

F Ub[Yfg/ ˆ \$' - /'A]_Y'Gi ``]j Ub': c fh]Z]Yg
7cUW\]b['HYUa 'k]h\ '6fi]bg/ ˆ \$' - /'>Y
GUW\

A]_Y'Gi ``]j Ub/ ˆ \$' - /g'BYk 'Mcf_ 'F Ub[Yfg'UfY'UXX]b[
W\UW\Yg'>Y'GUW\ž8Uj]X'E i]bbžUbX'Hm'<YbbYg'Zcf'h\Y
&\$&) !&* 'B<@gYUgcb"



6cghcbž'I G5 '!& 'h\Y'Yj Yf!g\]Zh]b[``UbXgWUdY'cZ'h\Y'B<@ž'h\Y
BYk 'Mcf_ 'F Ub[Yfg'UfY'a U_]b['\YUX`]bYg'Ug'h\Ym'Vi]'X'U'bYk
W\UW\]b['ghUZZ'U\YUX'cZ'h\Y'&\$&) !&* 'gYUgcb"K]h\ 'h\Y'gWUfg'cZ
a]gg]b['h\Y'd'UmcZg'gh]``ZfYg\ 'Zfca 'h\Y'dfYj]ci g'gYUgcbž'h\YmfY
di hh]b['h\Y]f'ZU]h\ ']b'A]_Y'Gi ``]j Ubž'U'gYUgcbYX'W\UW\ 'k Y`!
UW\i U]bhYX'k]h\ 'h\Y']bhf]WUW]Yg'cZ'h\Y['Ua Y"'<Uj]b['hU_Yb'cj Yf
UZhYf'h\Y'X]ga]ggU``cZ'DYhYf'@Uj]c'YhhYž'Gi ``]j Ub']g'bck
UggYa V`]b['U'ZUa]`]Uf'YbgYa V`Y'hc'Ybgi fY'U'gi W\W'ggž ``fYVci bX"

F Ydcfhg'Zfca 'Gdcfhg_YYXU`]bX]WUhy'h\Uh'>Y'GUW\žk \c'gYfj YX
Ug'h\Y']bhYf]a 'W\UW\ 'Zcf'h\Y'6cghcb'6fi]bgž']g'gYh'hc'`c]b

Gi ``j Ub g'ghUZZ"GUWŁ hU``YX`U`fYŁfX`cZ`&`!`\$!+`UZhYf`ghYdd]b[
]b`a`]X!gYUgcbž`XYa`cbghfUh]b[`fYg`]YbWŁ`Ua`]Xgh`WŁU``Yb[`]b[
WŁfW`a`ghUbWŁg"<]g`YI`dYf]YbWŁ`Ug`Ub`Ugg]ghUbh`ŁUWŁ`k`]h`h`Y
6fi`]bg`g]bWŁ`&\$%(``Umg`U`gc`]X`Zci`bXUh]cb`Zcf`\\]g`bYk`fc`Y"

H\Y`B Yk`5XX]h]c b g

œ]b]b[`GUWŁ`cb`h\\]g`ŁUWŁ]b[`^ci`fbYmUfY`hk`c`bchUV`Y`Z[`i`fYg.
8Uj`]X`E`i`]bb`UbX`Hm<YbbYg" `E`i`]bbž`k`\\c`dfYj`]ci`g`m`\\Y`X`h`Y
fY]bg`cZ`h`Y`F`Ub[`Yfg`Zfca``&\$%,`hc`&\$&%ž`Vf]b[`g`U`k`YU`h`c`Z
ZUa``]Uf]hmVUWŁ`hc`A`Ub`\\UhUb""5`h`ci`[`\\`\\]g`YUf`]Yf`hYbi`fY`gUk
`]a`]hYX`d`UmŁZZ`gi`WŁggž`E`i`]bb`g`_bck`YX[`Y`cZ`h`Y`hYUa``Łci`X
d`UmU`d`]j`chU`fc`Y`]b`h`Y]f`fYgi`f[`YbWŁ`bYI`h`gYUgcb""<Y`fYWŁbh`m
k`fUddYX`i`d`\\]g`gh]bh`k`]h`h`Y`GUb`œgY`G\\Uf_gž`k`\\]WŁ`dfcj`YX`hc
VY`Ygg`h`Ub`Zfi`]hZ`"

