

@i l g\UfY`F cVch]Wg`ghUfhYh'6Ui`ZØf`* - \$
A]``]cbYb`]b`7\Ub[g\i`°

@i l g\UfY`F cVch]Wg`ghUfhYh'a]h`Y]bYa`* - \$!A]``]cbYb!8c``Uf!
Dfc`Y_h]b`7\Ub[g\i ži a`ϕXi ghf]YZcfgWxi b[`i bX
5i hca Uh]g]Yfi b[`ni`ghÅf_Yb"



7\Ub[g\i ž7\]bU`!`5a`&%":']&\$&)` \Uh`@i l g\UfY`F cVch]Wg`]b
7\Ub[g\i ž]Ub[gi žXYb`6Ui`gY]bYg`bYi`Yb`<Ui`dhg]hnYg`[`YghUfhYh`
8]YgYg`Dfc`Y_h]gh`b]Wx`h`bi`f`Y]b`k`Y]hYfYf`GW`f]h]b`XYf`
5i hca Uh]g]Yfi b[ghYWX`bc`c[]Yž`gcbXYfb`Ui`W`Y]bY`a`Ugg]j`Y
ϕj`Ygh]h]cbž`X]Y`a`]h`VYY]bXfi`W_YbXYb`)`A]``]UfXYb`FA`6`fWU`"* - \$
A]``]cbYb`!`G8`ē`ni`6i`W`Y`g`W`Å`[`h`8]Y`b`Yi`Y`9]b]W`hi`b[`k`]fX`g]Wx
ØVYf`Y]bY` :`Å`W`Y`j`cb`%()`"\$\$\$`E`i`UXfUha`YhYfb`YfghfYW_Yb`i`bX`]gh
HY]`XYf`7\Ub[g\i`ϕhY``][`Ybh`7`ca`di`h]b[`: `i`hi`fY`7]hmž`Y]bYa
Ni`_i`bZ`gd`fc`Y`hž`XUg`X]Y`FY`[]cb`U`g`<c`W`Vi`f[`XYf`HYW`bc`c[]Yb
YhUV`]YfYb`gc`""`8]Y`GW`k`Yfdi`b`_h`X]YgYf`bYi`Yb`9]b]W`hi`b[
`]Y[`Yb`]b`XYf` :`cfg`Wxi`b[`i`bX`9`bhk`]W`_i`b[`j`cb`ϕXi`ghf]YfcVchYfb
gck`]Y`]b`XYf`<`YfghY``i`b[`]bhY``][`YbhYf`5i`gfØghi`b[`Yb`i`bX
5i hca Uh]g]Yfi b[g`Øgi`b[`Ybž`k`]Y`hYWX`bcXY`W`ē`a`VYf]Wx`hY`h"

8 Ug`N]Y`VY]@ I g\UfY`F cVch]Wg`]gh`_`Uf.`8]Y`9]bf]W\hi b[`gc``b]W\h
bi f`c\Y`DfcXi _h]cbg_UdUn]h`hYb`YffY]W\Yb`z`gcbXYfb`Ui W\`Y]b
`A\`f`]W\Yg`DfcXi _h]cbgj`c`i a`Yb`j`cb`fi`bX`%\$`A`j`]UfXYb`FA`6`fM]fWU
%Z` , `A`j`]UfXYb`I`G8`E`UbghfYVYb``8]Y`D`Ubi b[`g]Y`h`X]Y
5bg]YXY`i b[`j`cb`Y`hk`U` "```\$`A`]hUfVY]hYfb`Z0f` :`cfgW\i b[`i`b`X
DfcXi _h]cb`j`cf``8]Yg`k`]fX`X]Y`6Ug]g`Z0f`Y]b`]b`Xi`ghf]Y``Yg`NYbhf`i`a
V]`XYb`z`XUg`U[`fUf]gW\Y`@]b]Yb`Yb`hk`]W_Y`h`z` ;`Yf`h`Y`VYgW\UZZ`h`i`b`X
GmghYa`Y`]b`hY[`f]Yfh`

