

< Ygg]gWx Y`< cWx gWx i `Yb`k UfbYb`j cf
:]bUbn_f]gY. `9]bY`A]``]UfXY`9i fc`ZY\`Yb`°

< Ygg]gWx Y`< cWx gWx i `Yb`k UfbYb`j cf`V]``]cbYbgWx k YfYf
l bhYfZ]bUbn]Yfi b[``8Yf`< cWx gWx i `dU_h`&\$&*!&\$`%`ghY`h`Ui Z
XYf`?]ddY"



A UfVi f[ž`8Yi hgWx`UbX`!`8]Y`\Ygg]gWx Yb`< cWx gWx i `Yb`ghY`Yb
j cf`Y]bYf`Yf\YV`]Wx Yb`Z]bUbn]Y``Yb`< YfUi gZcfXYfi b[.`@Ui hi b]!
a UfVi f["XY`k]fX`Y]b`8YZ]n]hj cb`fi bX`Y]bYf`A]``]UfXY`9i fc`]b
XYb`_ca a YbXYb`gYWx`g`J\`fYb`dfc[bcgh]n]Yfh``8]Y
@UbXYgfY[]Yfi b[`id`Ubh]a`F U\`a Yb`XYg`< cWx gWx i `dU_hg`Z0f`&\$&*
V]g`&\$`%`Y]bY`6i X[Yh[YghU`hi b[ž`X]Y`UV`&\$&*`X]Y`DYfgcbU`_cghYb
`A\`f]Wx`i a`ØVYf`*`\$`A]``]cbYb`9i fc`UbghY][Yb`Ägghž`k`Ä`fYbX
[`Y]Wx nY]h][`X]Y`A]hhY`Z0f`&\$&*`i bX`&\$&+`i bhYf`XYa`B]j YUi`j cb
&\$&) `g]b`_Yb`gc``Yb``8]Yg`Z0\`fh`ni`Y]bYf`VYgc f[b]gYffY[YbXYb
@U[Yž`XU`< cWx gWx i `Yb`a]hY]bYf`A\`f]Wx Yb`8YZ]n]hd fc[bcgY`j cb
W]fWU`%`+`A]``]cbYb`9i fc`fYWx`bYbž`k Ug`Yhk U`nY`\b`Dfc nYb`h`XYg
[YgUa`hYb`DYfgcbU`Vi X[Yhg`Yb`hgd f]Wx`h"

K]ggYbgW\UZhga]b]ghYf`H]a cb` ; fYa a Y`g`Uhi`cb`fYhY`NU\`Yb
dfÅgYbh]Yfhž`X]Y`X]Y`6Ygcf[b]g`XYf`<cW\gW\i`Yb`k`Y]hYf`Ub\`Y]nh"
5V`&\$&, `gc``Yb`X]Y`A]hY``j`cbgY]hYb`XYg`@UbXYg`nk`Uf`ghY][`Ybž
`YXcW\`k`]fX`Y]bY`ni`bÅW\gh`VYghY\`YbXY`@W_Y`]a
<Ui`g\`U`hgUi`g[`Y]W\`VYZ0fW\hYh"8Yf`XUi`Yf\`UZhY`5VVUi`j`cb`nY\`b
DfcnYbh`XYg`DYfgcbU`g`]b`K]ggYbgW\UZhž?i`bghi`bX`J`Yfk`U`hi`b[`]gh
Y]bY`VYgcf[b]gYffY[`YbXY`?cbgYei`Ybnž`X]Y`Ui`W\`bY[`Uh]j`Y
@Ub[`nY]hžc`[`Yb`Z0f`X]Y`6`]Xi`b[`g`UbXgW\UZh]b`<YggYb`bUW\`g]W\
n]Y\`Yb`_0bbhY"8]Y`<cW\gW\i`Yb`ZcfXYfb`XU\`Yf`BUW\`VYggYfi`b[`Yb
]b`XYf`<cW\gW\i`dU`hd`Ubi`b[`ž`i`a`]`\fY`K`YhVYk`YfVgZÅ\`[`_Y]h
i`bX`:`i`b_h]cbgZÅ\`[`_Y]h]g]W\Yfni`ghY``Yb"

8 YhU]`g`ni`a`<`Ygg]gW\Yb`<c`W\gW\i`d`U`h

8Yf`<Ygg]gW\Y`<cW\gW\i`dU`hž`XYf`gY]h`&\$&`U``Y`Z0bZ`đ\`fY`a`]h
%(`<cW\gW\i`Yb`j`Yf\`UbXY`h`k`]fXž`g]Y\`hi`a`ZUggYbXY`Z]bUbn]Y``Y
FY[`Y`i`b[`Yb`j`cf`"k`]ggYbgW\UZh`\`YggYb`"XY`VYgW\`fY]Vhž`XUgg`XYf
DU`h`k`YgYbh]W\Y`6YghUbXhY]Y`k`]Y`XUg` ; fi`bXVi`X[`Yhž`XUg
9fZc`[`gVi`X[`Yhi`bX`A`]hY``Z0f`X]Y`E`i`U`hÅh`j`cb`Ghi`X]i`a`i`bX`@Y\`fY
fE`G@A`]hY`Ł`i`a`ZUggh"8]YgY`j`YfgW\]YXYbYb`9]bbU\`a`Yei`Y``Yb
gc``Yb`XUni`VY]hfU[`Ybž`g]W\Yfni`ghY``Ybž`XUgg`X]Y`<cW\gW\i`Yb
Ui`gfY]W\YbX`Z]bUbn]Yfh]g]bXž`i`a`]`\fY`5i`Z[`UVYb`k`U\`fni`bY\`a`Yb"

