

: `c f]XU`A Ub`5 ffYghYX`Zc f`H\ fYUhYb]b[`9I !
;]f`Zf]YbX`]b`D]bY`<]`g`

5 : `c f]XU`a Ub`k Ug`UffYghYX`]b`C fUb[Y`7ci bhmZc f
h\ fYUhYb]b[`h]g`YI ! []f`Zf]YbX`ž`\\[`\\[`h]b[`f]g]b[`Xca Ygh]W
j]c`YbW`W`bW`fbg"



D]bY`<]`gž: `c f]XUž`I G5`!`b`U`hfci V`]b[`]bW]XYbh`h\ Uh
i bXYfgW`fYg`h\Y`U`Ufa]b[`f]gY`]b`Xca Ygh]Wh\ fYUhgž`U: `c f]XU`a Ub
bUa YX`A UfW`g`5`Ybž` (ž`\\Ug`VYYb`UffYghYX`]b`C fUb[Y`7ci bhmZc f
a U_]b[`gYf]ci g`h\ fYUhg`U[U]bgh`\\g`YI ! []f`Zf]YbX`" F Ydcfhg`]bX]WUhY
h\ Uh`h\Y`h\ fYUhg`Y`Zi`h\Y`j]Wh]a`ZYUf]b[`Zc f`\\Yf`"ZYž`dfca`dh]b[
gk]Zi`UWh]cb`Zfca`h\Y`Ui h\cf]h]Yg`"H\Y`C fUb[Y`7ci bhmG`\\Yf]ZZ g
C Z]W`UddfY`\\YbXYX`5`Yb`bYUf`G]j Yf`GhUf`F cUX`]b`D]bY`<]`g
g\cfh`m`U`Z`h`f`Y`W`]j]b[`h\Y`W`ca`d`U]bh`"H\Ub`_Zi`"mž`h\Y`j]Wh]a`]g
gUZ`Y`UbX`W`ffYbh`m`fYW`]j]b[`h\Y`Ya`ch]cbU`UbX`Y[U`gi ddcfh`g`\\Y
bYYXgž`Ug`\\[`\\[`hYX`Vm`Di V`]g`\\YX`F`Y`dc`fh`Y`f"

H\]g`]bW]XYbh`a Uf`_g`h\Y`g`Y`W`bX`UffYgh`Zc f`Xca Ygh]Wh\ fYUhg`]b
C fUb[Y`7ci bhm`k]h\]b`'g`h`U`k`YY`_"Gi W`W`UgYg`\\Uj`Y`fU]gYX

gYf]ci g'gUZYhm'Wc bWf'bg]b'h\Y'Wc a a i b]hmž'YgdYW]U`m[]j Yb'h\Uh
fYW'bh'dc`]W'XUhU'g\ck g'U`%) i`]bWfYUgY']b'fYdcfhYX'Xca Ygh]W
h\fyUhg'UWf'cgg'7YbhfU`':`cf]XU'cj Yf'h\Y'dUgh'- \$'XUmg"=-Z'mci`cf
gca YcbY'mci`_bck`]g'YI dYf]YbW]b[`\UfUgga Ybh'cf'UVi gYž
Ui h\cf]h]Yg'ghfYgg'h\Y']a dcfhUbW'cZ'fYdcfh]b[`\h\YgY']bW]XYbhg
]a a YX]UhY'm'hc'dfYj Ybh'Zi fh\Yf'YgWU'Uh]cb"=-a a YX]UhY'fYgci fW'g
Zc'f'gi ddcfh'UfY'Uj U]UV'Yž']bWi X]b[`\h\Y'<UfVcf'<ci gY'cZ'7YbhfU`
:`cf]XU'Uh'(\$+!, , *!&,) *'UbX'h\Y':`cf]XU'8ca Ygh]WJ]c`YbW
<ch]bY'Uh%! , \$\$!) \$\$!%%%- "

5b`Cj Yfj]Yk `cZ`@cWU`7f]a Y`HfYbXg

D]bY'<]`gž`_Y'a Ubmich\Yf'bY][\Vcf\ccXgž[fUdd`Yg'k]h`]hg
g\UfY'cZ'Wf]a Y"i bXYfghUbX]b[`\h\Y'ghU]gh]WU`UbXgWUdY'WU'b`Y'd
fYg]XYbhg'fYa U]b'j][]'Ubh"5W'Wc'fX]b[`\hc'5fYUJ]VYgž'h\Y'UfYU g
Wf]a Y'a Udž'dfcj]XYX'Vm'7f]a cA YhYfž'cZZ'fg'U'XYhU]`YX
UggYgga Ybh'cZ'fYdcfhYX'Wf]a Yg'WUgg]Z]YX'Vm'cWU`Uk
YbZcfW'a Ybh" H\Y'a Ud'Ya d`cmg'U'Wc`c'f!Wc'XYX'Y[YbX'hc'XYbchY
UfYUg'cZ`\][\Yf'UbX`ck Yf'Wf]a Y'fUHygž[]j]b[`\cWU'g'U'WYUfYf
d]Whi fY'cZ'gUZYhm]b'h\Y]f'gi f'fci bX]b[g"

