

J c`gdYffi b[`XYf'8cfZghfU»Y`]b'6fc_Y`c\
B Yi Yf'HfUZc`Vf]b[h`ÿ f[Yf°

5V`XYa`'&&"`>Jbi Uf'&\$&) `k]fX`X]Y`8cfZghfU»Y`]b'6fc_Y`c\
k Y[Yb`XYa`'5i ZVUi`Y]bYf`bYi Yb`HfUZcghUh]cb`j`c`'[YgdYffh"

6fc_Y`c`ž'8Yi hgW`UbX`!`'b'6fc_Y`c`k]fX`Ua`'&&"`>Jbi Uf'&\$&)
fA]hkcW`k`X]Y`8cfZghfU»Y`Ui Z[fi bX`XYg`5i ZVUi`g`Y]bYf`bYi Yb
HfUZcghUh]cb`j`c`'[YgdYffh`'8]Y`GdYffi b[`VYhf]Zh`XYb`6YfY]W`
6fc_Y`c`Yf`<Y`VYf[`i bX`k]fX`nk]gW`Yb`' `i bX`) `I`f`]b`XYf`': fØ\
Xi fW[YZØ`fh`'9]bY`I`a`Y]hi b[`k]fX`UV`XYf`C`fhgXi fW`ZU`fh
6fc_Y`c`gck]Y`UV`XYf`@`' +\$`fK]fhgW`UZh`gk Y[k`Ui`g[YgW`]'XYfh`
8]Yg`k`i`fXY`j`cb`X]Y`<`Uf`_`Y`a`]h[YhY`]'h"

8Yg`K`Y]hYfYb`k`i`fXY`j`cb`**BK`N`C`b`]**bY`VYf]W`hYh`XUgg`g]W`X]Y
: U`fvU`b!`i`bX`F`UX`k`Y[YfbYi`Yfi`b[`XYf`?`%(`%ž`X]Y`VYfY]hg`Ua`'`%*`"
C`_`hc`VYf`VY[`Ubb`ž`i`a`Y]bY`K`cW`Y`j`Yfn`Ø[`Yfh`'8]Y`6Ui`UfVY]hYb
gc`hYb`i`fgd`fØb[`]W`V]g`ni`a`'`%+`"B`c`j`Ya`VYf`UV[`YgW`c`ggYb`gY]b`"
8]Yg`Y`J`Yfn`Ø[`Yfi`b[`k`i`fXY`j`cb`XYf`@`Ub`XYg`VY`Ø`fXY`ZØf
GhfU»`Yb`VUi`'i`bX`J`Yf`_`Y`f`]b`C`X`Yb`Vi`f[`VY`_`Ubb`h`[`Y[`YVYb`ž`XU`X]Y
6Ui`Z]fa`U`Ui`Z[`fi`bX`XYf`K`]hYfi`b[`U`_`hi`Y`Y`6Ui`ghY`Y`b`b]W`h
UVgW`]Y»`Yb`_`cbb`hY`"8]Y`GUb]Yfi`b[`VYhf]Zh`X]Y`5a`a`Yf`À`b`XYf
GhfU»`Y`f?`fY]gghfU»`Y`%(`%k`nk]gW`Yb`5W`hYfba`YfY`i`bX`C`VYf`Yh`Y
i`bX`U`h`Y]bY`';`YgUa`h`À`b[`Y`j`cb`'`*`\$\$`A`YhYfb`"

6Ui UfVY]hYb`i`bX`I`a`Y]hi`b[`Yb`

8]Y`VYj`cfghY`Yb`XYb`6Ui`UfVY]hYb`gY`Yb`j`cfž`X]Y`j`cf`U`b`XYb`Y
5gd`U`h`VY`ZYgh][`i`b[`fi`!`\$`W`a`X]W`k`UVni`Zf`Ag`Yb`ž`Y]b`Yb
Dfc`Z]`Ui`g[`Y]W`a`]hY]bYf`5gd`U`h`V]b`XYfgW`]W`h`j`cfni`bY`a`Yb`i`bX
UVgW`]Y»`Yb`X`Y]bY`5gd`U`h`XYW`gW`]W`h`Ui`Zni`Vf]b[`Yb`"8`Ug
6Ub`_`Y`h`Yf`À`h`Y]b`bYi`Yg`Dfc`Z]`i`bX`Y]bY`bYi`Y`

: U\fvU\ba Uf_]Yfi b[`k]fX`Ui Z[YVfUW\h`K Å\fybX`XYf
6Ui UfVY]hYb`k]fX`X]Y`GhfU»Y`ZØf`XYb`8i fW\ [Ub[gj Yf_Y\`f`j c``
[YgdYffh"8]Y`I a `Y]hi b[`ZØf`J Yf_Y\`fghY]`bY\`a Yf`YfZc`[h`ØVYf.`?
%(%`fHi b[Y`Yf`8Ua a Ł` `?`%(-`fcVYf`Yh\`Yf`GhfU»YŁ` `@, +\$
fc`XYbVi f[Yf`GhfU»YŁ` `?`%&(`fk i bXga Ø\`Yf`@UbXghfU»Y`
<i bc`XghfU»Y` `<i bXga Ø\`Yf`GhfU»YŁ`]b`VY]XYb`F]W\hi b[Yb``8Yf
FUXj Yf_Y\`f`k]fX`ØVYf`?cfcgcfghfU»Y` `5W\hYfb`6i gW\`
; `i a ghfU»Y` `5a `<c`n` `Ni a `:i \fyb_Ua d` `K]`XfcgYbk Y[`.
6ÖgY`Yf`GhfU»Y`V]g`ni f`5a a Yf`ÅbXYf`GhfU»Y`i a [Y`Y]hYhžk Å\fybX
5b`)Y[Yfj Yf_Y\`f`bi f`Y]b[YgW\`fÅb_h`a Ò[`]W\`]gh`K Y]hYfY
k]hYfi b[gVYX]b[hY`J YfnÒ[Yfi b[Yb`g]bX`b]W\h`Ui g[YgW\`cggYb"

8YhU]`g	
J cfZU``	J Yf_Y\`fgi bZU``ž`6Ui ghY``Y
I fgUW\Y	5i ZVUi `Y]bYf`bYi Yb`HfUZcghUh]cbž`K]hYfi b[
C fh	6fc_Y`c\`ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "X]Y\Uf_Y"XY • k k k "bk ncb`]bY"XY

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