

GhUi !5 `Ufa `]b `@ØVYW_ . `5%ž`5 &\$ `i bX `6+)
ghUf_ `VYhfc ZZY b °

5_hi Y``Y`J Yf_Y\fg`U[Y`]b`@ØVYW_`Ua`%' "\$*"`&\$&).`GhUi gž
6Ui ghY``Yb`i bX`i bZU``a Y`Xi b[Yb`Ui Z5%ž`5&\$ž`6+) `i bX
k Y]hYfYb`GhfYW_Yb"



@ØVYW_ž`8Yi hgWk`UbX`!`5a` \Yi h][Yb`HU[YžXYa`%' "' ð b] ' & \$ &) ž
g]Y\`hg]Wk`@ØVYW_`a`]h`Y]bYf`Ub[YgdUbbhYb`J Yf_Y\fg`U[Y
_cbZfcbh]Yfh``8]Y`F Y []cbž`X]Y`g]Wk`ØVYf`C gh\c`ghY]bž`Ghc fa`Ufbž
XUg`<Yfnc[hi a`@Ui YbVi f[`i bX`XYb`? fY]g`GY[YVYf[`YfghfYW_ž
\Uh`a`]h`nU\`fY]WkYb`GhUi gž`6Ui ghY``Yb`i bX`i bZÄ``Yb`Ui ZXYb
<Ui dhj Yf_Y\fgk Y[Yb`ni`_Äa`dZYb``8]Y`Øb[ghYb` ðZcfa`Uh]cbYb
j`cb`@B`VYf]Wk`hYbž`XUgg`X]Y`5i`hcVU\`bYb`5%ž`5&\$`i bX`5&&`*`gck`]Y
X]Y`6i bXYgghfU» Yb`6+) ž`6&\$`+`i bX`6%\$(`ghUf_`VYhfc ZZY b`g]bXž
k Ug`ni`gdØfvUfYb`J YfnØ[Yfi b[Yb`ZØ\`fh"

8]Y`U_hi Y``Y`5bU`mgY`XYg`J Yf_Y\fg[YgWkY\Ybg`nY][hž`XUgg`j`cf
U``Ya`X]Y`5%ž`X]Y`<Ua`Vi f[`a`]h`XYb`WkUfa`UbhYb`?ØghYbcfhYb
j`YfV]bXYhž`j`cb`\Äi`Z[Yb`GhUi`g[Yd`U[h`]gh``6YgcbXYfg`ni

hci f]gh]gWkYb`Ghc» nY]hYb`]gh`XYf`J Yf_Y`f`Ui Z`X]YgYf`k]Wk h][Yb
J YfV]bXi b[`cZ`h`W`Uch]gWk`"l a`XYb`5i hcZU`fYfb`Y]bYb`[Yk]ggYb
, VYfV`]W`_ni`j YfgWk UZZYbž`UfVY]hYh`a Ub`a]h`Hca Hca`ni gUa`a Ybž
i a`_cbh]bi]Yf`]Wk`_U`hi`U`g]YfhY`GhUi`k Ufbi`b[Yb`ni`"]YZYfb`"8 UVY]
k YfXYb`; DG!8 UhYb`j cb`A`"]cbYb`9bX[Yf`AhYb`i bX
A cV]Z`b`_ [Yf`AhY`[Ybi`mhž`X]Y`U`Y`Z0bZA`]bi`hYb`bYi`Y
`bZcfa`Uh]cbYb`VYfY]hghY`"Yb`"

5_hi`Y`"Y`J`Yf`_Y`f`ggh`À`b`XY

9]b`6`]W`_Ui`Z`X]Y`J`Yf`_Y`f`g]bZcfa`Uh]cbYb`ni`a`"Yi`h][Yb`HU[`nY][hž
XUgg`Ui`Z`XYf`@%,`)`Y]b`GhUi`nk`]gWkYb`XYf`Dc`bgXcfZYf`GhfU»Y`i`bX
XYf`F`UbhmUi`U`"YY`VYghY`hž`XYf`Yhk`U`&`A`]bi`hYb`NY]hj`Yf`i`gh`a`]h
g]Wk`Vf]b[`h`"8]Yg`]gh`YXcWk`bi`f`Y]b`_`Y]bYf`HY]`XYf`DfcV`Ya`Yž`X]Y
g]Wk`Z0f`J`Yf`_Y`f`ghY]`bY`a`Yf`]b`i`bX`i`a`"0VYW`_Yf[YVYb`"BYVYb
F`ci`h]bYj`Yfn0[Yfi`b[Yb`[]Vh`Yg`Ui`Wk`GdYffi`b[Ybž`Yhk`U`Ui`Z`XYf
6+) ž`X]Y`nk`]gWkYb`H0dZYfk`Y[`i`bX`5a`A`c]g]b[Yf`6Ui`a`b]Wk`h
dUgg]YfVUf`]gh`"

