

@c hhc! >JW_dch'Ua 'A]hhk cW\.'%'A]``]cb
9i fc`k UfhYb`Ui Z'G]Y`°

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`U_hi Y`Y`@chhc]Y\i b[`]b
GUUfVfØW_Yb`Ua`%'&"'đ b]`&\$&) `i bX`X]Y`; Yk]bbnU\`Yb"



GUUfVfØW_Ybž'8Yi hgW\`UbX`!'5a`%'&"'đ b]`&\$&) `ghY`hY`X]Y
@chhc]Y\i b[`]b ca`%'&"'đ b]`Y]b`VYgcbXYfYg`9fY][b]g`XUfž`XU`XYf
>JW_dch'Ui Z`%'A]``]cb`9i fc`Ub[Ygh]Y[Yb`k Uf`'8]Y`; Yk]bbnU\`Yb
ZØf`X]YgY`5i g`cgi b[``Ui hYhYb.`&'`-`'`%'(``&-`'``(``'``-`"
Ni gÄhn`]W\`k i fXY`X]Y`Gi dYfnU\`U`g`&-`[Ync[Yb`"8]Y`N]Y\i b[Yb
j cb`@chhc`*`Ui g`(-`Z]bXYb`fY[Y`a`Ä»][`gUa`ghU[g`i bX`a`]hhk cW\g
ghUhhž`k cVY]`X]Y`b`ÄW`ghY`N]Y\i b[`Ua`GUa`ghU[ž`XYb`%'(`"đ b]ž`i a
%-`.)`'I` \f`YfZc`[Yb`k`]fX`"@j`Y`ØVYf`XUg`đ`hYfbYh`_Ubb`a`Ub`X]YgY
JYfUbghU`hi b[Yb`gck c\`Ui Z`c`hhc`"XY`U`g`Ui W\`Ui Z`XYa`'Mci`Hi`VY!
?UbU`j`cb`@chhc`j`YfZc`[Yb`"8]YgY`đ`Zcfa`Uh]cbYb`k i fXYb`j`cb`XYf`
: i`XUYf`NY]hi b[`VYfY]h[YghY`h"

8]Y`HY]`bU\`a`Y`Ub`@chhc`*`Ui g`(-`]gh`ZØf`Gd]Y`Yf`UV`%,`đ`U\`fYb

a Ò[`]W ži bX`H]ddgWXY]bY`_ÖbbYb`gck c\`cb`]bY`U`g`Ui W`Ub
Ui hcf]g]YfhYb`5bbU\ a YghY`Yb`]b`8Yi hgW`UbX`Yfk cfVYb`k YfXYb`
8 Ug`A]bXYghU`hYf`ni f`HY`]bU\ a Y`gck]Y`XYf`5bbU\ a YgW`i gg`ZØf
X]Y`H]ddgWXY]bY`ž`XYf`a]hkc W`g`i a`% , l` \f`i bX`gUa ghU[g`i a`%
l` \f`ZYgh[Y`Y[h`]ghž`g]bX`k]W`h[Y`bZcfa Uh]cbYb`ZØf`U`Y`Gd]Y`Yf`
8]Y`?cghYb`ZØf`Y]b`H]ddZY`X`VYhfU[Yb`%ž&\$`9i fc`ni nØ[`]W`Y]bYf
6YUfVY]hi b[g[YVØ\ f`j cb`\$ž&\$`9i fc`"8]YgY`8UhYb`k YfXYb`Ui W`
j cb`@chhc [i fi`VYghÅh][h`

; YgW]W hY`i bX`9b hk]W`i b [

8]Y`YfghY`ÖZYb`h]W`Y`N]Y\ i b[`XYf`@chhc nU\`Yb`ZUbX`Ua`-`"
C`_hcVYf`%-`))]b`<Ua Vi f[`ghUhh`"9]b`š\ f`gdÅhYfž`Ua`%+`"š b]
%-`)*žk i fXY`X]Y`Gi dYfnU\`"]b`XUg`Gd]Y`Y]b[YZØ\ fh`l`fgdfØb[`]W`
i a ZUgghY`XUg`Gd]Y`Y]b`: cfa Uh] cb`+`Ui g` , žXUg`V]g`%-` , *
VY]VY\ U`hYb`k i fXY`"8Yf`9fZc`[j cb`@chhc`*`Ui g`(-`"Äggh`g]W`Ui W`
Ub`XYf`5bnU\`XYf`Y]b[YfY]W`hYb`Gd]Y`Ui žhfÅ[Y`UV`YgYb` , VYf`%\$
A]`]cbYb`5i žhfÅ[Y`k YfXYb`k ÖW`Yb`h]W`Y]b[YfY]W`hž`k Ug`XUg`
Gd]Y`ni f`VY`]YVhYghYb`ghUUh]W`Y`f`Ui VhYb`@chhYf]Y`]b`8Yi hgW`UbX`
a UW`h`"9g`[]Vh`_Y]bYb`šW`_dch]@]a]h`VY]`@chhc`*`Ui g`(-`ž`YXcW`
k]fX`bUW`%` f`c`c] Yf! : Ä`Yb`X]Y`C`VYf[fYbnY`YffY]W`h`

