

: GJ`Nk]W_Ui`Yf`Y]XYh'8Åa dZYf.
%.' !D`Y]hY`[Y[Yb`B ØfbVYf[`=°

: GJ`Nk]W_Ui`j`Yf`]Yfh`Ua`'%"\$+"&\$&)`]b`Y]bYa`HYghgd]Y`
[Y[Yb`%"": 7`B ØfbVYf[`=a`]h%"`" `F UbXc`ZF]YgYb`Yfn]Y`hY`
XUg`9\fYbhc f"



K`Y]`YfgVUW`ž`8`Yi`hgW`UbX`!`8]Y`J`cfVYfY]hi`b[`Ui`Z`X]Y`bYi`Y`
GU]gcb`\Uh`ZØf`XYb`:`GJ`Nk`]W_Ui`Y]bYb`8`Åa`dZYf`YfZU`\fYb`" `ð`
Y]bYa`HYghgd]Y`[Y[Yb`X]Y`nk`Y]hY`A`UbbgW`UZh`XYg`%"": 7`
B ØfbVYf[`a`i`gghY`g]W`X]Y`A`UbbgW`UZh`Ua`j`Yf[Ub[YbYb`GUa`ghU[
]b`K`Y]`YfgVUW`a`]h%"`i[YgW`U[Yb`[YVYb`"6YfY]hg`]b`XYf`YfghYb`
<U`VnY]h`U[`Nk`]W_Ui`a`]h`\$.&`\]bhYbž`k`Ug`VY]`fi`bX`")`\$`
Ni`gW`Ui`Yfb`ZØf`YfbghY`; Yg]W`hYf`gcf[hY`" `F UbXc`ZF]YgYb`_cbbhY`
nk`Uf`bcW`]b`XYf`GW`i`gga`]bi`hY`XYb`5bgW`i`gghY`ZZYf`Yfn]Y`Ybž`
XcW`Ua`9bXY`V`]YV`Yg`VY]`XYf`YfghYb`B]YXYf`U[Y`]b`XYf`
GU]gcbj`cfVYfY]hi`b[`ž`bUW`XYa`Nk`]W_Ui`]b`XYb`YfghYb`g]YVYb`
Gd]Y`Yb`YX][`]W`Y]b`; Y[Ybhc f`VY`_ca`a`Yb`\UhYž`k`]Y`X]Y`:
**fY]Y`
DfYggY`VYf]W`hYh"**

8]Y`Nk]W_Ui Yf`a i gghYb`g]W` [Y[Yb`Y]bYb`gc`]XYb` ; Y[bYf
VYk Y]gYbž`XYbb`X]Y`BØfbVYf[Yf`ghY`Yb`U`g`9`ZhYf`]b`XYf
F Y[]cbU``][U`6UmYfb`XYf`GU]gcb`&\$&(#&) `b]W`h`i`bj`YfX]Yb`h`Ui`Z
XYa`D`Uhm```b`Y]bYa`Gd]Y`ž`]b`XYa`X]Y`8YZYbg]j`Y`b]W`h`c`d`h]a`U`
UVgW`b]hž`k`Uf`Yg`_Y]b`Y]W`h`Y`g`l`b`h`Y`f`Z`U`b[Ybž`XU[Y[Ybni` \U`h`Yb`"

J Yf[`Y]W`a]h`UbXYfYb`Gd]Y`Yb

æa` ; Y[YbgUhm`ni`Nk]W_Ui`nY][hY`XYf`<U`YgW`Y` : 7ž`k`Ug`a`Ø[`]W`
]ghž`k`Ybb`U`Y`g`fi`bX`Āi`Zh``æa` [`Y]W`Yb`NY]hfUi`a`VYg]Y[hYb`g]Y
XYb`Nk`Y]h`][]ghYb` ; fYi`h`Yf` : Øfh`a`]h`&.%]b`Y]bYa`dUW`YbXYb
HYghgd]Y``<U`Y`HfU]bYf`F`c`VYfh`G`W`f`Ø`XYf`_`c`b`b`h`Y`g]W`Ø`V`Y`f`Y]b`Yb
5i`g[`Y]W`ghf`Y`Z`Y`f`Xi`f`W``æ`g`W`U`K`c`gn`]b`XYf`(`%"`A`]bi`h`Y`Z`f`Yi`Ybž`
Y`Y`@`W`U`g`9`f`]W`X`Yb`G]Y[`]b`XYf`B`U`W`gd]Y`nY]h`g]W`Y`fh`Y``5i`W`
XYf`7`Y`a`b]h`nYf` : 7`h`fi`a`d`Zh`Y`Ui`Zi`bX`[Yk`Ubb`&.%[Y[Yb`X]Y`l`&
j`cb` ; fYi`h`Yf` : Øfh`ž`k`Ug`ZØ`f`X]Y`F`Y[]cbU``][U!HYUa`g`Y]b`G][bU`
XYf`G`h`Ā`f`_Y`]gh`8`Ug`Gd]Y`XYf`Nk]W_Ui`Yf`k`Uf`XU`Y]b`k`Yb][
YfbØ`W`h`Y`fb`X`ž`i`bX`g]Y`a`ØggYb`g`W`b`Y``k`]Y`XYf`]b`X]Y`Gdi`f`Z]b`XYbž`
k`]Y`X]Y`Gdc`fhg`W`Ui`Ub`U`mg]Y`fh`"

