

; U]bYgj]``Y/ ă \$' - /g`B Yk `DUf_fi b. ' ă]b
h\Y` : i b `]b`ă bYgj]``Y`H\]g`ă `m°

H\Y`K Ygh`9bX`dUf_fi b`Ui bW\Yg`ă `m%&ž`&\$&) ž`Uh`%&, ' \$`K "
BYk VYffm`F Xž`c ZYf]b[`U`žFY`Y`) ? `Zcf`U``U[Yg`UbX`Z]hbYgg
`Yj Y`g"



%&, ' \$`K " `BYk VYffm`F Xž`; U]bYgj]``Yž: `cf]XUž`I G5`!`H\Y
j]VfUbh`fi bb]b[`Wca`a`i`b]hm]b`; U]bYgj]``Y`]g`UVci`h`hc`YI`dUbX
g][`b]Z]Wb`h`m`k]h\`h\Y`Ui`bW\`c`Z`U`bYk`dUf_fi`b`Uh`K`Ygh`9bX
7ca`a`i`b]hm`DUf_]b`ă`bYgj]``Y`"GhUfh]b[`cb`GUhi`fXUmž`ă `m%&ž`Uh
+.`\$`U"a`"ž`h\]g`) ? `Yj`Yb`h`k]``c`ZYf`U`Z`b`UbX`Yb[U[]b[`k`Um`Zcf`U`
U[Yg`UbX`Z]hbYgg`Yj Y`g`hc`dUfh]WjdUhY`]b`fY[i`Uf`d`mg]WU`UWh]j]hm`
H\Y`]bUi [i`fU`fi`b`k]``_]W`c`Z`U`h`%&, ' \$`K " `BYk VYffm`F X`ž`UbX
dUfh]WjdUh]cb`]g`žFY`Yž`]b]h]b[`Yj`Yfmc`bY`]bWi`X]b[`ci`f`Zci`f!
`Y[[YX`ž]YbXg`cb`YUg\Ygž`Xi`V`VYX` `VUf_fi`bbYfg" `H\]g`YI`W]h]b[
UXX]h]cb`hc`h\Y`; U]bYgj]``Y`gW`bY`Zc`ck`g`h\Y`gi`W`W`ggZ`
YghUV`]g`a`Yb`h`c`Z`h\Y`cf][]bU`8Ydch`DUf_`dUf_fi`bž`k`\\W\`ghUfhYX
]b`&\$%- "

5WŁcFX]b['hc 'A U]b 'GhfYYh'8 U]'m'BYk gž'h\Y'bYk 'WŁi fgY'jg
XYg][bYX'hc'VY'a cFY'WŁU''Yb[]b['h\Ub'h\Y'ZUhhYf'hYffU]b'cZ'8Ydch
DUf_'`'žZYUhi fYg'U') ? ``ccdh\Uh'WŁa V]bYg'dUj Ya Ybhž'[fUggž'UbX
'\`gž'dfYgYbh]b['U'XY'][\hŽ 'WŁU''Yb[Y'Zcf'h\cgY'`cc_]b['hc
Y'Yj UhY'h\Y]f'fi bb]b['YI dYf]YbWŁ''7c!Yj Ybh'X]fYWŁc fg'?f]ghYb
6fmUbh'UbX'@]gU'6fcg_m'UfY'gYh'hc'cj YfgYY'h\Y'K Ygh'9bX'dUf_fi bž
WŁbh]bi]b['h\Y' [fck h\ 'cZ'h\]g'VY'cj YX'WŁa a i b]hm'Yj Ybh"

