

G!6U\b!5i gZU`..; `Y]gUfVY]hYb`nk]gWXYb
C ghVU\b\cZ'i bX`5`YI UbXYfd`Uhn`

K Y[Yb"; `Y]gUfVY]hYb`[]Vh`Yg`j ca`%"`V]g`&&"5df]"&\$&)
_Y]bYb`G!6U\b] Yf_Y\`f`nk]gWXYb`C ghVU\b\cZ'i bX
5`YI UbXYfd`Uhn``6i ggY`ghY\`Yb`U`g`9fgUhn`VYfY]h"

C ghVU\b\cZ`6Yf`]b`8Yi hgW`UbX`!`5V`:`fY]hU[žXYa`%"`5df]"ž
V]g`8]YbghU[žXYa`&&"5df]"žk]fX`XYf`G!6U\b!J Yf_Y\`f`nk]gWXYb
C ghVU\b\cZ'i bX`5`YI UbXYfd`Uhn`Ui Z[fi bX`i a ZUb[fY]WXYf
; `Y]gUfVY]hYb`j c`gh`AbX][`Y]b[YghY`h"8]YgY`A U» bU\`a Y`VYhf]Zh
b]W`h`bi`f`X]Y`G!6U\b!@]b]Yb`G`ž`G) ž`G+`i bX`G-`ž`gcbXYfb`Z0\`fh
Ui W`ni`i a ZUb[fY]WXYb`Y`bXYfi b[Yb`]a`:`U\`fd`Ub`i bX`Ui ZXYf
@]b]YbZ0\`fi b[žk]Y`fVV&(`VYf]W`hYh"

I a`X]Y`5bV]bXi b[`nk]gWXYb`C ghVU\b\cZ'i bX`5`YI UbXYfd`Uhn
Ui ZfYW`hni Yf\`U`hYb`žk]fX`Y]b`9fgUhnj Yf_Y\`f`a]h`6i ggYb
Y]b[Yf]W`hYh"8]Y`9fgUhnVi g`]b]Y`G+`k]fX`]a`G]YVYb!`V]g`5W`h!
A]bi hYb!HU_`hZU\`fYb`žk A\`fYbX`g]Y`]b`F`UbXnY]hYb`U`Y`nY\`b
A]bi hYb`i bX`]b`XYb`B`A`W`hYb`Ua`K`c`WXYbYbXY`U`Y`%)`A]bi hYb
j Yf_Y\`fh`F`Y]gYbXY`k]fX`Ya`dZc\`Yb`ž`Ui W`X]Y`I`!6U\b`]b]Y`)
nk]gWXYb`@]W`hYbVYf[`i bX`5`YI UbXYfd`Uhn`ni`bi`hnYb`ž`i a`X]Y
6Ui ghY`Y`ni`i a [Y\`Yb`žk`cVY`]\`[_`VYf`]b`X]Y`B`chk`YbX][`_Y]h
VY`hc`b`h`ž`j`cf`:`U\`fh`Ub`hf]h`i`0VYf`I`a`Y]hi`b[Yb`i bX`9fgUhnj Yf_Y\`fY
6YgWXY]X`ni`k]ggYb"

8 YhU]`g`ni`X`Yb`"; `Y]gUfVY]hYb`i bX
5i gk]f`_i b[Yb`Ui Z`XYb`:`U\`fd`Ub

8]Y`; `Y]gUfVY]hYb`Ua`C ghVU\b\cZ]g]bX`b`chk`YbX][ž`i a`X]Y
≠ZfUghfi`_hi`f`ni`a`cXYfb]g]YfYb`i bX`g]WXYfni`ghY`Yb`ž`XUgg`X]Y
N0[Y`YZZ]n]Yb`hi`bX`g]WXYf`j Yf_Y\`fYb`_0bbYb"K Y[Yb`X]YgYf

