

: f]YX`]WXY`8Ya cbghfUh]cb`]b`K Y]XYb.
Gc`]XUf]hÀh`ZØf` ; UnU`k` ÀW`gh°

5a`%) "\$*`"&\$&) `j YfgUa` a`Y`hYb`g]WXY`]b`K Y]XYb`%\$\$!%) \$
A`YbgWXYb`ni`Y`]bYf`Zf]YX`]WXYb`d`fc!dU`Àgh]bYbg]gWXYb
8Ya`cbghfUh]cb`ZØf` ; UnU`"



K`Y]XYb`ž`8Yi`hgW`U`bX`!`5a`G`Ua`ghU`[`bUW`a`]`hU`[`Z`U`b`X`U`i`Z`X`Y`a`
B`U`U`V`k`]`Y`g`Y`b`!`D`U`f`_`d`U`h`n`]`b`K`Y]XYb`Y`]b`Y`d`fc!dU`Àgh]bYbg]gWXY
8Ya`cbghfUh]cb`ghU`h`ž`U`b`X`Y`f`Y`h`k`U`%`\$`\$`V`]`g`%)`\$`A`Y`b`g`W`X`Y`b`
h`Y`]`b`U`a`Y`b`"8]Y`HY`]`b`Y`a`Y`f`g`Y`h`h`Y`b`g]WXY`j`c`f`U`Y`a`ZØf`
\\i`a`U`b`]`h`À`f`Y`<`]`Z`Y`ZØf`X]Y`6Yj`Ò`_`Y`f`i`b`[`]`a` ;`UnU`gh`f`Y`]`Z`Y`b`Y`]`b`i`b`X`
À`i`»`Y`f`h`Y`b`g`W`X`U`f`Z`Y`?`f`]`h`_`U`a``J`c`f`[`Y`\\`Y`b`X`Y`f`]`g`f`U`Y`]`g`W`X`Y`b`5`f`a`Y`Y`]`a`
`U`i`Z`Y`b`X`Y`b`B`U`c`g`h`?`c`b`Z`]`h`"8]Y`?`i`b`X`[`Y`V`i`b`[`k`i`f`X`Y`j`c`b`Y`]`b`Y`f`
D`f`]`j`U`h`d`Y`f`g`c`b`c`f`[`U`b`]`g`]`Y`f`h`i`b`X`j`Y`f`]`Y`Z`]`b`Y`]`b`Y`f`Z`f]YX`]WXYb`
5`h`a`c`g`d`\\`À`f`Y`ž`X]Y`j`c`b`A`i`g`_`i`b`X`5`d`d`U`i`g`V`Y`[`Y`]`h`Y`h`k`i`f`X`Y`"8]Y`
A`Y`\\`f`\\`Y`]`h`X`Y`f`8Ya`cbghfU`b`h`Y`b`[`Y`\\`Ò`f`h`Y`ni`f`h`Ø`f`_`]`g`W`X`!`U`f`U`V`]`g`W`X`Y`b`
7`c`a`a`i`b`]`h`m`i`X`Y`f`F`Y`[`]`c`b`"

A`]`h`G`d`f`Y`W`W`Ò`f`Y`b`Z`c`f`X`Y`f`h`Y`b`X]Y`HY`]`b`Y`a`Y`f`Y`]`b`9`b`X`Y`X`Y`f` ;`Y`k`U`h`ž`

