

F UbXU`YfYf`]a`F Yhhi b[gk U[Yb.`5 b[f]ZZ
Ui Z`GUb]hÅhYf`]b`K]YgVUXYb`

9]b`U`_c`c`]g]YfhYb`A Ubb`fUbXU`YfhY`]b`Y]bYa
F Yhhi b[gk U[Yb`]b`K]YgVUXYbž`[f]ZZ`GUb]hÅhYf`i bX`Dc`n]ghYb
Ub``J cfZÀ``Y`j`cb`; Yk U`h`[Y[Yb`9]bgUhn_fÅZhY`bY`a Yb`ni`"

K]YgVUXYbž`8 Yi hgW`UbX`!`b`XYf`BUW`hni`a`-`": YVfi Uf'&\$&)
k i fXY`Y]b`&) !`Å`f][Yf`A Ubb`]b`K]YgVUXYb`ni`a`], VY`hÅhYfž
k`Å`fYbX`Yf`ghUf`_U`_c`c`]g]Yfh`]b`Y]bYa`F Yhhi b[gk U[Yb
fUbXU`YfhY``8 Yf`J cfZU``YfY][bYhY`g]W`_i`fn`bUW`\$.`\$`I`f`B UW
5 b[UVYb`XYf`**cd!cb`]**Y`**XY`gc`XYf`A Ubb`Y]bYb`
F Yhhi b[ggUb]hÅhYf`_ÖfdYf`]W`Ub[Y[f]ZZ`b`U`UVYb``8 Yg`U`V`k`i`fXY
X]Y`Dc`nY]`ni`f`I`bhYfgh`Ø`hni`b[`[Yfi`ZYbž`XcW`k`Å`fYbX`XYfYb
9]bhYfZY`b`gW`i`[`XYf`↑`b[Y`A Ubb`Ui`W`Ui`ZY]bYb`Dc`n]ghYb`Y]b`"
;`ØW`_]W`Yfk`Y]gY`k`i`fXYb`k`YXYf`XYf`GUb]hÅhYf`bcW`XYf`6YUa`hY
Xi`fW`X]Y`5 b[f]ZZ`j`Yf`Y`h`h`"**

8]Y`GUb]hÅhYf`U`hYb`ni`j`cf`_Y]bY`k`Y]hYfY`a`YX]n]b]gW`Y
6Y`U`bX`i`b[gVYXØfZh][`_Y]h`VY]`XYa`A Ubb`ZYgh[YghY`h`ž`k`Yg`U`V`Yf
`Y`h`h`Y`b`X`]W`ni`f`5i`gbØW`hYfi`b[`]b`; Yk U`fgUa`i`[Yb`c`a`a`Yb
k`i`fXY``@Ui`h`XYb`6Yf]W`hYb`]gh`a`]h`Y`b`h`g`d`f`Y`W`Y`b`XY`b
GhfU]`YfZU`fYb`ni`f`Y`W`b`Y`b``8]YgYf`J cfZU``nY][h`Ui`ZY]bXf]b[`]W`Y
K`Y]gY`X]Y`ni`bY`a`Yb`XYb`DfcV`Ya`Y`j`cb`; Yk U`h`[Y[Yb
F Yhhi b[g_fÅZhY`i`bX`XYfYb`5i`gk`]f`_i`b[Ybž`X]Y`b]W`h`Ui`Z`9]bnY`ZÀ``Y
ni`fYXi`n]YfYb`g]bX`"

; Yk U`h`[Y[Yb`9]bgUhn_fÅZhY.`9]bY
I`bhYfgi`W`i`b[`XYg`DfcV`Ya`g`

8]Y`Ghi`X]Y`ØVYf`; Yk U`h`[Y[Yb`6YgW`ÅZh][hY`]a`ÖZZY`bh`]W`Y`b
8]Y`b`ghž`VY`gc`b`XY`fg`]a`F Yhhi b[gX]Y`b`ghž`U`h`[Y`nY][hž`X`U`gg`5 b[f]ZZY

