GdfUmYf'gcf[h'ZØf'7\ Ucg.' , VYf'' "+\$\$
A]bi hYb'J YfgdÀhi b[']b'A ØbWXYb°

9]b') \$!`À\ f][Yf'GdfUmYf'j Yfi fgUWXhY']b'A ØbWXYb
Ni [Ui gZÄ`Yž\]bhYf'Y» ; fUZZ]hg'i bX'k i fXY'k Y[Yb
J UbXU`]ga i g'ZYgh[Ybca a Yb"

A ØbWXYb'@U]a ž'8Yi hgW\UbX'!`5a'5VYbX'XYg'%"': YVfi Uf
&\$&) 'gcf[hY'Y]b') \$!`À\ f][ Yf'A Ubb'ZØf'Yf\YV`]WXY'Ni [Ui gZÄ`Y']a
A ØbWXYbYf'6U\bj Yf_Y\ f"G]WXYf\Y]hga]hUfVY]hYf'XYf'8Yi hgWXYb
6U\ b'YbhXYW_hYb'XYb'GdfUmYf'i a' &&.%\$'l \f'Ua'F Ub[]YfVU\ b\cZ
@U]a ž'U'g'X]YgYf'Y]bY'@Àfa gW i hna Ui Yf'gck]Y'XUg'; Y`ÀbXYf'i bX
X]Y'HØf'Y]bYf'6fØW_Y'VYgdfUmhY'"=a'FU\ a Yb'XYf': YghbU\ a Y
k i fXY'XYf'J YfXÄW h][Yž'XYf'Ua'G!6U\ b\U'h<]fgW [UfhYb
Ui Z[Y[f]ZYb'k i fXYž'a]h: UfVfYghYb'Ub'gY]bYf'?'Y]Xi b['i bX
Y]bYa'Fi W_gUW_j c`Yf'GdfUmXcgYb'j cf[YZ' bXYb"

8]Y'G]WXYf\Y]hg_fÄžhY'\UbXY'hYb'gWxbY`ž'i a'X]Y'G]WXYf\Y]h'ni
[Yk Ä\ f'Y]ghYb"8U\Yf'k i fXYb'U`Y'; `Y]gY'[YgdYffh"8]YgY
A U» bU\ a Y'ZØ\fhY'ni'Yf\YV`]WXYb'J YfgdÀhi b[ Yb'i bX'5i gZÄ`Yb']a
Ni [j Yf_Y\ f"@Ui h'žcfa Uh]cbYb'j cb'XYf'hn'k UfYb']bg[YgUa h
fi bX'\$\$'NØ[Y'VYhfc ZYbž'k Ug'ni'ØVYf'' "+\$\$
J YfgdÀhi b[ga]bi hYb'gck]Y'j]Yf'j c`ghÄbX][Yb'i bX'&&'hY]'k Y]gYb
5i gZÄ`Yb'ZØ\fhY"8]Y'; `Y]ggdYffi b['k Ä\ fhY'j cb'&&.('l \f'V]g
&' . \$) 'l \f"

< c\Y'? cghYb'i bX': c`[Yb

8Yf'; YgUa hgWUXYb'Xi fW'X]Y'; fUZZ]h]!5hhUW_Y'k]fX'Ui Z'Yhk U
("\$\$\$'9i fc[YgW\Ähnh"BYVYb'X]YgYa'X]fY_hYb'Z]bUbn]Y`Yb
GWUXYb']ghUbni a Yf_Ybž'XUgg'X]Y'8Yi hgWXY'6U\ b'Ä\ f]W' a]h
'?cghYb']b'< Ø\Y'j cb'fi bX'%'A]`]cbYb'9i fc'Xi fW'; fUZZ]h]ni

_Åa dZYb` \UH" ð`X]YgYa` Ni gUa a Yb\Ub[ `]gh`Yg`Yfk Å\`bYbgk Yfhž
XUgg`X]Y`NU\`XYf; fUZZ]h]!: Å`Y`]b`A`ØbWYb`j`cb`)&-`fU]bi`Uf`V]g
C`\_hcVYf`&\$&&È`Ui`Z`, (``fU]bi`Uf`V]g`C`_hcVYf`&\$&'`È`[`Ygh]Y[`Yb`]ghž
k`Ug`X]Y`ni`bY\`a`YbXY`DfcV`Ya`Uh]\_`j`YfXYi`h`]W`h`A`ØbWYb`VY`Y[`h
Vi`bXYgk`Y]h`XYb`nk`Y]hYb`D`Uhn`VY]; fUZZ]h]!8Y`]\_`hYb`Ui`Z`5b`U[`Yb
i`bX`:`U\`fnYi`[`Yb`XYf`8Yi`hgW`Yb`6U\`bž`\]bhYf`6Yf`]bž`XUg`%`, `\*`
: Å`Y`j`YfnY]W`bYhYž`i`bX`j`cf`GhÅ`XhYb`k`jY`:`fUb`\_Z`fh`Ua``A`U]b`i`bX
<Ua`Vi`f[`"

