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 WXYW_g`UbX`ch`Yf`UXa`]b]ghfU]j`Y`a`U]fYfgž`d`YUgY`gYY`[HY`Bi`WYi`g`Gh`XYbh<i`V](#)

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7 ci fgY`GW`YXi `Y

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H]a`YhUV`Y`

8UhY	HmdY	7cbhYbh
K YY_`%`%`:`YVfi Ufm! %+`:`YVfi Ufm	@YWhi`fY	B Yh7 Ug\`:`ck
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F Ygci fWg

DfYgWf]VYX`F Ygci fWg

7ci fgY`bchYg`UbX`YI YfWgYg`]b`A ccX`Y

F YWca a YbXYX`F Ygci fWg

7ci fgY`bchYg`UbX`YI YfWgYg`]b`A ccX`Y

7ci fgY`9j U`i Uh]cb`UbX`8Yj Y`cda Ybh

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@UVcfUhcfmK cf_g\cd`-bZcfa Uh]cb

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K Y`YbW`i fU[Y`mci`tc`fYh]b`U`W`dmcZYj YfmUgg][ba Ybhgi Va]h]X`Zcf`UggYgga YbhZcf`mci`f`ck`b`fYW`fX`Y`h`Yf`]b`U`fXW`dmc`f`Y`YW`fcb]WZ`fa "

5`UggYgga Ybh]a`i`gh`Uj`Y`Ub`UggYgga YbhW`j`Yf`g`Y`Yh`U`h`U`W`Y`X`"

7ci fgY`W`a`d`Y`h]cb

7ci fgY`W`a`d`Y`h]cb`f`Yei`]fYg`gi Va]gg]cb`cZU`UggYgga Ybh]h`a`g`": U]i`fY`tc`gi Va]h]U`UggYgga Ybh]h`a`g` a`Um`fY`gi`h]b`h`Y`Uk`UfX`cZ`Ub`i`bg`U`h]g`Z`U`W`c`fm: U]i`fY`fl` : E[fUXY`Zcf`h`Y`7ci`fgY`i`b`Ygg`gd`Y`W]U`W`c`bg]XY`fU`h]cb`U`g`V`Y`b`gi Va]h]X`UbX`Udd`fcj`Y`X`"

@U`h`Y`Gi Va]gg]cb`cZ`Ub`5gg][ba Ybh

: i`U`a`Uf`g`Zcf`Ub`UggYgga YbhUfY`cb`mid`cgg]V`Y`k`Y`b`Ub`UggYgga Ybh]g`fY`W]j`Y`X`Vm`h`Y`Xi`Y`X`U`h`"K`cf`_`gi Va]h]X`U`h`k`]h`ci`h`Ub`Udd`fcj`Y`X`Yi`h`bg]cb`Vm`h`Y`W`i`fgY`W`c`fX]b`U`h`c`f`c`f`X`Y`Y`[`U`h`X`U`i`h`c`f]m]g`gi`V`Y`W`h`tc`U`U`h`Y`d`Y`b`U`h`m`c`Z`Z]`Y`d`Y`f`W`b`h`f]`i`E`c`Z`h`Y`a`U`i`]a`i`a`a`Uf`_`d`c`gg]V`Y`Zcf`h`U`h`UggYgga Ybh]h`a`"H`Y`U`h`d`Y`b`U`h`m]g`Udd`]Y`X`d`Y`f`W]Y`b`X`U`f`X`U`m`f]b`W]`X]b[`k`Y`Y`_`Y`b`X`g`Ub`X`di`V`]W`c`]X`U`m`g`E`h`U`h`h`Y`UggYgga Ybh]g`cj`Y`f`X`i`Y`"H`Y`f`Y`]g`bc`d`fc!`f`U`h]c`Z`h`Y`U`h`Y`d`Y`b`U`h`m]Zcf`gi Va]gg]cb`g`a`U`X`Y`d`U`f`h`k`U`m`h`f`ci`[`U`X`U`m`h`h]g`]g`Zcf`U`UggYgga Ybh]k`Y`f`Y`U`d`Y`b`U`h`m]Udd`]Y`g`"

K`cf`_`gi Va]h]X`U`Z`Y`f`Z]`Y`X`U`m`g`f`p`&`\$`Y`ci`fg`E`k`]`b`ch`V`Y`U`W`W`d`h`Y`X`Ub`X`U`a`Uf`_`c`Z`n`Y`f`c`k`]`V`Y`U`k`U`f`X`Y`X`Zcf`h`U`h`UggYgga Ybh]h`a`"

:`cf`g`ca`Y`UggYgga Ybh]h`a`g`Z`U`U`h`Y`d`Y`b`U`h`m`ia`U`m`b`ch`V`Y`Udd`f`c`d`f]U`h`"H`Y`g`Y`k`]`V`Y`]b`X`]W`h`Y`X`]b`h`Y`W`i`fgY`ci`h]b`Y`Z`Ub`X`gi`W`UggYgga Ybh]k`]`f`Y`W]j`Y`U`a`Uf`_`c`Z`n`Y`f`c`]Z`b`ch`W`a`d`Y`h`X`Vm`h`Y`gd`Y`W]Z]Y`X`X`U`h`"9`I`U`a`d`Y`g`]b`W]`X`Y`."

