

@0k Yb!5dch\Y_Y`C gWUhn. 'I bhYfbY\ a Yb
XYg`>U\ fYg`&\$&) '[YY\ fh°

8]Y`@0k Yb!5dch\Y_Y`]b`C gWUhn`k i fXY`&\$&) `U`g
I bhYfbY\ a Yb`XYg`>U\ fYg`Ui g[YnY]W`bYh`9fZU\ fYb`G]Y`a Y\ f
ØVYf`\ fY` ; YgW]W`hY`i bX`6YXYi hi b["



BYi a Uf_h`- ž`\$(+) , `C gWUhnž`8 Yi hgW`UbX`!`8]Y`@0k Yb!
5dch\Y_Y`]b`C gWUhn`_Ubb`Ui Z`Y]bY`Ub[Y`HfUX]h]cb`ni fØW_V`]W_Yb
i bX`k i fXY`ni `Ymh`Ua ` " \$" ' b] &\$&) `ni a `I bhYfbY\ a Yb`XYg
>U\ fYg`&\$&) `YfbUbbh`8]YgY`5i gnY]W`bi b[`k i fXY`Ua
8`cbbYfghU[UVYbX`j ca `GhUXhfUhj Yf[YVYbž`XYf`a Y\ f\Y]h`]W`i bX
a]h`bi f`Y]bYf`Gh]a a Ybh\U`hi b[`ZØf`X]Y`9bhgW`Y]Xi b[`gh]a a hY"
? UhU`? `]b[bYfž`X]Y`gY]h`XYa `%"`A U]`&\$ \$+`X]Y`J YfUbhk`cfhi b[`ZØf
X]Y`5dch\Y_Y`hfÄ[hž`nY][hY`g]W`YfZfYi hiØVYf`X]Y`9\fi b[`ž`X]Y`g]Y
U`g`8 Ub`_`ZØf`X]Y`Ub[`Ä\ f][Y`i bX`Yb[U[]YfhY`8]YbghY]ghi b[`]b`XYf
GhUXhj YfghY\h`8]Y`DfY]gj Yf`Y]\i b[`Z]bXYh`Ua `%"`"GYdhYa VYf`]a
H\ca Ug!A ØbhYf!< Ui g`ghUhh"

8]Y` ; YgW]W`hY`XYf`@0k Yb!5dch\Y_Y`fY]W`h`V]g`]bg`>U\ f`%) %\$

ni f0W_ "8 Yf'5dch\Y_Yf'<]Yfcbma i g'C fh\Y]a '[f0bXYhY'XUg
I bhYfbY\ a Yb']b'XYb'F Āi a `]W\Y]hYb'j cb'6Ufh\Y`':]gW\Y]a 'Ua
BYi a Uf_h' - žk c'X]Y'5dch\Y_Y'V]g'\Yi hY'UbgĀgg][']gh" 'I bhYf'XYf
@Y]hi b['j cb'<Ubg! :UW\]a ' <ck Yž'XYf'X]Y'5dch\Y_Y'Ua ' %" :Ubi Uf
%- +) '0VYfbU\ a žk i fXYb'VYXYi hYbXY' :b j Ygh]h]cbYb' [YhĀh][h"GY]h
XYf'Df]j Uh]g]Yfi b[']a ' :U\ f' % - - \$ 'Yf'VYhY'X]Y'5dch\Y_Y'X]j YfgY
A cXYfb]g]Yfi b[Ybž'X]Y'ni a '\Yi h][Yb'9fgW\Y]bi b[gV]'X'Z0\ fhYb"
5_hi Y`'VYgW\ĀZh][h'X]Y'5dch\Y_Y'nY\ b': fUi Yb']b'j YfgW\]YXYbYb
Dcg]h]cbYbž'XUfi bhYf'5dch\Y_Yf]bbYb'i bX'd\Ufa UnYi h]gW\!
hYW\ b]gW\Y'5gg]ghYbh]bbYbž'gck]Y'nk Y]'A ĀbbYf']a '6chYbX]Ybgh"

