

B Yi Yf'GWX i `ghUbXc fh'ZØf'5`VYfh!
; i hna Ubb!GWX i `Y'UV'&\$&* ' - \$'A]``cbYb
9i fc'gdUfYb°

5a '' \$''A U] &\$&) `VYgW`cgg`XUg'6Yn]f_gUa hiA]hhY`X]Y
J Yf`U[Yfi b[`XYf'5`VYfh!; i hna Ubb!GWX i `Y'Ui ZY]bYb`bYi Yb
GhUbXc fhi bX'j Yf_Øfnh`X]Y'6Ui nY]h"



GWX i `ghfU» Y' - +ž'%%\$%+- '6Yf`]bž'8Yi hgW`UbX'!'5a '' \$''A U]
&\$&) `Uh`XUg'6Yn]f_gUa hiA]hhY`Y]bY`VYXYi hYbXY'9bhgWY]Xi b[`]b
6Yni [`Ui Z`X]Y`GWX i `V`Xi b[[`Yhfc ZYb" '6Yn]f_gghUXhfUh'ZØf'GWX i `Y
i bX`Gdcfhž'6Yb`Ua]b': f]hnž[UV`VY`Ubbhž`XUgg`X]Y'5`VYfh!
; i hna Ubb!GWX i `Y'ni a `GWX i `U`f'&\$&* #&\$&+`Ub`Y]bYb`bYi Yb
GhUbXc fhj Yf`U[Yfh'k]fX" `8Yf'6YgW`i gg`XYg'6Yn]f_gUa hgž`XYf`Ua
&+''A U] &\$&) [YZUggh'k i fXYž'g]Y`h'j cfž`XUgg`X]Y`GWX i `Y'nY]hk Y]gY
j ca `GhUbXc fh'DUb_ghfU» Y'ni f`GWX i `ghfU» Y' - +`k YW`gY`h"

8]Y`J Yf`U[Yfi b[`]gh`HY]`Y]bYg'i a ZUggYbXYb
GWX i `bYi VUi dfc`Y`_hYg" `8]Y'6Ui d`UgY`Ua `GhUbXc fh'DUb_ghfU» Yž

X]Y'i fgd f0b[`]W\ bYi b`d\ fY`]b`5bgdfi W\ bY\ a Yb`gc`hYž`k]fX
Xi fW\ X]YgY`A U» bU\ a Y`i a`XfY`]d\ fY`j Yf_0fnhž`k Ug`ni`Y]bYf
9]bgdUfi b[`j cb`Yhk U`- \$`A`]cbYb`9i fc`Z0\ fh`8]Y
GW\i `[Ya Y]bgW\UZh`k]fX`bUW\`5VgW\`i gg`XYf`6Ui UfVY]hYb`k]YXYf
Ub`]fYb`i fgd f0b[`]W\ Yb`GhUbXcfh`ni f0W__Y\ fYb``8 Ug`bYi Y
GW\i `[YV\Ai XY`Ub`XYf`GW\i`ghfU» Y`gc`Y]bY`:`\AW\Y`j cb`%` "\$\$\$
E i UXfUha YhYfb`i a ZUggYb`i bX`k]fX`]b`XYf`6Ui Ufh`Y]bYf
7ca dUfha YbhgW\i`Y`fYU`]g]Yfhž`X]Y`ja`FU\ a Yb`XYf`6Yf`]bYf
GW\i`VUi cZYbg]j Y`j cb`<CK C; 9`i a [YgYhnh`k]fX"

A cXYfbY`@Yfbi a [YVi b[`i bX
Gdcfha 0[`]W\ _Y]hYb

8]Y`5fW\]hY`_hi`f`XYg`bYi Yb`GW\i`[YV\Ai XYg`g]Y\`h`Y]bY`]bbcj Uh]j Y
FUi a [YghU`hi b[`j cf``l bhYff]W\hg f\Ai a Y`i bX`HYUa VYfY]W\Y`g]bX
i a`nYbhfU`Y`:`cfYb`Ub[YcfXbYhž`X]Y`U`g`cZYbY`@Yfb!`i bX
5i ZYbh\U`hgZ\AW\Yb`X]YbYb``-b`XYb`cVYfYb`9hU[Yb`VYZ]bXYb`g]W\
Y]bnY`bY`@Yfb!7ca dUfha Ybhgž`X]Y`Y]bY`ZYI]V`Y`Bi hni b[
Yf`Ui VYb``Ni XYa`k]fX`XUg`bYi Y`GW\i`[YV\Ai XY`0VYf`Y]bY
8cddY`gdcfh\U`Y`a`]h`gYW\g`<U`Y`bhY`]Yb`j YfZ0[Ybž`X]Y`gck c\`Z0f
XYb`GW\i`gdcfh`U`g`Ui W\`Z0f`XYb`J YfY]bggdcfh`ni`f`J YfZ0[i b[
ghY\`h`8]Yg`ghY``h`Y]bY`k YgYbh]W\Y`J YfVYggYfi b[`XYf
6YX]b[i b[Yb`Z0f`GW\0`Yf]bbYb`i bX`GW\0`Yf`XUf`i bX`j Yfa Y]XYh
GhfYgg`Xi fW\`6Ui`A`fa`k`A`fYbX`XYf`,`VYf[Ub[gd\UgY`XYf
6Ui a U» bU\ a Yb"

