

F Y]hYbXY`5`YI UbXf]bY`_Y\fh'bUW
GWÅXYb`Xi fW`l bZU``ni fØW_`bUW
@i Xk][g`i gh`

8]Y` F Y]hYbXY`5`YI UbXf]bY`_Y\fh'bUW`F YdUfUhi f`]b
@i Xk][g`i gh`ni fØW_ž`bUWXYa`g]Y`&\$&(`VY]`Y]bYa`l bZU``
VYgWÅX][h`k i fXY`

@i Xk][g`i ghž`8Yi hgW`UbX`!`9]bY`XYf`VY_UbbhYghYb
6fcbnYghUhi Yb`]b`@i Xk][g`i ghž`X]Y` F Y]hYbXY`5`YI UbXf]bY` ž`_Y\fh
VU`X`bUW`i a ZUb[fY]W`Yf`F YdUfUhi f`ni fØW_``8]YgY`GhUhi Yž`X]Y
&\$`\$` `Ui Z[YghY``h`k i fXYž`ghY``h`X]Y`dfYi »]gW`Y`Df]bnYgg]b`i bX
gdÅhYfY`; fc» \Yfnc[]b`5`YI UbXf]bY`j cb`A YW`YbVi f[!GW`k Yf]b
XUfž`X]Y`nk]gW`Yb`%, \$` `i bX`%, - &`YVhY`"G]Y`j YfVfUW`hY`]`fY`Ź`fY
j cb`%, &&`V]g`%, `+`]b`GW`cgg`@i Xk][g`i ghž`VYj cf`XYf`<cZ`bUW
GW`k Yf]b`nc["8Yf`FØW`_Y\fhYfa`]b`]b`X]Y`ž`bYbghUXhij cb
@i Xk][g`i gh]gh`ZØf`5df]`&\$&) `j cf[YgY`Ybž`Ui W`k Ybb`_Y]b
[YbUi Yg`8Uhi a`i [YbUbbh`k i fXYž`VYf]W`hYh`A Yf`_i f`

8]Y` F Y]hYbXY`5`YI UbXf]bY` `k i fXY`ja`A U]`&\$&(`i b[`ØW`_]W
VYgWÅX][h``9]b`VYhfi b`_YbYf`5i hcZU`fYf`fUghY`a]higY]bYa`D_k
ØVYf`Y]bYb`?fY]gj Yf`_Y`fž`]b`XYggYb`A]hY`XUg`8Yb_a`U`ghUbXž
i bX`f]W`hYhY`Yf`YV`]W`Yb`GW`UXYb`Ub``8Yf`l bZU``ž`XYf`U`g
gW`cW`_YfYbX`VYgW`f]YVYb`k]fXž`ZØ`fhY`XUni ž`XUgg`X]Y`GhUhi Y`Ui Z
XUg`YVYbg[fc» Y`DZYfX`i a [Yf]ggYb`k i fXY` `X]Y`6Y]bY`XYg
DZYfXYg`VfUW`Yb`i bX`XUg`5i hc`k i fXY`j c``ghÅbX][`nYfghØfh``8Yf
GW`UXYb`Ub`XYa`8Yb_a`U`k i fXY`Ui Z`%`\$`\$`\$`9i fc`VYn]ZYfhž`k]Y
B8F`VYf]W`hYh`

8YhU]`g`ni a`l bZU``

5a`GcbbhU[a cf[Ybž`XYa` `%'`"A U]`&\$&(ž`ZØ`fhY`XUg

i b_cbhfc`YfhY : U\fyb`XYg : U\fyfgžXYf`Y]bYb`ghfUZVUfYb
5hYa U_c\c`k Yfh\UhhYžni`X]YgYa`JcfZU`"8fY]`A`ÀbbYfž`U`Y
l`_fU]bYf`ja`5`hYf`j`cb`%-`ž`&`\$`i`bX`&`'`š\fybž`k`i`fXYb`bUW`XYa
l`bZU`[`YZUggh`5bk`c\`bYfž`X]Y`XYb`J`cfZU`VYcVUW`hY`hYbž
]bZcfa`]YfhYb`gcZcfh`X]Y`Dc`nY]ž`X]Y`nk`Y]`XYf`ZØW`h][`Yb``b`gUggYb
gW`bY`Ui`Z[`fY]ZYb`_`cbbhY`"6Øf[`Yfa`Y]ghYf`GhYZUb`D]bbck``Ai`»`YfhY
gY]b`6YXUi`Yfb`ØVYf`XYb`J`cfZU`ž`VYa`Yf`_`hY`Y`XcW`ž`XUgg`Yg`ni`a
;`ØW`_`Y]bY`J`Yf`Y`hnhYb`[`Y[`YVYb`_`UhhY`"

