

: f]YXYbgcfXbi b[' [YZcfXYfh. '8; 6 'k Ufbh
j cf'F Y_cfX_cbZ']_hYb '&\$&)' °

8Yf'8; 6'ZcfXYfh'ini a ' %+" '\$+"&\$&) 'Y]bY': f]YXYbgcfXbi b['ja
FU\ a Yb'XYf'I B 'ZØf'8Yi hgW\ 'UbX'i bX'9i fcdUži a ' ?f]Y['ni
j Yf\]bXYfb"



8Yi hgW\ 'UbX'!'5a ' %+" ' ð ']' &\$&) 'ghY\Yb'k]f'j cf'Y]bYf
VYi bfi \[YbXYb'FYU'hÅh. '9g'k]fX'Y]bY'FY_cfXnU\''Ub
VYk UZZbYhYb'?cbZ']_hYb'gY]h'9bXY'XYg'Nk Y]hYb'K Y'h_f]Y[g
Yfk UfhYh''8Yf'8Yi hgW\ Y'; Yk Yf_gW\UZhgVi bX'fB; 6Ł'i bX'gY]bY
A]h['Y]Xg[Yk Yf_gW\UZhYb'ZcfXYfb'XU\Yf'Y]bY'Xf]b[YbXY
BYi cf]Ybh]Yfi b['XYf': f]YXYbg!'i bX'G]W\Yf\Y]hgcfXbi b['ja
FU\ a Yb'XYf'J YfY]bhYb'BUh]cbYb''8UVY]'VYhcbYb'g]Y'X]Y
Bchk YbX][_Y]h'a i 'h]'UhYfU'Yf'?cbZ']_h'Øgi b[Ybž'X]Y'Ui Z
8]d'ca Uh]Y'i bX'?f]gYbdfÅj Ybh]cb'gYmYb''8]Y'i bUbhUghVUFYb
; fi bXdZY]'Yf'Y]bYf'fY[Y'VUg]YfhYb']bhYfbUh]cbU'Yb'CFXbi b['g]bX
ZØf'g]Y'XUg'j Ò_YffYW'h]W\Y'; Yk U'hj YfVchž'X]Y'gci j YfÅbY
; 'Y]W\Y]h'XYf'GhUUhYb'gck]Y'X]Y'GY'VghVYgh]a a i b['XYf'J Ò_Yf"
8]YgY'5bgÅhY'g]bX''Ui h'X[V"XY'i bYf'Àgg]W\ž'i a 'X]Y

Ub[YgdUbbhY`[Ycdc`h]gWXY`@U[Y`ni`VYk`À`h][Yb"

K]Y`X]Y`U_hi`Y`Y`@U[Y`nY][hž`g]bX`X]Y`5i`gk`]f_i`b[Yb`j`cb`?`f]Y[
i`bX`?`cbZ]_h`j`Yf`YfYbX"`, VYf`&\$\$`\$\$\$`HcXYgcdZYf`i`bX`%&\$\$
A]`cbYb`A`YbgWYbž`X]Y`j`fY`<`Y]a`Uh`j`Yf`YfYbž`nY]W`bYb`Y]b
XØghYfYg`6]`X"``6YgcbXYfg`VYhfc`ZYb`g]bX`?`]bXYfž`X]Y`c`Zh`U`g`X]Y
j`Yf[YggYbYb`C`dZYf`i`]b`?`f]gYbYfY[]cbYb`[Y`hYb"``8Yf`8;`6`ZcfXYfh
i`bhYf`UbXYfYa`ž`XUgg`ni`g`À`h`n]W`XY`F`Øghi`b[gUi`g[UVYb`_Y]bYgk`Y[g
ni`UghYb`j`cb`gcn]U`Yb`Dfc[fUa`a`Yb`[Y`Yb`XØfZYb"``a`i`<]bV`]W_
Ui`ZX]Y`[Yd`UbhY`9f`Ø`i`b[`XYf`F`Øghi`b[gUi`g[UVYb`Ui`Z`Øb`Z
Dfc`nYb`h`XYg`6fi`h`c]b`UbXgd`fc`Xi`_`hg`k`]fX`ni`F`Y`W`h`i`fU[Yb
Ui`Z[Yk`cfZYb`i`X]Yg`k`ØfXY`bU`Y`ni`X]Y`<`À`Zh`Y`XYg`[YgUa`hYb
6i`bXYg`U`i`g`U`hg`U`i`ga`U`W`Yb"``GhU`h`X`Y`ggYb`gc`h`Y`XYf`i`c`_i`g
gh`À`f`_Yf`Ui`Z`gcn]U`Yb`i`b`j`Ygh]h]cbYb`i`bX`X]d`ca`Uh]gWXYb`i`b]h]Uh]j`Yb
`Y[Yb"