<]Zg]YZYfi b[Yb`bUWk ; UnU`gck]Y`]bhYfbUh]cbU`Y`Gc`]XUf]hÅh"
HfUbgdUfYbhY`a]h`6chgWk UZhYb`k]Y` : fY]Yg`DU`Àgh]bU` ž` Ghcddh
XYb` ; Ybcn]X` i` bX` =gfUY`Vca VUfX]Yfh` 8Yi hgWk`UbX`Z]bUbn]Yfh
n]YfhYb`X]Y`J YfgUa` a` i` b["6YgcbXYfg`VYa` Yf`_Ybgk`Yfh`k`Uf`XYf`
`c`Y`5bhY`]`j`cb` : fUi`Yb`i`bhYf`XYb`8Ya`cbghf]YfYbXYb`"Ni`a
5VgWk`i`gg`XYf`J`YfUbgH`hi`b[`ghUdY`hYb`X]Y`HY`]bY`a`Yf`
gma`Vc`]gWk`k`Y]»Y`?Ufhc`bgž`X]Y`Z0f`<]Zg]YZYfi b[Yb`[`YXUWk`h
k`UfYbž`X]Y`b`]Wk`h`j`b`XUg` ; YV]Yh`[`Y`Ub`[`Yb`_0bbYb`"8]YgY`?Ufhc`bg
k`i`fXYb`a`]hdYfg0b`]Wk`Yb`K`0bgWk`Yb`i`bX`
Gc`]XUf]hÅhgVY`_i`bXi`b[`Yb`VYgWk`f]ZhYh`"

G]Wk`Yf`Y]h`i`bX`F`YU`_h]cbYb`

8]Y`Dc`]nY`]k`Uf`a`]h`Y]bYa``[`f0»YfYb`5i`Z[`YVch`df`AgYbhž`\]Y`h`g]Wk`
`YXc`Wk`0VYfk`]Y[`YbX`]a``<]bhYf[`fi`bX`"9]bY`9]bnY`dYfgcbž`X]Y`Y]bY`
j`YfVchYbY`DUfc`Y`f]Yž`k`i`fXY`gck`c`\`j`cb`XYb`J`YfUbgH`hYfb`U`g`
Ui`Wk`XYf`Dc`]nY`]ni`f`C`fXbi`b[`[`Yfi`ZYb`"9]b][`Y`
;`Y[`YbXYa`cbghf`UbhYbž`X]Y`=gfUY`ZU[`[`Yb`hfi`[`Ybž`k`i`fXYb`j`cb`XYb`
6YUa`hYb`j`ca`J`YfgUa`a`i`b[`gcfhj`Yfk`]YgYb`"8]Y`GhUXh`K`Y]XYb`
nY][`hY`g]Wk`_ccdYfUh]j`]b`XYf`<`UbX`UVi`b[`XYf`J`YfgUa`a`i`b[`/U`Y`
G]Wk`Yf`Y]hgUi`ZU[`Yb`k`i`fXYb`Y]b[`Y`U`hYbž`i`bX`Y]b`dc`]nY`]Wk`Yg`
9]bgWk`fY]hYb`k`Uf`b]Wk`h`b`chk`YbX][`"

9]b][`Y`HY`]bY`a`Yf`VYf]Wk`hYhYbž`XUgg`dU`Àgh]bYbg]gWk`!ghÅa`a`][`Y`
A`YbgWk`Yb`bi`f`j`YfY]bnY`h`XUfUb`hY`]bU`a`Yb`"8]Yg`k`]fX`Ui`Z`Y]bY`
a`0[`]Wk`Y`5b[`gh]j`cf`F`YdfYgg]cb`c`XYf`[`YgY`gWk`UZh`]Wk`Yf`
Gh][`a`Uh]g]Yfi`b[`ni`f0W_[`YZ0\fh`"0`XYb`YhnhYb`A`cbUhYb`[`UV`Yg`]b`
8Yi`hgWk`UbX`nU`\fY]Wk`Y`dfc`!dU`Àgh]bYbg]gWk`Y`8Ya`cgž`j`cf`U`Ya`
bUWk`XYa`HYffc`fUb[`f]Z`XYf`<`Ua`Ug`Ui`Z`=gfUY`Ua`i`+"`C`_hc`VYf`
@Ui`h`**VdV`"XY`]**gh`Yg`k`]Wk`h][`ž`nk`]gWk`Yb`XYf`i`bhYfgh0hni`b[`XYf`
dU`Àgh]bYbg]gWk`Yb`N]j`]VYj`0`_Yfi`b[`i`bX`XYf`Ni`gh]a`a`i`b[`ni`
[`Yk`U`h`h`h][`Yb` ;`fi`dd]Yfi`b[`Yb`k`]Y`XYf`<`Ua`Ug`ni`i`bhYfgWk`Y]XYbž`
XU`Y]b][`Y`8Ya`cbghfUh]cbYb`Ui`Wk`Ubh]gYa`]h]gWk`Y`DUfc`Yb`
VY]b`U`hYhYb`"