- @%,`)` .`GhUi`nk`]gWkYb`Dc`bgXcfZYf`GhfU»Y`i`bX
F`UbhmUi`U`"YY`NY]hj`Yf`i`gh`&`A`]bi`hYb
- 6+)` .`GdYffi`b[`nk`]gWkYb`H0dZYfk`Y[`i`bX`5a`A`c]g]b[Yf
6Ui`a`" _Y]bY`J`Yfn0[Yfi`b[`[Ya`Y`XYh
- ?)` .`6Ui`ghY`"Y`nk`]gWkYb`5%i`bX`6YYh`cj`YbghfU»Y`" _Y]bY
J`Yfn0[Yfi`b[`[Ya`Y`XYh

8]Y`fY[Y`Bi`hni`b[`j`cb`J`Yf`_Y`f`g]bZcfa`Uh]cbYb`Xi`fWk`5i`hcZU`fYf
k`]fX`Ya`dZc`Ybž`[YfUXY]b`X]YgYf`"YfUi`gZcfXYfbXYb`NY]h`Gc`k`]fX
Yfk`UfhYhž`XUgg`VYgcbXYfg`Ub`XYb`K`cWkYbYbXYb`i`bX`k`À`fYbX
XYf`:`Yf]Yb`XUg`J`Yf`_Y`f`gUi`Z`ca`a`Yb`UbghY][`h`"8Uni`_ca`a`hž`XUgg
X]Y`GÀh][i`b[`XYf`GhfU»Yb`a`]h`a`Y`f`:`U`fnYi`[Yb`Ui`Wk`ni
`Ài`Z][YfYb`GhUi`YfY][b]ggYb`Z0f`h`"Gc`j`YfnY]Wk`bYb`k`]f`]b
GWk`Ygk`][!<c`ghY]b`Y]bY`Ni`bU`a`Y`j`cb`J`Yf`_Y`f`gdV`Ya`Ybž`X]Y
Xi`fWk`i`bj`cf`Yf[YgY`YbY`i`bZ`"Y`cXYf`6Ui`ghY`"Yb`Yb`hghY`Yb`"

8]Y`6YXYi`hi`b[`j`cb`GhUi`!5ddg

5i`Z`XYa`J`Yf`_Y`f`ga`Uf`_h]g]bX`8]YbghY`k`]Y`; cc[`Y`A`Udgž`5dd`Y

? UfhYb`i bX` ; Ufa`]b`YhUV`Yfhž`UVYf`Ui W`c`_U`Y`5bV]YhYf`k`]Y`
ghUi a Y`XYf!_UfhY"XY`gYhnYb`Ui Z`U`_hi` Y`Y`bZcfa` Uh]cbYb`ZØf`
]\fY`Bi`hnYf`"; YfUXY`ZØf`DYbX`Yf`]gh`Yg`k`]W`h][`ž`g]W`j`c`f`
 : U\fhUbbhf]hh`ØVYf`dchYbn]Y`Y`GhUi`g`i`bX`J`YfnØ[`Yfi`b[`Yb`ni`
]bZcfa`]YfYb`"9g`Ya`dZ]Y\`h`g]W`ž`U`h`YfbUh]j`Y`GhfYW`Yb`ni`d`UbYb`
 i`bX`nY]h][`c`gni`ZU\`fYbž`i`a`i`bb`Øh][`Y`GhfYggg]hi`Uh]cbYb`ni`
 j`Yfa`Y]XYb`"

5VgW`j]Y»YbX`Āggh`g]W`gU[`Ybž`XUgg`@ØVYW`_i`bX`i`a`[`YVi`b[`
 j`Yf`_Y\`fghYW`b]gW`_Ui`Z`<`YfUi`gZc`fXYfi`b[`Yb`ghUffYbž`X]Y`gck`c\`
 5bk`c\`bYf`U`g`Ui`W`DYbX`Yf`ghUf`_`VYUbgd`fi`W`Yb`"9I`dYfhY`fUhYbž`
 XYb`J`Yf`_Y\`f`gY\`f`Ui`Za`Yf`gUa`_ni`j`YfZc`[`Yb`i`bX`g]W`
 [`Y[`YVYbYbZU`g`ZfØ\`nY]h][`_Ui`Z`X]Y`F`Y]gY`ni`_VY[`YVYb`"A`]h`Y]bYa`
 [`i`hYb`<`ÅbXW`Yb`]b`XYf`F`ci`hYbk`U\`i`bX`XYf`Bi`hni`b[`j`cb`
 a`cXYfbYb`J`Yf`_Y\`fga`]hhY`b`ghY\`h`Y]bYf`Yb`hgdUbb`hYb`i`U\fh`
 \c`ZYb`h]W`_b]W`hg`a`Y\`f`]a`_K`Y[`Y`":`Øf`U`_hi`Y`Y`i`dXUhYg`V`Y]Vh`XYf`
 6`]W`_Ui`Z`@B`i`bX`UbXYfY`J`Yf`_Y\`fg]bZcfa` Uh]cbYb`k`]W`h][`"

8YhU]`g	
C`fh	@ØVYW`_ž`8Yi`hgW`_UbX`
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"b!`c`b`]bY`XY` • k`k`k`"ghUi`a`Y`XYf!_UfhY`XY` • b!U[`"XY`

6Ygi`W`Yb`G]Y`i`bg`Ui`Z`_X]Y!`bUW`f]W`hYb`"W`a`