bchk YbX][`Yk cfXYb`z`k Y]`Y]bY
; YgYhnYg`AbXYfi b[`Yg`Ghfca bYhnVYhfY]VYfb`j YfV]YhYh`z
[`Y]W\`nY]h][`6YhfY]VYf`j cb`@UXY]bZfUghfi _hi f`ni`gY]b" <9bK`A cV]`
\Uh`a`j`h`XYf`,`VYfbU\`a`Y`a`Y`f`U`g`%"`*\$`\$`U`_h]j Y`@UXYdi b_hY
U_ei]f]Yf`h`z`i bX`B`i hnYf`a`0ggYb`g]W\`_Y]bY`Gcf[Yb`a`UW\Yb.`8]Y
J YfZ0[VUf_Y]h`XYf`@UXYghUh]cbYb`V`Y]Vh[`Y]W\`z`YVYb`gc`X]Y
6YnU\`a`0[`Y]W\`_Y]hYb"5i W`X]Y`VYghY\`YbXYb`@UXYghUh]cbYb
k YfXYb`_0bZh][`a`]h`2`_cghfca`VYhf]YVYb`z`k Ug`Y]bYb`k Y]hYfYb
G\Wf]hh]b`F]W\`hi b[`B`UW\`U`h][_Y]h`XUfghY`h"

8]Y`Ni`_i`bZh`XYf`@UXY]bZfUghfi`_hi`f`

=a`F`U\`a`Yb`Y]bYf`i`a`ZUggYbXYb`GhfUhY[]Y`gc``XYf`5i`gVUi`V]g
A]hY`&\$&+`k`Y]hYf`j`cfUbgW\`fY]hYb"; Yd`Ubh]gh`X]Y`>ghU``Uh]cb`j`cb
]bg[YgUa`h`&")`\$\$`@UXYdi b_hYb`Xi`fW`d`f]j`UhY`6YhfY]VYf`g`ck`jY
ni`g`A`h`n`W\`%"`&\$`\$`Xi`fW`X`U`g`gh`A`Xh]gW\Y`l`bhYfbY\`a`Yb" <9bK`A cV]`
i`bX`Z0b`Z`k`Y]hYfY`d`f]j`Uhk`j`fhgW\`U`Zi]W\Y`5_hYi`fY`z`X`U`fi`bhYf`X]Y
9bYfW]hm`5;`i`bX`J`U`hhYb`ZU``Ga`U`fhYf`@j`]b[`;`a`V<`z`k`YfXYb`X]YgYb
5i`gVUi`[`Ya`Y]bgUa`j`cfUbhYf]VYb"Ni`Y`gh`Y`g`z`Y]bY`Y]b\`Y]h]W\`
ni`[`Ab[`Y]W\Y`@UXY]bZfUghfi`_hi`f`ni`gW\`U`Z`Y`b`z`X]Y`b]W\`h`bi`f`Ub
d`fc`Z]hU`V`Yb`Gh`Ub`X`c`f`hYb`d`U`hn]Y`fh`k`]fX"8]Y`Gh`UX`h`j`Y`f`Zc`[`h`b]W\`h`bi`f`
XYb`5i`gVUi`z`g`cb`XYfb`Ui`W`X]Y`A`c`XYfb]g]Yfi`b[`VY`ghY\`Yb`XYf`
Gh`Ub`X`c`f`hY`z`hY]`k`Y]gY`a`]h`gc[Yb`Ub`bhYb
F`Y`d`ck`Yf]b[`!`A`U`>`b`U\`a`Yb"

5i`Z`U`b[Y`G]W\`h`\`Uh`<Ua`Vi`f[`]`f`c`>Y`D`A`b`Y"6]g`&\$`\$`a`0W\`hY`X]Y
Gh`UX`h`Y`hk`U`)`"\$\$\$`gh`A`Xh]gW\Y`@UXYdi b_hY`VYfY]hghY``Yb"8Yf
6YhfY]VYf`<9bK`A cV]`k`]fX`Ui`>YfXYa`X`U`g`8Yg][b`XYf
@UXYg`A`i`Yb`0VYfU`fVY]hYb`z`i`a`Y]b`VY`gg`Y`f`Y`g`B`i`hnYfYf`YVb]g`ni
[Yk`A`f`Y]ghYb"8cW`V]g`X`U\`b``Y][`h`bc`W`j`]Y`5fVY]h]c`f`XYb
J YfUbhk cfh]W\Yb`z`i`a`X]Y`l`a`ghY``i`b[`Ui`Z`9`Y`_`hfca`cV]`]h`A`h
Z`A`W\Yb`XYW`_Yb`X`ni`i`bhYfgh`0`hnYb" @Ui`h`<Ua`Vi`f[Yf`

9bYf[]Yk Yf_Y`V`Y]Vh`XYf`Ni [Ub[`ni `XYb`@UXYghUh]cbYb`Ui W`ZØf
 UbXYfY`5bV]YhYf`X]g_f]a]b]Yfi b[gZfY]žk Ug`XYb`K YhhVYk YfV
 VYZØ[Y`hi bX`Yhnh`]W`XYb`Bi hnYfb`ni [i hY`ca a h"

8]Y`A cV]`]h`h`XYf`Ni _i bZh`]gh`]b`< Ua Vi f[`VYfY]hg`]a `; Ub[Yž`i bX
 X]Y`K Y]W`Yb`ZØf`Y]bY`bUW`U`h][Y`i bX`_i bXYbZfYi bX`]W`Y
 9`Y`hfca cV]`]h`h`ig]bX`[YghY`h`8]Y`GhUXh`nY][hž`XUgg`g]Y`Y]b`[i hYg
 <`ÅbXW`Yb`ZØf`X]Y`<YfUi gZcfXYfi b[Yb`XYf`_ca a YbXYb`>U`fYb
 \Uhi bX`j YfZc`[h`a]h`Y]bYa ` _`UfYb`D`Ub`]`fY`Y`f[Y]n][Yb`N]Y`Y"
 8]Y`i a ghY`i b[`Ui ZY]bY`[fØbYfY`A cV]`]h`h`_ØbbhY`Y]bZUW`Yf`b]W`h
 gY]b"

8YhU]`g	
C fh	< Ua Vi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\ Ua Vi f["XY • k k k "\ Ua Vi f[Yf! YbYf[]Yk Yf_Y"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`X]Y!bUW`f]W`hYb`W`ca