

@i]g`C VYfVYW_ . '5i Z`XYf`>U[X`bUWk`bYi Yb
F Y_c fXYb`]a` , \$\$!A YhYf!@Ui Z`

@i]g`C VYfVYW_ž`XYi hgW`Yf`A Y]ghYf`&\$&'`]a` , \$\$!A YhYf!@Ui Zž
d`Ubh`&\$&(`Y]b`_cbghUbhYfYg`K Yhh_Ua dZU`f`a`]h
dYfg`Òb`]W`Yb`6YghnY]hYb`"

; Òhh]b[Ybž`8Yi hgW`UbX`!`8Yf` , \$\$!A YhYf!@Ai ZYf`@i]g`C VYfVYW_
j`cb`XYf`@` ; Òhh]b[Yb`Uhg]W`]a` >U`f`&\$&'`Y]bYb`BUa Yb
[Ya UW`hž`bUW`XYa`Yf`8Yi hgW`Yf`A Y]ghYf`]a` , \$\$!A YhYf!@Ui Z
k`i`fXY`"6Y]`XYb`bUh]cbU`Yb`H]hY`_Àa dZb`g]W`YfhY`Yf`g]W`ni`XYa
X]Y`G]`VYfa`YXU]`Y`"Hfch`n`X]YgYf`9fZc`[Y`j`YfdUgghY`XYf`5h`Yh`X]Y
E`i`U`]Z]_Uh]cb`ZØf`X]Y`9i`fcdUa`Y]ghYfgW`UZhYb`gc`k`]Y`X]Y
C`ma`d]gW`Yb`Gd]Y`Yž`k`Ug`]\b`Ya`ch]cbU`VY`UghYhY`" `b`Y]bYa
`b`hYfj`]Yk``Ai`»`YfhY`C`VYfVYW_ž`XUgg`Yf`gY]bYb`8fi`W`fYXi`n]YfYb
a`ÒW`hYž`i`a`gY]bY`@Y]ghi`b[`Ui`Z`XYf`6U`b`ni`j`YfVYggYfb`"

C VYfVYW_ž`XYf`i`fgdfØb[`]W` :`i`»`VU`Yf`k`Ufž`k`YW`gY`hY`a`]h`%-
>U`fYb`]b`X]Y`@Y]W`hUh`Yh]_`i`bX`gc`f[`hY`ZØf`Y]bYb`fUgUbhYb
5i`Zgh]Y[`]b`XYf`Gdc`fhUfh`8Yf`[YVØfh][Y`B`Yi` \ÒZYf` \UhhY`VYfY]hg
a`Y`fYfY`f`ØW`gW`_À[Y`Yf`VYb`a`ØggYb`"Gc`ZY`hYb`]\a`VY]`XYf
9A`!E`i`U`]Z]_Uh]cb`bi`f`UW`h`<`i`bXYfhghY`gY`_i`bXYb`"B`UW`Y]bYa
]bhYbg]j`Yb`HfU]b]b[gV`cW`_`Àa`dZhY`Yf`ni`XYa`a`]h
[Ygi`bX`Y]h]W`Yb`DfcV`Ya`Yb`"GY]b`N]Y`]gh`Ygž`]a`_ca`a`YbXYb
K`Yhh_Ua`dZU`f`&\$&(`YfZc`[fY]W`Yf`i`bX`_cbghUbhYf`ni`U[]YfYb`"

K`Yhh_Ua`dZd`Ub`i`bX`N]Y`Y`

: Øf`XYb`GU]gcbUi`Zhu`_h`&\$&(`]b`8cfha`i`bX`k`Uf`C`VYfVYW_
Yb`h`Ai`gW`hž`XU`Yf`YX][`]W`XYb`gYW`ghYb`D`Uhn`]b`Y]bYf`NY]hj`cb
(%)`žž%A`]bi`hYb`VY`Y[`hY`"8Yb`bcW`nY][`h`Yf`g]W`cdh]a`]gh]gW`ž
XYbb`gY]bY`J`cfVYfY]hi`b[`k`Uf`[`i`hž`i`bX`Yf`k`Uf`gY`hYb`_fUb`_`"

5`YfX]b[g'a UW\hY`]\a`Y]b`5W\`YggY\`bYbdfcV`Ya`k`Å\`fYbX
 Y]bYg`HfU]b]b[g`U[Yfg`]b`Dcfhi [U`ni`gW\UZYb"i a`gY]bY` : cfa`ni
 ØVYfdfØZYbž`d`Ubh`Yf`X]Y`HY`]bU\`a`Y`Ub`XYb`8Yi hgW\Yb
 A Y]ghYfgW\UZhYb`ja` : YVfi Uf`i bX`XYa`A`YYh]b[`]b`9fZi fh`Ua`'`%"
 >Jbi Uf"

C VYfVYW_`\Uh`g]W\`XUg`N]Y`[YgYhnhž`gY]bY`dYfgØb`]W\Y`6YghnY]h
 j`cb`%.(*ž&, `A`]bi hYb`ni`i bhYfV]YhYb`i bX`a`ØW\hY`]a``%.() Yf!
 6YfY]W\`Ui`ZYb"GY]b`HfU]b]b[gdUfhbYf`9a`]`A`Y[[`Yž`XYf`Y]b
 Gh]dYbX]i a`]b`XYb`i G5`Ub[Ybca`a`Yb`\Uhž`k`]fX`ni`f` : fY`]i ZhgU]gcb
 ni fØW__Y\`fYb" `A`ca`YbhUb`]gh`C VYfVYW_`Ui`g`XYa``6i`bXYg_UXYf
 [YZU`Ybž`YfZÅ\`fh`YXcW\`k`]W\h][Y`i`bhYfghØhni b[`j`cb`gY]bYa
 GhUa`a`j`YfY]b`5G7` ; Øhh]b[Yb" `BYVYb`gY]bYf`gdcfh]W\Yb`?Uff]YfY
 ghi`X]Yfh`Yf`]a`A`UghYfghi`X]Yb[Ub[`A`UbU[Ya`Ybh`Ub`XYf
 I`b]j`Yfg]hÅh` ; Øhh]b[Yb"

Ni`gUa`a`YbZUggYbX``Àggh`g]W\`gU[Ybž`XUgg`@`]g`C VYfVYW_`hfchn
 XYf`F`ØW_gW\`À[Y`]b`XYf`j`Yf[Ub[YbYb`GU]gcb`j`]Y`j`YfgdfYW\YbXY
 D`ÀbY`ZØf`X]Y`_ca`a`YbXYb`K`Yhh`Åa`dZY`\Uh" `@Ui`h` ; Øhh]b[Yf
 HU[YV`Uh]gh`Yf`bUW\`k`]Y`j`cf`ZYgh`Yb`hgW\`cggYbž`Ub`gY]bYb
 N]Y`Yb`ZYghni`\U`hYb`i`bX`gY]bY`gdcfh]W\Yb`@Y]ghi`b[Yb
 Ui`gni`VUi`Yb" `K`Y]hYfY``Zcfa`Uh]cbYb`ni`gY]bYa`K`YfXY[Ub[
 `]YZf`h`K`_]dYX]U"

8YhU]`g	
J`cfZU`	Gcbgh][Yg
C`fh	; Øhh]b[Ybž`8Yi hgW\`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"[cYhh]b[Yf!hU[YV`Uh"XY • XY"k`_]dYX]U"cf[

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