

DUUf`Ui g`C ZZYbVUW\ .`Nk Y]hYf`@c hhc!
; Yk]bb`j cb`ØVYf`&`A]``]cbYb`9i fc`°

9]b`DUUf`Ui g`C ZZYbVUW\ [Yk]bbh`&ž&`A]``]cbYb`9i fc`]a
@c hhc`"G]Y`h]ddYb`gY]h`>\\fYb`X]Y`[`Y]WYb`NU\`Yb`i bX
d`UbYbž`XYb`; Yk]bb`_i [`ni`_]bj Ygh]YfYb"



@UbX_fY]g`C ZZYbVUW\ ž`8Yi hgW\`UbX`!`9]b`9\YdUUf`Ui g`XYa
@UbX_fY]g`C ZZYbVUW\ `\\Uh]b`XYf`@c hhc!N]Y\i b[`Ua` ``%`A U]`&\$&
Y]bYb`VYY]bXfi W_YbXYb`; Yk]bb`j cb`&`&(`"\$,`%ž)`\$`9i fc`Yfn]Y`h`
6Y]`XYf`N]Y\i b[ž`X]Y`Ua` `j Yf[Ub[YbYb`GUa` ghU[`ghUhhZUbXž[Y`Ub[
Yg`XYa`DUUfž`gYW\g`F]W\h][Y`ni`h]ddYb``8]Y`; `ØW_gnU\`Yb
`Ui hYhYb`%ž`%` ž`%(ž`&\$ž`&%i bX`' *ž`k]Y`C D!C b`]bY`VYf]W\ hYh"

≠hYfYggUbhYfk Y]gY`k Uf`XUg`DUUf`X]Y`Y]bn][Y`; Yk]bbYf]b`a]h
gYW\g`F]W\h][Yb`Ub`X]YgYa`HU[``8Yf`9]bgUhn`ZØf`X]Y`N]Y\i b[
VYhfi [``YX][`]W\`&) ž`\$`9i fcž`k Ug`X]Y`<Ø\Y`XYg`; Yk]bbg`i a gc
VYa Yf_Ybgk YfhYf`a UW\h"

9fZc`[fY]Wx Y`@c hhc!; YgWx]Wx hY

8]Y`VY]XYb`@c hhc!Gd]Y`Yf`g]bX`_Y]bY`BYi`_]b[Y`]a`6YfY]Wx`XYg
;`ØW_ggd]Y`g"G]Y`h]ddYb`gY]hj`]Y`Yb`š\`fYb`fY[Y`a`À»][`a`]h`XYb
[`Y]WxYb`NU\`Yb"6YfY]hg`ni`j`cf`\`UVYb`g]Y`Y]bYb`; Yk`]bb`j`cb
%\$`\$`\$`\$`9i`fc`Yfn]Y`hž`XYb`g]Y`ni`f`6Y[`Y]Wx`i`b[`]fYf`<`mdch\Y`_`
j`Yfk`YbXYh`\`UVYb"8Yf`j`YfV`Y]VYbXY`6YhfU[`k`i`fXY`_`i`[`Ub[`Y`Y[`h`
A`h`XYa`_U`hi`Y`Yb`; Yk`]bb`d`UbYb`g]Y`ž`À`b`]Wx`Y`9b`hgWx`Y]Xi`b[`Yb
ni`hfYZZYbž`i`a`]\`fY`Z]bUbni]Y`Y`G]Wx`Yf\Y]h`k`Y]hYf`Ui`gni`VUi`Ybž
VYf]Wx`hYh`F`H`@"

8Ug`9\YdUUf`\UhhY`X]Y`A`Ò[`]Wx`_Y]hž`XYb`šW`dch`ni`[`Yk`]bb`Ybž
\`À`hY`Yg`X]Y`Gi`dYfnU\`\$`[`Yh]ddh"8Yf`šW`dch]gh`U`YfX]b[`g`VY]
XYf`A`]hk`c`Wx`gn]Y\`i`b[`]b]Wx`h[`Y`_bUW`h`k`cfXYb"8U\`Yf`k`UfhYb`VY]
XYf`b`À`Wx`ghYb`N]Y\`i`b[`]Ua`GUa`ghU[`ghc`nY`+`A`j`]cbYb`9i`fc`]b`XYf
YfghYb`; Yk`]bb`_`UggY"

@c hhc`]b`8Yi`hgWx`UbX

8Yf`; Yk`]bb`XYg`DUUfYg`fY]\`h]g]Wx`]b`Y]bY`Ub[`Y`HfUX]h]cb`XYg
@c hhcgd]Y`g`]b`8Yi`hgWx`UbX`Y]b"@Ui`h`GhUh]ghU`gd]Y`Yb`fi`bX
g]YVYb`A`j`]cbYb`A`YbgWxYb`fY[Y`a`À»][`@c hhc" `š`g[`YgUa`h]g]bX
ZUgh`&%`A`j`]cbYb`A`YbgWxYb`]b`8Yi`hgWx`UbX[`Y`Y[`Yb`h]WxYb
Gd]Y`Yfb`ni`ni`fYWx`bYb"8]Y`VY`YVhYghY`Gd]Y`Zcfa`]gh`@c hhc` `*`Ui`g
(`-`ž`XUg`j`cb`&`-`Dfc`nYb`h`XYf`Gd]Y`Yf`j`Yfk`YbXYh`k`]fX"

≈a`š\`f`&\$`&&`k`i`fXYb`%`,`+`DYfg`cbYb`ni`@c hhc!A`j`]cb`À`fYb"
B`cfXf\Y]b!K`YghZU`Yb`j`YfnY]Wx`bYhY`a`]h`(`)`; Yk`]bb`Yfb`X]Y`a`Y]ghYb
A`j`]cb`À`fY"8Yf`\`ØW`ghY`9]bnY`[`Yk`]bb`]a`@c hhc` `*`Ui`g`(`-`VYhfi`[
(`)`A`j`]cbYb`9i`fc`i`bX`k`i`fXY`]a`5df]`&\$`&&`j`cb`Y]bYa`Gd]Y`Yf
Ui`g`<`YggYb`Yfn]Y`h"8]YgY`NU\`Yb`nY][`Yb`]b]Wx`h`bi`f`X]Y`:`Ugn]bUh]cb
ZØf`XUg`@c hhcgd]Y`ž`g`cbXYfb`Ui`Wx`X]Y`[`fc`»`Yb`A`Ò[`]Wx`_Y]hYbž`X]Y
a`]h;`ØW`_`i`bX`XYf`f]Wx`h][`Yb`NU\`Yb`k`U\`j`YfVi`bXYb`g]bX"

A`h`]fY`a`_Øb[`ghYb`; Yk`]bb`k`YfXYb`X]Y`[`ØW`_]WxYb`@c hhcgd]Y`Yf
Ui`g`C`ZZYb`VUW`g]WxYf`Wx`b]Wx`h`bi`f`]\`fY`dYfg`Øb`]Wx`Y`; YgWx`Wx`hY
ZcfhgYhnYbž`g`cbXYfb`Ui`Wx`]\`fYb`6Y]hfU[`ni`f`VYY]bXfi`W`YbXYb
@c hhc!GhUh]gh]_]b`8Yi`hgWx`UbX`Y]ghYb"

8YhU]`g	
J c f ZU``	Gcbgh][Yg
C fh	@UbX_fY]g`C ZYbVUW ž`8 Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "fh`"XY • XY"ghUh]ghU"Wca

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