

5`Y]b`YVYbXY`]b`8Yi hgW`UbX. `5fa i h'i bX
9]bgUa _Y]h`Ui Z`XYa `J cfa UfgW` °

Fi bX`%+`A]`]cbYb`U`Y]b`YVYbXY`A YbgW`Yb`]b`8Yi hgW`UbX.
I fgUW`Ybž`HfYbXg`i bX`gcn]U`Y`<YfUi gZcfXYfi b[Yb`]a `>f`&\$&)"



8Yi hgW`UbX`!`Fi bX`%+`A]`]cbYb`A YbgW`Yb`]b`8Yi hgW`UbX
`YVYb`\\Yi hY`U`Y]b`"8 Ug`Yb`hgd]W`h`Yhk U`&\$ž*`DfcnYb`h`XYf
6Yj Ö`_Yfi b[`i bX`a Uf_]Yfh`Y]bYb`VYa Yf`_Ybgk YfhYb`5bgh]Y[`]a
J Yf[`Y]W`ni `XYb`%(`A]`]cbYb`5`Y]b`YVYbXYb`]a `>f`&\$\$("
8]YgYf`HfYbX`]gh`b]W`h`bi f`Y]bY`NU`ž`gcbXYfb`gd]Y[Y`h
h]YZ[fY]ZYbXY`[YgY`gW`UZh]W`Y`J Yf`AbXYfi b[Yb`k]XYf`Gcn]c`c[Y
5`Yi UbXYf`@Ub[Yb`_Ua d`Yf`Äi hYfhž`XUgg`X]Y`Ni bU`a Y`j cb
9]bnY`\\Ui g`U`hYb`gY]h`XYf`K]YXYfj YfY]b][i b[`]a `[YgUa hYb`@UbX
gck]Y`]b`XYb`U`hYb`6i bXYg`ÄbXYfb`ni `VYcVUW`hYb`]gh`8]Y`; fØbXY
XUZøf`g]bX`j]Y`gW`]W`h][.`XYf`XYa c[fUZ]gW`Y`K UbXY`ž`gcn]U`Y
J Yf`AbXYfi b[Yb`\\b`ni f`&X]j]Xi U`]g]Yfi b[ž`X]Y`\\c`\\Y`VYfi Z]W`Y
A cV]`]h`Ähi bX`X]Y`6]Xi b[gYI dUbg]cb`hfU[Yb`U`Y`[fÖ» hYb`hY]`g
XUni `VY]ž`k]Y`HU[YggW`Ui `VYf]W`hYh"

; YgY`gW UZh]W X Y`I fgUW X Yb`i bX` : c` [Yb

6YgcbXYfg`X]Y`Z]bUbn]Y`Y`I bUV`Àb [][_Y]h`XYf` : fUi Yb` \Uh`Y]bYb
a U» [YV`]W X Yb`5bhY`]`XUfUbž`XUgg`g]Y`g]W X`Y`Yf`Y]b`@YVYb`U`Y]b
`Y]ghYb`_ÒbbYb`"9g`g]bX`U`YfX]b[`g`b]W X`h`b`i`f`X]Y`J`c`f`h`Y`]Y`ni
VYXYb`_Yb.`5`Y]b`YVYbXY`g]bX`]b`XYf`\Yi`h][`Yb`NY]h`VYgcbXYfg
\Ài`Z][`j`cb`5fa`i`h`VYXfc`h`"9hk`U`&-`DfcnYbh`X]YgYf`;`fi`ddY`[`Y`h`Yb
U`g`Ufa`i`hg[`YZÀ`f`X`Y`h`ž`k`Ug`]a`J`Yf[`Y]W X`ni`f`;`YgUa`h`VYj`Ò`_Yfi`b[
f%)`ž`DfcnYbh`U`Ufa`]YfYbX`\`c`W X`]gh`" `b`g`VYgcbXYfY`VY]`XYb
À`h`YfYb`A`]hVØf[`Yfbž`ØVYf`*)` `À`f`Ybž`YVh`a`Y`f`U`g`Y`X`Yf`8f]h`Y`]b
Y]bYa`9]bdYfgcbYb`Ui`g`U`h`ž`i`bX`VY]`A`YbgW X`Yb`ØVYf`,`) `À`f`Y
g]bX`Yg`gc[`Uf`a`Y`f`U`g`) `\$`DfcnYbh`"

: UV]Ub`GhYYb`_Yb`j`cb`XYf`@UbXYgUfa`i`hg`_cbZYfYbn`]b
B]YXYfgUW X`gYb`VYnY]W X`bYh`X]YgY`G]h`i`Uh]cb`U`g`5i`gXfi`W
k`UW X`gYbXYf`gcn]U`Yf`I`b[`Y]W X`\Y]h`8]YgY`DfcV`Ya`Uh]`_]gh`]b
8Yi`hgW X`UbX`]b]W X`h`b`Yi`" `@Ui`h`8`Y`ghUh]g`g]bX`X]Y
5fa`i`hg[`YZÀ`f`Xi`b[`gei`chY`X`Yf`5`Y]b`YVYbXYb`gc`ghUf`_
Ub[`Ygh]Y[`Ybž`XUgg`a`]h`Yfk`Y]`Y`" `) `ž`DfcnYbh`j`cb`5fa`i`h`c`XYf
gcn]U`Yf`5i`g[`fYbni`b[`VYXfc`h`g]bX`" `b`X`Yf`5`h`Yfg[`fi`ddY`X`Yf
` `\$!`À`f][`Yb`i`bX`XUfi`bhYf`ZØ`\`Yb`g]W X`gc[`Uf`" `) `ž`DfcnYbh`\`Ài`Z][
Y]bgUa`" `8`UVY]`]gh`X]Yg`Y]b`k`Y]h`j`YfVfY]h`Y`h`Yg`D`\`Àbca`Yb.`&`*
DfcnYbh`X`Yf`U`Y]b`YVYbXYb`DYfgcbYb`[`YVYb`Ubž`c`Zh`Y]bgUa`ni
Ya`dZ]bXYbž`k`À`f`YbX`XUg`i`bhYf`X`Yf`;`YgUa`h`VYj`Ò`_Yfi`b[`bi`f`%`*`ž
DfcnYbh`g]bX`"

