

œUbbU'@Yk]W_U. 'B Yi Y
GWk Ui gd]Y`X]fY_hcf]b`]b`GWk k Yf]b`UV
&\$&* °

œUbbU'@Yk]W_U`k]fX`UV`&\$&*`GWk Ui gd]Y`X]fY_hcf]b`Ua
A YW`YbVi f[]gWk Yb`GhUUhgh\YUhYf`GWk k Yf]b`i`bX`Vf]b[h
]bhYfbUh]cbU`Y`9fZU\fi b[`a`]h"



GWk k Yf]bž`8 Yi hgWk`UbX`!`9]b`Zf]gWk Yf`K`]bX`k`Y\h`Xi`fWk`g
H\YUhYf`]b`GWk k Yf]b. `œUbbU'@Yk]W_U`k]fX`UV`XYf`Gd]Y`nY]h
&\$&* #&\$&+`X]Y`@Y]hi b[`XYf`GWk Ui gd]Y`gdUfhY`Ua
A YW`YbVi f[]gWk Yb`GhUUhgh\YUhYf`ØVYfbY\`a`Yb``8]Yg`[UV`XUg
H\YUhYf`_Øfn`Wk`]b`Y]bYf`DfYggYUi`ggYbXi b[`VY`Ubbh``8]Y`]b
Dc`Yb`[YVcfYbY`FY`[]ggYi f]b`Vf]b[h`Y]bY`: Ø`Y`Ub`]bhYfbUh]cbU`Yf
9fZU\fi b[`a`]hž`X]Y`g]Y`gY]h`&\$&` `]b`8 Yi hgWk`UbX`i`bX`Dc`Yb`gck`]Y
]b`nU\`fY]Wk`Yb`UbXYfYb`@AbXYfb`[YgUa`a`Y`h`\Uh``≠`fY`j`]Y`gY]h[]b
Dfc`Y`_hY`i`bX`9b`[U[Ya`Yb`hg`]b`XYf`H\YUhYfk`Y`h`g]bX
VYY]bXfi W`YbX`i`bX`nY][`Yb`]\`fY`@Y]XYbgWk`UZhi`bX`?`fYUh]j`]h`h"

@Yk]W_Už'X]Y'F Y[]Y'Ub'XYf'<cW\gW\i'Y'ZØf'A i g]_i bX
8UfghY''YbXY'?i bgh]b': fUb_Zi fh#A U]b'ghi X]YfhYž'\Uh'VYfY]hg'Ub
fYbca a]YfhYb'6Ø\bYb'[YUfVY]hYhž'XUfi bhYf'Ua 'J c`_gh\YUhYf
F cghcW_ž'GhUUhgh\YUhYf'K]YgVUXYb'i bX'HYUhf'K gdĭ WhYgbm
GhYhh]b''Ni]\fYb'VYa Yf_Ybgk YfhYghYb'5fVY]hYb'nÅ\`h]\fY
≠gnYb]Yfi b['j cb' 5bh][cbY ž'X]Y']\f'&\$&('XYb'8Yi hgWYb
H\YUhYfdfY]g'8Yf': Ui gh'Y]bVfUW\hY''5i W]\fY'≠hYfdfYhUh]cb'j cb
G\U_YgdYUfYg' Gca a YfbUW\hghfUi a 'k i fXY'&\$%&'U'g
?i `hi fYfY][b]g'XYg'≠\fYg']b'XYf': UnYhU'K mVcfWhU'[YZY]Yfh''8]YgY
5i gnY]W\bi b[Yb'VYnYi [Yb']\f': YgdØf'ZØf'dUW_YbXY
≠gnYb]Yfi b[Yb'i bX']\fY': Å\][_Y]hž'a cXYfbY'H\Ya Yb'Ui ZX]Y
6Ø\bY'ni 'Vf]b[Yb''

9b[U[Ya Ybh'i bX'6]`Xi b[

8cW '@Yk]W_U'VYgW\fÅb_h]g]W\`b]W\h'bi f'Ui ZX]Y'6Ø\bYbUfVY]h"
GY]h'&\$%) 'Yb[U[]Yfh]g]Y'g]W\`fY[Y'a Å»]['a]h'XYf'?\a Yf
7ca a i b]hm'8Yj Y`cda Ybh'fP'78Ł']b'?Ua VcXgW\U''<]Yf'gYhnh]g]Y
X]Y'A Yh\cX]_`XYg': cfi a 'H\YUhfY'j cb'5i [i ghc'6cU`Y]b'i bX
ZØfXYfh'XYb'?UdUn]hÅhgUi ZVUi 'ZØf`c_U'Y'c f[Ub]gUh]cbYb''≠f
: c_i g`]Y[h'XUVY]'Ui Z'?cbZ]_ha UbU[Ya Ybh'i bX'XYa 'GW\i hn
Yh\b]gW\Yf'A]bXYf\Y]hYb''Ni XYa 'Y\fh]g]Y'Ub'XYf'I A 7G
I b]j Yfg]hÅh]b'@ V']bž'k c'g]Y'H\YUhYfk]ggYbgW\UZh'ghi X]YfYbXYb
bÅ\Yf'Vf]b[h''≠fY'9fZU\fi b[Yb'fY]W\Yb'j cb'XYf'≠gnYb]Yfi b[
_`Ugg]gW\Yf'GhØW_Y'k]Y'HgW\YW\ck g' 8]Y'A Øk Y 'V]g'\]b'ni
a cXYfbYb'DfcXi _h]cbYbž'X]Y'[YgY`gW\UZh]W\Y'H\Ya Yb
Ui Z[fY]ZYb''

