9`U`@Ub[`Ym'ØVYffU[ h'X]Y`B ca]b]Yfi b[Yb
XYf`57A`5k UfXg`&\$&) °

9`U`@Ub[`Ym'ZØ\fh'X]Y`B ca]b]Yfi b[Yb`XYf`* \$"`57A`5k UfXg
Ub"8]Y`J Yf`Y)\i b[`Z]bXYh`Ua` , "A U]`&\$&) `]b` : f]gWč`ž`HYI Ugž
ghUhh"

8]Y`5WUXYa`m'cZ`7ci bhfm`A`i`g]W5k UfXg`f`57A`Ł`ghY`Yb`VYj`cfž`i`bX
X]Y`J`cfZfYi`XY`]gh`[`fc»`"5a` , "A U]`&\$&) `k`YfXYb`]a` :`cfX`7YbhYf`]b
: f]gWč`ž`HYI Ugž`X]Y`VY[`Y`fhYb`5i`gnY]Wł`bi`b[`Yb`j`Yf`]Y`Yb"8]Y
B ca]b]Yfi b[Yb`k`i`fXYb`_Øfn`]Wł`j`Yf`ÖZYbh`]Wł`hž`i`bX`7ci`bhfm`
GÅb[`Yf]b`9`U`@Ub[`Ym'ZØ\fh'XUVY]`XUg`:`Y`X`Ub"

@Ub[`Ymž`X]Y`a`]h`]\fYb`[`YfUXY`Y]ba`U`&) `š]\fYb`Y]bY
VYa`Yf`_Ybgk`YfhY`?`Uff]YfY`\]b[`Y`Y[`h`\Uhž`k`i`fXY`UWł`ha`U`
b ca]b]Yfh`Ni`XYb`?`UhY[`cf]Ybž`]b`XYbYb`g]Y`b ca ]b]Yfh`]ghž`nÅ`\Yb
i`bhYf`UbXYfYa` `?`Øbgh`Yf]b`XYg`š]\fYg`i`bX`XYf`<`]h`Mci`@cc_
@_Y`Mci`@cj`Y`A`Y`ž`XYb`g]Y`a`]h`F`]Ym`;`fYYb`Ui`Z[`Yb ca`a`Yb`\Uh`
@Ub[`Ym]`ghni`XYa` `9fghb ca ]b]YfhY`]b`XYf`?`UhY[`cf]Y` :`Ya`U`Y`BYk
5fh]gh`i`bX` :`Ya`U`Y`5fh]gh`cZ`h`Y`M`Uf`ž`k`Ug`]\fYb`5i`Zgh]Y[`]b`XYf
7ci`bhfm`GnYbY`i`bhYfghfY]Wł`h"

B ca]b]Yfi b[Yb`]a`8YhU]

A`]h`Yk`Y]`g`g]YVYb`B ca]b]Yfi b[Yb`Zc`[`Yb`]\f`7cXm`æ`\bgcbž
A`cf[`Ub`K`U`Yb`i`bX`@U]bYm`K`]`gcb"7`\f]g`GhUd`Yhcb`\Uh`gYWł`g
B ca]b]Yfi b[Yb`i`bX`XUg`8i`c`F`]Ym`;`fYYb`gck`]Y`Dcgh`A`U`cbY
\UVYb`Yk`Y]`g`ZØbZ`B ca ]b]Yfi b[ Yb`Yf`\U`hYb"8]YgY`9f[`YVb]ggY
nY][`Yb`X]Y`VYY]bXfi`W`\_YbXY`6Ub`XVfY]hY`Ub`HU`YbhYbž`X]Y`]b
X]YgYa` `š]\f`[`Yk`ØfX][`h`k`YfXYb"5i`Wł`]b`XYf`?`UhY[`cf]Y
9bhYfhU]bYf`XYg`š]\fYg`]`gh`X]Y`?`cb`_i`ffYbn`[`fc»`.`?`Y`gYU
6U`Yf]b]ž`@`\_Y`7ca`Vgž`æ`\bgcbž`š`m`F`c`ž`GhUd`Yhcbž`K`U`Yb`i`bX

K]`gcb`k YhhY]ZYfb`i a `X]Y`5i gnY]Wkbi b["

