

6Yf`]bYf'Df]XY. 'GhUXhZYgh'i bX`7G8`gcf[Yb
ZØf`ZUfVYbZfc\Y`Gh]a a i b[°

8Yf'6Yf`]bYf'Df]XY`A cbh\`&\$&) `ZY]Yfh'J]Y`ZU`h'a]h'XYa ` `%"
GhUXhZYgh'Ua `Bc`YbXcfZd`Uhn'i bX`XYa `7G8`Ua `&*"`†`]'`]"



Bc`YbXcfZd`Uhnž`%\$+++`6Yf`]bž`8Yi hgW\`UbX`!`5a`%"`†`]
&\$&) `VY[]bbh]b`6Yf`]b`XYf'Df]XY`A cbh\ž`XYf'a]hj YfgW\]YXYbYb
ei YYfYb`J YfUbghU`hi b[Yb[]ZY]Yfh'k]fX" <Ø\Ydi b_h'XYg'Df]XY
A cbh\g']gh'XUg' `%"`@YgV]gW\!gW\k i `Y`GhUXhZYghž`XUg'Ua`%`-`"i bX
&\$`"†`]'&\$&) `fi bX`i a `XYb`Bc`YbXcfZd`Uhn`ghUhhZ]bXYb`k]fX"i bhYf
XYa `A chhc` ; `Y]W\Y`FYW\hY`ZØf`i b[`Y]W\Y` `k`Y`hk`Y]h` `k]fX`XUg
: Ygh'nU\`fY]W\Y`6Ygi W\Yf`Ubn]Y\Yb"8Ug`6Yn]f_gUa hiHYa dY`\cZ
GW`ØbYVYf[`k]fX`a]h'A]hUfVY]hYbXYb`XYg`9\`fYbUa hgVØfcg`j cf
Cfh'gY]bž`YVYbgc`k]fX`g]W\`XUg`æVWbhYf'a]hY]bYa `Y][YbYb
`bZcghUbX`VYhY]`][Yb"8Ug`CfXbi b[gUa`h`k]fX`YVYbZU`g`df`ÄgYbh
gY]bž`i a `X]Y`G]W\Yf\Y]h'XYf`J YfUbghU`hi b[`ni` `[Yk`Ä\`fY]ghYb"

5b`XYb`VY]XYb` : YghhU[Yb`k]fX`Yg`ni XYa `j YfgW\]YXYbY

DfĀgYbhUh]cbYb [YVYbžX]Y j cb`XYf`J c`_g\cWgWk i `Yž`XYf
: U\fv]V`]ch\Y_`i bX`XYf`@Yc`?YghYbVYf[`A i g]_gWk i `Y`cf[Ub]g]Yfh
k YfXYb""9]b`VYgcbXYfYg`<][\`][\h]gh`XYf`5i Zhf]hh`XYf
A i g]_gWk i `VUbX` 8Ua Y`A Ug žX]Y`Ua `GcbbhU[`Ui Z`XYf
<Ui dhVØ\bY`Ui ZhfYhYb`k]fX""5i » YfXYa `ghY\h`XYf`7\]ghcd\Yf
GhfYYh`8Umif7G8Ĺ`6Yf`b`Ua `&*"`ž`j`&\$&)`Ui Z`XYa `Dfc[fUa a ž
XYggYb`A chhc` B]Y`k]YXYf`gh]` ``Ui hYh""8]Y`7G8!8Ya c`k]fX`i a
%&`i \f`Ub`XYf`@Y]dn][Yf`GhfU»Y`ghUfhYbž`i bX`Ui W`XUg`6Yn]f_gUa h
k]fX`a]h`Y]bYa `Y][YbYb`Hfi W`Ub`XYf`8Ya cbghfUh]cb`hY]`bY\`a Yb"