Cb`h`Y`ch`Yf`\\UbXž<YbbYg`]g`U`ZUWŁ`Zfca`Gi``j Ub`g`dUgh]b
D]hrgVi`f[`\\ž`k`\\YfY`\\Y`VY[`Ub`Ug`U`g_]`g`ŁUWŁ`UbX`Yj`Ybhi`U`m`hcc_
cb`h`Y`Ugg]ghUbh`ŁUWŁ`h]h`Y`]b`&\$&&"H\Y`VcbX`\\Y`g\\UfYg`k`]h\\
Gi``j Ub`Łci`X`ZcghYf`U`gYUa`Ygg`k`cf_]b[`fY`Uh]cbg\\]dž`Wfi`WŁU`Zcf
ghYf]b[`h`Y`F`Ub[`Yfg`hck`UfXg`[`fYUhYf`\\Y][`\\hg""5g`Gi``j Ub
\\]a`gY`Z`bchYXž`]hg`UVci`h`Xc]b[`h`Y`f][`\\h`h\\]b[`g`cb`h`Y`]WŁž`U
d\\]`cgcd\\mih`Uh`Y[`YbXUfm`c`ghcb`l`b]j`Yfg]hm`ŁUWŁ`WŁ`DUf_Yf
YWŁcYg"

7cUWŁ]b[`7Ufci`gY``7ca`Yg`hc`U`<U`h

H\\]g`gYUgcb`g`ŁUWŁ]b[`WŁUb[`Yg`\\Uj`Y`VYYb`YI`hYbg]j`Y`UWŁcgg`h`Y
B<@ž`k`]h`**Gdcfh]b[`BYk`g**fYdcfh]b[`h\\Uh`U``Y][`\\h`hYUa`g
bYYX]b[`bYk`\\YUX`ŁUWŁYg`\\Uj`Y`Z``YX`h`Y]f`j`UWŁbWŁYg""5`cb[`g]XY
Gi``j Ub`Uh`h`Y`F`Ub[`Yfgž`A`UfŁ`Ghi`fa`\\Ug`ghYddYX`]b`Zcf`h`Y
6cghcb`6fi`]bgž`fYd`UWŁ]b[`>]a`A`cbh[`ca`Yfmž`k`\\c`k`Ug`X]ga`]ggYX
UZhYf`U`fcWŁ_mghUfh`hc`h`Y`gYUgcb"

Gi ``j Ub g`ŁUWŁ]b[`fYgi`a`Y`]g`WŁfhU]b`m`bchUV`Yž`\\Uj`]b[``YX`h`Y
D]hrgVi`f[`\\`DYb[`i`]bg`Zcf`U`XYWŁXY`VY`ZcfY`hU_]b[`h`Y`fY]bg`Uh`h`Y
F`Ub[`Yfg`k`]h`U`fYŁfX`cZ`(+`-`!`%`!`%`%`&""<]g`gi`WŁgg`]bWi`XYX
VUWŁ!hc!VUWŁ`GhUb`Ym`7i`d`WŁUa`d]cbg\\]dgž`U`hYghUa`Ybh`hc`\\]g

UV]"hmihc`YUX`hYUa`g'h\fc i [\`hi a i`hi ci g'h]a`Yg`UbX`]bhc`j`]W`c`fm`

5g'h\Y`F`Ub[`Yfg`d`fYd`UfY`Zcf`h\Y`i`d`W`a`]b[`gYUgcbž`h\Y`V`YbX`c`Z`gYUgcbYX`W`UW`Yg`UbX`ZfYg\`dYfgdYWh]j`Yg`dfca`]gYg`Ub`YI`W]h]b[`fYj`]j`U`"7Ub`h\Ym\`UfbYgg`h\Y`dchYbh]U`c`Z`h\Y]f`bYk`m`Zcfa`YX`ghUZZ`UbX`a`U`_Y`ghf]XYg`hck`UfXg`d`Umc`ZZ`W`bhYbh]cb3`C`b`mh]a`Y`k`]`hY`ž`Vi`h`k`]h\`h\Y`f][`h`hUWh]Wg`UbX`hYUa`W`Yg]cbž`h\YfY`g`XYZ]b]hY`migca`Yh\]b[`hc`VY`gU]X`Zcf`BYk`Mcf`_`g`W`UbW`g`]b`h\Y`bYUf`Z`hi`fY"

8YhU]`g	
Cfh	6cghcbž`I`G5
EiY`Yb	<ul style="list-style-type: none">• k k k "gd c fhg_YYXU"W`a• Wi hW`dc]bhg"W`a• k k k "gd c fh]b[`bYk`g"W`a

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