; fc» Yg`H]hUb]W9f`YVb]g`ja `@c_gWxi ddYb
FcgYb\Y]a ` `^Yhnh`YbhXYW\_Yb`

9f`YVYb`G]Y`X]Y`H]hUb]W5i gghY`i b[ `]a `@c_gWxi ddYb
FcgYb\Y]a `UV`XYa `%( "A Åfn'&\$&) `a]hØVYf" \$\$`9l dcbUhYb
i bX`Ya ch]cbU`Yb`; YgW]W`hYb"

FcgYb\Y]a ž8Yi hgW`UbX`!`5a `%("A Åfn'&\$&) `ÒZZbYh`X]Y`a]h
GdUbbi b[`Yfk UfhYhY`5i gghY`i b[ `H]hUb]W `ΔfY`NY]h" `Δf
GW]W_gU" `Δf`A mh\cg `]a `@c_gWxi ddYb`FcgYb\Y]a "8Ua]h
k]fX`Y]b`VYXYi hYbXYg`\]ghcf]gWYg`9fY][b]gi bX`X]Y`hfU[]gWY
; YgW]W`hY`XYg`k c\`VY_UbbhYghYb`GW]Zg`XYf`K Y`h`YVYbX]["8Y
JcfVYfY]hi b[Yb`ZØf`X]YgYg`VYY]bXfi W\_YbXY`Dfc`Y`h`Ui ZYb`XYfnY]h
bcW`Ui Z<cW`hci fYb"

8]Y`5i gghY`i b[žX]Y`V]g`ni a `\*` `Δ]bi Uf`&\$&*`[ YÒZZbYh`gY]b`k]fXž
V]YhYh`ØVYf" \$\$`9l dcbUhYžj cb`XYbYb`j]Y`Y`cf][]bU`j cb`XYf
H]hUb]WcXYf`\fYa `GW`k YghYfbgW]ZZ`FA`G`C`ma`d]WghUa`a`Yb"Ni
XYb`<][ \`][\hg`nÅ`h`Y]b`bcW`b]Y`Ui g[YghY`hYf`FYhhi b[g[ØfhY`
i bX`Cf][ ]bU`VUi d`ÀbY`XYg`Y[ YbXÅfYb`CnYUb!F]YgYb"6Ygi W`Yf
\UVYb`X]Y`A`Ò[ `]W`\_Y]hž]a`a`Yfg]j`Y`9f`YVb]ggY`ni`[Yb]Y»Ybž
XUfi bhYf`Y]bY`J]XYc!Dfc`Y`h]cbž`X]Y`XYb`i bhYf[ Ub[ `XYf`H]hUb]W
Ui g`XYf`DYfgdY`h]j`Y`Y]bYg`FYhhi b[gv`c`chg`nY][h"

9a ch]cbU`Y`; YgW]W`hYb`i bX`gdUbbYbXY
9f`YVb]ggY

9]b`VYgcbXYfYg`<][\`][ \h`k]fX`X]Y`5b`\_i bZ]j cb`xUb`FUbXU`gY]bž
XYf`HcW`hYf`Y]bYf`, VYf`YVYbXYbž`X]Y`Y][ Ybg`Ui g`5a`Yf]_U`ni`f
9fÒZZbi b[`fY]gh" `G]Y`Vf]b[ h`k Yfhj`c`Y`@Y]\ [ UVYb`a]hž`XUfi bhYf
Y]bY`6fcgWY`i bX`Y]bY`?YhY`\fYf`; fc»a`i`hYf"6Ygi W`Yf`XYf
5i gghY`i b[ `_ØbbYb`Ui »YfXYa`X]Y`?`À`hY`XYg`K`UggYfg`]b`Y]bYa

!%ž ; fUX`\_U`hYb`K UggYfVYW\_Yb`Yf`YVYbž`k Ug`Y]bYb
Y]bXfi W_gj c``Yb`6Yni [ `ni a `GW]W\_gU`XYf`DUggU[ ]YfY`YfghY``h`

8]Y` ; YgUa h]bj Ygh]h]cb`]b`X]Y`5i gghY``i b[`VY`Ai Zh]g]W`Ui Z`_bUdd
` `A]``cbYb`9i fcž`k cVY]- \$i `XYf`?cghYb`Xi fW`9]bhf]hgg[Y`XYf
fYZ]bUbn]Yfh`k YfXYb`gc``Yb``Ni gÀhn`]W`g]bX`Z0f`XYb`%(`"5df]
&\$&) ž`XYa `X\`fYghU[ `XYg`i b[ `0W_gž`VYgcbXYfY`9] Ybhg`k ]Y` 8]Y
BUW`h`XYg`i bhYf[ Ub[ g ` [Yd`Ubhž`i a `X]Y`HfU[]_`X]YgYf
\]ghcf]gW`Yb`BUW`h`ni ` [ YXYb`_Yb`"

9]b`k`Y]hYfYf`6`]W`\_`Ui`Z`X]Y`H]hUb]W

Ni f[`Y]W`Yb`NY]h`k]fX`]a `A Ufi `5i gghY``i b[ `a ]h`XYa `H]hY`` 8]Y`@Y[ YbXY`XYf`H]hUb]W` 8]Y
=a a Yfg]j Y`5i gghY``i b[`Yf0ZbYhž`X]Y`UV`XYa`%"`C`\_hcVYf`&\$&)
\`fY`DZc`fhYb`0ZbYh``8]YgY`k ]fX`]a]h`]bbc] Uh]j Yf`HYW`bc`c[]Y`k`]
5i [a YbhYX`FYU`]hmi`bX`j]fhi Y``Yb`9f`YVb]ggYb`X]Y`XfUa`Uh]gW`Y
; YgW]W`hY`XYf`H]hUb]W] cb`\`fYf`?cbghfi`\_h]cb`V]g`ni a`i`bhYf[Ub[
Ui`Z`ZUgn]b]YfYbXY`K`Y]gY`XUfghY``Yb``8]Y`XYi`hgW`gd`fUW][`Y
DfYa`]YfY`gc``XUg`Di`V`\_i`a`Xi`fW`]bhYfU`_h]j`Y`9`Ya`YbhY`i`bX
XYhU][`YhfYi`Y`BUW`V]`Xi`b[Yb`XYg`@YVYbg`Ub`6cfX`Z`YggY`b`"

6Y]XY`5i gghY``i b[Yb`V]YhYb`Y]bY`\`Yfj`cffU[ YbXY` ; Y`Y[ Yb`Y]hž
g]W`a`]h`XYf` ; YgW]W`hY`XYg`VYf0\`a`hYghYb`GW]Zg`XYf`K`Y`h
Ui`gY]bUbXYfni`gYhnYb`i`bX`X]Y`Ya`ch]cbU`Yb`9f`YVb]ggY`XYf
A`YbgW`Ybž`X]Y`Ub`X]YgYa`GW]W_gU`gUVYbX`Ub`6cfX`k`UfYbž
bUW`ni`j`c``n]Y`Yb`"

8YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g`
C`f`h`	F`c`g`Y`b`\`Y]a`ž`8`Yi`h`g`W`_`U`b`X`
GW`UX`Y`b`]b`	``\$`\$`\$`\$`\$`
E`i`Y``Y`b`	<ul style="list-style-type: none">• k`k`k`"fcgYb`Y]a`&(`"XY`</li><li>• k`k`k`"cj`V!`cb`]bY"XY`• a`Ufi`\`U``Y"Uh`

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