

A]Ua]'≠hYfbUh]cbU`'5]fdcfh'@Ui bWXYg
A U^cf'HYfa]bU`'9I dUbg]cb'HcXUm°

A]Ua]!8UXY'7ci bhm'cZZ]W]U`g`Ui bWXYX'7cbWci fgY'?`Uh
A]Ua]'≠hYfbUh]cbU`'5]fdcfhž'Vccgh]b['WUdUW]hm'UbX
a cXYfb]nUh]cb'Zcf'hfUj Y`Yfg"



A]Ua]'≠hYfbUh]cbU`'5]fdcfhž'A]Ua]ž': @ž'I G5'!'A]Ua]!8UXY
7ci bhm'\Ug'cZZ]W]U`mYa VfUWX'jh]g'Ua V]h]ci g'j]g]cb'Zcf'hY'Ži hi fY
cZ'hfUj Y`k]h\`U'[fci bXVfYU_]b['WfYa cbm'\Y`X'Uh'A]Ua]
≠hYfbUh]cbU`'5]fdcfh'fA 5Ł'cb'↵ bY`&(ž&\$&) žUg'cZZ]W]U`g`_]W_YX
cZZ'd`Ubg'Zcf'Ub'YI dUbg]j Y`bYk`hYfa]bU`"H\]g'a Uf_g'hY'Z]fgh
hYfa]bU`YI dUbg]cb'Uh'A 5']b'cj Yf'hYb`mYUfgž'UbX'YI W]hYa Ybh'jg
dU`dUV`Y"

H\Y`bYk`ZUW]]hmž'Udhim'bUa YX'7cbWci fgY'?ž']g'gYh'hc'f]gY'h\fYY
ghcf]Yg'\[\`UbX'k]`VcUgh'g]l`VfUbX!bYk`dUggYb[Yf`Yh[UhYg
U`cb[g]XY`U`XYX]W]hYX`dUggYb[Yf`ci b[Y`UbX'YI dUbXYX'dcgh!
gYW`f]hm'WcbW]gg]cbg"7cj Yf]b['U'k`cdd]b['' \$\$\$\$gei UfY`ZYhž
7cbWci fgY'?`U]a g'hc'UWWca a cXUhY'h\Y`Yj Yf![fck]b[]bZi l`cZ

dUggYb[Yf'hfUZZ]W'A Umc'f'8 Ub]Y''U'@Yj]bY'7Uj U'a UXY'j'h'WYUf'h\Uh
h\]g'dfc'YWh']g'Wfi W]U''Zcf'a cXYfb]nUh]cb'UbX'dfYdUf]b['Zcf
[fck h\žYa d\Ug]n]b['h\Uh'A Æ']g'a cfY'h\Ub'† gh'Ub'U]fdcfh]hg
h\Y' [UhYk Um]bhc'h\Y'5a Yf]WUgž 'Ug'7ca a]gg]cbYf'B UhU'jY
A]]Ub'C fV]g'XYgWf]VYX'j'h' H\Y'YI dUbg]cb'j]g'dfc'YWhYX'hc'VY
Wca d'YhYX'Vm'&&- žYbgi f]b['A Æ'fYa U]bg'U'\i V'cZWcbYWhj]hm
UbX'Wcbj Yb]YbW'Zcf'hfUj Y'Yfg"

≠bj Ygha Ybh'j]bhc'h\Y': i hi fY

5WcfX]b['hc'A]Ua]'5]fdcfh'BYk gž'h\Y'Wcbghfi Wh]cb'cZ
7cbWci fgY'?]g'dUfh'cZ'U''Uf[Yfž'Ua V]h]ci g' - 'V]''cb': i hi fY!
F YUXm'A cXYfb]nUh]cb'j]b'5Wh]cb'd'Ub'ZcW'gYX'cb'Y'Yj Uh]b['A Æ g
]bZfUghfi Whi fY'hc'a YYh'h\Y'bYXg'cZŽ hi fY'hfUj Y'Yfg" H\Y'hc'hU'
]bj Ygha Ybh'Zcf'h\]g'dUfh]W'Uf'WcbWci fgY'k]''fYUW' ~ * \$ \$""
a]''cb"

H\]g'gi VghUbh]U''dfc'YWh']g'YI dYWhYX'hc'bch'cb'm'Yb\UbW
dUggYb[Yf'YI dYf]YbW'Vi h'U'gc'Vccgh'h\Y'YWcbca m''h]g
dfYX]WhYX'hc'WfYUhY'h\ci gUbXg'cZ'cVgž'h\i g'gi ddcfh]b[''cWU'
Ya d'cma Ybh'UbX'gh]a i 'Uh]b['h\Y'cWU''YWcbca m''A cfYcj Yfž'k]h\
A Æ'U'fYUXm'VY]b['h\Y'Vi g]Ygh'U]fdcfh]b'h\Y'I "G"Zcf']bhYfbUh]cbU'
U]f'ZFY][\h'UbX'h\Y'gYWcbX'Vi g]Ygh'Zcf']bhYfbUh]cbU'dUggYb[Yfgž
h\]g'YI dUbg]cb'k]''cb'm'fY]bZcfW'j]hg'fc'Y'Ug'U'j]hU'['cVU''\i V''≠
&&(& ž'A Æ'fYWcfXYX'bYUf'm) * 'a]''cb'dUggYb[Yfg'UbX'cj Yf'
a]''cb'hcbg'cZ'ZFY][\hž'gc'X]Zm]b['j]hg'dcg]h]cb'Ug'U'Wf]h]WU'd'UmYf
]b'U]f'hfUj Y''

