

G!6U\b!7\Ucg`ja `@UbX_fY]g`9fX]b[.
J YfgdÀhi b[Yb`V]g`%\$`A]bi hYb`°

J YfgdÀhi b[Yb`Ui ZXYf`G&`ja `@UbX_fY]g`9fX]b[`Ua
) "\$+`&\$&) `k Y[Yb`hYWX]b]gWXYa `8YZY`h`6YhfcZZYbY`GhfYW_Y
nk]gWXYb`Gh`?c`ca Ub`i bX`5`hYbYfX]b["



@UbX_fY]g`9fX]b[ž`8Yi hgW\`UbX`!`a `@UbX_fY]g`9fX]b[`a ØggYb
G!6U\b!DYbX`Yf`\Yi hY`nk]gWXYb`%\$.&\$`I \f`i bX`%`.\$`I \f`a]h
J YfgdÀhi b[Yb`j`cb`V]g`ni`%\$`A]bi hYb`fYWX]bYb``8]Y`@]b]Y`G&
b]a`a`h`nk]gWXYb`Gh`?c`ca Ub`i bX`5`hYbYfX]b[`Ui Z[fi bX`Y]bYg
hYWX]b]gWXYb`8YZY`hg`Ub`Y]bYa `6U\bØVYf[Ub[`bi f`VY\Ài Zh: U\fh
Ui Z`8]Yg`\Uh`ZØf`j]Y`Y`F Y]gYbXY`ni f: c`[Yž`XUgg`g]Y`]b`XYf
\Y]» YghYb`NY]h`XYg`HU[Yg`Ui Z`I`bdØb`_h]WX`_Y]h[YZUggh`gY]b
a`ØggYb``GW`UXYž`k`Ybb`a`Ub`VYXYb`_hž`XUgg`XYf`GW`]YbYbj`Yf`_Y\`f
]b`XYf`F Y[]cb`Ui Z`gW`bY`Y`i`bX`ni`j`Yf`Àgg][`Y`J`YfV]bXi`b[`Yb
Ub[`Yk`]YgYb`]ghž`X]Y`gY]h`%-`+`&`Xi`fWX`X]Y`G!6U\b`A`ØbWX]b
[`Yk`À\`f`Y]ghY`h`k`YfXYb`"

8]Y`G!6U\b`A`ØbWX]b`]gh`b]WX`h`bi`f`Y]b`i`bj`Yfn]WX`hV`UfYf`HY]`XYg

ÖZYbh]WXYb`J Yf_Y\fgž'gcbXYfb`V]bXYh`Ui W`X]Y
@UbXYg\Ui dhghUXh`Yb[`Ub`X]Y`i a `]Y[YbXYb`@UbX_fY]gY" BYVYb
9fX]b[`ZÀ\fh`XUg`BYh`Ui W`]b`F]W`hi b[`8UW`Ui ž: fY]g]b[ž
9VYfgVYf[`i bX`GhUfbVYf["9]b`dUuf`@]b]Yb`UVYb`gc[Uf`Y]bYb
VYgcbXYfg`_i fnYb`HU_h`ni a `A ØbW`bYf: `i [\UZYbž`gcXUgg
F Y]gYbXY`nØ[] [`]\fY: `Ø[Y`YffY]WXYb`_ØbbYb" A ØbWXYb"XY`YVh
ni XYa `Yfj`cfž`XUgg`X]Y`G!6U`b`gY]h`XYb`C`ma`d]gWXYb`Gd]Y`Yb
%- +&`_cbh]bi]Yf`W` [Yk UW`gYb`]ghi bX`g]W`gY]h`Yf`U`g`k]W`h][Yg
F ØW_[fUh`XYg`J Yf_Y\fg`YfUi`g_f]ghU``]g]Yfh`Uh"

HYW`b]gWXY`DfcV`Ya`Y`VY`UghYb`XYb`6Yhf]YV

8]Y`U_hi`Y`Yb`5i`gZÀ`Y`g]bX`b]W`h`X]Y`YfghYb`]`fYf`5fh`
GØXXYi`hgWXY`NY]hi`b[`VYf]W`hYhj`cb`Y]bYf[YbYfY`Yb
5bZÀ``][`_Y]h`XYf`A`ØbW`bYf`G!6U`b`ZØf`hYW`b]gWXY`8YZY`_hY" `Gc
a`i`gghY`X]Y`G) `j`cfnY]h][`]b`5m]b[`YbXYbž`k`À`fYbX`X]Y`G' `Y]bYb
VY\cVYbYb`8YZY`_h`Ub`Y]bYa`UbXYfYb`Ni [`UhY" ; fi`bX`ZØf`X]Y
J Yfgd`Åhi`b[Yb`g]bX`Ài`Z[`Ui`W`X]Y`U`hYb`GhY`k`Yf`_Yž`k`Y`WXY`ØVYf
X]Y`U`fY`U`g: Y`Yfei`Y`Yb`]XYb]Z]n]Yfh`k`i`fXYb"9]b`F`Y`U]g!
GhY`k`Yf`_`Ui`g`XYa`U`f`%`+%`k`Uf`ZØf`V]g`ni`%)`Dfc`nYb`h`U`Yf
J Yfgd`Åhi`b[Yb`j`Yf`Ub`hk`cfh]W`i`bX`k`]fX`XYfnY]h`a`cXYfb]g]Yfh"8]Yg
j`Yfgd]f]W`hž`X]Y`G]hi`Uh]cb`]b`Ni`_i`bZ`h`ni`j`YfVYggYfb"

