; f0bY`K U\`_Ua dZ!C ZZYbg]j Y.`< UVYW_
Z]fhYh'a]h`XYf`l b]cb`]b`@0VYW_°

8]Y'; f0bYb`VY[ ]bbYb`] \fYb`K U\`_Ua dZ]b`@0VYW\_.`< UVYW_
VYhcbh'gcn]U`Y'; YfYWXh][ \_Y]hi bX`a 0[`]WXY`?cU`h]cbYb`j cf
XYf`6i bXYghU[gk U\``&\$&) "

@0VYW_ž`8Yi hgWX`UbX`!`

8]Y'; f0bYb` \UVYb`Ua `\*"'>Jbi Uf'&\$&) `] \fYb`K U\`_Ua dZ]b
GWX`Ygk ][ !<c`ghY]bž`XYf`<Y]a Uh`j cb`F cVYfh`<UVYW\_ž`[YghUfhYh"
8]Y`5i ZhU`_hj YfUbghU`hi b[ `ZUbX`]b`XYf`A i g]\_!`i bX`?cb[ fYgg\U`Y`]b
@0VYW_`ghUhz`k c`j cf`Y]bYa `0VYfZ0`hYb`GUU`a]h`fi bX`,` \$`D`ÄhYb
nU\`fY]WXY`6Ygi WXf`j cf`XYf`H0f`Ui Z9]b`Ugg`k UfhYhYb`"6Y]`XYf
JYfUbghU`hi b[ `hfUh`5bbU`YbU`6UYfVcW\_`U`g`YfghY`FYXbYf]b`Ui ž
[YZc`[ hij cb`<UVYW_ž`XYf`]b`gY]bYf`5bgdfUWX`Y`H\Ya Yb`k ]Y`gcn]U`Y
; YfYWXh][_Y]hi bX`&bcj Uh]cbYb`VYhcbhY"

&`gY]bYf`FYXY`k UfbhY`<UVYW_]j cf`XYf` 5i ggWX`]Y»Yf]h]g `i bX
_f]h]g]YfhY`X]Y`l b]cb`gWX`UfZ`Z0f`] \fY`D`ÄbY`ni f`GhYi YfgYb`\_i b[ ž`X]Y
Y]bY`@0W\_Y`j cb`%\$\$`A]``]UfXYb`9i fc`]b`] \fYa `K U\`dfc[fUa a
Ui žk]YgYb`"8Ug`H\Ya U`?`]a Udc`]h]\_`k i fXY`]b`gY]bYf`FYXY`bi f
_i fn`Ub[ Yf]ggYbž`k Ä`fYbX`XYf`GWk Yfdi b`_hiUi Z`XYf`Ni _i bZi`XYf
XYi hgWX`Yb`K]fhgWX`UZh`U["8]Y`UbghY`YbXY`6i bXYghU[ gk U\`
k i fXY`Z0f`XYb`&` "": YVfi Uf'&\$&) `Ub[Y_0bX][h"

5bbÄ\Yfi b[`Ub`X]Y`l b]cb

%`A cbUhY`j cf`XYf`6i bXYghU[gk U\`nY][ Yb`X]Y'; f0bYb`Y]b
ni bY\`a YbXYg`&hYfYggY`Ub`Y]bYf`a 0[ `]WXYb`?cU`h]cb`a ]h`XYf
78l "'@Ui hi`K`Y`h`Äi »YfhYb`g]WX`; f0bYb!: fU`\_h]cbgWX`YZ]b`?Uh\Uf]bU

8f0[Y'i bX'F cVYfh< UVYW_c ZYb'Z0f'Y]bYb'8]U`c['a]h'XYf'I b]cb
i bX'k Y]gYb'Ui ZVYfY]hg'VYghY\YbXY'gWk Ufn![f0bY'F Y[]Yfi b[Yb
]b'GW'Ygk][!<c`ghY]b'i bX'BcfXf\Y]b!K YghZU`Yb'\]b"< UVYW_
VYhcbh'X]Y'6YXYi hi b['XYf'Ni gUa a YbUfVY]h'XYa c_fUh]gWYf
DUfhY]Yb"

5_hi Y`Y'I a ZFU[Yb'nY][Ybž'XUgg'X]Y'5a dY'!DUfhY]Yb'ni gUa a Yb
Yhk U' \$'DfcnYbh'YffY]WYbž'k Å\fybX'A Y\f\Y]hYb'YbgY]hg'XYf
I b]cb'U`g'i bfYU`]gh]gW' [Y'hYb'"8f0[Y'ghY`hY'_'Ufž'XUgg'X]Y
; f0bYb'gcf[ZÅ'h]['df0ZYb'k YfXYbž'k Y'WY'?cU`]h]cbYb'bUW'XYf
K U\`Y]b[ Y[ Ub[ Yb'k YfXYb'"5`YfX]b[g'Åi » YfhY'7Gi !7\YZ'A Uf_i g
G0XYf'?f]h]_Ub'XYf'5bbÅ\Yfi b['XYf'; f0bYbž'X]Y'Yf'U`g' dY]b`]W
VYnY]WYbYhY'i bX'ZcfXYfhYž'XUgg'Yg'bUW'XYf'bÅW ghYb'K U\`_Y]b
GWk Ufn!; f0b'[YVYb'X0fZY"

Ca]X'BCi f]dci fž'XYf'DUfhY]j cfg]hnYbXY'XYf'; f0bYbž'g]Y\h
YVYbZU`g'X]Y'A 0[ `]W_Y]h'Y]bYg'60bXb]ggYg'a]h'XYf'I b]cb'i bX
gdf]W'hj cb'J YfÅbXYfi b[Yb']b'XYf'dc`]h]gWYb'@UbXgWUZh"
K Å\fybX'< UVYW_g]W'U`g'dchYbn]Y`Yf'? Ubn'Yf_UbX]XUh
dcg]h]cb]Yfhž`]Y[Yb'X]Y'; f0bYb'XYfnY]h]b'XYb'I a ZFU[Yb'VY]'bi f
%%'DfcnYbh"

8YhU]`g	
J c fZU``	K U\`Yb
C fh	@0VYW_ž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "nXZ"XY• k k k "k Y`h"XY

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