

A c`h_Y!; YXYb_Yb`]b`< Ua Vi f[.
J YfVcf[YbY`K YfhY`Y]bYg
K]XYfghUbXg_Àa dZYfg

5a`&, "\$%&\$&)`[YXYb_Yb`Ghi X]YfYbXY`Ub`<Y`a i h\`>Ja Yg
; fUZj cb`A c`h_Y`]b`< Ua Vi f[`i bX`X]g_i h]YfYb`gY]b
J Yfa`ÀW`hb]g`ZØf`; YfYW`h][`_Y]h"

< Ua Vi f[ž`8Yi hgW`UbX`!`<Yi hYž`Ua`&, " ' > Jbi Uf' & \$ &) ž`Z]bXYh]b
XYf`<Ui g_UdY`Y`XYg`A UI]a`]]Ub!`?c`VY!<Ui gYg`]b`< Ua Vi f[`Y]bY
VYgcbXYfY`; YXYb_j YfUbghU`hi b[`ni`a` , "\$`HcXYghU[`j`cb`
<Y`a i h\`>Ja Yg`; fUZj cb`A c`h_Y`ghUhh`Cf[Ub]g]Yfhj`cb
Ghi X]YfYbXYb`i bX`A]h[`]YXYfb`XYf`?Uh\c`]gW`Yb
<cW`gW`i`[Ya`Y]bXYž`VY[Ubb`X]Y`5bXUW`hi`a` , `I` \f`"8f`"B Uggi U
j`cb`XYf`<Y`a i h!G`W`a`]Xh!`I` b]j`Yfg]h`h`h`Y`h`Y]bY`VYk`Y[YbXY
5bgdfUW`Yž`]b`XYf`Yf`A c`h_Y`U`g`Y]bYb`K]XYfghUbXg_Àa dZYf
k`ØfX][`hYž`XYf`hfcm`igY]bYf`UXY`][`Yb`<Yf_i`bZ`h`Y]bYb
i`b_cbj`Ybh]cbY`Yb`@YVYbgk`Y[`Y]b[YgW`U[Yb`U`h"

; fUZj cb`A c`h_Y`k`i`fXY`%-`\$+`]b`Y]bYa``a`YW`YbVi f[]gW`Yb
5XY`g[YgW`YW`h[YVcfYb`"GY]b`J`UhYf`k`Uf`<Y`a i h\`fB`Xc`Z`j`cb
A c`h_Y`ž`Y]b`; i`hgVYg]hnYfž`XYggYb`i`Ua`]]Y`Y]bY`h]YZj`Yfk`i`fnY`hY
HfUX]h]cb`]a` `dfYi` »]gW`Yb`5XY`gghUbX`U`h`h`Y`" <Y`a i h\`>Ja Yg`k`Uf
XYf`I`f[fc» bYZZY`j`cb`<Y`a i h\`?`Uf`6Yfb`UfX`; fUZj cb`A c`h_Y`
5i`Z[Yk`UW`gYb`a`]h`gY]bYb`ZØbZ; YgW`k`]ghYfb`Ui`ZXYa
: Ua`]]Yb[`i`h`?`fY]gUi`ž`df`AgYbh]YfhY`g]W`A c`h_Y`ZfØ`U`g`Y]b
A`Yb`gW`ž`XYf`g]W`]b`hY`bg]j` `ZØf`; YfYW`h][`_Y]h`i`bX`]b`hYfbUh]cb`U`Yg
J`Yfgh`À`b`X`b]g`Y]bgY`mhY"

@YVYbg`Ui`Z`i`bX`K]XYfghUbXgU_h]j]h`h`h`Y`b

B`UW`gY]bYa`Ghi`X]i`a`XYf`F`YW`hg!`i`bX`Gh`U`U`hgk`]ggY`bgW`U`Z`h`Y`b`]b

6fYg`Ui žK]Yb`i bX`6Yf`]bžk Uf`Yf`%-` (`U`g`F YW hGUbK U`h`b`6Yf`]b
hÀh][``6YgcbXYfg`Yfj`cfni`YVYb`]gh`A c`h`Yg`9b[U[Ya`Yb`h`Z0f`X]Y
5i`gk`UbXYfi`b[`j`cb`ž`XYb`i bX`UbXYfYb`J`YfZc`[hYb`k`À`fYbX`XYg
BUh]cbU`gcn]U`]ga`i`g`9f`VYgi`W`hY`fY[Y`a`À»][`;`fc»Vf]hUbb]Yb`i bX
gYhnhY`g]W`Z0f`X]Y`F`YW`hY`XYf`I`b`hYfXf0W`hYb`Y]b`"K`_]dYX]U
VYgW`fY]Vh`gY]bY`F`c`Y`U`g`A`h[`]YX`XYg`?fY]gUi`Yf`?fY]gYgž`k`c`Yf
Ubk`YgYbX`k`Ufž`i`a`0VYf`Y]bY`ni`_0bZh][Y`C`fXbi`b[`8Yi`hgW`UbXg
bUW`XYa`BUh]cbU`gcn]U`]ga`i`g`ni`X]g_i`h]YfYb`"Hfch`gY]bYf
C`ddcg]h]cb`[Y[Yb`XUg`FY[]a`Y`k`Uf`Yf`_Y]b`6YZ0fk`cfhYf`Y]bYg
5hhYbhUhg`Ui`Z`<]h`Yf`"