8]YgY': Å\][_Y]hYb'i bX']\fY']bhYfbUh]cbU'Y'DYfgdY_h]j Y'k YfXYb
g]W\Yf'W\`Zf]gW\Yb'K]bX']bg'GW\k Yf]bYf'H\YUhYf'Vf]b[Yb''8]Y
GW\Ui gd]Y`gdUfhY'k]fX']b'XYf'Gd]Y'nY]h'&\$&) #&*`ni bÅW\gh]j cb
B]bU'GhY]b\`VYf'[Y`Y]hYhž'VYj cf'@Yk]W_U'ja '5i [i gh'&\$&*`ni
\fYa 'bYi Yb'5a h'_ca a h''≠fY'J cfZfYi XY'Ui ZX]YgY
<YfUi gZcfXYfi b['j]gh'XYi h]W\ž'i bX'j]Y`Y'ja 'H\YUhYf'ZfYi Yb'g]W\
Ui ZX]Y'bYi Y`Y'fU'i bhYf']\fYf'@Y]hi b[''

9]b'6`]W_']b'X]Y'Ni _i bZh

æUbbU`@Yk]W_U`\\Uh`Y]b`YWX`hYg; YgdØf`ZØf`XUg`H\\YUhYf`i bX`bi hnh
]\\fY`D`UhhZcfa`b]W`h`bi`f`ZØf`_Øbgh`Yf]gW`Y`8`UfghY`i b[Ybž`gcbXYfb
 Ui W`ni`f`[YgY`gW`UZh]W`Yb`F`YZYI]cb`i`ÆfY`5fVY]hYb`k`i`fXYb`b]W`h
 bi`f`Ui`Z`XYf`6Ø`bY`[YZY]Yfhž`gcbXYfb`Ui`W`i]b`XYb`A`YX]Ybž`XU
 j`jY`Y`]`\\fYf`ÆgnYb]Yfi`b[Yb`ZØf`XUg`ÖZYb`h]W`!fYW`h]W`Y`HJ
 j`YfZ]`a`hi`bX`i]a`<ØfZ`b`_`[YgYbXYh`k`i`fXYb`"Ni`XYa`k`i`fXYb`]`\\fY
 bYi`YghYb`Dfc`Y`_hY`k`jY`XUg`YI`dYf]a`YbhY`Y`GhØW`_`J`i`j`U`i`bX`X]Y
 DfcXi`_h]cb`H\\Y`8f]j`Yf`Ygg`ž`X]Y`Ui`Z;`cYh\\Yg;`Ui`gh`VUg]Yfhž]b
]bhYfbUh]cbU`Yb`i`Ygh]j`U`g`df`ÅgYbh]Yfhi`bX`ZUbXYb`[`fc»`Yb
 5b`_`Ub`[`"

8`Ug`A`YW`_`YbVi`f`[]gW`Y`GhUUgh\\YUhYf`k`]fX`a`]h`æUbbU`@Yk`]W_U
 Y]bY`Y]XYbgW`UZh]W`Y`i`bX`Yb`[`U`[]YfhY`?`Øbgh`Yf]b`Ub`gY]bYf`Gd]hY
 \\UVYbž`X]Y`Ub`X]Y;`Ya`Y]bgW`UZh`[`Ui`Vhi`bX`a`Y`\\fYfY
 X]gn]d`]bUf]gW`Y;`fYbnYb`a`]hY]bUbXYf`j`YfV]bXYh`"Æ`XYb
 _ca`a`YbXYb`\\fYb`k`]fX`g]W`nY][`Ybž`k`Y`W`Y`bYi`Yb`æ`di`gY`g]Y
 gYhYb`_Ubb`i`bX`k`]Y`g]Y`XUg`H\\YUhYf`]b`GW`k`Yf]b`k`Y]hYf`\\]b
 VYfY]W`Yfb`k`]fX"

K`Y]hYfY`ÆZcfa`Uh]cbYb`ØVYf`æUbbU`@Yk`]W_Ug`VYY]bXfi`W`YbXYb
 K`YfXY`[`Ub`[`i`bX`i]`\\fY`Dfc`Y`_hY`_ØbbYb`G]Y`Ui`Z`XYb`GY]hYb`j`cb`
**B`UW`h`_f]h]_ž`@Yk`]W_U`"cf`[`i`bX`GW`Y`gk`][`!<c`ghY]b]gW`Ya`
 @UbXYgh\\YUhYf`bUW`Y`gYb"**

8`YhU]`g	
C`fh	GW`k`Yf]bž`8`Yi`hgW`_`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"b`UW`h`_f]h]_"XY • `Yk`]W_U`"cf`[• k`k`k`"g`\\!`_UbXYgh\\YUhYf`"XY

6`Ygi`W`Yb`G]Y`i`bg`Ui`Z.`bU`[`!a`j`"XY