

² _cXcfZ'6fcXck]b' []Vh' ? Ø\Y'Ui Z.'8Yf
5i Zgh]Y['XYf' < UZYfa]`W`VY[]bbh°

8Ug'² _cXcfZ'6fcXck]b' []Vh'k Y[Yb'k]fhgW UZh]WYf
<YfUi gZcfXYfi b[Yb' ? Ø\Y'UV' i bX'gYhnh'j YfghÅf_h'Ui Z
< UZYfa]`W`dfcXi _h]cb"

² _cXcfZ'6fcXck]bž'8Yi hgW`UbX' !'8Ug'² _cXcfZ'6fcXck]bž'XUg
%- - %'Ui g'Y]bYf'`UbXk]fhgW UZh]WYb'DfcXi _h]cbg[YbcggYbgW UZh
YbhghUbXž'g]Y\h'g]W`a]h'Yf\YV`]WYb'k]fhgW UZh]WYb
<YfUi gZcfXYfi b[Yb'_cbZfcbh]Yfh''8Yf'; YgW`ÀZhgZØ\Yf'@ Xc`Zj cb
A U`hUb'hY]`hY'a]hž'XUgg'XYf'6Yhf]YV'gY]bY' ? Ø\Y'UV[Y[YVYb'\Uhž
XU`X]Y'A]`W`j]Y\`U`hi b['b]W`h'a Y`f'dfcZ]hUVY`'k Uf''J cf'Y]bYa
`U`f'k i fXYb'VYfY]hg'X]Y'&) \$'N]Y[Yb'j Yf_Ui Zhž'X]Y'V]g'XU\]b'ZØf
X]Y'DfcXi _h]cb'j cb'N]Y[Yba]`W`[Ybi hnh'k i fXYb''9]b'; fi bX'ZØf
X]YgY'9bhgWY]Xi b['gh'XYf'6cca 'j cb'dZUbn`]WYf'A]`W`ž
]bgVYgcbXYfY' < UZYfa]`W`ž'XYf'ni f'g]b_YbXYb'BUW`ZfU[Y'bUW
\Yf_Øa a `]WYf'?i \a]`W`VY]hfÅ[h''8Yf'Dfc! ? cdZ]YfVfUi W`j cb
A]`WYfgUhdFcXi _hYb'\Uh'g]W`nk]gWYb'&\$%, 'i bX'&\$&&'a Y`f'U`g
j YfXcddY'hž'i bX' < UZYfa]`W`a UW`h]bnk]gWYb'ZUgh'nk Y]'8f]hY`
XYg' l a gUhnYg']b'X]YgYa 'GY[a Ybh'Ui g''8]YgY'9bhk]W`i b['gh
VYgcbXYfg'a Uf_Ubhž'XU'XYf'J YfVfUi W`j cb'?i \a]`W`Ui ZXYb
b]YXf][ghYb'GhUbX'gY]h'%- - %[Ygi b_Yb']gh''F 66&('VYf]W`hYhž
XUgg'XUg'² _cXcfZ'6fcXck]b'VYfY]hg' < UZYfa]`W`dfcXi n]Yfhž
U`YfX]b[g]b[Yf]b[Ya 'l a ZUb["

l a 'k Y]hYf\]b'DfcXi _hY'Ubni V]YhYbž'k]fX'XUg'² _cXcfZ'N]Y[Yb!
i bX' ?i \a]`W`j cb'UbXYfYb'6]c'UbXk]fhYb'ni _Ui ZYb'' ? ØbZh]['d'Ubh
XYf'6Yhf]YVž'gY]bYb': c_i g'Ui Z'; Ya ØgY! 'i bX'5W_YfVUi 'gck]Y
Y]bYb'@]YZfgyfj]W`i bX'Y]bYb' < cZUXYb'ni 'Y[Yb''9]b'k Y]hYfYg
'Ub[Zf]gh][Yg'N]Y`'gh'X]Y'DfcXi _h]cb'j cb'6]cZY]gW`ž'k cZØf'Y]bY
5b[i g]F]bXYf! < YfXY'j cb'' \$'H]YfYb'Ub[YghfYVh'k]fX''6fcXck]b

k]fhgW\UZhYh'bUW\`8Ya YhYf!F]W\h]b]Yb`i bX`]gh`VY_Ubbh`ZØf
bUW\`U`h][Y`5bVUi a Yh\cXYb"

6Ygc bXYfYg`=b hYfYggY`Xi fW\`? Øb][`7\Uf`Yg
=="