8]Y`F`c`Y`XYf`J`YfY]bhYb`B`Uh]cbYb

9]b`nYb`hfU`Yf`5`_`hi`f`i`b`XYf`i`f]YXYbgg]WXYfi`b[`g]bX`X]Y`J`YfY]bhYb
B`Uh]cbYbž`X]Y`gY]h`i`fYf`i`f;`fØbXi`b[`%-`(`) `XYb`5i`Zfi`Z`ni`f`K`U`fi`b[
XYg`J`Ø`_YffY`W`hg`i`bX`ni`f`G]WXYfi`b[`XYg`K`Y`hZf]YXYbg`Zcfa`i`i`Y]fh
`UVYb"``5`_hi`Y`i`[Y`ØfYb`XYf`i`B`C`%-`i`A`]h[`]YXgghU`U`hYb`U`bž`i`bX
XYfYb`G]WXYf`Y]hg`fU`h`hf`À[h`X]Y`<`Ui`dh`j`YfU`b`h`k`c`f`hi`b[`ZØf`X]Y
K`U`fi`b[`XYg`K`Y`hZf]YXYbgž`k`]Y`]a`i`5fh]_Y`i`&(`XYf`i`B`!`7`U`fh`U
VYgW`f]YVYb"``8`cW`X]Y`<`YfUi`g`ZcfXYfi`b[Yb`g]bX`[`fc`»`"``b`XYb
`Y`h`hYb`nY`b`i`b`Y`fYb`[UV`Yg`_Y]bY`bYi`Yb`i`f]YXYbga`]gg]cbYbž
k`À`fYbX`?`cbZ]_h`Yž`k`]Y`XYf`i`b`XYf`i`_`fU]bYž`k`Y]hYf`Y]b`Yg`_U`]YfYb"
5i`W`X]Y`GdUbbi`b[Yb`]a`i`B`U`Yb`C`ghYbž`]bgVYgcbXYfY`nk`]gWXYb
`gfUY`i`bX`f`U`bž`bY`a`Yb`ni`"``8Yf`G]WXYf`Y]hg`fU`hž`XYf`a`]`]h`À`f]gWXY
A`U`b`U`a`Yb`bi`f`a`]h`Ni`gh]a`a`i`b[`U`Yf`gh`À`bX][Yb`A`]h[`]YXYf
Yf[fY]ZYb`_Ubbž`VYZ]bXYh`g]W`X`À`i`Z[`]b`XYf`?`ca`d`]_Uh]cb`j`cb
J`Y`hc`fY`W`hYb`i`bX`i`fc`»`a`U`W`h]bhYfYggYbž`k`Ug`X]Y`i`Ui`V`k`ØfX][`Y]h
j`cb`i`f]YXYbga`]gg]cbYb`VY`UghYhž`k`]Y`V`d`V`"XY`ZYgh`À`h"

9]b`k`Y]hYfYg`6Y]gd]Y`i`]gh`X]Y`@U[Y`]b`?`cbZ]_hfY[]cbYb`k`Y]
A`m]Uba`Uf`c`XYf`XYf`G`U`Y`!`N`cbYž`k`c`A`YbgWYbYfW`hgj`Yf`Y`hni`b[Yb
i`bX`?`f]Y[g]YfVfY`W`Yb`k`Y]h]j`YfVfY]hYh`g]bX"``8]Yg`j`YfgW`À`f`Zh`X]Y
J`YfU`b`h`k`c`f`hi`b[`XYf`i`]bhYfbUh]cbU`Yb`i`Ya`Y]bgW`U`Zhž`]bgVYgcbXYfY

