

I bhFYi Y!J cfk ØfZY. '5 Z8!Dc`]h]_Yf': ØggY`
j cf'; Yf]W\ h3

5bXfYUg': ØggY`ž 5 Z8!Dc`]h]_Yf']b`HfUi bghY]bž'k]fX`k Y[Yb
I bhFYi Y`i bhYfgi W\h"i b`_Uf\Y]hYb`ni f'; Yf]W\hgj Yf\UbX`i b[
V`Y]VYb"

HfUi bghY]bž'8 Yi hgW\`UbX`! 5bXfYUg': ØggY`ž Y]b`5 Z8!Dc`]h]_Yf']a
HfUi bghY]bYf'? fY]ghU[`i bX`GhUXhfUh`j cb`HfUi bfYi hž'g]Y\`h'g]W\
XYfnY]h'gW\k YfYb`J cfk ØfZYb`Ui g[YgYhnh" `@Ui h`FcgYb\`Y]a &(
k]fX`Yf`j cb`XYf`GhUUhgUbK U`hgW\UZi`HfUi bghY]b`k Y[Yb`I bhFYi Y`]b
%(`: À`Yb`i bhYfgi W\h" 8 Yf`J YfXUW\h`Yf\YVh'g]W\ž`XUgg': ØggY`g]W\
k À\`YbX`gY]bYf`5a hgnY]h`U`g`? fY]gj cfg]hnYbXYf`XYf`5 Z8`ja
@UbX`_fY]g`HfUi bghY]b`i bfYW\hà À»][`Ui g`XYf`DUfhY]_UggY`VYX]Ybh
\Uh"

8 Yf`[YgW\`ÀhnhY'; YgUa hgW\ UXYb`VY`Ài Zh'g]W\`Ui Z%(") \$\$`9i fc"
8]Y`J c fZÀ`Y`gc`Yb`g]W\`]b`XYf`NY]h'gY]bYf`5a hgZØ\fi b[`YfY][bYh
\UVYb": ØggY`ž XYf`gY]h`XYb`? ca a i bU`k U\`Yb`&\$&\$`ZØf`X]Y`5 Z8
]a`? fY]ghU[`i bX`]a`GhUXhfUh`h`h]h[`]ghž`_UbX]X]YfhY`ni`Yhnh`ZØf`XYb
6UmYf]g]W\Yb`@UbXhU["`9f`k i fXY`Ua`%) "`C`_hcVYf`&\$&&
dUfhY]]bhYfb`ni a`? fY]gj c fghUbX`[Yk À\`hž`hfUh`YXcW\`]a`ž`b`]&\$&(
ni fØW`_`8]Y`9fa`]h`i b[Yb`g]bX`]bg`GhcW`Yb`[YfUhYbž`XU`XUg
; Yf]W\h`B UW\Yfa`]h`i b[Yb`Ub[Yc fXbYh`\Uh`i bX`g]W\`X]Y`5`_hY
k]YXYf`VY]`XYf`GhUUhgUbK U`hgW\UZi`VYZ]bXYh"

F YW\h`]W\Y`? cbgYei YbnYb`i bX
I bgW\i`Xgj Yfa i hi b[

5b[Yg]W\hg`XYf`GW\k YfY`XYf`J cfk ØfZY`_ØbbhY': ØggY`Ui hi; YgYhn
a`]h; Y`XghfUZYb`cXYf': fY]\Y]hgghfUZYb`j cb`V]g`ni`ZØbZ`J\`fYb
_cbZfcbh]Yfh`k YfXYb" 5_hi Y`[]Vh`Yg`U`YfX]b[g`k YXYf`Y]bYb

9f0ZZbi b[gVYgW`i gg`bcW`Y]bYb`HYfa]b`Z0f`Y]bY
; Yf]W`hgj Yf\UbX`i b["': 0f': 0ggY`[]`h`bUW`k]Y`j cf`X]Y
l bgW`i `Xgj Yfa i hi b["

DUFU`Y`ni `XYb`fYW`h]W`Yb`Hi fVi `YbnYb`]a `HfUi bghY]bYf`? fY]ghU[
\Uh`X]Y`5Z8`]b`C VYfVUmYfb`k]W`h][Y`GW`f]hhY`]a`<]bV`]W`_Ui ZX]Y
_ca a YbXY`@UbXhU[gk U`i bhYfbca a Yb`"8Yf`5Z8!