=a `5\`f`&\$&` `VYgi W\hY`?Øb][`7\Uf`Yg`= "XUg`² _cXcfZ`_i fn`j cf
gY]bYf`?fØbi b["K À\`fYbX`gY]bYg`6Ygi W\g`\U`Z`Yf`VY]`XYf
?ÅgYdfcXi _h]cbž`k cVY]`X]Y`A]W\`XUa U`g`j cb`XYb`N]Y[Yb`i bX
?Ø\`Yb`]a `² _cXcfZ`ghUa a hY``8]YgY`\cW\`Uf`Åh][Y`J]g]hY
j YfXYi h]W\hY`X]Y`6YXYi hi b[`XYg`² _cXcfZ`g`]b`XYf`fY[]cbU`Yb
@UbXk]fhgW\UZh`i bX`XYb` : c`_i g`Ui Z`bUW\`U`h][Y`DfU`_h]_Yb``8]Y
k]fhgW\UZh]W\Yb`GW\k]Yf][_Y]hYbž`X]Y`Xi fW\`ghY][YbXY`?cghYb`ZØf
9bYf[]Y`i bX`K UggYf`j Yfgh`Å`_h`k YfXYbž`YfZcfXYfb`YXcW\
5bdUggi b[Yb`]a `6Yhf]YVga cXY``"8Yf`6Yf`]bYf`?i f]Yf
VYf]W\ hYhž`XUgg`XUg`² _cXcfZ`VYfY]hg`Ui Z`XYb`HfYbX`ni
J Y[UbYfa]`W\`fYU[]Yfh`\Uhž`XYggYb`5VgUm`]b`8Yi hgW\`UbX
nk]gW\Yb`&\$&\$`i bX`&\$&` `i a ` ,) `DfcnYbh`Ubgh]Y[`i bX`XUVY]`X]Y
A Uf`_Y`j cb`*`\$`\$`A]``cbYb`9i fc`l a gUm`ØVYfgh]Y["

DZ`Ub n`]W\ Y`A]`W\ U`hYfbUh]j Yb`]a
5i Zk `ÅfhghfYbX

8Yi hgW\`UbX`[]`h`U`g`XYf`U`_h]j ghY`A Uf`_h`ZØf`dZUb n`]W\ Y
A]`W\ U`hYfbUh]j Yb`]b`9i fcdU``9]bY`Ghi X]Y`XYf`l b]j Yfg]h`Åh
<c`Yb`Y]a `nY][hž`XUgg`XYf`l a gUm`j cb`dZUb n`]W\ Yb`A]`W\!`i bX
A c`_YfY]!9fgUhd f cXi _hYb`nk]gW\Yb`&\$&\$`i bX`&\$&` `i a `(-
DfcnYbh[Ygh]Y[Yb`]gh``8]YgY`9bhk]W`_i b[`gd]Y[Y`h`g]W\`Ui W\`]b
XYb`J YfVfUi W\Yfd f`ÅZYfYbnYb`k]XYfž`X]Y`Ui Z[fi bX`j cb`5gdY`_hYb
k]Y`H]Yfk c`\ž; Ygi bX`Y]hi bX`l a k Y`hj Yfgh`Å`_h`ni `dZUb n`]W\ Yb
5`hYfbUh]j Yb`hYbX]YfYb``J Y[YhUf]Yf`i bX`J Y[UbYf`_cbgi a]YfYb
XYa ni Zc`[Y`dZUb n`]W\ Y`Df cXi _hY`' (`DfcnYbh`\`Åi Z[Yf``8Yb bcW\
j Uf]]Yfh`X]Y`5_nYdhUb n`X]YgYf`bYi Yb`Df cXi _hY`]b`j YfgW\]YXYbYb
Yi fcd`Å]gW\Yb`@`bXYfbž`a]hi bhYfgW\]YX`]W\ Yb`5bgdfØW\Yb`Ub
; YgW\ a UW`_i bX`HYI hi f"

5VgW\`]Y» YbX``Åggh`g]W\`ZYghghY``Ybž`XUgg`XUg`² _cXcfZ`6fcXck]b

a]h'gY]bYb'ghfUhY[]gWXYb'5bdUggi b[Yb'ja '<]bV`]W_`Ui Z'X]Y
 j YfÀbXYfhY`B UWX ZFU[Yg]hi Uh]cb`ZØf`A]`WXdfcXi _hY`j Yfgi WXYb
 k]fXž'g]WXY`bYi`ni`dcg]h]cb]YfYb"8 Ug'9b[U[Ya Ybh`ZØf`bUWX`U`h][Y
 @UbXk]fhgWXYUZh`V`Y]Vh`XUVY]`Y]b`nYbhfU`Yg`9`Ya Ybh`XYf
 I bhYfbY`a YbgghfUhY[]Y"

8 YhU]`g	
J cfZU``	Gcbgh][Yg
I fgUWXY	k]fhgWXYUZh]WXY`DfcV`Ya Yž'g]b_YbXY B UWX ZFU[Y`bUWX`?i`a]`WXž`c`Y`?cghYb
C fh	² _cXcfZ'6fcXck]bž'8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "VYf`]bYf!_i f]Yf"XY • j Y[Wc bca]gh"XY

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