

< Ua Vi f ['] a ' ? fYi nZU\ fhZ]YVYf. '%%'GWX]ZZY
]b 'X]YgYf'K cWX Y ']a ' < UZYb °

< Ua Vi f ['Ya dZAb [hij ca ' - " 'V]g'%) " ' † '] ' & \$ &) ' a Y \ fYfY
? fYi nZU\ fhgWX]ZZY ž'XUfi bhYf'X]Y 'DfYa]YfY 'XYf / ei ch/DUW]Z]W
K cf'X / ei ch"

< UZYb 7]hmž' < Ua Vi f [ž'8 Yi hgWX 'UbX ' ! ' † ' XYf'K cWX Y ' j ca ' - " 'V]g
) " ' † '] ' & \$ &) ' k]fX'XYf' < Ua Vi f [Yf' < UZYb ' [Ubn']a ' NY]WX Yb'XYf
? fYi nZU\ fhghY \ Yb" ' † g [YgUa h'Y'Z? fYi nZU\ fhgWX]ZZY 'k YfXYb'X]Y
HYfa ']bU'g'GhY]bk YfXYfž'5'hcbU'i bX' < UZYb 7]hm'Ub'Ui ZYbž'k Ug
a Y \ fYfY 'HUi gYbX'DUggU []YfY ']b'X]Y'GhUXh'Vf]b [h" '6YgcbXYfg
YfZFYi ']WX ']gh'X]Y 'DfYa]YfY 'XYf' DUW]Z]WK cf'X ž'Y]bYa
? fYi nZU\ fhgWX]ZZ'XYf' 'UdUb]gWX Yb' C f [Ub]gUh]cb 'DYUW' '6cUhž'XUg
Ub'X]YgYa 'K cWX YbYbXY'ni a 'YfghYb'A U']b' < Ua Vi f ['Ub'Y [h"
8]YgY'K cWX Y'k]fX'g]WX 'gca]h'U'g'k]WX h] [Yf'A ca Ybh'ZØf'X]Y
< UbgyghUXh'Yfk Y]gYbž'X]Y'g]WX 'U'g'ZØ\ fYbXY
? fYi nZU\ fhXYgh]bUh]cb 'YhUV']Yfh' \ Uh"

5a 'A cbhU ['k]fX'XUg'fYbca a]YfhY' ? fYi nZU\ fhgWX]ZZ' A G'9i fcdU
a]h'Y]bYf' ? UdUn]hÅh]j cb' (\$, 'DUggU []YfYb']a ' 7fi]gY'7YbhYf
< UZYb 7]hmZYgha UWX Ybž'k Å\ fYbX'X]Y' A G7'DfYn]cgU ž'X]Y'D'Uhn'ZØf
ØVYf'' ") \$ \$ 'DUggU []YfY'V]YhYhž']b'GhY]bk YfXYf'Ub'Y [h" ' † g [YgUa h
g]bX']b'X]YgYa ' † \ f'VYfY]hg'gYWX'g'5b'Ài ZY'XYf' A G'9i fcdU 'i bX
Y'Z'5b'Ài ZY'XYf' A G7'DfYn]cgU ']b' < Ua Vi f [' [Yd'Ubh" '5a
8]YbghU ['k]fX'X]Y' A G' < Ua Vi f ['a]h' (%\$ 'DUggU []YfYb']b
< UZYb 7]hm'8cW' a UWX Ybž'k Å\ fYbX'X]Y' 7cghU': Uj c'cgU ']b
GhY]bk YfXYf'Ub'Y [h'i bX'D'Uhn'ZØf'WU'' " * \$ \$ 'DUggU []YfY'V]YhYh"

J]Y'ZÀ'h] [Yg'Dfc [fUa a 'i bX' \ c \ Y
DUggU []YfnU \ Yb

8]Y`J]Y`ZU`h`XYf`?fYi nZU`fhgWk]ZZY`gYmh`g]Wk`ja`@Uj ZY`XYf`K`cWkY
Zcfh`5a`A`Jhk`cWk`k`jFX`X]Y`A`G`9i`fcdU`&`a`j`h`)%`DUggU[]YfYb`]b
5`hcbU`Ub`_ca`a`Ybž[YZc`[`h]j`cb`XYf`A`G`:`fYXYf]W7`cd]b`žX]Y
D`Uhn`Z0f`,`\$`DUggU[]YfY`V]YhYh`5i`Wk`Ua`8`cbbYfghU[`k`jFX`a`]h`XYf
5]XU`Df]a`U`žX]Y`a`cf[Ybg`]b`GhY]bk`YfXYf`Ub`Y[`h`i`bX`F`Ui`a`Z0f
0VYf`"``"\$`\$`DUggU[]YfY`V]YhYhž`Y]b`k`Y]hYfYg`<][`\\][`\\h[YgYmh`8]Y
5]XU`Df]a`U`k`jFX`%)`A`U`]b`X]YgYa`š`\\f`XYb`<Ua`Vi`f[Yf`<UZYb
VYgi`WkYb`"