≠hYfYgh]b[`\mž'fYX'ncbYg'cb'h\]g'a Ud'Xc'bc'h'U'k Umg'Yei UhY'hc
XUb[Yf'Zc'f'fYg]XYbhg"':cf']bghUbW'ž`\][\Yf'Wf]a Y'fUHyg'WU'c'ZhYb
fYZYWh]bWfYUgYX'UWh]j]hm]b'UfYUg'`_Y'U]f'dc'fhgž'gdc'fhg'W'bhYfgž'cf
h'ci f]gh'\chgd'chgž'k \]W'`a][\h'bc'h'VY'U'X]fYWh'fYZYWh]cb'cZ'cWU`
gUZYhm'<ck Yj Yfž'ghUm]b[]bZc'fa YX'UV'ci h'Wf]a Y'hfYbXg'WU'b
Ya dck Yf'fYg]XYbhg'hc'a U_Y'gUZYf'W'c]W'g"

H\Y'6][[Yf'D]Whi fY'cZ'8ca Ygh]WJ]c`YbW

8ca Ygh]Wj]c`YbW']g'Ub']ggi Y'h\Uh'UZZYWh'g'a Ubmž'Vi h'cZhYb
fYa U]bg'WcU_YX']b'g]'YbW'"5g'bc'hYX'Vm':`cf]XU'8YdUfha Ybh
cZ'7\]XfYb'UbX': Ua]]Ygž']b'&\$&\$ž'h\Y'ghU]h'fY'Wc'fYX'U
ghU[[Yf]b[]%\$*ž) %) 'Wf]a Yg'cZ'Xca Ygh]Wj]c`YbW'ž'fYgi`h]b[]b
*' ž&%+ 'UffYghg" H\]g'i bXYfgW'cfYg'bc'h'cb'm'h\Y'dfYj U'YbW'cZ'h\Y
]ggi Y'Vi h'U'gc'h\Y'j]hU`bYX'Zc'f'gi ddcfh]j Y'fYgci fW'g"

≠h\Y'Z]gWU`mYUf'&\$&\$!&%ž':`cf]XU g'W'fh]Z]YX'Xca Ygh]Wj]c`YbW

WbhfYfg'dfcj]XYX'cj Yf' (%&ž\$\$\$\$'b)[\hg'cZ'Ya Yf[YbWmg\Y'hYfž
 gYfj]b['a cfY'h\Ub'%'ž\$\$\$\$'gi fj]j cfg'UbX'h\Y]f'W\]'XfYb''Gi W
 gYfj]W'g'UfY'Wfi W]U'ž'Ug'bi a Yfci g'j]Wh]a g'W'ccgY'bc'h'c'fYdcfh
 UVi gYž'cZhYb'Xi Y'hc'ZYUfž'g\Ua Yž'cf'h\Y'W'cbhfc''b['bUhi fY'cZ
 h\Y]f'dUfhbYfg''H\Ub_Zi ``mž'UXj cWUHYg'WfYUHXY'bYUf'm%) %ž\$\$\$\$
 hU]'cfYX'gUZYhmid'Ubg'UbX'XYj chYX'cj Yf'%- %ž\$\$\$\$'\ci fg'hc
 UXj cWUWm'UbX'W'ci bgY']b['gYfj]W'g'hc'Ya dck Yf'gi fj]j cfg"

H\Y'fYWb'hYj Ybhg]b'D]bY'<]`g'fYZYWh'U'VfcUXYf'hfYbX'h\Uh]g
 hfci V']b['mY'h'Wf]h]WU'hc'fYW'c[b]nY'' #g'U'fYa]bXYf'cZ'h\Y
]a dcfhUbW'cZ'W'ca a i b]hmj][]'UbW'UbX'gi ddcfh'gmghYa g']b
 W'ca VUh]b['Xca Ygh]Wj]c'YbW''@Yhg'W'cb]bi Y'hc'fU]gY'Uk UfYbYgg
 UbX'YbW'ci fU[Y'h\cgY']b'bYXY'h'c'gYY_'\Y'd VYWUj gY'h\YfY g
 gca Yh\]b['hc'VY'gU]X'Zcf'U'W'ca a i b]hm'h\Uh'cc_g'ci h'Zcf'cbY
 Ubch\Yf"

8YhU]`g	
Cfh	D]bY'<]`gž': `cf]XUž'I G5
Ei Y`Yb	<ul style="list-style-type: none"> • di V`]g\YXfYdcfhYf"W'ca • k k k "UfYUj]VYg"W'ca • k k k "a mZ'ZUa]`Yg"W'ca

6Ygi W\Yb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh