

9fZi fh]b`5i Zfi \f. `5b`Y[Yf`j Yf`]YfYb
%%(") \$\$ `9i fc `Ub `? fmdhc!6YhfØ[Yf`

⊕`9fZi fhj Yf`cfYb`nk Y]`DYfgcbYb`%%(") \$\$ `9i fc `Ub `? fmdhc!
6YhfØ[Yf`"Dc`]nY]`k Ufbhij cf`Xi V]cgYb`HfUX]b[!D`UhhZcfa Yb`



9fZi fhž`8Yi hgWk`UbX`!`⊕`Øb[ghYf`NY]h`\Ai ZYb`g]Wk`X]Y
A Y`Xi b[Yb`ØVYf`6Yhfi [gZÄ`Y`a]h`? fmdhc k Ä\fi b[Ybž`i bX`Y]b
U_hi Y`Yf`J cfZU`"Ui g`9fZi fh`nY][hž`k]Y`Y]W`h`a Ub`]b`X]YgY` : U`Y
hUddYb`_Ubb`"9]bY`(*!`Ä\ f][Y` : fUi`i bX`Y]b`) *!`Ä\ f][Yf`A Ubb
\UVYb`]bg[YgUa`h`%%(") \$\$ `9i fc `Ub`6YhfØ[Yf`j Yf`cfYbž`X]Y`]bYb
\c\Y`F YbX]hYb`Xi fWk`j Yfa`Y]bh`]Wk`Y`? fmdhc k Ä\fi b[g]bj Ygh]h]cbYb
]b`5i gg]Wk`h`ghY`"hYb`"8]Y` : fUi`ØVYfk]Yg`(` ") \$\$ `9i fc`ž`k Ä\fybX`XYf
A Ubb`gc[Uf`+`\$`\$`\$`9i fc`]b`X]Y`<`ÄbXY`XYf`6YhfØ[Yf`Y[hY`"8cWk
X]Y`j YfgdfcWk`YbYb` ; Yk]bbUi gnU`\i b[Yb`V`]YVYb`Ui gž`k Ug
gWk`]Y»`]Wk`XUni`ZØ\fhYž`XUgg`X]Y`6Yhfc`ZYbYb`5bnY][Y
YfghUhhYhYb`"K]Y`5b`hYb`b`Y`H\Øf]b [Yb`VYf]Wk`hYhž`\UhhY`XYf
?cbhU`h`a`Y]gh`ØVYf`A`YggYb[YfX]YbghY`ghUhh[YZi`bXYbž`k`cVY]`g]Wk
X]Y`HÄhYf`U`g` :]bUbn!9i`dYfhYb`Ui`g[Y[YVYb`\UhhYb`"

8]Y`Dc`nY]k Ufbh`Y]bXf]b[`]W`j cf`XYb`nU`fY]W`Yb`Xi V]cgYb
C b`]bY!D`UhhZcfa Ybž`X]Y`U`g`?ØXYf`ZØf`X]YgYg`VYhfØ[Yf]gW`Y`Gd]Y`
X]YbYb" `a`Ni gUa`a Yb`Ub[`a`]h?fmdhck`Å`fi`b[Yb`i`bX`HfUX]b[!
GWUa`g[YVYb`?f]a`]bY`Y`cZhi`bfYU`]gh]gW`c`Y`F`YbX]hYb`Ubž`i`a
U`bi`b[g`cgY`5b`Y[Yf`ni`_ØXYfb" `a`5`[Ya`Y]bYb`k`YfXYb`gc`W`Y
D`UhhZcfa Yb`ØVYf`gcn]U`Y`BYhmk`Yf`_Y`i`bX`j`YfhfUi`Yb`gk`ØfX][
k`]f`_YbXY`K`YVgY]hYb`VYk`cfVYbž`i`a`X]Y`CdZYf`i`bhYf`XYa
J`cfk`UbX`Y]bYf`gYf]ØgYb`5b`U[YVYfUhi`b[`ni`[Yk`]bbYb" `K`]Y`X]Y
Dc`nY]Z]ghghY`hž`Zc`hc[fUZ]YfYb`g]W`X]Y`6YhfØ[Yf`Åi`Z][`Ui`W`U`g
HfUXYf`ž`i`a`XUg`J`YfhfUi`Yb`]fYf`CdZYf`ni`[Yk`]bbYb" `8]Yg
[YgW`Y`h`a`Y]gh`i`bUi`Z[YZcfXYfhž`VY]gd]Y`gk`Y]gY`ØVYf
A`YggYb[YfX]Yb`ghY`cXYf`XUg`HY`YZcbž`k`c`g]Y`j`Yfa`Y]bh]W`
dfc`Z]hUV`Y`<`UbXY`gghfUhy[]Yb`UbV]YhYb` `Y]b`YW`hYf`DgmW`c`hf]d`

