

6Yhfi b_Yb`Ua`GhYi Yf.`&%! Å\ f][Yf`a]h
%ž+) `Dfca]`Y`Yfk]gWk h°

9]b`&%! Å\ f][Yf`k i fXY`]b`8Y`a Yb\cfgh`a]h`%ž+) `Dfca]`Y`Ua
GhYi Yf`Ub[Y\U`hYb`"5bgWk`Y»YbX`_Ua`Yg`ni`Y]bYf
?ØfdYfj Yf`Yhni b["

8Y`a Yb\cfghž`8Yi hgWk`UbX`!`5a`GUa ghU[žXYb`&"A Åfn'&\$&) ž
k i fXY`Y]b`&%! Å\ f][Yf`Ui ZXYf`Gm_Yf`GhfU»Y`Xi fWk`gY]bY`Ui ZÅ`][Y
: U\fk Y]gY`VYa Yf`_h`i a`%-`%)`i`f`VYcVUWk`hY`hYb`nk`Y]
JYf_Y\fgH`Y]bY`a YbXYž`k]Y`XYf`: U\fyf`]b`GWk`Ub[Yb`]b]Yb`Zi` \f
i bX`c`bY`Yf`_YbbVUfYb`; fi bX`VfYa`ghY`"8]YgY`JYf`U`hYbgk`Y]gYb
`]Y»Yb`XYb`JYfXUWk`h`Ui Z`5`_c`c`_Ua`GhYi Yf`Ui Z`ca`a Ybž`k Yg`U`V
X]Y`NYi [Yb`i a [Y\YbX`X]Y`Dc`]nY`]bZcfa`]YfhYb`"BUWkXYa`XYf
: U\fyf`Ub`XYf`@Ub[Ybk`]gWk`ghfU»Y`gY`VghghÅbX][`Ub`]Y`hž`ZØ`fhYb
X]Y`6YUa`hYb`Y]bY`?cbhfc`Y`Xi`fWk`"

6Y]`XYf`,`VYfdfØZi`b[`ghY`hY`X]Y`Dc`]nY`]Y]bY
5hYa`U`_c`c`_cbnYbhfUh]cb`f55?Łj`cb`%ž+) `Dfca]`Y`ZYgh`"9]b
GhfUž`YfZU`fYb`k i fXY`Y]b[Y`Y]hYhž`Y]bY`6`i`hYbhbU`a`Y
Xi`fWk`[YZØ`fh`i`bX`XYf`: Ø`fYfgWk`Y]b`XYg`&%! Å\ f][Yb
VYgWk`U[bU`a`h`"9]b`XYfUfh`c`Yf`55?!K`Yfh`U`h`[[Z`fYWk`h]Wk`Y
?cbgYei`YbnYbž`XU`[Ya`Å`"z`" %*`Gh`6`Y]bY`Hfi`b_Yb`Y]h`]a
JYf_Y`f`j`cf`Y[h`i`bX`X]Y`: YghghY`i`b[`XYf`: U`fi`bhØWk`h][`_Y]h`]b
gc`Wk`Yb`: Å`Yb`j`cb`Yb`hgWk`Y]XYbXYf`6YXYi`hi`b[`]gh`"8]Y
fYWk`h]Wk`Yb`; fi`bX`U[Yb`i`bX`X]Y`i`bhYfgWk`Y]XY`nk`]gWk`Yb
6`i`hU`_c`c`_cbnYbhfUh]cb`f55?Ł`i`bX`55?`g]bX`Y]Yf`fY`Yj`Ubh`"8]Y
65?`[]`h`U`g`VYk`Y]gg]Wk`Yfž`]bgVYgcbXYfY`k`Ybb`g]Y`Xi`fWk`Y]bYb
6`i`hhYgh`ZYgh[YghY`h`k`i`fXYž`k`Ug`VY]`JYfXUWk`h`Ui`ZY]bY
JYf_Y`f`gg`hfUž`h`ni`Ågg][`]ghž`c`bY`XUgg`Y]bY`f]Wk`hYf`]Wk`Y
5bcfXbi`b[`YfZc`fXYf`]Wk`]gh`"

? ÒfdYfj Yf`Yhni b[`Ua `: UgWk]b[gZYgh

5a `[`Y]WkYb`5VYbXž`[Y[Yb`&%.(\$`I `fž`_Ua `Yg`Ua `F UbXY`Y]bYg
: UgWk]b[gZYghYg`]b` ; UbXYf_YgYY`ni `Y]bYa `k Y]hYfYb`J cfZU`""`#
Y]bYf` ; Ughgh`hY`Ub`XYf`6fYa`Yf`GhfU»Y`k`i`fXY`Y]b`(%!`À\`f)[Yf`j`cb
Y]bYa`(`+!`À\`f)[Yb`8Y`a`Yb`c`fghYf`c`b`Y`Yf`_YbbVUfYb` ; fi`bX`]bg
 ; Yg]Wk`h`[YgWk`U[Yb`"8Yf`H`hYf`k`]Yg`ni`a`NY]hdi`b`_h`XYf`HUh`Y]bY
5hYa`U`_c`c`_cbnYbhfUh]cb`j`cb`&ž\$)`Dfca`j`Y`Ui`Z`5i`Wk`Y]f
k`i`fXY`Y]b`GhfUž`YfZU`fYb`k`Y[Yb`j`c`fg`À`h`]WkYf`? ÒfdYfj Yf`Yhni b[
Y]b[Y`Y]hYhž`i`bX`XYf`(`+!`À\`f)[Y`Yf`Y]h`j`cb`XYf`Dc`]nY]`Y]bYb
D`Uhmj`Yfk`Y]g"