8]Y`* \$``57A `5k UfXg`nY]Wk bYb`g]Wk `b]Wk h`bi f`Xi fWk `X]Y`A Yb[Y`Ub
Bca]b]Yfi b[Yb`Ui gž`gcbXYfb`Ui Wk `Xi fWk `X]Y`cWk_UfÅh][Yb
DYfZcfa UbW`gž`X]Y [Yd`Ub`h]g]bX`"GhUfg`k]Y`6`U`Y`G`Y`hcb`i bX`9f]W
7\i fWk `k YfXYb`Ui ZXYf`6Ø\`bY`ghY`Ybž`i bX`X]Y`YfZU`fYbY
?Øbgh`Yf]b`F YVU`A W9bh]fY`k]fX`X]Y`J YfUbghU`hi b[ `a cXYf]YfYb"

K Y]hYfY`Bca ]b]Yfi b[ Yb`i bX`<]bhYf[fi bX

9g`c`b`h]g]Wk žY]bYb`6`]W`_`Ui Z`UbXYfY`VYa Yf`_`Ybgk YfhY
Bca]b]Yfi b[Yb`ni `k YfZYb`" `b`XYf`?UhY [cf]Y` 5`Vi a `XYg`š`l`fYg
hfYhYb`A Y [ Ub`A cfc`bYmž`@U]bYm`K ]`gcbž`š`m`F`c`ž`NUWk`Hcd`i bX
Dcgh`A U`cbY` [ Y [ YbY]bUbXYf`Ub`"8Yf`K YhhVYk YfV`]gh`Ui Wk`]b`XYf
?UhY [cf]Y` G]b[ `Y`XYg`š`l`fYg `gdUbbi b[ g[ Y`UXYb`a]h
Bca]b]Yfi b[Yb`ZØf`G`UVccnYmž`7cXm`æ`b`gcbž`Dcgh`A U`cbYž
K U`Ybž`GhUd`Yhcb`i bX`@Ub[ `Ym`

6YgcbXYfg`Ui ZÅ`][`]ghž`XUgg`gck c`l`6YmcbWÅ`g`YfZc`[fY]Wk Yf
5`Vi a ` 7ck Vcm`7UfhYf` ž`XUg`_Øfn`]Wk `a]h`nk Y]; fUa`a`mg
Ui g[YnY]Wk bYh`k`i fXYž`U`g`Ui Wk `A]fUbXU`@Ja VYfhg` DcghWUfXg
Zfca `HYI Ug` _Y]bY`Bca ]b]Yfi b[ Yb`Yf`U`hYb`UVYb`"8]Yg`_ØbbhY
]b`XYf`7ca`a`i b]hm`ZØf`; Ygd`fÅW`gghc`Z`gcf[Yb"

8]Y`&\$&) `57A `5k UfXg`k YfXYb`"] Y`Ui Z`Df]a Y`J]XYc`i bX`XYa
5a Uncb`A`i`g]W?`UbU`Ui Z`Hk]hWk [YghfYUa`h`Ni`gWk`Ui`Yf`_ØbbYb
g]Wk`Ui`ZY]bY`gdY`_hU`i`ÅfY`; U`U`ZFYi`Ybž`X]Y`X]Y`\*`\$!`Å`f][`Y
; YgWk]Wk`hY`XYf`7ci`bhfm`A`i`g]WZY]Yfh`i`bX`X]Y`\_ca`a`YbXYb`GhUfg
XYf`6fUbWk`Y`]bg`F`Ua`dYb`]Wk`h`fØW`_h`H]W`Y`hg`g]bX`VYfY]hg`ØVYf
GYUh; YY`\_Yf`Å`h]Wk"

8]Y`9bhgWkY]Xi b[ ghfÅ[ Yf`i`bX`X]Y`ØVYf`) "\$\$\$`A ]h[ `]YXYf`XYf
5WUXYa`mic`Z`7ci`bhfm`A`i`g]WghY`Yb`j`cf`Y]bYf`gWk`k ]Yf][`Yb
5i`Z[`UVY.`K`Yf`k`]fX`X]Y`VY[`Y`fhYb`DfY]gY`Ua` ,`"A`U]`a`]h`b`UWk
<`Ui`gY`bY`a`Yb`3`8]Y`Bca]b]Yfi b[Yb`j`YfgdfYWk`Yb`Ui`Z`Y`XYb` :`U`
Y]b`Ui`ZFY[`YbXYg`9j`Ybž`XUg`X]Y`8]j`Yfg]hÅ`h`i`bX`XUg`HU`Yb`h`XYf
7ci`bhfm`A`i`g]_gnYbY`k ]XYfgd]Y[`Y`h"

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "fUX]c`Yj Yf_i gYb"XY• UdbYk g"Wca

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