:`Øf`X]Y`F`YdUfUhi`f`XYf`GhUhi`Y`k`i`fXY`Y]bY`?`i`bgh[`]Y`»`YfY]`]b
9`W]b[`Ybž`bU\Y`i`a`ž`VYUi`ZhU[`h`Gc`h`Y`X]Y`F`YdUfUhi`f`b]W`h
a`Ò[`]W`gY]bž`_`ØbbhY`X]Y`GhUhi`Y`bYi`[`Y[`cggYb`k`YfXYb`"
DfÅg]XYbh]b`i`bX`5fW`]hY`_`h]b`XYf`8Yb`_a`U`dZY[`Y`VYhc`bYbž`k`]Y
k`]W`h][`gc`W`Y`8Yb`_a`À`Yf`ZØf`XUg`_i`hi`fY`Y`9fVY`XYf`F`Y[`]cb
g]bX`"

8Yb_a`U`dZY[`Y`]a`?`cbhYI`h`

8]Y`<`YfUi`gZcfXYfi`b[`Yb`fi`bX`i`a`X]Y`F`Y]hYbXY`5`YI`UbXf]bY
k`YfZYb`Ui`W`Y]b`@W`h`Ui`Z`X]Y`i`a`ZUggYbXY`;`YgW`]W`hY`XYf
8Yb_a`U`dZY[`Y`]b`8Yi`hgW`UbX`"8]Y`8Yb_a`U`dZY[`Y`\`Uh`g]W`ØVYf
š\`f\`i`bXYfhY`k`Y]hYfYb`k`]W`_`Y`h`š\`Ubb`K`c`Z[`Ub[`]j`cb`;`cYh\Y
ZcfXYfhY`VYfY]hg`]a`%`,`"š\`f\`i`bXYfh`X]Y`9f\`U`hi`b[`]gdYn]Z]gW`Yf
C`V`Y`_`hY`i`bX`dfÅ[`hY`XUa`]h`XUg`Yi`fcdÅ]gW`Y`J`Yfgh`Å`b`X`b]g]j`cb
8Yb_a`U`dZY[`Y`]b`X`Yb`XUfUi`Zc`[`Yb`XYb`š\`fYb`k`i`fXYb`]a`a`Yf
k`]Y`XYf`8YVUhhYb`ØVYf`XYb`K`Yfhi`bX`X]Y`A`Yh\`c`XYb`XYf
8Yb_a`U`dZY[`Y[`]YZØ`fh`J`Yfgh`Å`f`_`h`k`i`fXY`X]Y`8Yb_a`U`dZY[`Y`]b
XYb`Y`hnhYb`š\`fnY`\`bhYb`Xi`fW`6Øf[`YfVYk`Y[`]i`b[`]Ybž`X]Y`ni`a
GW`i`hn`j`cb`?`i`hi`f[`]ØhYfb`Ui`Z[`]Yfi`ZYb`\`UVYb`"

8]Y`F`ØW`_`Y\`f`XYf`F`Y]hYbXYb`5`YI`UbXf]bY`]b`X]Y`b`b`YbghUX`h]j`cb
@`X`k`][`g`i`gh`k`]fX`b]W`h`bi`f`Y]bY`K`]Y`XYf\`YfghY`i`b[`]Y]bYg
VYgW`Å`X][`hYb`?`i`bghk`Yf`_`g`VYXYi`hYbž`gc`b`XYfb`Ui`W`Y]bYb
VYXYi`hYb`XYb`gma`V`c`]gW`Yb`5`_`h`ZØf`X]Y`c`_`U`Y`;`Ya`Y]bgW`U`Z`hi`b`X
]\`f`J`Yfa`À`W`hb]g`"8]Y`g`nY][`hž`k`]Y`h]Y`Z`j`YfUb`_`Y`fh`X]Y
K`Yf`hgW`Å`hni`b[`]ZØf`\]ghcf]gW`Y`8Yb_a`À`Yf`]b`XYf`XYi`hgW`Yb
?`i`hi`f`]gh`"

8YhU]`g	
J c fZU``	J Yf_Y\ fgi bZU``
I fgUWXY	VYhfi b_YbYf: U\ fYfzi bVY_UbbhY`i fgUWXY
C fh	@i Xk][g`i ghz`8Yi hgW\`UbX
: YghbU\ a Yb	'
GWX UXYb`]b`	%%\$\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "bXf"XY • k k k "nY]`YbUVghUbX"bYh

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