

K U`XVfUbX[YZU\ f`ghY][h. `C ghYf\ c`nYf
B Uhi f`]b ` \ ÒW ghYf`5`Ufa VYfY]hgW UZh`

A YhYcfc`c[Yb`k UfbYb`Ua ` " \$("&\$&) `j cf`ghY][YbXYf
K U`XVfUbX[YZU\ f`]b `C ghYf\ c`n!GW Ufa VYW_`Ui Z[fi bX
Yfk UfhYhYf`HfcW_Yb\Y]h"

C ghYf\ c`n!GW Ufa VYW_ž`8Yi hgW `UbX`!`8]Y`K U`XVfUbX[YZU\ f`
]b`C ghYf\ c`n!GW Ufa VYW_` \ Uh]b`XYb`Y`hYb`HU[Yb`U`Ufa]YfYbXY
5i ga U»Y`Ub[Ybca`a`Yb`"@Ui`h`A`YhYcfc`c[Yb`g]bX`]a
bcfXXYi hgW Yb`F`Ui`a`_Y]bY`B]YXYfgW`À[Y`]b`G]W hž`k`cXi`fW`X]Y
F]g]_c`U[Y`k`Y]hYf`j`YfgW`ÀfZh`k`]fX`"<Y]_c`9\]b[ž`XYf`?fY]g!
K U`XVfUbXVYUi`ZhFU[hYž`fi`Zh`X]Y`6Yj`Ò`_Yfi`b[`ni`f`Yf\`Ò`hYb
5i`Za`Yf_gUa`_Y]h`Ui`Zž]bgVYgcbXYfY`]b`[YZÀ`fXYhYb`;`YV]YhYb`k`]Y
XYb`B`UXY`k`U`X!`i`bX`<Y]XYZ`ÀW`Ybž`XUfi`bhYf`GW`a`]Xhg`?`]YZYfb
i`bX`X]Y`VYk`U`XYhYb`:`ÀW`Yb`bcfXk`Ygh]W`j`cb`K`U` `ÒZYb`" `a
:`U`Y`Y]bYg`6fUbXYg`gc`hY`X]Y`:`Yi`Yfk`Y`f`i`bhYf`B`chfi`Z`%%&
U`Ufa`]Yfh`k`YfXYbž`gc`X]Y`_`UfY`5bgU[Y`j`cb`9\]b["`

K U`XVf`ÀbXY`hfYhYb` `Ài`Z][`nk`]gW`Yb`%%`i`bX`%+`!` \f`Ui`Zž`XU`ni
X]YgYb`NY]hYb`X]Y`@`Zh!`i`bX`6cXYbZYi`W`h][`_Y]h`Ua` `b]YXf][`ghYb`]gh"
6YgcbXYfg`XUg`hfcW_YbY`i`bhYf\c`nž`VYghY`YbX`Ui`g`FY]h!`i`bX
6Ybh[`fUg`gck`]Y`<Y]XY`_fUi`hž]gh`Y]W`h`Yb`hnØbX`]W`i`bX`ghY`h`Y]bY
[`fc»Y`;`YZU\`f`XUf`"GU`bXV`ØXYb`g]bX`ni`g`Àh`]W`f]g`_Ub`hž`XU`g]Y
gW`bY`Yf`Ui`ghfcW`_bYb`"B`UXY`V`Ài`a`Y`k`]Y`?`]YZYfb`i`bX`8ci`[`_Ug]Yb
hfU[`Yb`ni`f`5i`gVfY]hi`b[`j`cb`6f`ÀbXYb`VY]ž]bXYa`g]Y`Yb`hnØbXVUfY
;`UgY`ZFY]gYhYbž]bgVYgcbXYfY`VY]` \c`Yb`HYa`dYfUhi`fYb`"9\]b[
k`Ufb`hY]bXf]b[`_W`j`cf`XYa`F`Ui`W`Yb`]a`K`U`Xž`XU`[`_]a`a`YbXY
N][`UfY`hYb`_]ddYb` `Ài`Z][`ni`K`U`XVf`ÀbXYb`ZØ`fYb`_ØbbYb`"

5_hi`Y`Yf`K`U`XVfUbX[YZU\ fYb]bXYI

8YhU]`g	
J c fZU``	6fUbXgh]Zhi b[
I fgUWXY	?`]a Uk UbXY`
C fh	C ghYf\c`n!GWUfa VYW_ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k YgYf!_i f]Yf"XY • k U`X"Zbf"XY • k k k "k U`Xk]ggYb"bYh

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