

GUW\ gYbg`A]_fcY`Y_hfcb]_`Vcca h. `& ("&\$\$
bYi Y`>cVg`V]g`&\$' \$°

GUW\ gYb`j YfnY]W\ bYh`g]b_YbXY`GhUbXcfmi Zf]YXYb\Y]h`i bX
bYi Y`>bj Ygh]h]cbYb`]b`XYf`A]_fcY`Y_hfcb]_`žk Å\fybX
dc`]h]gW\Y`9bhk]W_`i b[Yb`j cfUb[Y\Yb"



8 fYgXYbž`8 Yi hgW\`UbX`!`8]Y`k]fhgW\ UZh]W\Y`@U[Y`]b`GUW\ gYb
dfÅgYbh]Yfh`g]W\`XYfnY]h`j]Y`gW\]W\h][ž`XU`bYi Y`9bhk]W_`i b[Yb
gck c`\`7\UbW\ b`U`g`Ui W\`<YfUi gZcfXYfi b[Yb`a]h`g]W\`Vf]b[Yb`>`>
Y]bYf`U`_hi Y`Yb`I a ZFU[Y`ni f`GhUbXcfmi Zf]YXYb\Y]h`i]b
A]hY`XYi hgW\`UbX`\Uh`g]W\`Y]bY`XYi h`]W\Y`5VbU\ a Y`XYf
6Yk Yfhi b[Yb`Yf[YVYbž`X]Y`j cb`&ž+`Ui Z`&ž-`[YZU`Yb`]gh`8]YgY
VYgcf[b]gYffY[YbXY`9bhk]W_`i b[`k]fX`j cf`U`Ya`Ui ZX]Y`\c\Yb
9bYf[]YdfY]gYž`Y]bY`ni bY\ a YbXY`6Øfc_fUh]Y`i bX`Ub[Y
; YbY\ a][i b[gj YfZU\ fYb`ni fØW_[YZØ\ fh`B]W\ hgXYghc hfchn`[]Vh`Yg
dcg]h]j Y`B UW\ f]W\ hYb`Ui g`XYf`A]_fcY`Y_hfcb]_`VfUbW\Yž`X]Y`g]W\`U`g
GhUV]`]hÅhgZU_hcf`Yfk Y]gh"

5a`8]YbghU[`k]fX`j f]YXf]W\`A Yfn`]b`6Yf`]b`ni a`6i bXYg_Ubn`Yf

[Yk Å\`h"BYi Y?UV]bYhnga]h[`]YXYf'k YfXYb'j YfY]X][hž'k Å\`fYbX']b
8fYgXYb`Y]bY`bYi Y`<][\hYW! : UV`j cb`>abcdh]_`YfÖZZbYh'k]fX"
BUW`&ž) `>\fYb`6Ui nY]h'k]fX`\`]Yf`Y]b`k]W`h][Yf`GW`f]h']b`XYf
<YfghY`i b[`j cb`A]_fccdh]_Yb`i bX`GYbgcFYb`ZØf`X]Y`<U`V`Y]hYf!
@]h\c[fUZ]Y [Ya UW`h" Hfc`m`XYf` : Y]Yf`]W`_Y]hYb`]gh`GUW`gYb`]b
X]YgYf`K cW`Y`Ui W`a]h`<YfUi gZcfXYfi b[Yb`_cbZfcbh]Yfž`k cVY]
K]fhgW`UZhga]b]ghYf`8]f`_DUbhYf`b]W`h`Ub`XYf`9fÖZZi b[
hY]`bY\`a Yb`_Ubbž`XU`Yf`g]W`a]h`5a hg`c``Y[Yb`Ui g`UbXYfYb
6i bXYg`ÅbXYfb`]b`6Yf`]b`hf]Zž"

9b hk]W`_`i b[Yb`]b`XYf`A]_fcY`Y`_hfc b]_`_`

8]Y`A]_fcY`Y`_hfc b]_`VfUbW`Y`]b`GUW`gYb`dfcZ]h]Yfh`XYfnY]h`j cb
Y]bYa`]ghUf`_Yb`BUW`ZfU[YUbgh]Y[`bUW`A]_fcW`]dg" I bhYfbY\`a Yb
k]Y`K]fhgW`UZh`]b`GUW`gYb`VYf]W`hYb`ØVYf`g][b]Z]_UbhY
I a gUhnghY][Yfi b[Yb`>abcdh]_`fYW`bYh'a]h`Y]bYa
I a gUhnk UW`ghi a`]j cb`V]g`ni` "%"\$`\$`A]`]cbYb`9i fc`i bX`\Uh`Y]bYb
5i ZhfU[gVYghUbX`j cb`+` (`A]`]cbYb`9i fcž`k Ug`Y]bYa` 5bgh]Y[`j cb
)`DfcnYbh`Ybhgd]W`h`8Yf`>abcdh]_!7\YZž`GhYZUb`HfUY[Yfž`\YVh
X]Y`ghUf`_Y`BUW`ZfU[Y`Ui g`XYf`A UgW`]bYbVUi !6fUbW`Y`\Yfj`cf`i bX
_ØbX][h`Ubž`XUgg`X]Y`DfcXi`_h]cb`Ua`bYi Yb`GhUbXcfh`]b`8fYgXYb
V]g`&\$&) `ghUfhYb`gc``"

