

?]fgWÅ V`ØhYbnUi VYf`]b`6Yf`]b. `K c`V`Ø\h Yg`Ua `gWÅ ÒbghYb 3

9f`YVYb`G]Y`X]Y`?]fgWÅ V`ØhYbgU]gcb`&\$&) `]b`6Yf`]b`i bX
HY`hck`a`]h`VYY]bXfi W_YbXYb`6`ØhYbž: Ygh]j U`g`i bX
6Ui UfVY]hYb`Ub`VY`]YVhYb`CfhYb"



HY`hck`ž`8Yi hgWÅ`UbX`!`5a` `&, "A Åfn'&\$&) `U`h`X]Y
?]fgWÅ V`ØhYbgU]gcb`]b`6Yf`]b`cZZ[n]Y`VY[`cbbYb`"6YfY]hg`Ua
j`Yf[`Ub[`YbYb`K`cWÅYbYbXY`k`i`fXYb`X]Y`YfghYb`V`Ø\YbXYb`6Åi`a`Y
[`Yg]WÅhYhž`i`bX`X]Y`fcgU`?]fgWÅ V`ØhYb`n]Y\Yb`nU\`fY]WÅY`6Ygi`WÅYf
Ub`"8]YgY`N]Yf!`?]fgWÅ VÅi`a`Y`g]bX`Y]b;`YgWÅYb`_`dUbg`Ub`6Yf`]bž
XUg`bUWÅ`XYa` `: U`X`Yf`A`Ui`Yf`[`YdZUbnh`k`i`fXY"

6YgcbXYfg`a`Uf`_`Ubh`]gh`X]Y`HJ`!`5gU\`!`?]fgWÅ V`ØhYb`U`YYž`X]Y`g]WÅ
Ui`ZXYa` `Y\Ya`U`][`Yb;`fYbngfhY]ZYb`nk`]gWÅYb`HY`hck`i`bX`GhY`[`]hn!
NY\`YbXcfZYfghfYW`h`"5i`Z`fi`bX`j`cb`GUb]Yfi`b[`gUfVY]hYb`]gh`X]YgY
5`YY`YXcWÅ`V]g`9bXY`&\$&) `ZØf`6Ygi`WÅYf`[`YgdYffh`"Dfc`Y`_`hY`ni`f
F`Yj`]hU`]g]Yfi`b[`XYf;`fØbZÅWÅYb`i`bX`X]Y`9fbYi`Yfi`b[`XYg`6Yf`]bYf
A`Ui`Yfk`Y[`gž`X]Y`ni`-`\$i` `j`cb`Vi`bXYgghUUh`]WÅYb;`ØfXYfa`]hY`b

i bX`ni`%\$!`j`cb`6Yf`]bYf`@UbXYga`]hY`b`Z]bUbn]Yfh`k`YfXYbž`g]bX`
X]Y`;`f0bXY`Z0f`X]YgY`A`U»`bU\`a`Y`"8`Ug`[`YgUa`hY`5fYU`k`]fX`Ui`g`
G]WYf\`Y]hg[`f0bXYb`a`]h`6Ui`nAi`bYb`UV[`YgdYffhž`i`bX`X]Y`GhUXh`
HY`hc`k` \`Uh`Y`bhgW]YXYbž`Ui`Z`Y]bYb`?`]fgW`V`0hY`bh]W`_`Yf`ni`
j`Yfn]W`hY`bž`i`a`_`Y]bY`ZU`gW`Yb`5`bfY]nY`Z0f`6Ygi`W`Y`ni`g`W`UZZYb`"
8]YgY`≠`Zcfa`Uh]cb`k`]fX`Ui`W`j`cb`<`UbUa`]:`Ygh]j`U`i`bhYfgh0hnh`"

6YXYi`hYbXY`6`0\`cfhY`]b`6Yf`]b`

Hfchn`XYf`GdYffi`b[`XYf`?`]fgW`V`0hY`bU`YY`[`]Vh`Yg`j`]Y`Y`UbXYfY`
C`fhY`]b`6Yf`]bž`X]Y`Yg`k`Yfh`g]bXž`VYgi`W`h`ni`k`YfXYb`"6YgcbXYfg`
X]Y`G`W`k`YXhYf`GhfU»`Y`]b`DfYbn`Ui`Yf`6Yf[`\`Uh`Y`XcW`Ui`W`a`]h`
6Ui`UfVY]hYb`ni`_`Åa`dZYbž`k`Ug`X]Y`G]W`h`Ui`Z`X]Y`6`0hY`b`Xcfh`
Y]bgW`fÅb`_`h`K`Yf`X]Y`6`0hY`bdfUW`h[`Yb]Y»`Yb`a`0W`hYž`_`0bbhY`
Zc`[`YbXY`C`fhY`]bg`5i`[`Y`ZUggYb`.

