

6Øf[Yfa Y]ghYfk U\`Ui Z'Gm`h. 'K Yf`k]fX XYf`F YhhYf`XYf`=bgY`3

5a`%*"A Åfn'&\$&) `k Å\`h'Gm`h'Y]bYb`bYi Yb`6Øf[Yfa Y]ghYf`
8]Y`K U\`Zc`[h'XYa`HcX'XYg`Y\Ya U`][Yb`5a hg]b\UVYfg
B]_c`Ug`<ÅW_Y`"

<Ua Vi f[ž'8Yi hgW\`UbX`!`5a`_ca a YbXYb`K cW\YbYbXYž'XYa
%*"A Åfn'&\$&) ž`k]fX`Ui Z'Gm`h'Y]b`bYi Yf`6Øf[Yfa Y]ghYf`[Yk Å\`h`
8]Y`K U\`ghY\`h]a`NY]W\Yb`Y]bYg`VYa Yf`_Ybgk YfhYb`K UbXY`gž`XU
XYf`V]g\Yf][Y`5a hg]b\UVYf`B]_c`Ug`<ÅW_Y`]a`GYdhYa VYf`&\$&(
Xi fW\`Y]bYb`6Øf[YfYbHgW\Y]X`UV[Yk Å\`h`k i fXY`i bX`k Yb][Y
K cW\Yb`gdÅhYf`j YfghUfV`"A Y\`fYfY`6Yk YfVYf`\UVYb`g]W\`Ui Z`X]Y
Gi W\Y`bUW\`XYa`bYi Yb`JYfk U`hi b[gW\YZ[Ya UW\hž`i a`X]Y
<YfUi gZcfXYfi b[Yb`XYf`; Ya Y]bXY`Ubni [Y\Yb`"

K]Y`]b`Y]bYa`6Yf]W\hj cb`**K Y`h`Yfk Å\`bhž`[]Vh`Yg`]bg[YgUa`higYW\g
?UbX]XUhYb`]a`FYbbYb`in`k Y]: fUi Yb`i bX`j]Yf`A ÅbbYf`"8fY]`j cb
]bYb`hfYhYb`ZØf`dc`]h]gW\Y`DUfhY]Yb`Ubž`k Å\`fYbX`XfY]`U`g
I bUV\Åb`][Y`_UbX]X]YfYb`"8]Y`DUfhY]i bhYfghØhni b[`k]fX`VY]`XYb
J cfgW\`Å[Yb`YfZcfXYf`]W\ž`i bX`U`Y`dUfhY]`cgYb`?UbX]XUhYb
a ØggYb`I bhYfghØhni b[gi bhYfgW\f]žhYb`]b`XfY]ZUW\Yf`5bnU\`XYf
; Ya Y]bXYfUhg`h[`]YXYf`j cfY[Yb`"8]Y`6Yk YfVi b[gZf]gh`ZØf
?UbX]XUhYb`YbXYh`Ua`"&\$`"Jbi Uf`&\$&) "8]Y`6Yk YfVYf`i a ZUggYb
dfca]bYbhY`BUa Yb`k]Y`H]bU`<U`hYfa Ubb`j cb`XYf`78I`i bX`A`Y`Z
<UbgYbž`XYf`a Y\`f`DUfhm`YVYb`Ui Z`X]Y`=bgY`Vf]b[Yb`a`ØW`hY`"**

< YfUi gZcfXYfi b[Yb`i bX`K U\`Yb

8]Y`K U\`Z]bXYhi bhYf`XYb`<YfUi gZcfXYfi b[Yb`Y]bYf`ghY][YbXYb
A]YhYb`i bX`=a`a`cV]`YbdfY]gY`Ui Z'Gm`h`ghUhh`8]Y`; Ya Y]bXY`\Uh]a
GYdhYa VYf`&\$&&`ni a`YfghYb`A`U`bUW\`XfY]`J\`fYb`k]YXYf`Y]bYb

