

GcbbYb!`i bX`A cbXZ]bghYfb]ggY`&\$&) .
GdY_hU_i`ĀfY`<]a a Y`gYfY][b]ggY
Yfk UfhYb`i bg`

9fZU\fyb`G]Yž`k Ufi a`&\$&) `bi f`nk Y]`GcbbYb!`i bX`nk Y]
A cbXZ]bghYfb]ggY`Ui ZhfYhYb`i bX`k]Y`XYfYb`G]W\hVUf`_Y]h
VYY]bZi gghk]fX"

A Yf_i fž`8Yi hgW\`UbX`!`a`>\f`&\$&) `XØfZYb`g]W
5ghfcbca]YVY[Y]ghYfhY`Ui Z[`Y]W\`nk Y]`GcbbYb!`i bX`nk Y]
A cbXZ]bghYfb]ggY`ZfYi Yb`"8]YgY`ZUgn]b]YfYbXYb
<]a a Y`gYfY][b]ggY`g]bX`^XcW\`j]Y`gY`hYbYfž`U`g`Yg`Ui Z`XYb
YfghYb`6`]W`YfgW\Y]bYb`a U[" `@Ui h`A Yf_i f`g]bX`Ā\f`]W
a]bXYghYbg`nk Y]`i bX`a Ul]a U`ZØbZ`gc`W\Yf`9fY][b]ggY`g]W\hVUf`
8]Y`i bhYfgW\]YX`]W\Yb`l`a`Ui ZVU\bYb`j cb`A cbX`i bX`9fXY`g]bX
XYf`; fi bX`XUZØfž`XUgg`b]W\h`^XYb`A cbUh`Y]bY`:]bghYfb]g
ghUhhZ]bXYh"

8]Y`l`a`Ui ZVU\b`XYg`A cbXYg`i`a`X]Y`9fXY`]gh`i`a`Yhk U`ZØbZ`; fUX
ni f`9fXi a`Ui ZVU\b`i`a`X]Y`GcbbY`[YbY][h`"8]Yg`VYXYi hYhž`XUgg
XYf`A cbX`]b`XYb`a`Y]ghYb`A cbUhYb`ØVYf`cXYf`i`bhYf`XYa
9fXgW\UhYb`j`cfVY]n]Y\`hž`k Ug`Y]bY`A cbXZ]bghYfb]g`]b`XYf`FY[Y`
j`Yf\]bXYfh`GcbbYbZ]bghYfb]ggY`\]b[Y[Yb`Yb`hghY\Yb`bi fž`k Ybb
XYf`A cbX`nk]gW\Yb`9fXY`i bX`GcbbY`ghY\`hi bX`X]YgY`XfY]
<]a a Y`g`_ØfdYf`]b`Y]bYf`YI U_hYb`@]b]Y`g]bX`"Gc`W\Y`dYfZY`_hYb
5i`gf]W\hi b[Yb`[YgW\Y\Yb`VYVbZU`g`bi f`nk Y]`V]g`ZØbZ`A U`dfc
>\f"

8 YhU]`g`XYf`:`]bghYfb]ggY`&\$&)

?cb_fYh`k YfXYb`X]Y`8]U[bcgYb`XYf`:`]bghYfb]ggY`]b`&\$&) `k]Y`Zc`[h
gY]b.`8]Y`A cbXZ]bghYfb]ggY`g]bX`ZØf`XYb`%("A Āfn`i bX`XYb`+"

GYdhYa VYf'Ub[Y_ØbX][h"6Y]'Y]bYf'A cbXZ]bghYfb]g'ghY\h'X]Y'9fXY
nk]gWYb'XYf'GcbbY'i bX'XYa 'Jc``a cbXžk cXi fW'XYf'A cbX']b
XYb'9fXgW UhhYb'Y]bhUi W'h"8Yi h]WY'I bhYfgW]YXY']b'XYf
G]W hVUf_Y]h'nY][Yb'g]W'XUVY]ž'Y'bUWXYa ž'cV'Yg'g]W'ia'Y]bY
hcHUY'cXYf'dUfh]Y''Y'A cbXZ]bghYfb]g'\UbXY'h"K Å\fybX'Y]bYf
hcHUY'b'A cbXZ]bghYfb]g'k]fX'XYf'A cbX'\Åi Z['fØh]WžY]b
gdY_hU_i `Åfyg'D\Åbca YbžXUg'Ui W'U'g' 6'i ha cbX 'VY_Ubbh]gh"

