

8 Ć_cj]WZY]Yfh'%'\$"\$G]Y['!'>Yhnh'k UfhYh Nj YfYj ']a 'J]YfhY`Z]bU`Y°

Bcj U_`8 Ć_cj]WYffY]W\hgY]bYb`%'\$"\$G]Y['VY]`XYb': fYbW\`
CdYb`i bX`hf]Zh`ja 'J]YfhY`Z]bU`Y`Ui Z5`YI UbXYf`Nj YfYj "

GhUXY`F c`UbX'; Uffcgž'+) \$%&`DUf]gž': fUb_fY]W\`!`Bcj U_`
8 Ć_cj]W\Uh`VY]`XYb': fYbW\`CdYb`&\$&) `gY]bYb`%'\$"\$G]Y[']a
GhUXY`F c`UbX'; Uffcg[YZY]Yfh" `b`Y]bYa `Y]bXfi W_gj c`Yb
5W\hY`Z]bU`Y`VYg]Y[hY`Yf`7Ua Yfcb`Bcff]Y`a]h`*.`&ž`*.`ž`*.`&`i bX
nc[`XUa]h]bg`J]YfhY`Z]bU`Y`Y]b" `8]Y`DUfh]Y`XUi YfhY`&`Ghi bXYb`i bX
%(`A]bi hYb" `8cfh`hf]Zh`8 Ć_cj]WUi Z5`YI UbXYf`Nj YfYj ž`XYf
Ui Z[fi bX`XYf`j Yf`Yhni b[gVYX]b[hYb`5i Z[UVY`gY]bYg'; Y[bYfg
HU`cb'; f]Y_gdccc`VYfY]hg`]a `nk Y]hYb`GUhn`VY]`*.`(ž'`.\$]b`X]Y
b`W\ghY`Fi bXY`Ui ZghY][Yb`_cbbhY" `Nj YfYj ž`XYf`&\$&(` [Y[Yb
7Uf`cg`5`WfUn`ja `<YffYb!:`]bU`Y`i bhYf`U[ž`gW\Y]bh`VYfY]hž`g]W\`
YfbYi h`Ub`XYf`Gd]hnY`ni `VYk Y]gYb"

↳XYb`5bbU`Yb`XYf': fYbW\`CdYb`U`Uh`F UZUY`B U XU`k Y]hYf\]b
Y]bYb`VYY]bXfi W_YbXYb`FY`cfX" `A]h`%&&`G]Y[Yb`ghY`h`Yf`Ub`XYf
Gd]hnY`XYf`YfZc`[fY]W\ghYb`Gd]Y`Yf`XYg`Hi fb]Yfg`i bX`]gh`XYf
Y]bn][Y`Gd]Y`Yfž`XYf`a Y`f`G]Y[Y`U`g`8 Ć_cj]Wj YfnY]W\`bYb`_Ubb"
B U XU`ž`XYf`]b`?ØfnY" ` - `k]fX`i bX`gY]bY`?Uff]YfY`bUW\`XYf
j Yf[Ub[YbYb`GU]gcb`VYYbXYh`U`hž`k i fXY`ZØf`gY]bY
Ui »Yf[Yk Ò\`b`]W\Yb`@Y]ghi b[Yb`[Y Y`fh" `GY]bY`F]j U`Ybž`XUfi bhYf
8 Ć_cj]Wž`Fc[Yf': YXYfYf`i bX`5bXm`A i ffUmž`ZØ`fhYb`Y]bY
Ya ch]cbU`Y`<ca`a U[Y`Xi fW\ž`]b`XYf`A i ffUm`VYhc`bhY.` K]f
_cbbhYb`X]W\`b]W\h`Y]bZUW\`gc`[Y`Yb`UggYb"

8]Y`@Y[YbXYb`XYg`HYbb]g

8]Y`J YfV]bXi b[`nk]gW\Yb`XYb`j]Yf`Gd]Y`Yfb` `XYa`gc[YbUbbhYb

6[: ci f ' ']gh'ghUf_"Ni gUa a Yb \ UVYb'8 ě_cj]WĚBUXU'ž: YXYfYf
i bX'A i ffUmi b['Ui V`]WXY'* - ; fUbX!G`Ua !H]hY``[Yk cbbYb"
8 ě_cj]W\À'h'a]h'&('H]hY`b`XYb`FY_cfX`i bhYf`XYb`a `Àbb`)WXYb
Gd]Y`Yfbž[YZc`[hj`cb`BUXU`a]h'&&ž: YXYfYf`a]h'&\$`i bX`A i ffUm
a]h' " '8]Y`F]j U`]h`h`nk]gWXYb`XYb`VY]XYb`Gd]hnYbUh\`YhYbž
8 ě_cj]Wi bX`BUXU`ž]gh`XUVY]`VYgcbXYfg`VYa Yf_Ybgk Yfhž`XU`g]Y
g]WXY`\$`A U`[Y[YbØVYfghUbXYbž`k cVY]`8 ě_cj]Wa]h' %`G]Y[Yb
j cfbY``]Y[h"

