

Dc`]nY]Y]bgUhn`ghc d d h`Ni [j Yf_Y`f`Ua Ghi hh[UfhYf`< Ui dhVU`b`cZ`

Ni [j Yf_Y`f`Ua `Ghi hh[UfhYf`< Ui dhVU`b`cZ`gY]h`%+`l` \f
Y]b[YghY`h`Dc`]nY]Y]bgUhn`j Yfi fgUW`h`9]bgW`f`Ä`b`_i` b[Yb`Z0f
G!6U`b`i` bX`FY[]cbU`j Yf_Y`f`

< Ui dhVU`b`cZ`Ghi hh[Ufhž`+`\$`%+`' `Ghi hh[Ufhž`8`Yi hgW`U`b`X`!
5a`8`Y]bghU[UVYbX`]gh`XYf`Ni [j Yf_Y`f`Ua`< Ui dhVU`b`cZ`
Ghi hh[Ufh`gY]h`W]fWU`%+`l` \f`_ca`d`Y`hh`Y]b[YghY`h`k`cfXYb`"; fi bX
Z0f`X]YgY`A`U»`bU`a`Y`]gh`Y]b`Ui`ZYbXYf`Dc`]nY]Y]bgUhn`ž`k`]Y`Y]b
GdfYW`Yf`XYf`6`i`bXYgdc`]nY]`Ghi hh[Ufh`VYgh`Ä`h][hY`"8`Yf`9]bgUhn`U`h
b]W`h`bi`f`XYb`Ni [j Yf_Y`f`ž`gcbXYfb`Ui`W`XYb`G!6U`b`i`bX
FY[]cbU`j Yf_Y`f`ghUf`_`VYY]bhf`Ä`W`h][h`

6YgcbXYfg`VYhfc`ZYb`g]bX`X]Y`G!6U`b`!@]b]Yb`G`&`i`bX`G`"Ni`XYa
k`]fX`0VYf`Y]bYb`B`chUfnhY]bgUhn`nk`]gW`Yb`XYa`< Ui dhVU`b`cZ`i`bX
XYa`B`cfXVU`b`cZ`VYf]W`h`h`@Ui`h`5b[UVYb`j`cb`8`6`FY[]c`V`Y]Vh
XYf`< Ui dhVU`b`cZ`j`cfUi`gg]W`h`]W`V]g`%-`l` \f`[YgdYffh`8`Y
[YbUi`Yb`9]bgUhn`XUi`Yf`i`bX`X]Y`<]bhYf[f0bXY`XYg`Dc`]nY]Y]bgUhn`Yg
g]bX`bcW`i`b`_`Uf`

8`Y`h`U]`g`ni`a`Dc`]nY]Y]bgUhn

K`]Y`XYf`Gd]Y[Y`VYf]W`h`h`ž`k`i`fXY`XYf`< Ui dhVU`b`cZ`k`Y[Yb`XYg
Dc`]nY]Y]bgUhn`Yg`_ca`d`Y`hh[Yf`Ä`i`a`h`8`Y`A`U»`bU`a`Yb`k`i`fXYb
[Yhfc`ZYb`ž`i`a`a`0[]W`Y`; YZU`fYb`Ui`gni`gW`]Y»`Yb`i`bX`X]Y
G]W`Yf`Y]h`XYf`FY]gYbXYb`ni`[Yk`Ä`f`Y]ghYb`"J`]Y`Y`DYbX`Yf`i`bX
FY]gYbXY`g]bX`j`cb`X]YgYb`i`bYfk`UfhYhYb`Y`bXYfi`b[Yb`i`ba`]hhY`VUf
VYhfc`ZYb`

8]j`YfgY`J`YfV`Ä`bXY`ž`k`]Y`XYf`J`8`J`ž`UfVY]hYb`_cb]bi`]Yf`]W`XUfU`b`ž`

U_hi Y`Y : fU[YghY`i b[Yb`]a `ÖZZYbh]WXYb`DYfgcbYbbU\j Yf_Y\`ni
 _`ÄfYb`i bX`GhUh]gh]_Yb`ØVYf`9bhk]W`i b[Yb`]b`XYf`6fUbWXY
 VYfY]hni ghY`Yb``9g`k]fX`j Yfa`i hYh`XUgg`Xi fW`gc`WXY`9]bgÄhnYž
 k]Y`g]Y`ni f`NY]h`]b`Ghi hh[Ufh`YfZc`[Ybž`XYf`ÖZZYbh]WXY`B U\j Yf_Y\`f
 i bhYf`8fi W`V`Y]Vhž`k Ug`]b`XYb`Ä`f`]WXYb`6Yf]WXYb`XYg`J 8 J
 h\Ya Uh]g]Yfh`k]fX"

6Y]`XYb`XYfnY]h][Yb`l a ghÄbXYb`V`Y]Vh`UVni k UfhYbž`]bk]Yk Y]h
 g]WXY`X]Y`G]hi Uh]cb`ghUV`]g]YfYb`Äggh`i bX`k Y`WXY`k Y]hYfYb
 ðZcfa Uh]cbYb`XYf`6i bXYgdc`]nY]`Ghi hh[Ufh`]b`XYb`_ca a YbXYb
 Ghi bXYb`ni f`J YfZØ[i b[`ghY`Yb`k YfXYb"

8YhU]`g	
J c fZU``	Dc`]nY]Y]bgUhn
I fgUWXY	`Ui ZYbXYf`Dc`]nY]Y]bgUhn
C fh	< Ui dhVU\b`cZ`Ghi hh[Ufhž`+\$%+` `Ghi hh[Ufhž 8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "gd]Y[Y`"XY • k k k "j Xj "XY

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