

J YfhY]X][i b[g]bj Ygh]h]cbYb`]b`9i fcdU
YI d`cX]YfYb.`) ž&`A]`]UfXYb`I G!8c`Uf°

⊕j Ygh]h]cbYb`]b`J YfhY]X][i b[ghYWXbc`c[]Y`]b`9i fcdU`ghY][Yb
ghUf_ž[Yhf]YVYb`j cb`[Ycdc`h]gWX Yb`GdUbbi b[Yb`i bX
bYi Yb` : ÒfXYfi b[Yb"



9i fcdUž`9i fcdU`!`⊕`XYf`K`Y`h`XYf`J`YfhY]X][i b[ghYWXbc`c[]Y`hi h
g]WX`XYfnY]hj`jY`"⊕`a`⊕`⊕`f`&\$&(`gh]Y[Yb`X]Y`⊕j Ygh]h]cbYb`]b`9i fcdU
Ui ZgUhhY`) ž&`A]`]UfXYb`I G!8c`Ufž`Y]b`VYa`Yf`_Yb`gk`YfhYf`Ni`k`UWX`g
j`cb`" ` \$i`]`bb`Yf`U`V`j`cb`nk`Y]`⊕`⊕`f`Yb`"8c`WX`k`Ug`hfY]Vh`X]YgYb
K`Ub`XY`U`b`3`G`WX`Ui`h`a`Ub`g]WX`X]Y`U`_hi`Y`Y`b`9b`hk`j`W`_i`b[Yb
[YbUi`Yf`Ub`ž`k`]f`X`XYi`h`]WX`ž`X`Ugg`9i fcdU`Yb`X`]WX`Ui`Z`c`h`ž`b`UWX`XYa
Yg`U`b[Y`\\]b`hYf`XYb`I`G5`ni`f`Ø`W`_`YV`]YVYb`]gh`"9]b`?`Uh`U`mg`Uhc`f`k`Uf
X]Y`A`Ø`b`WX`b`Yf`G]WX`Yf`Y]hghU[i b[`]a` :`YVfi`Uf`&\$&) ž`k`c`g]WX`X]Y
B5HC!A`j[h` `]Y`XYf`ni`f`J`YfhY]X][i b[gdc`h]_`bYi`d`cg]h]cb]YfhYb`"A`Ub
d`Ub`h`ž`a`]b`XY`gh`Y`bg`&ı`X`Y`g`6`⊕`D`Z`Ø`f`J`YfhY]X][i b[`Ui`gni`[`YVYb`
a`Ub`WX`Y`@`Ab`XYf`n]Y`Yb`gc[Uf`Ui`Z`)`ı`UV`"⊕`Ui`h`**HUm`c`f`K`Ygg]b[**
Z`Ø`f`h`XYf`5`b`gh]Y[`XYf`Ò`ZY`b`h]WX`Yb`A`]h`Y`ni`Y]b`Ya`j`Yf`gh`Å`f`_h`Y`b
⊕`h`Y`f`Y`gg`Y`VY`]d`f`j`Uh`Yb`⊕j`Y`gh`c`f`Yb`"

8]Y`B UWX ZfU[Y`bUWX`j]b b c j Uhj] Yb`J YfhY]X][i b[g`Ògi b[Yb`k ÀWX ghž
XcWX`X]Y`i`]bUbn]Yfi b[g`UbXgWX UZh]gh`V]g`Ub[`bcWX`j c fg]WX h]["
<]ghc f]gWX`[YgY`Yb`UVYb`g]WX`d f]j UhY`b j Yghc fYb`Ui Z[fi bX`j c b
9]bgWX f`Àb`_i b[Yb`j]b`DUfhbYfgWX UZhYbž`@]nYbn]Yfi b[gf]WX h`j]b]Yb`Ub
l b]j Yfg]h`hYb`i bX`Ub[Yb`6YgWX UZZi b[gnm`Yb`ni fØW`[Y`U`hYb`"
Bi b`UVYf`ÀbXYfb`g]WX`j]Y`Y`X]YgYf`6Uff]YfYb``9]b`bYi Yg
J YfhY]X][i b[g]b b c j Uh]c b g n Y b h f i a`XYf`Vf]h]gWX Yb`F Y[]Yfi b[`gc`
]b b c j Uhj] Y`l b h Y f b Y`a Yb`Yfa i h][Yb`i bX`X]Y`Ni gUa`a YbUfVY]h
nk]gWX Yb`[fc» Yb`F Øghi b[g`c b n Y f b Y b`i bX`GhUfh`i dg`ZØfXYfb`"