- K`Y`Y`_`micb`]b`Y`h`g`h]c`f`U`V`c`f`U`h`c`fm`k`cf`_`k`c`f`h`U`g`a`U`d`f`c`d`c`f]cb`c`Z`h`Y`gi`V`Y`W`ia`Uf`_`z`cf`
- C`b`]b`Y`ei`]nn`Y`g`k`Y`f`Y`U`bg`k`Y`f`g`U`f`Y`Y`U`g`Y`X`h`c`g`h`X`Y`b`h]c`b`W`a`d`Y`h]cb`z`cf`D`f`c`Z`Y`g]cb`U`UggYgga Ybh]U`g`_`g`z`k`Y`f`Y`h`Y`]b`h`Y`b`h]cb`]g`h`c`W`Y`U`h`Y`Ub`U`i`h`Y`b`h]W`UggYgga Ybh]h`U`h`U`g`U`b`U`V`g`c`i`h`Y`gi Va]gg]cb`X`U`h`Zcf`D`Ugg`#`U]`UggYgga Ybh]U`g`_`g`"

K`Y`i`b`X`Y`f`g`h]b`X`h`U`h`U`h]a`Y`g`m`ci`a`U`m`b`ch`V`Y`U`V`Y`tc`gi Va]h]U`b`Ugg][ba Ybh`cb`h]a`Y`Z`Ub`X`h`Y`G`W`cc`k`]`U`W`W`a`a`c`X`U`h`U`b`m]Z]f`U`b`X`f`Y`U`g`c`b`U`V`Y`Yi`h`bg]cb`"K`Y`k`ci`X`f`Y`W`a`a`Y`b`X`m`ci`f`Y`j`Y`k`h`Y`i`B`G`K`G`d`Y`W]U`7`cbg]XY`f`U`h]cb`[i]XY`]b`Y`g`-`g`Y`Y`g`Y`W]cb`V`Y`ck`"

GdY`W]U`7`cbg]XY`f`U`h]cb

Ghi XYbhiGi ddcfh

H\Y'I b] Yfg]miUbX'hY': UW'hmidfcj]XY'U'k]XY'fUb[Y'cZgi ddcfhgYfj]W'g'Zc'f'ghi XYbhgž]bWl X]b[.

- @]VfUfmifU]b]b['UbX'gi ddcfhgYfj]W'g'! [k k k "VfUfm'i bgk "YXi "Ui](#)
- 5WJXYa]WG_]`g'Gi ddcfh! [\fdg.#k k k"ghi XYbhi bgk "YXi "Ui #g \]`g](#)
- DgmWxc'c[mUbX'K Y`bYgg! [k k k "Wci bgY`\]b\["i bgk "YXi "Ui](#)

9ei]hUV`Y`@YUfb]b['GYfj]W'g'U]a g'hc'dfcj]XY'U`'ghi XYbhg'k]h'U'ZYY'UbX'WcbZXYbh]U`gYfj]W'hUh
dfcj]XYg'dfUW]W'gi ddcfhic'Ybgi fY'hUhinc' f'\YU'h'WcbX]h]cb'XcYgbfhiUXj YfgY'mUZZYWhinc' f'ghi X]Yg"
[\fdg.#ghi XYbhi bgk "YXi "Ui #g](#)

5 WUXYa]W< cbYgmiUbX`D`U[]Uf]ga

Mci f`YWh fYf`UbX`hY`l b]j Yfg]m]k]`Yl dYWhmci f`gi Va]hYX`Ugg][ba Ybhtg`UfY`hfi`mimci f`ck b`k cf_"I BGK
`Ug`j YfmWYUf`[i]XY`]bYg`cb`k `Uhd`U[]Uf]ga `]g`UbX`ck`hc`Uj`c]X`]h`D`U[]Uf]ga `]g`i`g]b[`hY`k`cfXg`cf
]XYUg`cZchYfg`UbX`dfYgYbh]b[`hYa`Ug`mci f`ck b`D`U[]Uf]ga `]g`U`hmdY`cZ]bhY`YWh U`hY`Zf`hWUb`hU`Y
a UbmZcfa gZ`Zca`XY`]VYfUhr`WXYUhb[`hc`UW]XYbhU`miW`dm]b[`Zca`U`gci fW`k]hci hUW`bck`YX[Ya Ybh
H`Y`l b]j Yfg]mi`Ug`UXcdhYX`Ub`YXi`W]h] Y`UddfcUW`hc`d`U[]Uf]ga `UbX`Ug`XYj`Y`cdYX`U`fUb[Y`cZ
fYgci fW`g`hc`gi ddcfghi XYbhg`"5`hY`XYhU]g`cb`d`U[]Uf]ga ž]bWi`X]b[`gca`Y`i`gYZ`fYgci fW`gZ`WUb`VY
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5`A`9F`9`ghi XYbhg`UfY`fYei]fYX`hc`W`ca`d`Yh`U`gh`XYbhXYWUfU]cb`Zcf`UWUXYa]W]bhY[f]m]k`]W`]g
ci h]bYX`]b`hY`Ugg][ba YbhW`j`Yf`g`YYh`g`"6`mg][b]b[`h]g`XYWUfU]cbZ`mci`U[fY`Y`h`Uhmci`f`k`cf_]g`mci`f
ck`b`cf][]bU`k`cf_"

