

F U]XYfg'F Yj Ua d'Zcf'&\$&) . 'DYhY
7Uffc`"/ , \$' - /g'; Ua Y!7\Ub[]b[
@YUXYfg\]d°

H\Y'@Ug'J Y[Ug'F U]XYfgž`YX'VmibYk 'WŁUW\ 'DYhY'7Uffc`ž
ghfUHY[]nY'Zcf'&\$&) 'k]h\ '_YmfcghYf'XYW]g]cbg'Uh'hfU]b]b[
WJa d"



@Ug'J Y[Ugž'I G5 '! 5g'h\Y'@Ug'J Y[Ug'F U]XYfg[YUf'i d'Zcf'h\Y
&\$&) 'gYUgcbž'h\Ym'UfY'a U_]b['\YUX']bYg'k]h\ 'gca Y']a dUWž`
cZgYUgcb'a cj Yg'U]a YX'Uh'Vi]'X]b['U'ghfcb[Yfž'a cfY'WŁa dYh]h]j Y
hYUa "'H\]g'mYUf'a Uf_g'U'g][b]Z]WUbb'hfUbg]h]cbž'\][\'][\hYX'Vmih\Y
\]f]b['cZj YhYfUb'\YUX'WŁUW\ 'DYhY'7Uffc`ž'k \c']g'fYbck bYX'Zcf
\]g`YUXYfg\]d'UbX'gi VWXggZ`'hfUW_ 'fYWŁfX']b'h\Y'B: @'7Uffc`g
Uff]j U`']g'k]XY'm'fY[UfXYX'Ug'U'd]j chU`'a ca Ybhž'Ug'ghUV']]hm'\Ug
VYYb'U'_Ym'WŁbWf'fb'g]bWf'h\Y'hYUa 'g'fY'cWU]cb'hc'@Ug'J Y[Ug"

5`cb[]g]XY'7Uffc`ž'h\Y'F U]XYfg'\Uj Y'Uddc]bhYX'æ\ b'GdmY_'Ug
h\Y]f'bYk '[YbYfU`'a UbU[Yf"GdmY_]]g'k Y`!_bck b'Zcf'\]g'_bUW_

Zcf'gdch]b['hU`Ybĥ'UbX`ZUb'g'UfY`YU[Yf'hc'gYY`ck`\\]g'ghfUHY[]Yg
i bZc`X`cb'h\Y`Z]Y`X`"H\Y`hYUa`g`Ubbci bW'a`Yb'h'W'a`Yg`Ug
dfYdUfUh]cbg`Zcf'hfU]b]b['WUa`d`VY[]bž'gYhh]b['h\Y`ghU[Y`Zcf`Z]bU`
fcghYf`XYW]g]cbg`U\YUX`cZ'h\Y`bYk`gYUgcb`"b`ZUWĥ'h\YfY`g`U`ch'cZ
Vi`nn]b['Ufci`bX`k`\\]W`d`UmYfg`k`]'gYW`fY`h\Y]f'gdchgž`YgdYW]U`m
Uh'h\Y`h][\hYbX`dcg]h]cb"

Dcg]h]cb`6Uhh`Yg`UbX`DfYX]W]cbg

<cbXc`7UfdYbhYf`fYW`bh'mig\UfYX`]bg][\hg`cb'h\Y`@Ug`J`Y[Ug
F`U]XYfg`b]g]XYf`DcXWUghž`XYWUf]b['h][\hYbX`6fcW`6ck`Yfg`U
`cW`Zcf'h\Y`fcghYf`"7UfdYbhYf`Yj`Yb`_]Ybg`6ck`Yfg`hc`B: @
`Y[YbX`8Ub`A`Uf]bcž`Ya`d\Ug]n]b['\]g'dchYbh]U`hc`g\]bY`]b'h\Y`Dfc
6ck`"K`]h\`6ck`Yfg`g\ck`]b['dfca`]gYž`A`]W`UY`A`UmYf`U`gc`UddYUfg
fYUXm'hc`gc`]X]Zm`\]g'd`UW`cb'h\Y`hYUa`ž`\Uj`]b['YI`W`YX`]b
dfUW]W`gYgg]cbg"

Mĥ'h\Y`W'a`dYh]h]cb`XcYgb`hghcd`k`]h\`6ck`Yfg`UbX`A`UmYf`"H\fYY
ch\Yf`d`UmYfg`b`Ub`H\ca`Ugž`gh]b`G\cfhYfž`UbX`E`UX]f`ga`U`UfY
j`m]b['Zcf'h\Y`W`j`YhYX`h\]fX`h][\hYbX`dcg]h]cb`"9Uf`m]bX]WU]h]cbg
gi`[[Ygh'h\Uh`b`H\ca`Ug`a`][\h`VY`YUX]b['h\Y`dUW`ž`W`YUh]b['Ub
]bhf][i`]b['gW`bUf]c`Ug`h\Y`F`U]XYfg`UddfcUW`hfU]b]b['WUa`d`"K`]h\
XYW]g]cbg`cca`]b[ž`ZUb'g`YU[Yf`m`Ubh]W]dUhY`ck`h\]g`fcghYf`k`]'`
hU`Y`g\UdY`Ug`h\Y`gYUgcb`]bW`Yg`WcgYf"

