

GYfd]`A]XmUh`V`Y]Vh`GD8!7\YZ]b`!`K Y[
ni f`?]Y`Yf`A UWx h`VY[]bbh`

GYfd]`A]XmUh`V`Y]Vh`GD8!J cfg]hnYbXY`b`GWx`Ygk][!
<c`ghY]b`" ã f`N]Y`F ØW__Y`f`]b`X]Y`?]Y`Yf`@UbXYgfY[]Yfi b[
V]g`&\$&+"

GWx`Ygk][ž`8Yi hgWx`UbX`!`GYfd]`A]XmUh`V`Y]Vh`ZØf`k Y]hYfY
nk Y] ð\FY`J cfg]hnYbXY`XYf`gWx`Ygk][!`c`ghY]b]gWx`Yb`GD8`"6Y]
Y]bYa`DUfhY]hU[]b`<i gi a`Yf\]Y`hig]Y`%&`Gh]a`a`Ybž`k Ug`ØVYf`*`%
DfcnYbh`XYf`8Y`Y[]YfhYbgh]a`a`Yb`Ybhgd]Wx`h"; Y[Yb`g]Y`gh]a`a`hYb
*)`8Y`Y[]YfhYž`i bX`Yg`[UV`%`9bh`U`hi b[Yb`"J`cf`nk Y] ð\FYb
_c`bbhY`A]XmUh`V`YfY]hg`*)`DfcnYbh`Ni`gh]a`a`i b[`ZØf`]\`f`5a`h
[Yk`]bbYb`"G]Y`]gh`b]Wx`h`bi`f`ghY`j`YfhfYhYbXY`6i`bXYgj`cfg]hnYbXY
XYf`GD8`ž`gcbXYfb`Ui`Wx`C`ddcg]h]cbgZØ\fyf]b`]a`@UbXhU["`A]XmUh`
VYfY]hYhY`X]Y`8Y`Y[]YfhYb`Ui`ZX]Y`@UbXhU[gk`U\`"]b`nk Y] ð\FYb
j`cfž`i bX`X]Y`GD8`ghfYVh`Ubž`k]YXYf`X]Y`@UbXYgfY[]Yfi b[`ni
ZØ\fyb`"6Y]X]Y`gYf`; Y`Y[Yb`Y]h`VYhc`bhY`A]XmUh`ž`XUgg`X]Y
b`ÅWx`ghYb`nk Y] ð\FY`Y`f`Ui`gZcfXYfb`X`k`YfXYbž`i bX`Åi`»`YfhY`XYb
5bgdfi`Wx`ž`VYggYf`UVni`gWx`bY]XYb`U`g`8`Ub]Y`"; Øbh`Yfž`XYf`gY]h
&\$%+`78I`!A]b]ghYfd`f`Åg]XYbh`j`cb`GWx`Ygk][!`<c`ghY]b`]gh"

N]Y`Y`i`bX`<`YfUi`gZcfXYfi`b[`Yb`XYf`GD8

8]Y`GD8`GWx`Ygk][!`<c`ghY]b`d`Ubhž`X]Y`b`ÅWx`ghY`@UbXYgfY[]Yfi b[
ni`ZØ\fyb`"GYfd]`A]XmUh`V`YnY]Wx`bYhY`XYb`DUfhY]hU[]b`<i gi a
U`g`Y]bYb`k`]Wx`h[Yb`A`Y]`YbghY]b`"G]Y`f`Åi`a`h`YXcWx`Y]bž`XUgg`XYf
K`Y[`ni`f`@UbXYgfY[]Yfi b[``Ub[`i`bX`gWx`k`]Yf][`gY]b`k`]fX`"6Y]`XYf
`Y`hnhYb`@UbXhU[gk`U\`"]a`A`U]`&\$&&`Yf\]Y`h`X]Y`GD8`bi`f`%`*`DfcnYbh
XYf`Gh]a`a`Yb`"A]XmUh`_f]h]g]Yfh`X]Y`gWx`k`Ufn![`fØbY`FY[]Yfi b[
i`bhYf`A]b]ghYfd`f`Åg]XYbh`8`Ub]Y`"; Øbh`Yf`f`78I`Ł`i`bX`k`]fZi`\`f`Y]b
J`YfgU[Yb`]b`j`YfgWx]YXYbYb`Dc`h]_VYfY]Wx`Yb`j`cf`"8]Y`g`VY]b`U`h`Y`h

i bhYf`UbXYfYa `GdUfa U» bU\`a Yb`ni `@UghYb`VYXØfZh][Yf
 A YbgW`YbžZY\`YbXY`?]hUd`ÀhnYžI bhYff]W`hgUi gZU``ž
 i bni fY]W`YbXY`? fUb_Yb\`Ui gd`Ubi b[`i bX`Y]bY`a Ub[Y`\`UZhY
 K c\`bi b[gVUi dc`]h]_"

8]Y`8Y`Y[]YfhYbžX]Y`Ub`XYa `DUfhY]hU[`hY]`bU\`a YbžVYgW`cggYb
 ni XYa `ØVYf`Y]bYb`@Y]hUbhfU[`a]h`XYa `H]hY``~Gcn]U`ž[YfYW`hž
 ghUf_`K]f`ghY\`Yb`ZØf`Y]b`GW`Ygk][!<c`ghY]b`XYf`7\`UbW`b"
 UVni gh]a `a Yb``9]b`k Y]hYfYf`@Y]hUbhfU[`VYZUgghY`g]W`a]h`XYa
 K c\`bi b[gVUi ``5i W`J c fghUbXgk U\`Yb`ghUbXYb`Ui ZXYf
 HU[Ygc fXbi b[žVY]`XYbYb`A]XmUh`YfbYi h`ZØf`XYb`J c fghUbX
 _UbX]X]YfhYž`k]Y`G5H``%`F Y[]cbU`VYf]W`hYhY"

8YhU]`g	
J c fZU``	F Y[]cbU`Yg
C fh	GW`Ygk][ž8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "k Y`h"XY • k k k "gUh%fY[]cbU``XY

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