Ni`g`Ā`h`n`]W`Z`U`b`X`Y]b`gd`U`b`b`Y`b`X`Y`g`8i`Y``nk`]g`W`Y`b`X`Y`a` : 7
9]YbVi`f[`i`bX`J`Z6`5i`YfVUW`ghU`hž`X`U`g`(.(`YbXYhYž`i`bX`X]Y
7`Y`a`b]h`nYf`\`UVYb`g]W`a`]h`gd`Ā`h`Y`b`H`c`f`Y`b`X`Y`b`9`f`Zc`[`[Yg]W`Y`fh`
8`Y`f` : 7`7`Uf`NY]gg`Y`b`U`[]b[`b`U`W`Y`]b`Y`f`Ui`g[Y[`]W`Y`b`Y`b`Y`f`gh`Y`b
<U`V`n`Y]h`_`U`f`a`]h`*`.%`U`g`G]Y[Yf`[Y[Yb`X]Y`GdJ [[`6UmYfb`<c`Z]`ca
D`Uhm``6Y]X]Y`g`Y`b`H`Y`gh`gd]Y`Y`b`n`Y][h`g]W`ž`k`]Y`k`]W`h][`X]Y
GU]gcbj`c`f`V`Y`f`Y]hi`b[`]ghž`i`a`g]W`X`Y`b`b`Ø`h][Yb` : Y]bgW`]Z`ni` \c`Y`b`"

F Y[]cbU``][U`6UmYfb`]a`6`]W`

æ`XYf` ; YgUa`hU[Y`XYf`F`Y[]cbU``][U`6UmYfb`k`]fX`X]Y`?`cb`_i`ffYbn
ZØ`f`X`Y`b` : GJ`Nk]W_Ui`b]W`h`a`]b`XYf`]b`h`Y`b`g]j`k`YfX`Y`b``8]Y`U`_`hi`Y``Y
HUVY``Y`nY][hž`X`U`gg`H`Y`U`a`g`k`]Y`X]Y`GdJ [[`6UmYfi`h`i`bX`XYf`HGJ
5i`V`gh`U`X`h`g]W`gh`U`f`_`d`c`g]h]cb]Y`fh`\`UVYb``9`g`k`]fX`Y`b`hg`W`Y]X`Y`b`X
g]Y]bž`X`U`gg`Nk]W_Ui`X]Y`f]W`h][Yb`@`Y`f`Y`b`Ui`g`X]Y`g`Y`a`H`Y`gh`gd]Y`
n]Y`\`h`i`bX`g]W`ZØ`f`X]Y`V`Y`j`c`f`gh`Y`Y`b`X`Y`b`<Y`f`Ui`g`Z`c`f`X`Y`fi`b[Yb`f`Ø`gh`Y`h`
9]b`Y`5`b`U`mg`Y`X`Y`f`Y`h`h`Y`b`Gd]Y`Y`_`Ø`b`b`h`Y`\`]Z`f`Y]W`g`Y]bž`i`a`X]Y
G`W`k`Ā`W`Y`b`ni`Y`f`_`Y`b`b`Y`b`i`bX`[Yn]Y`h`U`b`ni` [Y`Y`b`ž`gc` : cc`h`m`gh`U`hg`"

ðg[YgUa h'V`Y]Vh'UVni k UfhYbž'k]Y`Nk]W_Ui `]b`XYb`_ca a YbXYb
 Gd]Y`Yb`UVgW`bY]XYb`k]fX""8]Y`F ØW__Y`f`Ui Z`XUg`f]W`h][Y` ; `Y]g
 _ØbbhY`VYfY]hg`]a `b`ÅW`ghYb`HYghgd]Y`Zc`[Ybž'k c`Ui W`bYi`Y
 HU_h]_Yb`[YZcfXYfh'g]bX""8]Y` : Ubg`c`ZZYb`Ui Z`Y]bY`VU`X][Y
 F ØW__Y`f`ni f`9fZc`[gZcfa ž`X]Y`XUg`HYUa `]b`XYb`YfghYb
 J c fVYfY]hi b[Yb`gc`ghUf`_[YnY][h`\Uh"

8YhU]`g	
C fh	K Y]`YfgVUW`ž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ZfY]YdfYggY"XY • k k k "gd c fhgW`Ui "XY • Zc c hmghUhg"cf[

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