

J K '8 "('Dfc. '9a]gg]c b gZfY]Yg '@YUg]b ['Z0f
= \ f ' b Y i Y g ' H f U i a ! G I J °

9fZU\ fYb 'G]Y 'U''Yg'ØVYf'XUg'j c''Y'Y_hf]gWXY'GI J 'J K '8 "(
Dfcž'gY]bY '@YUg]b [_cbX]h]cbYb'i bX'J cfhY]'Y''XYU''Z0f
Df]j Uh_i bXYb°



A Yf_i fž'8Yi hgWk`UbX!'8Ug'j c''Y'Y_hf]gWXY'GI J 'J K '8 "('Dfc
YfZfYi h'g]Wk`UWk'gYbXYf'6Y']YVh\Y]h'i bhYf'Df]j Uh_i bXYb''@Ui h'
A Yf_i f VYhfÅ[h'X]Y '@YUg]b [fUhY'Z0f'X]YgYg'A cXY''&- *ž\$ \$ '9i fc
a cbUh]Wkž]b_i g]j Y'A Y\fk YfghYi Yf''8Ug'5b [YVchYfghfYW_h'g]Wk
ØVYf'Y]bY '@Ui ZnY]h'j cb '(, 'A cbUhYb'i bX'VY]b\U'hYh'Y]bY'Å\f`]WkY
: U\ f'Y]ghi b ['j cb '%\$ '\$\$ '\$?']`ca YhYfb''8]Y'Y]ba U'] [Yb
6YfY]hghY''i b [g_cghYb'VY'Ui ZYb'g]Wk'Ui Z%'* - \$ž\$ \$ '9i fc"

8]Y'E i U']hÅh'XYg'J K '8 "('Dfc'gd]Y [Y'h'g]Wk'b]Wk'h'bi f']b'gY]bYf
@Y]ghi b ['k]XYfž'X]Y'a]h'&, * 'DG'f&%'_K Ł'i bX'Y]bYa 'J YfVfUi Wk
j cb'bi f'%) ž, '_K \#%\$ '\$_a 'VYY]bXfi W_h" A]h'Y]bYa '@ghYbdfY]g
j cb '(, "*") ž\$ \$ '9i fc'i bX'Ya]gg]c b gZfY]Yf': U\ fhž'V]YhYh'XUg
: U\ fnYi ['Y]bYb'VYXYi hYbXYb'J cfhY]']b'NY]hYbž]b'XYbYb

i a k Y`hZfYi bX`]W\Y`A cV`]h\h]a a Yf`k]W\h[Yf`k]fX" `8]Y
9bYf[]YYZZ[n]Ybn_`UggY`k]fX`a]h`5`Ub[Y[YVYbž`i bX`X]Y
7C !9a]gg]cbYb`])Y[Yb`VY]`\$ž\$`[#_a "

5i gghUghi b[`i bX`? ca Zcfh

8 Ug`5i gghUghi b[gdU_Yh`XYg`J K `=8"(`Dfc`ØVYfnYi [h`Xi fW\X
a cXYfbY` : YUhi fYg" `8Uni `n\`Yb`i bhYf`UbXYfYa `Y]bY
?`]a UUi hca Uh]_ž`Y]b`B Uj][Uh]cbggmghYa ž`I G6!`i bX`6`i Yhcch\!
GW\bjhrgH`Y`Ybž`gck]Y`856!F UX]c" `8Yf`Hci W\gWfYb`i bX`X]Y
5a V]YbhYVY`Yi W\hi b[`gcf[Yb`ZØf`Y]b`a cXYfbYg`=bhYf]Yi f" `Ni XYa
V]YhYh`XUg` : U\fnYi [`i a ZUb[fY]W\Y`5gg]ghYbngmghYa Y`k]Y`Y]bYb
Gdi f\U`hYUgg]ghYbhYbž`Y]bYb`5VghUbXghYa dca Uhi bX`Y]bYb
J Yf_Y\fgnY]W\YbUgg]ghYbhYbž`i a `XYb` : U\fyf`U_hj] `ni
i bhYfghØhnYb"

