

: fY]Y`K À\`Yf`]a `8]U`c[.`G]W\Yf\Y]hg`U[Y
]b`5a VYf[`]a `: c_i g`

A X@<Ui VYf`i bX`<Y]b]gW\`VYgi W\hYb`Ua `%' "\$*"`&\$&) `X]Y
Dc`]nY]`]b`5a VYf[ži a `X]Y`G]W\Yf\Y]hg`U[Y`i bX`5i gV]`Xi b[
ni `VYgdfYW\Yb"



5a VYf[ž`8Yi hgW\`UbX`!`5a `8]YbghU[`VYgi W\hYb`X]Y
@UbXhU[gUV[YcfXbYhYb`K c`Z[Ub[`<Ui VYf`i bX`6Yfb\UfX`<Y]b]gW\
j cb`XYb`: fY]Yb`K À\`Yfb`X]Y`Dc`]nY]]bgdY_h]cb`5a VYf[`gck]Y`X]Y
?f]a]bU`dc`]nY]`5a VYf["`N]Y`X]YgYg`6Ygi W\g`k Uf`Ygž]g]W\`X]fY_h
ØVYf`X]Y`U_hi Y`Y`G]W\Yf\Y]hg`U[Y`]b`5a VYf[`i bX`XYa `@UbX_fY]g
5a VYf[!Gi `nVUW\`Ui gni hUi gW\Yb`i bX`X]Y`<YfUi gZcfXYfi b[Yb
XYf`6`Ui `]W\hcf[Ub]gUh]cbYb`ni `YfØfhYfb``6Y]`XYf`6Y[fØ] i b[
Xi fW\`Dc`]nY]X]fY_hcf`>Øf[Yb`8cXY``i bX`?f]a]bU`cVYffUhiHcV]Ug
A UhYg`k i fXY`gW\`bY``_`Ufž`XUgg]j]Y`Y`H\Ya Yb`j cb`VfYbbYbXYa
=>hYfYggY`g]bX"

=a `: c_i g`XYg`5i ghUi gW\g`ghUbXYb`j cf`U`Ya `X]Y`dYfgcbY`Y`Y
5i gghUhi b[ž`X]Y`9]bgUhnVY`Ughi b[`gck]Y`X]Y`Xf]b[YbX`VYbØh][hYb

þj Ygh]h]cbYb`]b`þZfUghfi _hi f`i bX`HYW`b]_"`8Yf`6Ygi W`XYf
?`cghYfVi f[`? Ugh`ž`X]Y`Y]bYb`7Ua`di g`XYg`i: UW`VYfY]W`g`Dc`nY]
XYf`<cW`gW`i`Y`Z0f`XYb`² ZYbh`]W`Yb`8]Ybgh`]b`6UmYfb
VY`YfVYf[hž`gc`hY`Y]bYb`9]bV`]W`_]b`X]Y`dfUi]gbU`Y`5i`gV`]Xi b[
XYf`VUmYf]gW`Yb`Dc`nY]_f`ÅZhY`[YVYb`"8UVY]i bhYfghf]W`A`X@
6Yfb`UfX`<Y]b]gW`X]Y`B`chk`YbX][_Y]hž`X]Y`5fVY]hgVYX]b[i b[Yb
XYf`9]bgUm`_f`ÅZhY`ni`j`YfghY`Ybž`i`a`_]bZcfa`]YfhY`dc`h]gW`Y
9bhgW`Y]Xi b[Yb`hfY`ZYb`ni`_`0bbYb`" Gc`W`Y`6Ygi W`Y`g]bX
YbhgW`Y]XYbX`Z0f`X]Y`i bhYfgh0hni b[i`bgYfYf
G]W`Yf`Y]hgVY`0fXYb`ž`VYhcbhY`Ui W`A`X@K`c`Z[Ub[`<Ui`VYf`

Ni f`@U[Y`]b`5a`VYf[

8]Y`Dc`nY]X]fY`_h]cb`5a`VYf[`U`hY]bY`k`]W`h][Y`5i`Z[UVY.`G]Y
VYhfYi`hY]b`;`YV]Yh]`cb`**`+`_a`ž`]b`XYa`Yhk`U`,`-`"-`(`A`YbgW`Yb
`YVYb`"8Yf`8]YbghVYfY]W`YfghfYW`_h]g]W`j`cb`XYf`_fY]gZfY]Yb`GhUXh
5a`VYf[`V]g`_]b`ni`XYb`i`a`_]Y[YbXYb`;`Ya`Y]bXYb`k`]Y
9VYfa`UbbgXcfZž`<]fgW`Ui`ž`i`bX`GW`a`]Xa`0`Yb`"i`bhYf`XYb
6YgcbXYf`Y]hYb`]gh`X]Y`ž`gh]nj`c`ni`[`gUbghU`h`5a`VYf[`ni
Yfk`Å`bYbž`X]Y`fi`bX`*,`\$`;`YZUb[YbY`VY`YfVYf[hi`bX`Å`f`]W`Yhk`U
%\$\$\$`J`cfZ0`fi`b[Yb`Xi`fW`Z0`fh`

