

: `i a a]k cWXY`ja `?]bXYf[UfhYb.`9]b
GdU» ZYgh`hfc hn`F Y[Yb °

?]bXYf[UfhYb`GWUZ_cj Yb`ZY]YfhY`Ua`%%"\$* "&\$&)`X]Y
: `i a a]k cWXY`a]h`GdcfhU_hj]]h`hYb`i bX`[Ya Y]bgWUZhi`WXYa
G]b[Yb`hfc hn`F Y[Yb"



6fYbXY`k Y[ž`&++(- `8Y`a Yb`c fghž`8Yi hgW`UbX`!`8Yf
?]bXYf[UfhYb`GWUZ_cj Ybž`XYf`j cb`XYf`5fVY]hYfk c`ZU`fh`f5k cŁ
VYhf]YVYb`k]fXž`U`h`_Øfn`]W`X]Y`5VgW`i ggj YfUbghU`hi b[`gY]bYf
: `i a a]k cWXY`[YZY]Yfh`5i ZXYa`Gdcfhd`Uhn`XYg`HJ`›U`b`Ua
6fYbXY`k Y[`gUb[Yb`?]bXYf`i bX`9fn]Y`Yf]bbYb`VY[Y]ghYfh`Y]b`@]YX
j cb`F`c`UbX`?U]gYf`Hfc hn`XYg`fY[bYf]gWYb`K`YhhYfg`V`]YV`X]Y
Gh]a`a`i`b[`i`bhYf`5_hj] Yb`i`bX`Ni`gW`Ui`Yfb`i`b[YhfØVh"

8]Y`K`U`X`XYg`BUa`Ybg` : `i a a]k cWXY`YfZc`[hY`Xi`fW`Y]bY
5Vgh]a`a`i`b[`i`bhYf`XYb`?]bXYfbž`X]Y`Ui`W`UbXYfY`J`cfgW`Ä[Y`k`JY
Gdcfh`a`UW`h`GdU»`i`bX` : `]hYfk`cWXY`]b`X]Y`,`VYf`Y[`i`b[Yb
Y]bVfUW`hYb`8]YgY`J`YfUbghU`hi`b[`k`i`fXY`a`]h`XYa`K`i`bgW`XYf
9`hYfb`bUW`Y]bYf`Gdcfhk`cWXY`]bg`@YVYb`[Yfi`ZYbž`i`bhYfghØhnhj`cb

XYf' ð]h]Uh]j Y`Yb[U[]YfhYf'9`hYfb"

J]Y`ZÀ`h][Y`GdcfhUb[YVchY

DYfj]b`<Y]Xh_Yž`X]Y`@Y]hYf]b`XYg'?]bXYf[UfhYbgž`\cV`X]Y
6YXYi hi b[`XYf`Ni gUa a YbUfVY]h'a]h`XYb`9`hYfb`\Yf] cfž
VYgcbXYfg`gY]h`XYf`7cfcbU!DUbXYa]Y""8Yf'?]bXYf[UfhYb
G\Uz_cj Yb`VYhfYi h`%\$) `?]bXYf`]b`Z0bZ; fi ddYbž`X]Y`j cb`%`V]g`*
»\fYb`U`h]g]bX" `a `FU\ a Yb`XYf: `i a a]k c\Y`Vch`XUg`HYUa `Y]b
UVk Y\g`i b[gfY]W\Yg`Dfc[fUa a `a]h`hÀ[`]W\Yb`5_h]j]h`hYb`Ub.

- A cbhU[.`<0dZYb`Ui Z`Y]bYa `cXYf`nk Y]`6Y]bYb
- 8]YbghU[.`; Y\Yb`Ui Z`G\U`Yb
- A]h`k c\.`A]h`Y]bYa `H]Yf`Ui g`Y]bYa `GUW`_[Y\Yb
- 8cbbyfghU[.`?`Y`hYf!DUfW`i fg`0VYfk]bXYb
- : fY]hU[.`@]a Vc!K Y`hVYk Yfv`a]h`H0W\Yfb`ni f`G]W\Yf\Y]h

8]Y`9`hYfb`i bhYfgh0mhYb`XUg`9j Ybh`hUh_fÀZh][ž`]bXYa `g]Y`»XYb
Y]bVfUW\hYb`i bX`Z0f`; YhfÀb_Y`gck]Y`6fUhk 0fghY`gcf[hYb"
K À\fYbX`X]Y`9fn]Y\Yf]bbYb`Y]bXYi h][`Ub`_]fYb`gW\k UfnYb
?Udi nYbdi ``cj Yfb`a]h`hUbnybXYa `G\Uz`ni `Yf_YbbYb`k UfYbž
VY[f0» hY`»W\Ya `: `Y[Yž`XYf`J cfg]hnYbXY`XYg`HJ `»\bž`X]Y
5bk YgYbXYb`i a `%) `i \f"

6Yk Y[i b[`U`g`YggYb h]Y``Yg`9`Ya Yb h

8]Y`J YfUbghU`hi b[`VY]b`U`hYhY`b]W\h`bi f`X]Y`VYfY]hg`[YbUbbhYb
5_h]j]h`hYbž`gcbXYfb`Ui W\`Y]bY`J]Y`nU\`Ub`Gdcfh`i bX
Gd]Y`Ub[YVchYb`Ui Z`XYa `Gdcfh`Uhm""8Uni `[Y\0fhYb`Y]b`<]bXYfb]g!
DUfW`i fg`a]h`Hi bbY`ž`8cgYb`UVk YfZYbž`gck]Y`X]Y`A 0[`]W\`Y]hž
`<cVVm`<cfg]b[`Ui gni dfcV]YfYb""?]bXYf`_cbbhYb`ni XYa `Y]bY
GhfYW`_Y`ni a `@Ui ZYbž`fUVVY`b`i bX`?f]YW\Yb`Z0f`Y]b
A]b]gdcfhUVnY]W\Yb`ni f0W`_Y[Yb""Ni gÀh`]W\`d`fÀgYb h]YfhY`X]Y
: Yi Yfk Y\`f`Y]b`: U\fnYi [ž`Ub`XYa `X]Y`?]bXYf`a]h`XYa
K UgYfgW`Ui W\`0VYb`_cbbhYb"

