GWX]a a Y`U`Ufa `]b`8fYgXYb.`A]YhYf
_Àa dZYb`[ Y[ Yb`X]Y`J YfbUWX`Àgg][i b[°

A]YhYf`]b`8fYgXbYf`6Yf[ [ UfhYbghfU» Y`VYf]WX`hYb`j`cb
GWX]a a Y`dfcV`Ya Yb`"5fh]\_Y`VY`Yi WX`hYh`i fgUWX`Yb`i bX
fYWX`h]WX`Y`GWX`f]hhY"

6Yf[[UfhYbghfU» Yž`\$%\$\* - `8fYgXYbž`8Yi hgWX`UbX`!`#`XYf
6Yf[[UfhYbghfU» Y`]b`8fYgXYb`Yf`VYb`A ]YhYf`k]Y`?Uhf]b
?fYbhn`]b`XYfnY]h`Ybcfa Y`DfcV`Ya Y`a]h`GWX ]a a Y`VYZU``]b`]fYb
K`c`b`i`b[Yb`"8]Y`j`Yf`Àf[YfhY`A ]YhYf]b`VYf]WX`hYh`j`cb`g]WX`hVUfYb
GWX]a a Y`ZYW`Yb`]b`XYb`9W`Yb`]fYg`K`c`bn]a a Yfgž`X]Y`g]WX
VYfY]hg`Yb`h`Ub[ `XYf`8YW`Yb`i bX`K`ÀbXY`V]g`ni`XYb
: i » VcXYb`Y]ghYb`Ui`gVfY]hYh`Hfcm`]fYf`&) !`À`f][Yb`K`c`bnY]h`]b
X]YgYf`i`a [YVi`b[ `a`ÒWX`hY`g]Y`]b`]fYf`K`c`b`i`b[`V`Y]VYbž`XU`g]Y
X]Y`@U[ Y`i`bX`X]Y`B`À`Y`ni`f`9]b`\_Ui`ZgdUggU[Y`gWX`Àhnh`Gck`c`
?Uhf]b`U`g`Ui`WX`]fY`A`i`hhYf`g]bX`9fghVYn]Y`Yf`XYf`K`c`b`i`b[Ybž
i`bX`]f`%, !`À`f][ Yf`Gc`b`]gh`]Yf`Ui`Z[ Yk`UWX`gYb"

8]Y`G]hi`Uh]cb`]b`XYf`6Yf[ [ UfhYbghfU» Y`]gh`b]WX`h]gc`]Yfh`8Yf
<Ui`gj`Yfk`U`hYfž`XYf`Ui`WX`Z0f`X]Y`GWX`]Yf[ U`Yf]Y`ni`gh`ÀbX][`]ghž
ghY`h`]b`XYf`?`f]h]\_ž`XU`j ]Y`Y`A ]YhYf`Y]bY`J`YfbUWX`Àgg][ i`b[`XYf
]fYf`DfcV`Ya Y`VYa`Yf`\_Yb`"8]YgY`6YXYb`_Yb`g]bX`VYgcbXYfg`]b`XYf
_U`hYb`š`fYgnY]h`U`\_i`hž`]b`XYf`GWX ]a a Y`V]`Xi`b[`À`i`Z[ `Ui`Zh]hh"
I`fgUWX`Yb`Z0f`GWX]a a Y`]b`A]Yhk`c`b`i`b[Yb`\_0bbYb`VUi`]WX`Y
A`Àb[ Y`cXYf`ZU`gWX`Yg`@0Zi`b[ gj`Yf`U`hYb`gY]b`"K]WX`h[`]ghž`XUgg
A]YhYf`XYb`J`Yfa ]YhYf`[YgYhn`]WX`VY]`GWX ]a a Y`VYZU``]b`Zcfa]YfYbž
XU`X]YgYf`j`YfdZ]WX`hYh`]ghž`X]Y`i`fgUWX`Yb`ni`0VYfd`f0ZYb"

GWX]a a Y`V]`Xi`b[ `i`bX`; Ygi`bX`Y]hgf]g]_Yb

8]Y`[ Ygi`bX`Y]h]WX`Yb`F]g]\_Yb`Xi`fWX`GWX]a a Y`g]bX`[fc»`i`bX

fY]W\Yb`j cb`5hYa VYgWk YfXYb`ØVYf`<U`g\_fUhnYb`V]g`\\b`ni
<Ui hfY]ni b[Yb`"6Y]`GW]ja a Y`VYZU``]b`XYf`K c\bi b[ `gc``hYb
A]YhYf`Ui gfY]W\YbX`]bZcfa]Yfh`gY]b`ØVYf`]\fY`FYW\hY`i bX
DZ]W\hYb`"8 Ug`cfXbi b[g[Ya Å»Y`<Y]nYb`i bX`@ØZhYb`]gh
YbhgW\Y]XYbX`ZØf`X]Y`GW]ja a Y`dfÅj Ybh]cb`" ðgVYgc bXYfY`]b
ZYi W\hYb`i bX`_U`hYb`i a [YVi b[Yb`V]`XYh`g]W\`GW]ja a Y` [ YfbY`
6Y]`\c\Yb`@ ZhZYi W\h] [_Y]hYb`ØVYf`* \$`i` i bX`i bni fY]W\YbXYf
@i Zh]f`\_i`U]h]cb`]gh`X]Y`K U\fgW\Y]b`]W\`\_Y]h`Y]bYg`6YZU``g`gY`\f`\cW`"

