

:]bUbna]b]ghYf`VYfUhYb. `K c `V`Y]Vh`X]Y
=bj Ygh]h]cbgk Y``Y`ZØf`8 Yi hgWk `UbX3

5a - "A U] &\$&) `hU[h`X]Y`ϰ\ fYg_cbZYfYbn`XYf
:]bUbna]b]ghYf`]b`?]Y`ž`i a `ØVYf`X]Y`@U[Y`XYf`ÒZZYbh`]WkYb
:]bUbnYb`ni `VYfUhYb"

?]Y`ž`8 Yi hgWk `UbX`!`5a - "A U] &\$&) `ZUbX`]b`?]Y`X]Y
ϰ\ fYg_cbZYfYbn`XYf:]bUbna]b]ghYf]bbYb`i bX`:]bUbna]b]ghYf`XYf
@AbXYf`i bhYf`XYa `J cfg]hn`j cb`8f`"A UfW`g`C dhYbXfYb`_fBcfXf\Y]b!
K YghZU`Yb`ē`ghUhh`"a `A]hY`di b`_h`XYf`6YfUhi b[Yb`ghUbX`X]Y`@U[Y
XYf`ÒZZYbh`]WkYb:]bUbnYb`]b`8 Yi hgWk `UbX`"8]Y`?cbZYfYbn`nY][hYž
XUgg`X]Y`XYi hgWk Y`K]fhgWk UZh`k Y]hYf\]b`]b`Y]bYf`GWk`ÀWkYd\UgY
j Yf\Uffhž`a]h`Y]bYa `fYU`Yb`K UWkghi a `j cb`!\$ž&`i `]a `ϰ\ f`&\$&(`ž
k Ug`XUg`nk Y]hY`ϰ\ f`]b`: c`[Y`a]h`Y]bYa `FØW_[Ub[`XUfghY`h"

I fgUWkYb`ZØf`X]Y`k]fhgWk UZh]WkY`GWk`ÀWkY`g]bX`gck c\`
_cb`↑ b`_hi fY`Yf`U`g`Ui Wk`ghfi _hi fY`Yf`BUhi f`"Ni XYa `k]fX`Y]bY
ni bY\ a YbXY`I bg]WkYf\Y]h`Xi fWk`X]Y`dfchY`_h]cb]gh]gWkY
<UbXY`gdc`]h]_XYf`bYi Yb`I G!FY[]Yfi b[`gck]Y`Xi fWk`Hi fVi `YbnYb
Ub`XYb`:]bUbna `Af`_hYb`ZYgh[YghY`h`"8]Y`ϰZUh]cbgfUhY`U[`]a `5df`
&\$&) `VY]`&ž%`i `i bX`b`À\Yfh`g]Wk`XYa `N]Y`_cff]Xcf`XYf
9i fcd`À]gWkYb`NYbhfU`VUb`_"GhUV`]g]YfYbXY`Ni k `ÀWkYg`VY]`XYb
FYU`Y]b`_ca`a Yb`i bhYfghØhnYb`_\]b[Y[Yb`XYb`df]j UhYb`?cbgi`a`"

:]bUbn]Y``Y`DYfgdY`_h]j Yb`i bX
< YfUi gZcfXYfi b[Yb

8]Y:]bUbna]b]ghYf]Yb`ZcfXYfhYb`j Yfgh`Af`_hY
=bj Ygh]h]cbgh`Àh][_Y]hYb`]b`8 Yi hgWk `UbX`ž`i a `XYa `Ub\U`hYbXYb
=bj Ygh]h]cbgghUi `Ybh[Y[Ybni k]f`_Yb`"8]Y`J YfZUggi b[gfYWk`h`]WkY
; fi bX`U[Y`ZØf`Y]b`GcbXYfj Yfa`Ò[Yb`XYg`6i bXYg`g]Y\`h`Y]bY

?fYX]hYfa ÅW h[i b['j cb'ØVYf') \$\$'A]''UfXYb'9i fc'j cfž'X]Y'ZØf
≠ZfUghfi _hi f'i bX'?'ja UbYi hfU']hÅh'V]g'&\$() 'j Yfk YbXYh'k YfXYb
gc''@Ui h'XYb'A]b]ghYf]Yb'a ØggYb'ni gÅhn']WXY'A]hhY'j YfghÅf_h]b
k UW\ghi a gZØfXYfbXY'A U» bU\ a Yb']bj Ygh]Yfh'k YfXYb"