6i]`X]b['U'; `cVU``7ca a i b]hm

DUf_fi b'\Ug'gYYb'fYa Uf_UV'Y' [fck h\ 'g]bWŁ']hg']bWŁdh]cb']b'&\$\$(
]b'9b['UbXž'k \YfY']h'VY[Ub'k]h\ '† gh%' 'fi bbYfg'"HcXUmž'cj Yf
&ž) \$\$'dUf_fi bg'UfY'\Y'X'UWŁcgg'&' 'WŁi bhf]Ygž'k]h\ 'dUfh]WŁdUh]cb
bi a VYfg'W]a V]b['hc'Ub']a dFYgg]j Y' ' &*ž\$\$\$'dYcd'Y'cb'U'fYWŁbh
k YY_YbX'"H\Y'æbYgj]'Y'dUf_fi b'k]'`c'X'h\Y'X]gh]bWŁ]cb'cZ'VY]b[
h\Y'gYWŁbX']b'5'UWŁi U'7ci bhmž'h\Y'gYj Ybh\']b': `cf]XUž'UbX'h\Y
, - h\]b'h\Y'I b]hYX'GhUhYg'"H\]g'hfU'YWŁcfm'g\ck WŁgYg'\ck ``cWŁ'
]b]h]Uh]j Yg'WŁb'hUd']bhc'U'a i WŁ'Uf[Yf' [`cVU''a cj Ya Ybh"

⌘'ZUWŁž'dUfh]WŁdUbhg'k \c'WŁa d'YhY'U'WŁfhU]b'bi a VYf'cZ'dUf_fi bg
WŁb'YUfb'a]YghcbY'H!g\]fhgž'k]h\ 'gdYWŁ]U'fYWŁ[b]h]cb'UZhYf'&) ž
) \$ž%\$\$ž&) \$ž'UbX'Yj Yb') \$\$'fi bg": cf'† b]cf'dUf_fi bbYfgž
WŁa d'Yh]b['%\$'Yj Ybhg'gYWŁ fYg'U'WŁa a Ya cfUh]j Y'H!g\]fh'"H\]g
[Ua]Z]WŁh]cb'UgdYWŁ'hfi `m'UXXg'U'Ži b'hk]ghž'a ch]j Uh]b[
dUfh]WŁdUbhg'hc'_YYd'WŁa]b['VUW'_Zcf'a cFY"

: cghYf]b['⌘Wi g]j]hm'UbX'K Y``VY]b[

H\Y']bWi g]cb'cZ'U''U[Yg'UbX'Z]hbYgg'Yj Y'g'a YUbg'h\Uh'h\Y
dUf_fi b']g'a cFY'h\Ub'† gh'U'fUWŁ' /]hg'UVci h'Vi]`X]b['U
WŁa a i b]hm'"H\Y'YI dYf]YbWŁ']g'XYg][bYX'hc'VY'k Y'WŁa]b['hc
Yj Yfmc'bYž'YgdYWŁ]U''m'bYk WŁa Yfgž'UZhYf'fYWŁbh'WŁUb[Yg'hc
dUf_fi b'g'cZZ]WŁ'U'k YVg]hY'"5g'bc'hYX'cb'GhUhg'A Y'≠'Mc'i '7Ubž
WŁfhU]b'WŁa dYh]h]j Y'XUhU'\Ug'VYYb'fYa cj YX'hc'Ybgi fY'Ub']bj]h]b[
gdUWŁ'Zcf'bYk 'fi bbYfg'"⌘ghYUXž'Ub']bXYdYbXYbh'g]hY'\Ug
Ya Yf[YX'hc'WŁhYf'hc'h\cgY'XYX]WŁhYX'hc'hfUWŁ_]b['h\Y]f
dYfZcfa UbWŁ'k]h\ci h'ZY'Y']b['XYhYffYX'Vm'cj Yf'm'WŁa dYh]h]j Y
XUhU"