æa`F`U\ a Yb`XYf`FY[Y`ÄbXYfi b[Yb`k i fXY`UV`XYa`%"`Bcj Ya VYf`
&\$&`ZYgh[Y`Y[hž`XUgg`XYf`A`U]a`U`šW`_dch]j cb`) \$`A]`]cbYb`9i fc
bi f`Ui g[YgW`ØhhY`k]fX`ž`k Ybb`X]Y` ; Yk]bb`_UggY`%ž`U`gc`*
F]W`h[Y`d`i g`Gi dYfnU\`ž`YffY]W`h`k]fX`"æa`J`Yf[`Y]W`XUni` \Uh`XYf`
9i fc`šW`_dch`Y]bY`C`VYf[fYbnY`j cb`%&\$`A]`]cbYb`9i fc`"8]Y
7\UbW`b`Ui Z`XYb`<Ui dh[Yk]bb`]a`@chhc`"]Y[Yb`VY]`%ni
%`-` , ` , "%* \$ž`k Ug`VY]`Gd]Y`Yfb`c`ž`ZØf`Y]bY`gdUbbYb`XY`8]g`_i`gg]cb
gcf[h`

; Yk]bbj YfhY]`i b [`i bX`GhYi Yfb

8]Y`5i gnU\`i b[]j cb` ; Yk]bbYb`YfZc`[h`U`g`9]ba`U`VYhfU[ži bX`]b
8Yi hgW`UbX`ZU`Yb`Ui Z`@chhc[Yk]bbY`_Y]bY`GhYi Yfb`Ubž`k Å\ fYbX`
Ui g`ÄbX]gW`Y`Gd]Y`Yf`X]Y`Yk`Y]`][Yb`ghYi Yf`]W`Yb`F`Y[Y`i b[Yb
\`fYg`@UbXYg`VYUW`hYb`a`ØggYb`"8]Y`7\UbW`ž`a`]bXYghYbg`Y]bYb`
; Yk]bbhfY`ZYf`ni`"UbXYbž`"]Y[h`VY]`%ni`"%"`5i Z`X]Y`Y]bnY`bYb`

; Yk]bbfÅb[Y'j YfhY]`Yb`g]W\`X]Y`K U\fgW\Y]b`]W\`_Y]hYb`k]Y`Zc`[h

; Yk]bbfUb[7\UbW

`F]W\h][Y/`Gi dYfnU\`	%`ni`'%' - ", ' , "% \$
*`F]W\h][Y	%`ni`'%) ") ' +') +'
)`F]W\h][Y/`Gi dYfnU\`	%`ni`') (&"\$\$,
)`F]W\h][Y	%`ni`' * \$"&&'
(`F]W\h][Y/`Gi dYfnU\`	%`ni`' % \$"&' (
(`F]W\h][Y	%`ni`' "%%(+
'`F]W\h][Y/`Gi dYfnU\`	%`ni`') * +
'`F]W\h][Y	%`ni`' *'
&`F]W\h][Y/`Gi dYfnU\`	%`ni`' +*

8]Y`?ca V]bUh]cb`Ui g`XYf`Ub[Yb`HfUX]h]cb`i bX`XYb`gdUbbYbXYb
 ; Yk]bba Ò[`]W\`_Y]hYb`a UW\h`@chhc`*`Ui g`(-`ni`Y]bYa`VY`]YVhYb
 NY]hj YfhfY]V`]b`8Yi hgW\`UbX"8]Y`N]Y\i b[Yb`V]YhYb`b]W\h`bi f`X]Y
 7\UbW`Ui Z`c\Y` ; Y`X[Yk]bbYž`gcbXYfb`gW\UZZYb`Ui W\`Y]bY
 `YVYbX][Y` ; Ya Y]bgW\UZh]j cb`@chhcgd]Y`Yfbž`X]Y`[YgdUbbh`Ui Z`X]Y
 9f[YVb]ggY`k UfhYb"

8YhU]`g	
Cfh	GUUfVfØW_Ybž8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "Zi`XUYfnY]hi b["XY • `chhc[i fi "XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh