

; fYbn_cbhfc`Y`]b`N]hhUi .`8Yi hgWk Yf
k Y[Yb`8]YVghU\`ZYgh[Ybca a Yb°

5a`&+" ' ð b] '&\$&) `Ua`Yg`]a`@JbX_fY]g; Òf`]hn`ni`Y]bYf
; fYbn_cbhfc`Y`i`bX`a`Y\`fYfYb`Dc`nY]Y]bg`ÀhnYb`"5_hi`Y`Y`
A`Y`Xi`b[`Yb`"



9f]Wk!A Ø\gUa !GhfU»Yž`\$&, &*` ; Òf`]hnž`8Yi hgWk`UbX`!`a
@JbX_fY]g; Òf`]hn`[UV`Yg`\`Yi`hYž`Ua` '&+" ' ð b] '&\$&) ž`Y]bY
VYa`Yf`_Yb`gk`YfhY` ; fYbn_cbhfc`Y`]b`N]hhUi`"8UVY]`k`i`fXY`Y]b
'`+!`À\`f][`Yf`8Yi`hgWk`Yf`Ui`Z[`Y[`f]ZYbž`XYf`Ui`g`Dc`Yb`Y]b`fY]ghY`"8Yf
; fi`bX`XYf`?`cbhfc`Y`k`Uf`Y]b`j`cf`Y[`Yb`XYf`G]hni`b[`g\`UZhVYZY\`"8Yf
A`Ubb`k`Uf`5bZUb[` ð b]`b]Wk`hni`Y]bYf; Yf]Wk`hgj`Yf\`UbX`i`b[
YfgWk]YbYb`i`bX`ghY\`hi`bhYf`XYa`J`YfXUW`h`XYg`VYgcb`XYfg
gWk`YfYb`8]YVghU\`g`B`UW`gY]bYf; YghbU\`a`Y`k`i`fXY`Yf
i`a`[`Y\`YbX`XYa`<`UZh]Wk`hYf`j`cf[`YZØ\`fh`i`bX`]b`X]Y
ð`gh]nj`c`ni`[`gUbghU`h`i`YVfUW`hž`k`]Y`G`ÀW`g]gWk`Y`"XY`VYf]Wk`hYh`"

8]Y`G]hi`Uh]cb`fi`bX`i`a`8]YVghU\`i`bX`?`f]a`]bU`]h`Àh`]b`XYf`FY[`]cb
VYgW`ÀZh][`h`X]Y`6Y\`ÒfXYb`]a`a`Yf`k`]YXYf`"Gc`k`i`fXY`_`Øfn`]Wk`Ui`Wk`

]b ; Òf]hn`Y]b`8]YVghU\`j cb`NUi VYfY]i hYbg]]Yb`[Ya Y`XYh"
I bVY_UbbhY`HÀhYf`Ybhk YbXYhYb`nk Y]?cZZYf`a]hk Yfhj c`Yb
I hYbg]]Yb`Ui g`Y]bYa`[YdUf_hYb`D_k`Ub`XYf`9f]W\!A Ø\gUa !
GhfU» Y``8Yf`GW\UXYb`VY`Ài Zh`g]W\`Ui Z`Yhk U`&"%\$\$`9i fc"
;`ØW_]W\Yfk Y]gY`k i fXYb`X]Y`?cZZYf`Yf`]b`XYf`BÀ\Y
Ui Z[YZ] bXYbž`k À\fybX`XYf`?f]a]bU`X]Ybgh`X]Y`9fa]hhi b[Yb
Ui Z[Ybca`a Yb`\Uh``K Y]hYfY`J cf_ca`a b]ggY`X]YgYf`5fh`a UW\Yb
XYi h]W\ž`XUgg`8]YVghÀ\`Y`\cW\`ja`?i fg`ghY\Ybž`k Ug`b]W\h`bi f`XUg
Òfh]W\Y`G]W\Yf\Y]hg[YZØ\`hUb[]Yfhž`gcbXYfb`Ui W\`nY][hž`XUgg
DfAj Ybh]cb`k Y]hYf\]b`cVYfghY`Df]cf]hÀh\UVYb`gc`hY"

8]Y`GhfU» Yb`]b`XYf`F Y[]cb.`9]b`6`]W_`Ui Z
k Y]hYfY`J cfZÀ`Y

8]Y`Dc`]nY]`VYf]W\hYh`bYVYb`XYb`9]bnY`ZÀ`Yb`Ui W`j cb
k Y]hYfZØ\fybXYb`J cfZÀ`Ybž`X]Y`X]Y`GhfU» Yb`]b`XYf`F Y[]cb
VYhfYZZYb``Gc`k i fXYb`Ui Z`XYf`5`(`a Y\fyfY`@_k !: U\fyf`c\`bY
GcbXYf[YbY\`a]][i b[`k Y[Yb`A]ggUW\hi b[`XYg
GcbbhU[gZU\`fj YfV`chg`Ub[Y\U`hYb``I bhYf`XYb`: U\fyfb`VYZUbXYb
g]W\`g]YVYb`Dc`Yb`i bX`Y]b`G`ck U_Y``Àfy`HfUbgdcfh[ØhYf
i a ZUgghYb`j cb`GW\i`Yb`V]g`ni`A ÒVY`b`U`Yf`Y]ž`k Ug`ni`5bnY][Yb
[Y[Yb`g]Y`ZØ\fhY``8Yf`J Yf`_Y\`f`V`Y]Vh`Y]b`ghUf`_ZfYei Ybh]YfhYg
H\Ya Už`k]Y`X]Y`J]Y`nU\`Ub`A Y`Xi b[Yb`nY][h"

5VYf`Ui W`VY]I bZÀ`Yb`]b]W\h`bi f`Ui Z`XYf`5i hcVU\`b`nY][h`g]W\`X]Y
; YZU\fyb`U[Y``5a`&&"ž`b]_Ua`Yg`]b`6i f`Ui`ni`Y]bYa
5i ZU\fi bZU``c\`bY`J Yf`YhnhYž`XYf`YXcW\`Y]bYb`GW\UXYb`j cb`Yhk U
("\$\$\$`9i fc`bUW\`g]W\`nc[``9]b`k Y]hYfYf`J cfZU`YfY][bYhY`g]W\`a]h
Y]bYa`%-`!`À\`f][Yb`?fUXZU\fyfž`XYf`nk]gW\Yb`Di`gb]hn`i bX
C hYbXcfZC`_f]`U`Ui Z`Y]bYb`C dY`Ui ZI` \f`i bX`XUVY]j Yf`Yhnh
k i fXY``<]Yf`ghY\`h`XYf`GUW\gW\UXYb`VY]Yhk U`,` "\$\$\$`9i fc"

8]Y`G]W\Yf\Y]hg`U[Y`i bX`X]Y
?f]a]bU`]hÀhgghUh]gh]_

8]Y`U_hi`Y`Yb`J cfZÀ`Y`k YfZYb`Y]b`@]W\h`Ui Z`X]Y`U``[Ya Y]bY
?f]a]bU`]hÀhgYbhk]W_`i b[]b`8Yi hgW\`UbX``@Ui`h`XYf`Dc`]nY]`]W\Yb

?f]a]bU`ghU]gh]_`fD? GŁ`XYg`6i bXYg_f]a]bU`Ua hg[UV`Yg]a `>U\ f
 &\$&(`Y]bYb`Y]W\hYb`F ØW_[Ub[`XYf`GhfUZhUhYb`i a `%ž+`i `Ui Zfi bX
) ž (`A]``]cbYb"; fi bX`XUZØf`k UfYb`i bhYf`UbXYfYa `k Yb][Yf
 7UbbUV]g!8Y`_hY`Xi fW`X]Y`HY``Y[U`]g]Yfi b[`gY]h%"`5df)`&\$&("
 HfchnXYa `V`Y]Vh`XYf`5bgh]Y[`j cb`GhfUZhUhYbž`X]Y`XUg
 G]W\Yf\Y]hg[YZØ\`XYf`A YbgW\Yb`VYY]bhfÀW\h][Ybž`VYi bfi \][YbX"
 6YgcbXYfg`VY]`J Yfa Ò[Ybg!`i bX`i: À`gW\i b[gXY`_hYb`\Uh`X]Y
 ?f]a]bU`]hÀh`ni [Ybca a Ybž`k Ug`Ui W\`Ui Z`X]Y`fY[]cbU`Yb
 <YfUi gZcfXYfi b[Yb`\]bk Y]gh"9fZc`[fY]W\Y`5i Z_`Àfi b[gei chYb
 j cb`), `i `nY][Yb`YXcW\ž`XUgg`X]Y`Dc`nY]`Y]bYb`[i hYb`æV`a UW\hž
 Ui W`k Ybb`&\$&(`Ui ZYhk U`%ž` ` `A]``]cbYb`dc`nY]`]W\`fY[]ghf]YfhY
 ?f]a]bU`]hÀhgcdZYf`ni fØW_V`]W_hž`k]Y`GhU]ghU`ZYghghY`h"

K À\fybX`9l dYfhYb`Ub`XYf`J YfVYggYfi b[`XYf`G]W\Yf\Y]hg`U[Y
 UfVY]hYbž`V`Y]Vh`UVni k UfhYbž`k]Y`g]W\`X]Y`G]hi Uh]cb`]b`; Òf`]hn
 k Y]hYfYbhk]W_`Yb`k]fX"8]Y`Òfh]W\Yb`6Y\ÒfXYb`g]bX`[YZcfXYfhž
 X]Y`G]W\Yf\Y]h`XYf`6Øf[Yf`ni [Yk À\`fY]ghYb`i bX`XUg`J YfhfUi Yb
 XYf`6Yj Ò`_Yfi b[`]b`X]Y`ž`gh]n`i bX`Dc`nY]`ni `ghÀf`_Yb"

8YhU]`g	
Cfh	9f]W\!A Ø\gUa !GhfU»Yž`\$&, &`*`; Òf`]hnž 8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "gUYW\g]gW\Y"XY • k k k "dc`nY]"gUW\gYb"XY • XY"ghU]ghU"WŁa

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