Hf]W`g`XYf`6YhfØ[Yf

K`]Y`dc`nY]!VYfUhi`b["XY`VYgW`fY]Vhž`]gh`Yg`k`]W`h][ž`A`]gghfUi`Yb
VY]`5b[YVchYb`ni` `Y[Ybž`X]Y`c`W`gdUbbYbXY` ; Yk`]bbY`VY]
a`]b]a`U`Ya` `9]bgUhn`j`Yfgd`fYW`Yb" `8]Y`6Ub`_Yb`i`bX`GdUf`_UggYb
_cbhU`_h]YfYb`?`i`bX.`]bbYb`b]Y`X]fY`_hž`i`a`ØVYf`Cb`]bY!HfUX]b[`ni
]bZcfa`]YfYb" `J`cf`XYf`5ba`Y`Xi`b[`cXYf`Y]bYf` ; Y`XØVYfk`Y]gi`b[`]gh
Yg`i`bYf`Ågg`]W`ž`g]W`ØVYf`HfUX]b[!D`UhhZcfa Yb`[fØbX`]W`ni
]bZcfa`]YfYbž`VY]gd]Y`gk`Y]gY`Xi`fW`5VZfU[Yb`]b`XYf`6U:]b!
8UhYbVUb`_`9]b`k`Y]hYfYf`K`Ufb`]b`k`Y]g.`GYbg]V`Y`8UhYb`gc`hYb
b]Ya`U`g`dfY]g[Y[YVYb`k`YfXYbž`]bgVYgcbXYfY`Ni`[Ub[gXUHyb`cXYf
5i`gk`Y]gZc`hc`g"

8]Y`Hf]W`g`g]bX`j`]Y`Z`h`h][`6YhfØ[Yf`_ØbbYb`gc[Uf`FYa`chY!
GcZhk`UfY`Y]bgYhnYbž`i`a`i`bVYa`Yf`_h`8UhYb`ni`ghY`Yb" `<]bni
_ca`a`hž`XUgg`VY]`5i`gnU`i`b[gUbZfU[Yb`cZi`YfghUi`b`]W`Y
; YVØ`fYb`cXYf`GhYi`Yfb`j`Yf`Ub[h`k`YfXYb" `8]Yg[YgW`Y`h`Åi`Z][
VY]`XYb`gc[YbUbbhYb`H]bXYf!HfUX]b[!GWUa`g`ž`VY]`XYbYb
?f]a`]bY`Y`ØVYf`gcn]U`Y`BYhmk`Yf`_Y`X]Y`?`cbhU`_hUi`ZbU`a`Y`gi`W`Yb
i`bX`gc`j`Yf`gi`W`Ybž`X]Y`CdZYf`Ui`Z]fY`A`UW`Yb`gW`UZhYb
Ui`Za`Yf`_gUa`ni`a`UW`Yb"

8]Y`8i`b`_Y`n]ZZYf`]gh`c`W`

8]Y'8i b_Y'n]ZYZf'gc`WXYf'6Yhfi [gZÄ`Y']gh:U`Ufa]YfYbX"@Ui h'
7UYgUf'DfY`Yf'[]VhYg'b]Wxh'bi f`X]Y`_Ugg]gWXYb'Di a d!UbX!
 8i a d!GWXYa UhUž'gcbXYfb'Ui Wx`D\]g\]b[!A Yh\cXYbž'VY]'XYbYb
 dYfgÖb`]WXY'8UhYb'Xi fWx` [YZÄ`gWxhY'9!A U]'g'cXYf'K YVgY]hYb
 [Yghc`Yb'k YfXYb"8]Y'5bnU\`XYf'CdZYf']b'8Yi hgWx`UbX']gh']b
 XYb`YhnhYb'U\YfYb'ghYh] []Yk UWxgYbž'i bX'VY]'6Yhfi [gZÄ`Yb']a
 Ni gUa a Yb\Ub['a]h'?fmdhck Ä\fi b[Yb'gi a a]YfhY'g]Wx`XYf
 GWXUXYb'Ui ZZUgh'%ž`'A]`]UfXYb'i G!8c`Uf"

6YhfcZYZbY'gc`hYb'i bVYX]b[h'gÄa h]WXY'?ca a i b]_Uh]cbYb'a]h
 XYb`VYhfØ[Yf]gWXYb'5bV]YhYfb'Xc_i a Ybh]YfYb'i bX
 [Y[YVYbYbZU`g`Y]bY'GhfUZUbny][Y`YfghUhhYb"N]j]`fYWxh]WXY
 GWxf]hhY'g]bX'YVYbZU`g'a Ö[`]Wxž'UVYf'Ui Wx`\]Yf'[]h`J cfg]Wxh]gh
 VYggYf'U'g'B UWxg]Wxh`9g'k]fX'[YfUhYbž'b]Ya U'g'k Y]hYfY
 9]bnU\`i b[Yb'ni `hÄh][Yb'i bX'VY]'XYf'?cbhU_hUi ZbU\`a Y'a]h
 6Ub_Yb'cXYf'5bk Ä`hYb'gcf[ZÄ`h][]j cfni [Y\Ybž'i a `b]WxhYfbYi h']b
 Y]bY': U`Y'ni `hUddYb"

GWxi hn']gh'k]Wxh][. : Øf`U`Yž`X]Y`]a `hYfbYh'U_hj`g]bXž'[]`h`U`gc
 X]Y'8Yj]gYž'ghYhg'k UWxgUa `ni `gY]b'i bX'g]Wx`žcfa Uh]cbYb'Ui g
 j Yf`Ägg]WXYb'E i Y`Yb'Y]bni `c`Yb"9g'[]Vhj]Y`Y'gYf]ÖgY
 A Ö[`]Wx`_Y]hYbž']b'?fmdhck Ä\fi b[Yb'ni `]bj Ygh]YfYbž'XcWx`[i h
 ØVYf`Y[Yb'gc`hY'a Ub'g]Wx`]a a Yf`nk Y]A U`žVYj cf'a Ub`]b
 i bVY_UbbhY'; Yk ÄggYf`Y]bhUi Wxh`

8YhU]`g	
C fh	9fZ fhž'8Yi hgWx`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "UbhYbbYh\i Yf]b[Yb"XY • k k k "dc`nY]!VYfUhi b["XY • k k k "WUYgUf!dfY`Yf"XY

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