

F cW_ / ˘ \$' - /b/ ˘ \$' - /'GU]`&\$&) . 'A UZZUm
VY[Y]ghYfh': Ub g'Ui Z'XYf'A Y]b 'GWX]ZZ%'°

9f`YVYb`G]Y`X]Y`9j YbhfY]gY / ei chF cW_ / ˘ \$' - /b/ ˘ \$' - /
GU]`&\$&) / ei ch/Ui Z'XYf'A Y]b 'GWX]ZZ%'a]h'DYhYf'A UZZUm'
?cbnYfhYž`HU`_g'i bX'i bj Yf[Ygg`]WXY`9f`YVb]ggY`]b`Bcfk Y[Yb
i bX`8ÀbYa Uf_"



?]Y`ž`8Yi hgWX`UbX`!`8]Y`9j YbhfY]gY` F cW_` b`'GU]`&\$&) `Ui Z'XYf
A Y]b`GWX]ZZ%'ZUbX`j ca`" ` \$"`A U]`V]g') "' ð b]`&\$&) `ghUhh`i bX
j YfgdfUWX`i bj Yf[Ygg`]WXY`9f`YVb]ggY`ZØf`A i g]_!`i bX
?fYi nZU\fh]YV\UVYf" `8]Y`F Y]gY`ghUfhYhY`i bX`YbXYhY`]b`?]Y`i bX
ZØ\fhY`X]Y`DUggU[]YfY`ni`ZUgn]b]YfYbXYb`N]Y`Yb`]b`8ÀbYa Uf_`i bX
Bcfk Y[Ybž`XUfi bhYf`?cdYb\U[Ybž`?f]gh]Ub gUbX`i bX`C g`c" `HI =
7fi]gYg`\Uh`X]YgY`F Y]gY`]b`Ni gUa`a YbUfVY]h`a]h`XYa`VY`_UbbhYb
A i g]_Yf`DYhYf`A UZZUm`icf[Ub]g]Yfhž`XYf`Ui Z`X]YgYf`?fYi nZU\fh`XfY]
[fc»Y`?cbnYfhY`[UV" `a`H\YUhYf`XYf`A Y]b`GWX]ZZ%'Yf`YVhYb`X]Y
F Y]gYbXYb`Ui WX`5i Zhf]hhY`j cb`?Øbgh`Yfb`k]Y`ð`]Ub`DZØfhbYfž`H<9
@=] 9`GC 7`9HMž`Ghi X]c' `i bX`6`Øfb`DUi`gYb"

8]Y`VYgcbXYfYb`<][`][`hg`XYf`F`Y]gY`k`i`fXYb`]b`Y]bYa
Z0bZa`]b0h][`Yb`J]XYc`Ui`Z`XYa`M`ci`Hi`VY!`?`UbU`j`cb`HI`=7fi`]gYg
ZYgh[`Y`U`h`Yb`"DYhYf`A`UZZUm`Ai`»`YfhY`]b`X]YgYa`J]XYc`gY]bY
K`YfhgW`Å`hni`b[`Z0f`X]Y`Z`Ja`]`Å`fY`5`ha`cgd`Å`fY`Ub`6`cfX`ž`X]Y`B`Å`Y
ni`XYb`:`Ub`g`g`ck`]Y`X]Y`Ui`g[`YnY]W`b`Y`h`Y`5`_i`gh`_]a`H`Y`U`h`Y`f`
8`Uf0VYf`Y`]b`Ui`g`gd`f`U`W`A`UZZUm`0VYf`gY]b`Yb`6`Ygi`W`Ui`Z`XYf
6`f0W`_Y`i`b`X`X`Ug`H`fY`Z`Y`b`a`]h`?`Ud]h`Å`b`:`Y`cf[`Y`5`Y`j`f`cd`ci`cg`ž`XYf
VYfY]hg`]b`gY]b`Yf`?`]b`X`Y`h`Y]b`:`Ub`XY`g`A`i`g`_]Y`fg`k`Uf`

F`Y]gYj`Yf`Ui`Z`i`b`X`D`fc`[`f`Ua`a`

8`Ug`X`Y`h`U]`Y`fhY`D`fc`[`f`Ua`a`X`Y`f`F`c`W`_`b`GU]`!`J`Y`f`U`b`g`h`U`h`i`b`[
i`a`Z`U`g`g`h`Y`X]Y`Z`c`[`Y`b`X`Y`b`G`h`U`h]`c`b`Y`b`.

