

< Y`X`cXYf`Gd]bbYf3`A Ubb`gdf]b[h`]b`X]Y
GdfYY`!`: Yi Yfk Y\`f`fYhhYh°

: Yi Yfk Y\`f`fYhhYh`Ua`"%%" A U] &\$&) `Y]bYb`A Ubb`Ui`g`XYf
GdfYY`]b`6Yf`]b!A`]hhY""9fgh\Y`ZYf`gdf]b[h`ni`f`<`]ZYž`6fØW_Y
[YgdYffh"



A Ø\`YbXUa`a`VfØW_Yž`%\$%+,`6Yf`]bž`8Yi`hgW\`UbX`!`5a
: fY]hU[`a`]hhU[`]Ua`Yg`Ub`XYf`:`]gW\Yf]bgY`]b`6Yf`]b!A`]hhY`ni
Y]bYa`[`fc»`Ub[`Y`Y[`hYb`:`Yi`Yfk`Y\`fY]bgUhnž`VY]`XYa`Y]b`A`Ubb`Ui`g
XYf`GdfYY`[`YfYhhYh`k`i`fXY""8Yf`B`chfi`ZYffY]W\hY`X]Y`:`Yi`Yfk`Y\`f
ni`f`A`]hhU[`gnY]hž`U`g`Y]b`NYi`[`Y`Y]bY`]a`K`UggYf`hfY]VYbXY`DYfgcb
Ui`Z`<`Ø\`Y`XYf`A`Ø\`YbXUa`a`VfØW_Y`Yb`hXYW_hY""8`]YgYf`]bZcfa`]YfhY
gcZcfh`X]Y`F`Y`h`i`b[`g_fÅZ`hY`i`bX`gdfUbb[`gY`Vgh`]b`X]Y`Y]g_U`hYb
: `i`hYbž`i`a`ni`Y`ZYb""8`]Y`U`Ufa`]YfhYb`:`Yi`Yfk`Y\`f`Yi`hY`fØW_hYb
a`]hY]bYa`F`Y`h`i`b[`g\`i`VgW`fUi`VYf`i`bX`nU\`fY]W\Yb`9]bgUhn_fÅZ`hYb
Ub"

8]Y`F`Y`h`Y`f`_`Y`h`Y`f`h`Y`b`i`b`h`Y`f`X]Y`A`Ø\`YbXUa`a`VfØW_Yž`k`c`g]Y`XYb
A`Ubb`Y`ffY]W\Yb`_`c`b`b`h`Y`b""`J`c`b`X`c`f`h`k`i`f`XY`X]Y`DYfgcb`a`]h`]ZY

Y]bYf'8fY\`Y]hYf'i bX'i bhYf'FYUb]a Uh]cbgVYX]b[i b[Yb'Ui Z'X]Y
 : U\fvU\`b'XYf'6fØW_Y[Y\cVYb žVYgW\fy]VhY]b'GdfYW\Yf'XYf
 : Yi Yfk Y\`f"Ni f'GhUV]`g]Yfi b[`XYg'ghUf_`i bhYf_Ø\`hYb'A UbbYg
 _Øa a YfhY'g]W\`Y]b'BchUfnh'i a [Y\YbX'i a `]bžVYj cf'Yf'`b`Y]b
 ?fUb_Yb\Ui g[YVfUW\hi bX'Xcfh'ghUh]cbÅf'Ui Z[Ybca a Yb'k i fXY"
 8Yf'9fgh\Y`ZYfžXYf'`bg'K UggYf[Ygdfi b[Yb'k Ufž`cbbhY'g]W\`
 gY`VghghÅbX][`Ui g'XYf'GdfY'VYZfY]Yb'i bX'Yf\Y'hj cf'Cfh'<`]ZY
 j ca `FYhhi b[gX]Ybghž'a i gghY`YXcW`b]W\h'`bg'?fUb_Yb\Ui g"

F Y hhi b[ga U» bU\ a Yb `]a `8 Y hU]`

8]Y'A U» bU\ a Yb'ni f'FYhhi b[`XYg'A UbbYg'XUi YfhYb`]bg[YgUa h
 Yhk U'UbXYfh\U`V`Ghi bXYb" `b`X]YgYf'NY]h'k UfYb` ` &
 : Yi Yfk Y\`fYi hY`]a `9]bgUhn"8]Y'A Ø\`YbXUa a VfØW_Y`a i gghY
 k Å\fybX'XYf'FYhhi b[gU_h]cbYb'gck]Y`XYf'@UbXi b[`XYg
 FYhhi b[g\i VgW\fUi VYfg'7\`f]ghcd\`%\$\$` [YgdYffh'k YfXYbž'k Ug'ni
 Y]bYf'hYa dcfÅfYb`i bhYfVfYW\i b[`XYg'JYf_Y\fg'ZØ\fhY"8]Y
 _ccfX]b]YfhY`Ni gUa a YbUfVY]h'ink]gW\Yb`XYb`j YfgW\]YXYbYb
 FYhhi b[g_fÅZhYb'k Uf`YbHgW\Y]XYbXž'i a `X]Y`DYfgcb`gW\by``Ui g
 XYf`YVYbgVYXfc\`]W\Yb`@U[Y`ni `VYZfY]Yb"

8]Y`XfUa Uh]gW\Y`FYhhi b[`j YfXYi h]W\h'X]Y` ; YZU\fybž'X]Y`j cb
 ; Yk ÅggYfb`gY`Vgh`]b`ghÅXh]gW\Yb` ; YV]YhYb`Ui g[Y\Yb`_ØbbYb"
 Gcf[Yb'i a `X]Y`G]W\Yf\Y]h`]a `K UggYf'g]bX`Ui W\`bUW\`gc`W\Yb
 FYhhi b[gY]bgÅhnYb`]a a Yf'dfÅgYbhi bX'fY[Yb'ni f'8]g_i gg]cb`ØVYf
 dfÅj Ybh]j Y'A U» bU\ a Yb`Ub"

: Øf'k Y]hYfY`bZcfa Uh]cbYb'ni `XYb'9fY][b]ggYb`Ub`XYf
 A Ø\`YbXUa a VfØW_Y`YgYb`G]Y`a Y\`VY][6N'6Yf`]b`i bX`HU[&("

8 Y hU]`g	
J cfZU``	B chZU``
C fh	A Ø\`YbXUa a VfØW_Yž`%\$%+, `6Yf`]bž 8 Yi hgW\`UbX
J Yf`Y hnhY	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Vn!VYf`]b"XY • k k k "hU[&("XY

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