

9X]h\`GhY\ZYgh.`\f`VYk Y[hYg`@YVYb
nk]gWk Yb`8fc[Yb`i bX`@]YVY`

9X]h\`GhY\ZYgh`9]b`6`]W`Ui Z]\f`VYk Y[hYg`@YVYbž
8fc[Ybj Yf[Ub[Yb\Y]h`i bX`X]Y`9\Y`a]h`9f]WGHY\ZYgh`
U_hi Y`Y`9bhk]W`i b[Yb`&\$&) "

@Y]dn][ž`8Yi hgWk`UbX`!`9X]h\`GhY\ZYghž`VY`Ub`bh`U`g`8`>i bX
9\YfUi`XYg`; NGN!GhUfg`9f]WGHY\ZYghž`\Uh`Y]bY`VYk Y[hY
J Yf[Ub[Yb\Y]h`i Ydf`[hij cb`dYfg`0b`]Wk Yb`<YfUi gZcfXYfi b[Yb
i bX`0ZZYbh]Wk Yf`Df`AgYbn"; YVcfYb`Ua` ; "5i [i gh%- -)]b`@Y]dn][ž
k i Wk`g]Y`U`g`HcWk`hYf`XYg`GWk`Ui`gd]Y`Yfg`; i]Xc`@Ja`VfYWk`hi bX
XYf`A`i`g]_Yf]b`D]b`U`Ui`Z`X]Y`g]Wk`Zf`0\`hfY`bb`hYb`"9X]h\`U`h`nk`Y]
GWk`Y`ghY`fb`i`bX`Y`bhXYW`_hY`VYfY]hg]b`↑`b[Yb`>]\fYb`]fY
a`i`g]_U`]gWk`Yb`HU`Y`bhY`ž`X]Y`g]Y`Xi`fWk`X`Ug`9f`Y`fb`Yb`j`Y`fgWk]Y`XYb`Yf`
&ghfi`a`Y`bhY`i`bX`X]Y`HY]`b`U`a`Y`Ua`K`Y`hhVYk`Y`fV` ž [YbX
a`i`g]n]Y`fh`k`Y]hYfY`bhk]W`_Y`hY"'\f`8`YV`0h]a`F`YU`]hm`HJ`[UV`g]Y`ja
Gca`a`Yf`U`i`g`XYf`GhUfg`ž`[YZc`[hij cb`Y]b`Ya`Xf`Ua`Uh]gWk`Yb
5i`Zhf]h]a`8`gWk`i`b[Y`W`Ua`d`ž`k`c`g]Y`i`bX`]f`9\Y`a`Ubb`9f]W
[Ya`Y]bg`Ua`Y`H\Y`a`Yb`U`bgdf`UWk`Yb"

GY]h]\fYf`6Y[Y[bi`b[`]a`>]\f`&\$%(ž`U`g`9X]h\`Z0f`Y]b`Yb`Gcb[
; YgUb[`Ui`Zb`U`a`ž`hY]`Yb`X]Y`GhY\ZYghg`Y]bY`VYgcb`XYfY
J YfV]bXi`b["Ni`X]YgYa`NY]hdi`b`_h`\UhY`9f]WVYfY]hg`gY]bY`Gi`Wk`h
b`UWk`7`fmghU`A`Yh\`0VYfk`i`bXYb`ž`k`À`fYbX`9X]h\`]b`Y`bYf`NY]h`a`]h
8fc[YbdfcV`Ya`Yb`_`Aa`d`Z`hY"'\fY`8fc[YbUV`\`Ab[][_Y]hž`X]Y`g]Y`]b
]\fYf`ž [YbX`Yf`YVhY`ž`Z0\`fhY`ni`Y]b`Ya`5Vgh]Y[ž`XYf`Yfgh`Xi`fWk
]\fYb`9bhni [`&\$%)]b`XYb`; f]Z`ni`VY`_ca`a`Yb`k`Uf`"K`À`fYbX`]\fYf
6Yn]Y\i`b[`Yf`YVhY`g]Y`Y]bY`hf`Ui`a`Uh]gWk`Y`J`Yf[Yk`U`h][i`b[`a`]h`%+
>]\fYb`ž`X]Y`Yfgh`>]\fY`gd`A`hYf`fYWk`h]Wk`j`YfZc`[h`k`i`fXY`i`bX`ni
Y]b`Yf`J`Yfi`fhY]i`b[`XYg`H`A`hYfg`Z0\`fhY"8]YgY`VY`UghY`b`XYb
9fZU`fi`b[Yb`a`UWk`Yb`X]Y`H\Y`a`Yb`j`cb`8fc[Yb`_cbgi`a`i`bX