XYf'9I 'i bX`B5HC!GhUUhYbž`X]Y'; YZU\f`Ui ZYbž'ni a `Gd]Y`VU``j cb
; fc»a ÀW\hYb`ni `k YfXYb"K À\fybX`X]Y`FY[Y`i b[Yb`XYf`I B`ni a
j Ò`_YffYW\h]W\Yb`; Yk U`hj YfvchY]bY`_`UFY`Ghfi _hi f`j cf[YVYbž
k]fX`ni bY\`a YbX`X]Y`@c[]_`XYg`GhÅf`_YfYb`k]f_gUa ž`ZcfXYfh`
XYi hgW\`UbXZi b`_"XY`i bX`XUa]h`a i gg`g]W\`X]Y`Dc`]h]_`XYb
<YfUi gZcfXYfi b[Yb`XYf`; Y[Ybk Ufh`ghY``Yb"

9]b`5i Zfi Z`ni f`? `]a UVYk i gghgY]b

5b[Yg]W\hg`XYf`Xfc\YbXYb`?UhUghfcd\Yb`g]bX`X]Y`6Ya Ø`i b[Yb
i a`Y]bY`Zf]YXj c``Y`i bX`[YfYW\hY`K Y`h`Xf]b[`]W\Yf`XYbb`Y"8Yf
8; 6`a UW\h`_`Ufž`XUgg`8Yi hgW\`UbX`Y]bY`Y][YbghÅbX][Y`F c``Y`U`g
]bhYfbUh]cbU`Y`; f]YXYbga UW\h`ghÅf`_Yb`i bX`g]W\`ZØf`X]Y
6YYbX][i b[`XYf`U`_hi Y``Yb`5i ZfØghi b[ggd]fU`Y`Y]bgYhnYb`a i gg"
8UVY]`]gh`Ui W\`Y]b`6Y`_Ybhb]g`ni f`j YfhY]X][i b[`XYf``]VYfU`Yb
8Ya c`_fUh]Y`i bX`XYf`Gcn]U`Yb`A Uf`_hk]fhgW\UZh[YZcfXYfh`8Ybb
FØghi b[gUi g[UVYbž`X]Y`Ui Z`?cghYb`gcn]U`Yf`Dfc[fUa a Y`[Y\Ybž
gW\k ÀW\Yb`Ub[Zf]gh][`gck c`\`X]Y`j YfhY]X][i b[gZÅ\][_Y]h`U`g`Ui W\
X]Y`8Ya c`_fUh]Y"

Ni gUa a YbZUggYbX`ZcfXYfb`X]Y'; Yk Yf_gW\UZhYb`Y]bY
FØW`VYg]bbi b[`Ui ZX]Y`K YfhY`XYf`I B!7\UfhU`i bX`X]Y`Df]bn]d]Yb
XYf`GW\`i ggU`_hY`XYf`?cbZYfYbn`ZØf`G]W\Yf\Y]hi bX
Ni gUa a YbUFVY]h]b`9i fcdU`f?GN9Łž`i a`Y]bYb`K Y[`ni`Y]bYf
: f]YXYbgdc`]h]_`ni`Z]bXYbž`X]Y`b]W\h`bi f`XYb`j Yf[Ub[YbYb
?cbZ]_hYb`FYW\bi b[`hfÅ[hž`gcbXYfb`Ui W\`Y]bYb`5i gV`]W`_Ui ZY]bY
VYggYfY`Ni _i bZhi bX`GhUV]`]hÅh]b`XYf`K Y`h`V]YhYh"

8YhU]`g	
Cfh	8Yi hgW\`UbX
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "X[V"XY • g]W\Yf\Y]hgd c`]h]_`VdV"XY • k k k "XYi hgW\`UbXZi b`_"XY

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