

; YXYb_Yb`Ub`X]Y`C dZYf.`, `>U\ fY`bUW
XYa`5bgW`U[`Ua`6fY]hgW`Y]Xd`Uhn

5a`%-`"8YnYa VYf'&\$&(`[YXYb_h`6Yf`b`]b`Y]bYf`5bXUW`h
XYf`C dZYf`XYg`5bgW`U[`g`Ua`6fY]hgW`Y]Xd`Uhn`j`cf`XYf
; YX`W`hb]g_]fW`Y"



5a`%-`"8YnYa VYf'&\$&(``A`f`h`g]W`XYf`[`fUi`gUa`Y`]g`Ua`]gh]gW`Y
5bgW`U[`Ui`Z`XYa`6fY]hgW`Y]Xd`Uhn`ni`a`UW`hY`b`A`U`z`VY]`XYa`%`
A`YbgW`Yb`]f`@`VYb`j`Yf`c`fYb`"5b`A`gg`]W`X]YgYg`gW`fYW`]W`Yb
9fY][`b]ggYg`Z]bXYh`i`a`%-`%)`I`f`Y]bY;`YXYb_]`YfUbghU`hi`b[`]b
XYf`?`U]gYf!`K`]Y`a`!;`YX`W`hb]g_]fW`Y`ghUhhz`Ub`XYf`dfca`]bYbhY
J`YfhY`hYf`k`]Y`6Yn]f_gj`YfcfX`bYhYbj`cfghY`Yf]b`š`X]h`GhØW`Yf`i`bX
6Yf`]bg`FY[`]YfYbXY`6Øf[`]Yfa`Y]ghYf`?`U]`K`Y[`]bYf`hY`]bY`a`Yb`ž`k`]Y`
VYf`]b`"XY`VYf]W`hYh"

8Yf`[`fUi`gUa`Y`5b[`]Z`YfY][`bYhY`g]W`Ua`%-`"8YnYa VYf'&\$%`ž`U`g
Y]b`A`Ubb`a`]hY]bYa`@_k`]b`XYb`ØVYfZØ`hYb`K`Y]\`bUW`hga`Uf_h
Z`\f`"8]Yg`ZØ`fhY`b]W`h`bi`f`ni`Y]bYf`J]Y`nU`X`U`b`j`Yf`Y`hnhYb
DYfgcbYb`ž`gcbXYfb`\]bhYf`]Y»`Ui`W`h]YZY`K`i`bXYb`]b`XYf

<Ui dhghUXhžk]Y`VYf`]b!`j Y"XY`Ui gZØ\`f]W`gW`]XYfh"8]Y
 ; YXYb_ZY]Yf`k]fX`a]h`Y]bYf`5bXUW`h`VY[]bbYbž[YZc`[h]j cb`Y]bYf
 NYfYa cb]Y`Ua `A U\ba U` 8Yf`F]gg "i a `&\$`i \f`k]fX`DZUffYf]b`8f"
 GUfU\!A U[XU`YbU`?]b[fYYb`X]Y`BUa Yb`XYf`j YfghcfVYbYb`CdZYf
 j Yf`YgYbžk Å\fybX`XUg; Y`Ai h`XYf`?]fW`Yb[`cW`Yb`i a `&\$`\$&`i \f
 Ui ZXYa `]YgUa hYb`D`Uhn`Yf`_]b[Yb`k]fX`"8]YgY`f]hi Y`Yb`A ca YbhY
 g]bX`b]W`h`bi f`XYa `; YXYb_Yb`XYf`CdZYf`[Yk]Xa Yhž`gcbXYfb`Ui W`
 Y]b`NY]W`Yb`XYf`HfUi Yf`i bX`XYf`Gc`]XUf]hÅh`[Y[YbØVYf`] \fyb
 5b[Y\Øf][Yb"

9f\ Ø\ hY`G]W`Yf\ Y]hgj cf_Y\ fi b[Yb

GY]h`XYa `5hYbhUh`]gh`X]Y`G]W`Yf\ Y]hg`U[Y`Ui ZXYb
 K Y]\bUW`hga Åf`hYb`6Yf`]bg`Yf\YV`]W`j YfgW`ÅfZh`k cfXYb"
 ðgVYgcbXYfY`fi bX`i a `XYb`6Yf`]hgW`Y]Xd`Uhn`]gh`XYf`Ni hf]hh`ZØf
 : U\fnYi [Y`i bhYfgU[hž`i bX`XYf`6YfY]W`k]fX`Xi fW`a]h`GhY]bYb
 [YZØ`hY`;]hhYf`ÅghYb`[YgW`Øhnhž`i a `X]Y`A Uf`hVYgi W`Yf`ni
 g]W`Yfb`"F Y[]YfYbXYf`6Øf[Yfa Y]ghYf`K Y[bYf`\Uh`VYfY]hg]a
 J cfUi g`VYhcbhž`XUgg`6Yf`]b`j YfY]bh`]b`XYf`HfUi Yf`V`Y]Vh`i bX`XUgg
 X]Y`GhUXh`] \fY` : fY]\Y]h`i bX`8Ya c`fUh]Y`[Y[Yb`U`Y`6YXfc`i b[Yb
 j YfhY]X][Yb`k]fX`"9]b`ghUf`_Yg`GhUhYa Ybž`XUg`XYb
 i bj Yf[Åb[`]W`Yb`; Y]gh`XYf`GhUXh`i bhYfghfY]W`h"

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "VYf`]b!`j Y"XY

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