Ni`XYb`[Yd`Ub`hYb`Y`bXYfi`b[Yb`[Y\`Øfh`X]Y`æghU``Uh]cb`bYi`Yf
Y`Y`_hfc]gWXYf`GhY`k`Yf`_Yž`X]Y`U`g`X]Y`a`cXYfbghYb`]b`8Yi`hgW`UbX
[Y`hYb" `G]Y`gc`Yb`X]Y`GhYi`Yfi`b[`XYf`NØ[Y`Ua`C`ghU`b`c`Z
XYi`h]W`j`YfVYggYfb`i`bX`Y]bY`l`ba`Yb[Y`Ub`?`UVY`b`i`bX`HYW`b]_
Y]bV]bXYbž`X]Y`a`]h;`YgUa`h`_cghYb`j`cb`&&&`A`j``cbYb`9i`fc`ni
6i`WXY`gW`U[Yb" `A`]b]ghYfd`f`Åg]XYb`h`A`Uf`_i`g`GØXYf`\`Uh`XYb
:`cfhgW`f]h`h`X]YgYf`A`cXYfb]g]Yfi`b[Yb`VYfY]hg`[YZY]Yfh`i`bX
i`bhYfghf]WXYbž`k`]Y`k`]W`h][`X]YgY`A`U»`bU`a`Y`ZØf`XYb`J Yf_Y`f`]b
XYf`F`Y[]cb`]gh"8`cW`Y`g`[]Vh`Ui`W`_f]h]gWXY`Gh]a`a`Ybž`X]Y`Ui`Z`X]Y
V]g`Yf`Ui`Z[YhfYhYbYb`6Ui`j`YfnØ[Yfi`b[Yb`\]bk`Y]gYb"

8Yf`6`]W`_bUW`j`c`fb

6]g`Yf`[]Vh`Yg`Y`X`cW`l`bg]WXYf`Y`hYb`ØVYf`XYb`9fØZ`bi`b[ghYfa`]b
XYf`nk`Y]hYb`GhUa`a`ghfYW`_Yž`k`Y`WXY`X]Y`F`Y]gYnY]hYb`Yf`YV`]W

j YfVYggYfb`gc`""8]YgY`ni`gÅhm`]WXY`GhfYW_Y`k`]fX`gY]h`&\$\$%+`[`YVUi`h`
i`bX`gc`""X]Y`YfghY`GhUa`a`ghfYW_Y`Ybh`UghYb`""9]bY`nY]hbU\Y`
: Yfh][`ghY`""i`b[`k`ÅfY`ZØf`j`]Y`Y`DYbX`Yf`Y]b`GY[`Ybž`XUa`_]h`Ui`W`g]Y`
X]Y`J`cfnØ[`Y`XYg`G!6U\`b!BYhnYg`c`bY`\`Åi`Z][`Y`I`a`k`Y[`Y`i`bX`
J`Yfgd`Åhi`b[`Yb`[`Yb]Y»`Yb`_`ÖbbYb`"

⊕`NY]hYbž`]b`XYbYb`HYW`b]_`i`bX`A`cV]`]hÅh`]a`a`Yf`a`Y\`f`
a`]hY]bUbXYf`j`Yf`_bØdZh`g]bXž`V`Y]Vh`ni``\`cZZYbž`XUgg`X]Y`G!6U\`b`
A`ØbW`Yb`VU`X`k`]YXYf`fY]Vi`b[`g`c`g`i`bX`dØb`_h]W`X`ZÅ\`fh`"8Yb`b`k`Ug`
[`]Vh`Yg`GW`ÖbYfYgž`U`g`Yb`hgdUbb`hi`bX`fYW`hnY]h][`_`Ubg`N]Y`ni`
_`ca`a`Yb`°`

8YhU]`g`	
C`fh`	@UbX`_fY]g`9fX]b[`ž`8Yi`hgW`_`UbX`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"YX!`j`Y`XY` • k`k`k`"a`i`YbW`Yb`XY` • k`k`k`"gi`YXXYi`hgW`Y`XY`

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`bU[`!VUmYfb`XY`