≠Z]bYcbž`Y]b`k Y]hYfYf`k]W`h][Yf`5`_hYi`f`]b`XYf`6fUbW`Yž`d`Ubh`XYb
6Ui`Y]bYf`bYi Yb` : UVf]_`]b`8fYgXYbž`X]Y`j`cfUi`gg]W`h`]W`)
A]`]UfXYb`9i fc`_cghYb`i bX`"%"\$`\$`bYi Y`5fVY]hgd`ÅhnY`gW`UZZYb
k]fX" `@Ui`h`XYa`]≠Z]bYcb! ?cbnYfbW`YZ`εW`Yb`<UbYVYW`_g]bX`X]Y
9fk Ufhi b[Yb`ZØf`XUg`bYi Y` ; YgW`ÅZhg`U\`f` [Ygh]Y[Ybž`a]h`Y]bYa
I a gUhn`j`cb`a`Y\`f`U`g`%) ž) `A]`]UfXYb`9i fc`"8]YgY`9b hk]W`_`i b[Yb
ghÅf`_Yb`b]W`h`bi`f`XYb`GhUbXcfh`GUW`gYb`ž`gcbXYfb`hfU[Yb`Ui`W`
ni`f`GW`UZZi b[`j`cb`fi`bX`&(`&\$`\$`bYi Yb`5fVY]hgd`ÅhnYb`V]g`9bXY
&\$`\$`VY]"

2`_cbca]gW`Y`5i`gV`]W`_Y`i`bX
<YfUi`gZcfXYfi`b[`Yb

8Ug`d cg]h]Y`A`ca`Ybhi`a`]b`XYf`A]_fcY`Y`_hfc b]_`_`ØbbhY`Ui`h`Y]bYf

Ghi X]Y`XYg`≠gh]hi hg`ZØf`≠bcj Uh]cb`i bX`HYW`b]_ž`X]Y`]a`'5i ZhfU[
 XYf`K`]fhgW`UZhgzØfXYfi b[`GUW`gYb` ; a V<`YfghY`h`k`i fXYž`ni
 g][b]Z]_UbhYb`d`cg]h]j Yb`9ZY`_hYb`Ui Z`X]Y`g`ÅW`g]gW`Y`K`]fhgW`UZh
 ZØ`fYb`"9g`k`]fX`a`]h`Y]bYa`'5bgh]Y[`XYg`6fi hhc]b`UbXgdfcXi`_hg
 f6`ĐŁ`i bX`Y]bYf`ghY][YbXYb`9l`dcfhei`chY`[YfYW`bYhž`X]Y`V]g`&`\$`)
 Ui Z` *`DfcnYbh`ghY][Yb`_ÖbbhY`"8]YgY`Dfc[bcgYb`i bhYfghfY]W`Yb
 X]Y`F`Y`Yj`Ubn`XYf`<U`V`Y]hYf]bXi`ghf]Yž`X]Y`j`cfUi`gg]W`h]W`+
 DfcnYbh`XYg`6`Đ`GUW`gYbg`Ui`ga`UW`Yb`k`]fX"

8]Y`GW`UhhYbgY]hYb`XYf`U`_hi`Y`Yb`@U[Y`UggYb`g]W`Y`XcW`b]W`h
 `Yi` [bYb`"8]Y`CVghVUi`Z`ÅW`Y`]b`C`ghXYi`hgW`UbX`U`h`g]W`gY]h`XYf
 K`YbXY`U`V]Yfž`k`Å`fYbX`ghY][YbXY`?`cghYb`i`bX`?`cb`_i`ffYbn
 Xfc`YbXY`F`cXi`b[Yb`ni`f`i`c`[Y`UVYb`_ÖbbhYb`"5i`W`X]Y`c`Y
 ≠ZUh]cbgfUHy`j`cb`&ž(`DfcnYbhi`bX`X]Y`5fVY]hg`cgYbei`chY`j`cb`*`ž`
 DfcnYbh`V`Y]Vh`Y]b`H`Ya`Už`XUg`Y]bYf`@Øgi`b[`VYXUfZ"

≠a`]hhYb`X]YgYf`<YfUi`gZcfXYfi`b[Yb`Z]bXYh]b`GUW`gYb`Ua
 GcbbhU[`XYf` HU[`XYg`c`ZYbYb`<c`ZYg`ghUhhž`XYf`XUfUi`Z`UVn]Y`hž
 @UbXk`]fhgW`UZhgzVYhf]YVY`ni`d`f`ÅgYbh]YfYb`i`bX`XUa`]h`Ui`W`Y]b
 6Yk`i`gghgY]b`ZØf`X]Y`UbXk`]fhgW`UZh]W`Y`6YXYi`hi`b[`XYf`F`Y[]cb`ni
 gW`UZYb`"Ni`gUa`a`Yb[YZUggh]gh`GUW`gYb`]b`Y]bYf`D`UgY`XYf
 HfUbgZcfa`Uh]cbž]b`XYf`gck`c`b`Yi`Y`7`UbW`b`]b`XYf
 <c`W`hYW`bc`c[]Y`U`g`Ui`W`U`hY`<YfUi`gZcfXYfi`b[Yb`]b`XYf
 hfUX]h]cbY`Yb`K`]fhgW`UZh`VYghY`Yb"

8YhU]`g	
C`fh	8fYgXYbž`8Yi`hgW`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y`"XY • k k k "k`]fhgW`UZh!]b!gUW`gYb"XY • k k k "a`YX]YbgYfj`]W`"gUW`gYb"XY

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