8Ug`bYi`Y`GcW_Y`Vi`X[`Yhž`k`Y`W\Yg`U``Y`Z]bUbn]Y``Yb`A`]hY`
ni`gUa`a`YbZUgghž`k`]fX`Å\`f`]W\`i`a`j`]Yf`DfcnYbh`ghY][`Ybž`k`Å\`fYbX
Ui`W\`X]Y`?cZ]bUbn]Yfi`b[`XYf`6i`bXYga`]hY``XYg`Ni`_i`bZhj`YfhfU[`g
i`a`XYbgY`VYb`6YhfU[`Yf\`0\`h`k`YfXYb`gc``"8]Yg`_0bbhY
h\YcfYh]gW\`XYb`<cW\gW\i`Yb`ni`[`i`hY`_ca`a`Ybž`XcW\`g]bX`X]Y
j`cf\`YfgY\`VUfYb`A`]hY``b]W\h`Ui`gfY]W\YbXž`i`a`X]Y`ghY][`YbXYb
?cghYb`Ui`gni`[`Y]W\Yb" <cW\gW\i`Yb`VYZ0fW\hYb`gca`]hXYb
i`b[`YghYi`YfhYb`5VVUi`j`cb`6YfY]W\Yb`]b`:`c`fgW\i`b[`i`bX`@Y\`fY"

:]bUbn]Y``Y`<`YfUi`gZcfXYfi`b[`Yb`XYf
<c`W\gW\i`Yb`]b`8Yi`hgW\`UbX

8]Y`@U[`Y`XYf`<cW\gW\i`Z]bUbn]Yfi`b[`]gh`YXcW\`b]W\h`bi`f`]b
<YggYb`dfY`_Åf``@Ui`h`V]`Xi`b[`ggYfj`Yf`"XY`VYf]W\hYb`nU\`fY]W\Y

<cWgW i`fY_hcfYb`ØVYf`h)YZ[fY]ZYbXY`DfcV`Ya Y`i bX`X]Y
 Ub\U`hYbXY`I bhYfZ]bUbn]Yfi b[`gY]h`XYb`%- +\$Yf`>\fYb""8]Y
 ghY][YbXYb`Ghi X]YfYbXYbnU`\`Yb`V]g`&\$&) `ghY``Yb`Y]bY`ni gÅhn`]WXY
 <YfUi gZcfXYfi b[`XUfž`X]Y`a]h`\c`Yb`5i g[UVYb`i bX`Y]bYa `8fi W_
 ni f`I a ghY``i b[`XYf`:]bUbn]Yfi b[ga cXY``Y`Y]b\Yf[Y`h"

9]b`5i ZgW fY]`Ui g`XYf`<cWgW i` [Ya Y]bgW UZh`V`Y]Vh`XU\Yf`b]W h
 Ui g""8]Y`<cWgW i`Ybžj YfhfYhYb`Xi fW`DYfgcbYb`k]Y`DfcZ``8f"
 H\ca Ug`BUi ggž`a U\`bYb`Ubž`XUgg`X]Y`XYfnY]h][Yb`Z]bUbn]Y``Yb
 FU\`a YbVYX]b[i b[Yb`b]W h`XYb`5bZcfXYfi b[Yb`i bX`N]Y`Yb`Y]bYg
 a cXYfbYb`<cWgW i`gmghYa g`YbhgdFYWYb""9]b`9W_di b_hYdUd]Yfž
 XUg`XYa`K]ggYbgW UZhga]b]ghYf]i a`ØVYf[YVYb`k]fXž`gc``
 _cb_fYhY`J cfgW`À[Y`ni f`J YfVYggYfi b[`XYf`:]bUbn]Yfi b[`i bX`XYf
 XUa]h] YfVi bXYbYb`FU\`a YbVYX]b[i b[Yb`Ybh\U`hYb"

8YhU]`g	
J c f Z U ``	?i`hi f`i bX`Gdcfh
I f g U W X Y	i bhYfZ]bUbn]Yfi b[
C f h	A UfVi f[ž`8Yi hgW`UbX
G W U X Y b `]b`	%%\$\$\$\$\$\$\$\$
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "i b]!a UfVi f["XY • k]ggYbgW UZh"\ YggYb"XY • k k k "V]`Xi b[ggYfj Yf"XY

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