

K U`XVfÄbXY`]b`GUWÅ gYb!5b\U`h.
F ØW_ [Ub [ž`XcWÅ`X]Y` ; YZU\ f`V`Y]Vh`\cWÅ °

GUWÅ gYb!5b\U`h] YfnY]WÅ bYh`&\$&'`XYi h]WÅ Yb`F ØW_ [Ub [`VY]
K U`XVfÄbXYb" JcfUb [Y [Ub [YbY`B]YXYfgWÅ`Ä [Y`ZØ\fhYb`ni
k Yb][Yf`6fÄbXYb"



GUWÅ gYb!5b\U`hž`8 Yi hgWÅ`UbX`!`†`8 Yi hgWÅ`UbX`\UVYb`X]Y
K U`XVfÄbXY`]b`XYb`YhnhYb`†\fYb`Y]bY`VYY]bXfi W_YbXY
9bhk]W_`i b [`Xi fWÅ [Ya UWÅh" `a`†\f`&\$&'` [UV`Yg`Y]bYb
XYi h]WÅ Yb`F ØW_ [Ub [`XYf`6fÄbXYž`k Ug`b]WÅ hini`Yhnh`Ui ZX]Y
nU\`fY]WÅ Yb`B]YXYfgWÅ`Ä [Y`ni fØW_ni ZØ\fYb`]gh"9]bYa`6Yf]WÅ hij cb
**6cf_YbYf`NY]hi b [`ni Zc` [Yž`k i fXYb`]b`X]YgYa`†\f`Vi bXYgk Y]h
]bg [YgUa h)` *` K U`XVfÄbXY`fY []ghf]Yfhž`k Ug`Y]bYb`F ØW_ [Ub [`j cb
XYb`%`\$) -`6fÄbXYb`]a`†\f`&\$&`XUfghY`h"**

8cWÅ`k`Ä`fYbX`XYf`FYgh`XYg`@UbXYg`Y]bY`dcg]hj Y`HfYbXk YbXY
Yf`YVhž`g]Y\`h`GUWÅ gYb!5b\U`h`bcWÅ`]a`a`Yf` [fc» Yb
<YfUi gZcfXYfi b [Yb` [Y [YbØVYf"8cfhk i fXYb" -`6fÄbXY`Ui ZY]bYf
: `ÄWÅ Y`j cb" -`<Y_hUf`YfZUggh"8]Yg`a`UWÅ h`X]Y`FY []cb`k Y]hYf\]b

ni f'Ua 'ghÅf_ghYb`VYhfcZZYbYb`]b`8Yi hgWÅ`UbX" `@Ui h'XYf`HU[&(ghY`h'XUg`@UbX`X]Y`[f0» hY`NUÅ`Ub`Y]bnY`bYb`6fÅbXYbž[YZc`[h j cb`6fUbXYbVi f[`a]h`&%%`6fÅbXYb`Ui Z`&`*`<Y_hUf`i bX H\Øf]b[Yb`a]h' (`6fÅbXYb`Ui Z') `<Y_hUf"

9]b`ZYi WÅ h\Y]» Yf`Gca a Yf`U`g`GY[Yb

K Ug`U`h`U`gc`ni`X]YgYa`FØW_[Ub[`[YZØ\fh3`9]b`ZYi WÅ h\Y]» Yf`Gca a Yf`a]h`k`YWÅgY`bXYb`HYa`dYfUhi`fYb`i`bX`Åi`Z[Yb`GWÅUi`Yfb`k`]fX`U`g`X]Y`<Ui`dhi`fgUWÅY`[Yb`Ubbh" `8]YgYf`Gca a Yf`gWÅUZZhY`b]WÅ`h`bi`f`X]Y`dYfZY`_hYb`6YX]b[i`b[Yb`ZØf`Y]b[i`hYg`K`U`X`k`UWÅ`ghi`a`ž`gcbXYfb`fYXi`n]YfhY`Ui`WÅ`X]Y`5bnUÅ`XYf`6fÅbXY`Yf\YV`]WÅ`"Gc`[UV`Yg`]a`A`U]i`bX`5i`[i`gh`ZUgh`X]Y`<Å`ZhY`XYf`fY[]ghf]YfhYb`6fÅbXY" `8]YgY`K`YhhYfVYX]b[i`b[Yb`UVYb`Ui`WÅ`XUni`VY][YhfU[Ybž`XUgg`X]Y`; YgUa`hnUÅ`XYf`K`U`XVfÅbXY`Vi`bXYgk`Y]hi`bhYf`XYa`8i`fWÅ`gWÅ`b]hh`gY]h`%-`-%`U["

