

B Yk 'E i UfhYfVUW_gž'B Yk ' < c dY. ' : `cf]XU
GhUhY`5]a g'hc`l dgYh'5`UVUa U°

5`UVUa U`UbX': `cf]XU`GhUhYž`Vch\`fYVi]`X]b[ž`ZUW`cZZ`cb
5i [i gh'` \$ž&\$&) ž`k]h\`bYk`ei UfhYfVUW_g`UbX`\][\`ghU_Yg"



8cU_`7Ua dVY``GhUX]i a ž`HU``U\UggYYž': @ž`I G5`!`K]h\`† gh
*, `XUmg``YZh'i bh]`h\Y`gYUgcb`cdYbYfž`YI W]hYa Ybh`]g`VfYk]b[
Ua cb[`Wc``Y[Y`ZcchVU``ZUbg`Ug`h\Y`5`UVUa U`7f]a gcb`H]XY`]g`gYh
hc`ZUW`cZZ`U[U]bgh`h\Y': `cf]XU`GhUhY`GYa]bc`Yg`cb`5i [i gh'` \$ž
&\$&) ž`Uh'8cU_`7Ua dVY``GhUX]i a ``6ch\`hYUa g`Wca Y`]bhc`h\]g
a UhW\`cc_]b[`hc`Vci bW`VUW`Zfca`X]gUddc]bh]b[`gYUgcbgž`k]h\
bYk`ghUfh]b[`ei UfhYfVUW_g`YUX]b[`h\Y`W\Uf[Y``: `cf]XU`GhUhY g
H\ca Ug`7UghY``Ubcgž`U`hfUbgZYf`Zfca`6cghcb`7c``Y[Yž`]g`Z ``cZ
WcbZ]XYbW`UbX`fYUXm`hc`a U_Y`U`ghUhYa Ybh`U[U]bgh`5`UVUa U"
K Y`\Uj Y`bYk`k YUdcbg`Wca dUfYX`hc``Ugh`mYUfž` \Y`gU]Xž`\]bh]b[
Uh`h\Y`hYUa`g`ei Ygh`Zcf`Ub`i dgYh`U[U]bgh`h\Y`H]XY```b`\]g`XYVi hž
7UghY``Ubcg`U]a g`hc`Vi]`X`cb`\]g`\]ghcfm`cZ`ghUfh]b[`ZUgh]b`Z]fgh
[Ua Yg`UbX`\Ug`XfYUa g`cZd`Um]b[`U[U]bgh`gi W\`U`ghcf]YX

cddcbYbhž'UXX]b['U'dYfgcbU`hci W\`hc`h\]g`U`fYUXm'h\]`b[
a UH\Xi d""5W\cfX]b['hc`Gdcfhg`≡i ghfUhYXž' :`cf]XU`GhUhY`\\Ug
]a dfcj YX`i bXYf`7UghY`Ubcg`YUXYfg\]džUbX`h\Y`f]j U`fm]g
\\YUh]b['i d`U\\YUX`cZ`h\Y`WUg\"

H\Y`ghU_Yg`UfY`WYUf`mig][b]Z]WUbh""5`UVUa UžfUhYX`Ug`U`+`)!dc]bh
ZUj cf]hY`Vm: Ub8i Y`ž]g`XYU`b['k]h\`]hg`ck b
hfUb]h]cbg`YgdYW]U`m`k]h\`h\Y`XYdUfhi fY`cZ`ei UfhYfVUW`>U`Yb
A]`fcY`hc`h\Y`B: @""5g`Vch\`hYUa`g`Yb[U[Y`]b`fcghYf`cj Yf\\Ui`gž
:`cf]XU`GhUhY`\\Ug`k`Y`W\ca`YX`U`k`\\cdd]b['%*`bYk`d`UmYfg`h\fc] [\\
h\Y`hfUb]gZYf`dcfhU`ž`k`\\Y`5`UVUa`U`\\Ug`UXXYX`b]bY`_Ym`hfUb]gZYfg
UžYf`U`fYW`bh`Vck`""cgg`hc`A`]W\][Ub""H\]g`_]bX`cZ`g`U`_Y!i d`]g
dfcj]b['Wfi W]U`Zcf`Vch\`gei UXg`Ug`h\Ym]U]a`hc`fYgYh`h\Y]f
hfU`Y`W\cf]Yg`Zc`ck]b['W\U`Yb[]b['gYUgcbg""BchUV`mž: `cf]XU`GhUhY
Z]b]g\YX`UghimYUf`k]h\`U`UW`i ghYf`&!%\$`fYW\cfXž`YUX]b['hc`a`U`cf
W\Ub[Yg]b`W\UW]b['ghUZZ]bWi X]b['Zcfa`Yf`5i Vi fb`\\YUX`W\UW
; i g`A`U`nU\`b`ghYdd]b['b`Ug`cZYbg]j Y`W\cfX]bUhc`f"