z`mci`b`Y`Y`X`gca`Y`U`X`X]h]cbU`gi`ddcfhk`]h`mci`f`U`W`U`X`Y`a`]W`g_]`gZ`d`Y`U`g`Y`W`cb`h`U`W`h`h`Y`5`W`U`X`Y`a`]W`G_]`g
Gi`ddcfhcf]j`]Yk`gca`Y`c`Z`h`Y`f`Y`gci`f`W`g`cb`h`Y`f`k`Y`V`g]hY`[`h`d`g`#`k`k`k`"gh`XYbh`i`bgk`"YXi`"Ui`#`g`\]`g`"`h`Y`](#)
5`W`U`X`Y`a`]W`G_]`g`h`Y`U`a`W`Ub`d`f`c`j`]X`Y`f`Y`gci`f`W`g`Z`gi`ddcfh]UbX`Ugg]ghU`b`W`hc`Y`d`mci`]a`d`f`c`j`Y`mci`f`

5W_bck`YX[Ya YbhcZ7ci bHfm

K Y`UW_bck`YX[Y`hY`6YXY[U`dYcd`Y`k`c`UfY`hY`fUX]hcbU`W`gfcX]Ubm %o`]Ubbd`Y]U\dl B GK Hfm

5ddYbX]l . '9b[]bYYfg'5i ghfU`U'f95E'DfcZYgg]cbU`'9b[]bYYf'7ca dYhYbWm
 GHUbXUfX

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? bck `YX[Y'UbX'g_]`VUgY	
D9%"%7 ca dfY\Ybg]j YzhYcfmVUgYX'i bXYfghUbX]b['cZhY'i bXYfd]bb]b['bUh fU`UbX d\mg]WU`gWYbWg'UbX'hY'Yb[]bYYf]b['Z bXUa YbHU'g'Udd']WUV'Y'hc'hY'Yb[]bYYf]b['X]gWd`]bY	
D9%"&'7 cbWdh U`i bXYfghUbX]b['cZhY'a UhYa Uh]Wg'z'bi a Yf]WU`UbU'mg]g'ghUhgh]Wg'z'UbX Wta di h'f'UbX']bZ'fa Uh]cb'gWYbWg'k \]W' i bXYfd]b'hY'Yb[]bYYf]b['X]gWd`]bY	
D9%" " ' b!XYdh'i bXYfghUbX]b['cZgdYWU`]ghVcX]Yg'cZ_bck `YX[Y'k]h]b'hY'Yb[]bYYf]b[X]gWd`]bY	
D9%"('8]gWfba YbhcZ_bck `YX[Y'XYj Y`cda YbhUbX'fYgYUfW'X]fYW]cbg'k]h]b'hY Yb[]bYYf]b['X]gWd`]bY	
D9%") ? bck `YX[Y'cZYb[]bYYf]b['XYg][b'dfUW]W'UbX'Wc'bhYi h U`ZUW'c'fg]a dUW]b['hY Yb[]bYYf]b['X]gWd`]bY	
D9%"* 'i bXYfghUbX]b['cZhY'gWc'dYz'df]bWd`Yg'z'bcfa g'z'UW'W'ci bHUv]']h]Yg'UbX'Vci bXg'cZ gi ghU]bUV'Y'Yb[]bYYf]b['dfUW]W']b'hY'gdYW]ZWX]gWd`]bY	
9b[]bYYf]b['Udd']WU]h]cb'UV']]m	
D9%"%5dd']WU]h]cb'cZYghUV']g\YX'Yb[]bYYf]b['a Yh'cXg'hc'Wta d'Yl'Yb[]bYYf]b['dfcV'Ya gc']]b[
D9%"&'&: 'i YbhUdd']WU]h]cb'cZYb[]bYYf]b['h'W]b]ei Yg'z'hc'c'g'UbX'fYgci fW'g	
D9%" " '5dd']WU]h]cb'cZgmg'hYa Uh]WYb[]bYYf]b['gmb'hYg]g'UbX'XYg][b'dfcW'ggYg	
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DfcZYgg]cbU`UbX'dYfgcbU`Uhf]Vi hYg	
D9' "%9h]WU`Wc'bxI W'UbX'dfcZYgg]cbU`UW'W'ci bHUv]']]m	