

9j U_i]Yfi b[g!7\ Ucg']b`C gbUVfØW_
%) "(\$\$`5bk c\bYf'a ØggYb`Z]Y\Yb`

C gbUVfØW_`ghY\h`Ua` *"'5df]"&\$&) `j cf`Y]bYf`j YfcfXbYhYb
9j U_i]Yfi b[`ZØf`%) "(\$\$`5bk c\bYf`k Y[Yb
6ca VYbj YfXUW`hg"

C gbUVfØW_ž`8 Yi hgW`Ub X`!

5a`GcbbhU[žXYa` *"'5df]"&\$&) ž`ghY\h`C gbUVfØW_`j cf`Y]bYf
a Ugg]j Yb`9j U_i]Yfi b[`Ui Z[fi bX`j cb`6ca VYb!J YfXUW`h"J]Yf
J YfXUW`hgdi b_hY`Ui Z`6`]bX[Àb[Yf`]a` @c_j]YfhY`ZØ\fyb`XUni ž
XUgg`fi bX`%) "(\$\$`A YbgW`Yb`V]g`gd`ÀhY`ghYbg`i a` +`I` \f`]\fy
K c\b`i b[Yb`i bX`<`Ai gYf`j Yf`UggYb`a` ØggYb`"6Y]`B]W`hY]b`U`hi b[
XYf`9j U_i]Yfi b[` _ØbbYb`6i » [Y`XYf`nk]gW`Yb`" \$`\$`i bX`)" "\$\$\$
9i fc`j Yf`Àb[h`k YfXYb"

8 Ug`9j U_i]Yfi b[g[YV]Yh`YfghfYW`_h]g]W`ØVYf`Y]bYb`F UX]i g`j cb
%\$\$\$`A YhYfb`ž`k cVY]`XYf`<`Ui dhVU`b`c`Z`j]Yf`DZY[Y`Y]a` Y`gck]Y
XUg`A Uf]Yb`c`gd]hU`fA <`C`è`i bX`XUg`7`f]gh]W`Y
?]bXYf`_fUb`_Yb`U`i g`f7?`C`è`]a` GdYff[YV]Yh`Y]Y[Yb`"8]Y
; YgUa` hgW`i`Y`GW`]b`_Y`f] GG`è`Ub`XYf`K]bXh`c`fghghfU» Y`+-`!` ,`
k]fX`U`g`9j U_i]Yfi b[gnYbhfi a` [Ybi`hnh`"8]Y`GhUXh`C gbUVfØW_
ghY`h`J YfdZY[i b[`VYfY]hi bX`k]fX`i bhYfghØmi b[gUb[YV`chY`ZØf
X]Y`5bk c\bYf`cf[Ub]g]YfYb"

HfUb`gd`c`f`ha]hhY` `i bX`B`c`hi b`hYf`_Øb`ZhY

5V`*`I` \f`a` cf[Ybg`k YfXYb`6i ggY`Ui g`XYb`VYhfc`ZYbYb`GhUX`hY]`Yb
ni`f` ; YgUa` hgW`i`Y`ZU`fYb`"8]Y`?`]b`_ghUb`X`c`fhY`ž`k]Y`XUg
7`f]gh]W`Y`?]bXYf`c`gd]hU`i bX`XUg`A Uf]Yb`c`gd]hU`ž`gW`Y]Y» Yb`UV

+ 'I \fž'k cVY]_Y]bY'J Yf'Y[i b[Yb'j cb'DUh]YbhYb'[Yd`Ub'hg]bX"8]Y
 BchUi ZbU\ a Yb'VY]XYf'9]bf]W\hi b[Yb'V'Y]VYb'k Å\ fYbX'XYf
 9j U_i]Yfi b['[YgW\`cggYb" : ð' BchZÅ`Yb'g]bX'X]Y'?`b]_Yb'ja
 C gbUVfØW_ i bX'XUg: fUbn]g_ i g! < cgd]hU`! < UfXYfVYf['YffY]W\ VUfž
 k Å\ fYbX' _]bXYfÅfnh]W\Y' BchZÅ`Y']bg' i b]j Yfg]hÅhg_`]b]_ i a
 A ØbghYf' [Y'Y]hYh'k YfXYb"

Ni gÅhn`]W\`k]fX'XYf' < Ui dhVU\ b\ cZ' C gbUVfØW_ j cb'+ 'V]g' & %' I \f
 [YgdYffhž'k Ug'ni `Ni [Ui gZÅ`Yb' i bX'J YfgdÅhi b[Yb'ja : Yfb! i bX
 BU\j Yf_ Y\ f'ZØ\ fh" '8Yf'FY []cbU'j Yf_ Y\ f'j YfnY]W\ bYh'YVYbZU`g
 ŸbXYfi b[Ybž'XUfi bhYf'X]Y'j cfnY]h][Y'9]bghY`i b['XYg'F 9' - ']b
 6c\ a hY'gck]Y'X]Y'_ca d`YhhY'5i gZU`'XYg'F 9' * & " '9fgUhnj Yf_ Y\ f
 k]fX'ja 'BU\j Yf_ Y\ f'VYfY]h[YghY`h"

8]Y'6ca VYb!J YfXUW\hgZÅ`Y'k i fXYb'VY]'6Ui UfVY]hYb'Ui ZXYa
 ; Y`ÅbXY'XYg'Y\Ya U][Yb'; ØhYfVU\ b\ cZg'YbhXYW\hž'i bX'X]Y'GhUXh
 fYW\ bYh'a]h'k Y]hYfYb'J YfXUW\hgZÅ`Yb'k Å\ fYbX'XYf`Ui ZYbXYb
 5fVY]hYb" : Øf'k Y]hYfY' ðZcfa Uh]cbYb'ghY\ h'Y]b'6Øf[YfhY'YZcb'Ua
 GUa ghU[ž) "'5df]žj cb' - 'V]g' % + 'I \f' i bX'Ua 'GcbbhU[ž' * "'5df]ž'UV
 * 'I \f' i bhYf'XYf'Bi a a Yf'\$) (%' & ' ! ((- \$'ni f'J YfZØ[i b["

8]YgY'A U» bU\ a Yb'g]bX'bchk YbX][ži a 'X]Y'G]W\Yf\Y]h'XYf
 5bk c\ bYf'k Å\ fYbX'XYf'6ca VYbYbhgW\ÅfZi b['ni '[Yk Å\ f'Y]ghYbž
 X]Y']b' C gbUVfØW_ Y]bY' [Åb[] [Y'J cfg]W\ hga U» bU\ a Y']gh"

8YhU]`g	
J cfZU`	9j U_i]Yfi b[
I fgUW\Y	6`]bX[Åb[Yf
C fh	C gbUVfØW_ ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bcn"XY • k k k "bXf"XY

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