

NU\`fY]W X Y`6Ui a f]YgYb`ghØfnYb`ja HY[Y`Yf': c fgh` ` 8]W_Y`A Uf]Y `hfc hnh°

GhØfa Y`j Yfi fgUWX Yb`a Ugg]j Y`GWÅXYb`ja`HY[Y`Yf': c fgh
8 Yf`\ØW ghY`6Ui a`6Yf`]bg`Z]Y`ž`k Å\fybX`X]Y`/ ei ch/8]W_Y
A Uf]Y`/ ei ch`ghUbX\UZh`V`]YV"



HY[Y`Yf': c fghž`6Yf`]bž`8 Yi hgW\`UbX`!`5a`%"'ž`]'&\$&)
]bZcfa]YfhY`X]Y`GYbUghi a k Y`hj Yfk U`hi b[`ØVYf`Yf\YV`]W X
GWÅXYb`ja`HY[Y`Yf': c fghž`X]Y`Xi fW`'Øb[ghY`GhØfa Y`j Yfi fgUW h
k i fXYb`"6YgcbXYfg`VYhfcZYbY`6Åi a Y`g]bX`X]Y` 6i f[gXcfZZI
@ÅfW X ž`X]Y`%+-)` [YdZUbnh`k i fXY`i bX`bi b`gUa h`K i fnY`hY`Yf
i a [YZU`Yb`]gh`A]h`Y]bYf`<Ø\Y`j cb`(`%A YhYfb`[U`h`g]Y`V]g`&\$&%
U`g`XYf`\ØW ghY`6Ui a`]b`6Yf`]b`"8 Yf`bYi Y`FY`_cfX\U`hYfž`Y]bY`('`
A YhYf`\c\Y`6i W X Yž`XYfyb`GW]W_gU`U`hi Y`"i b[Yk]gg`]ghž`ghY`h
YVYbZU`g`ja`HY[Y`Yf': c fghž`X]fY`_h`Ua`A Ø\`Ybk Y["`GY]h`XYb
I bk YhYfb`g]bX`Ni [Åb[Y`i bX`K U`Xk Y[Y`V`cW_]Yfhž`k Ug`X]Y
Ni [Ub[gk Y[Y`ZØf`X]Y` : c fgha]hUfVY]hYf`YfgW k Yfh"

9]b`k Y]hYfyg`VYa Yf`_Ybgk YfhYg`9I Ya d`Uf`]gh`X]Y` 8]W_Y`A Uf]Y ž

Y]bY`Yhk U`* \$\$`>U\ fY`U`hY`Gh]Y`Y]W\Yž`X]Y`XYb`GhØfa`Yb`ghUbX\]Y`h"
A]hY]bYf`< Ø\Y`j`cb`%)`A`YhYfb`i`bX`Y]bYa`l`a`ZUb[`j`cb`*`ž`\$
A`YhYfb`i]gh`g]Y`Y]b`k`]W\h][`Yg`BUhi`fXYb`_a`U`]b`XYf`BÀ\Y`XYg
HY[`Y`Yf`GYg`"8]Y`Ghi`fa`gW\ÀXYb`g]bX`YXcW\`b]W\h`Ui`Z`X]YgY
9]bnY`VÀi`a`Y`VYgW\`fÀb`_h`"HUi`gYbXY`k`Y]hYfY`6Ài`a`Y`k`i`fXYb
Yb`hk`i`fnY`h`cXYf`i`a`[`Y`_b]W`hž`k`Ug`ni`a`Ugg]j`Yb`6YgW\`ÀX][`i`b[`Yb
]a`i`[`YgUa`hYb`K`U`X[`YV]Yh`ZØ\`fhY`"