5``X]YgY`6Yk Y[i b[gUb[YVchY`g]bX`b]W\h`bi f`U`g`GdU» `[YXUW\hž
gcbXYfb`g]Y`Z0fXYfb`Ui W\`X]Y`_0fdYf`]W\Y`9bhk]W`_i b[`XYf`?]bXYf"

6Yk Y[i b[ggd]Y`Yžk]Y`g]Y`Ui Wk`ja`?]bXYf[UfhYb`ja`5`[Ya`Y]bYb
j cf_ca`a`YbžhfU[Yb`ni`f`GhÅf_i b[`j`cb`?`ccfX]bUh]cbž
?fUZhXcg]Yfi b[ž; `Y]Wk`[Yk`]Wk`hi`bX`K`U\fbY\`a`i b[`VY]ž`i`bX
\UVYb`d`cg]hj`Y`5`i`gk`]f_i`b[Yb`Ui`ZXUg`<`Yfn!`?`fY]g`Ui`Z`GmghYa`i`bX
XUg`æ`a`i`bgmghYa`i`XYf`?]bXYf`"FY[Y`a`Å»][Y`6Yk`Y[i b[`]\`Zh
ni`XYa`ž`Yfb`Å\fi b[gVYX]b[hYb`?`fUb`_`Y]hYb`i`bX
6Yk Y[i b[ga`Ub[Y`j`cfni`VYi`[Ybž`k`Ug`]b`XYf`\`Yi`h][Yb`NY]hj`cb
k`UW`gYb`XYf`6YXYi`hi`b[`]ghž`k`]Y`nU`\`fY]Wk`Y`Dfc?`]hU!DcfhU`
Ghi`X]Yb`b`U\Y`Y[Yb`"

6Yk Y[i b[`]gh`Y]b`nYb`hfU`Y`g`H\Ya`U`XYf`;`Ygi`bX\Y]hgZ`OfXYfi`b[`]a
?]bXYf[UfhYb`"8`Ug`?`cbnY`dh`XYf`6Yk`Y[i b[gYfn]Y\i`b[`YfZ`cfXYfh
Y]bY`?`ccdY`fUh]cb`nk`]gW`Yb`9`hYfb`i`bX`?`]bXYfhU[Y`ggh`Å`hYbž`i`a
X]Y`a`chcf]gW`Yb`i`Å\][`_Y]hYb`XYf`?]bXYf`YZZY`_hj`ni`Z`OfXYfb`"

6Yk Y[i b[gYfZU\fi`b[Yb`a`UW`Yb`GdU»`i`bX`ghY][Yfb`XUg
GY`VghVYk`i`gghY]b`XYf`?]bXYfž`k`Ug`k`]YXYfi`a`XUni`VY]hf`Å[hž`XUgg
g]Y`Y]bY`d`cg]hj`Y`9]bghY`i`b[`ni`_`ÖfdYf`]Wk`Yf`5`_hj]h`Åh`ja`gd`ÅhYfYb`
@YVYb`Yb`hk`]W`Y`b`"

8]Y`i`i`a`a`]k`cW`Y`\`Uh`gca`]h`b]Wk`h`bi`f`XYb`?]bXYfb`i`bX`9`hYfb
: fYi`XY`VYfY]hYhž`gcbXYfb`Ui`Wk`XYfYb`6Yk`i`gghY]b`Z`Of`X]Y
6YXYi`hi`b[`j`cb`6Yk`Y[i b[`]b`XYf`Zf`Ø\Yb`?]bX\Y]h[Ygh`Åf`_h`"G]Y
gW`UZZh`Y]bY`D`UhZ`cfa`ž`Ui`ZX`Yf`?]bXYf`gd]Y`Yf]gW`i`\`fY`;`fYbnYb
Ui`ghY`ghYb`i`bX`gc`n]U`Y`?`ca`dY`hYbnYb`Yb`hk`]W`Y`b`_`ÖbbYbž`k`Ug
Xi`fW`i`a`ZUggYbXY`6Yk`Y[i b[ggd]Y`Y`b`UW`\`U`h][`]Y`Z`OfXYfh`k`]fX`"

A`Y`\f`b`Zcfa`Uh]cbYb`ni`XYb`5`_hj]h`ÅhYb`i`bX`XYb`d`cg]hj`Yb
9ZZY`_hYb`j`cb`6Yk`Y[i b[`]a`?]bXYf[UfhYb`g]bX`Ui`Z`K`YgYf!`?`i`f]Yf
i`bX`Dfc?`]hU!DcfhU`Y]bni`gY\Yb`"

8YhU]`g	
C`fh	6fYbXY`k`Y[ž`&`+`+`(-`8Y`a`Yb\`c`f`g`h`ž 8Yi`hgW`\`UbX
E`i`Y`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"k`YgYf!`_i`f]Yf"XY • k`k`k`"dfc`_]hU!d`c`f`h`U`"XY • k`k`k`"dfc`_]hU!d`c`f`h`U`"XY

6Ygi W\Yb 'G]Y 'i bg 'Ui Z. 'b!U["bYh