

B chfi Zbi a a Yfb`ja `B chZU``. `Gc ` \ UbXY`b G]Y`f]W\ h][`]b`< Ua Y`b`°

5_hi Y`Y`Dc`nY]a Y`Xi b[Yb`Ui g`< Ua Y`b!Dmfa cbh`Ua
&, "\$%&\$&). `I bZ`Yž`J YfvfYWYb`i bX`B chZU``j Yf\U`hYb`ja
, VYfv`]W`"

< Ua Y`bž`8Yi hgW\`UbX`!`5a`&, "':\bi Uf'&\$&) `VYf]W\hYh`X]Y`
8Yk YnYh`ØVYf`U_hi Y`Y`Dc`nY]a Y`Xi b[Yb`gck]Y
J Yf_Y`fga Y`Xi b[Yb`i bX` ; Yk U`hXY`_hY`]b`i bX`i a`< Ua Y`b" `8Yf
5fh]_Y`ghY`h`g]W\Yfž`XUgg`X]Y`6Øf[Yf`ØVYf`I bZ`Yž`
J c`gdYffi b[Ybž`J YfvfYWYb`i bX`j Yfa`]gghY`DYfgcbYb`]bZcfa`]Yfh
k YfXYb"

6YgcbXYfg`\Yfj cfni \YVYb`g]bX`X]Y`<]bk Y]gY`ni a
B chZU``j Yf\U`hYb" `9g`k]fX`Ya`dZc`\`Ybž`ja` : U`Y`Y]bYg`B chZU``g`X]Y
B chfi Zbi a a Yf`]b`8Yi hgW\`UbXž`X]Y`%%&ž`ni`k`À`\`Yb" `K`Y]hYfY
k]W\h][Y`J Yf\U`hYb`gk`Y]gYb`i a`ZUggYb`X]Y`A`Ò[`]W\`_Y]hž`9fghY`<]`ZY
ni`Y]ghYbž`gcZYfb`a`Ò[`]W\`ž`gck`]Y`Ua`C`fh`X`Yg` ; YgW\Y`Y`bg`ni
V`Y]VYbž`Yg`gY]`XYb`bž`X]Y`G]hi`Uh]cb`YfZcfXYfh`Y]bYb`gc`Zc`fh][`Yb
J Yf`Ugg" `8Yg`K`Y]hYfYb`gc`h`Y`a`Ub`k`]W\h][Y`&Zcfa`Uh]cbYb
gUa`a`Y`bž`k`]Y`X]Y`5bnU`\`XYf`6Yhfc`ZZYbYbž`J Yf`Yhni`b[Yb`i`bX`X]Y
[YbUi`Y`5XfYggY`XYg`9fY][`b]ggYg" `5b[Y`\`Øf][`Y`X`ØfZYb
VYbUW\`f]W\h][`h`k`YfXYbž`gc`Ub[Y`X]Yg`g]W\Yf`]ghž`i`bX`X]Y
5bk`Y]gi`b[Yb`XYf`FYhhi`b[g_f`À`ZhY`gc`h`Yb`_cbgYei`Ybh`VYZc`[`h
k`YfXYb" `8]Y`K`]W\h][`_Y]hž`fi` \][`i`bX`i`bhYfgh`Ø`h`Yb`X`ni`V`Y]VYbž
k`]fX`YVYbZU``g`VYhcbhž`YVYbgc`k`]Y`X]Y`B`chk`YbX][`_Y]hž`bUW\`X`Ya
B chZU```Àfnh`]W\Y`<]`ZY`i`bX`dgmW\`c`c[]gW\Y`I`bhYfgh`Ø`hni`b[`]b
5bgdfi`W\`ni`bY`a`Yb"

B chfi Zbi a a Yfb`i bX`XYfYb`Bi hni b[

Ni gÀhn`]W\`VYf]W\hYhY`XUg`HY`YZc bVi W\`ØVYf`X]Y`J Yfk]ffi b[
 \]bg]W\h]W\`XYf`f]W\h][Yb`Bchfi Zbi a a Yfb`]b`a YX]n]b]gW\Yb
 BchZÀ`Yb`i bX`i; YZU\`fYbg]hi Uh]cbYb`"8Yf`Dc`nY]bchfi Z%%\$`gc`hY
 `YX][`]W\`VY]; YZU\`fYbg]hi Uh]cbYb`ZØf`g]W\`gY`Vgh`cXYf`UbXYfY
 DYfgcbYb`[Yk`À\`h`k YfXYbž`k`À\`fYbX`X]Y`F Yhi b[gbchfi Zbi a a Yf
 %%&`X]Y`_cffY`_hY`K U\`VY]`a YX]n]b]gW\Yb`BchZÀ`Yb`XUfghY`h"

: Øf`gdYn]Y`Y`G]hi Uh]cbYb`Yi]gh]YfYb`k Y]hYfY`Bchfi Zbi a a Yfbž
 VY]gd]Y`gk Y]gY`VY]`a i ha U»`]W\Yb`J Yf[]Zhi b[Yb`cXYf
 ?UfhYbgdYffi b[Yb`bUW\`J Yf`i gh`XYf`?fYX]h_UfhY`"8]Y
 Bchfi Zbi a a Yfb`g]bX`Vi bXYgk Y]h`cXYf`UbXYgk Y]h`[Ø`h][ži bX`N]Y`
]gh`Ygž`Y]bY`gW\`bY`Y`5i ZZ]bXVUf`_Y]h`XYf`f]W\h][Yb`Bi a a Yf`]b
 Bchg]hi Uh]cbYb`ni`i [Yk`À\`f`Y]ghYb`"8]Y` , VYfg]W\h`ØVYf`X]Y
 Bchfi Zbi a a Yfbž`X]Y`bUW\`5fh`XYg`BchZU`g`gc`fh]Yfh]g]bXž`gc`XYb
 6Øf[Yfb`\Y`ZYbž`]b`_f]h]gW\Yb`G]hi Uh]cbYb`gW\`bY`i bX`YZZ]n]Ybhini
 \UbXY`b"

8YhU]`g	
J c f ZU`	Gcbgh][Yg
C fh	< Ua Y`bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XYk YnYh"XY • k k k "XUghY`YZc bVi W\`XY

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