

HfYZZYb`XYf`68?!DYbg]cbÄfY.
C fUb]YbVi f[`]a `NY]W\ Yb`XYf`; YgW\]W\ hY °

HfYZZYb`XYf`DYbg]cbÄfY`XYg`68?`6fUbXYbVi f[`]b
C fUb]YbVi f[.`5i ghUi gW\`ØVYf`9fZU\fi b[Yb`i bX`9]bV`]W_Y`]b
X]Y`Dc`]nY]!5i gV`]Xi b[`&\$&)"



C fUb]YbVi f[ž`8Yi hgW\`UbX`!`9]b`fY[Yg`HfYZZYb`ZØf`Y\Ya U`][Y
Dc`]nY]VYUa hY`ZUbX`_Øfn`]W\`]b`C fUb]YbVi f[`ghUhhž`U`g`X]Y
DYbg]cbÄfY`XYg`68?`6fUbXYbVi f[`ni gUa a Yb_Ua Yb"J ca `&%`V]g
&*`"A U]`&\$&)`k i fXYb`nU\`fY]W\Y`5_hj]]hÄhYb`cf[Ub]g]Yfhž`X]Y
9f]bbYfi b[Yb`k YW_hYb`i bX`bYi Y`DYfgdY_hj] Yb`VchYb"Fi bX`i a
XUg`<chY` 8U;]Ubb] `]a `GhUXhhY`]`; Yfa YbXcfZ`k i fXY`Y]b
UVk YW\g`i b[gfY]W\Yg`Dfc[fUa a `] YgW\ bØfhž`XUg`Yb[U[]YfhY
; Ygd fÄW\Y`i bX`\]ghcf]gW\Y`9]bV`]W_Y`] Yfgd fUW\ "

8]Y`HY]`bY\`a Yf`fY]ghYb`]bX]j]Xi Y`"Ub`i bX`_cbbhYb`Ua `gdÄhYb
B UW\ a]hhU[`Y]bY`gdUbbYbXY`B UW\hk ÄW\ hYfZØ\fi b[`Xi fW\`X]Y
GhUXh[Yb]Y»Ybž`X]Y`j cb`?i fh; chhgW\U`_cf[Ub]g]Yfh`k i fXY`"9]b
A]hUfVY]hYf`XYf`Hci f]ga i g]bZcfa Uh]cb`j Yfa]hY`hY`5bY_XchYb`ni

\]ghcf]gWYb`?f]a]bU`ZÀ`Yb`]b`C fUb]YbVi f[""9]b`GhUXhVi`g`VfUW`hY`
X]Y` ; fi ddY`ni fØW`ni a`<chY`ž`k`c`XUg`5VYbXYggYb`]b`XYf`
VY`Ub`bhYb` ; Ughgh`À`hY` Ni a`HUi`VYbgW`U[`Y]b`_i`]bUf]gW`Yg`
<][\`][\`h`a`]h`XYa` _`Ugg]gW`Yb`HUi`VYb[Yf]W`h`XUfghY`hY`"H`Ya`Yb`
k`]Y`X]Y`U`_hi`Y`Y`dc`]nY`]W`Y`@U[Yž]bgVYgcbXYfY`VY`]XYf`
?f]a]bU`dc`]nY`]i bX`]a`68?ž`ghUbXYb`Ui`ZXYf`HU[YgcfXbi b["

; Ygdf`À`W`Y`i`bX`9I`_i`fg]cbYb

6YgcbXYfg`YfZFYi`]W`k`Uf`Ui`W`X]Y`6Y[fØ»i b[`bYi`Yf`DYbg]cb`À`fYž`
X]Y`]b`X]Y` ; fU[Yfi bXY`ØVYf`X]Y`9fZU`fi b[Yb`]a` I`bfi` \YghUbX`
Y]bVYnc[Yb`k`i`fXYb`"B`UW`Y]bYa` [Ya`Y]bgUa`Yb` : fØ`ghØW`Ua`
b`À`W`ghYb`A`cf[Yb`ghUbX`Y]b`6Ygi`W`Ub`XYf`<c`W`gW`i`Y`XYf`
Dc`]nY`]XYg`@UbXYg`6fUbXYbVi f[`Ui`ZXYa`D`Ub`"9]b`9a`dZUb[`
Xi`fW`XYb`DfYggYgd`fYW`Yf`Vch`Y]bYb`9]bV`]W`]b`X]Y` ; YgW`]W`hY`
i`bX`XYb`5i`gV`]Xi`b[gghUbX`XYf`b`gh]hi`h]cbž`k`À`fYbX`X]Y`
<c`W`gW`i`d`f`À`g]XYb]b`Dfc`Z`8f`<Y`]Y`K`U[bYf`ØVYf`ni`_ØbZh][Y`
<YfUi`gZcfXYfi b[Yb`i`bX`D`Ubi b[Yb`VYf]W`hYhY"

8]Y`<c`W`gW`i`Y`ž`X]Y`gY]h`&\$\$`*`]b`Y]bYf`a`cXYfbYb`
7Ua`di`gi`a`[YVi`b`_]b`C fUb]YbVi f[`Ub`g`À`gg][`]ghž`V`]XYh`U`Y`
Dc`]n]gh]bbYb`i`bX`Dc`]n]ghYb`XYg`@UbXYg`Ui`gi`bX`ZØfXYfh`
dc`]nY`]VYnc[YbY`K`]ggYbgW`UZhYb`Xi`fW`YI`nY`YbhY`@Y`fY`i`bX`
: cfgW`i`b[" : Øf`X]Y`ØVYf`%"\$\$\$`5bk`À`fhYf]bbYb`i`bX`5bk`À`fhYf`
ghY`Yb`nU`fY]W`Y`5i`gV`]Xi`b[gZcfa`UhYž`XUfi`bhYf`Y]b`
U`_fYX]h]YfhYf`6UW`Y`c`f`gh`i`X]Yb[Ub[`gck`]Y`XYf`k`Y]hYfV`]XYbXY`
A`UghYfghi`X]Yb[Ub[`?f]a]bU`]gh`_`ž`ni`f`J`YfZØ[i b[""8]YgY`
Dfc[fUa`a`Y`i`bhYfghØ`hYb`X]Y` : UW`_f`À`ZhYg]W`Yfi b[`]b`XYf`
?f]a]bU`dc`]nY`]i bX`ZØfXYfb`X]Y`9b`hk`]W`_i`b[`]a`a`]h`YfYb`i`bX`
[Y`c`VYbYb`8]Ybgh`"Dc`]nY`]6fUbXYbVi f[`?`Uff]YfY`Yf`_`À`fhž`k`]Y`
Xi`fW`XYnYbhU`Y`K`Y]hYfV`]Xi`b[gghUbXcfhY`]a`@UbX`6fUbXYbVi f[`
_i`fnY`K`Y[Y`ni`f`dc`]nY`]W`Yb`K`Y]hYfV`]Xi`b[`[YgW`UZZYb`k`YfXYb"

8Yf`5VgW`i`gg`i`bX`XYf`5i`gV`]W`_

B`UW`XYb`6]Xi`b[ga`ca`YbhYb`k`i`fXY`X]Y` ; fi ddY`ZØf`Y]bY`
GW`]ZU`f`h`a`]h`XYf`A`G`D]fc` `ØVYf`X]Y`<Uj`Y`i`bX`Ub[fYbnYbXY`
GYYb`Y]b[Y`UXYbž`k`c`?`UZZY`i`bX`?i`W`Yb`ZØf`Y]bY`YbhgdUb`bhY`

5ha cgd\ÅfY'gcf[hYb"8 Ug'HfYZZYb'k i fXY'a]h'Y]bYf': chc gWUi
 ni a 'j cf\Yf][Yb'Å\ f']b'9VYfk U'XY'UV[Yfi bXYhž'X]Y'j cb'l k Y
 GWi 'nY'dfÅgYbh]Yfh'k i fXY"8Yf'68?!@UbXYgj cfg]hnYbXY
 7\ f]ghcd\ 'K Ybn'UZZi bX'XYf'J cfg]hnYbXY'XYg'6Yn]f_gj YfVUbXg
 6fUbXYbVi f['BcfXž'HcfghYb'K U[bYfž'k UfYb'YVYbZU`g'ni [Y[Yb
 i bX'i bhYfghf]WYb'X]Y'6YXYi hi b['XYf'6YhfYi i b['XYf'DYbg]cbÅfY
 i bX'Fi \YghÅbX'Yf'ja '@UbXYgj YfVUbX"

8Yb'GW`i ggdi b_h'X]YgYg'YVYbX][Yb'HfYZZYbg'gYmhY'Y]b
 \Yfn]WYf'8Ub_'Ub'F U]bYf'H\]Y`i bX'?'i fh; chhgWU'_ZØf'X]Y
 Ui g[YnY]WYbYhY'CF[Ub]gUh]cb"8Yf'6`]W_[Y\h'gWcb'j cfUi g.'8Ug
 DYbg]cbÅfghfYZZYb'ja 'Å\ f'&\$&*`k]fX'j]b'7chhVi g'ghUhhZ]bXYb"68?
]bZcfa]YfhØVYf'X]Y'_ca a YbXYb'9j Ybhg'i bX'X]Y'gdUbbYbXY
 9bhk]W_i b['XYf'Dc`nY]Ui gV]Xi b['j]b'6fUbXYbVi f["

8YhU]`g	
Cfh	CfUb]YbVi f[ž'8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VX_"XY • dc`nY]"VfUbXYbVi f["XY • dc`nY]!VfUbXYbVi f[!_Uff]YfY"XY

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