

Ghi fa _UhUghfcd\Y`]b`F Y]b]W_YbXcfZ.
6Øf[Yfa Y]ghYf]b`VYgi W\h`< Y]`][YbgYY

5a`&"'ž`]'&\$&) `VYgi W\hYb`6Yn]f_gVØf[Yfa Y]ghYf]b
8Ya]fVØ_Yb!K Y[bYf`i bX`GhUXhfÀh]b`GWfcX!H\Y`
ghi fa [YgW\ÀX][hY`GhUXhhY]`Y`]b`F Y]b]W_YbXcfZ"



F Y]b]W_YbXcfZž`8 Yi hgW\`UbX`!`5a`&"'ž`]'&\$&) `VYgi W\hYb`X]Y
6Yn]f_gVØf[Yfa Y]ghYf]b`j`cb`F Y]b]W_YbXcfZž`9a]bY`8Ya]fVØ_Yb!
K Y[bYf`ž`gck]Y`X]Y`6Yn]f_gghUXhfÀh]b`ž`U`GWfcX!H\Y`i`bX
GUgWU`6fUi`bž`XYf`5a`hg`Y]hYf`XYg`GhfU» Yb!`i`bX
; fØbZÀWYbUa`hYgž`X]Y`GhUXhhY]`Y`< Y]`][YbgYY`i`bX`?`cbfUXg\`Ò\Y`
8]YgYf`6Ygi`W`ghUbX`ja`NY]WYb`XYf`gWk`YfYb`Ghi`fa`gW\ÀXYbž`
X]Y`X]Y`F Y[]cb`]b`XYf`j`Yf[Ub[YbYb`K`cWY`\Y]a [Ygi`W\h`\UhhYb"

I`ba`]hY`VUf`bUW`XYa`Ghi`fa`gi`W\hYb`X]Y`Dc`]h]_Yf`[Yn]Y`h`XUg
; YgdfÀW`a`]h`XYb`6Øf[Yf]bbYb`i`bX`6Øf[Yfbž`i`a`XYfYb
dYfgÒb`]WY`9fZU\fi`b[Yb`i`bX`9f`YVb]ggY`j`ca`8`cbbYfghU[UVYbX
XYf`J`cfk`cWY`ni`YfZFU[Yb`"8Ya]fVØ_Yb!K Y[bYf`nY][hY`g]W
VYhfcZYb`j`cb`XYb`Yf\YV`]WYb`Ghi`fa`gW\ÀXYbž`VYhcbhY`YXcWž`

XUgg`YfZfYi `]WkYfk Y]gY`_Y]bY`gWk YfYb`DYfgcbYbgWk`AXYb`ni
j YfnY]WkYb`g]bX"

GWk`AXYb`]a`6Yn]f`_

8]Y`G]WkHvUf`_Y]h`XYf`GWk`AXYb`]gh`YfgWk`fYW`_YbX.`a`YhYf`c`Y`
6Ai`a`Y`i`bX`UV[`YVfcWkYbY`6Ui`a`gh`Aa`a`Y`UVYb`nU`fY]WkY`
GhfU»`Yb`i`bX`<`Ai`gYf`VYgWk`AX][`h`8]Y`6Yn]f`_gV0f[`Yfa`Y]ghYf]b`f]YZ`
X]Y`6Yj`0`_Yfi`b[`ni`f`Ai`»`YfghYb`J`cfg]Wk`h`Ui`Z`]bgVYgcbXYfY`]b`XYf`
U`hi`Y`Yb`K`YhYf`U[`Yž`X]Y`a`]h`ghUf`_Ya`HYa`dYfUhi`fUVZU`ž`K`]bX`
i`bX`FY[`Yb`Y]b`Yf[`Y`h`8]YgY`K`Ufbi`b[`Yb`g]bX`VYgcbXYfg`
k`]Wk`h][`ž`XU`k`Y]hYfY`Ghi`fa`!`i`bX`i`bk`YhYfk`Ufbi`b[`Yb`]b`[`Ubn`
8Yi`hgWk`UbX`k`Y]hYf`]b`U`hi`Y`g]bXž`k`]Y`X]Y`**I`bk`YhYfnYbhfU`Y`
VYf]Wk`hYh`"**