GyI i U]hÀhni 'nYbhfU`Yb`5gdY_hYb`]\fYf`ÒZZYbh]WXYb`DYfgcbU"

: Ua]`Y`i bX`dYfgÒb`]WXY`9bhk]W`i b[

8 Ug`DUUF`Y]fUHyHy`&\$%)`bUW`9X]h\g`9bmi [`i bX`\Uh`nk`Y]
?]bXYf.`Gc`b`5Ufcb`5a`UXYi`g`f&\$%*`Ł`i bX`HcW`hYf`5f]U`@]hYFU
f&\$&%Ł" `b`XYb`\YfUi`gZcfXYfbXYb`NY]hYb`]\fYf`9\Y`a`UW`hYb`g]Y
Y]bY`cZZYbY`6Yn]Y\i b[`ÒZZYbh]WXY`ž`X]Y`g]Y`]b`]\fYa`6i`W`F`YVY`Yb
`]YVYb`Ui`h`VY`U`bXY`b"6YgcbXYfg`bUW`9f]Wg`5i`Zhf]hYb`i`bX
gY]bYf`8]U[`bcgYghY`i b[`a`]hidUfUbc]XYb`K`U`bj`cfghY`i b[`Yb
k`i`fXY`X]Y`8mbUa`_`nk`]gWXYb`XYb`VY]XYb`ØVYfd`fØž"9f]Wk`i`fXY
&\$&(`]b`Y]bY`Ua`Vi`U`bhY`DgmW]Uhf]Y`Y]b[`Yk`]YgYbž`k`Ug`9X]h`X`Uni
ZØ`fhYž`Ui`g`XYf`[`Ya`Y]bgUa`Yb`K`c`b`i b[`Ui`gni`n]Y`Ybž`i`a`g]W
ni`fØW`ni`n]Y`Yb`i`bX`Ui`ZY]bYf`DZYfXYfU`bW`ni`Yf`c`Ybž`k`À`fYbX
9f]Wg]W`i`a`X]Y`?`]bXYf`_Ø`a`YfhY"

C`V`k`c`\`g]Y`gY]h`&\$&(`f`À`i`a`]W`[`YhfY`bb`h`g]bXž`V`Y]Vh`X]Y
J`Y`fV]bXi`b[`ghUf`ž`i`bX`g]Y`V`]W`Yb`c`d`h]a`]gh]gW`]b`X]Y`Ni`_`i`b`Zn`
9X]h`ž`X]Y`Ub`58<`G`i`bX`5i`h]ga`i`g`Y]XYhž`]gh`VY`_`U`bb`h`X`U`ZØ`f`ž`c`ZZYb
ØVYf`]\fY`J`Yf[`Ub[`Yb`Y]h`ni`gd`fY`W`Yb" `&\$&`j`Yf`ÒZZYbh]W`hY`g]Y
]\f`nk`Y]hYg`5`Vi`a`F`Y[`Yb`Vc[`Yb`U`i`h`i`bX`_`À`a`d`Zn`k`Y]hYf`\]b`ZØf
a`Y`f`5`_`n`Y`dh`U`bn`]b`XYf`;`YgY`g`W`U`Zn`V`Y`n`Ø[`]W`8`fc[`Yba`]gg`V`f`U`i`W
i`bX`dgmW]gWXYb`9f`f`Ub`_`i`b[`Yb"8]Y`H`Y`a`Ybž`X]Y`g]Y`ja
8`g`W`i`b[`Y`W`Ja`d`U`bgd`f`U`W`ž`g]bX`ZØf`g]Y`a`Y`f`U`g`d`Y`fg`Ò`b`]W`Y
9f`Y`V`b]ggY`/`g]Y`g]bX`HY]`Y]bYf`i`a`Z`U`gg`Y`b`X`Y`b`8]g`_`i`gg]c`b`ØVYf`X]Y
: `c[`Yb`j`c`b`8`fc[`Yb`U`V`\`À`b[][_`Y]h"