J Yf[`Y]W X`X`Yf`9I`!`@`ÀbXYf

9]b`k`Y]h`YfYf`]b`h`YfYggUb`h`Yf`5gdY`_h]gh`X`Yf`J`Yf[`Y]W X`a`]h`UbXYfYb
Yi`fcd`À]gW X`Yb`@`ÀbXYfb`" `b`6Yni`[`Ui`Z`X`Yb`5bhY`]`X`Yf
5`Y]b`YVYbXYb`]Y[`h`8Yi`hgW X`UbX`a`]h`&\$`ž`DfcnYbh`ØVYf`X`Ya`9I`!
8i`fW X`gW X`b]h`j`cb`%`*`ž`DfcnYbh`"K`À`f`YbX`@`ÀbXYf`k`]Y`@]h`Ui`Yb`f`&+
DfcnYbh`ž`ž`:]bb`UbX`f`&`*`DfcnYbh`i`bX`8`ÀbYa`Uf`_`f`&(`DfcnYbh`bc`W X
\`Ø`Y`f`Y`K`Y`f`h`Y`Ui`ž`k`Y]gYbž`g]bX`X]Y`b]Y`X`f][`ghYb`5bhY`]Y`]b`X`Yf
G`ck`U`_Y]f`l`ž`DfcnYbh`ž`ž`U`b`X`f`l`DfcnYbh`i`bX`Dc`Yb`f`l`DfcnYbh`
ni`Z]bXYb`"

Ni`g`À`h`]W X`nY][`h`Y]bY`Dfc[`bcgYž`XUgg`X`Yf`5bhY`]`X`Yf

9]bdYfgcbYb\Ui g\U`hY`]b`8Yi hgW\`UbX`V]g`&\$(\$`Ui Z`ØVYf`)
 DfcnYbh`UbghY][Yb`_`ÖbbhY``8]Yg`]gh`VYgcf[b]gYffY[YbXž`b]W\h`bi`f`
 k Y]`Yg`X]Y`gcn]U`Yb`Ghfi`_hi`fYb`j`Yf`ÅbXYfhž`gcbXYfb`Ui`W`k`Y]`Yg`
 X]Y`5fa`i`hgd`fcV`Ya`Uh]_j`Yfgh`Åf`_Yb`_`ÖbbhY``6ÖW`_`Yf`_`YVh`_`Yfj`cfž`
 XUgg`X]Y`G\W`YfY`nk`]gW`Yb`5fa`i`bX`F`Y]W\`]b`8Yi`hgW\`UbX`]a`a`Yf`
 k`Y]hYf`Ui`gY]b`UbXYf[`fY]Zh``8]Y`gcn]U`Y`i`bX`k`]fhgW`UZh]W\`Y`
 l`b[`Y]W\`Y]h`b]a`a`h`ni`ž`k`Ug`]b`:`c`[`Y`Ui`W`X]Y`@YVYbgi`a`gh`ÅbXY`
 j`cb`U`Y]b`YVYbXYb`A`YbgW`Yb`ghUf`_`VYY]bZi`ggYb`k`]fX`"

8]Y`<`YfUi`gZc`fXYfi`b[`Ybž`XYbYb`5``Y]b`YVYbXY`[`Y[`YbØVYfghY`Ybž`
 g]bX`j`]Y`Z`Å`h][`"J`cb`Z]b`Ubni]Y``Yf`l`bg]W\`Yf\`Y]h`V]g`\]b`ni`9]bgUa`_Y]h`
 g]bX`X]YgY`5gdY`_hY`b]W\`h`bi`f`]bX]j`]Xi`Y``Y`G\W`]W`gU`Yž`gcbXYfb`
 j`]Y`a`Y`\`f`Y]b`[`YgY``gW`UZh]W\`Yg`D`\`Åbca`Ybž`XUg`@Øgi`b[`Yb`
 YfZc`fXYfh``8Yf`5i`Zfi`Zni`Y]bYa`i`[`i`hYb`[`YgY``gW`UZh]W\`Yb`
 Ni`gUa`a`Yb`\`U`h]gh`Ui`hYf`XYbb`Yž`i`bX`Yg`i]Y[`h`Ub`i`bg`U``Ybž`X]YgY`
 9b`hk`]W`_i`b[`Yb`]a`i`6`]W`_ni`VY`\`U`hYb`i`bX`Yb`hgd`fYW\`YbX`ni`
 \`UbXY`b`"

8YhU]`g	
Cfh	8Yi hgW\`UbX
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "hU[YggW\`Ui "XY • k k k "XYghUh]g"XY • k k k "VcYW`_`Yf"XY

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