9]b`k Y]hYfYf`gdUbbYbXYf`5gdY`_h`XYf`U`_hi`Y`Yb`9bhk]W`_i b[Yb`]a
6`]Xi b[ggY`_hcf`6Yf`]bg`]gh`X]Y`9]bk Y]\i b[`Y]bYg`a cXi`UfYb
9f[\Abni b[gVUi g`Z0f`X]Y`GW\`]b[!GW\i`Y`]b`BYi`_0`bž`XYf`Z0f
GW\0`Yf`a`]h[Y]gh[Yf`6Y\]bXYfi b[`_c`bn]d]Yfh`k i fXY``8]YgYf`6Ui
]gh`HY`]`XYf`gY]h`&\$%*`Ui ZYbXYb`6Yf`]bYf`GW\i`VUi cZYbg]j Yž`X]Y
A`f`]W\`a Y\ fYfY`\i bXYfh`A`]cbYb`9i fc`]b`XYb`GW\i`VUi
]bj Ygh]Yfh"

9fk Y]hYfi b[`i bX`6Uff]YfYZfY]\ Y]h

- 8Yf`bYi Y`a cXi`UfY`9f[\Abni b[gVUi`i a ZUgg

- %&'GhUa a [fi ddYbfÀi a Y
- , 'HY]'i b[gfÀi a Y'a]h'?ØWYbnY]'Yb
- %'A Y\fnk YW_fUi a
- &'H\YfUd]YfÀi a Y
- &'DZY[YfÀi a Y
- %?'i bghfUi a
- %'F Ui a 'ZØf'@Y\ f_fÀZhY'i bX'9fn]Y\YbXY
- A YbgU'a]h'* \$'D'ÀhnYb'i bX'5i g[UVY_ØWY

B UW'XYb'< YfVghZYf]Yb'k YfXYb'-'?'UggYb'a]h') ' 'GWØ'Yfb']b'X]Y
 bYi Yb'FÀi a ']W_Y]hYb'n]Y\Ybž'bUWXYa 'g]Y'ni j cf']b'ZUgh' \$
 >\fY'U'hYb'a cV]'Yb'i bhYff]W hgfÀi a Yb'i bhYff]W hYh'k YfXYb
 a i gghYb" 'A]h'XYf'9fØZbi b['XYg'a cXi 'UfYb'9f[Àbni b[gVUi g'k]fX
 X]Y'GW']']b[!GW'i 'Y']b'XYf'@U[Y'gY]bž']bg[YgUa h'+&'GWØ'Yf'a]h
 [Y]gh[Yf'6Y\]bXYfi b[']b'XYf': ØfXYfghi ZY'≠V]g'≠Ui Zni bY\ a Yb"
 8 Ug[Yd'UbhY'6Ui j cf\UVYb'k]fX'b]W h'bi f'X]Y'E i U']hÀh'XYf
 6]Xi b[gUb[YVchY'j YfVYggYfbž'gcbXYfb'Ui W'X]Y'6Uff]YfYfY]\Y]h
 [Yk À\ f'Y]ghYb"

8]YgY'i bX'À\ b']WY'Dfc'Y_hY'j YfXYi h]WYbž'k]Y'k]W h[Y
 ð]h]Uh]j Yb'k]Y'X]Y'6Yf']bYf'GW'i 'VUi cZYbg]j Y'XUni 'VY]hfU[Ybž'X]Y
 ðZfUghfi _hi f'XYf'GW'i 'Yb'_cbh]bi]Yf']W'ni 'j YfVYggYfb'i bX'XYb
 6YXØfZb]ggYb'XYf'GWØ'Yf'[YfYW h'ni 'k YfXYb" '9]b'gWbY''Yg
 Jcf[Y\Yb']b'XYf'D'Ubi b['i bX'XYf'6Ui Ui gZØ\fi b['k]fX'Xi fW'Y']b
 a cXi 'UfYfYg'FYdUfUhi fgmghYa 'Yfa Ø[']W hž'XUg'gY]h'&\$%, 'ja
 F U\ a Yb'Y]bYg'FYU']g]Yfi b[gk YhVYk YfVg'Ybhk]W_Y'h'k]fX" 8 Ug
 ; Yk]bbYfVØfc'6fi bc':]cfYhh]'A Ufei Yn'; a V<' \Uh'Y]b'?cbnYdh
 Ybhk cfZYbž'XUg'gck c\`Àgh\Yh]gW'UbgdFYWYbX'U'g'Ui W
 Ži b_h]cbU'i bX'YZZ]n]Ybh']gh"

8]Y'?ca V]bUh]cb'j cb']bbc] Uh]j Yb'5fW]hY_hi fYb']b'XYf
 GW'i 'V]'Xi b['i bX'XYa 'j YfghÀf_hYb'9b[U[Ya Ybh'ZØf'bYi Y
 @Yfbi a [YVi b[Yb'a Uf_]Yfh'Y]bYb'k]W h[Yb'GW'f]h'h']b'XYf
 9bhk]W_i b['XYg'6Yf']bYf'6]'Xi b[ggY_hc'fg"': cfhgW fY]hYbXY
 A U» bU\ a Yb'ni f'J YfVYggYfi b['XYg'GW'i 'gmghYa g'g]bX'b]W h'bi f
 Ub[Yg]W h'g'XYf'j YfU'hYhYb' ðZfUghfi _hi f'bc'hk YbX][ž'gcbXYfb'Ui W
 ni f': ØfXYfi b['XYf'6]'Xi b[gei U']hÀh']b'XYf'< Ui dhghUXh"

8YhU]`g	
C fh	GWX i `ghfU» Y`- +ž'%%\$%+- `6Yf`]bž'8Yi hgWX`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • gdX!bYi _cY``b"XY • k k k "VYf`]b"XY

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