C V\k c\`X]Y`@YUg]b[fUhYb`j Uf]]YfYbž`g]bX`Ui h` : c 9Ugm`VYfY]hg
F UhYb`UV`&' - ž\$`9i fc`a cbUh]W\`ZØf`Df]j Uh_i bXYb`a Ø[`]W\` : Øf
; Yk YfVY_i bXYb`g]bX`X]Y`?cbX]h]cbYb`À\`b`]W\`ž`k cVY]`X]Y
@YUg]b[fUhY`UV`&' *ž`%9i fc`VY[]bbh`8]Y`ZYI]V`Yb`@Ui ZnY]hYb`j cb
&(`V]g`*`\$`A cbUhYb`i bX`]bX]j]Xi Y`Y`?)`ca YhYfdU_YhY`a UW\Yb
XYb`J K `=8"(`VYgcbXYfg`UhhfU_hj] " `5i W\`c\`bY`5bnU\`i b[`g]bX
5b[YVchY`j YfZØ[VUfž`XcW\`X]Y`@YZYfnY]hYb`_ØbbYb`g]W\`j cb`Y]bYf
K cW\Y`V]g`ni `a Y\fyfYb`A cbUhYb`YfghfYW_Yb"

I a k Y`hZfYi bX`]W\ _Y]h`i bX`9ZZ[n]Ybn

8]Y`J cfhY]Y`XYg`J K `=8"(`[Y\Yb`ØVYf`XYb` : U\fgdU» `i bX`?ca Zcfh
\]bUi g" `9`Y_hfcUi hcg`g]bX`]a `J Yf[`Y]W\`ni `Yf_Øa a `]W\Yb
J YfVfYbbYfb`i a k Y`hZfYi bX`]W\Yfž`XU`g]Y`_Y]bY`c_U`Yb
9a]gg]cbYb`dfcXi n]YfYb" `8]Yg`k]fX`Xi fW\`XYb`ghY][YbXYb`5bhY]`
YfbYi YfVUfYf`9bYf[]Yb`]a `8Yi hgW\Yb`Ghfca a]I `i bhYfghØhnhž`k]Y`
5857 `VYf]W\`hYh`HYW\bc`c[]gW\Y` : cfhgW\`f]hhY`\UVYb`X]Y
6UhhYf]Y`UdUn]h\h] YfVYggYfhž`k cXi fW\`Ab[YfY`FY]W\`k Y]hYb`i bX`
gW\`bY`YfY`@UXYnY]hYb`Yfa Ø[`]W\`h`k YfXYb"

8Yf`J K `=8"(`V]YhYh`ni XYa `Y]bY`FY]W\`k Y]hY`j cb`V]g`ni `)`%
?]`ca YhYfbž`k Ug]`\b`ZØf`XYb`h\`[`]W\Yb` : YVfUi W\`i bX`Ab[YfY

: U\fhYb'dfÅXYgh]b]Yfh"8]Y'Zc fhgW\ f]h]W\ Y '@UXY]bZfUghfi _hi f
 Yfa Ò[`]W\h'Yg'XYb'Bi hnYfbž]\fY': U\fnYi [Y'Ub'ÒZZYbh]W\Yb
 @UXYghUh]cbYb'ib'_i fnYf'NY]h'ni "'UXYb"'GW\ bY''Yg'@UXYb']gh'XUVY]
 Ub'<cW\`Y]ghi b[g!@UXYgÅi `Yb']b'k Yb][Yf'U`g`Y]bYf'Ghi bXY
 a Ò[`]W\"

Ni gUa a YbZUggYbX`Àggh'g]W\`gU[Ybž'XUgg'XYf'JK`Æ"(`Dfc`b]W\h
 bi f`Y]bY`k]fhgW\UZh]W\Yž'gcbXYfb'Ui W\`Y]bY`i a k Y`hZfYi bX`]W\Y
 K U\`ZØf'Df]j Uh_i bXYb'XUfghY`h"8]Y'UhhfU_h]j Y '@YUg]b[fUHY
 [YdUUfh'a]h\cW\k Yfh][Yb'5i gghUhh] b[ga Yf_a U`Yb'ibX`Y]bYa
 Xi fW\k Y[`dcg]h]j Yb'Ò_c`c[]gW\Yb': i »UVXfi W_a UW\h'X]YgYg
 : U\fnYi [`ni `Y]bYf'Yfbgh\UZhYb'5`hYfbUh]j Y']b'XYf': U\fnYi [k U\`"

8YhU]`g	
C fh	A Yf_i fž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "[c`YUgm"XY • k k k "UXUWXY

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