I a `X]Y`U_hi Y``Y`5i g[UVY`XYf: fYbW`CdYb`ni `j YfghY`Ybž]gh`Yg
k]W]h[ž`XYb`?cbhYi h`XYg`Hi fb]Yfg`Yfj`cfni `YVYb`"8]Y: fYbW
CdYb`&\$&) `Z]bXYb`j ca `&) "A U]`V]g', "ž`b]`]b`DUf]g`ghUhhž`i bX`XUg
GhUX]cb`F`c`UbX: Uffcg`]gh`XUZØf`VY`Ub`b`hž`XYb`YfUi`gZc`fXYfbXYb
GUb`XVc`XYb`ni `V]YhYbž`XYf`Y]bY`VYgcbXYfY`<YfUi`gZc`fXYfi`b[`Øf
X]Y`Gd]Y`Yf`XUfghY`h`ž`g[YgUa`h`VYhf`À[h`XUg`DfY]g[Y`X`Øf`XUg
Hi fb]Yf`) *ž(`A]`)cbYb`9i fcž`k cVY]`XYf`G]Y[Yf`XYg:]bU`Yg`ghc`nY
&ž) `A]`)cbYb`9i fc`Yf`À`h"

K Y]hYfY`Gd]Y`Y`i bX`9f[YVb]ggY

Ni g`h`n`]W`ni `XYb`VYY]bXfi`W_YbXYb`@Y]ghi`b[Yb`XYf`<YffYb`[]Vh
Yg`Ui`W`VYa`Yf_Ybgk`YfhY: cfhgW`f]hY`]a`8`Ua`YbZ`X`"5`fmbU
GUVU`Yb_U`[Yk`Ubb`]f`9fghfi`bXYba`UhW`[Y[Yb`?`Ua`]`U
FU_\]a`cj`U`XYi`h]W`a`]h`*`.%ž`*`.\$`"8`cbbYfghU[g`nY][hY`@cfYbnc
A`i`gYhh]`YVYbZU`g`Y]bY`ghUf_Y`@Y]ghi`b[ž]bXYa`Yf`MUbb]W_
<UbZa`Ubb`a`]h+.) ž`*`.&ž`*`.\$`VYg]Y[hY`"5i`W`ž`Uga`]bY`DUc`]b]ž`X]Y
`Yhnh`À`f][Y:]bU`]gh]bž`_Ubb`a`]h`]fYa`G]Y[`ØVYf`M`Ub`M`Y`f`*`.%ž
(`.*ž`*`.'`Ł`Ui`Zk`UfhYb`"K`À`fYb`XXYggYb`_cbbhY`N`Yb[`E`]bk`Yb`X]Y
&\$&%: fYbW`CdYb`Fi`bbYf!i`d`5bUghUg]U`DUj`mi`WXYb_cj`U`a`]h`*`.(`ž
*`.'`gW`U[Yb`i`bX`XUa`]h]b`X]Y`b`À`W`ghY`Fi`bXY`Y]bn]Y`Yb"

8]Y`F]j U`]h`h`Yb`i`bX`X]Y`VYY]bXfi`W_YbXYb`Gd]Y`Y`k`À`fYb`X`X]YgYf
: fYbW`CdYb`U`hY`X]Y`HYbb]gk`Y`h]b`5`hYa`" `a`ž`fž]b`XYa`BUXU`
gY]bY`?`Uff]YfY`VYYbXYhYž`V`Y]Vh`XYf: c_i`g`Ui`Z`XYb:]bU`fi`bXYbž]b
XYbYb`8 ě_cj]Wi bX`Nj`YfYj`i`a`XYb`H]hY``_Àa`dZb`k`YfXYb`"A`]h
XYf: YgW]W`hYž`X]Y`Ui`Z`XYa`Gd]Y`ghY`hž]gh`X]YgY`5i`g[UVY`XYg
Hi fb]Yfg`Y]bYž`X]Y`]b`X]Y: YgW]W`hgVØW`Yf`Y]b[Y`Yb`k`]fX"

8YhU]`g	
J c fZU``	Gdcfh
C fh	GHUXY`F c`UbX'; Uffc gž +) \$%&'DUf]gž : fUb_fY]W
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW Y"XY • k k k "Vcghcb[`cVY"WŁa • XY"ghUh]ghU"WŁa

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