6Yn]f_gj YfVUbX`C VYfVUmYfb` \Uh`Ua` j Yf[Ub[YbYb
K cW`YbYbXY`]b`Di hmvfi bb`VY]A 0bW`Yb`Y]bY`? UbX]XUhYb`]ghY
Ui Z[YghY`hzi a`Z0f`X]Y`@UbXhU[gk U`i]a`C`_hcVYf`&\$&) `UbhfYhYb
ni`_0bbYb`"5bXfYUg`K]b`Ufh`k i fXY`U`g`Gd]hYb_UbX]XUh
bca]b]Yfhi bX`k]fX`X]Y`DUfhY`]bg`FYbYb`Z0`fYb"

? UbX]XUhYb`]ghY`i bX`K U`ghfUhY[]Y

8]Y`j c`ghAbX][Y`@]ghY`XYf`Bca]b]YfhYb`i a ZUggh`a Y`fYfY`BUa Ybž
XUfi bhYf`Ui W`5bXfYUg`: 0ggY`" <]Yf`g]bX`X]Y`YfghYb`Z0bZ
? UbX]XUhYb.

- 5bXfYUg`K]b`Ufh
- Cg_Uf`@]dd
- A Uf`i g`K U`Vfi bb
- DfcZ`8f`i`b[c`< U`b
- HcV]Ug`HY]W`

8Yf`J c f g]hYbXY`XYg`cVYfVUmYf]gW`Yb`5Z8!6Yn]f_gj YfVUbXgž
K c`Z[Ub[`K]Y`Yž`j Yfgi W`hž`U`Y`Ghf0a i b[Yb`]bbYf\U`V`XYf`DUfhY]
ni`VYf0W_g]W`h][Yb`i bX`g]Y`h`[i hY`J cfUi ggYhni b[Yb`Z0f`Y]bYb
Yb[U[]YfhYb`K U`_Ua`dZ`< Ui dh[Y[bYf`XYf`5Z8`k]fX`X]Y`7Gf`gY]bž
X]Y`VYZ0fW`hYhYb`a`0[`]W`Yb`?cU`]h]cbYbž`Y]bgW`]Y»`]W`Y]bYf
gW`k Ufn![f0bYb`?cU`]h]cbž`g]Y`h` U`g`Yfbgh`UZhY`6YXfc`i b[
Z0f`X]Y`k]fhgW`UZh]W`Y`GhUV`]h`h`i bX`G]W`Yf`Y]hg`U[Y`]b`6UmYfb"

0`Y]bYa`[YgUa`hXYi hgW`Yb`?cbhYi h`g]bX`X]Y`GW`k]Yf][_Y]hYb`j cb
: 0ggY`b]W`h`X]Y`Y]bn][Ybž`X]Y`X]Y`dc`]h]gW`Y`@UbXgW`UZh`XYf`5Z8
YfgW`0hYfb`" @Ui h`UV[YcfXbYhYbk UhW`"XY`Ui ZYb`[Y[Yb
a Y`fYfY`Dc`]h`_Yfž`i bhYf`UbXYfYa`5V[YcfXbYhY`j YfgW`]YXYbYf
DUfhY]Ybž`9fa]h`i b[Yb`]a`Ni gUa`a Yb`Ub[`a]h`?cffi dh]cb`i bX

6YghYWX`jWX_Y]h"8]YgY`g_UbXU`0gYb`Jcf[Åb[Yž'X]Y'\Åi Z[`]a
 ?cbhYI h'ZFU[k ØfX][Yf'; YgWÅZhY`a]h'7cfcbU!GWXi ma Ug_Yb
 ghY\Ybž'k YfZYb`Y]bYb`GWUhhYb`Ui ZX]Y'; `Ui Vk ØfX][_Y]h'XYf
 dc`]h]gWXYb`bgh]hi h]cbYb`]b`8Yi hgWÅ`UbX"

: Øf'X]Y`5Z8`i bX`X]Y`[Y[Ybk Åfh][Y`G]hi Uh]cb`j cb`5bXfYUg': ØggY`
 V`Y]Vh`UVni k UfhYbž'cV`g]WÅ`X]Y`fYWÅh]WÅYb`9fa]hhi b[Yb
 k Y]hYf\]b`j YfnØ[Yfb`cXYf`cV`VU`X`Y]bY`?`Åfi b[`YfVY][YZØ\fh
 k YfXYb`_Ubb"

8YhU]`g	
JcfZU``	?cffi dh]cb
I fgUWXY	I bhfYi Y
Cfh	HfUi bghY]bž 8Yi hgWÅ`UbX
GWÅUXYb`]b`	%() \$\$
EiY`Yb	<ul style="list-style-type: none"> • k k k "fcgYb\Y]a &("XY • k k k "UZX!cVYfVUmYfb"XY • k k k "UV[YcfXbYhYbk UhWÅ"XY

6Ygi WÅYb`G]Y`i bg`Ui Z.`b!U["XY