7ca dfY\Ybg]j Y'A cXYfb]nUh]cb'D'Ub

H\Y'YI dUbg]cb'k]h\7cbWci fgY'?]g'† gh'cbY'd]YW'cZ'A Æ g
YI hYbg]j Y'VYbYZ]hg!Xf]j Yb'a cXYfb]nUh]cb'd'Ub"5WcfX]b['hc'
A]Ua]'5]fdcfh'7Ud]hU''=a dfcj Ya Ybhž'ch\Yf'YI W]h]b['dfc'YWhg
]b'h\Y'd]dY'j]bY'j]bWi XY'g][b]Z]WUbh'i d[fUXYg'UbX'bYk
Wcbghfi Wh]cbg'h\fc'i [\ci h'h\Y'U]fdcfh': YUhi fYg']_Y'Yb\UbW'X
VU[[U[Y'\UbX'j]b['gmghYa gž'U'[fci bX'gi ddcfh'Yei]da Ybh
a U]bhYbUbW'ZUW]jhmž'UbX'U]fZ]Y'X'j]bZfUghfi Whi fY'ja dfcj Ya Ybhg
UfY'U''dUfh'cZ'h\]g'VfcUXYf'j]b]h]Uh]j Y''

- G]l`bYk`dUggYb[Yf[UhYg
- BYk`U]fWfUZhUdfcb`UbX`Yh`Z`Y``\mXfUbh'gmghYa
- bghU``Uh]cb`cZ`hk`c`bYk`VU[[U[Y`a`U_Y!i`d`WUfci`gY`g

: i fh\Yfa`cfYž`h\Y`U]fdcfh`U]a`g`hc`UW\]Yj`Y`@998`G]j`Yf`
Wf]h]Z]WUh]cb`Zcf`h\Y`bYk`m`Wcbghfi`W`YX`WcbWci`fgYž`k`\]W\`
\][`\\][`hg`U`Wca`a`]ha`Ybh`hc`gi`ghU]bUV]`]hm`U`ei`U`]hma`cfY`
hfUj`Y`Yfg`UfY`]bWfYUg]b[`m`hU_]b[`hc`\YUfh"

5XXfYgg]b[`;`fck`]b[`8Ya`UbXg

K`]h\`dfc`YWh]cbg`]bX]WUh]b[`h\Uh`A`5`k`]``gYfj`Y`++`a`]``cb`
dUggYb[Yfg`UbX`)`a`]``cb`hc`bg`cZ`WUf[`c`Vm`&\$(`\$ž`h\Y`i`f[`YbWm`Zcf`
gi`W\`i`d[`fUXYg`]g`Yj`]XYbh`H\Y`Yl`dUbg]cb`XcYg`U`[`ccX`XYU``]b`
UXXfYgg]b[`W`ffYbh`XYa`UbXg`k`\]Y``Um]b[`h\Y`[`fci`bXk`cf_`Zcf`h\Y`
Z`hi`fY``A`5`g`Wcbghfi`Wh]cb`ci`fbYm]g`cb`m`VY[`]bb]b[`ž`Vi`h`YUW\`
dfc`YWh`]g`U`hYghUa`Ybh`hc`h\Y`cb[`c]b[`[`fck`h\`UbX`a`cXYfb]nUh]cb`
h\Uh`XYZ]bYg`A`]Ua`]`g`Wca`a`]ha`Ybh`hc`]hg`fYg]XYbhg`UbX`h\Y`
a`]``cbg`cZ`hfUj`Y`Yfg`k`\`c`dUgg`h\fci`[`\`YUW\`mYUf"

H\Y`XYX]WUhYX`k`YVdU[`Y``Ui`bW\YX`Zcf`7cbWci`fgY`?`Uh`A`]Ua`]
5]fdcfh`dfcj`]XYg`U`gbUdg\ch`cZ`h\]g`Ua`V]h]ci`g`dfc`YWh`UbX`k`]``
i`bXci`VhYX`mi`dXUhY`h\cgY`YU[`Yf`hc`Zc``ck`h\Y`dfc[`fYgg`WcgY`m"

5g`A`]Ua`]`di`hg`]hg`VYgh`Zc`ch`Zcfk`UfXž`hfUj`Y`Yfg`WUb``cc_`Zcfk`UfX`hc`
U`VYhYfž`Vf][`\hYfž`UbX`a`cfY`YZ]W]Ybh`A`5`U`hfi`Y`hYghUa`Ybh`hc`
dfc[`fYgg`UbX`cddcfhi`b]hm]b`h\Y`Gi`bg\]bY`GhUhY"

8YhU]`g	
Cfh	A`]Ua`]`b`hYfbUh]cbU``5]fdcfhž`A`]Ua`]ž: `@ž`l`G5
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"``c`WU`%\$`"Wca • bYk`g"a`]Ua`]!U]fdcfh"Wca • k`k`k`"a`]Ua`]!U]fdcfh"Wca

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