

6fUbX[YZU\ f'Xi fW'K]bXfÀXYf. ; YZU\ f
ZØf'BUhi f'cXYf'ØVYfhf]YVYbY'ÿ b[ghY 3

6fUbX[YZ\ fXi b['Xi fW'K]bXfÀXYf'b'; fUZgW UZh'6Ybh\Y]a .
: Yi Yfk Y\ f'`Àggh'_cbhfc``]Yfh'UVVfYbbYb" 'BUhi fgW ØhnYf
k UfbYb'j cf'F]g]_Yb"

;]'XY\Ui gž'8Yi hgW`UbX'!

5a 'BYi 'U\ fghU['&\$&) '_Ua 'Yg'ja '@UbX_fY]g'; fUZgW UZh'6Ybh\Y]a
ni 'Y]bYa '6fUbX'Y]bYg'K]bXfUXg]b';]'XY\Ui gž'XYf'Xi fW'Y]bYb
hYW.b]gW Yb'8YZY_hj Yfi fgUW'h'k i fXY"8]Y: Yi Yfk Y\ f'k Uf'b]W h
]b'XYf'@U[Yž'XUg': Yi Yf'ni ``ÖgW Ybž'i bX''Y» 'X]Y'5b`U[Y
_cbhfc``]Yfh'UVVfYbbYb"8 Ug'K]bXfUX'ghUbX'Ui ZfY]Ya : Y'X'i bX
ghY`h'gca]h'_Y]bY'; YZU\ f'ZØf'A YbgW Yb'cXYf'H]YfY'XUf"

8]Y'9bhghY\i b['Y]bYg'bYi Yb'K]bXdUf_g]b'XYf'BÀ\Yž'hY]k Y]gY]ja
K U'Xž\Uhigck c\`6YZØfk cfhYf'U`g'Ui W'?'f]h]_Yf'Ui ZXYb'D`Ub
[Yfi ZYb"BUhi fgW ØhnYfž'XUfi bhYf'XYf'B56I '9a g`UbX# fUZgW UZh
6Ybh\Y]a ž'k UfbYb'j cf'XYf'6fUbX[YZU\ f'Xi fW': i b_YbZi ['i bX
\YfUVZU`YbXY'HY]Y" ðgVYgcbXYfY'VYZØfW'hYb'g]Yž'XUgg
K]bXfÀXYf]b'hfc_W_YbYb'Gca a Yfb': Yi Yf'ZUb[Yb'_ÖbbhYbž'k Ug
ni gÀh`W'Xi fW'X]Y'bchk YbX]['k YfXYbXY': À`i b['j cb'6Ài a Yb
ni f'9ff]W hi b['XYf'K]bXfÀXYf'j YfgW'ÀfZh'k]fX"

6fUbX[YZU\ f'VY]'K]bX_fUZhUb`U[Yb

6Yfb\UfX'K Y]bVYf[ž'; YgW ÀZhgZØ\ fYf'XYg'I bhYfbY\ a Ybg
; fUZgW UZhYf'BUhi fghfca ž'VYk YfhYh'X]Y'6fUbX[YZU\ f'U`g
ghUh]gh]gW'gY\ f[Yf]b["'@Ui h'5b[UVYb'VfYbbYb'j]b'8Yi hgW`UbX
À\ f`]W'Yhk U'ZØbZV]g'nY\ b'K]bXfÀXYfž'VY]Y]bYa '6YghUbX'j cb

fi bX'' "\$\$\$\$'5b`U[Yb'' ð`B]YXYfgUW\gYb`g]bX`K]bXf\AXYf`ja`K U`X
V]g\Yf`X]Y`5i gbU\ a Yž`YXcW\ []Vh`Yg`gY]h`XYf` : fY][UVY`Xi fW\`X]Y
J cf[\Ab[Yf!@UbXYgfY[]Yfi b[`]a` ð\`f`&&&`D`Ubi b[Yb`ZØf
Ybhgd fYW\YbXY`Dfc`Y`_hY"

I a`XYb`6fUbX[YZU\ fYb`Ybh[Y[Ybni`k]f`_Ybž`d`Ubh`XUg
I bhYfbY\ a Yb`df\j Ybh]j Y`A U» bU\ a Ybž`XUfi bhYf`GYbgcfYb`ni`f
HYa`dYfUhi`fØVYfk`UW\i`b[`i`bX`Y]b`@ØgW\gmghYa`a`]h`Gh]W_ghc`ZZ'
I a`k`Y`h`i`bX`9bYf[]Ya`]b]ghYf`7`\f]gh]Ub`A`YmYf`fl`fØbYŁ
i`bhYfghØhnh`X]Y`A`Ø[`]W\`_Y]hž`K`]bXf\AXYf`]b`K` \`X`Y`f`b`ni` `Y`ff]W\`h`Y`b`"
8]Y`9b`hgW\Y]Xi`b[ž`c`V`K` \`X`Y`f`ZØf`K`]bX`_f`U`Z`h`Ui`g[Yk`]YgYb`k`Yf`X`Y`b`ž
c`V`]Y[h`X`Y`b`?`ca` a`i`b`Y`b`ž`k`c`V`Y]`V`Y`gh]a`a`h`Y` :` \`W\`Y`b`k`]Y
B`U`hi`fgW\i`h`nk` \`X`Y`f`j`c`b`X`Y`f`5i`gk`Y]gi`b[`Ui`g[YgW\`c`ggYb`g]b`X`"