8]Y`GØXXYi`hgW`Y`NY]hi`b[ `VYf]W`hYhž`XUgg`G]W`Yf\`Y]hg`_f`Å`ZhY`XYf
8Yi`hgW`Yb`6U\`b`Å\`f]W`ØVYf`" &\$`\$`H`Å`hYf`Ui`Z`Zf]gW`Yf`HUh
YfhUddYbž`k`cj`cb`Y]b`J`jYfhY`GdfUmYf`g]bX" ð`A`ØbWYb`\_ca`a`h
a`]h`Yfk`Y]Y`Y]b`F`cV`chYf!<`i`bX`ni`a``9]bgUhnž`i`a``:`fUZZ]h]!5hhUW`Yb
ni`j`Yf\]bXYfb`i`bX`X]Y`J`YfUbhk`cfh]W`Yb`ni`]XYbh]Z]n]YfYb"

8]Y`[`YgY`gW`UZh`]W`Y`8]a`Ybg]cb

; fUZZ]h][`Y`hYb`]b`8Yi`hgW`UbX`U`g`GUW`VYgW`ÅX][`i`b[`i`bX`g]bX
ghfUZVUf`fž`\$``Gh`6È`8]Y`a`Ò[`]W`Yb`GhfUZyb`fY]W`Yb`j`cb
; Y`XghfUZyb`V]g`ni`XfY]`J\`fYb`<`UZh`ð`g[`YgUa`h`V`Y]Vh`X]Y
5i`Z`_`Åfi`b[`gfUhy`ZØf`; fUZZ]h]`]b`8Yi`hgW`UbX`Y`XcW`VY]`Yhk`U`%
DfcnYbh`GhUh]gh]\_Yb`nY][`Yb`Ui`W`ž`XUgg`XUg`9bhZYfbYb`j`cb`; fUZZ]h]
Ui`Zk`YbX][`]gh`X]Y`F`Y]b][`i`b[`Y]bYg`B`U\`j`Yf`_Y`fg!Hf]YV`k`U[`Ybg
YfZcfXYfh`V]g`ni`XfY]: UW`_f`Å`ZhY`i`bX`Y]bYb`[`YgUa`hYb`5fVY]hghU["`

@Ui`h`XYf`5b`U`mgY`j`cb`7]W`fc`g]bX`; fUZZ]h]`]b`8Yi`hgW`UbX`Ui`Z
j`YfgW]YXYbYb`C`VYfZ`ÅW`Yb`k`Y]h]`YfVfY]hYhž`k`Ug`a`]h`Y]bYf
9fcg]cb`gcn]U`Yf`B`cfa`Yb`]b`Ni`gUa`a`Yb\`Ub[`[`YVfUW`h`k`]fX"
K`Å\`fYbX`Y[`U`Yž`_ØbghYf]gW`k`Yfhj`c`Y`; fUZZ]h]`]b`XYf
²`ZYbh]W`_Y]h`U`nYdh]Yfh`g]bXž`Y\`bh`Y]bY`ghUf`_Y`A`Y\`f\`Y]h`XYf
6Yj`Ò`_Yfi`b[`]Y[`U`Y`GdfUmYfY]Yb`UV"8]YgY`?`cbZ]_`hY`nk`]gW`Yb
?`i`bgh`i`bX`J`UbXU`]ga`i`g`k`YfZYb`ni`XYa`k`Y]hYfY`[`YgY`gW`UZh]W`Y
: fU[`Yb`Ui`Z]`bgVYgcbXYfY]`a`<]bV`]W`_Ui`Z`X]Y
F`Yggci`fW`bj`YfhY]i`b[`ZØf`G]W`Yf\`Y]h]b`ÖZYbh]W`Yb`F`Åi`a`Yb"

Ni`gUa`a`Yb`]gh`XYf`J`cfZU`Ua``F`Ub[`]YfVU\`b\`cZ`@U]a`_`Y]b
9]bnY`ZU`ž`gcbXYfb`HY]`Y]bYg[`fØ»`YfYb`DfcV`Ya`gž`XUg`X]Y`GhÅ`XhY
]b`8Yi`hgW`UbX`VYhf]Z]h`i`bX`ni`a`HY]`X]Y`9f[`YVb]g`Y]bYf

i b[YbØ[YbXYb'Dc`h]\_]b`XYf`<UbX\UVi b[ `j cb`ÖZZYbh]WXYa
 FUi a `i bX`J UbXU`]ga i g`k]XYfni gd]Y[Y`b`gWXY]bh"

8YhU]`g	
J cfZU``	J UbXU`]ga i g
I fgUWXY	5hYa U`_c`c`
C fh	A ØbWXYb`@U]a ž`8Yi hgW`UbX
: YghbU`a Yb	%
GW UXYb`]b`	(\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "gi YXXYi hgWXY"XY • k k k "WjWfc"XY

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