5i Z'XYf'UbXYfYb'GY]hY'Z]bXYh'X]Y'bÅWghY'dUfh]Y''Y
GcbbYbZ]bghYfb]g'VYfY]hg'Ua '&- "A Åfn'&\$&) 'b'HY]'Yb'9i fcdUg
ghUhh"8]YgY'hf]hh'Ui Z'k Ybb'XYf'A cbX'bi f'Y]bYb'HY]'XYf'GcbbY
j YfXYW_h"9g' []Vh'XfY]'<Ui dhmdYb'j cb'GcbbYbZ]bghYfb]ggYb.
hcHUY'ž'dUfh]Y''Y'i bX'f]b[ZØfa] [Yž'YXY'a]h'\fyb'Y][YbYb
ZUgn]b]YfYbXYb'9][YbgW UZhYb""8]Y'hcHUY'G]W hi b['XYf
GcbbYb_cfcU'k Å\fybX'Y]bYf'hcHUY'g\Yb':]bghYfb]g'V]YhYh
K]ggYbgW UZhYfb'Y]bn][Ufh][Y'; Y'Y[Yb\Y]hYbž'X]YgYg'cZh
ØVYfgY\YbY'D\Åbca Yb'ni 'ghi X]YfYb"

K]ggYbgW UZh]WY'Y'i bX'_i `hi fY''Y'6YXYi hi b [

5ghfcbca]gWY'D\Åbca YbY'k]Y'GcbbYb!'i bX'A cbXZ]bghYfb]ggY
\UVYb'X]Y'A YbgW\Y]h'gY]h'X\fi bXYfhYb'ZUgn]b]Yfhi bX
]bgd]f]Yfh'<]ghcf]gWY'5i ZnY]Wbi b[Yb'VY'Y[YbžXUgg'X]YgY
9fY][b]ggY'VYfY]hg']b'XYf'5bh]_Y'Xc_i a Ybh]Yfh'k i fXYb""8]YgY
<]a a Y'gYfY][b]ggY'dfÅ[Yb'b]W'h'bi f'XUg'K]ggYbgW UZh'gk]ggYbž
gcbXYfb'\UVYb'Ui W'_i `hi fY''Y'K i fnY'bž'X]Y']b'j]Y'Yb
; YgY''gW UZhYb'i bX'HfUX]h]cbYb'Y]bY'F c''Y'gd]Y'Yb"

8]Y'6YXYi hi b []cb'GcbbYb!'i bX'A cbXZ]bghYfb]ggYb'fY]W'h'j cb
k]ggYbgW UZh]WYf': cfgW'i b['ØVYf'X]Y'J Yfk]ffi b[]b'XYf'H]Yfk Y'h
V]g'\]b'ni 'hfUX]h]cbY''Yb': Y]Yf]W_Y]hYb"G]WYf\Y]hga U» bU\ a Yb
g]bX'VY]'XYf'6YcVUW hi b []cb'GcbbYbZ]bghYfb]ggYb'i bYf'Ågg]Wž
i a 'GWÅXYb'Ub'XYb'5i [Yb'ni 'j Yfa Y]XYbž'Y]b'k Y]hYfYg'6Yk Y]g
ZØf'X]Y'i bj YfÅbXYfhY'5bn]Y\i b[g_fUZh'X]YgYf'Ui » Yf[Yk Ø\ b`]WYb
D\Åbca YbY""A]h'Yfk Y]Y'Yfa Ø[`]WYb'hYWbc`c []gWY
: cfhgWf]hhY'VYggYfY'J c f\YfgU[Yb'i bX'9f'YVb]ggY"

5ghfcbca]Y'V'Y]Vh'Y]bY'GW'ØggY'k]ggYbgW UZhž'X]Y'X]Y'; YgW]W'hY

i bX ?i `hi f`XYf`A YbgW\`Y]h`VYY]bZi ggh`i bX`[`Y]W`nY]h][`XUg
 J Yfgh`ÀbXb]g`ZØf`XUg`l b]j Yfgi a `j Yfh]YZh"8]Y`VYj cfghY\`YbXYb
 :]bghYfb]ggY`&\$&) `g]bX`b]W`h`bi f` ; Y`Y[Yb\`Y]hYb`ni f
 6YcVUW`hi b[ž`gcbXYfb`Ui W`5b`ÀggY`ni f`FYZYI]cb`ØVYf`X]Y
 VYXYi hYbXY`Fc`Yž`X]Y`XYf`<]a a Y`]b`i bgYfYa `@VYb`gd]Y`h"
 ðZcfa Uh]cbYb`ni `X]YgYb`D\`Àbca YbYb`i bX`k Y]hYfY
 Ughfcbca]gW`Y`9fY][b]ggY`g]bX`Ui Z`Ughfcbca]Y"]bZc`ni `Z]bXYb"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	A Yf_i fž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • d\mg]_i bhYff]W`h!cb`]bY"XY • Ughfcbca]Y"]bZc

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