- `"\$)\$"&\$&).`5VZU`fh]b`?`]Y`f`%+.`\$\$`i`f`L`
- `"%\$)"&\$&).`5b`_i`b`Z`h]b`?`cd`Y`b`U[`Y`b`f`\$,`.\$`\$`i`f`i`&\$.`\$\$`
i`f`L`
- `"\$*\$"&\$&).`G`Y`Y`h`U[`
- `"\$*\$"&\$&).`<`U`h]b`?`f]gh]U`b`g`U`b`X`f`\$,`.\$`\$`i`f`i`%`,`.\$`\$`
i`f`L`
- `\$`"\$*\$"&\$&).`6`Y`gi`W`j`cb`C`g`c`f`\$,`.\$`\$`i`f`i`%`,`.\$`\$`i`f`L`
- `\$(`"\$*\$"&\$&).`G`Y`Y`h`U[`
- `)\$`"\$*\$"&\$&).`5b`_i`b`Z`h]b`?`]Y`f`\$*`.`\$`i`f`L`

8`Ug`F`U`a`Y`b`d`f`c`[`f`Ua`a`i`a`Z`U`g`g`h`Y`Ui`W`h`U`_fi`b`X`Y`b`ni`f`
A`i`g`_]V`f`U`b`W`Y`i`b`X`ni`?`f`Y`i`n`Z`U`f`h`Y`b`ž`a`c`X`Y`f]Y`fh`j`cb`i`k`Y`6`U`b`"
D`f`Y]g`]W`gh`U`f`h`Y`h`Y`b`X]Y`F`Y]g`Y`b`UV`%`*`(-`9`i`f`c`d`f`c`D`Y`f`g`c`b`]b`Y]b`Y`f`
=b`Y`b`_UV]b`Y`ž`i`b`X`X]Y`D`f`Ya`]i`a`!`=b`_i`g]j`Y]gh`i`b[`Y`b`V`Y]b`U`h`Y`h`Y`b`
G`d`Y]g`Y`b`ž`:`Y`h`Å`b`_Y`ž`X]Y`B`i`h`mi`b[`X`Y`g`GD`5`!`6`Y`f`Y]W`g`g`ck`]Y`
H`f]b`_[`Y`X`Y`f`"Ni`X`Y`a`k`U`f`Y]b`H]W`_Y`h`Z0f`Y]b`Y`g`X`Y`f`D`Y`h`Y`f`A`UZZUm`
?`c`b`n`Y`f`h`Y]a`D`f`Y]g`Y`b`h`U`h`Y`b`"

K`Y]h`Y`f`Y`=b`Z`c`f`a`U`h]c`b`Y`b`i`b`X`6`i`W`i`b`[`

8`Y`f`6`i`W`i`b`[`g`g`h`U`f`h`Z0f`X]Y`9`j`Y`b`h`f`Y]g`Y`k`i`f`X`Y`Ui`Z`X`Y`b`)"`
8`Y`n`Ya`V`Y`f`&\$&(`i`a`\$`-`.`\$`i`f`Z`Y`gh[`Y`Y[`h`HY]`b`Y`a`Y`f`a`i`g`g`h`Y`b`
a`]b`X`Y`g`h`Y`b`g`%`,`Å`U`f`Y`U`h`g`Y]b`c`X`Y`f]b`6`Y[`Y]h`i`b[`Y]b`Y`g`
9`fn]Y`i`b[`g`V`Y`f`Y`W`h]h`Y`b`f`Y]g`Y`b`"6`Y`g`c`b`X`Y`f`Y]h`Y`b`k`]Y`X`Y`f`

8 fYggWcXYž'XYf'_Y]bY'6UXYVY'_Y]Xi b[']'b'XYb'FYghUi fUbhg
 Yf'Ui VhYž'gck]Y'X]Y'J cf[UVYž'XUgg'F Ui WXYb'bi f'']b
 Ui g[Yk]YgYbYb'6YfY]WXYb'[YghUhhYh'k Ufž'k i fXYb'YVYbZU`g
 VY_Ubbh'[Y[YVYb"' : Øf'X]Y ; ÅghY']b'Gi]hYb'i bX'ž b]cf!Gi]hYb'k Uf
 i bVY[fYbnhYf'K @5B!Ni [Ub[']'b'XYb'a Y]ghYb'6YfY]WXYb
 j YfZØ[VUf"

8]Y'A Ø[']'W_X]h'Y]bYf'K]YXYf\c'i b['a]h'DYhYf'A UZZUm'Ub'6cfX
 V'Y]Vh'V]g`Ub['i b'_Uf"'8Yf'A i g]_Yf'Åi » YfhY'YXcW']b'XYa']]XYcž
 XUgg'Yf'g]WXYb'Ui ZY]b'K]YXYfgY\Yb'a]h'XYb': Ubg'Ub'6cfX'ZfYi hž
 k Ug'X]Y'<cZbi b['Ui Z'ni _ØbZh][Y'J YfUbghU'hi b[Yb'bÅ\fh"' : Øf
 a Y\ f'ž Zcfa Uh]cbYb'ni 'X]YgYf'Y]bn][Ufh][Yb'?'fYi nZU\fh\Uh'
 ? fYi nZU\fh'5_hi Y`Yg'gck]Y'?'fYi nZU\fh'K Y`Y'Ui gZØ\ f']WXY
 6Yf]WXYh'j YfØZZYbh]WXYh"

8YhU]`g	
Cfh	?]Y'ž'8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "_fYi nZU\fh!U_hi Y`Yg"XY • k k k "_fYi nZU\fhk Y`Y"XY

6Ygi WXYb'G]Y'i bg'Ui Z.'Y]bY!fY]gY"XY