

5G9`HYW\bc`c[m`VY[Y]ghYfh. '* - \$
A]``]cbYb`BH` ZØf`bYi Y`5b`U[YbVUi !
J YfhfÀ[Y`

5G9`HYW\bc`c[m`<c`X]b[`i bhYfnY]W\byh`a `& '\$&)
5b`U[YbVUi !J YfhfÀ[Y`ja `K Yfhj cb`* - \$`A]``]cbYb`BH` ZØf
]bbcj Uh]j Y`Dfc`Y`_hY"



HU]k Ub`!`K Ug`hi`hg]W\`VY]`5G9`HYW\bc`c[m3`5`_hi`Y``[]Vh`Yg
gdUbbYbXY`BYi][_Y]hYb`Ui`g`XYa`6YfY]W\`5b`U[YbVUi`"8]Y
HcW\hYf[YgY``gW\UZh`XYg`i bhYfbY\`a Ybg`\Uh`J YfhfÀ[Y`a]h`Y]bYa
; YgUa`hk`Yfhj`cb`VYY]bXfi`W`YbXYb`* - \$`A]``]cbYb`BH`
i bhYfnY]W\byh`k`jY`A`Uf`_YhgWfYYbYf`VYf]W\hYh`"8]YgYf`GWf]h`]gh
HY]`Y]bYf`i`a`ZUb[fY]W\Yb`9l`dUbg]cbž`X]Y`XUg`i bhYfbY\`a Yb
UbgfhYVh`i`a`]\fY`Dfc`Xi`_]cbg`_UdUn]h`hYb`ni`Yf`\Ø`Yb"

8Yf`GW`i`gg_i`fg`XYf`5G9!5`_h]Y`Ua`%("'& '\$&)'`VYhfi`[]%(, ž) \$
HK`8`ž`a`]h`Y]bYa`"Y]W\hYb`FØW_[Ub[]j`cb`%ž\$`\$`i`ja`J`Yf[]Y]W\`ni`a
J`cfhU[]"8YbbcW\`_Ubb`Y]bY`dcg]h]j`Y`9bhk`]W`i`b[]ØVYf`X]Y`YhnhYb

ZØbZHU[Y'ZYgh[YghY`h'k YfXYbž'a]h'Y]bYa 'D'i g'j cb`' ž%&i "'=a
V]g\Yf][Yb'ž\Xf'\Uh'X]Y'5_h]Y'YXcW', ž' 'i' 'Ub'K Yfhj Yf'cfYbž
k Ug'Ui ZX]Y'i bVYghÅbX][Y'A Uf_h'U[Y'\]bXYi hYh''8Yf'U_hi Y''Y
A Uf_hk Yfh'j cb'5G9'HYW'bc`c[m'Y[h'VY]'* () 'A]''UfXYb'HK 8ž'i bX
5bU'mghYb'Ya dZY\Ybž'X]Y'5_h]Y'ni' _Ui ZYbž'a]h'Y]bYa 'a]hh'YfYb
?i fgn]Y''j cb`%* +ž%, 'HK 8ž'k Ug'Y]bYb'5VghUbX'j cb`%&ž) , 'i' 'ni a
U_hi Y''Yb'DfY]g'VYXYi hYh''

@Y]ghi b[gXUhYb`i bX`ni _ØbZh][Y'Dfc[bcgYb

Ni fØW'ni f'Øb[ghYb`@Y]ghi b[. '8Yf'i a gUhn'XYg'i bhYfbY\ a Ybg
gh]Y['ja' ž b]i a ') ž) 'i' 'ja' JYf['Y]W'ni a' Jcfa cbUh''8Ug']gh'Y]b
Yfž]gW'YbXYg'NY]W'Yb'bUW'Y]bYf'F'Y]\Y'j cb'gW'k ÅW'YfYb
A cbUhYb''žXcW']gh'Ui W'Y]b'5bgh]Y['XYf'5b`U[YbVUi j YfhfÅ[Y'ni
j Yfa Y'XYbž'XYb'X]Y'HcW'hYf[YgY'gW'UZh'Ua' '%' ž' ']'&\$&) 'a]h
Y]bYa' ; YgUa hk Yfh'j cb`&ž- ('A]''UfXYb'BH'j YfnY]W'bYb'_cbbhY''
8]YgY'VYY]bXfi W_YbXY'Gi a a Y'nY][h'XUg'J Yfhf'Ui Yb']b'X]Y
hYW'bc`c[]gW'Y'K Y]hYfYbhk]W'ni b['j cb'5G9'i bX'XYfYb': Å\][_Y]hž
g]W'Ua' 'A Uf_h'ni' 'VY\Ui dhYb''

