

: i » VU`!C VYf`][U. '6Ui hnYb`i bX
6]gW\ c Zgk YfXU`ghUfhYb`]b` \ Y]» Y`D\ UgY`

6Ui hnYb`i bX`6]gW\ c Zgk YfXU`ghUfhYb`]b`X]Y` : i » VU`!C VYf`][U!
GU]gcb`&\$&) "HYghgd]Y`Y`i bX`GU]gcbj`cfVYfY]hi`b[`]a` : c_i`g"



6Ui hnYb`ž`8Yi hgW\`UbX`!`8]Y` : i » VU`!C VYf`][U`G0X`ghYi Yfh`Ui Z
XYb`GU]gcbghUfh`ni` `Z0f`6i X]ggU`6Ui hnYb`i bX`XYb
6]gW\ c Zgk YfXUYf` : J`VY[]bbh`Ua` `&`5i [i gh&\$&) `X]Y` \ Y]» Y`D\ UgY
XYf`K`Yhh`_Aa` dZY`"K`A`fYbX`6Ui hnYb`]b`XYf`YfghYb`Fi`bXY`Y]b
<Y]a`gd]Y` [Y[Yb`9]b` \ Y]h`Fi`Xc`ghUXh`VYghfY]hYhž` \ Uh
6]gW\ c Zgk YfXU`X]Y`FY]gY`bUW\`GhU`bgXcfZ]`cf`g]W\`"8]Y
J`cfVYfY]hi`b[Yb`Ui`ZYb`Ui`Z`<cW\h`ci`fYb`"

6Y]`6i X]ggU`6Ui hnYb` [UV`Yg`ni`Yhnh`Y]b`gdUbbYbXYg`HYghgd]Y`
[Y[Yb`XUg`6!HYUa` `j`cb`G`cj`Ub`@VYfYW`XUg`a`]h`Y]bYa``%`%
YbXYhY`" `ž`]Yb`<YbhgW\`gc`f[hY`]b`XYf`nk`Y]hYb`<U`VnY]h`Z0f`XYb
5i`g[`Y]W\`ž`bUW\XYa` `C`gWUf`<Ui`ghY]b`]b`XYf`YfghYb`<U`VnY]h`a`]h
Y]bYa``?`cdZVU`XYb`DZcghYb`h`ci`W\]YfhY`"7` \ YZW`UW\`GhYj`Y`8]Yg_Y

[`Ui Vhž`XUgg`X]Y`A UbbgW`UZh`DchYbn]U``]b`XYb`5VgW`i`ggU_h]cbYb
`Uh`i`bX`gi`W`h`bUW`X`Yf`VYghYb`:`cfa`"5a`:`fY]hU[UVYbX`ghY`h`ZØf
X]Y`6Ui`hYbYf`Y]b`k`Y]hYfYg`HYghgd]Y`VY]`Y]bYa`GUW`gYb`_`UggY!
J`YfhfYhYf`]b`<`cmYfgk`YfXU`Ubž`[`YZc`[`h]`cb`Y]bYf`DUfh]Y`Ua
GcbbhU[`[`Y[`Yb`XYb`GUW`gYb`][`]ghYb`G7`6cfYU"

8]Y`@c`_U`Y`F]j`U`]hÅh

≠a`]hYb`X]YgYf`J`cfVYfY]hi`b[`Yb`ZUbX`Ua`GcbbhU[`Y]b
gdUbbYbXYg`C`VYf`Ui`g]h!8YfV`mink`]gW`Yb`6i`X]ggU`6Ui`hYb`i`bX
XYa`6]gW`c`Zgk`YfXUYf`:`J`ghUhh`8]YgYg`8i`Y`k`Uf`XUg`Y`hnhY
<Y]a`gd]Y`XYf`GU]gcb`&\$&(`#&\$&)`ZØf`6Ui`hYb`"8Ug`Gd]Y`YbXYhY
a`]h`Y]bYa`%`%ž`k`Ug`ZØf`VY]X]Y`A`UbbgW`UZhYb`Y]bYb`Di`b_h
Y]bVfUW`hY`"≠`XYf`YfghYb`<`U`VnY]h`VfUW`hY`GhYj`Y`GW`fØXYf
6Ui`hYb`]b`:`Ø`fi`b[`ž`XcW`æ`bUg`?`fUi`hgW`]W`_`[`]W`ZØf
6]gW`c`Zgk`YfXU`_i`fn`XUfUi`Z`Ui`g`"Hf`chn`a`Y`fYfYf`:`Y`Y[`Yb`Y]hYb
k`Uf`Yg`6Ui`hYb`b]W`h`j`Yf[`Ø`bbž`XYb`G]Y[`hfY`ZYf`ni`Yfn]Y`Ybž`i`bX
gc`V`]YV`Yg`V]g`ni`a`GW`i`gg`gdUbbYbX"

