

; YVi fhYbfY_cfX`]b`6Yf`]b.`GdUbXUi`ZØ\fh
a]h%) ž*`DfcnYbh`Ni k UWg°

8Yf`5fh]_Y`UbU`mg]Yfh`XYb` ; YVi fhYbfØW_[Ub[`]b
@]W`hYbVYf[`]a` `]f`&\$&(`gck]Y`X]Y`XYa c[fUZ]gW`Yb
9bhk]W`i b[Yb`]b`6Yf`]b"



@]W`hYbVYf[ž`8Yi hgW`UbX`!`a` `]f`&\$&(`Uh`6Yf`]b`Y]bYb
g][b]Z_UbhYb`5bgh]Y[`XYf` ; YVi fhYb`j`YfnY]W`bYh` `b]g[YgUa`h
k`i`fXYb`]b`XYf`<Ui`dhghUXh` ("`(``,`` ; YVi fhYb`fY[]ghf]Yfhž`k`Ug
Y]bYa`5bgh]Y[`]cb`(`ž*`DfcnYbh]a`J`Yf[`Y]W`ni`&\$&`Yb`hgd]W`h`
8]YgY`NU`ghY`h`Y]bYb`Ni`k`UW`g`j`cb`%)`&`BYi`[`YVcfYbYb`XUfž
bUW`Y]bYa`J`cf`U`fž`]b`XYa`bi`f`'`"(`&`?)`bXYf`ni`f`K`Y`h`_Ua`Ybž
k`]Y`HU[Yggd]Y[Y`VYf]W`hYh`8]YgYf`d`cg]h]Y`HfYbX`nY][`h]g]W`]b
XYb`a`Y]ghYb`6Yf`]bYf`6Yn]f`Ybž`k`cVY]`GdUbXUi`a`]h`Y]bYa
; YVi fhYb`ni`k`UW`g`j`cb`%)`ž*`DfcnYbh`X]Y`Gd]hY`Y]bb]a`a`h`

6YgcbXYfg`VYa`Yf`_Yb`gk`Yfh`]ghž`XUgg`]b`HY]`Yb`GdUbXUi`gž`k`]Y
9]gk`YfXYb`i`bX` ; Yfa`Yfg`Y]a`Yf`D`Uhnž`X]Y` ; YVi fhYb`gc[`Uf`i`a
*`ž`-`Vnk`"(`)ž`DfcnYbh`gh]Y[`Yb`"a` ; Y[`YbgUhn`X`Uni`a`i`gghYb

Y]b][Y'6Yn]f_Y'k]Y'BYi _Ö`b'i bX'@]W\hYbVYf['F ØW_[Äb[Y'j cb '%ž)
i bX'%ž&'DfcnYbh'\]bbY\ a Yb"' ð'BYi _Ö`b'k Uf'XYf'F ØW_[Ub[
VYgcbXYfg'ghUf_]a 'BcfXYbž'k c'fi bX'i a 'FYi hYfd`Uhn'i bX
A UmVUW\i ZYf' ' \$'DfcnYbh'Vnk "' &'DfcnYbh'ZYgh[YghY`h'k i fXYb"

GhYfVYZÄ`Y`i bX`bUhØf`]W\Y
6Yj Ö`_Yfi b[gVYk Y[i b[Yb

DUFU`Y`ni a '5bgh]Y['XYf'; YVi fhYb'gh]Y['X]Y'NU\`XYf'GhYfVYZÄ`Y`
]b'6Yf`]b'i a ') ž' 'DfcnYbh'Ui Z]bg[YgUa h' - "*%&"'8]YgY'NU\`Yb
gd]Y[Y'b'g]W\]b'Y]bYa 'GhYfVYØVYfgW\i gg'j cb'("*(*'k]XYfž
]bgVYgcbXYfY]b'6Yn]f_Ybž'X]Y'Ub'6fUbXYbVi f['[fYbnYb"'8Yf
\ÖW\ghY'5bgh]Y['XYf'GhYfVYZÄ`Y`k i fXY]b'A UfnU\b!<Y`YfgXcfZ
a]h'%'ž%DfcnYbh'j YfnY]W\bYh" GhY[']hn!NY\`YbXcfž'k c'XYf'5bhY]
XYf'6Yj Ö`_Yfi b['ØVYf'*) 'ſ\ fY'VY]'&) ž+ 'DfcnYbh`]Y[hž
j YfnY]W\bYhY'X]Y'a Y]ghYb'GhYfVYZÄ`Y`a]h' ",) \$'i bX'\UhhY'XYb
b]YXf][ghYb'5bgh]Y['j cb'ž \$ž('DfcnYbh"