Ui ZBchZU`gUb]hÅhYf'i bX': Yi Yfk Y\FVYUa hY`_Y]b'j YfVfY]hYhYg
A UggYbd\`Åbca Yb'g]bXž'YXcW`Yfbgh'[Ybca a Yb'k YfXYb'gc`hYb"
@Ui h'`Zcfa Uh]cbYb'j cb'fYhhi b [gX]Ybgh"XY'k i fXYb'j]b`XYf
FY []cb'F\Y]b\YggYb'nk]gW`Yb'&\$%- 'i bX'&\$&&ØVYf'' * "\$\$\$\$
FYhhi b [gY]bgÅhnY`Ui g[Yk YfhYhž'k cVY]' + * 'J cfZÅ`Y'j cb'; Yk U'h
[Y [Yb'9]bgUhn_fÅZhY`Xc_i a Ybh]Yfh'k i fXYb'"8]Y`A Y\F\Y]h'X]YgYf
J cfZÅ`Y`VYghUbX`Ui g'6Y`Y]X][i b [Ybž'U`YfX]b [g'k i fXYb'Ui W`
j c`YbXYhY`i bX'j Yfgi W`hY`?ØfdYfj Yf`Yhni b [Yb'j YfnY]W`bYh"

8]Y`<]bhYf[fØbXY'i bX'dgmW`cgc[n]U`Yb'5i gk]f_i b [Yb'gc`W`Yf
; Yk U'h'g]bX'; Y [YbghUbX`a Y\FYfYf'Ghi X]Yb": cfgW`i b [gUfVY]hYbž
k]Y`X]Y'j cb'6UbbYbVYf['Yh'U""i bX'UbXYfYbž'nY][Ybž'XUgg'X]Y
dgmW`]gW`Yb'?cbgYei YbnYb'ZØf'FYhhi b [g_fÅZhY`Yf\YV`]W`gY]b
_ØbbYbž'Ui W`k Ybb'; Yk U'hYfZU\fi b [Yb'b]W`h'X]Y`FY [Y`g]bX"
J]Y`Y'6YgW`ÅZh][hY`ja`FYhhi b [gX]Ybgh`Y]XYb'bUW`5 [[fYgg]cbYb
i bhYf'dgmW`c`c []gW`Yb'B UW`k]f_i b [Ybž'k Ug'X]Y`Bchk YbX][_Y]h
j cb'UXÅei UhYb'GW`i`i b [Yb'i bX'GW`i hna U»bU\`a Yb
i bhYfghfY]W`h'"8]Y`K Yf_nYi [Y`ni f'8YYg_U`Uh]cb'i bX'X]Y`[YgW`i`hY
FYU_h]cb'Ui Z [Yk U'hÅh][Y`J cfZÅ`Y`g]bX`YbhgW`Y]XYbXž'i a`X]Y
G]W`Yf\Y]h'XYf'9]bgUhn_fÅZhY`ni` [Yk Å\F`Y]ghYbž'k]Y`Ui W`]b
j YfgW`]YXYbYb'Ghi X]Yb'i bhYfgi W`h'k i fXYž'XUfi bhYf'5fVY]hYb'j cb
@cfY]`Yh'U""i bX'8f" A Uf]c`GhU`Yf"

Ni gUa a YbZUggYbX`Åggh'g]W`gU [Ybž'XUgg'XYf'J cfZU`]b
K]YgVUXYb'bi f'X]Y`Gd]hnY`XYg'9]gVYf[g`XUfghY`h"K Å\FYbX`X]Y
A Y\F\Y]h'XYf'FYhhi b [g_fÅZhY`j cb'XYf'6Yj Ø`_Yfi b [`cW` [YgW`Åhnh
k]fXž'k]Y`X]Y`Ghi X]Y'j]b'F\Y]b\YggYb'nY][hž'VYXUfZYG'k Y]hYf\]b
U`Yf'5bghfYb [i b [Ybž'i a`X]Y`G]W`Yf\Y]h'i bX'XUg'K c\`VYZ]bXYb
XYf`<Y`ZYf'ni`gW`ØmYb'"9]b'k Y]hYfYg'5i [Yba Yf`_]Y [h'Ui ZXYf
J Yfa Y]Xi b [`gc`W`Yf'; Yk U`hUhYb'Xi fW`d'fÅ]Ybh]j Y`A U»bU\`a Yb
i bX'GYbg[V`]g]Yfi b [gdfc [fUa a Y'"8]Y`Ni gUa a YbUfVY]h'U`Yf
6YhY]`][hYb'j]gh'i bYf'Ågg]W`ž'i a`Y]bY`g]W`YfYfY`I a [YVi b [`ZØf'X]Y
9]bgUhn_fÅZhY`ni`gW`UZZYb"

8YhU]`g	
J cfZU`	?ØfdYfj Yf`Yhni b [

8YhU]`g	
I fgUWXY	5`_c\c`g]Yfi b[
Cfh	K]YgVUXYbž'8Yi hgW\`UbX
: YghbU\`a Yb	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "XY[fi mhYf"Wca • k k k "fYhhi b[gX]Ybgh"XY

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