

9fÒZZbi b['XYg'8U\`Ya '7YbhYf'ZØf
@]b[i]gh]_.' ðbhYfU_h]j Y'9]bV`]W_Y`Ua ' & \$ "
ð b]

8]Y': fY]Y`I b]j Yfg]hÀh'6Yf`]b`YfÒZZbYh'Ua ' & \$ " ' ð b] ' & \$ &) ' XUg
8U\`Ya '7YbhYf'Zcf'@]b[i]gh]Wg'a]h]bhYfX]gn]d`]bÀfYb
: cfgWxi b[gdfc`Y_hYb"



< UVY`gWk YfXhYf'5`YY' () ž%(%-) '6Yf`]bž'8Yi hgW\`UbX`!
8]Y': fY]Y`I b]j Yfg]hÀh'6Yf`]b`ÀXh'ni f'ZY]Yf`]WYb'9fÒZZbi b['XYg
8U\`Ya '7YbhYf'Zcf'@]b[i]gh]Wg'fB 7@`Y]b''8Yf'9j Ybh'Z]bXYh'Ua ' & \$ "
ð b] ' & \$ &) ' i a ' % * ' I \ f '] a ' < ÒfgUU`%U`XYf`F cgh`Ui VYž
< UVY`gWk YfXhYf'5`YY' () žghUhh`'8]Y`J YfUbghU`hi b['k]fX'ZØf`U`Y
ðbhYfYgg]YfhYb`Ui g`K]ggYbgWUZh`A YX]Yb`i bX`² ZZbh`]W_Y]h
ni [Àb[`]W`gY]b''N]Y`XYg'8 7@]gh`X]Y'6ØbXY`i b['XYf
`]b[i]gh]gWYb'9I dYfh]gYb`XYf`I b]j Yfg]hÀh`]b`Y]bYf
[Ya Y]bgWUZh`]WYb`Cf[Ub]gUh]cbgg]fi _hi fž`i a `]bhYfX]gn]d`]bÀfY
: cfgWxi b[`]a '6YfY]W`XYf'@]b[i]gh]_`ni `ZØfXYfb"

Ni`XYb` : cfgWk i b[ggWk Yfdi b_hyb`XYg`87@[Y\OfYb`i bhYf
UbXYfYa`GmghYa`]b[i]gh]_ž`A Y\fgdFUW][_Y]hž`GdfUWYfk Yfvž
GdfUWY`]b`gcn]U`Yb`?cbhYI hYb`gck]Y`BYi fc`]b[i]gh]_`9]b
nYbhfU`Yg`9`Ya Ybh`XYf`9fÖZZbi b[`k]fX`X]Y`I bhYfghØhni b[`XYg
k]ggYbgWk UZh]WYb`BUWk i Wk gYg`gY]bž`]b_`i]gj Y`Y]bYf`DcghYf!
GYgg]cb`ZØf`Dfca`cj]YfYbXY`XYf` : I !@]b[i]gh]_`"

NYbhfU`Y`Dfc[fUa`a`di`b_hy`XYf`9fÖZZbi b[

8f``6YfhFYa`]gyb`j`cb`XYf`I`b]j`Yfg]hmicZ9X]bVi`f[`k]fX`U`g
; Ughk`]ggYbgWk UZh`Yf`Ua` `87@hÅh][`gY]b``8Yf
: cfgWk i b[gUi`ZYbh`U`h`k`i`fXY`Xi`fWk`Y]bYb`9F`7!GmbYf[`m;`fUbh
Yfa`Ö[`]Wk`h`9f`k`]fX`Y]bYb`J`cfhfU[`ni`f`GdfUWY`XYf
gØXgi`XUb]gWYb`9h`b]Y`XYf`G\]`i`_`df`ÅgYbh]YfYbž`XYggYb
8Yg_f]dh]j`Y`5bU`mgY`Y]bYb`k`]Wk]h][`Yb`HY]`gY]bYf`U`UXYa`]gWYb
5fVY]h`V]`XYh``8f``FYa`]gyb`Zc`fgWk`h`VYfY]hg`]bhYbg]j`Ub
gi`dfUgY[`a`Ybh`U`Yb`GmghYa`Yb`]b`k`Yghb`]ch]gWYb`GdfUWYb`i`bX
]gh`VYgcbXYfg`Ub`XYf`D`c`bc`c`[]Y`i`bX`A`cfd`c`c`[]Y`XYf`G\]`i`_!
GdfUWY`]bhYfYgg]Yfh``8]Y`I`bhYfghØhni b[`gY]bYf`Dfc`Y`hy`YfZc`[`h
i`bhYf`UbXYfYa` `Xi`fWk`XYb`@Yj`Yf\`i`a`Y`Hfi`gh"

Ni`gÅh`]Wk`Z]bXYh`Y]b`K`cf_g`cd`a`]h`]b[i]gh]gWYb`DYfgdY_h]j`Yb
Ui`ZUzf]_Ub]gWY`GdfUWYb`ghUhh``8f``A`UbXUbU`GYmZYXX]b]di`f`k`]fX
ØVYf`X]Y`8c`_i`a`YbhU]h]cbg`ØW`Yb`Uzf]_Ub]gWYf`GdfUWYb
VYf]Wk`hYbž`k`Å`fYbX`DfcZ``8f``A`U`hY`N]a`a`Yfa`Ubb`9]bV`]W`Y`]b`X]Y
k`YghUzf]_Ub]gWYb`GdfUWYb`5`_Ub`i`bX`<Ui`gU`[`YVYb`k`]fX``DfcZ`
8f``I`]`FY]Wk`k`]fX`gY]bY` : cfgWk i b[`ni`f`DfcgcX]Y`]b`K`c`c`Z
j`cfghY``Yb"

9fÖZZbi b[gnYfYa`cb]Y`i`bX`6YhY`]][`hY

8]Y`c`ZZ]n]Y``Y`9fÖZZbi b[`XYg`8Uk`Ya` `7YbhYf`Zcf`@]b[i]gh]Wg`YfZc`[`h
Xi`fWk`dfca`]bYbhY`J`YfhfYhYf`XYf`I`b]j`Yfg]hÅh`DfcZ``8f``;`ØbhYf`A`"
N]Y[`Yfž`DfÅg]XYbh`XYf` : fY]Yb`I`b]j`Yfg]hÅhž`DfcZ``8f``A`]WkUY`
;`Ua`dYfž`8Y`_Ub`XYg` : UWk`VYfY]Wk`g`D\]`cgcd\]Y`i`bX
;`Y]ghYgk`]ggYbgWk UZhYbž`gck]Y`DfcZ``8f`` : YfX]bUbX`j`cb`A`Yb[`XYbž
GdfYWk`Yf`XYg`87@`"

8Yf'87@ghY\hgca]h]b`Y]bYa` [f0» YfYb`?cbhYI h`XYf': 0fXYfi b[
i bX`J Yfh]YZi b[`XYg`J YfghAbXb]ggYg`\]bg]WKh]Wk`UZf]_Ub]gWYf
GdfUWYb`i bX`?i`hi fYb`"6Y]gd]Y`gk Y]gY`V]YhYh`X]Y`I b]j Yfg]hAh
<Ua Vi f[`Y]bYb`A UghYfghi X]Yb[Ub[`]b`5Zf]_Ub]gh]_`UbžXYf`Ui Z`X]Y
K Y]hYfYb`hk]W`i b[`j cb`?Yb`hb]ggYb`]b`UZf]_Ub]gWYb`GdfUWYb
i bX`?i`hi fYb`UVn]Y`h"8]Y`Ghi X]YfYbXYb`_0bbYb`g]Wk`Ui Z
j Yfg]W]YXYb`DfcZ]`Y`gdYn]U`g]YfYbžXUfi bhYf` 5dd`]YX`5Zf]WUb
@]b[i]gh]Wg`cXYf` @]b[i]gh]W5bU`mg]g`UbX`@]b[i U[Y
8cW a YbhUh]cb žk Ug`X]Y`ni bY`a YbXY`FY`Yj Ubn`XYf`@]b[i]gh]_`]b
XYf`U_UXYa]gWYb`@]bXgWk`UZh`i bhYfghfY]Wk`h"

8]Y`9bhk]W`i b[Yb`Ua`8U`Y`a`7YbhYf`Zcf`@]b[i]gh]Wg`g]bX`gca]h
b]Wk`h`bi f`Y]b`VYXYi hYbXYf`GWk`f]h`Z0f`X]Y`: fY]Y`I b]j Yfg]hAh`6Yf`]bž
gcbXYfb`Ui Wk`Y]b`6Y]hfU[`ni f[`c`VU`Yb`]]b[i]gh]gWYb`: cfgWk`i b["

: I`6Yf`]b`VYf]Wk`hYh`0VYf`X]Y`9f0Zbi b[`XYg`87@ž`k A`fYbX`
9X]bVi f[\`DfcZ]`Yg`ni gAh`n]Wk`Y`bZcfa Uh]cbYb`ni`8f`FYa]gYb
i bX`gY]bYb`: cfgWk`i b[g]bhYfYggYb`VYfY]hghY`h`K Y]hYfY`5gdY`hY
XYg`Ghi X]i a g]b`5Zf]_Ub]gh]_`g]bX`Ui Z`XYf`K YVgY]hY`XYf`
I b]j Yfg]hAh`<Ua Vi f[`ni`Z]bXYb"

8YhU]`g	
C fh	<UVY`gWk`YfXhYf`5`YY`() ž%(%-)`6Yf`]bž 8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Zi !VYf`]b"XY • YXk YVdfcZ]`Yg"YX"UWi _ • k k k "UU]"i b]!\Ua Vi f["XY

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