

@YVYb gfYhhYf`]b`B ch`Dfc hYgh`Ui Z`5i f]WYf
A Uf_hd`Uhn`ZØf`VYggYfY
5fVY]hgVYX]b[i b[Yb`°

5a a Yf`UbX.`6YgWÅZh][hY`ja`FYhhi b[gX]Ybgh`XYa`cbghf]YfYb
Ua`%' "\$' "&)`ZØf`VYggYfY`5fVY]hgVYX]b[i b[Yb`i bX
HUf]ž Yf\UbX`i b[Yb`]b`5i f]WY`"

5i f]WY ž`8Yi hgW`UbX`!`5a`%'&"'A Åfn'&\$&)`ZUbX`Y]bY
8Ya`cbghfUh]cb`i bX`?`i bX[YVi b[`Ui Z`XYa`5i f]WYf`A Uf_hd`Uhn
ghUhnž`VY]`XYf`6YgWÅZh][hY`ja`ÖZYbh`]WYb`8]Ybgh`ZØf`Y]bY
9]b][i b[`]b`XYb`Ui ZYbXYb`HUf]ž Yf\UbX`i b[Yb`Y]bhfUhYb`"8]Y
DfchYgh]YfYbXYb`ZcfXYfhYb`i bhYf`UbXYfYa`a`Y\f`;`Y`Xž`Y]bY
FYXi n]Yfi b[`XYf`K`cWYbUfVY]hgnY]h`j`cb`(`,`Ui Z`(&`Ghi`bXYb
gck`]Y`XfY]`ni`gÅhn`]WY`ZfY]Y`HU[Y`"J`Yf`X]`ZcfXYfh`Y]bY
;`Y\U`hgYf\Ö\i b[`j`cb`,`DfcnYbhcXYf`a`]bXYghYbg`')`\$`9i`fc`a`Y\f
dfc`A`cbUh`"

H]a`c`B]YVi` \fž`Y]b`B`chZU`gUb]hÅhYf`Ui`g`XYa`@UbX_fY]g`5i f]WY ž
gdfUWY`k`Å\fybX`XYf`J`YfUbgH`U`hi`b[`ØVYf`XYb`U_i`hYb
:`UW_fÅZhYa`Ub[Y`ja`FYhhi`b[gX]Ybgh`8Yf`Ni`ghUbX`XYf
5fVY]hgVYX]b[i b[Yb`k`]fX`Xi`fW`X]Y`gY]h`&\$`Å\fyb`i`bj`YfÅbXYfhY
FY[Y`i`b[`j`cb`(`,`Ghi`bXYb`dfc`K`cWY`ZØf`XUg`;`Y\U`h`Y]bYf
'`-`!`Ghi`bXYb`!`K`cWY`VYgh]a`a`h`K`Å\fyb`XXYggYb`g]bX`X]Y
9]bgUhnU`Yb`i`bX`X]Y`9]bgUhnXUi`Yf`[Ygh]Y[Ybž`k`Ug`X]Y
6Y`Ughi`b[`XYf`6YgWÅZh][hYb`k`Y]hYf`Yf\Ö\h`8]Y`J`YfY]b][i b[`XYf
_ca`a`i`bU`Yb`5fVY]h[YVYfj`YfVÅbXY`fU`?`5Ł`g]Y\h`YXcW`_Y]bYb
<UbX`i`b[gVYXUfZ`"

:`cfXYfi`b[Yb`i`bX`d`c`h]hgWY`FYU_h]cbYb

8]Y`6YgWÅZh][hYb`Ui`g`XYb`FYhhi`b[gX]YbghYb`]b`XYb`@UbX_fY]gYb

5a a Yf`UbXž`5i f]Włž: f]Yg`UbXž`K]hha i bX`i bX`K YgYfa UfgWł
 bY`a Yb`Ub`XYf`8Ya cbghfUh]cb`hY]`i bX`VYhcbYbž`XUgg`X]Y
 BchZU`fYhhi b[`Z0f`X]Y`6Yj 0`_Yfi b[`[Yg]WłYfh]`gh`B]YVi `f`j Yfk]Yg
 Ui ZX]Y`J YfUbhk cfhi b[ž`X]Y`X]Y`6YgWł`Z]h[hYb`[Y[Yb0VYf`XYf
 6Yj 0`_Yfi b[`UVYb``5a`%`"A`Àfn`&\$&)`k]fX`Y]bY`k Y]hYfY
 8Ya cbghfUh]cb`i bhYf`XYa `A`chhc` @VYVbgfYhYf`b`Bch`j cb`XYf
 l VVc!9a a]i g!`?`]b]_`ni a `A`Uf`hd`Uhn`ghUhhZ]bXYbž`VY]`XYf`Ui Wł
 J YfhfYhYf`Ui g`XYf`Dc`]h]_`Y]b[Y`UXYb`g]bX"

9]bY`i a ZUggYbXY`6YhfUWłhi b[`XYg: UWł`f`À`Z]Ya Ub[Y`g]a
 FYhhi b[gX]Ybgh`nY][hž`XUgg`XYf`6Yfi Z`XYg`BchZU`gUb]h`À`hYfg`Xi fWł
 Y]bY`UhhfU`_h]j YfY`5i gV]`Xi b[`i bX`DfU`_h]_U`]b`j YfgWł]YXYbYb
 6YfY]WłYb`k]Y`ghUh]cb`À`fYf`i bX`Ua Vi `UbhYf`DZY[Y`gck]Y
 6Y`]bXYfhYb`]\`ZY`i bhYfgh0hnhk]fXž`k]Y`[**Ygi bX`Y]h!gcn]U`Yg!**
V]`Xi b["j YfX]"XY`VYf]WłhYh`5`YfX]b[g`k]fX`X]Y`XYfnY]h[Y
 K cWłYbUfVY]hgnY]h]j cb`(`, `Ghi bXYb`U`g`dfcV`Ya Uh]gWł
 Ub[YgY`Ybž`XU`g]Y`k Yb][`NY]h`Z0f`gcn]U`Y`?`cbhU`_hY`i bX`9f`c`i b[
 `À`ggh`J Yf`X]`gYhnh]g]Wł`_`cbh]bi]Yf`]Wł`Z0f`VYggYfY
 5fVY]hgVYX]b[i b[Yb`i bX`Y]bY`XfY]`À`f][Y`5i gV]`Xi b[`Z0f
 BchZU`gUb]h`À`hYf`#]bYb`gck]Y`FYhhi b[gUgg]ghYbhYb`#]bYb`Y]b"

8YhU]`g	
J cfZU``	J Yf`_`Y`f`gi bZU``
C fh	5i f]Włž`8Yi hgWł`UbX
J Yf`Y`hnhY	&,
: YghbU`a`Yb	%
E i Y`Y`Yb	<ul style="list-style-type: none"> • k YgYf!Ya g"j YfX]"XY • [Ygi bX`Y]h!gcn]U`Yg! V]`Xi b["j YfX]"XY

6Ygi WłYb`G]Y`i bg`Ui Z.`b!U["XY