

K UggYfgghc ZZ! F Yj c `i h]c b. `9`Y_hfc`mgYi f!
Dfc ^Y_h]b `B Yi Vi f[`V]g`&\$&+ °

9bYf[]Y`GWk UVYb`d`Ubh`V]g`&\$&+`XYb`6Ui `Y]bYg
9`Y_hfc`mgYi fg`ni f`K UggYfgghc Z\YfghY`i b[`]b`B Yi Vi f[!
GWk fcVYb\Ui gYb"



F c \ fYbZY`gž`8 Yi hgWk `UbX`!`ħ`F c \ fYbZY`g`cXYf`C VYf\Ui gYb
ghY\h`Y]b`VU\`bVfYWk`YbXYg`Dfc`^Y_h]bg`<Ui g. `8]Y
I bhYfbY\`a`Ybg[fi ddY`9bYf[]Y`GWk UVYb`d`Ubh`V]g`&\$&+`Y]bYb
9`Y_hfc`mgYi f`ni f`K UggYfgghc Z\YfghY`i b[`ni `Yff]Wk hYb" `8]YgYf
GWk f]hh`ghY`h`Y]b`Y`k]Wk h][Y`K`Y]Wk YbghY`i b[`Z0f`X]Y`FY []c b
B Yi Vi f[!GWk fcVYb\Ui gYb`XUfž`k`Ybb`Yg`i`a`X]Y`_`]a`Už`Yi`b`X`]Wk`Y
9bYf[]Yni`_i`b`Zi[Y\`h" `ħg[YgUa`h`k`YfXYb`X]Y`?`cghYb`Z0f`XUg
J`c`f\UVYb`Ui`Z`ghc`n`Y`UWk`h`A`]]`cbYb`9i`fc`[`YgWk`Å`mhž`k`c`VY`]`X]Y
J`Y`f`U`b`h`k`c`f`h`]Wk`Y`b`g]Wk`X`U`V`Y`]`Ui`Z`X]Y`I`bhYfgh`0`h`ni`b[`X`Y`g
V`U`m`Y`f]g`Wk`Y`b`K`]f`h`g`Wk`U`Z`h`g`a`]b]g`h`Y`f]i`a`g`j`Y`f`U`g`g`Y`b`_`0`b`b`Y`b`ž`X`U`g
V`Y`f`Y]h`g`_`b`U`d`d`" `ž`A`]]`cbYb`9i`fc`Ub`:`0`f`X`Y`f`a`]h`h`Y`b`ni`[`Y`g]Wk`Y`f`h
\`U`h" `6`0`f[`Y`f`a`Y]g`h`Y`f]b`A`U`b`i`Y`U`<`Y`W`_`j`c`b`F`c`\`f`Y`b`Z`Y`g`X`i`f`Z`h`Y`X`Y`b
6`Y`g`Wk`Y]X`_`0`f`n`]Wk`X`_`0`Wk`g`h`d`Y`f`g`0`b`]Wk`Y`b`h[`Y[`Y`b`b`Y`\`a`Y`b"

8cbUi _i f]Yf'VYf]Wk hYh"

8]Y'UbghY\YbXY'5b`U[Y'k]fX'ØVYf'Y]bY'@Y]ghi b['j cb'ZØbZ
A Y[Uk Uhhj YfZØ[Yb'i bX'VYbØh][h'_]a UbYi hfU'Yb'Ghfca 'ZØf'X]Y
K UggYfghcZd fC Xi _h]cb"'8]YgYf'gc''Xi fWk 'Y]bYb'bcWk'ni
Yff]Wk hYbXYb'Gc'UfdUf_'VYfY]h[YghY''h'k YfXYbž'XYb'X]Y
HcWk hYf[YgY''gWk UZh'GWk k UVYb'F Y[YbYfUh]j 'j YfUbhk cfhYh"'8]Y
A]h['j]YXg_ca a i bYb'XYf'9bYf[]Y[YgY''gWk UZh'A]hh'YfY'8cbUi
f9A 8Ě ' \]Yfni 'nĀ\`Yb'6Yf[\Y]a ž'6i f[\Y]a ž'9\Y_]fWk Ybž
C VYf\Ui gYbž'F c\fybZY`g'i bX'K Y''\Y]a ' 'g]bX'U_hj 'j]b'X]Y
D'Ubi b[Yb'Y]b[YVi bXYb"'8Yf'6YXUfZ'Ub'K UggYfghcZZ']b'XYf
F Y[]cb'k]fX'VYfY]hg'j cb'GWk k UVYb'BYhn'i bX'XYf'ϕXi ghf]Y!'i bX
<UbXY`g_Ua a Yf'fϕ?Ě'Yfa]hh'Yhž'k Ug'X]Y'K Y]Wk Yb'ZØf'Y]bY
j]Y'j YfgdfYWk YbXY'9bYf[]Yni _i bZhghY''h"