8]Y'9bhYfdf]gY'J U'i Y'fØJ Ě'\Uh'g]W'Ui Z'+- ' 'A]''UfXYb'HK 8
Y]b[YdYbXY'hž'a]h'Y]bYa 'DfY]g!; Yk]bb!J Yf\Å'hb]g'fP; J Ěj cb`%(ž*
ZØf'&\$&) 'i bX`%%ž' 'ZØf'&\$&*''8]Yg'_ØbbhY'ZØf'žj YghcfYb'j cb
žhYfYggY'gY]bž'X]Y'Y]b[i hYg'< ÅbXW'Yb'ZØf'F'YbX]hY'gi W'Yb''
Dfc[bcgYb'ni Zc`[Y'k]fX'XYf'i a gUhn'ja' ž\Xf'&\$&) 'Ui Z'*) %
A]''UfXYb'HK 8'ghY][Ybž'a]h'Y]bYa 'BYhcfYf[YVb]g'j cb`(' ž+(
A]''UfXYb'HK 8'' : Øf'&\$&*''Y[Yb'X]Y'GW'Åhni b[Yb'VY]' +&,
A]''UfXYb'HK 8'i a gUhn'i bX') *ž) 'A]''UfXYb'HK 8'BYhcfYf[YVb]g''

HYW'bc`c[]gW'Y'žbcj Uh]cbYb`i bX
ghfUhY[]gW'Y'GW'f]hhY

5G9'HYW'bc`c[m'V'Y]Vh'Ui W']b'hYW'bc`c[]gW'Yb': fU[Yb'b]W'h
ghY\Yb''8]Y'9fk Y]hYfi b['XYg'9]bgUhnYg'XYf'? ≠B UgYbhYW'bc`c[]Y
]b'< U'V'Y]hYfZUVf]_Yb']gh'Y]b'GW'f]hž'XYf'X]Y'DfcXi _]cbgei U']hÅh
i bX'![YgW'k]bX][_Y]h'Yf\YV']W'j YfVYggYfb'_ØbbhY''Ni XYa' k]fX
Ub'XYf'DfØZi b['XYg'5i gVUi g'XYf'5Xj UbW'X!DUW_U[]b[!

? UdUn]hÅhYb`]b`XYb`J YfY]b][hYb`GhUUhYb`[YUfVY]hYhž`k Ug`XUg
 [`cVU`Y`9b[U[Ya`Ybh`XYg`l bhYfbY\`a`Ybg`i bhYfghfY]W`h`8Yf
 9fk YfV`j cb`A UgW`]bYb`]a`K Yfh`j cb`%ž%%`A]``UfXYb`B H`i bX
 k Y]hYfYb`VYXYi hYbXYb`≠j Ygh]h]cbYb`XYi hYh`XUfUi Z`\]bž`XUgg`5G9
 gY]bY`hYW`bc`c[]gW`Yb`: Å\][_Y]hYb`k Y]hYf`ghÅf`_Yb`k]``

8Yf`U`_hi`Y``Y`GhfYi`VYg]hn``]Y[h`VY]`+' ž&(`i`ž`k Ug`VYXYi`hYhž`XUgg
 Y]bY`VYhfÅW`h]W`Y`A`Yb[Y`XYf`5`_h]Yb`]b`XYb`<`ÅbXYb`j`cb`VfY]hYb
 5b`Y[Yf[fi`ddYb`]gh`8]Yg`_ÖbbhY`XUg`l`bhYfbY\`a`Yb`ghUV]`Yf
 a`UW`Ybž`k`Å\`fYbX`Yg`bYi`Y`ghfUhY[]gW`Y`N]Y`Y`j`YfZc`[`h`

Ni`gUa`a`YbZUggYbX`nY][h`5G9`HYW`bc`c[m`VYY]bXfi`W`_YbXY
 :`cfhgW`f]hhY`]b`gY]bYa` ;`YgW`ÅZhgZY`X``A`]h`XYa`i`Øb[ghYb`5bgh]Y[
 XYf`5b`U[YbVUi`j`YfhfÅ[Y`gck`]Y`XYf`dcg]h]j`Yb`l`a`gUhnYbhk`]W`_i`b[
 V`]W`_h`XUg`l`bhYfbY\`a`Yb`cdh]a`]gh]gW`]b`X]Y`Ni`_i`bZ``J`YfZc`[`Yb
 G]Y`X]Y`9bhk`]W`_i`b[Ybž`XYbb`\`Yf`_ÖbbhY`g]W`]b`XYf`bÅW`ghYb
 NY]h`bcW`Y]b][Yg`hi`b``: Øf`k`Y]hYfY`8YhU]`g`i`bX`9bhk`]W`_i`b[Yb
 fi`bX`i`a`5G9`VYgi`W`Yb`G]Y`Ui`W`X]Y`i`a`ZUggYbXYb`≠Zcfa`Uh]cbYb
 Ui`Z`A`Uf`_YhgWfYYbYf`i`bX`X]YgYf`GY]hY`

8YhU]`g	
Cfh	HU]k`Ub
Ei`Y``Yb	<ul style="list-style-type: none"> • XY`"a`Uf`_YhgWfYYbYf`"W`c`a • W`X`"a`Uf`_YhgWfYYbYf`"W`c`a • a`!XY`"a`Uf`_YhgWfYYbYf`"W`c`a

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