9f]bbYfi b[`Ub`X]Y`GhcbYk U``F]chg

`8]YgYf`Df]XY`A cbh\` \Uh`Y]bY` \]ghcf]gWk Y`8]a Ybg]cbžXU`Yf`Ub`X]Y
GhcbYk U``F]chg`Yf]bbYfhž`X]Y`Ua `&,"`ž`b]`%-`*`-`]b`BYk`Mcf_
ghUhhZUbXYb""8]YgY`I bfi \Yb`k UfYb`Y]b`K YbXYdi b_h]a `?Ua dZ`ZØf
X]Y`FYWk hY`j cb`@` 6HE Ž`!DYfgcbYbž`U`g`GWk i `Yž`@YgVYb`i bX
HfUbggYI i Y``Y` [Y[Yb`Y]bY`Dc`]nY]fUnn]U`]a `GhcbYk U``F]b
K]XYfghUbX`Y]ghYhYb""`Afy`DfchYghY`fYgi`h]YfhYb`]b`UbXYgk Y]hYb
8Ya cbghfUh]cbYb`i bX`Y[hYb`XYb`; fi bXghY]b`ZØf`X]Y`a cXYfbYb
Df]XY!J YfUbghU`hi b[Ybž`X]Y`k]f`\Yi hY`_YbbYb""6YfY]hg`Ua `&,"`ž`b]
%-`+\$`ZUbX`X]Y`YfghY`7\]ghcd\Yf`GhfYYh`; Um`@]VYfUh]cb`8Um
DUfUXY`ni `9\fyb`XYf`GhcbYk U``I bfi \Yb`ghUhhž`X]Y`ØVYf`%\$`\$\$`\$
HY]`bY\`a Yf`]b`BYk`Mcf`_j YfgUa a Y`hY""8]YgY`DUfUXY`ZØ\fhY`ni f
9hUV`Y]fi b[`Ā\f]Wk Yf`Df]XY!J YfUbghU`hi b[Yb`k Y`hk Y]hž`XU`X]Y
HY]`bY\`a Yf`ZØf`; `Y]Wk VYfYWk h][i b[`i bX`Hc`YfUbn`Y]bhfUHYb"

Ě`XYb`I G5`a i gghYb`g]Wk`X]Y`@` 6HE Ž`!; Ya Y]bgWk UZh`i bX`]fY
I bhYfghØhnYf`]b`XYb`j cf\Yf[Y\YbXYb`Ď\fnY\bhYb`[Y[Yb
8]g_f]a]b]Yfi b[`i bX`[YgYhn`]Wk Y`6YbUWk hY][i b[Yb`ni f`K Yf
gYhnYb""<ca`cgYI i U`]hĀh`k Uf`]b`j]Y`Yb`6i bXYgghUUhYb`]Y[U`ž`i bX
X]Y`Dc`]nY]`gWk f]hh`\Āi Z][` [Y[Yb`GWk i `Y`i bX`@YgVYb`Y]b""8]Y
GhcbYk U``I bfi \Yb`VYY]bXfi W`hYb`b]Wk h`bi f`X]Y`Ua Yf]_Ub]gWk Y
; YgY`gWk UZh`gcbXYfb`\UhYb`Ui Wk]bhfYbUh]cbU`Y`5i gk]f_i b[Yb
Ui Z`X]Y`@` 6HE Ě`6Yk Y[i b["

9]b`GWk f]hh`]b`X]Y`Ni _i bZh

8 Ug`6Yf`]bYf`@YgV]gWk!gWk k i `Y`GhUXhZYgh`gck]Y`XYf`7\]ghcd\Yf

GhfYYh'8Umig]bX`b]W\h'bi f'5i gXfi W`XYf`_i`hi fY`Yb`J]Y`ZU`hž
 gcbXYfb`Ui W\`Y]b`NY]W\Yb`ZØf`XYb`_cbh]bi]Yf`]W\Yb`?Ua dZ`i a
 ;`Y]W\VY\UbX`i b[`i bX`FYW\hY`ZØf`U`Yž`i bUV\Åb[][`j cb`]\fYf
 gYi i Y`Yb`Cf]Ybh]Yfi b[""8Ug`Yfj cfni \YVYbXY`A chhc`XYg
 X]Yg`Å\]f[Yb`GhUXhZYghYg` ;`Y]W\Y`FYW\hY`ZØf`i b[`Y]W\Y`
 k Y`hk Y]h` `fYZY`_h]Yfh`X]Y`<YfUi gZcfXYfi b[Ybž`XYbYb
 @ 6HE Ž !DYfgcbYb`k Y]hYf\]b`[Y[YbØVYfghY\Ybž`gck c\`]b
 8Yi hgW\`UbX`U`g`Ui W\`[`cVU`"

Ni gUa a YbZUggYbX`Åggh'g]W\`gU[Ybž`XUgg`XYf`Df]XY`A cbh\`]b
 6Yf`]b`gck c\`Y]bY` : Y]Yf`XYf`9ffi b[YbgW\UZhYb`U`g`Ui W\`Y]bY
 k c\`hi YbXY`9f]bbYfi b[`Ub`XUg`9fZcfXYf`]W\Y`ZØf`X]Y
 ;`Y]W\ghY`i b[`i bX`5_nYdhUbn`j cb`@ 6HE Ž !DYfgcbYb`]gh`9g`]gh
 Y]bY` ; Y`Y[Yb\Y]hž`X]Y` ; YgW\]W\hY`ni`k ØfX][Yb`i bX`X]Y`Gh]a a Y
 ni`Yf\YVYb`[Y[Yb`X]Y`i b[`Y]W\`Y]hž`X]Y`]b`j]Y`Yb`HY]Yb`XYf`K Y`h
 bcW\`]a a Yf`dfÅgYbh`]gh"

8YhU]`g	
C fh	Bc`YbXcfZd`Uhnž`%\$+++`6Yf`]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "h\YfU]bVck ghcfYg"WŁa • k k k "VdV"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh