

: `cf]XU/ ˆ \$' - /g' †]W]Ygh'6i f[Yfg. '%%'A i gh!
Hfm'Gdc hg' H\]g'Gi a a Yf°

8]gWcj Yf'h\Y`VYgh'Vi f[Yf'gdchg']b'8UmhcbU'6YUW\`UbX
VYmcbXž`\][\`][\hYX`b': `cf]XU/ ˆ \$' - /g'hcd'X]b]b[
fYWca a YbXUh]cbg'Zcf'&\$&) "



' %\$`GYUVfYYnY`6`j X"ž'8UmhcbU'6YUW\`!`K]h\`Vi f[Yf'`c]bhg
dcdd]b[`i d'UWfcgg'h\Y`Gi bg\]bY`GhUHyž': `cf]XU`]g'VYWca]b[`U
W`]bUfm`\chgdch'Zcf'Vi f[Yf'`cj Yfg"FYWbh'fYWca a YbXUh]cbg
Zfca `I G5`HC85Mg': `cf]XU`BYhk cf_`ZccX`ci fbU`]ghg'gdch][\h'U
XY`YWUUV`Y`UffUmcZ`cWUh]cbg'k cfh\`j]g]h]b["': fca`ZccX`hfi W_g'hc
Vf]W_!UbX!a cfhUf`YghUV`]g\`a Ybhgž'h\YgY`gdchg'gYfj Y'i d'gca Y`cZ
h\Y`VYgh'dUhh]Yg'h\]g'g]XY`cZ'h\Y`A]gg]gg]dd]"

Bc``]gh'cZ': `cf]XU g'Z]bYgh'Vi f[Yfg'k ci `X`VY`Wca d`YhY`k]h\ci h
a Ybh]cb]b[`6YUfXX`6fch\Yfg'HUd\ci gY / `9UhYfm]b': cfh
D]YfW""C dYbYX`† gh`Ugh'mYUfž']hg'U`bcX`hc`#U`]Ub`\Yf]hU[Y`UbX
ZYUhi fYg'Ub`Ybh]W]b[`a Ybi`h\Uh]bWi XYg'Zci f'ga Ug\`Vi f[Yfg" H\Y
5``!5a Yf]WUž` `6`UW_`UbX`6`Yi ž` `A mDfY[bUbh`K]ZY gž`UbX

A i g\fcc a 'Gk]gg 'UfY 'U``XYg][bYX'hc'h]W_Y'mci f'hUghY'Vi Xg"

Cj Yf']b'DYbgUWc`Už`cj Yfg'cZ[ci fa Yh'Vi f[Yfg'WU b'fY'c]W'Uhi
6fck b'6U[[Yf''H\]g'YU hYfmž`_bck b'Zcf']hg'fchUh]b['gdYW]U`g
g]bW'cdYb]b[']b'đbi Ufm&\$&%žVcUghg'h\Y'XY']W]ci g'6U[[Yf
6i f[Yf'a UXY'k]h\ 'U'K U[mi 'VYYZdUhmUbX'h\Y]f'g][bUhi fY
6U[[Yf'GUI W'"HU`_`UVci h'U'ZUj cf'Yi d`cg]cb°

5 'HUghY'5fci bX': `cf]XU

@Yhg'bchZcf[Yh'UVci h'**6i f[YfFcVg'**]b'H]hi gj]`Yžk \]W'gYfj Yg'i d
Xci V`Y'ga Ug\ 'Vi f[Yfg'dU]fYX'k]h\ '[ci fa Yh'\ch'Xc[g'"Z'mci fY
ZYY']b['UXj Ybhi fci gž'VY'gi fY'hc'cfXYf'h\Y'<Uk U]]') !C<<<'Vi f[Yf
h\Uh'ZYUhi fYg'hYf]mU_]`gUi W'U'cb[g]XY'[f]'YX'd]bYUdd'Y"

: fca'8UmhcbU'6YUW'g'**8UmhcbU'HUdfcca** 'hc'; U]bYgj]`Y'g'ZccX
hfi W_\Uj Ybž'8>g'7Ugh'fcb'6i f[Yfgž'U``h\YgY'd`UW'g'UfY'Vf]b[]b[
gca Yh\]b['i b]ei Y'hc'h\Y'hUV'Y'"H\Y'C`_U\ca U'Cb]cb'6i f[Yf
ghUbXg'ci hž'dfYdUfYX'k]h\ 'hfUX]h]cbU`hcd]b[g'h\Uh'Wc'nm'i d
dYfZYWh'm'k]h\ 'h\Y'f]W'ZUj cfg'cZ'WUgh]fcb'Wc`_]b["