9I dYfhYb`Ya dZY`\Ybž`bUW`5_hj]]hÅhYb`k ]Y`?cW\Yb`cXYf`8i gW\Yb
gcZcfh`ni`"ØZhYb`"K Ybb`XYf`GW]ja a Y`Xi fW`VUi`]W\Y`A Åb[ Y`
j Yfi fgUW`hk ]fXž`]gh`XYf`J Yfa]YhYf`ZØf`X]Y`6YgY]h][i b[
j YfUbhk cfh]W`"A ]YhYf`\UVYb`XUg`FYW\hž`X]Y`A]YhY`ni`a]bXYfbž
k Ybb`g]Y`Xi fW`i bj YfgW`i`XYhY`GW]ja a Y`V]`Xi b[`Yf\YV`]W
VYY]bhfÅW\h][h`g]bX`"?`Y]bYfY`GW]ja a Y`ZÅW\Yb`_ØbbYb`i bhYf
VYgh]a a hYb`6YX]b[ i b[ Yb`gY`Vgh`VYgY]h][h`k YfXYbž`[fØ»YfY
GhY``Yb`gc``hYb`YXcW`j cb` : UW`Yi hYb`VY`U`bXY`h`k YfXYb`"

F YW\hY`i bX`DZ`]W\hYb`XYf`A ]YhYf`

A]YhYf`gc``hYb`VY]`GW]ja a Y`VYZU``i bj YfnØ[`]W`gW]f]Zh]W\`XYb
J Yfa]YhYf`]bZcfa ]YfYb`i bX`XUVY]`U`Y`fY`Yj UbhYb`8YhU]`g
ZYgh`U`hYb`"Ni`VYUW\hYb`]ghž`XUgg`A ]YhYf`]b`XYf`J YfUbhk cphi b[
ghY`Ybž`X]Y`i fgUW\Y`XYg`GW]ja a Y`VYZU``g`ni`_`ÅfYbž`i a
dchYbh]Y`Y`5bgdfØW\Y`Ui Z`?cghYbYfghUhi b[`cXYf`A]Yha]bXYfi b[
[Y`hYbX`a UW\Yb`ni`_ØbbYb`"6Y]i bgUW [ Ya Å»Ya`@ØZhYb`cXYf
<Y]nYb`\_ØbbhYb`J Yfa]YhYf`gc[ Uf`GW`UXYbgYfgUhn`ZcfXYfb`"

8]Y`XYfnY]h][ Y`G]hi U]h]cb`]b`XYf`6Yf[ [ UfhYbghfU»Y`ghY``h`Y]b
6Y]gd]Y`ZØf`X]Y`<YfUi gZcfXYfi b[ Yb`XUfž`X]Y`j]Y`Y`A]YhYf`]b`6Yni [
Ui Z`GW]ja a Y`VYZU``Yf`YVYb`"8]Y`8f]b[`]W\`\_Y]h`Y]bYf`@Øgi b[`]gh`ZØf
X]Y`VYhfc`ZYbYb`A ]YhYf`c`ZYbg]W\`h]W\`ž`XU`g]Y`]b`]fYb`K c\bi b[Yb
`VYb`V`Y]VYb`a ØW\hYb`i bX`[`Y]W\`nY]h][`X]Y` ; Ygi bX`Y]hgf]g]_Yb
]a`5i [ Y`VY`U`hYb`a`ØggYb`"

: Øf`k Y]hYfY`ðZcfa U]h]cbYb`ni`X]YgYa`H\Ya Už`g]Y`Y`GÅW`g]gW\Y`ž
9fghY`<Ui gj Yfk U`hi b[ž`i bX`5fVY]hYf`\_Ua`a`Yf`"

8YhU]`g	
J c fZU``	J YfgW a i hni b[
I fgUWXY	VUi `]WXY`A Åb[Y`ž`ZU`gWYg`@ØZhi b[g!`i bX < Y]nj Yf\ U`hYb
C fh	6Yf[[UfhY bghfU» Yž`\$%\$* - `8 fYgXYbž 8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gUYW g]gWY Y"XY • YfghY!\Ui gj Yfk U`hi b["XY • k k k "UfVY]hYf_Ua a Yf"Uh

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