DfcnYgg'k Y[Yb'J Yf[Yk U'h][i b[. '8 fUa U
]b'B]YbVi f['YfgW\ØhhYfh'X]Y'; Ya Y]bXY

9]b') %!>Å\ f][Yf'Ui g'B]YbVi f['k]fX'k Y[Yb'J Yf[Yk U'h][i b[
Ub[Y_`U[ h"DfcnYggXYhU]`g'i bX'dgmW\]gW\Y'5i gk]f_i b[Yb'ja
: c_i g"

B]YbVi f[#K YgYfž'8Yi hgW\`UbX'!9]b') %!>Å\ f][Yf'Ui g'XYa
@UbX_fY]g'B]YbVi f['ghY\h'XYfnY]hj cf'XYa 'GW\ÖZYb[Yf]W\hž
bUW\XYa 'Yf'VYgW\i`X][h'k]fXž'gY]bYb'XUa U][Yb'9\Ya Ubb'ja
GYdhYa VYf'&\$&\$'a]h'; Yk U'hini a 'GYI' [Ynk i b[Yb'ni '\UVYb"'8]Y
5b_`U[Y'k]fZh'XYa 'A Ubb'gW\k YfY'J cfk ØfZY'j cfž'X]Y'Yf'YXcW\
j Y\Ya Ybh'VYghfY]hYh'8Yf'a i ha U»`]W\Y'HUhVYghUbX'fY[h'k Å\ fYbX
XYg'DfcnYggYg'gck c\`'† f]gh]gW\Y'U`g'Ui W\ '[YgY`gW\UZh]W\Y
8]g_i gg]cbYb'Ub"

8Yf'') !>Å\ f][Yž'XYf'Yhnh'XUg'CdZf'XYg'J YfZU\ fYbg']ghž'gW\`XYfhY
k Å\ fYbX'XYf'J Yf\UbX'i b['X]Y'VY`UghYbXYb'9fZU\fi b[Yb'Ui g
gY]bYf'6Yn]Y\i b[ž'X]Y'j cb'5i gY]bUbXYfgYhni b[Yb'i bX
8fUb[gU]Yfi b[Yb' [YdfÅ[h'k Uf"'@Ui h'gY]bYf'5i ggU[Y`YfbhY'Yf
XYb'5b[Y_`U[hYb'&\$%, 'ØVYf'XUg' ðhYfbYh_YbbYbž'i bX'X]Y'VY]XYb
\Y]fUhYhYb'ja '8YnYa VYf'&\$%- "' ð'XYf'NY]h'nk]gW\Yb'&\$%, 'i bX
&\$& %[UV'Yg'a Y\ fYfY'F ØW_`Y\ fj Yfgi W\Y'XYg'CdZf'g'bUW\
5i gnY]hYbž'k cVY]'ja a Yf'k]YXYf'?cbZ]_hY'Ui ZhfUhYb"'9]b'J cfZU`
Ui g'XYa 'A Åfn'&\$%- ž'VY]'XYa 'XYf'5b[Y_`U[hY'XYb'NYi [Yb'hÅh]W\
Ub[f]ZZ'k i fXY'YVYbZU`g'ni f'GdfUW\Y' [YVfUW\h"8Yf'NYi [Y' [UV
Ubž'XUgg'Yf'hÅ[']W\`ZØf'XYb'5b[ Y\_`U[hYb'UfVY]hYhYž'c\ bY'XUZØf
VYnU\`h'ni 'k YfXYbž'i bX'i a '5 [ [ fYgg]cbYb'ni 'j Yfa Y]XYbž'gYI i Y`
a]h]\a 'j Yf_Y\fh\UVY"

8YhU]`g'ni f'5b\_`U[Y'i bX' [Yf]W\h`]W\Yb
5i gY]bUbXYfgYhni b[

8]Y`GWX`XYfi b[Yb`XYg`CdZYfgž`k Y`WXYg`U_hi Y``Ui Z[fi bX`gY]bYf
 9f`YVb]ggY`dgmWX`c`c []gWX`Y`6Y`UbX`i b[`]b`5bgdfi WX`b]a a hž
 VY]b`U`hY`hY`b`Y]bY`gdYn]Y``Y`Y]bdfÀ[ gUa`Y`9d]gcXY`ja`GYdhYa`VYf
 &\$\$`\$`<]YfVY]`UVY`XYf`5b[ Y`_U[hY`]b`ZYgh[Y`U`hY`b`i bX`[Y[Yb
 gY]bYb`K`]``Yb`[ Y`UbXY`h`8Yf` )!`À\`f][ Y``Y]XYh`a`]h`Yfk`Y]`Y`i bhYf
 Y]bYf`XYdfYgg]j Yb`9d]gcXY`i bX`GWX`UZgh`Øfi b[Yb`"

