

8 < @]b '6Yf`]b. 'DU_YhVcca 'Vf]b[h
@c []gh]_Yf'Ub 'gY]bY'; fYbnYb°

8 < @_Äa dZi]b '6Yf`]b'k Ä\fybX'XYf'7mVYf'K YY_'a]h'\c\Ya
DU_YhUi Z_ca a Yb'i bX'gi W'h'Xf]b[YbX'bYi Y
@c []gh]__UdUn]hÄhYb"



8Yf'@c []gh]__cbnYfb'8 < @ghY\h]b'XYf'J cfk Y]\bUW'hgnY]hi' bX
k Ä\fybX'XYf'6'UW_! : f]XUm!K cWY'j cf'Ybcfa Yb
<YfUi gZcfXYfi b[Yb']b'6Yf`]b"'8]Y'DU_YhUi Z_ca a Yb'g]bX'a Uggj]
Ub[Ygh]Y[Yb/8 < @j YfnY]W'bYh'VYfY]hg'Ymh'Y]bYb'5bgh]Y['j cb'*\$
DfcnYbh'a 'JYf['Y]W'ni 'k Yb][Yf'[YgW'ÄZh][Yb'NY]hYb"'@Ui h'A UI
BYi a Ubbž'8 < @FY[]cbU`Y]hYfž'g]bX'X]Y' ? UdUn]hÄhYb']b'XYb
@c []gh]_nYbhfYb'ni ' - \$'DfcnYbh'Ui g[Y'UghYh"'8]Y' 7mVYf'K YY_
j ca ' &) "'Bcj Ya VYf'V]g'&"'8YnYa VYf'VYgW'Yi b][h'X]Y'G]hi Uh]cb
ni gÄm`]W'ž'XU'C'b`]bY!< ÄbX'Yf'j Yfa Y\fh'a]h'F UVUhhYb'i bX
5b[YVchYb'k YfVYb"'A]h'fi bX' &) \$ "\$\$\$'DU_YhYb'hÄ[']W']b'6Yf`]b
nÄ\h'XUg'i bhYfbY\ a Yb'Ui Z'_fYUh]j Y'@Ogi b[Ybž'i a 'XUg
K UW'ghi a 'ni 'VYk Ä'h][Ybž'XUfi bhYf'X]Y'5bk YfVi b['j cb'%"\$\$\$\$
ni gÄm`]W'Yb'A]hUfVY]hYfb'Vi bXYgk Y]hi' bX'X]Y'5bdUggi b['XYf

5fVY]hgnY]hYb"

bcj Uh]j Y`Ni ghY``i b[`Ui Z`XYa `K UggYf

Ni gÀhn`]Wk`ni`XYb`_cbj`Ybh]cbY`Yb`Ni`ghY``a`Yh\cXYb`hYghYh`8`<`@`
]bbcj`Uh]j`Y`5bgÀhnY`ni`f`9bh`Ughi`b[`XYf`GhfU»`Yb``6YfY]hg`gY]h`&\$\$&&
VY`Y`ZYfh`Y]b`Y`Y`_hf]gWk`Yg`Dc`ghgWk`ZZ`XUg`Ui`g`Y]bYa`i`a`[`YVUi`hYb`
5i`gZi`[`ggWk`]Z`VYghY`hž`HY]`Y`6Yf`]bg`ØVYf`X]Y`GdfYY```a`F`U`a`Yb`
X]YgYg`bUWk`U`h][`Yb`Dfc`Y`_hg`gc```Y]b`nk`Y]hYgž`Yf`YV`]Wk`[`fØ»`YfYg`
GWk`]Z`a`]h`Y]bYf`@Àb[`Y`j`cb`Yhk`U`(`\$`A`YhYfb`]b`6Yhf]YV`[`Ybca`a`Yb`
k`YfXYb``N]Y``]gh`Ygž`V]g`ni`*`\$`HcbbYb`@UXY`UdUn]h`Àh`ni`
hfUb`gdc`fh]YfYb`ž`k`Ug`X]Y`HfUb`gdc`fha`Ø[`]Wk`_Y]hYb`Yf`YV`]Wk`
Yfk`Y]hYfh``8]YgYg`i`a`k`Y`hž`fi`bX`]Wk`Y`J`cf[`Y`Yb`_Øbb`hY`V]g`ni`%)`
Dfc`nYb`h`XYg`[`YgUa`hYb`DU`_Yh]`Yf`_Y`f`g]b`6Yf`]b`ØVYfb`Y`a`Yb`ž`k`]Y`
XYf`8`<`@B]YXYf`Uggi`b[`g`Y]hYf`Yf`_`Àfh``6YfY]hg`]b`XYb`YfghYb`gYWk`g`
A`cb`UhYb`U`h`XUg`cf][`]b`U`Y`Gc`UfgWk`]Z`ØVYf`)`\$\$\$\$`DU`_Yh`
VY`ZØf`XYfh"

8]Y`[`Yd`Ub`hYb`9fk`Y]hYfi`b[`Yb`VY]b`U`hYb`Y]b`Y`nk`Y]hY`F`ci`hYž`X]Y`
Xi`fWk`X]Y`b`Yb`ghUX`h`ZØ`fYb`i`bX`ni`gÀhn`]Wk`Y`GhUX`hY]`Y`VYX]Yb`Yb`
gc````8i`fWk`XYb`9]bgUhn`j`cb`gc`UfVYhf]YVYb`Yb`6cc`hYb`i`bX`XYf`
9]bf]Wk`hi`b[`gc`UfVYhf]YVYb`Yf`DUW`_ghU]cb`Yb`k`]fX`Y]b`Y`bc`Wk`
bUWk`U`h][`YfY`@c[`]gh]_`Ub[`YghfYVh``8]YgY`b]h]Uh]j`Y`_Øbb`hY`b]Wk`h`
bi`f`X]Y`b`ZfUghfi`_hi`f`]b`6Yf`]b`Yb`h`UghYb`ž`gc`bXYfb`Ui`Wk`XYb`
J`Yf`_Y`f`g][`b]Z]_`Ub`h`fYXi`n]YfYb`ž`k`]Y`fVVp&(`VYf]Wk`hYhY`
;`Y]Wk`nY]h][`gi`Wk`h`8`<`@bUWk`bYi`Yb`@c[`]gh]_ghUb`Xc`fhYb`]b`XYf`
GhUX`hž`i`a`XYb`ghY][`YbXYb`5bZc`fXYfi`b[`Yb`[`YfYWk`h`ni`k`YfXYb`ž`XU`
X]Y`B`UWk`ZfU[`Y`bUWk`C`b`]bY!6YghY``i`b[`Yb`b]Wk`h`bi`f`k`À`fYb`X`XYf`
: `Y]YfhU[`Y`Ub`À`hž`gc`bXYfb`]b`XYb`Y`hnhYb`J`fYb`ghYh][`k`À`Wk`ghž`
k`]Y`Ui`Wk`:`C`7I`G`c`b`]bY`ZYghghY`hY"

8YhU]`g	
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "ZcW`g"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh