

H0X`]W\ Yf`Dc`]nY]Y]bgUhn`]b ; 0hh]b[Yb.
K Yf` \ Uh`X]Y`GW\ 0ggY`[Y \ 0fh3

H0X`]W\ Yf`Dc`]nY]Y]bgUhn`]b ; 0hh]b[Yb.`9]b`) !A\ f][Yf`k i fXY
VY]`Y]bYa `5b[f]Z`a]h`Y]bYa `A YggYf`YfgW\cggYb"
9fa]hhi b[Yb`Ui ZYb"

; 0hh]b[Ybž`5`ZF`YX!8Y`d!K Y[ž`8Yi hgW\`UbX`!`#`; 0hh]b[Yb
_Ua`Yg`Ua`%, ``8YnYa VYf`&\$&(`ni`Y]bYa`hfU[]gW\Yb`JcfZU``ž`VY]
XYa`Y]b`) !A\ f][Yf`A Ubb`Xi fW\`GW\0ggY`Y]bYg`Dc`]nY]VYUa`hYb
h0X`]W\`j Yf`Yhnh`k i fXY``8Yf`JcfZU``YfY][bYhY`g]W\`Ua`5`ZF`YX!8Y`d!
K Y[`i bX`\Uh`]bnk]gW\Yb`Y]bY`i a ZUggYbXY`9fa]hhi b[gUfVY]h
bUW\`g]W\`[Ync[Yb``5i g`BYi hfU`]hAhg[f0bXYb`\Uh`X]Y
Dc`]nY]]bgdY_h]cb ; cg`Uf`X]Y`BUW\Zc`fgW\i b[Yb`0VYfbca`a`Yb"

B UW\`V]g\Yf][Ya`GhUbX`XYf`9fa]hhi b[Yb`\UhhY`XYf`A Ubb`ni`j`cf
Y]bY` : fUi`[fi bX`cg`Ub[Y[f]ZYb``8]YgY`Z0W\hYhY`]b`]\fY`K`c\bi`b[
i bX`U`Ufa]YfhY`X]Y`Dc`]nY]``6Y]`XYa`9]bhfY`ZYb`XYf`YfghYb
GhfY]Z]bk U[Yb`[f]Z`XYf`5b[fY]Z]f`X]Y`6YUa`hYb`i`bj`Yfa]hY`h`a]h
Y]bYa`A`YggYf`Ubž`k Ug`ni`f`J`Yf`Yhni`b[`Y]bYg`Dc`]n]ghYb`]a
C VYf`_0fdYfVYfY]W\`Z0\fhY``9]b`Dc`]n]gh`gW\cgg`XUfUi`Z`]b`i`bX`Yg
[UV`6Yf]W\hY`0VYf`XfY]`V]g`j]Yf`GW\0ggY``8]Y`8]Ybghk`UZYb`XYf
6YUa`hYb`k`i`fXYb`g]W\Yf[YghY`hž`i`bX`Yg`Ui`ZYb`XYfnY]h
9fa]hhi b[Yb`k`Y[Yb`XYg`J`YfXUW\hg`XYf`ZU`f`A`gg][Yb`H0hi`b[
[Y[Yb`X]Y`VYhY]][hYb`Dc`]n]ghYbž`k`cVY]`X]Y`i`bgW\i`Xgj`Yfa`i`hi`b[
[]hž`k]Y`**B8F`VYf]W\hYhY"**

NYi [YbUi Zfi Zi bX`k`Y]hYfY`<]bhYf[f0bXY

8]Y`?f]a]bU`dc`]nY]; cg`Uf`gi`W\h`Xf]b[YbX`bUW\`NYi [Ybž`X]Y
<]bk`Y]gY`ni`XYa`JcfZU``[YVYb`_0bbYb``8]YgY`_0bbYb`i`bhYf`XYb
HY`YZcbbi`a`a`Yfb`f\$)`&%Ł`'`'-`\$`cXYf`f\$)`%Ł`(-`%&%%)`?cbhU_h

Ui ZbY\ a Yb" @Ui h**!hj** \UbXY`hY`Yg'g]W\`VY]`XYa `5b[fY]ZYf
 j Yfa i h]W\`i a `Y]bYb`dgmW\]gW\`_fUb_Yb`A Ubb" `8Yf`J cfZU```]gh`Y]b
 hfUi f][Yg`6Y]gd]Y``ZØf`X]Y`cZhi bj cf\YfgY\VUFYb`i bX`[YZÀ\`f`]W\Yb
 G]hi Uh]cbYbž`a]h`XYbYb`Dc`]nY]VYUa hY`_cbZfcbh]Yfh'g]bX"

8YhU]`g	
J cfZU``	A cfX#HchgW\`U[ž? ÒfdYfj Yf`Yhni b[
I fgUW\Y	dgmW\]gW\Y`9f_fUb_i b[ž`5b[f]ZZ`a]h`A YggYf
C fh	; Òh]b[Ybž`5`ZfYX!8Y`d!K Y[ž`8Yi hgW\`UbX
J Yf`YhnhY	&
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "b!hj "XY

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