;`YgY`gWk`UZh`]Wk`Yf`i`bX`fYWk`h`]Wk`Yf`?`cbhYI`h`

8]Y`fYWk`h]Wk`Y`G]hi`Uh]cb`]b`8Yi`hgWk`UbX`]gh`Ub[`Ygd`Ubbh`"8Yf`

i a ghf]hhYbY'G`c[Ub' : fca 'h\Y'f]j Yf'hc'h\Y'gYU 'k]fX
i bhYfgW\YX`]W\`Ui g[Y`Y[hžk Ug'ni 'l bg]W\Yf\Y]hYb'ZØ\fh"
K Å\fybX`XUg'5a hg[Yf]W\h'i]b'6Yf`]b`Y]bY'; Y`XghfUZY`ZØf`X]Y
6]`][i b['j cb`GhfUZhUhYb`j Yf\Åb[hYžYbHgW\]YX`XUg'@UbX[Yf]W\h
A Ubb\Y]a ž`XUgg`XYf'G`c[Ub`Xi fW\`X]Y`A Y]bi b[gZfY]\Y]h[YXYW_h
gY]"8]YgY`j YfgW\]YXYbYb`l fhY]`Y`nY][Ybžk]Y`i bhYfgW\]YX`]W\`X]Y
FYW\hgUi ZZuggi b[Yb`Y`bUW\`6i bXYg`UbX`g]bX"9]b`Y]b\Y]h]W\Yf
fYW\h]W\Yf`FU\`a Yb`k]fX`Yfgh`Xi fW\`XUg
6i bXYgj YfZUggi b[g[Yf]W\h`Yfk UfhYhž`XU`i bhYfgW\]YX`]W\`Y
9bhgW\Y]Xi b[Yb`ni `J Yfk]ffi b[Yb`ZØ\fyb`i bX`j]Y`Y`A YbgW\Yb
XUj cb`UV\U`hYb`_ØbbhYbž`\f`FYW\h`Ui Z`J YfgUa a`i b[gZfY]\Y]h
k U\`fni bY\`a Yb"8]YgYf`U`g` W\`]b[`YZZYWh`VYnY]W\`bYhY`Ni ghUbX
]gh`b]W\h`ni `i bhYfgW\ÅhnYb"

8]Y`VYgW\f]YVYbYb`DfchYghY`i bX`X]Y`VY[`Y]hYbXYb`fYW\h`]W\`Yb
<YfUi gZcfXYfi b[Yb`gd]Y[Y`b`X]Y`_ca`d`YI Yb`[YgY`gW\UZh]W\`Yb
GhfØa i b[Yb`k]XYf"5i W\`5a bYghm`ðhYfbUh]cbU`gdf]W\h`g]W\`ZØf
XUg`FYW\h`Ui Z`J YfgUa a`i b[gZfY]\Y]h`Ui gž`gYhnh[`Y]W\`nY]h][
`YXcW\`_`UfY'; fYbnYbžk Ybb`Yg`i a`; Yk U`hUi Zfi ZY[Y\`h"8Yf
GW\i hn`ØX]gW\Yf`A YbgW\Yb`]b`8Yi hgW\`UbX`V`Y]Vh`Y]bY`ghUUh]W\`Y
DZ]W\hž`_Ub`b`YXcW\`a UbW\`a U`fYdfYgg]j`[Y[Yb`UbXYfY'; fi ddYb
Ui g[Y`Y[h`k YfXYb"ð`5bVYhfUW\h`XYf`Ub\U`hYbXYb`?cbZ]_hY`]b
XYf`FY[]cb`i bX`XYf`Zcfhk Å\fybXYb`8]g_i gg]cbYb`ØVYf
5bh]gYa]h]ga i g]gh`XUg`H\Ya U`U`_hi Y`Yf`XYbb`Y"

8YhU]`g	
C fh	K Y]XYbž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • cVYfdZU`n&("XY • k k k "VdV"XY • k k k "Ua bYghm"XY

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