9]b'k Y]hYfYf'k]W h[Yf'5gdY_h'XYf'?cbZYfYbn'k Uf'X]Y'Dfc[bcgY
XYf'6i bXYgfY[]Yfi b[ž'X]Y'ZØf'&\$&) 'Y]b'ghU[b]YfYbXYg'fYU'Yg
6fi hhc]b'UbXgd'fcXi _h'f6≠Ł'j cb'\$žš'i 'i bX'Y]b'K UW\ghi a 'j cb'%žš
i 'ZØf'&\$&'j cf\YfgU[h''8 Ug'DfcXi _h]cbgdchYbn]U'k]fX'V]g'&\$&+
bi f'i a '\$ž('i 'Å\ f']W'k UW\gYb''8]YgY'k]fhgW\UZh]WXY'8mbUa]_
k]fX'_ØbZh]['a Y\ f'Xi fW\≠j Ygh]h]cbYb'i bX'hYW\ b]gWXYb
: cfhgW\ f]hh'U'g'Xi fW\ 'XYb'5fVY]hga Uf_h[YhfU[Yb''8Yb'bcW\ 'V'Y]Vh
XUg'i a ZY'X'ZØf'X]Y':]bUbndc'h]_j c'Uh]ž'k cVY]'X]Y'5i gk]f_i b[Yb
[YÅbXYfhYf'FU\ a YbVYX]b[i b[Yb'Ui ZXYb'ÖZYbh]WXYb
; YgUa h\Ui g\U'h'bcW\ 'b]W'h]j c''ghÅbX]['UVgW\ÅhnVUf'g]bX"

8 Ug[YgUa hghUUh]WXY'8YZ]n]h'VYhfi ['&\$&('fi bX'%%- 'A]''UfXYb
9i fcž'k Ug'&ž 'i 'XYg'bca]bU'Yb'6≠Yb'hgdf]W\hž'k Å\ fYbX'XYf
6fi hhcgW\i 'XYbghUbX'VY]'* &ž) 'i 'XYg'6≠]]Y[h'i bX'XUa]h'i bhYf
XYa '9i !8i fW\gW\ b]hh'V'Y]Vh''8]Y'A]b]ghYf'VYhcbhYb'X]Y
Bchk YbX][_Y]h'Y]bYg'dfU[a Uh]gW\Yb'J YfZU\ fYbg'ni f
6YgW\ 'Yi b][i b['j cb'J Yf[UVY!ž'D'Ubi b[g!'i bX
; YbY\ a]][i b[gj YfZU\ fYbž'i a 'X]Y'Xf]b[YbXY'Bchk YbX][_Y]h]j cb
≠j Ygh]h]cbYb'ni 'UXfYgg]YfYb"

6Y['Y]hYbX'ni 'X]YgYb'U_hi Y''Yb'9bhk]W_ 'i b[Yb'\Uh'XUg
6i bXYga]b]ghYf]i a 'XYf':]bUbnyb'f6A : Ł'Ua '&\$"'A Åfn'&\$&('XYb
gYW\ghYb'6Yf]W\h'ni f'HfU[ZÅ\][_Y]h'XYf'ÖZYbh]WXYb':]bUbnyb
j YfÖZYbh]W\h''8]YgYf'6Yf]W\h'h\Ya Uh]g]Yfh'X]Y
<YfUi gZcfXYfi b[Ybž'X]Y'g]W\ 'Xi fW\ 'XYb'XYa c[fUZ]gW\Yb'K UbXY'
Yf[YVYb''9f'nY][hž'XUgg'c\ bY'dc'h]gW\Yg'; Y[YbghYi Yfb'X]Y
XYa c[fUZ]gW\ 'VYX]b[hYb'5i g[UVYb'ja '_ca a YbXYb'đ\ fnY\ bh
i bX'XUfØVYf'\]bUi g'Yf\YV'W\ 'ghY][Yb'k YfXYbž']bgVYgcbXYfY']b
XYb'6YfY]WXYb'5'hYfgg]WXYfi b[ž'; Ygi bX\Y]hž'DZY[Y'i bX'6]'Xi b["

8 Yg'K Y]hYfYb'dfc[bcgh]n]Yfh'XYf'6Yf]W\hž'XUgg'U'hYfi b[gVYX]b[hY
ÖZYbh]WXY'5i g[UVYb'V]g'&\$+\$'i bhYf'i b[Øbgh][Yb'6YX]b[i b[Yb
j cb'&+ž 'i 'Ui Z' *ž%i 'XYg'6≠'UbghY][Yb'_ØbbhYbž'k Å\ fYbX

X]YgY'i bhYf'[Øbgh][Yb'6YX]b[i b[Yb'Ui Z' \$ž i 'ghY][Yb'k ØfXYb"
 I a 'X]Y'GWi 'XYbghUbXgei chY'V]g'&\$+\$'VY]'*\$'i 'ni '\U'hYbžk ÅfY
 Y]b'Å\^]W\Yf'5bdUggi b[gVYXUfZ] cb'V]g'ni '(ž+%i 'YfZcfXYf]W"
 8]Y'Z]bUbndc`h]gW\Yb'<UbX'i b[gVYXUfZY'_cbnYbhf]YfYb'g]W'j cf
 U`Ya 'Ui Z'X]Y'6i bXYgYVYbYžk Å\fybX'@ÅbXYf'i bX'; Ya Y]bXYb
 k Yb][Yf'VYhfcZZYb'ni 'gY]b'gW\Y]bYbžk]Y'
 Vi bXYgZ]bUbna]b]ghYf]i a "XY'VYf]W'hYh"

8YhU]`g	
Cfh	?]Y`ž8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • \YggYb"XY • k k k "Vi bXYgZ]bUbna]b]ghYf]i a "X Y

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