

HYa d`Y`G]bU]/ ˆ \$' - /g`@Ui fU': fYYXa Ub
K]bg`BUh]cbU`DYfgcb`cZ`J U`cf`5k UfX

@Ui fU': fYYXa Ub`cZ`HYa d`Y`G]bU]`YUfbg`h`Y`DYfgcb`cZ`J U`cf`
5k UfX`Zcf`Yf`XYX]WU]cb`dcgh!`i ff]WUby"ˆx]b`cWU`Yj Ybhg
Zcf`Y[U`U]X`UbX`h`Y`Ufhg"



GUfUgchU`7ci bhmž: `cf]XUž`I G5`!`b`U`fYa Uf_UV`Y`\\[\\`][\\h`Zcf
h`Y`YXi WU]cb`Wca a i b]hm]b`GUfUgchUž`@Ui fU': fYYXa Ubž`h`Y
X]fYW`c`f`cZ`YUf`m`W`J`X`\\ccX`YXi WU]cb`Uh`H`Y`; Ub`Uh`HYa d`Y
G]bU]ž`\\Ug`VYYb`Uk UfXYX`h`Y`dfYgh][]ci g`DYfgcb`cZ`J U`cf`5k UfX
Zfca`h`Y`9Uf`m`7`\\]X`\\ccX`9Xi WU`c`fg`cZ`F`Y`Zcf`a`ˆ`XU]ga`f979!F`ž`
H`\\]g`\\c`b`c`f`f`Y`W`[b]nYg`YI W`dh]cbU`dfcZ`gg]cbU`g`XYX]WU]h`X`h`c
]bbc] Uh]cbž`UX] cWUW`h`UbX`gYfj]W`Zcf`V`ch`W`J`X`fYb`UbX`ZUa`]`Y`g`
5a`cb[`U`W`ca`dYh]h]j Y`Z]Y`X`cZ`&\$`\$`WU`bX]XU`hYgž: fYYXa Ub g
Wca a]ha Ybh`hfi`m`ghccX`ci`h"

<Yf`YUXYfg\\]d`g`cbY`YgdYW]U`m`Vf][\\h`Xi`f]b[`h`Y`W`U`Y`b[]b[
UZ`hYfa Uh`cZ`h`Y`&\$&(`: `cf]XU`\\i ff]WUbyg": fYYXa Ub`hcc`_
dfcUW]j Y`a`YUgi fYg`h`c`fY`cWU`h`h`Y`; Ub`dfc[fUa`h`c`U`h`Ya`dcfUfm

ZUWj]hmžYbgi f]b['h\Uh'h\Y'YggYbh]U`gYfj]Wg'Wc.bh]bi YX
i b]bhYffi dhYX'ZcfZJa]Yg]b'bYXX"9Wc]b['Yf'[fUh]hi XYž
: fYYXa Ub'g\UfYX'h\Uh'g\Y'Uhhf]Vi hYg'h\]g'fYWc[b]h]cb'hc'Yf
XYX]WUhYX'hYUWYfgž'h\Y'gi ddcfhj]Y`YUXYfg\]d'Uh'HYa d`Y'G]bU]ž
UbX'h\Y'ZJa]Yg'g\Y'gYfj Yg" =UWWdh'h\]g'Uk UfX'cb'VY\U'Z'cZ'U`
cZi gž 'g\Y'Yi dfYggYX'i a V`m": cf'a cfY'XYhU]g'cb': fYYXa Ub g
]bgd]f]b['UW]Yj Ya Ybhž<YfU`X!Hf]Vi bY'fYdcfhg"

H\Y'; fYUhYf'7ca a i b]hm g'F YgdcbgY

: fYYXa Ub g'fYWc[b]h]cb'\Ug'gh]ffYX'Wc.bj YfgUh]cbg'UVci h
YXi WUh]cbU`Yi W`YbW'UbX'Wca a i b]hm'fYg]YbW'j]b'GUfUgchU"
5XX]h]cbU`mž'h\Y'; fYUhYf'GUfUgchU'7\Ua VYf'cZ'7ca a YfW
W'YVfUhYX'jhg'ck b'gi W'ggžVY]b['bUa YX'cbY'cZ'hk Y'j Y
fYW]d]Ybhg'cZ'h\Y'7ca a i b]WUh]cbg'5k UfX'cZ'9l W`YbW'Zfca 'h\Y
5ggcW]Uh]cb'cZ'7\Ua VYf'cZ'7ca a YfW'9l YW'hj]Yg"H\YgY
UW'UXYg'fYZYWh'U'Wca a i b]hm'h\Uh'gi ddcfhg'UbX'bi fhi fYg'jhg
Vf][\h'hU'Ybhgž'Vch\]b'YXi WUh]cb'UbX'VYmcbX"

A cfYcj Yfž'h\Y'Ufhg'UfY'U`j]Y'UbX'k Y`]b'h\Y'GUfUgchU'UfYUž'k]h\
A Uf]U'cgY'CWcU'B Uj U'UbX'5XU'J c][\h'Zfca '6cc_Yf'<][\GWc'c'
fYWb'h'mUk UfXYX'5fhg'Zcf'@]Z'`gWc'Ufg\]dg'hc'\cbcf'h\Y]f
WfYUh]j Y'hU'Ybhg"H\YgY'gWc'Ufg\]dgžYghUV`]g\YX'VmZcfa Yf
: `cf]XU'; cj Yfbcf'XV'6i g\UbX':]fgh'@Xm'7c'i a VU'6i g\ž
Wc.bh]bi Y'hc'W'YVfUhY'Ufh]gh]WUW]Yj Ya Ybhž'k]h'h\]g'mYUf g
k]bbYfg'\cbcfYX'Uh'U`j]Y'm'i bWYcb']b'A]Ua]"

