

9a]`U!F ca U[bU`; D. '@YhnhY`7\ Ub WX`ZØf
X]Y`hfUX]h]c b g f Y]WX Y`F Y b b g h f Y W_Y`°

8]Y` : cfa Y`!%GU]gcb`&\$&) `VY[]bbh`]b`=a c`Už`k c`XYf`9a]`U!
F ca U[bU!; D`a Ò[`]WX Yfk Y]gY`ni a ``YhnhYb`A U`ghUhhZ]bXYh"



=a c`Už`=hU`]Yb`!`8]Y`J cfZFYi XY`Ui ZX]Y`VYj cfghY\YbXY`9i fcdU!
GU]gcb`XYf` : cfa Y`%`YVh`]b`=a c`Už`k c`XYf` ; fc»Y`DfY]g`XYf`9a]`U!
F ca U[bU`]b`Y]bYf`K cWX`Y`ghUhhZ]bXYb`k]fX" `8cWX`X]Y`Ni `i bZh`XYf`
hfUX]h]c b g f Y]WX Yb`F Y b b g h f Y W_Y` ghY`h`Ui ZX`Yf`?]ddY" `@Ui`h`**8 Yf**
**K YghXYi hgWX Yb`NY]hi b [` _ Ò b b h Y`X]Yg`Y]bYf`XYf`YhnhYb` ; fUbXg`
Df]l` `Ui ZX]YgYf`GhfYW_Y`gY]bž`X]Y`g]WX`ni bY`a YbX`bYi Yb`GhfYW_Yb`
a]h`k c`\`UVYbXYb` =j YghcfYb` [Y[YbØVYfg]Y`h"**

8Yf`79C`XYf` : cfa Y`%ž`GhYZUbc`8ca Yb]WU`ž`\Uh`VYfY]hg`[YÄi » Yfhž
XUgg`Yg`gWX`k]Yf][Yf`k YfXYž`nk`Y] ; fUbXg`Df]l` `ja`gY`VYb`@UbX`ni
j YfUbghU`hYbž`]bgVYgcbXYfY`Ub [Yg]WX`hg`XYg`k UW`gYbXYb`
k Y`hk`Y]hYb` =hYfYggYg`Ub`XYf` : cfa Y`%`"8]YgY`G]hi Uh]cb`a UW`h`Yg`
ZfU[`]WX`ž`cV`XYf`9a]`U!F ca U[bU!; D`UV`&\$&`*`k`Y]hYf`\]b`HY]`XYg`

F Ybb_U`YbXYfg`gY]b`k`]fX"

Ni `i bZh`XYf`F YbbghfYW_Y`i b[Yk`]gg

8]Y`DfcV`Ya`Y`XYf`F YbbghfYW_Y`g]bX`U_i`hYf`XYbb`Y""8Yf`U_hi`Y`Y`
JYfhfU[`a`]h`XYa` `5i`hcXfca`c`9bnc`Y`8]bc`:`YffUf]` `]b`a`c`U`YbXYh
bUW`XYa`F YbbYb`Ua`%,`"A U]`&\$&)"`8ca`Yb]WU`]`ghY`hY`_`Ufz`XUgg
X]Y`9bhgW]Y]Xi`b[`z`a`c`U`a`O[`]W]Yfk`Y]gY`Ui`g`XYa` `?U`YbXYf`ni
ghfY]W]Ybž`]\a` `gY`f`gW]k`Yf`Z`A`h`z`XU`Yf`gY`Vgh`Ui`g`XYf`F Y[`]cb
ghUa`a`h`8]Y` ;`Ygd`f`A`W]Y`i`a` `X]Y`F YbbghfYW_Y`gd]`hnYb`g]W]`ni`ž`i`bX
A`]W]Y`Y`8Y`DUgW]Y`z`XYf`Df`A`g]XYbh`XYf`F Y[`]cb`9a` `]U!`F`ca`U[`bUž
`Uh`i`a` `Y]b`HfY`ZZYb`a`]h`8ca`Yb]WU`]`[`YVYhYb`"8Y`DUgW]Y`VYhcbž
XUgg`Yg`b]W]h`i`a` `Z]bUbn]Y`Y`A`]hhY` `[`Y`Y`z`XU`X]Y`F Y[`]cb`VYfY]hg
A`]hhY` `Z0f`&\$&`*`VYfY]h[`YghY` `h`U`h`"

