

GUb]Yfi b['XYg'5i [i ghi ggW\ UW\ hYg']b
: fY]hU`. '8 Ui Yf\ UZhY '@0gi b[']b 'G]W\ h3

GUb]Yfi b['XYg'5i [i ghi ggW\ UW\ hYg']b : fY]hU`'j Yfn0[Yfh'g]W\.
I fgUW\Ybž: cfhgW\ f]hY`i bX': UW\ a Y]bi b[Yb`ni f
XUi Yf\ UZhYb 'G]W\ Yfi b["



F ch_cdZ!; 0f[!GhfU» Yž: fY]hU`ž'8 Yi hgW\ `UbX`!`b': fY]hU`ž'Ui Z
XYf'F ch_cdZ!; 0f[!GhfU» Yž[Yb]Y» Yb`X]Y`?`Y]b[`ÀfhbYf`X]Y
: f0\`]b[gV`0hYbž'k `À\ fYbX`ja` <`]bhYf[fi bX`X]Y`GUb]Yfi b['XYg
5i [i ghi ggW\ UW\ hYg'] cfUbgW\ fY]hYh`'8]YgY`5fVY]hYb`g]bX`b0h[
[Yk cfXYbž`XU`Y]b`N]Y[Y`[Yk 0`VY`ja` `GW\ UW\ h
ni gUa` a Yb[YVfcW\ Yb`]ghž`k Ug`XUni` `Z0\ fhYž`XUgg`Yhk`U`%) \$\$
?i V]_a YhYf'; YghY]b`UV[Ygh0fnh'g]bX``8 Yf`I` a ZUb['XYg
YbhghUbXYbYb`@cW\g`VYhf`À[h` \$`a`U`(` \$`A`YhYfž`i`bX`Yg`k`i`fXYb
i`a`[Y\YbX`G]W\ Yfi b[ga`U» bU\`a`Yb`[Yhfc`ZYbž`i`a`k`Y]hYfY
GW\`ÀXYb`ni`j`Yfa`Y]XYb``; `0W`_]W\ Yfk`Y]gY`k`i`fXYb`XUVY]`_Y]bY
A`YbgW\ Yb`j`Yf`Yhnhž`U`YfX]b[`g`g]bX`Y]b[]Y'; UfhYb`Ui`VYb`i`bX
DUfnY`Yb`VYhfc`ZYb``Dfc`Y`_hY]hYf`<`Y]_c`<`cfb`j`ca` `CVYfVYf[Ua`h
: fY]VYf[`Yf`_`Àfhž`XUgg`X]Y`I` fgUW\ Y`Z0f`XYb`?`c`Udg`ja

K]YXYfUbgh]Y['XYg'; fi bXk UggYfg'bUW'XYa '6Yf[VUi ghcdd 'a
>\f'%- - ' 'ni 'gi WYb'gY]"

6YgcbXYfY'5i Za Yf_gUa _Y]h'YfZcfXYfh'X]Y'<YfUi gZcfXYfi b[žX]Y
XYf'U'hY'6Yhcbghc`Yb'Ui g'XYa ' >\f'%- - &'XUfghY`h"8]YgY
6Yhcbd`ca VY'j Yf\]bXYfhY'Y]bY'bc hk YbX][Y '@ ZhbUW'ghfOa i b[ž
k Ug'gW'Y]»]W'ni 'XYf' a d`cg]cb'ZØ\fhY" 'I a 'X]Y'G]W'Yf\Y]h'XYg
GW'UW'hYg'Ub[Zf]gh]['ni ' [Yk Å\`f'Y]ghYbž'a ØggYb'bi b'Ui Zk YbX][Y
HYW'bc`c []Yb'Y]b[YgYhnh'k YfXYb" 'I a 'XYb'GW'UW'h'ni 'g]W'Yfbž
k i fXY'XUg'; YghY]b' i a 'XYb'GW'UW'h'j YfZYgh][hž' i bX'Yg'k i fXYb
]bg[YgUa h'() '6c\`f`ØW'Yf'YfghY`h"