8]Y`NU`\\Yb`VY`Y[Yb`XYb`9fZc`[`<Ua`Vi`f[g`U`g
?fYi nZU`fhXYgh]bUh]cb`Gc`j`YfnY]Wk`bYhY`X]Y`GhUXh`ja`š`\\f`&\$&`
Y]bY`FY`_cfXnU`\\`j`cb`%`&\$`("\$`,`-`?fYi nZU`fhDUggU[]YfYb`ž`k`Ug
Y]bYb`g][`b]Z]_UbhYb`5bgh]Y[`]a`J`Yf[`Y]Wk`ni`&\$&`XUfghY`hž`]b
XYa`bi`f`+,`)"`\$\$\$`DUggU[]YfY[YnA`\\`h`k`i`fXYb`"`đg[YgUa`h`]YZYb
)`%`j`YfgWk]YXYbY`GWk]ZZY`&+,`!a`U`XYb`<Ua`Vi`f[Yf`<UZYb`Ubž
XUfi`bhYf`UWk`h`9fghUb`Ai`ZY`i`bX`*`&`5b`Ai`ZY`j`cb
:`i`gg`_fYi nZU`fhgWk]ZZYb`8`f`A`Y`Ub]Y`@Ycb`\\UfXž`GYbUhcf]b`Z0f
K`jfhgWk]UZh`i`bX`đbcj`Uh]cbž`VYhcbh`X]Y`6YXYi`hi`b[`XYf
?fYi nZU`fhVfUbWkY`Z0f`X]Y`K`YfhgWk]0dZi`b[`i`bX`6YgWk]AZh][`i`b[`]b
<Ua`Vi`f["

B UWk \ U`h][Y`9b`hk`]W`_`i`b[Yb`i`bX`ni`_0bZh][Y D`AbY

9]b`Yb`hgWkY]XYbXYf`5gdY`_h`Z0f`X]Y`Ni`_i`bZh`XYg`<Ua`Vi`f[Yf
<UZYbg`]gh`X]Y`9f0Zbi`b[`Y]bYg`a`cXYfbYb`?fYi nZU`fhYfa`]bU`g`]b
XYf`<UZYb7]hmi]a`š`\\f`&\$&`"8]YgYg`k`jFX`a`]h`ink`Y]@Y[Yd`AhYb
i`bX`Y]bYf`@UbXghfca`j`Yfgcf[`i`b[`Ui`g[YghUhhYhž`k`Ug`gck`c`\
0_c`c[]gWkYb`U`g`Ui`Wk`0_c`bca`]gWkYb`J`cfhY]Yb`X]YbYb`gc`""8Yf
5i`gVUi`XYf`@UbXghfca`j`Yfgcf[`i`b[`Ub`U`Yb`?fYi nZU`fhYfa`]bU`g
k`jFX`k`Y]hYf`j`cfUb[Yhf]YVYbž`i`a`<Ua`Vi`f[g`Dcg]h]cb`U`g
bUWk \ U`h][Y`?fYi nZU`fh!8Ygh]bUh]cb`ni`ZYgh][Yb`"

: 0f`&\$&(`d`Ubh`X]Y`<UZYbj`Yfk`U`hi`b[`&+`\$`5b`Ai`ZY`j`cb
<cWk`gY`YgWk]ZZYb`i`bX`*\$`5b`Ai`ZY`j`cb`:`i`gg`_fYi nZU`fhgWk]ZZYb`
Ni`XYa`g]bX`nY`\\b`9fghUb`Ai`ZY`Z0f`X]YgYg`š`\\f`Ub[Y`0bX][`hž
XUfi`bhYf`bUa`\\UZhY`GWk]ZZY`k`Y`7i`bUfXg`E`i`YYb`5bbY`i`bX
8]gbYm`7fi`]gY`@]bYg`8]gbYm`8fYUa`"8]Yg`nY][`h`XUg`k`UWk`gYbXY

ðhYfYggY`Ub`?fYi nZU\fhYb`]bgVYgcbXYfY`XYi hgW\Yf`i f`Ui VYf`i bX
 i bhYfghfY]W\h`X]Y`F c``Y`<Ua Vi f[g`U`g`Y]bYf`XYf`ZØ\fYbXYb
 ?fYi nZU\fh\ÀZYb`]b`9i fcdU"

8]Y`6fUbW\Y`hfÀ[h`À\`f`]W\`a]h`Y]bYf`6fi hhc!K YfhgW\ÒdZi b[`j cb
 (&\$`A`]`cbYb`9i fc`ni f`K]fhgW\UZh`<Ua Vi f[g`VY`]i bX`g]W\Yfh
 ("(-`\$`J c``nY]hghY``Yb``8Yf`<Ua Vi f[Yf`<UZYb[YVi fhghU[ž`XYf`j ca
 -``V]g`%&``A U]`&\$&(`[YZY]Yfh`k]fXž`k]fX`ni XYa`Y]bY` ; Y`Y[Yb\Y]h
 V]YhYbž`X]Y`5hfhU_h]j]hÀh`i bX`6YXYi hi b[`XYf`?fYi nZU\fh`]b`XYf
 <UbgYghUXh`XYf`VfY]hYb`^2 ZZYbh]W\`_Y]h`ni `dfÀgYbh]YfYb"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	< UZYb 7]hmž`< Ua Vi f[ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • \Ua Vi f["h!cb`]bY"XY • k k k "\ UZYb!\ Ua Vi f["XY • k k k "_fYi nZU\fh!dfUI]g"XY

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