

7U`Xk Y``!DcdY`5]a g`Zcf`; `cfm`k]h\
; f]nn`]Yg`5ZhYf`Hci [\ `GYUgcb

?YbhUj]ci g`7U`Xk Y``!DcdY``YUj Yg`h\Y`Cf`UbXc`A U[]WZcf`h\Y
A Ya d\]g`; f]nn`]Ygž`U]a]b[`Zcf`U`W\Ua d]cbg\]d`fYgi f[YbWY
]b`&\$&) "



Cf`UbXcž`I G5`!`đ`U`g[]b]Z]Wb`h`g\U_Y!i d`Zcf`h\Y`A Ya d\]g
; f]nn`]Ygž`?YbhUj]ci g`7U`Xk Y``!DcdY`\Ug`č]bYX`h\Y`hYUa ž`U]a]b[
Zcf`fYXYa dh]cb`UbX`U`g\ch`Uh`W\Ua d]cbg\]d[`cfm``H\Y`gYUgcbYX
[i UfXž`UZhYf`U``Ygg!h\Ub!ghY``Uf`gYUgcb`k]h\`h\Y`Cf`UbXc`A U[]W
k \YfY`\Y`Uj YfU[YX`† gh, "+`dc]bhg`dYf`[Ua Yž`]g`_YYb`cb
fYj]hU`]n]b[\]g`WfYfYf`]b`A Ya d\]g``7U`Xk Y``!DcdY`YI dfYggYX`\]g
YI W]hYa Ybh`UVci h`Z]hh]b[`gYUa `Ygg`m`]bhc`h\Y`cf[Ub]nUh]cb g
j]g]cb"" =Z]h`f[\]h`]bž` \Y`ghUH`YXž`\][\][\]h]b[\]g`YU[YfbYgg`hc
Wčbhf]Vi hY`hc`h\Y`hYUa `g`gi WWgg``H\Y`; f]nn`]Ygž`bck`YbhYf`]b[`U
hfUb`gZcfa Uh]j Y`d\UgYž`Wči `X[fYUh`m`VYbYZ]h`Zfca `7U`Xk Y``!DcdY`g
XYZYbg]j Y`dfck Ygg`UbX`h\YfY!dc]bh`g\cch]b[`UV`]`hmž`Vch\`cZ
k \]W\`k]``VY`Wf]h]WU``]b`h\Y]f`di fgi]h`cZ`U`h]h`Y`h\]g`i dWča]b[
gYUgcb``5g`\Y`Ya VUf_g`cb`h\]g`či fbYmž`h\Y`gdch][\]h`]g`cb`\]a`hc

fYWU]a` \]g'ghUhi`g'Ug'U' _Ymid`UmYf'cb`h\Y`WŁi`fh"

<]g'dfYj`]ci`g'gh]bh'k`]h\`h\Y`A`U[`]WŁ'k` \YfY` \Y`g\ch'U`X]gUddc]bh]b[
'` ("&i`Zfca`VYmc`bX`h\Y`UfWŁgdYU_g`j`c`i`a`Yg`UVci`h'h\Y`
WŁU`Yb[`Yg` \Y`ZUWŁX`"A`i`WŁ`cZ'h\]g`XYW]bY`WŁb`VY`hfUWŁX`VUW`_`hc`
h\Y`UW`_`cZ`d`Uma`U_]b[`hU`Ybh'cb`h\Y`Cf`UbXc`fcghYfž`Vi`h'a`c`j`]b[
hc`A`Ya`d\]g`cZZYfg`U`ZfYg\`WŁbj`Ug`"7U`Xk`Y`!DcdY`g`j`YfgUh)`]hm`
WŁi`X` \Y`d`cdYb`i`d`gdUW]b[`Zcf`ghUf`d`UmYfg`)_Y`Ų`A`cfUb`h`UbX`
ŲfYb`ŲUW_gcb`Ų"ž`YggYbh]U`Zcf`WfYUh]b[`gWŁf]b[`cddcfhi`b]h]Yg`
k` \Yh\Yf`Zfca`h\Y`dYf]a`YhYf`cf`Xf]j`]b[`hc`h\Y`VUg_Yh`H\Y`
;`f]nn`)Yg`UfY`WYUf`m` \cd]b[`h\Uh` \]g`WŁa`a`]ha`Ybh'hc`YI`WŁ`YbWŁ`
k`]`g\]bY`h\fc`i`[`\ž`d`cg]h]cb]b[`\]a`Ug`U`Wfi`W]U`d`UmYf`Ug`h\Ym`
U]a`hc`Vc`ghYf`h\Y]f`WŁb`hYb`XYf`ghUhi`g`]b`h\Y`YU[`i`Y"