6Ui a U» bU\ a Yb`k YfXYb`a Y\fyfY`G!6U\b!@]b]Yb`nY]hk Y]gY
i a [Y`Y]hYh`cXYf`]b`]\fYa`HU_hj YfX]W\hYh`8Yf`HU_h`XYf`G'
nk]gW\Yb` : f]YXf]W\g\U[Yb`i bX`C gh_fYi n`k]fX`Ui Z`nY\ b`A]bi hYb
Ui g[Yk Y]hYh`Y`b`]W\Y`Y`bXYfi b[Yb` [Y`hYb`Ui W\ ZØf`X]Y`G)
nk]gW\Yb`A U\`gXcfZi bX` : f]YXf]W\gZY`XY`C gh`gck]Y`X]Y`G+)
nk]gW\Yb`K UfhYbVYf[`i bX`@]W\hYbVYf[žX]Y`YVYbZU`g`]a`nY\ b
A]bi hYb`HU_h`ZU\ fYbžk]Y`gVU\ b`"VYf`"]b`ZYghghY`h"

Ni gÀhn`]W\`k]fX`X]Y`@]b]Y`G`nk]gW\Yb`F U\bgXcfZi bX`9f_bYf`V]g
ni a `) "A U]`b]W\h`j Yf_Y\fybžXU`a Y\fyfY`K Y]W\Yb`]b`9f_bYf
Ui g[YhUi gW\h`k YfXYb`"9]b`9fgUhnVi g`k]fX`\]Yf`YVYbZU`g
VYfY]h[YghY`h`8]Y`G) `k]fX`j ca` -`"5df`]\V]g`ni a`&)"5df`]
nk]gW\Yb`GhfUi gVYf[`BcfX`i bX`GhfUi gVYf[`Ui Z[fi bX`j cb
5fVY]hYb`Ub`Y]bYa`6fØW_YbYfgUhnbi VUi`YVYbZU`g`b]W\h`ZU\ fYb`"

- 5V`XYa`%"`5df`]\V]g`&`"5df`]\`Jc`ghÀbX][Y`GdYffi b[
nk]gW\Yb`C ghVU\b\cZi bX`5`Yi UbXYfd`Uhn"
- 9fgUhnj Yf_Y\ f.`6i g`]b]Y`G+`]a`G]YVYb!`V]g`5W\h`A]bi hYb!
HU_h"
- HU_hj YfX]W\h`i b[Yb.`G`žG) žG+) `Ui Z`nY\ b`A]bi hYb`"
- Ni gÀhn`]W\Y`I a`Y]hi b[Yb.`I !6U\b`]b]Y`) `i bX`fY[i`ÀfY
FY[]cbU`VU\bZU\fd`ÀbY`V`Y]VYb`i bVYfØ\fh"

8]YgY`Ui hghUf`_Ub[Y_ØbX][hYb`5fVY]hYb`g]bX`HY`]`XYf
i a ZUggYbXYb`6Ya Ø\i b[Yb`XYf`6Yf`]bYf`J Yf_Y\fgVYhf]YVYž`X]Y
=ZfUghfi _hi f`ni `j YfVYggYfb`i bX`YZZ]n]Yb`hYfY
HfUbgdcfha Ò[`]W_Y]hYb`ni `V]YhYb`"FY]gYbXY`k YfXYb`Ub[Y\U`hYbž
g]W\`j cf` : U\fhYb`fY[Y`a À»][`ØVYf`X]Y`U_hi Y`Yb`I a ghÀbXY`i bX
: U\fd`ÀbY`ni`]bZcfa]YfYbž`i a`a Ò[`]W\Y`I bUbbY\ a`]W_Y]hYb`ni
j Yfa Y]XYb`"

8YhU]`g	
I fgUW\Y	;`Y]gUfVY]hYb
C fh	C ghVU\b\cZž`6Yf`]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • \[_VYf`]b"XY • gVU\b"VYf`]b

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