5`YfX]b[g`]gh`X]Y`; YZU`f`ZØf`K`U`XVfÅbXY`b]WÅ`h[YVUbbh" `8 Ug`F]g]_c`V`Y]Vhž`]bgVYgcbXYfY`Xi`fWÅ`Å`Ø`YfY`HYa`dYfUhi`fYb`i`bX`[Yf]b[YfY`B]YXYfgWÅ`Å[Y`]b`XYf`Ni`_i`bZh" `Dfc[bcgYb`XYg`
I a k Y`hVi bXYgUa hYg`VYf]WÅ`hYbž`XUgg`ZØf`XUg`Å\`f`&\$&(`Y]bY`VYhfcZZYbY`K`U`XZÅWÅY`Yfk`UfhY`h`k`]fXž`X]Y`i`b[YZÅ`f`gc`[fc» `]gh`k`]Y`XYf`7YbhfU`DUf`_]b`BYk`Mcf`_`Y]bY`VYi`bfi`Å][YbXY`J`c`f`ghY`i`b[`ZØf`BUhi`f`]YV\UVYf`i`bX`K`U`XVYk`c`b`Yf"

I fgUWÅYb`i`bX`5i`gk`]f`_i`b[Yb`XYf

K`U`XVfÅbXY

8]Y`[YbUi`Yb`i`fgUWÅYb`ZØf`X]Y`K`U`XVfÅbXY`g]bX`j`]Y`gWÅ`]WÅ`h[" `VYf`)`%i`XYf`6fÅbXY`V`]YVYb`c`b`Y`ZYgh[YghY`hY`i`fgUWÅY" `8 UVY]`gd]Y`Yb`a`YbgWÅ`]WÅ`Yg`<UbXY`bž`]bgVYgcbXYfY`6fUbXgh]Zhi`b[`i`bX`:`U`f`Ågg][`_Y]hž`Y]bY`nYbhfU`Y`F`c`Y" `i`bj`c`f`g]WÅ`h[Yg`J`Yf`U`hYbž`gY]`Yg`VY]a`7Ua`dYb`c`XYf`Xi`fWÅ`i`bgUWÅ`[Ya`Å»Yg`9bhgc`f[Yb`j`cb`N][UfYhhYbž`k`Uf`]b`)`(`i`X]YgYf`YfghYb`; fi`ddY`XYf`5i`g`ØgYf" `BUhØf`]WÅY`i`fgUWÅYb`k`]Y`6`]hngWÅ`U[`k`UfYb`bi`f`ZØf`Y]bYb`[Yf]b[ZØ`][Yb`HY`]`j`YfUbhk`c`fh`]WÅ`"

8]Y`Xi fW`K U`XVfAbXY`j Yfi fgUW`hYb`GW`AXYb`V`Y]VYb`YfghUi b`]W`
 [Yf]b[`]a `J Yf[`Y]W`ni `XYb`Ub[`A`f][Yb`8i fW`gW`b]hYb`"8Yf
 Z]bUbn]Y`Y`GW`UXYb`VYhfi [`%%- `A `]`cbYb`9i fcž`k Ug`U`g
 Xi fW`gW`b]h]W`[`]`h`Gca `h`]Y[h`XYf`GW`UXYb`dfc`<Y`hUf`VY]
 Yhk U`-) - `9i fc` `XYi h]W`i bhYf`XYa `Ub[`A`f][Yb`A `]hY`j cb
 &") * , `9i fc"

: Un]h`GUW`gYb!5b`U`h`a U[`ni fnY]h`X]Y`BY[Uh]j gW`U[nY]`Yb
 UbZ0`fYbž`XcW`XYi hgW`UbXk Y]h]gh`Y]b`d cg]h]j Yf`HfYbX
 Yf`YbbVUf`"8YbbcW`V`Y]Vh`X]Y`gh`AbX][Y`<YfUi gZcfXYfi b[ž`XYb
 l a [Ub[`a `]h`X]YgYb`BUhi fd`Abca YbYb`ni `j YfVYggYfb`i bX
 ni `0bZh][Y`6fAbXY`Xi fW`[Yn]Y`h`A U» bU`a Yb`ni `j Yf`]bXYfb"
 8]Y`_ca`a YbXYb`J`fY`k YfXYb`YbhgW`Y]XYbX`gY]b`Z0f`XYb`9f`U`h
 i bgYfYf`K`A`XYf`i bX`XYf`6]cX]j Yfg]h`A`h"

8YhU]`g	
C fh	GUW`gYb!5b`U`h`ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vcf`_YbYfnY]hi b["XY • k k k "hU[&("XY • k k k "i a k Y`hVi bXYgUa h"XY

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