6Y]XY`HYUa`g`nY][`hYb`Ub`X]YgYa`HU[`]`f`?`Ø`bbYbž`k`cVY]`6Ui`hYb
a`]h`,`Di`b_hYb`F`ØW`ghUbX`Ui`Z`6]gW`c`Zgk`YfXU`Ui`Z`XYa
HUVY`Yb`V`Uhh`ghY`h`8]Y`F`ØW`_Y`f`bUW`X]YgYf`]b`hYb`g]j`Yb
5i`gY]b`UbXYfgYhni`b[`k`]fX`U`gc`a`]h`GdUbbi`b[`Yfk`UfhYh`5a`"%"
A`U]`&\$&)`hf]hh`6Ui`hYb`YfbYi`h[`Y[`Yb`XYb`:`7`9]b`Y]h`K`Yfb][`Yfc`XY
Ub"

J`c`f`V`Y`f`Y]hi`b[`Yb`X`Y`f`:`f`U`i`Y`b`a`U`b`b`g`W`U`Z`h`Y`b

8Yf`6]gW`c`Zgk`YfXUYf`:`J`XUfZ`g]W`b]W`h`bi`f`VY]`XYb`<`YffYb!
A`UbbgW`UZhYb`ØVYf`:`c`fhgW`f]hhY`ZFYi`Yb`"5i`W`VY]`XYb`:`fUi`Yb
ghY`Yb`gdUbbYbXY`NY]hYb`VYj`cf`"B`UW`X`Y`a`5Vgh]Y[`Ui`g`XYf
F`Y[`]cbU``][`U`B`cf`X`c`gh`gh`UfhYb`g]Y`bi`b`]b`X]Y`GUW`gYb`][`U`"5a`"&\$"
ž`]`VYghfY]hYb`X]Y`Gd]Y`Yf]b`bYb`]`f`YfghYg`HYghgd]Y`[`Y[`Yb
9bYf[]Y`7`chVi`g`"Ni`XYa`[]Vh`Yg`a`Y`fYfY`BYi`ni`[`Å`b[`Y`]a`?`UXYfž
i`bhYf`UbXYfYa`5a`Y`Y`?`c`W`gW`i`bX`7UggUbXfU`<`c`Za`Ubb`"8]Y
:`fUi`Yb`hfU]b]YfYb`]b`hYb`g]j`Yfž`XYbb`Y]b`HfU]b]b[`g`U[`Yf`j`cb`"%"`ž`
V]g`"5i`[`i`gh]b`<`Yfa`Ub]W`ghY`h`VYj`cf"

6YgcbXYfg'gdUbbYbX']gh'X]Y'9fk Ufhi b['XYf': Ub'g'Ui Z'X]Y
 5i ggWXY]Xi b[gfi bXY'i a 'XYb'GUWgYbdc_U'ž'k c'g]Y
 a Ò['WXYfk Y]gY'Y]b '<Y]a gd]Y'' [Y[Yb'GJ'9]bhfUW h'@Y]dn][!GØX
 Ui gf]W hYb'XØfZYbž'gc'hY'XUg'YfghY'Gd]Y'' [Yk cbbYb'k YfXYb"

8]Y'HYUa g'Ui g'6Ui hnYb'i bX'6]gWcZgk YfXU'g]bX'U'gc'VYghYbg
 j cfVYfY]hYh'Ui Z'X]Y'\YfUi gZcfXYfbXYb'Gd]Y'Y']b'XYf'C VYf'[U'i bX
 GUWgYb'[U' [Uf'b]W h'a Y\ f'Ub['V]g'ni a '5bdZ]Z'K Yf'g]W'ZØf
 X]Y'U_hi Y''Yb'9bhk]W_i b[Yb']b'XYb'@[Yb']bhYfYgg]Yfhž'Z]bXYh
 i bhYf'_]W_Yf"XY'k Y]hYfY' bZcfa Uh]cbYb'i bX'U_hi Y''Y
 HUVY''YbghÀbXY"

8YhU]`g	
C fh	6Ui hnYbž'8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "gUYW g]gW Y"XY • k k k "Vi X]ggU!VUi hnYb"XY • k k k "_]W_Yf"XY

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