

%; fi bXV]`Xi b[gnYbhfi a .
; Ya Y]bgUa `X]Y`Ni _i bZh`gWfY]VYb`

5a `%%" ' & \$ &) `ZY]Yfh`XUg; fi bXV]`Xi b[gnYbhfi a `XYf`J <G
DchgXUa `gY]b`%\$!`Å\`f][Yg`6YghY\`Yb`i bX`Z0fXYfh`6]`Xi b[`Z0f`
9fk UWgYbY"



DchgXUa ž`8Yi hgW`UbX`!`#`DchgXUa `ghY\`h`Y]b`[Ubn
VYgcbXYfYg`9fY][b]g`Ub.`5a `%%" ' & \$ &) `ZY]Yfh`XUg
; fi bXV]`Xi b[gnYbhfi a `f] 6N`E`XYf`J`c`_g\`cWgW`i `Y`DchgXUa
fU <G`E`gY]b`%\$!`Å\`f][Yg`6YghY\`Yb`i bhYf`XYa `A`chhc` `K`]f`gWfY]VYb
Ni _i bZh` " `8]YgYg`NYbhfi a ` \`Uh`g]W`a`]h`Yfk`Y]`Y`U`g`nYbhfU`Y
5b`Ui`ZghY`Y`Z0f`9fk`UWgYbYbV]`Xi b[`YhUV`]Yfh`i bX`V]YhYh`c`ZYbY
@YfbWUZA`g`Ub`ž]b`XYbYb`9fk`UWgYbY`]\`fY`:`Å\`[`_Y]hYb`]b`@YgYb`ž
GWfY]VYb`ž`FYW`bYb`i bX`X][]hU`Yb`?`ca`dYhYbnYb`j`YfVYggYfb
_0bbYb`"@Ui`h`DchgXUa`"XY`]gh`XUg; 6N`Y]bYg`XYf`YfghYb`gY]bYf
5fh`a`Vi`bXYgk`Y]h`Z0\`fYbXYb`BYhmk`Yf`_`j`cb`%*
; fi bXV]`Xi b[gnYbhfiYb`]b`6fUbXYbVi`f[`"

HcfghYb`K`]Y[`Y`ž`6Y][`YcfXbYhYf`Z0f`ž`[`YbXž`6]`Xi b[`ž`?`i`h`i`f`i`b`X

Gdcfhž\YVhXjY`K jW\h[_Y]h`XYg; 6N\Yfj cf"9fVYnY]WbYhYg`U`g
XjY`k jW\h[ghY`5XFYggY`ZØf`5`d\UVYh]g]Yfi b[`i bX; fi bXV]`Xi b[
ZØf`9fk UW\gYbY`b`DchgXUa " K jf`ZYi Yb`i bg`ØVYf`X]Y`9fZc`[Y`XYf
`YhnhYb`š\`fY ž`gc`K jY[Y`ž`XYf`Ui W\`X]Y`D`ÀbY`XYf`GhUXh`VYhcbhž
ja `š\`f`&\$`&(`Y]bYb`Y][YbYb`Dfc[fUa a VYfY]W\`; fi bXV]`Xi b[`Ub
XYf`J < G`Y]bni f]W\hYb"

8 jY`< YfUi gZcfXYfi b[`XYf`5`d\UVYh]g]Yfi b[

8 jY`Bchk YbX][_Y]h`gc`W\Yf`š]h]Uh]j Yb`nY][h`g]W\`Ui W\`j]b`XYb
NU\`Yb.`@]i h`XYf`@9C!Ghi X]Y`_ØbbYb`Vi bXYgk Y]h`Yhk U`*ž&
A]`]cbYb`XYi hgW\gdFUW\][Y`9fk UW\gYbY`b]W\h`Ui gfY]W\YbX`Y`gYb
i bX`gW\fy]VYb" š`DchgXUa `g]bX`X]Yg`V]g`ni `%(") \$\$`DYfgcbYb"8 jY
@U[Y`]gh`U`Ufa]YfYbXž`XYbb`X]YgY`GW\k jYf][_Y]hYb
VYY]bhf`W\h][Yb`b]W\h`bi f`X]Y`6]`Xi b[gW\UbW\`bž`gcbXYfb`Ui W\
X]Y`VYfi Z]W\Yb`E i U`Z]_Uh]cbYb`i bX`X]Y`[YgY`gW\UZh]W\Y
HY]`UVY": fUbn]g_U`HYa dY`ž`X]Y`@]hYf]b`XYg; 6Nž`VYhcbh`X]Y
6YXYi hi b[`Y]bYg`b]YXf][gW\k Y`][Yb`Ni [Ub[g`ni `6]`Xi b[`ZØf`X]Y
[YgY`gW\UZh]W\Y`š]hY[fUh]cb"