GhfUHY[]WA`cj`Yg`UbX`:]bUbW]U`<YU`h\

H\Y`UbXgWUdY`cZ'h\Y`B: @]g`cZhYb`g\UdYX`Vm'ghfUHY[]Wa`cj`Yg
UbX`Z]bUbW]U`W`bg]XYfUh]cbg`"H\Y`cZgYUgcb`]g`a`Uf`YX`Vm`Wfi`W]U`
XYW]g]cbg`fY[UfX]b['d`UmYf`W`bhfUW`hgž`W`hgž`UbX`fY!g][bgž`U`cZ
k`\\]W`W'a`Y`]bhc`d`Um`Ug`hYUa`g`bUj`][UhY`h\Y`gU`Ufm`WUd`"5g
\][\][\hYX`Vm`Dfc`: cchVU`B`Yhk`cf`ž`h\Y`B: @gU`Ufm`WUd`UW`hg`Ug`U
h][\h`YUg\`hYUa`g`a`i`gh`U`k`Um`g`ghUm`VYbYUh\`]hž`UbX`Yj`Yfm
XYW]g]cb`k`Y][\g`\YUj`]m`U[U]bgh'h\Uh`Z]bUbW]U`W`]b["

8i`f]b['h\Y`cZgYUgcbž`cb`m'h\Y`hcd`)`%`d`UmYf`gU`Uf]Yg`W`ci`bh
U[U]bgh'h\Y`WUdž`U`ZcW`g`h\Uh`U`ck`g`hYUa`g`]Y`h\Y`F`U]XYfg`hc
ghfUHY[]nY`Y`ZYW]j`Y`m`VY`Zc`fY`h\Y`Z]bU`fcghYf`]g`gYh"

l bXYfghUbX]b['h\Y'bi UbW'g'cZ'i bfYghf]WhYX'UbX'fYghf]WhYX'ZfYY
U[Ybh'XYg][bUh]cbg'UXXg'Ubch\Yf'UmYf'hc'h\]g'W'ca d'Yl' di nn`Yž
Ya d\Ug]n]b['h\Y'ja dcfhUbW'cZ'hUWh]WU'd`UmYf'a UbU[Ya Ybh'UbX
ZcfYg][\h"

5``YmYg'UfY'cb'h\Y'F U]XYfg'Ug'h\YmYa VfUW'h\]g'bYk 'WUdhYf
i bXYf'DYhY'7Uffc``g'[i]XUbW'UbX'æ\ b'GdmY_ g'_YYb'YmY'Zcf
hU'Ybh"K]h\ 'h\Y'cZgYUgcb'a cj Yg'dUj]b['h\Y'k UmZcf'U'j]VfUbh
UbX'W'ca dYh]h]j Y'fcghYfžZUbg'k]``VY'k UhW]b['WcgY'm'hc'gYY'\ck
h\Y'd]YW'g'W'ca Y'hc[Yh\Yf"7Ub'h\Y'F U]XYfg'WUd]hU'jnY'cb'h\Y]f
]a dfcj Ya Ybhg'UbX'a U_Y'U'a Uf_]b'h\Y'i dW'ca]b['gYUgcb3

: cf'h\cgY'_YYb'hc'XY'j Y'XYYdYf']bhc'h\YgY'XYj Y'cda Ybhgž'
G="W'ca 'cZZYfg'U'WcgYf'cc_'Uh'h\Y'fYW'bh'F U]XYfg'i dXUhYgž'k \]Y'
F U]XYfg"W'ca 'X]gW'ggYg'7Uffc``g'j]g]cb'Zcf'h\Y'hYUa "
5XX]h]cbU``mž'**Dfc': cchVU``BYhk cf_**'dfcj]XYg']bg][\hg']bhc'h\Y'
cj YfUfW]b['ghfUhY[m'VY\]bX'B: @fcghYf'a UbU[Ya Ybhž'YggYbh]U'
_bck`YX[Y'Zcf'Ubm'hfi Y'ZUb'Zc`ck]b['h\Y``YU[i Y'g']bhf]WUhY
XmbUa]Wg"

8YhU]`g	
Cfh	@Ug'JY[Ugž'l G5
EiY``Yb	<ul style="list-style-type: none">• k k k "g]"W'ca• k k k "fU]XYfg"W'ca• k k k "dfcZcchVU``bYhk cf_"W'ca

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