5bU`m]b[`7U`Xk`Y`!DcdY`g`DchYbh]U`Ų`a`dUWŁh

H\Y`dYggi`fY`]g`cb`7U`Xk`Y`!DcdY`hc`XYa`cbghfUhY`h\Uh` \Y`WŁb`
Vci`bWŁ`VUW`_`ghfcb[`Yf`h\Ub`Yj`Yf`"<]g`č`i`fbYm]g`U`hYghUa`Ybh'hc`
fYg])YbWŁ`]b`dfcZYgg]cbU`gdcfhgž`Ya`d\Ug]n]b[`\ck`gYhVUW_g`WŁb`
a`cfd\`]bhc`WŁa`YVUW_g`"K`]h\`h\Y`i`dWŁa`]b[`gYUgcb`ccca`]b[
`Uf[`Yž`7U`Xk`Y`!DcdY`g`dYfZcfa`UbWŁ`k`]`bch'cb`m'hYgh` \]g`g_]`g`
Vi`h`U`gc` \]g`XYhYfa`]bUh]cb`hc`fYWU]a`U`d`UWŁ`Ua`cb[`gh`Y`]hY`B65`
d`UmYfgž`gca`Yh\]b[`\Y` \Ug`i`bXci`VhYX`m`Ugd]fYX`hc`UWŁ`Yj`Y"

H\Y`;`f]nn`)Yg`UfY`bch'č`gh`g]hh]b[`VUW`_`k`]h\`h\Y]f`UhYgh`
UWŁi`]g]h]cb`/h\Ym`UfY`U`gc`g\U_]b[`h\]b[`g`i`d`Ug`h\Ymid`fYd`UfY`Zcf`
h\Y`i`dWŁa`]b[`B65`XfUZh`5ZhYf`hfUX]b[`8Yga`cbX`6UbYž`A`Ya`d\]g`
\Ug`gYWŁ`fYX`U`Z]fgh`fc`i`bX`d]WŁ`UbX`]g`cc_]b[`hc`UXX`gca`Y`
YI`W]h]b[`mci`b[`hU`Ybh'hc`h\Y]f`fcghYf`H\Ym`WŁ`ffYbh`m` \c`X`d]W_g`
Bc`"%*ž`Bc`"(, ž`UbX`Bc`) *ž`a`U_]b[`h\Ya`UWŁ]j`Y`dUfh]W]dUb`hg`]b`
h\Y`XfUZhgWŁbY`D`UmYfg`)_Y`Ų`gY`F]WŁ`UfXgcbž`_bck`b`Zcf` \]g` \[`\`
VUg_YhVU`Ų`Ų`ž`UbX`HmfYgY`DfcWŁcfž`k` \c`Vf]b[`g`U`ghfcb[`hk`c!k`Um`
[`Ua`Yž`UfY`cb`h\Y]f`fUXUf`Ug`h\Ymid`Ub`Zcf`U`Vf][`\hYf`Zi`hi`fY`"5g`
h\Ym]ZbU`]nY`j`]g]hg`UbX`k`cf_ci`hg`U\YUX`cZ`h\Y`XfUZhž`h\Y`;`f]nn`)Yg`
UfY`XYZ]b]hY`mid`i`h]b[`U`h\Y]f`WŁfXg`cb`h\Y`hUV`Y"

- 8fUZh`D]W_g`Zcf`&\$&) .
- Bc`"%*`Ų`gY`F]WŁ`UfXgcb`fA`]WŁ][`Ub`GhUhYŁ`

- Bc"(, ' 'CdYb'Zcf'Wcbg]XYfUh]cb
- Bc") * ' 'CdYb'Zcf'Wcbg]XYfUh]cb

5g'h\Y'; f]nn`Yg`cc_`hc`gc`X]Zm'h\Y]f`dcg]h]cb`Ug`U`Wca`dYh]hj`Y`ZcfW`]b`h\Y`B65ž7U`Xk`Y`!DcdY`g`j`YfgUh`]`hmik`j``gi`fY`mid`Um`U`d]j`chU`fc`Y`]b`h\Y`i`dWca`]b[`gYUgcb""9j`Yfmid`UmYf`]b`h\Y``YU[`i`Y`YI`dYf]YbW`g`\][`g`UbX`ck`gžVi`h`k`]h`7U`Xk`Y`!DcdY`g`hYbUW]hm`UbX`h\Y`hYUa`g`W`ffYbh`UX`†`gha`Ybhgž`h\YfY`g`gca`Yh\]b[`hc`VY`gU]X`Zcf`h\Y`cdh]a`]ga`gi`ffci`bX]b[`h\]g`ZfUbW`]gY`g`Ua`V]h]cbg""H\Y`ghU`Yg`UfY`\][`ž`UbX`U``YmYg`k`j``VY`cb`7U`Xk`Y`!DcdY`hc`gYY`]Z`\Y`WUb`f]gY`hc`h\Y`cWUg]cb`cbW`U[`U]bž`dfcj`]b[`h\Uh`h\Y`]bXY`YX`VY`cb[`g`Ua`cb[`h\Y``YU[`i`Y`g`Z]bYgh"

:cf'a`cfY`cb`7U`Xk`Y`!DcdY`g`ci`fbYm`UbX`h\Y``UhYgh`i`dXUhYg`cb`h\Y'; f]nn`Ygž`j`]g]h'A`c`hc`fWmWY`Gd`c`fhg`UbX`9GDB`""5XX]h]cbU`mž`ghUm`hi`bYX`Zcf'a`cfY`XfUZh`bYk`g`Zfca`h\Y`I`G5`Hc`XUm"

8YhU]`g	
Cfh	Cf`UbXcžI`G5
Ei`Y``Yb	<ul style="list-style-type: none"> • a`c`hc`fWmWY`gd`c`fhg"bYh • k`k`k`"Ygdb"Wca • k`k`k`"i`gUhcXUm"Wca

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