GdYffi b[Yb`i`bX`G]W\Yf\Y]hga`U»`bU\`a`Yb`

5i`Z[`fi`bX`XYf`i`Y`ZU\`f`Xi`fW\`YfUVghØfnYbXY`Y`ghY`i`bX
i`a`ghØfnYbXY`6Ài`a`Y`k`i`fXYb`XYf`HY[`Y`Yf`i`bX`GdUbXUi`Yf`i`c`f`g`h
j`c`f`Ø`V`Y`f[`Y`Y`b`X`[`Y`gd`Y`ff`h`"`&`Y]b`Yf`A`]h`hY]i`b[`k`i`fXY`XUf`Ui`Z
\`b[`Y`k`]Y`g`Y`b`ž`X`U`gg`X`U`g`6`Y`h`f`Y`h`Y`b`XYf`K`À`XYf`V]g`Ui`Z`K`Y]h`Y`f`Y`g
i`b`h`Y`f`g`U[`h`]gh`i`c`f`g`h`a`]h`U`f`V`Y]h`Y`f`\`U`V`Y`b`V`Y`f`Y]h`g`a`]h`Y`f`g`h`Y`b
G]W\Yfi`b[`g`U`f`V`Y]h`Y`b`V`Y[`c`b`b`Y`b`ž`X`c`W\`i]gh`Y]b`Y`i`[`Y`b`Ui`Y
@U[`Y`Y]b`g`W\`À`h`ni`b[`ni`fnY]h`i`ba`Ø[`W\`ž`X`U`j`]Y`Y`K`U`X`k`Y[`Y`i`b`X
G`h`f`U»`Y`b`Xi`f`W\`i`a`[`Y`ghØfnY`6Ài`a`Y`j`Y`f`gd`Y`ff`h`g]b`X`"Ø`Y`f`i]b`XY`Q
V`Y`f]W\`h`Y`hž`X`U`gg`X]Y`5i`Z`f`Ài`a`U`f`V`Y]h`Y`b`j`c`f`Ui`gg]W\`h]W\`a`Y`\`f`Y`f`Y
K`c`W\`Y`b`i]b`5`b`g`d`f`i`W\`b`Y`\`a`Y`b`k`Y`f`X`Y`b`"

8]Y`G`W\`À`X`Y`b`V`Y`h`f`Y`Z`Y`b`g`c`k`c`\`B`U`X`Y`!`U`g`Ui`W\`@`Ui`V`V`Ài`a`Y`ž
X`U`f`i`b`h`Y`f`9]W\`Y`b`ž`6i`W\`Y`b`i`b`X`6]f`_`Y`b`"8]Y`j`c`\`V`Y`Ui`V`h`Y`b`6]f`_`Y`b
\`U`V`Y`b`Y]b`Y`i`[`f`c»`Y`5`b[`f]Z`g`Z`À`W\`Y`ZØf`X`Y`b`G`h`i`fa`i`[`Y`V`c`h`Y`b`"
8`Ø`f`f`Y`U\`f`Y`]b`XYb`Y`h`h`Y`b`>U\`f`Y`b`ZØ\`fhY`b`ni`XYa`ni
J`h`U`]h`À`h`g`j`Y`f`i`ghY`b`V`Y]j`]Y`Y`b`6`Ui`a`U`f`h`Y`b`ž`k`U`g`X`Y`f`Y`b
G`h`U`b`X`Z`Y`g`h][`_`Y]h`V`Y`Y]b`h`f`À`W\`h][`h`Y`"8]Y`g`]gh`Y]b`<]b`k`Y]g`Ui`Z`X]Y
5i`g`k`]f`_i`b[`Y`b`XYg`?`]a`U`k`U`b`X`Y`g`Ui`Z`X]Y`K`À`XYf`i]b`8`Yi`hg`W\`U`b`X`ž
k`]Y`Q`c`f`g`h`k`]f`h`g`W\`U`Z`h!`b!`X`Y`i`hg`W\`U`b`X`"X`Y`Q`V`Y`h`c`b`h`"