- ;`ÅfhYb`XYf`K`Y`h`<`]Yf`Z]bXYh`Ua`i`)"`i`bX`*`"5df]`Y]b`
?`]fgW`V`0hY`bZYgh`a`]h`K`cf_g\`cdgž`A`i`g]_ž`HÅbnYb`i`bX`
Y]bYa`7`cgd`UmK`YhhVYk`YfV`ghUhh`"
- NY]gg!;`fc»`d`UbYhUf]i`a`_`8cfh`_`Ubb`Y]bY`?`ca`V]bUh]cb`Ui`g`
?`]fgW`V`0hY`b`i`bX`GhYfbYbV`]W`_`Yf`YVh`k`YfXYb`"
- ;`fYYbk`]W`dfca`YbUXY`Ua`HY[`Y`Yf`GYY`J`cf`U`Ya`]a`
:`f0\`]b[`nY][`hg]W`X]Y`Dfca`YbUXY`a`]h`Yff`]W`Yb`Hi`dYb`"

Ni`gÅhn`]W`[`]Vh`Yg`nU\`fY]W`Y`X]W`h[`YXfÅb[`hY`?`]fgW`V`0hY`bVÅi`a`Y`
]b`XYf`BÅ\`Y`XYf`G!`6U\`b\`U`hYghY`Y`6cfb\`c`a`Yf`GhfU»`Y`gck`]Y`X]Y`
?`Åh\`Y!`B]YXYf`_]fW`bYf!`GhfU»`Y`]a`6`0hnc`k`_]Ynž`X]Y`g]W`]a`i`f0\`U\`f`
]b`Y]b`fcgU`6`0hY`ba`YYf`j`Yfk`UbXY`h`9]b`k`Y]hYfYg`<`][`\`][`\`h]gh`XYf`
@UbXk`Y\`f`_`UbU`ž`XYf`Ua`8`fY]`ÅbXYfYW`_`Ub`XYf`@c\`ba`0\`YbVf0W`_`Y`
a`]h`fcgU`6`0hY`bdfUW`h`Ui`Zk`UfhYh`"

?`i`]bUf]gW`_`Ubb`k`Å\`fYbX`XYf`?`]fgW`V`0hY`bnY]h]b`6f]hn`VY]a`
6Ui`a`V`0hY`bZYgh`nk`]gW`Yb`XYa`i`("i`bX`&+"5df]`i`a`i`i`hgdUf`_`6f]hn`
[`YbcggYb`k`YfXYbž`XUg`Y]b`Vi`bhYg`Dfc[`fUa`a`a`]h`i`U\`f[`YgW`ÅZhYb`
i`bX`@]j`Y!`A`i`g]_`V]YhYh`"

@Ui`h`DfYggYgd`fYW`Yf]b`F`ca`m`A`ch`Yg`g]bX`X]Y`?`]fgW`V`0hY`b`
XYfnY]h`Yfgh`j`YfY]bnY`h[`Y0ZZbYhž`X]Y`j`c`ghÅbX][`Y`6`0hY`k`]fX`

^XcW`]bbYf\U`V`XYf`bÅW ghYb`Y]b`V]g`nk Y]`K` cW`Yb`Yfk UfhYh"
 ðg[YgUa`hj`Yfgdf]W`h`X]Y`?`]fgW`V`ØhYbgU]gcb`&\$&)`]b`6Yf`]b`i`bX
 l`a`[`YVi`b[`žY]b`ZUfVYbZfc`Yg`i`bX`ZYgh`]W`Yg`9f`YVb]g`ZØf`U`Y
 6Ygi`W`Yf`ni`k`YfXYb`"K`Y]hYfY`ðZcfa`Uh]cbYb`ni`XYb`VYghYb
 5i`gg]W`hgdi`b`_hYb`i`bX`J`YfUbgU`hi`b[`Yb`g]bX`Ui`Z`XYf`K`YVgY]hY
 j`cb`HU[`Yggd]Y[`Y`j`YfZØ[`VUf"

8YhU]`g	
Cfh	HY`hc`k`ž`8`Yi`hgW`U`b`X
Ei`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"hU[`Yggd]Y[`Y`"XY • k`k`k`"\`Ub`Ua`_]ZYgh"cf[

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