8`f`c[`Yb`U`V`\`À`b[][_`Y]h`i`bX`[`Y`g`Y`g`W`U`Zn`]W`Y
: `c`[`Yb

8]Y`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[`Yb`ž`a`]h`X`Y`b`Y`b`9X]h`i`bX`9f]W`_`c`b`Z`f`c`b`h]Y`f`h
g]bXž`gd]Y[`Y`b`Y]b`[`f`Ø»`Y`f`Y`g`[`Y`g`Y`g`W`U`Zn`]W`Y`g`D`f`c`V`Y`a`k`]X`Y`f`
8`f`c[`Yb`!`i`bX`Gi`V`gh`U`bn`U`V`\`À`b[][_`Y]h`\`U`V`Y`b`k`Y]h`f`Y]W`Y`b`X`Y
k`]f`hg`W`U`Zn`]W`Y`i`bX`g`cn]U`Y`: `c`[`Yb`ž`X]Y`b]W`h`bi`f`9]bn`Y`d`Y`fg`c`b`Y`bž
g`c`b`X`Y`f`b`U`i`W`: `Ua`]Y`b`i`bX`; `Ya`Y]bg`W`U`Zn`Y`b`V`Y`h`f`Y`Z`Z`Y`b"@`U`i`h
6`Y`f]W`h`Y`b`Y`f`f`Y]W`h`X]Y`À`f`]W`Y`6`Y`U`gh`i`b[`X`Y`g
; `Y`gi`b`X`\`Y]hg`k`Y`g`Y`bg`X`i`f`W`8`fc[`Yb`U`V`\`À`b[][_`Y]h`<`i`b`X`Y`f`h`Y`j`c`b

A]``UfXYb`8c``Ufž`k Å\FYbX`[YgWÅÄhnhY`J Yf`i ghY`]b`XYf
 DfcXi _hj`]hÅh`XYb`5fVY]hga Uf_h`Yf\YV`]WÅ`VY`UghYb`"; VYf`+\$`i
 XYf`≠gUggYb`]b`; YZÅb[b]ggYb`Y`XYb`Ub`Y`bYf`Gi VghUbngħÒfi b[ž
 k Ug`XYb`Ni gUa`a`Yb\Ub[`nk`]gWÅYb`8fc[Yba`]ggVfUi WÅ`i bX
 ?f]a`]bU`]hÅhj`YfXYi`h`]WÅh`9fZc`[fY]WÅY`≠hYfj`Ybh]cbYb`_ÒbbhYb
 ^XcW`Y]bYb`dcg]h]j`Yb`9]bZi`gg`Ui ZVYhfcZZYbY`; Ya`Y]bgWÅUZhYb
 \UVYb"

A Y`f`ØVYf`X]Y`<]bhYf[fØbXY`i`bX`5i`gk`]f`_i`b[Yb`Z]bXYb`G]Y`]b`XYb
 5fh]_Y`b`j`cb`XYfK`YghYb`ž: cW`g`i`bX`[Ygi`bXUfh]_Y`"

8YhU]`g	
J`c`f`ZU``	J`Y`f`[`Y`k`U`h`[`i`b`[`ž`8`f`c`[`Y`b`_`f`]`a`]`b`U`]`h`Å`h`
C`f`h`	@Y]dn][ž`8`Y`i`hgWÅ`UbX`
:`Y`gh`b`U`a`Y`b`	%`
E`i`Y``Y`b`	<ul style="list-style-type: none"> • k k k "XYfk YghYb"XY • k k k "ZcW`g"XY • k k k "[Ygi`bXUfh]_Y`"WŁa

6Ygi WÅYb`G]Y`i`bg`Ui`Z.`b!U["XY