8 jY; fi bXV]`Xi b[gUfVY]h`\Uh`Ub`J c`_g\cW\gW\i`Yb`Y]bY`Ub[Y
HfUX]h]cb"6YfY]hg`gY]h`&\$`\$+`ZØfXYfh`XUg`6i bXYga]b]ghYf]i a `ZØf
6]`Xi b[`i bX; c f g W\ i b[`f6A 6: Ł`Dfc`Y`hYž`i a `X]Y
: c f g W\ i b[g`U[Y`ni f`5`d\UVYh]g]Yfi b[`i bX; fi bXV]`Xi b[`j`cb
9fk UW\gYbYb`ni `j`YfVYggYfb"8 UVY]`k jfX`Ui W\`X]Y`9btk]W`i b[
bYi Yf`i bhYff]W\hg`cbnYdhY`i bX`7i ff]W`U`j cfUb[Yhf]YVYb"8 jY
5`d\U!8Y`UXYž`X]Y`bcW\`V]g`&\$`*`Ài Zhž`n]Y`h`XUfUi ZUVž
5b[YghY`hY`a]h`5`d\UVYh]g]Yfi b[gVYXUfZ`Ua `5fVY]hgd`Uhn`ni
i bhYfghØhnYb`i bX`XYfYb`A ch]j Uh]cb`ZØf`k Y]hYfY
E i U`Z]n]Yfi b[ga U»bU\`a Yb`ni `ghY][Yfb"

9fZc`[fY]W\Y`@YfbWUZÅg`i bX`9`fYbUa h`]W\Y
i bhYfghØhnYb

8 Ug; fi bXV]`Xi b[gnYbhfi a `j YfnY]WbYhY`ja `j Yf[Ub[YbYb`š\`f
Y]bYb`bYi Yb`<ØW\ghghUbX.`8 jY`@YfbWUZÅg`k i fXYb`fi bX`%(` \$\$!a U`
[Ybi hnh"8 jYgY`9]b]W\hi b[Yb`V]YhYb`b]W\h`bi f`X]Y`A Ø[`]W\`_Y]hž

; fi bXV]Xi b['bUWni \c`Ybž'gcbXYfb`Ui W\`9fZc`[Y`k]Y
 bUW [Y\c`hY`GW i `UVgW\ØggY`cXYf`X]Y`J Yfa]hhi b[`]b
 5i gV]Xi b[ggY`Yb`i bX`bYi Y`5fVY]hgd`ÀhY" `8Yf` : ÒfXYfa]I`Ui g
 A]hY`b`XYf`9i fcdÀ]gWYb`I b]cbž`XYg`@UbXYg`6fUbXYbVi f[`gck]Y
 Y]bYa `ghÀXh]gWYb`9][YbUbhY]`g]WYfh`XYb` : cfhVYghUbX`X]YgYf
 k]W h][Yb`Dfc[fUa`a`Y"

8]Y`F c`Y`XYf`Y\fybUa`h]WYb`@YfbVY[`Y]hYf]]bbYb`]ghib]W hini
 i bhYfgW`ÀhYb" `G]Y`i bhYfghØhYb`X]Y`5fVY]h`XYg` ; 6N`]b`]bg[YgUa`h
 g]YVYb`@YfbWU`Z`gž`X]Y`g]W\ØVYf`j]Yf`GhUXhhY]`Y`j YfhY]`Yb" `<]Yf
 k]fX`[Ya`Y]bgUa`Yg`@YfbYb`]b`Y]bYf`Ub[YbY\`a`Ybž
 i bhYfghØhYb`XYb`5ha`cgd`\`ÁfY`[YZØfXYfh" `8]Y`5b[YVchY`f]W hYb
 g]W\`Ub`U`Y`XYi hgW`gd`fUW][Yb`9fk`UW`gYbYb`UV`%*` `U\`fYbž`X]Y
 GW`k]Yf][`_Y]hYb`VY]a`@YgYb`i bX`GW`fY]VYb`\UVYb"

8Yf` : YghU`_h`ni`f` : Y]Yf`XYg`%\$!`À\`f][Yb`6YghY\`Ybg`XYg` ; 6N`Z]bXYh
 Ua``%"` ` `]j`cb`%(`V]g`%*`I` \`f]b`XYf`K]ggYbgW`UZhgYhU[Y`XYg
 6]Xi b[gZcfi`a`gž`5a` `?UbU`(`+ž`ghUhh" `Ni`XYb`Yfk`UfhYhYb` ; ÀghYb
 nÀ\`Yb`i bhYf`UbXYfYa` `8f" `æi`Yb` ; fi` \bž`FY[]bU`6ØhYbYfž`8f"
 H]a` `9m`Y`ž`Hc`fghYb`K]Y[Y`i bX`8f" `H]bU`8Ybb]b[Yf" `9g`k]fX`Y]b
 HU[`j`c`Yf` `b`gd]fUh]cb`gY]b`i bX`Y]b`NY]WYb`gYhYb`ZØf`X]Y
 K]W h][`_Y]h]j`cb`6]Xi b[`i bX`HY]`\UVY"

8YhU]`g	
Cfh	DchgXUa`ž`8Yi`hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "dchgXUa`XY • k k k "j`c`_g\`cW`gW`i`Y"XY • k k k "Va`VZ"XY

6Ygi`WYb`G]Y`i`bg`Ui`Z.`bU[`!VfUbXYbVi`f[`XY