GUb]Yfi b[gZcfhgW'f]hhY' i bX'!hYW'bc`c []Yb

9]b'nYbhfU'Yf'6YghUbXhY]'XYf'GUb]Yfi b['gh'XYf'9]bVUi 'Y]bYf
GhU\`VYhcbd`UhhY'a]h'Y]bYa 'I a ZUb['j cb'Yhk U`%' 'a U`%('A YhYfb"
&'XYf': c['Y'g]bX'nk ØZ?Ua a Yfb'nk]gW'Yb'nk Y]'i bX'gYW'g
A YhYfb'@Àb[Y' [Yd`Ubh" &[Yb]Yi fY'ØVYfk UW'Yb'XYb'6Ui 'i bX
bY\`a Yb'X]Y'?Ua a Yfb'UVž'k Å\`fYbX'Y]b'5VVfi W'!F cVchYf'ZØf'X]Y
5i g\i VUfVY]hYb'Y]b[YgYhnh'k]fXž'XYf'X]Y'?cghYb'Ui Zfi bX
%\$`\$`\$`\$`9i fc'VY'Ài Zh"Ni f'GhUV]'g]Yfi b['k YfXYb'GhU\`hfÅ[Yf']b
X]Y'?Ua a Yfb'Y]b[YVUi hž' i a 'g]W'Yfni ghY`Ybž'XUgg'g]Y'XYb
6Y`Ughi b[Yb'ghUbX\`U'hYb' _ØbbYb"

8]Y'V]g\Yf][Yb'GUb]Yfi b[g_cghYb'\UVYb'VYfY]hg'X]Y'A Uf_Y'j cb
) ž) 'A]`cbYb'9i fc'ØVYfgW'f]hhYbž'X]Y'Ui g'@UbXYga]hhY`b
ghUa a Yb" 'Hfcm'X]YgYf'GUW'U[Y'VYhcbYb': UW'Yi hY'X]Y
Bch'k YbX][_Y]h'ZØf'XYfUfh][Y'Ui Zk YbX][Y'J YfZU\`fYb'ni f
XUi Yf\`UZhYb'G]W'Yfi b['XYg'GW'UW'hYg" '6]g'9bXY'XYg'>\`fYg
ghfYVYb'X]Y'J YfUbhk cfh]W'Yb'X]Y': Yfh][ghY`i b['XYf'?Ua a Yfb'Ubž
i a 'X]Y'F]g]_Yb'ZØf'X]Y'I a [YVi b['ni 'a]b]a]YfYb"

Ni gUa a Yb\Ub['a]h'K UggYfa UbU[Ya Yb h

8]Y'<YfUi gZcfXYfi b[Ybž'X]Y'g]W']a 'Ni gUa a Yb\Ub['a]h'XYa
5i [i ghi ggW'UW'h'Yf[YVYbž'fYZY_h]YfYb'VfY]hYfY'H\Ya Yb'XYf
K UggYfVYk]fhgW'UZh' b[žX]Y'Ui W']b'XYf'8]g_i gg]cb' i a
bUW'\`U'h][Y'DfU_h]_Yb']a '6Yf[VUi 'h\Ya Uh]g]Yfh'k YfXYb" 'Gc'ZUbX

]a`·\f'&\$\$'X]Y`%\$" K UggYfk Yf_ghUhh'ghUhhž'X]Y`g]W`a`]h'XYf
 bUW\U'h][Yb`K UggYfVYk]fhgWUZh b[`]b`6Yf[VUi`!`i`bX
 6Yf[VUi`Zc`[Y`UbXgWUZhYb`VYgW`ÀZh][hY`"9I`dYfhYb`Ui`g
 j`YfgW`]YXYbYb`8]gn]d`]bYb`X]g_i`h]YfhYb`X]Y`K`YW`gY`k`]f_i`b[Yb
 nk`]gW`Yb`6Yf[VUi`ž`K UggYfei`U`]h`À`hi`bX`K UggYfa`UbU[Ya`Ybh`