<Ui g\U`h`Ui Z[YghY`h`k`A`fYbX`Y]b`GhfY]hi a`HUi gYbXY`j`cb
: Yf]Ybk c\bi b[Ybž`X]Y`c`bY; YbY\`a`][i b[`Yff]W`hY`h`k`i`fXYbž
Ub\`A`h`"8Yf`@UbX`_fY]g`B`c`f`X`Z`f]Yg`UbX`d`Ubhž`X]YgY
: Yf]Ybk c\bi b[Yb`ni`j`YfV]YhYbž`k`Ug`Ui`W`X]Y`c`_`U`Yb
K`c`b`j`Yf\`A`h`b]ggY`V`Y`hf]Z`h`"J`Y`Y`I`f!`bgi`UbYf`j`Yf`UggYb`X]Y`b`gY`ž
k`Ug`X]Y`5`bgd`Ubbi`b[`Ui`Z`X`Y`a`K`c`b`i`b[ga`Uf`_`h`k`Y]hYf`Yf\`O`h`"
8]Y`6`U`b`b`U`h`ni`X`Y`a`G`W`k`j]Yf][`_`Y]hYbž`D`Y`b`X`Y`f`Ø`V`Y`f`X`Y`b
<]bXYbVi`f[`X`U`a`a`ni`hf`Ub`gd`c`f`h]YfYbž`k`Ug`ni`b`A`i`Z][`Y`b
J`Y`fgd`A`hi`b[`Y`b`Z`Ø`h`f`"
b`Y]b`Y`a`k`Y]hYfYb`6`Yf]W`h`j`cb`G`m`h`H`J`k`j]fX`Y`fk`A`b`h`ž`X`U`gg`]a
: U`Y`_`Y]b`Y`f`U`V`gc`i`h`Y`b`A`Y`f`Y]h`Y]b`Y`G`h]W`k`U`a`a`]a`5`df]`
ghUhhZ]bXYb`_`Ø`b`h`Y`ž`Y`j`Y`b`hi`Y`U`a`a`"5`df]`&`\$`&`)"

A]h`X`Y`f`K`U`a`a`ghY`h`h`Ui`W`X`Y]b`Y`[`Y`d`Ub`h`Y`J`Y`fk`U`h`i`b[`g`f`Y`Z`c`f`a`]a
: c`_`i`g`ž`X]Y`&`\$`&`(`]b`?`f`U`Z`h`f`Y`h`Y`b`i`gc`"8]Y`F`c`Y`X`Y`g`6`Ø`f[`Y`f`a`Y]ghY`fg
U`g`J`Y`fk`U`h`i`b[`g`Y]hYf`k`j]fX`X`Y`i`h`]W`X`Y`X`i`n]Y`f`h`ž`k`c`V`Y]j`j]Y`Y
5`i`Z[`U`V`Y`b`Ub`Y]b`Y`b`Y`i`Y`b`5`a`hgX]fY`_`h`c`f`Ø`V`Y`f[`Y`Y`b`i`gc`"Y`b`"8]Y`g
gc`"X]Y`J`Y`fk`U`h`i`b[`g`ghfi`_`h`i`f`Y`b`j`Y`f`Y]b`Y`h`]W`X`Y`b`i`b`X`Y`Z]n]Y`b`h`Y`f
[`Y`ghU`h`Y`b`"8Y`f`b`Y`i`Y`6`Ø`f[`Y`f`a`Y]ghY`f`k`j]fX`b]W`h`i`b`i`f`X]Y
f`Y`d`f`A`g`Y`b`h`U]j`Y`b`D`Z]W`X`h`Y`b`Ø`V`Y`f`b`Y`a`Y`b`ž`g`c`b`X`Y`f`b`U`i`W`X`Y]b`Y
n`Y`b`h`f`U`Y`F`c`Y`]b`X`Y`f`_`c`a`a`i`b`U`Y`b`9`b`h`k`j]W`_`i`b[`g`d]Y`Y`b`"

8YhU]`g	
J`c`f`Z`U`"	G`c`b`g`h][`Y`g
C`f`h	<`U`a`V`i`f[`ž`8`Y`i`h`g`W`X`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "k`Y`h`X`Y • k k k "g`m`h`!`h`j`"W`c`a

6Ygi W`X`Y`b`G]Y`i`b`g`U`i`Z`i`b`!`U[`"X`Y`