Ni`g`Å`h`n`]W\`f`Y]W\`h`X]Y`5i`ggh`U`hi`b[`a`]h`@ØgW\`Ub`U[Yb`Ub
K`]bXf\AXYfb`Ui`h`B`5`6`I` `b]W\`h`Ui`gž`i`a` `X`U`g`f`]g]_c`U`X`Å`ei`U`h`ni
a`]b]a`]YfYb`"8]Y`C`f[Ub]gUh]cb`gd`f]W\`h`g]W\`X`U`ZØf`Ui`gž`K`]bXf\AXYf
j`cb`K` \`X`Y`f`b`Z`Y`fb`ni` \`U`h`Y`b`"8]Y`f`6`f`Ub`X`]b` ;`]`X`Y`\`Ui`g`]gh`b]W\`h`X`Y`f
Y`f`gh`Y`J`c`f`Z`U`X`Y`g`Y`f`5`fh`"K`]Y`U[f`U`f`\`Yi`h`Y`"W`c`a` `V`Y`f]W\`h`Y`hž`g]b`X
6`f`Å`b`X`Y`V`Y]`K`]b`X`Y`b`Y`f[]Y`Ub`U[Yb`nk`Uf`g`Y`h`Y`b`ž`n`Y]W\`b`Y`b`g]W\`
Y`X`c`W\`c`Z`h`Xi`f`W\`]\`f`Y`gd`Y`_`h`U`_i` \`Å`f`Y`B`U`hi`f`Ui`g`"9`g`Y`I`]gh]Y`fh`Y`X`c`W\`
`Y]b`Y`c`Z]n]Y`Y`G`h`U`h]gh]`Ø`V`Y`f`X`Y`f`U`fh][Y`6`f`Å`b`X`Y`"

9]b`n`Y`b`h`f`U`Y`g`D`f`c`V`Y`a` `V`Y]`6`f`Å`b`X`Y`b`]ghž`X`U`gg`X]Y` :` Yi`Y`fk`Y`\`f`\`Å`i`Z][
a`U`W\`h`c`g`]ghž`X`U`X]Y`<`Ø`\`Y`b`j`c`b`K`]bXf\AXYfb`V]g`ni` `&)`\$`A`Y`h`Y`f
f`Y]W\`Y`b`ž`i`b`X`Ø`V`]W\`Y` :` Yi`Y`fk`Y`\`f`Y]h`Y`fb`X]Y`g`Y`b]W\`h`Y`ff`Y]W\`Y`b
_`Ø`b`b`Y`b`"C`Z`h`V`f`Y`b`b`h`X]Y` ;` Y`b`Y`f`U`h`c`f!` ;`c`b`X`Y`ž`X]Y`n`U`\`f`Y]W\`Y
Y`Y`_`hf]g]W\`Y`H`Y]Y`g`c`k`]Y`²` `Y`i`b`X` :` Y`h`h`Y`Y`b`h`\`Å`h`" :` Yi`Y`fk`Y`\`f`Yi`h`Y
a`Ø`gg`Y`b`X`U`b`b`c`Z`h`bi`f`X`U`g` ;` Y`Å`b`X`Y`U`V`ni`g]W\`Y`fb`i`b`X`X`U`g` :` Yi`Y`f
_`c`b`h`f`c` ``]Y`fh`U`V`V`f`Y`b`b`Y`b`ni` ``U`gg`Y`b`"9]b`6`Y]gd]Y``\`]Y`f`ZØf`]gh`Y]b
[`f`c`»`Y`f`6`f`Ub`X`]b`7`Ui`gb]h`ž`G`U`W\`g`Y`b`ž`V`Y]`X`Y`a` `X]Y` :` Yi`Y`fk`Y`\`f`b`U`W\`
X`Y`a` `6`f`Ub`X`X`Y`g`K`]b`X`f`U`X`g`Y]b`5`V`f`Y]»`Y`b`X`Y`f`5`b`U[Yb`j`Y`f`Ub`U`g`gh`Y`"

8YhU]`g	
J c fZU``	6fUbXgh]Zhi b[
I fgUWXY	hYWXb]gWXYf`8YZY_h
C fh	;]`XY\Ui gž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "U[fUf\Yi hY"WŁa

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