7\U`Yb[Yg`UbX`7\Ub[Yg`5\YUX

H\Y`Ugh]h]a`Y`5`UVUa`U`UbX`:`cf]XU`GhUhY`a`Y`h`k`Ug]b`&\$%+ž`k`\\Yb
h\Y`7f]a`gcb`H]XY`Ya`Yf[YX`j]W\cf]ci`g`k]h\`U`g`W\cfY`cZ`&(!+""A`i`W\
\\Ug`W\Ub[YX`g]bW`h\Ybž`UbX`YUW`hYUa`g`Ugd]fUh]cbg`Zcf`h\Y
i d`W\ca`]b['gYUgcb`\\b[Y`cb`ei`]W`_UXUdhUh]cbg`UbX`ghfUhY[]W
XYW]g]cbg""`cf`5`UVUa`Už`h\Y`dfYggi`fY`]g`cb`hc`fYd`UW`_Ymid`UmYfg
k`\\Y`gh]`a`U]bhU]b]b['U`Z]fa`'[f]d`cb`h\Y]f`W\ca`dYh]h]j`Y`YX[Y`]b
h\Y`G97""F`YW`bh`fYdcfhg]bX]WUhY`h\Uh`hc`d`d`UmYfg`_]Y`>\\UUX
7Ua`dVY`U`UbX`HmYf`6cc_Yf`\\Uj`Y`XYWUfYX`Zcf`h\Y`B: @8fUžž
k`\\Y`5`UVUa`U`k`Y`W\ca`Yg`VUW`_gca`Y`dfca`]g]b['fYWfi`]hgž
]bWi X]b['ž`gh]b`>ZZYfgcbž`k`\\c`\\Ug`Ub`Yi`hfU`mYUf`cZ`Y`][]V`]hm"
H\Y]f`cb[c]b['fcghYf`W\Ub[Yg]bWi XY`hf]a`a`]b['Xck`b`dcg]h]cbg
h\Uh`\\Y`X`Ygg`dfca`]gY`UbX`Vf]b[]b['b`žFYg\`hU`Ybh`žfca`h\Y
hfUb]gZYf`dcfhU`ž`gi W\`Ug`8@?Y`Vm`7c`_]bg`UbX`K`F`>gU]U\`<cfhc`b"

FY`m]b['cb`bYk`UXX]h]cbg]gb`h`↑`gh`U`ghfUhY[m`]hg`U`bYW`gg]hm""5g
Vch\`hYUa`g`cc`_`hc`WUd]hU`]nY`cb`bYk`cddcfhi`b]h]Ygž`\\YUX`W\UW
A_]Y`Bcfj`Y`cZ: `cf]XU`GhUhY`\\Ug`bch`VYYb`g`m`UVci`h`W\Ub[]b[
i d`ghfUhY[]Yg`Y]h\Yf`H\Y`GYa`]bc`Yg`cj`Yf\\Ui`W\ca`Yg`Uh`U`Wfi W]U`

h]a Yž'YgdYW]U``m'k]h\`h\Y]f'fYWbhi bXYfdYfZcfa UbW`"6m'hUdd]b[
]bhc`h\Y`hfUbgZYf'dcfhU`ž7Ugh]``c g'GYa]bc`Yg'U]a`hc`fY[U]b
fY`Yj UbW`]b`h\Y`Wc``Y[Y`ZcchVU``UbXgWUdY"

H\Y`F cUX`5\YUX

5g'h\Y`Wci bhXck b`Wcbh]bi Ygž'Vch\`hYUa g`_bck`h\Uh'U'ghfcb[
ghUfhWci`X`gYh'h\Y`hcbY`Zcf`h\Y`fYgh'cZ'h\Y]f'gYUgcbg": cf':`cf]XU
GhUhYž7UghY``Ubcg`UV]`]hm'hc``YUX`UbX`fU``m`\]g'hYUa`k`]``VY
]bghfi`a`YbhU``"5g`\]ghcfm'g\ck gž'h\Y`dfYggi`fY`]g`† gh'Ug`]bhYbgY
Zcf`5`UVUa`U`hc`dfcj`Y`h\Ym'WUb`gh]``WcbhYbX`Uh'h\Y`\][`Ygh`Yj`Y`ž
Yj`Yb`k`]h\ci`h'h\Y`]Wcb]WZ][`i`fY`cZ`B]W`GUVUb`Uh'h\Y`\Y`a`"K`]h\`
h\Y]f`ZcchVU``Y[UW]Yg`]bhYfhk`]bYXž'h\]g'a`UhW`i`d`dfca`]gYg`hc`VY
a`cfY`h\Ub`† gh'U`[Ua`Y/`]hg`U`bUffUh]j`Y`cZ`fYXYa`dh]cb`Zcf`Vch\`
]bgh]hi`h]cbg"

K`Yh\Yf'mci`fY`fcch]b[`Zcf`h\Y`H]XY`cf`h\Y`GYa`]bc`Ygž'5i`[`i`gh`
'`\$h\`WUb`h`Wca`Y`gccb`Ybci`[`\`K`UhYj`Yf`\UddYbgž'Wc``Y[Y`
ZcchVU``bYj`Yf`ZU]`g`hc`XY`]j`Yf`cb`YI`W]hYa`Ybhž'UbX`h\]g`gYUgcb
cdYbYf`]g`Vci`bX`hc`VY`U`a`UhW`!i`d`Zcf`h\Y`U[Yg"

: cf'a`cfY`cb`\ck`Vch\`hYUa`g`UfY`g\Ud]b[`i`dž'WXYW`ci`h'h\Y`Z`
XYhU]`g`cb`Gdcfhg`=i`ghfUhYXž9GDB`GK`:@ž'UbX`F c``6Ua`U`
F c``"

8YhU]`g	
Cfh	8cU_`7Ua`dVY``GhUX]i`a`ž'HU``U\UggYYž':`@ž` I`G5`
Ei`Y``Yb`	<ul style="list-style-type: none">• k k k "g]"Wca`• Ygdbgk`Z`"Wca`• k k k "fc``VUa`Ufc``"Wca`

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