8]Y`]hU`]Yb]gW]Y`F Y[`]Yfi`b[`i`bhYfgh`0nh`X]Y`6Ya`0`i`b[`Ybž`VY]XY
:`cfa`Y`!`F YbbYb`]b`#U`]Ybž`U`gc`ni`g`A`h`n`]W]`ni` `A`cbnUž`ni
Yf`U`hYb`"A`cbnUg`J`YfhfU[` `Ai`Zh`V]g`&\$` `%ž`k`Ug`X]Y`G]hi`Uh]cb`Z0f
`a`c`U`k`Y]hYf`j`Yf`_ca`d`]n]Yfh`"8ca`Yb]WU`]`VYhcbhY`]b`Y]bYa
F`UX]c]bhYfj`]Yk` `a`]h`F`U]` ;`f`DUf`Ua`Ybhc`ž`XUgg`Yf`nU`f`Y]W]Y
5b`ZfU[`Yb`Ui`g`j`YfgW]Y`XYbYb`@`Ab`XYfb`Yf`A`h`z`X]Y`ni`f`9l`dUbg]cb
XYf`:`cfa`Y`%`VY]hfU[`Yb`_`0bbhYb`"

8]Y` ;` YgW]W]hY`XYf`:`cfa`Y``%

I`a` `XYb`K`Yfh`gc`W]Yf`HfUX]h]cbYb`ni` `j`YfghY`Ybž` `c`b`h`g]W]`Y]b
6`]W`_`Ui`ZX]Y` ;`YgW]W]hY`XYf`:`cfa`Y``%";`Y[`f0bXYh`k`i`fXY`X]Y
?`0b][`g`_`UggY`XYg`A`chc`fgdc`fhg`%-`)`\$`j`cb`XYf`:`5`f`l`A`X`A`f`Uh]cb
`#hYfbUh]cbU`Y`XY` `5i`hca`cV]Y`E`U`g`5bhk`cfh`Ui`ZX]Y`B`UW]ZfU[`Y
bUW]Y]b`Y]h]W]Yb`F YbbZcfa`Y`b`bUW]XYa` `Nk`Y]hYb`K`Y`h`_f]Y[`"
8]Y`YfghY`GU]gcb`k`Uf`[`Ygd]W`_`h`a` `]h]bbc]`Uh]j`Yb`#YYb`i`bX
VY]b`U`hYhY`VYfY]hg`g]YVYb`F YbbYb`Ui`Z`i`bhYfgW]Y]X`]W]Yb
GhfYW_Ybž`j`cb`G]j`YfghcbY`0VYf`A`cbUW]`V]g`A`cbnU`"

8]Y`YfghY`GU]gcb`XYf`:`cfa`Y``%`i`a`ZUgghY`UW]h`HYUa`g`i`bX`(`-
:`U`f`Yfz`a`]h`i` ;`j`gYddY`:`Uf]b`U`U`g`YfghYa` `K`Y`ha`Y]ghYf`" `a` `@`Ui`Z
XYf`#`U`f`Y`b`hk`]W`_`Y`h`g]W]`X]YgYf`Gdc`fh`k`Y]hYfz`Ui`W]`]b`6Yni`[`Ui`Z
X]Y`5i`ghfU[`i`b[`gc`fhY`i`bX`X]Y`:`cfa`UhY`"8]Y`A`0[`]W]`_`Y]h`z`X]Y`

GhfYW_Y`]b`a c`U`]b`Y]bYa`FchUh]cbga cXY``a]h`UbXYfYb
 Yi fcdA]gWXYb`5i ghfU[i b[gcfhYb`ni`VY\U`hYbž`V`Y]Vh`j`cfYfgh`Y]bY
 <cZbi b[ž`XcW`i b[Yk`]gg"

K]Y`Yg`a]h`XYf`hfUX]h]cbgfY]WXYb`F`Yb`bghfYW_Y`]b`a c`U
 k Y]hYf[Y`hž`V`Y]Vh`UVni`k`UfhYb`"K`Y]hYfY`bZcfa`Uh]cbYb`_`ObbhYb
 fi`bX`i`a`XUg`_ca`a`YbXY`K`cWXYbYbXY`]b`a c`U`Ubg`@]W`h
 _ca`a`Ybž`k`Yg`U`V`:`Ubg`i`bX`J`YfU`bhk`cfh`]WXY`[`Y]WXYfa`U»`Yb`XYb
 6`]W`_Ui`Z`_ca`a`YbXY`5b`_ØbX][`i`b[`Yb`[`Yf]W`hYh`\UVYb"

8YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g
C`f`h	a`c`U`ž`hU`]Y`b
E`i`Y``Y`b	<ul style="list-style-type: none"> • k`k`k`"XYfk`YghYb`"XY • k`k`k`"Uc`U%"Uh • k`k`k`"gdcfh%"XY

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