6Yf[VUi` `Ub`b`nk`Uf`c`_`U`Y`K`]fhgWUZhYb`gh`À`f`_`Yb`i`bX
 5fVY]hgd`À`hnY`gW`UZZYbž`V]f[h`Y`XcW`Ui`W`F`]g]_`Yb`k`]Y
 K UggYfj`YfgW`a`i`hni`b[`i`bX`K UggYf`_`bUdd`Y]h`8]Y` ;`cj`YfbUbW!
 A`YW`Ub]ga`Yb`ni`f`A`]bXYfi`b[`bUW`hY`][Yf`5i`gk`]f_i`b[Yb`k`i`fXYb
 Yf`Ò`fhYfhž`i`a`]g]W`Yfni`ghY`Ybž`XUgg`X]Y`K UggYfj`Yfgc`f[i`b[`XYf
 ;`Ya`Y]bXYb`b]W`h[YZ`À`fXYh`k`]fX`"B`c`k`YbX][Y`G`h`Ub`X`Uf`Xg`i`bX`X]Y
 F`c`Y`XYg`K`UhYf`G`hYk`Uf`Xg`]\`dg`k`i`fXYb`YVYb`ZU`g`X]g_i`h]Yfhž`k`c`VY]
 \`YfUi`g[YghY`h`k`i`fXYž`XUgg`bi`f`k`Yb][Y`I`b`hYfbY`a`Yb
 J`YfUb`hk`c`fhi`b[`Z`Ø`f`X]Y`K UggYffYggci`fW`b`k`U`f`bY`a`Yb`

: UW`Yi`hY`k`Y]gYb`Ui`Z`X]Y`B`c`k`YbX][_`Y]h`\]bž`hf`Ub`gd`Uf`Yb`hY
 ?`f]hYf]Yb`ni`Y`hUV`]YfYb`i`bX`≠`hYfYggYbg`_`cbZ]_`hY`ni`j`Yfa`Y]XYbž
 i`a`]gck`c`\`gcn]U`Y` ;`YfYW`h][_`Y]h`U`g`Ui`W`_`Ò`_`c`c`[]gW`Y`≠`hY`[f]h`À`h
 g]W`Yfni`ghY`Yb`"8]Yg`]gh`VYgc`bXYfg`fY`Yj`Ub`hž`k`Yb`b`a`Ub`X]Y
 U`_`hi`Y`Yb`A`U»`b`U`a`Yb`]b` :`fY]hU`ž`8Yi`hgW`U`b`X
 X]Y`<`YfUi`gZc`fXYfi`b[Yb`i`bX`@`Øgi`b[Yb`]b`XYf
 K UggYfVYk]fhgWUZh b[`XUfghY`Yb`

8YhU]`g	
J`c`f`ZU`^`	B`U`h`i`f`_`U`h`U`g`h`f`c`d`\`Y
I`f`g`U`W`Y`	K`]Y`X`Y`f`U`b`g`h]Y[`X`Y`g` ;`fi`b`X`k`UggYfg`b`U`W` 6Yf[VUi`ghc`dd`%`-`-`'`ž`6Yhc`bd`c`a`VY`Ui`g`%`-`-`& j`Yf`\]bXYfhY`@`ZhbUW`ghf`Òa`i`b[`i`bX`Z`Ø`f`hY ni`f`a`d`c`g]c`b`
C`f`h`	F`c`h`_`c`d`Z] ;`Ø`f[!G`h`f`U»`Y`ž` :`fY]hU`ž`8Yi`hgW`U`b`X
G`W`U`X`Y`b`]b`·`)`)`\$\$\$\$`
E`i`Y`Y`Y`b`	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y`"XY • k k k "[X"b`f`k`"XY • fi`Y`"Va`n`"XY

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