K UggYfghc ZZ'U`g`Ni _i b ZhghY Wk bc`c []Y

K UggYfghc ZZ[]'h'b]Wk h'bi f'U`g'9bYf[]YhfÅ[Yf'XYf'Ni _i bZhž'gcbXYfb
gd]Y'h'Ui Wk 'Y]bY'YbhgWk Y]XYbXY'F c''Y]b'XYf'[fØbYb
9bYf[]Yk YbXY''9`Y_hfc`mgYi fYž'X]Y'K UggYf'a]h\]'ZY'j cb
9`Y_hf]n]hĀh]b'K UggYfghc ZZ'fk &Ě'i bX'GUi Yfghc ZZ'fC &Ě'nYf'Y[Ybž
g]bX'\]YfVY]nYbhfU"'8]YgY'HYWk bc`c []Y'Yfa Ø['j]Wk h'Ygž'Zcgg]Y
9bYf[]Yb'UVni 'Y\`bYb'i bX'fY[]cbU''YfnYi [hY'9bYf[]Y'g]bbj c''ni
gdY]Wk Yfb"'8]Y'9bhk]W_`i b[Yb']b'X]YgYa '6YfY]Wk 'g]bX
j]Y'j YfgdfYWk YbXž'YXcWk 'g]bX'Ui Wk 'X]Y'<YfUi gZcfXYfi b[Yb'b]Wk h
ni 'j YfbUWk`Āgg][Yb"'Gc'gd]Y'Yb'VY]gd]Y`gk Y]gY'\c\Y
6Yhf]YVg_cghYb'i bX'XYf'6YXUfZ'Ub'i a ZUggYbXYb'ϕj Ygh]h]cbYb']b
X]Y'bc hk YbX][Y'ϕZfUghfi _hi f'Y]bY'VYXYi hYbXY'F c''Y]b'XYf
8]g_i gg]cb'i a 'X]Y'G_U]Yfi b['gc`Wk Yf'Dfc'Y_hY"'9bYf[]Y
9fbYi YfVUf'ZØ\fh'Ui gž'XUgg'bYVYb'XYf'9bYf[]Yi bUV\Āb[][_Y]h
Ui Wk 'X]Y'GWk UZZ' b[' [fØbYf'5fVY]hgd`ĀhnY'ja ' : cW'g'ghY'h"

I a gc'k]Wk h[Yf']gh'Ygž'XUgg'fY[]cbU'Y'Dfc'Y_hY'k]Y'XUg'j b
F c\fybZY`g'i bX'CVYf\Ui gYb'_cb_fYhY' : cfhgWk f]hhY'a UWk Yb"'9]bY
YfZc`[fY]Wk Y'ϕhY[fUh]cb'YfbYi YfVUfYf'9bYf[]Yb']gh'YbhgWk Y]XYbXž
i a 'X]Y'9ZZ]n]Ybn'XYf'9`Y_hfc`mgY'ni 'a UI]a]YfYb'i bX'X]Y
BYhng hUV']hĀh'ni 'j YfVYggYfb"'9`Y_hfc`mgY'_Ubb'b]Wk h'bi f'ni f
Ghfca j Yfgcf[i b['VY]hfU[Ybž'gcbXYfb'Ui Wk 'U`g'9bYf[]YgdY]Wk Yf

X]YbYbži a `NY]hYb`c\Yf`B UWX ZFU[Y`ni `ØVYfvfØW_Yb"

9i fcdÀ]gW\ Y`=bj Ygh]h]cbYb`i bX

HYW\ bc`c []Yb

8Yf`K UW\ghi a ghfYbX`ZØf`K UggYfghcZZhYW\bc`c []Yb`n]Y\h`Ui W\ ØVYf`X]Y` ; fYbnYb`6UmYfbg` \]bUi g`bYi Y`=bj Ygh]h]cbYb`Ub""Gc`\Uh XUg`I bhYfbY\ a Yb`Gi bZ]fY`Ui g`8fYgXYbž`XUg`Ui Z`]bXi ghf]Y`Y 9`Y_hfc`mgYi fY`gdYn]U`]g]Yfh`]ghž`Y]bY`J YfY]bVUfi b[`a]h`XYf 9i fcdÀ]gW\Yb`=bj Ygh]h]cbgVUb`_f9-6Ł`ØVYf`%\$\$`A]``]cbYb`9i fc i bhYfnY]W\ bYh`"8]YgY` : ØfXYfi b[`n]Y`h`XUfUi Z`UVž`X]Y` : YghcI]X! 9`Y_hfc`mgYi fY`ni f`GYf]YbYf]Z]ni `Vf]b[Yb`i bX`]gh`HY]`Y]bYg [fØ»YfYb`J cf\UVYbgž`V]g`&\$&+`ØVYf` +&`A]``]UfXYb`9i fc`ZØf`bYi Y HYW\bc`c []Yb`]b`9i fcdU`ni `a`cV]`]g]YfYb`"8]Y`9]bghi Zi b[`XYf 9I !?ca a]gg]cb` []Vh`XYa` ; UbnYb`ni g`Àhn`]W\Yb`FØW_\U`hž`]bXYa g]Y`XUg`N]Y`j YfZc` [hž`X]Y`K YhhVYk YfvGZÀ\ []_Y]h`XYf`9i`]b`GUW\Yb bUW\ \U`h] [Y`=bcj Uh]cbYb`ni `ghY][Yfb"

=b`XYf`DfUI]g`_ØbbhY`bUW\ \U`h] [Yf`K UggYfghcZZ`]bgVYgcbXYfY`]b YbYf []Y]bhYbg]j Yb`6fUbW\Ybž`k]Y`Yhk U`XYf`7\Ya]Y!`i bX GhU\`]bXi ghf]Yž`ni a`9]bgUhn`_ca`a Ybž`k c`Zcgg]Y`6fYb`bgbcZZ Xi fW`_`]a UbYi hfU`Y`5`hYfbUh]j Yb`YfgYhnh`k YfXYb`_ØbbYb"

8YhU]`g	
Cfh	Fc\fybZY`gž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "XcbUi `i f]Yf"XY • [Yfa Ubm"fYdfYgYbhUh]cb"YWYi fcdU"Yi • YbYf []Y!YfbYi YfVUf"Yi

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