J`cf`gY]bYf`U_hi Y``Yb`5b`_U[Y`k`Uf`XYf`) %!`À\`f][Y`VYfY]hg
 ghfUZfYWX`h]WX`Ui`ZZÀ``[`i bX`k`]Yg`J`cfghfUZ`Yb`k`Y[Yb`gWX`k`YfYf
 J`Yf[ Yk`U`h][ `i b[ž[YZÀ\`f]WX`Yf`?`ØfdYfj`Yf`Yhni b[`i bX`ZU`gWX`Yf
 J`YfXÀWX`h][`i b[ `Ui`Z`K`À\`fYbX`XYg`DfcnYggYg`VY`UbhfU[hY`X]Y
 GhUUhgUb`k`U`hgWX`UZh`Y]bY`<`UZhgfhUZ`j`cb`XfY]`đ\`fYbž`k`c\]b[Y[Yb
 X]Y`J`YfhY]X][`i b[ `Y]bYb`:`fY]gdfi WX`Zc`fXYfh`8`Ug`GWX`ÒZYb[Yf]WX`h
 _cbbhY`Ub`Y]bYa`Di`b`\_h`XYg`J`YfZU`fYbg`Y]bYa`dY`_i`b]ĀfYb
 J`Yf[ `Y]WX`ni`gh]a`a`Yb`i`bX`j`Yfi`fhY]`hY`XYb`5b[Y`\_U[ hY`b`k`Y[Yb
 J`Yf[ Yk`U`h][ `i b[`ni`nk`Y]`đ\`fYb`Ui`Z`6Yk`À\`fi b[`gck`]Y`ni`Y]bYf
 NU\`i b[ `j`cb`(`\$\$\$`9i`fc`Ub`XUg`CdZYf`8Yf`J`cfg]hmYbXY`F`]WX`hYf
 ghY``hY`ZYghž`XUgg`Yg`a`Ò[ `]WX`Yfk`Y]gY`XYb`K`i`bgWX`XYg`)!`À\`f][Yb
 VYY]bZi`gghYž]b`8Yi`hgWX`UbX`:`i`»`ni`ZUggYb`i`bX`X]Yg`ni`gY]bYa
 J`Yf\`U`hYb`VY]hfi ["

8`Uf`ØVYf`\]bUi`g`VY`Yi`WX`hYb`Yb`hgd`fYWX`Yb`XY`Ghi`X]Yb`X]Y
 5i`gk`]f`\_i`b[Yb`\`Āi`g]WX`Yf`;`Yk`U`h`Ui`Z`X]Y`dgmWX`]gWX`Y`;`Ygi`bX`\Y]h
 XYf`6Y`hfc`ZZYbYb```đZcfa`Uh]cbYb`ni`X]YgYa`H\Ya`U`g]bX`]b`Y]bYf
 i`a`ZUggYbXYb`5b`U`mgY`[`YgUa`a`Y`hž`X]Y`g]WX`a`]h`XYb`:`c`[`Yb`j`cb
 ;`Yk`U`h]b`DUf`hb`YfgWX`UZh`Yb`Ui`gY]bUbXYfgY`hnhž`k`]Y`Ui`Z`XYf
 K`YVgY]hY`XYf`6i`bXYgUa`h`ZØf`;`Ygi`bX`\Y]h`XUf[`YghY``h`k`]fX
 fbi`bXYgUa`h`ZØf`;`Ygi`bX`\Y]h`"

8YhU]`g	
J`cf`ZU``	GYI`i`U`XY`]`_hY
C`fh	B]YbVi`f[`#`YgYfž`8Yi`hgWX`UbX
J`Yf`Y`hnhY	%
GWX`UXYb`]b`	(`\$\$\$
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "X]Y`\Uf`_Y"XY • k k k "VU["UXa`]b"WX

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U["XY