6i h'h\Y``]gh'XcYgb h'ghcd'h\YfY'"5`gc'ZYUhi fYX'UfY': `cf]XU'**6cm**
6i f[Yf'7c"k \]W'gYfj Yg'i d`cWU'!]bgd]fYX'ghYU_g'k]h\ 'WfYUh]cbg
`_]Y'5``[Uhcf'5``Ymž'UbX'DU'a '6YUW'A YUhgž'UW'WU]a YX'Vm'h\Y
A]W'Y']b'; i]XYž`_bck b'Zcf'h\Y]f'k U[mi 'VYYZ'Vi f[Yfg'"HU`_`UVci h
Vf]b[]b['h\Y'VYYZ'hc'h\Y'ZcfY'Zfcbh°

<]ghcf]W6]hYg

9j Yf'k cbXYfYX'k \YfY'h\Y'W'YYgYVi f[Yf'UW'hi U``m'cf][]bUhYX3
<]ghcf]WU`WU]a g'hfUW']h'VUW`_hc'gYj YfU``cWU]h]cbg'UW'fcgg'h\Y
I "G""H\Y'F]hY'Gdch']b'7U`]Zcfb]U`]g'WfYX]hYX'k]h\ 'WfYUh]b['h\Y
W'YYgY'\Ua Vi f[Yf'VUW_]b'%- &*"A YUb'k \]'Yž?UY`]b g
FYghUi fUbh]b'?Ybhi W_mUbX'<i a dhmi8i a dhmi8f]j Y!#b']b
7c`cfUXc'U`gc'h\fck'h\Y]f'\Uhg']b'h\Y'f]b['Zcf'h\Y'h]hY'"H\Y
W'YYgYVi f[Yf'UbX']hg'bi a Yfci g'j Uf]Uh]cbg'UfY'U'hYghUa Yb'h'hc
h\Y'W`]bUfm'W`hi fY'h\Uh'g'Yj c'j YX'Ufci bX'h\]g'WUgg]WX]g\"

7mci fY'i d'Zcf'U'ci fbYmž'hU_Y'U'cc_Uh`Y[YbXUfm'Vi f[Yf
 ^c]bhg`_]_Y '@Y'Hi V']b'<c`mk ccXž'k \]W\`Ug'VYYb'WUfa]b['X]bYfg
 g]bW\%-+) 'k]h\`]hg'ZUa ci g'%' !ci bW'g]f`c]b'Vi f[Yf'gYfj YX']b'U
 ei]f_m'Uha cgd\YfY""H\Yb'h\YfY g'h\Y'7\Ufa '7]hm'6i f[Yf
 7ca dUbm']b'8YYfZ]Y'X'6YUW\ž'_bck b'Zcf']hg'\][\!ei U']hm'\UbX!
 Zcfa YX'dUh]Yg'UbX'UXj Ybhi fci g'hcdd]b[g"K \c'k ci `Xb hik Ubh'hc
 W\ck `Xck b'cb'Ub'9a dYfcf'hcddYX'k]h\`Zc]Y' fUg3

K]h\`h\Y'g\YYf'j Uf]YhmcZ'Vi f[Yf'gdchg']b': `cf]XUž'h\YfY g
 gca Yh\]b['Zcf'Yj YfmbY Zfca `h\Y'fYhfc'X]bYfg'gYfj]b['%\$ \$i
 di fY'VYYZ'dUh]Yg'hc'i b]ei Y'hU_Yg'cb'WUgg]WVi f[Yfg'ZYUhi f]b[
 `cWU`ZUj cfg"K \Yh\Yf'mci fY'U'fYg]XYbh'cf'U'j]g]hcfž'YI d`cf]b[
 : `cf]XU g'Vi f[Yf'gWbY'dfca]gYg'U'ZUj cf!Z`YX'UXj Ybhi fY'h\Uh
 [cYg'VYmbX'↑ gh'U'a YU""Gc' fUV'mci f'Zf]YbXg'UbX'gYh'ci h'cb'U
 W`]bUfm'fcUX'hf]d'hc'X]gWcj Yf'h\YgY'gYbgUh]cbU`V]hYg°

6h\Y`YUfh'cZ'Yj Yfm'Vi f[Yf`c] Yf`Y]Yg'U' fYUh'ghc'fmž'UbX': `cf]XU g
 Vi f[Yf`c]bhg'UfY'U`UVci h'hU_]b['U'V]hY'ci h'cZ\]ghc'fm'UbX'ZUj cf"
 Gcž'k \Uh'g'h\Y'k U]h3'Mci f'bYI h'V]hY'cZ'dUfUX]gY'Uk U]hg°

8YhU]`g	
Cfh	' %\$ 'GYUVfYYnY'6`j X"ž'8UmhcbU'6YUW\
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "hU`U\UggYY"WŁa • Ui h\Ybh]WŁ`cf]XU"WŁa • ZUa]`mXYgh]bUh]cbg[i]XY"WŁa

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