A cV]`Yf'6`]hnYf']b'GWX]fi a . 'K c ` \ Yi hY
HYa dcØVYfgWX fY]hi b[Yb'Xfc \ Yb °

5_hi Y`Y'a cV]`Y'F UXUf_cbhfc`Y']b'5i f]WX.'6`]hnYfghUbXcfhž
; YgWX k]bX][_Y]hgVY[fYbni b['i bX'J Yf_Y\fgg]WX Yf\Y]h'Ua
\$, "\$) "&\$&)"

@YYfYf'@UbXghfU» Yž'&* * \$) 'GWX]fi a ž'8 Yi hgWX `UbX'!'5a ; , "
A U] &\$&) ' _Ua 'Yg']b'5i f]WX'ni 'Y]bYf'a cV]`Yb'F UXUf\_cbhfc`Y'"@Ui h
bYk g"XY 'k i fXY'XYf'6`]hnYf'i a '\$+.( +l \f'Ui ZY]bYf`YYfYb
@UbXghfU» Y']b'GWX]fi a 'dcg]h]cb]Yfh"8]Y'Xcfh[Y'hYbXY
; YgWX k]bX][_Y]hgVY[fYbni b['VYhfÄ[h'+\$'_a #"'5`YfX]b[g'k i fXY
XYf'6`]hnYfghUbXcfh'V]g'\$+.) - 'l \f'bcWX 'b]WX'h'cZZ]n]Y`VYghÄh][h"
8]Y'Dc`]nY]`U[]Yfh'ZYI]VY`Ub'i bZU`gWX k Yfdi b_hYb'i bX
; YZU\ fYbghY`Yb'i bX'gYhnh'a cV]`Y'F UXUf_cbhfc`Yb'Y'bUWX
J Yf_Y\fg`U[Y'Y]b"

A cV]`Y'6`]hnYf']g]bX'gWX bY`Y]bgUhnVYfY]hi bX' \_ÖbbYb'gck c`\`Ui Z
GhUbXZØ» Yb'U'g'Ui WX 'Ui ZGhUh]j Yb'a cbh]Yfh'k YfXYb"'8]Y
GhfU» Ybj Yf_Y\fgc fXbi b['fGh] CŁ'fY[Y'h'X]Y'GUb_h]cbYb'VY]
; YgWX k]bX][_Y]hgØVYfgWX fY]hi b[Ybž'X]Y'Ui WX 'VY]'X]WX hYa
5i ZU\ fYb'cXYf'XYa ' , VYfZU\ fYb'Y]bYf'fchYb'5a dY`ni f
5bk YbXi b['_ca a Yb' _ÖbbYb"'Ni XYa 'k]fX'nk]gWX Yb
j YfgWX]YXYbYb'5fhYb'a cV]`Yf'A YggghY`Yb'i bhYfgWX]YXYbž'ni
XYbYb'Ui WX '6`]hnYf!5b\Äb[Yfž'gc[YbUbbhY'9bZcfW'a Ybh'HfU]Yfž
[Y\ÖfYb"

HYWX bc`c []gWX Yf'<]bhYf[fi bX'XYf
; YgWX k]bX][_Y]hga Yggi b [

8]Y': i b_h]cbgk Y]gY'j cb'J Yf_Y\fgfUXUfUb`U[Yb'n]Y'h'XUfUi ZUVž
X]Y'J Yf_Y\fgg]WX Yf\Y]h]b'8 Yi hgWX `UbX'ni 'Yf\Ö\Yb'i bX

5i hcZU\ fYf'ni 'fY[Y`\_cbZcfa Ya : U\ fYb'ni 'Yfn]Y\ Ybžk ]Y`
Vi gg[Y`X\_UhU`c["cf['VYf]W\ hYh"8]Y`F UXUf[ YfÀhY`gYbXYb`Y]b
 G][bU`Ub : U\ fnYi [ Y`i bX`VYfYW\ bYb`XYfYb` ; YgW\ k]bX][_Y]h
 Xi fW\ `Y]bY`K Y[!NY]h!6YfYW\ bi b["A YggZY\ `Yf`_ÒbbYb`XUVY]
 Xi fW\ `Y]bY`ZU`gW\ Y`K]b_Y`d`Uhn]Yfi b[`XYf`6`]hnYf`Ui ZhfYhYb"

6Y]`Y]bYf` ; YgW\ k]bX][_Y]hgØVYfgW\ fY]hi b[`k ]fX`Y]b` : chc`XYg
 : U\ fnYi [g`Ui Z[ Ybca a Ybž`i bX`Y]b`6i » [Y`XVYgW\ Y]X`Ub`XYb
 : U\ fnYi [\U`hYf`j YfgYbXYh"A cV]`Y`F UXUf[YfÀhY`\_ÒbbYb`Ub
 k YW\ gY`bXYb`GhUbXcfhYb`Y]b[ YgYhnh`k YfXYbžk c\]b[Y[Yb
 ghUh]cbÀfY`5b`U[Yb`Ài Z][ Yf`Ubni hfYZZYb`g]bX" : Øf
 ; YgW\ k]bX][_Y]hga Yggi b[Yb`[ Y`hYb`Hc`YfUbhfY[Y`i b[ Yb.`6Y]
 ; YgW\ k]bX][_Y]hYb`i bhYf`%\$\$`\_a #`k YfXYb`" `_a #`UV[Ync[Ybž
 VY] ; YgW\ k]bX][_Y]hYb`ØVYf`%\$\$`\_a #`[]`hY]b`5Vni [`j cb`" i "

8YhU]`g	
C fh	@YfYf`@UbXghfU» Yž`&*`*`\$) `GW]fi a ž 8Yi hgW\ `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "Vi gg[Y`X_UhU`c["cf[

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