?`]a`Uk`UbXY`i`bX`K`U`Xi`a`V`U`i`

8`Y`f`?`]a`U`k`U`b`X`Y`i`ghY`h`Y]b`Y`<`Y`f`Ui`g`Z`c`f`X`Y`f`i`b[`ZØf`X]Y
K`U`X`k`]f`h`g`W\`U`Z`h`X`U`f`"i`c`f`g`h`Y`i`h`Y`i`b`X`K`U`X`V`Y`g]h`n`Y`f`U`f`V`Y]h`Y`b`X`U`f`U`b`ž
X]Y`K`À`XYf`ZØf`ni`_Ø`b`Z`h][`Y`?`]a`U`j`Y`f`\`À`h`b]g`g`Y`ni`d`U`b`Y`b`ž]b`X`Y`a`i]g]Y
6`Ui`a`U`f`h`Y`b`ZØf`X`Y`f`b`ž`X]Y`V`Y`g`g`Y`f`a`]h`X`Y`b`g]W\`À`b`X`Y`f`b`X`Y`b
6`Y`X]b[`i`b[`Y`b`ni`f`Y`W\`h`_`c`a`a`Y`b`"9i`d`Y`f`h`Y`b`Y`f`k`U`f`h`Y`b`k`À`f`a`Y`f`Y`i`b`X
h`f`c`W\`Y`b`Y`f`Y`G`c`a`a`Y`f`ž`k`c`X`i`f`W\`Y]b`G`W\`k`Y`f`d`i`b`_`h`Ui`Z`X]Y`

: ÒfXYfi b['XYf'6Ui a UfhYbj]Y`ZU`h[Y`Y[h'k]fX""8]Yg'[YgWk]Y\h'a
 FU\ a Yb`Y]bYg`Ub[Zf]gh][Yb`K U`Xi a VUi g`ni `_]a UUb[YdUgghYb
 A]gWk k À`XYfbž'i a `X]Y`K À`XYf`k]XYfghUbXgZÀ\][Yf`[Y[Yb`GhØfa Y
 i bX`UbXYfY`GhØfi b[Yb`ni `a UWkYb"

8]Y`GWkUZZI b[`j cb`A]gWk k À`XYfb`]gh`YbhgWkY]XYbXž`XU`g]Y
 k Yb][Yf`UbZÀ`][`ZØf`GhØfi b[Yb`g]bX`U`g`A cbc_`i `hi fYb""8Yf`9fZc`[
 X]YgYf`A U» bU\ a Yb`k]fX`ØVYf`X]Y`bÀWk ghYb`š\fnY\ bhY`g]Wk hVUF
 gY]b""5VYf`VYfY]hg`YhnhnY][h`g]Wk ž`XUgg`ØVYf`+* `DfcnYbh`XYf
 K À`XYf`]b`8Yi hgWk`UbX`A]gWk k À`XYf`g]bXž`Y]b`HfYbXž`XYf`Xi fWk
 X]Y`<YfUi gZcfXYfi b[Yb`XYg`?`]a Uk UbXY`g`j YfghÀf`h`k]fX"

8]Y`9fY][b]ggY`]a `HY[Y`Yf`: c fgh`g]bX`Y]b`k Y]hYfYf`6Yk Y]g`XUZØfž
 k]Y`k]Wk h][`Yg`]ghž`[i h]bZcfa]YfhY`i bX`ni `i bZhgcf]Ybh]YfhY
 9bhgWkY]Xi b[Yb`]b`XYf`: c fghk]fhgWk UZh`ni `hfYZZYb""Bi f`Xi fWk
 `_i [Y`D`Ubi b[`i bX`X]Y`6YfØW_g]Wk h][i b[`Ø_c`c []gWk Yf
 J cfUi ggYhni b[Yb`_Ubb`X]Y`GhUV`]hÀhi bX`; Ygi bX\Y]hi bgYfYf
 K À`XYf`g]Wk Yf[YghY`h`k YfXYb"

8YhU]`g	
C fh	HY[Y`Yf`: c fghž`6Yf`]bž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "VYf`]b"XY • k k k "Zc fghk]fhgWk UZh!]b! XYi hgWk`UbX"XY

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