9]b' Gh0W_ ; YgW\]W\ hY

K Ug'a UW\h'X]Y'@0k Yb!5dch\Y_Y'gc'VYgcbXYfg3': 0f'j]Y'Y']gh]g]Y
b]W\h'bi f'Y]b'C fh'Z0f'A YX]_Ua YbhYž'gcbXYfb'Y]b'Gh0W_ 'C gW\UhnYf
; YgW\]W\ hY" 'Gc']gh'Yg'b]W\h'0VYffUgW\YbXž'XUgg'X]Y'5dch\Y_Y'HY'
XYg'_i 'hi fY`'Yb'9fVYg'XYf'F Y[]cb']gh" '8]Y`'Ub['Ā\ f][Y
J YfUb_Yfi b[']a 'GhUXhV]'X'i bX'XUg'J YfhfUi Yb'XYf'6Yj 0_Yfi b[
gdFYW\Yb'Z0f'g]W\ "8]Y'5dch\Y_Y'\Uh]g]W\ '0VYf'X]Y' :U\ f\ i bXYfhY
ghYhg'Ub[YdUgghž'k Ā\ fYbX'g]Y']\ fYb' i fgdfi b['b]Y' [Ubn'Ui g'XYb
5i [Yb'j Yf'cfYb'\Uhž'k Ug]' \ fY'6YXYi hi b['i bhYfghfY]W\h"

8]Y'5i gnY]W\bi b['U'g'I bhYfbY\ a Yb'XYg' :U\ fYg']gh'b]W\h'bi f'Z0f
X]Y'5dch\Y_Y'gY'Vgh]j cb'6YXYi hi b[ž'gcbXYfb'Ui W\ 'Z0f'X]Y
; Ya Y]bgW\UZh" 'G]Y'Z0fXYfh'XUg'`c_U'Y'6Yk i ggghY]b' i bX
i bhYfgh0hnh'X]Y' :b]h]Uh]j Yž`'c_U'Y' i bhYfbY\ a Yb'ni 'ghĀf_Yb"
6]g\Yf][Y'DfY]ghfĀ[Yf'k UfYb' i bhYf'UbXYfYa 'X]Y'DI:8' ; 'UggY]XYb
; a V<ž'X]Y'6Ui Z]fa U'H5: 'i bX'X]Y'@YVYbg\]'ZY'C gW\Uhnž'X]Y'XYb
DfY]g']a ' :U\ f' &\$&&' [Yk cbbYb'\Uh"

BYVYb'XYf'@0k Yb!5dch\Y_Y'[]VhYg'nU\ fY]W\Y'UbXYfY'5dch\Y_Yb
]b'C gW\Uhnž'X]Y'Yk Y]'g']\ fY'Y][YbY'; YgW\]W\ hY'ni 'YfnĀ\Yb
\UVYb" 'J]Y'Y'5dch\Y_Ybž'k]Y'X]Y'K]YgYbhU'!5dch\Y_Yž'X]Y' %- ' +
j cb'5dch\Y_Yf' :U']i g'GW\ a]Xh'0VYfbca a Yb'k i fXYž'\UVYb'Y]bYb
Ā\ b']W\Yb'K YfXY[Ub['i bX'j Yf'0fdYfb'XUa]h'X]Y'J]Y'ZU'hi bX
HfUX]h]cb'XYg'5dch\Y_YfVYfi Zg']b'XYf'F Y[]cb" ' :bZcfa Uh]cbYb'ni
k Y]hYfYb'\]ghcf]gW\Yb'5dch\Y_Yb'g]bX '\]Yf'ni 'Z]bXYb"

: Øf`X]Y`@Òk Yb!5dch\Y_Y`YXcW\`k]fX`X]YgYf`DfY]g`Y]bY`bYi Y`ÿfU
 Y]b`Ài hYbžj c``j cb`A Ò[`]W\`_Y]hYbžX]Y`HfUX]h]cb`Zcfhni gYhnYb`i bX
 [`Y]W\`nY]h][`cZZYb`ZØf`X]Y`5bZcfXYfi b[Yb`XYf`a cXYfbYb`NY]h`ni
 gY]b``8]Y`GhUXh`C gW\`Uhn`i bX`]\fY`6Øf[Yf`_ÒbbYb`g]W\`U`gc`Ui W\`]b
 Ni _i bZh`Ui ZY]bYb`j Yf`Àgg`]W\`Yb`DUfhbYf`]b` ; Ygi bX`Y]hgZfU[Yb
 j Yf`UggYbžXYf`b]W\`h`bi f`U`hY`K i fnY`bž`gcbXYfb`Ui W\`Y]bYb`6`]W\
 bUW\`j cfbY`\Uh`K Y]hYfY`ϕZcfa Uh]cbYb`ni f`5dch\Y_Y`Z]bXYb`G]Y
 Ui ZXYf`K YVgY]hY"

8YhU]`g	
C fh	BYi a Uf`h`- ž`\$`(+), `C gW\`Uhnž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k ``j n"XY • k k k ``cYk Yb!Udch\Y_Y! c gW\`Uhn"XY • k k k ``\ UYZbYh!Udch\Y_Y"XY

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