H\]g`Ya d\Ug]g`cb`Wca a i b]hm\`YU`h\`UbX`]bWi g]j]hm`YWcYg
Z]bX]b[g`Zfca `\"YU`h\`ghi X]Yg`k \"W\`Ya d\Ug]nY`h\Y`VYbYZ]hg`cZ
dUfh]W]dUh]b[`]b`gi W\`UWh]j]h]Yg\"FYgYUfW\`di V`]g\YX`]b`6A 7
Di V`]W<YU`h\`fYj YU`g`h\Uh`dUf`fi b`dUfh]W]dUh]cb`WUb
g][b]Z]WUb`hm`Yb\`UbW\`d\mg]WU`UbX`a YbhU`k Y`VY]b[`k \"Y
YbWci fU[]b[`gcW]U`WcbbYWh]cbg\"H\Y`Zf]YbX`mUha cgd\YfY`Uh
dUf`fi bg`bUhi fU`m`ZcghYfg`fY`Uh]cbg\]dg`Ua cb[`dUfh]W]dUbhgž
WfYUh]b[`Vch\`\"YU`h\`VYbYZ]hg`UbX`Ugh]b[`Zf]YbXg\]dg"

œ]b`h\Y`A cj Ya Ybh

5g`h\Y`gi a a Yf`UddfcUW\Ygž`5`UW\i U`7ci bhm`g`fi bb]b[`Wi Vg`UfY
Vi nn]b[`k]h\`YI W]hYa Ybh`cj Yf`h\Y`bYk `K Ygh`9bX`dUf`fi b"
BY][\"Vcf\ccX`[fci dg`]_Y`DYU`Di`gY`Fi b`7`i Vž`Hk c`Fi`Yg
Fi bb]b[ž`UbX`gYj YfU`ch\Yfg`Wc`bf]Vi hY`hc`h\Y`UfYU g`Ybh\i g]Ugh]W
fi bb]b[`W`hi fYž`k]h\`j Ufm]b[`a YYh]b[`h]a Yg`UbX`cWU`Yg`WUhYf]b[
hc`X]j YfgY`gW\YXi`Yg"

K]h\`]hg`dfca]g]b[`ghUfhž`h\Y`K Ygh`9bX`dUf`fi b`U]a g`hc`bi fhi fY
h\]g`YI dUbX]b[`Wca a i b]hm`k \"Y`cZZYf]b[`fYg]XYbhg`U`k cbXYfZ`
Uj Ybi Y`hc`ja dfcj Y`h\Y]f`Z]hbYgg`UbX`a YYh`bYk `Zf]YbXg"
J c`i bhYYfg`d`Um`U`d]j chU`fc`Y`]b`a U_]b[`h\YgY`Yj Ybhg`gi WWggZ`ž
UbX`h\YfY g`U`WU``Zcf`Ybh\i g]Ughg`YU[Yf`hc`\"Y`d`ci h`]b`j Uf]ci g
fc`Yg`Uh`Zi hi fY`Yj Ybhg\"H\]g`]g`a cfY`h\Ub`4 gh`fi bb]b[/]hg`UVci h
Zcfa]b[`WcbbYWh]cbg`UbX`W\`YVfUh]b[`\"YU`h\`]b`U`XY`][\"hZ`
ci hXccf`gYhh]b["

K \"Yh\Yf`mci`UfY`Ub`YI dYf]YbW\X`fi bbYfž`U`WUgi U`k U`_Yfž`cf`4 gh
gca YcbY`cc_]b[`hc`Yb`c`m`U`a cfb]b[`ci hXccfgž`h\Y`œbYgj]`Y
dUf`fi b`\Ug`gca Yh\]b[`Zcf`Yj Yfmc`bY\"A Uf`_mci f`WU`YbXUfg`Zcf
‡`m`%&`UbX`c`]b`]b`h\]g`Ybh\i g]Ugh]WW\`YVfUh]cb`cZ`YU`h\`UbX
Wca a i b]hm`

8YhU]`g	
C fh	%&, ' \$`K ``BYk VYffm`F Xž; U]bYgj]`Yž: `cf]XUž I G5

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a U]bghfYYhXU]`mbYk g"WŁa • ghUhga Y]Zmc i WŮb"[]h\ i V"]c • Va Wđ i V`]W\YU`h\ "V]ca YXWbhfU`" WŁa

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