Ni gUa a YbUfVY]h`Z0f` =b`bc`j`Uh]cb

9]b`k`]W\h[`Yf`GW`f]hh]b`F]W\hi b[`X]YgYg`N]Y`g`k`i`fXY`a`]h`XYf
;`f0b`Xi`b[`XYf`Gi`n`c`i``h`Y``[`Yb`h`F`c`V`c`h]Wg``h`Xi`ghf`m`=b`bc`j`Uh]cb
5``]UbW`k`A`f`Y`b`X`XYf` ;`fi`b`X`ghY]b`Y[`i`b[`j`c``nc[`Yb``@`I`g`U`f`Y
DfYW]g]cb`d`U`b`h`Y]b`Y`Yb[`Y`Ni`gUa`a`Yb`Uf`VY]h`a`]h`0VYf`&\$
Z0`f`Y`b`X`Y`b`I`b`h`Y`f`b`Y`a`Yb`Ui`g`X`Y`a``M]b[`hnY!8Y`hU`z`i`a``Y]b
f`c`Vi`ghYg`^2`_cgmghYa`Z0f` :`cfgW\i b[`i`b`X`9`b`hk`]W`i`b[`z
?`ca`a`Yfn]U`]g]Yfi`b[`i`b`X`]b`Xi`ghf]Y``Y`5`bk`Yb`Xi`b[`Ui`Zni`VUi`Yb``
8]YgY`GhfU`hY[`]Y`_0`b`b`h`Y`X`Y`f`G`W`X`0`ggY`g`Y]b`z`i`a``XYb
hYW\bc`c`[`]gW\Yb` :`c`f`h`g`W`f]hh]b`X`Y`f`F`Y[`]cb`j`c`f`Ubni`hfY]VYb`z`k`]Y`
Zi`hi`bb`"W`c`a` `Y`f`j`c`f`Y`V`h`

8]Y`<`Yf`Ui`gZ`c`f`X`Y`fi`b[`Yb`X`Y`f`5`i`h`ca`Uh]g]Yfi`b[`]a` `[`c`V`U`Y`b
A`U`g`h`U`V`g]b`X`Y`b`c`f`a` ``@`Ui`h`]**h!`n`c`c`a` "X`Y`[`]V`h`Y`g`k`Y`h`k`Y]h`Y]b`Y
_`U`f`Y`F`U`b[`c`f`X`bi`b[`z`k`Y`b`b`Y`g`i`a``X]Y`Bi`h`ni`b[`j`cb
=b`Xi`ghf]Y`f`c`V`c`h`Y`fb[`Y`h`G]b[`U`di`f`]Y[`h`a`]h`Y]b`Y`f`F`c`V`c`h`Y`f`X]W\h`Y
j`cb`-`%`,`F`c`V`c`h`Y`fb`d`f`c`%\$`\$`\$`\$`5`f`V`Y]h`b`Y`a`Y`f`U`b`X`Y`f`G`d]h`n`Y`z
[`Y`Z`c`[`h`j`cb`G0X`_`c`f`Y`U`i`b`X`d`U`b``8]YgY`@`b`X`Y`f`V`Y`k`Y]g`Y`b`z`X`U`g`g
Y]b`Y`c`Y`F`c`V`c`h`Y`f`X]W\h`Y`Y`b`h`g`W\Y]X`Y`b`X`]g`h`Z0f`X]Y`9`Z]n]Y`b`n`i`b`X
K`Y`h`h`V`Y`k`Y`f`V`g`Z`A`][`_`Y]h]b`X`Y`f`D`f`c`Xi`_h]cb``7`]\`b`U`]\`b[`Y[`Y`b`n`Y][`h
Y]b`X`m`b`U`a`]g`W\Y`g`K`U`W`g`h`i`a``i`b`X`V`Y`Y[`h]b`nk`]g`W\Y`b`X`Y`b`%)``D`U`h`n
]a`6`Y`f`Y]W\`X`Y`f`F`c`V`c`h`Y`f`X]W\h`Y`z`a`]h`Y]b`Y`f`g`h`U`f`_`Y`b`5`i`g`f]W\hi`b[`Ui`Z
5`i`h`ca`c`V]`Z`Y`f`h][`i`b[`i`b`X`9`Y`_`h`f`c`b]_`**

A]h`X`Y`a`b`Y`i`Y`b`<`U`i`d`h`g]h`n`a`0`W`h`Y`@`I`g`U`f`Y`F`c`V`c`h]Wg`b]W\h`b`i`f`]b
X`Y`f`Y`a`]g`W\Y`b`G`h`U`X`h`7`]\`U`b[`g`i`z`g`c`b`X`Y`f`b`Ui`W\`]b`h`Y`f`b`U`h]c`b`U`
5`_`n`Y`b`h`Y`g`Y`h`n`Y`b`i`b`X`n`i`Y]b`Y`a`Z0`f`Y`b`X`Y`b`5`_`h`Y`i`f`]b`X`Y`f
]b`Xi`ghf]Y``Y`b`5`i`h`ca`Uh]g]Yfi`b[`k`Y`f`X`Y`b``8]Y`G`W`f]h`h`Y`z`X]Y`]\`Y`f`

i bhYfbca a Yb`k YfXYbž'g]bX`YbhgW\Y]XYbXž'i a `]b`Y]bYa `g]W
ghÀbX][`k UbXY`bXYb`A Uf_h`k YhVYk YfVgZÀ\][`ni `V`Y]VYb`i bX
Æbcj Uh]cbYb`j cfUbni hfY]VYb"

8YhU]`g	
C fh	7\Ub[g\i ž7\]bU
E i Y`Yb	<ul style="list-style-type: none">• hYW\ bcXY"WŁa• bYk g"Zi hi bb"WŁa• k k k "]h!ncca "XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`k ca , +"XY