ð'BYi _Ö`b'gh]Y[Yb'X]Y'GhYfVYZÄ`Y`YX][']W\i a '%ž* 'DfcnYbhž
U`YfX]b[g[UV'Yg'\]Yf'F ØW_[Äb[Y'j b'&' j cb'(*'D`Ubi b[gfÄi a Yb"
Hfchn'XYf'U`[Ya Y]bYb'Ni bU\ a Y'XYf'GhYfVYZÄ`Y`_Ua 'Yg]b
a Y\ fYfYb'6Yn]f_Yb'ni 'Y]bYa ' ; YVi fhYb'ØVYfgW\i gg" 'Gc
j YfnY]W\bYhY'A]hY'Y]bYb', VYfgW\i gg'j cb'ž -, - ž[YZc`[hij cb
: f]YXf]W\g\U]b! ? fYi nVYf['a]h'ž , %%'i bX'DUb_ck 'a]h'ž &ž'k]Y'X]Y'
GhUh]gh]_`6Yf`]b!6fUbXYbVi f['Yf[Äbnh"

6Yj Ö`_Yfi b[ghfYbXg`]b'6Yf`]b

K]Y'X]Y'**GhUh]gh]_`6Yf`]b!6fUbXYbVi f['ZYghghY`hž'g]bX'X]YgY
XYa c[fUZ]gW\Yb'8UhYb'b]W\h'bi f'ZØf'X]Y'² ZYbh]W_Y]hj cb
6YXYi hi b[ž'gcbXYfb'X]YbYb'Ui W'U'g'k]W\h][Y'; fi bX'U[Y'ZØf
dc`]h]gW\Y'9bhgW\Y]Xi b[Yb']b': Ua]'Yb!ž'Gcn]U'! i bX
K c\bi b[gdc`]h]_"'8]Y'bUhØf`]W\Y'6Yj Ö`_Yfi b[gVYk Y[i b['i a ZUggh
; YVi fhYb!ž'GhYfVYZU`! i bX'9\YgW\`Y» i b[gghUh]gh]_Ybž'X]Y
_cbh]bi]Yf`]W\`U_hi U`]g]Yfh'k YfXYb"**

8i fW\X]Y'9fZUggi b['X]YgYf'XYa c[fUZ]gW\Yb'9bhk]W\i b[Yb

_ÒbbYb`ghÀXh]gWXY`6Y\ÒfXYb`VYggYf`XUfUi`Z`fYU[]YfYb`i`bX
 GhfUhY[]Yb`ni`f`J`YfVYggYfi`b[`XYf`@YVYbgei`U`]hÀh`]b`XYb`Y]bnY`bYb
 6Yn]f`_Yb`Yb`hk`]W`Y`b`"8]Y`a`]hhY`Zf]gh][`Yb`Dfc[`bcgYb`ZØf`6Yf`]b
 _ÒbbhYb`Ui`Z[`fi`bX`XYf`[`Ygh]Y[`YbYb`;`YVi`fhYbnU\`Yb`i`bX
 j`YfÀbXYfhYb`GhYfZYV]`XYf`Y]bY`BYi`VYk`Yfhi`b[`XYf
 6Yj`Ò`_Yfi`b[`gYb`hk`]W`i`b[`]a` `ghÀXh]gWXYb`?`cbhYI`h`YfZc`fXYfb`"

8YhU]`g	
Cfh	@]W\hYbVYf[ž8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "ghUh]gh]_!VYf`]b! VfUbXYbVi f["XY • k k k "ghUh]gh]_!VYf`]b! VfUbXYbVi f["XY

6Ygi WXYb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`bYh