K UWX ghi a g]a di`gY`i bX`5fVY]hgd`ÀhnY

5VYf`XUg`j]gh`bcWX`b]WX`h`U`Yg.`À`f`]WX`j]b] Ygh]YfYb`Yi fcdÀ]gWX Y
B5HC!@ÀbXYf`Yhk U`+&`A`j`]UfXYb`9i fc`j]b`F Øghi b["G]Y`gWX UZZYb
XUXi fWX`VYfY]hg`*`,\$`\$\$\$`5fVY]hgd`ÀhnY``9]bY`Ghi X]Y`nY][hžXUgg
_ØbZh][`gc[Uf`%ž`A`j`]c b Y b`5fVY]hgd`ÀhnY`Xi fWX`Yf`Ø`hY
J YfhY]X][i b[g]b] Ygh]h]c b Y b`[Yg]WX Yfh`k YfXYb`_Øb b h Y b``l a`X]Y
G]WX Yf`Y]hg`ØW`Yb`ni`gWX`Y» Yb`i bX`k Yb][Yf`UV`Àb[]j`j`c b`XYb
l G5`ni`gY]bž`g]bX`ni g`Àhn`]WX`*)`A`j`]UfXYb`9i fc`d fc`X`f`
YfZcfXYf`]WX`ž`i a`X]Y`J YfhY]X][i b[gUi g[UVYb`Ui Z`i`XYg`6`Ð`ni
`YVYb``8Ug`_]b[h`bUWX`Y]bYf`A Yb[Y`i`Y`X`ž`XcWX`hUhg`ÀWX`]WX
_Øb b h Y b`X]Y`J YfhY]X][i b[gUi g[UVYb`Y]b`_f`ÀZh][Yf`a di`g`ZØf`X]Y
[YgUa`hY`K`]fhgWX UZh`k YfXYb``@Ui`h`9M`_Øb b h Y`a Ub`XUa`]h`%)`+
A`j`]UfXYb`9i fc`Ub`ni g`Àhn`]WX`Yb`k`]fhgWX UZh]WX`Yb`5`_h]j`]h`hYb
gh]a`i`]YfYb`"

8]Y`dc`h]gWX Yb`gck]Y`k]fhgWX UZh]WX`Yb`F U`a YbVYX]b[i b[Yb
ÀbXYfb`g]WX`fUd]XY``6Y]gd]Y`gk Y]gY`]gh`XYf`5bhY]`XYf`B5HC!
A]h[`]YXYfž`X]Y`XUg`&i`!N]Y`ZØf`J YfhY]X][i b[gUi g[UVYb`YffY]WX`Ybž
j`c b`*`]a`X`f`&`\$`&%`Ui Z`&`i`[Ygh]Y[Yb``9i fcdU`U`h]b]g[YgUa`hY]b
J YfhY]X][i b[g]b] Ygh]h]c b g XY Z]n]h]j`c b`,`)`\$`A`j`]UfXYb`9i fc`gY]h
&`\$`%(`Ui Z[Y`À`i`Zh``;`Y]WX`nY]h][`g]Y`h`XYf`A Uf`_hY]bYb`d cg]h]j`Yb
HfYbX`VY]`F Øghi b[gi b h Y f b Y`a Yb`.`]fa Yb`k]Y`659`GmghYa`g`i bX
F`Y]ba`YhU``UVYb`]a`X`f`&`\$`&`i`]fY`5`_h]Yb`_i fgY`i a`a`Y`f`U`g
)`\$i`Yf`Ø`h`i`Y]b`NY]WX`Yb`ZØf`XUg`c`Y`J YfhfUi`Yb`]b`XYb`GY`_hcf`"

8]Y`Ni`_i`bZh`XYf`J YfhY]X][i b[ghYWX bc`c`c[]Y

K]Y`g]Y\h'X]Y`Ni`_i`bZh'Ui`g3'8]Y`5fh'i`bX`K`Y]gYž'k`]Y`?`f]Y[`Y`[`YZ0\`fh`k`YfXYbž`j`YfÅbXYfh'g]W`"5bghUhh'Ui`ZhYi`fYž`[`fc»`Ub[`Y`Y[`hY`K`UZYb`ni`gYhnYbž'k`]fX`XYf':`c`_i`g`]a`a`Yf`a`Y\`f`Ui`Z`_c`ghYbYZZ]n]YbhY`@0gi`b[`Yb`a`]h`a`cXYfbghYb`HYW`bc`c`[`]Yb`[`Y`Y[`h`Df]j`UhY`b`j`YghcfYb`Yf`_YbbYb`ni`bY\`a`YbX`X]Y`K`UW`ghi`a`gW`UbW`b`]a`j`YfhY]X][`i`b[`gVYfY]W`ž`k`Ug`Xi`fW`X]Y';`f0bXi`b[`bYi`Yfž`j`YfhY]X][`i`b[`gZc`_i`gg]YfhYf`J`7!:`cbXg`i`bhYfgh0hnh'k`]fX`"b`XYb`Y`hnhYb`š\`fYb`g]bX`Ui`W`U`[`Ya`Y]bY`J`7!:`cbXg`Ui`ZX]YgYb`Ni`[`Ui`Z[`Ygdfi`b[`Ybž`k`Ug`X]Y`5i`ZhY]i`b[`nk`]gW`Yb`Xi`U`!`di`fdcgY`i`bX`fY]b`XYZYbg]j`Yb`HYW`bc`c`[`]Yb`j`YfghÅf`_h`"8Yf`HfYbX`nY][`h`Ui`W`ž`XUgg`9G;`!:`cbXg`f9bj`]fcb`a`YbhU`ž`GcW]U`ž`UbX';`cj`YfbUbW`Ł`]b`XYb`J`YfhY]X][`i`b[`ggY`_hc`f`]bj`Ygh]YfYb`i`k`]Y`X]Y`HUhgUW`Yž`XUgg`J`YfhY]X][`i`b[`gU`_h]Yb`]b`X]YgYb`i`cbXg`j`cb`&ž`+`A`j`]UfXYb`9i`fc`]a`YfghYb`E`i`UfhU`&\$&&`Ui`Z',`ž(`A`j`]UfXYb`9i`fc`]a`j`]YfhYb`E`i`UfhU`&\$&(`Ubgh]Y[`Yb`"

5VgW`]Y»`YbX`"Åggh'g]W`gU[`Ybž`XUgg`X]Y`J`YfhY]X][`i`b[`g]bXi`ghf]Y`j`cf`Y]bYf`F`Yj`c`i`h]cb`ghY\`hž`X]Y`b]W`h`bi`f`bYi`Y`Z]bUbn]Y`Y`A`]hY`ž`gcbXYfb`Ui`W`bYi`Y`DUfhbYfgW`UZhYb`i`bX`HYW`bc`c`[`]Y`Zc`fhgW`f]hhY`a`]h`g]W`Vf]b[`h`"8]Y`J`YfÅbXYfi`b[`Yb`]b`XYf`J`YfhY]X][`i`b[`gghf`UhY`[`]Y`g]bX`a`Y\`f`U`g`bi`f`V0fc`_fUh]gW`Y`i`a`ghY`i`b[`Yb`i`g]Y`g]bX`Y]bY`FYU`_h]cb`Ui`ZX]Y`g]W`j`YfÅbXYfbXYb`[`Ycdc`]h]gW`Yb`@UbXgW`UZh`i`bX`XUg`GhfYVYb`bUW`a`Y\`f`i`bUV`Åb[`][`_Y]h`Z0f`9i`fcdU`"5i`W`k`Ybb`X]Y`<`YfUi`gZcfXYfi`b[`Yb`nU\`fY]W`g]bXž`g]hnYb`j`]Y`Y`]a`Ni`[`XYf`J`YfÅbXYfi`b[`i`i`bX`XUg`a`UW`h`XYZ]b]h]j`bYi`[`]Yf][`Ui`ZX]Y`bÅW`ghYb`GW`f]hhY`"

8YhU]`g	
Cfh	9i fcdUž`9i fcdU
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "hUm`c`fk`Ygg]b[`"WŁ`a • a`c`b`Y`mk`YY`_"WŁ`a • k k k "Ym"WŁ`a

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