I dWca]b['7ca a i b]hm'9j Ybhg

@cc_]b['U\YUXžgYj YfU`Yi W]h]b['Yj Ybhg'UfY'cb'h\Y'Wca a i b]hm
WU'YbXUf"A Uf_'mci f'WU'YbXUfg'Zcf'X bY'&%ž'k \Yb'h\Y'GUfUgchU
7ci bhm'6Uf'5ggcW]Uh]cb g'Mci b['@Uk mYfg'8]j]g]cb'\cghg'U' ?bck
Mci f'F][\hg 'Yj Ybh'Uh'GY'Vm'Di V`]W@]VfUfm'C ZYf]b['ZfYY
[i]XUbW'cb'UbX'cfX!hYbUbh]ggi Ygž]bgi fUbWž'X]gUghYf'fY`]Yž
UbX'YghUhY'a UhhYfgž'h\]g'Yj Ybh'dfca]gYg'hc'VY']bZcfa Uh]j Y'Zcf
fYg]XYbhg"GdYW]Z]WdfYgYbhUh]cbg'k]`Wc]Yf.

- K]`g/ '9ghUhYg. '%%&.' \$'d"a "

- @UbX`c fX!HYbUbh`@Uk .`%&.` \$`d"a "
- ðgi fUbWŰ / `8]gUghYf`F Y`]YZ.` `!(.` \$`d"a "

Bc`F GJ D`]g`fYei`]fYXž`Vi`h`U`d`fY!fY[`]ghfUh]cb`]g`YbWŁi`fU[`YX`Zcf`h`cgY`]b`hYfYghYX"

5`gc`bchUV`Y`]g`h`Y`UddfcUWŰ]b[` `ž`bYhYYbh`7Y`YVfUh]cb`cb`ž`bY`&%`Uh`A`ci`bh`F`Uma`cbX`6Udh]gh`7`i`fWŰž`WŁ!gdcbgcfYX`Vm`h`Y`A`Umcfg`:`YYX`h`Y`<`i`b[`fm`Dfc[`fUa`" `H`]g`Yj`Ybh`k`]]`bWi`XY`U`ZccX`Xf]j`Y`U`cb[`g]XY`U`ZfYY`WŁc`_ci`hž`Vf]b[`]b[`h`Y`WŁa`a`i`b]hm`hc[`Yh`Yf`]b`U`gd]f]h`cZ`i`b]hm`UbX`WŰ`YVfUh]cb"

ð`Gi`ddcfh`cZ`9Xi`WŰh]cb

5g`h`Y`gdch][`h`icb`YXi`WŰh]cb`WŁbh]bi`Ygž`]hg`k`cfh`a`Ybh]cb]b[`h`Y`j`Uf]Yhm`cZ`gWŰc`Ufg\]dg`Uj`U`]UV`Y`Zcf`h`cgY`Ugd]f]b[`h`c`YbhYf`YUf`m`WŰ]`X\`ccX`YXi`WŰh]cb":`cf`ghi`XYbhg`gYY_]b[`Z]bUbWŰU`U]Xž`U`fUb[`Y`cZ`cdh]cbg`Uk`U]hg`h`Ya`" `A`Ubm`gWŰc`Ufg\]dg`UfY`hU]`cfYX`gdYWŰZ]WŰ`m`Zcf`h`]g`Z]Y`Xž`YUg]b[`h`Y`Z]bUbWŰU`Vi`fXYb`cZ`YbhYf]b[`WŁ`Y[`Y`"GWŰc`Ufg\]dg`gi`WŰ`Ug`h`Y`:`cf]XU`6f][`h`:`i`hi`fYg`UbX`h`Y`H957<`;`fUbh`Dfc[`fUa`UfY`Ŧ`gh`U`WŁi`d`Y`cZ`h`Y`bi`a`Yfci`g`Uj`Ybi`Yg`Uj`U`]UV`Y`h`c`dchYbh]U`YXi`WŰhcfg":`cf`a`cfY`XYhU]`g`cb`h`YgY`gWŰc`Ufg\]dgž`j`]g]h`9Uf`m`7\]`X\`ccX`9Xi`WŰh]cb`NcbY"

ð`WŁbWi`g]cbž`:`fYXXa`Ub`g`fYWŰbh`UWŁ`UXY`bch`cb`m`\][`\\][`h`g`Yf`g][`b]Z]WŰbh`WŁbhf]Vi`h]cbg`Vi`h`U`gc`fYZYWŰg`U`h`f]j`]b[`WŁa`a`i`b]hm`k`YfY`YXi`WŰh]cbž`Ufhgž`UbX`gcWŰU`]bbcj`Uh]cb`Zci`f]g\`Ufa`cb]ci`g`m`K`]h`U`k`c`Y`fUb[`Y`cZ`Yj`Ybhg`UbX`fYWŁ[`b]h]cbg`hU_]b[`d`UWŰž`h`YfY`g`WYUf`m`U`ch`hc`VY`dfci`X`cZ]b`GUfUgchU"

8YhU]`g	
Cfh	GUfUgchU`7ci`bhmž`:`cf]XUž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "`YfU`Xhf]Vi`bY"WŁa • k k k "gUfUgchUa`U[`Un]bY"WŁa • k k k "YUf`mWŰ]`X\`ccX`YXi`WŰh]cbnc`bY"WŁa

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