5a`VYf[`]gh`Ui`W`GhUbXcfh]`cb`nk`Y]`6i`bXYgk`Y`f`_UgYfbYbž`X]Y
Y]bY`c`Y`J`Yf`_Y`fgZfYe`i`Ybn`a`]h]g]W`Vf]b[Yb`"8Uf0VYf`_]bUi`g
Z]bXYh]b`XYf`F`Y[]cb`Y]bY`J]Y`nU`_]`cb`i`fY]nY]h`i`bX
J`YfUbghU`hi`b[`gUb[YV`chYb`ghUhh`Gc`n]Y`Yb`X]Y
GW`k`YddYfa`UbbZYghgd]Y`Y`Ub`XYf`?`cghYfVi`f[`gck`]Y`XUg
F]Y]hgdcfhnYbhf`i`a`?`fYi`h`a`]hV]g`ni`%&`\$\$\$`6Ygi`W`Yfb`VYgcbXYfY
5i`Za`Yf`_gUa`_Y]h`Ui`Z`g]W`"

8]Y`5i`gV`]Xi`b[`i`bX`?`Uff]YfY`VY]`XYf`Dc`nY]

8]Y`6UmYf]gW`Y`Dc`nY]`gd]Y`hY]bY`Yb`hgW`Y]XYbXY`F`c`Y`VY]`XYf
K`U`fi`b[`XYf`0ZZYbh`]W`Yb`G]W`Yf`Y]h`G]Y`U`h]`]Y`Z`h][Y
5i`Z[UVYb.`G]Y`_]Zž`gW`0hnhž`Yfa`]hY`h`i`bX`j`Yfhf]h`XUg`F`YW`h`"8]Y
6Yfi`ZY`]b`XYf`Dc`nY]`V]YhYb`b]W`h`bi`f`UVk`YW`g`i`b[`gfY]W`Y
H`h][_Y]hYbž`gcbXYfb`Ui`W`gdUbbYbXY
GdYn]U]g]Yfi`b[`ga`0[`]W`_Y]hYb`i`bX`Y]bY`c`Y`æV!G]W`Yf`Y]h`9]b

6`jW_Ui Z`X]Y`? Uff]YfYgY]hY`XYf`Dc`]nY]`nY][hž`XUgg`ØVYf`* \$
 9]bghY``i b[gVYfUHf]bbYb`i bX`!VYfUHf`]b`6UmYfb`j YfZØ[VUf`g]bXž
 i a`!bhfYgg]YfhY`ØVYf`9]bgh]Y[ga`Ò[`]W_X]hYb`i bX`XUg
 6Yk YfVi b[gj YfZU`fYb`ni`]bZcfa`]YfYb"

8]Y`@UbXhU[gUV[YcfXbYhYb`<Ui VYf`i bX`<Y]b]gW_X`UVYb`a`]h
]\fYa`6Ygi W_X]b`NY]W_X]b`[YgYhnh`8Yf`X]fY`hY`5i ghUi gW_X`a`]h
 XYb`9]bgUhn_f`ÅZhYb`i bX`XYf`@YfbYb`ØVYf`X]Y`<YfUi gZcfXYfi b[Ybž
 XYbYb`g]Y`[Y[YbØVYfghY`Ybž`]gh[fi bX`Y[YbX`ZØf`Y]bY`[i h
 Z`b_h]cb]YfYbXY`G]W_X]f`Y]hgUfW_X]hY`_hi`f"

8i fW_X]gc`W_X]`?ccdYfUh]cbYb`k`]fX`b]W_X]h`bi`f`X]Y`]bbYfY`G]W_X]f`Y]h
 [Ygh`Åf`hž]gcbXYfb`Ui W_X]Y`6U`UbW_X]nk`]gW_X]b`G]W_X]f`Y]h`i bX`XYb
 :fY]\Y]hgYfW_X]hYb`XYf`6Øf[Yf]bbYb`i bX`6Øf[Yf`[Yk`U`fh`8U`Yf
 V`Y]Vh`ni`!cZYbž`XUgg`k`Y]hYfY`8]U`c[Y`X]YgYf`5fh]b`Ni`_i`bZh
 Zc`[Yb`k`YfXYb"

8YhU]`g	
C fh	5a VYf[ž`8Yi hgW_X]`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a`]hhY`VUmYf]gW_X]Y`"XY • k k k "dc`]nY]"VUmYfb`"XY • k k k "]"bbYba`]b]ghYf]i a`"VUmYfb`"X Y

6Ygi W_X]b`G]Y`i bg`Ui Z.`bU[!VUmYfb`"XY