ž`XYf`5bXUW`h`n]h]YfhY`8f`"BUggi`U`A`c`h`Yg`Y`hnhY`K`cfhYž`X]Y
gY]bY`žXYbh]hÀh`U`g`7`f]ghj`YfXYi`h]W`Yb.`W`ghY`Y`j`cf`fY]g`Yf
b]W`h`U`g`DfchYghUbž`b]W`h`U`g`5X`][Yfž`b]W`h`U`g`DfYi`»Yž`b]W`h`U`g
8Yi`hgW`Yf`gcbXYfb`U`g`7`f]gh`i`bX`U`g`[Uf`b]W`hg`UbXYfYg`
8]YgY`K`cfhY`i`b`hYfghfY]W`Yb`gY]bY`h]YZY`J`YfdZ]W`hi`b[`ni
W`f]gh]W`Yb`K`YfhYb`i`bX`gY]bYf`GhUbX`UZh][_Y]h[Y[Yb0VYf`XYa
hc`hU]hÀfYb`FY[]a`Y`"

J`Yfa`ÀW`hb]g`i`bX`F`Y`Yj`Ubn

B`UW`XYf`5bXUW`h`ZUbX`Y]b`[Ya`Y]bgUa`Yg`f0gh0W`ghUhhž`VY]
XYa`Gc`XUh]bbYb`i`bX`Gc`XUhYb`0VYf`A`c`h`Yg`J`Yfa`ÀW`hb]g`i`bX
XYggYb`FY`Yj`Ubn`Z0f`]\fY`6Yfi`ZgYh_]X]g_i`h]YfhYb`"8]Y
8]g_i`gg]cbYb`XfY`hYb`g]W`i`a`A`c`h`Yg`Df]bn]d]Yb`j`cb`žhY[f]hÀh
i`bX`a`cfU]gW`Yf`J`YfUbhk`cfhi`b[ž`X]Y`Z0f`X]Y`a`cXYfbY
6i`bXYgk`Y`f`j`cb`6YXYi`hi`b[`g]bX`"8Yf`;`YXYb`_Ub`Ugg`VYhc`bhY`X]Y
K`]W`h][_Y]hž`X]Y`9f]bbYfi`b[`Ub`a`i`h][Y`J`cfV]`XYf`k`UW`ni`U`hYb
i`bX`XYfYb`K`YfhY`]b`X]Y`;`Y[Ybk`Ufh`ni`hfU[Yb`"

<Y`a`i`h\`J`a`Yg`;`fUZ]`cb`A`c`h`Y`k`i`fXY`Ua``%%`J`bi`Uf`%-`(`) `ni`a
HcXY`j`Yfi`fhY]`hi`bX`Ua``&`"J`bi`Uf`%-`(`) `]a``;`YZÀb[b]g`D`0hnYbgYY
\]b[Yf]W`hYh`GY]bY`5gW`Y`k`i`fXY`j`YfghfYi`hž`XcW`gY]b`9]bZi`gg
i`bX`gY]bY`žXYU`Y`YVYb`]a``;`YXYb`_Yb`XYf`A`YbgW`Yb`Zc`f`hž`X]Y`g]W`
Z0f`fY]\Y]h`i`bX``;`YfYW`h][_Y]hY]bgYhnYb`"@Ui`h`N8`:`gd]Y`hY`XYf
K`]XYfghUbX`[Y[Yb`XUg`bUh]cbU`gcn]U`]gh]gW`Y`FY[]a`Y`Y]bY
k`]W`h][Y`F`c`Y`]b`XYf`XYi`hgW`Yb``;`YgW`]W`hYž`i`bX`A`c`h`Y`V`Y]Vh
Y]bY`gW`]`YfbXY`:`[i`f`]b`X]YgYa`?`cb`hY`i`h`"

8YhU]`g	
J c f Z U ``	Gcbgh][Yg
C fh	< Ua Vi f[ž8Yi hgW`UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "\gi !\\"XY • XY"k]_]dYX]U"cf[• k k k "nXZ"XY

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