F YWk h`]Wk Y`? cbgYe i YbnYb`VY]`5`_c`c`Ua
GhYi Yf

8]Y`fYWk h`]Wk Yb`? cbgYe i YbnYb`Z0f`XUg`: U`fYb`i`bhYf
5`_c`c`Y]bZi`gg`g]bX`Yf`YV`]Wk`"5V`\$ž)`Dfca`j`Y`[]`h`XUg`: U`fYb`U`g
C`fXbi`b[gk`]Xf][`_Y]hž`UV`%ž%`Dfca`j`Y`k`]fX`X]Yg`ni`f`GhfUž`hU`"6Y]
K`YfhYb`UV`%ž*`Dfca`j`Y`_0bbYb`gWk`YfY`fYWk h`]Wk Y`: c`[Yb
Y]bhfYhYbž`XUfi`bhYf` ; Y`XghfUZ`Ybž`Di`b`_hY`]b`: `YbgVi`f[`i`bX`gc[Uf
: fY`\Y]hgghfUZ`Yb`"9g`k`]fX`XYi`h`]Wk`ž`XUgg`Y]bY`gc`Wk`Y
5`_c`c`]g]Yfi`b[`ni`[YZ`À\`f]WkYb`G]hi`Uh]cbYb`]a`J`Yf`_Y`f`Z0`fYb
_Ubb`"K`Y]hYf`Y]b`VYghY`h`VY]`XYf` , VYfgWk`fY]hi`b[`j`cb
Dfca`j`Y`[fYbnYb`X]Y`J`YfdZ]Wk`hi`b[`ni`f`a`YX]n]b]gWk`!
dgmWk`c`c`[]gWk`Yb`i`bhYf`gi`Wk`i`b[ž`i`a`X]Y`: U`fY][`bi`b[`ni
0VYfd`f0ZYb"

8]Y`A`Ygga`Yh`c`XYb`ni`f`: YghghY`i`b[`XYg`5`_c`c`[Y`U`hg`g]bX
YVYbZU`g`Yb`hgWk`Y]XYbX`"K`À`fYbX`X]Y`55?`]b`A`j`][`fUa`a`dfc`@]hYf
Yfa`]hY`h`k`]fX`ž`k`]fX`X]Y`65?`]b`Dfca`j`Y`Ub[Y[YVYb`"`#`XYf`DfUI`]g
[]Vh`Yg`i`bhYfgWk`YXY`]b`XYf`6Yk`Y]g`fUž`h`XYf`j`YfgWk`YXYbYb
A`Ygga`Yh`c`XYb`"K`À`fYbX`X]Y`55?`]a`6i`»[Y`X]YfZU`fYb`U`g
6Yk`Y]ga`]hY`X]YbYb`_Ubbž`\Uh`g]Y]a`GhfUž`YfZU`fYb`c`Zhibi`f
i`bhYfgh0hnYbXY`: i`b`_h]cb`"i`a`gc`k`]Wk`h][`Yf`]gh`Yg`Z0f`6Yhfc`ZYbYž
fYWk h`]Wk Y`GWk`f]hY`i`bX`J`YfhY]X][`i`b[ga`0[`]Wk`_Y]hYb`]b`6YhfUWk`h
ni`n]Y`Ybž`]bgVYgcbXYfY`X]Y` , VYfd`f0Z`b[`XYf`HYgha`Yh`c`XYb`i`bX
A`YggYf[YVb]ggY"

ð'5bVYhfUWk h'X]YgYf'J cfZÀ''Y']gh'Yg'i bYf'Àgg']Wk ž'XUg'6Yk i gghgY]b
 ZØf'X]Y'F]g]_Yb'j cb'5`_c\c`'Ua 'GhYi Yf'ni 'gWkÀfZYb'i bX
 fYWk hnY]h]['fYWk h']Wk Yb'F Uh'Y]bni \c`Ybž'k Ybb'5`_c\c`'Y]bY'F c`Y
 gd]Y'h''DfÀj Ybh]cbga U» bU\ a Yb'k]Y'5i Z_`Àfi b[g_Ua dU[bYb'i bX
 X]Y'9]bf]Wk hi b['j cb': U\FX]YbghYb'g]bX'Yb hgWk Y]XYbX'ZØf'X]Y
 G]Wk Yf\Y]h'i]a 'GhfU» Ybj Yf_Y\ f"

8YhU]`g	
J cfZU``	J Yf_Y\ fgi bZU``ž? ÒfdYfj Yf'Yhni b[
I fgUWk Y	5`_c\c`]g]Yfi b[
C fh	8Y`a Yb\cfghž'8Yi hgWk`UbX
: YghbU\ a Yb	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_fY]gnY]hi b["XY • k k k "_Ubn`Y]!Yfj Yb"XY • k k k "fYWk hU_hi Y``"cf[

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