8]YgY`Ghi`fa`k`Ufbi`b[`Yb`g]bX`]b`i`bhYfgWk`]YX`]WkY`Ghi`ZYb`
Y]b[`YhY`]hž`X]Y`j`cb`J`cfk`Ufbi`b[`Yb`V]g`Y`]b`ni`5`_i`hk`Ufbi`b[`Yb`
fY]WkYb`i`bX`gca`]h`X]Y`hYbg]h`h`XYf`Yfk`UfhYhYb`K`YhYfYfY][`b]ggY`
UVV`]XYb`"8]Y`Dfc[`bcgYb`g]bX`Z0f`j`YfgWk`]YXYbY`GY`hc`fYbž`k`]Y`XUg`
6Ui`[`Yk`YfVY`c`XYf`X]Y`@UbXk`]fhgWk`UZhž`j`cb`Yb`hgWk`Y]XYbXYf`
6YXYi`hi`b["`

Dc`h]gWk`Yg`9b[`U[`Ya`Ybh`

9a`]bY`8Ya`]fV0`_Yb!K`Y[`bYf`k`i`fXY`Ua`i`+"`GYdhYa`VYf`%`-`*`%]b`
?]`]gž`H0f`_Y]ž[`YVcfYb`i`bX`_Ua`i`%`-`*`-`bUWk`8Yi`hgWk`UbX`"G]Y`]gh`
Y]bY`VYa`Yf`_Ybgk`YfhY`Dc`h]`_Yf]b`XYf`**78I`ž`X]Y`gY]h`5df]`&`\$`&`i`U`g`
6Yn]f`_gV0f[`Yfa`Y]ghYf]b`j`cb`FY]b]W`_YbXcfZ`h`h][`i]gh`i`fY`
dc`h]gWk`Y`?`Uff]YfY`i`a`ZUggh`nU`fY]WkY`Dcg]h]cbYbž`XUfi`bhYf`X]Y`
Fc`Y`U`g`GhUUhgY`_fY`h`f]b`Z0f`i`Ygi`bX`Y]h`gck`]Y`5V[`YcfXbYhY`]ja`
6Yf`]bYf`5V[`YcfXbYhYb`Ui`g`"**

G]Y`gYhnh]g]Wk`ghUf`_Z0f`hY[`fUh]cbgdc`]h]`_Y]b`i`bX`U`h`U`g`YfghY`
:`fUi`a`]h`h0f`_]gWkYa`i`A`][`fUh]cbg`Y]bhYf[`fi`bX`k`]Wk`h][`Y`Ya`hYf`
VY`_Y]XYhž`k`cVY]`g]Y`g]Wk`c`Zi[`Y[`Yb`]bhY[`fUh]cbgZY]bX`]WkY`
A`U»`bU`a`Yb`Ui`g[`YgdfcWkYb`U`h`i`f`9b[`U[`Ya`Ybh`i`bX`]fY`
9fZU`fi`b[`Yb`dfA[`Yb`]fY`G]Wk`h`Ui`Z`X]Y`dc`h]gWk`Yb`H`Y`a`Yb`XYf`
6Yf`]bYf`GhUXh[`YgY`gWk`UZh`"

5b[Yg]W\hg`XYf`U_hi Y`Yb`BUhi fYfY][b]ggY`i bX`]\fYf
 5i gk]f_i b[Yb`Ui ZXUg`@YVYb`XYf`6Øf[Yf`nY][h'g]W\`YfbYi hž`k]Y
 k]W\h][`gc`W\Y`dc`]h]gW\Yb`ÿa hYf`i bX`XUg`9b[U[Ya Ybh`j cb
 Dc`]h]_Yfb`k]Y`9a]bY`8Ya]fVØ_Yb!K Y[bYf`]b`?f]gYbg]hi Uh]cbYb
 g]bX"

8YhU]`g	
C fh	F Y]b]W_YbXcfZž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • XY"a "k]_]dYX]U"cf[• k k k "i bk YhhYfnYbhfU`Y"XY

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