

Dc`nY]ghfY]ZY`BcfX.`9]b`6`]W_` \]bhYf`X]Y
? i `]ggYb`XYf`9]bgUhn_f`ÀZhY`

8]Y`j`YfhY`][Y`8c_i`gYf]Y`/`ei`ch/Dc`nY]ghfY]ZY`BcfX`/`ei`ch`
Xc_i`a`Ybh]Yfh`Dc`nY]Y]bg`ÀhnY`]b`<`Ua`Vi`f[`i`bX`GW`Ygk`][`!
<`c`ghY]b`UV`%`*`"\$`+`&`\$`&`)"`



<`Ua`Vi`f[`!`BcfX`ž`8`Yi`hgW`UbX`!`!`a`Gca`a`Yf`&`\$`&`&`_bUW_hY`XYf`
B8F`8c_i`i`7`UbbY`X]Y`A`Uf`_Y`j`cb`ØVYf`Y]bYf`A`j`]cb`5VcbbYbhYb`
Ui`Z`Mci`Hi`VY`i`bX`k`Uf`XUa`]h`Y]b`YW`hYg`<`][` \`][` \`h`ZØf`!`Ubg`j`cb`
8c_i`a`YbhU]cbYb`"Bi`b`k`]fX`Yg`a`]h`XYf`bYi`Yb`j`YfhY`][`Yb`
8c_i`gYf]Y`Dc`nY]ghfY]ZY`BcfX`bcW`Y]ba`U`gdUbbYbXž`X]Y`Ui`Z`
nU`fY]W`Y`9]bg`ÀhnY`bcfXXYi`hgW`Yf`Dc`nY]Y]b`Y]hYb`Y]b[`Y`h`
6Ug]YfYbX`Ui`Z`ØVYf`&`*`"\$`\$`\$`5Vgh]a`a`i`b[`Yb`k`i`fXY`X]Y`GYf]Y`U`g`
K`cW`YbgYf]Y`ØVYf`X]Y`Dc`nY]`[`Yk`À`hž`i`bX`X]Y`YfghYb`HY]Y`g]bX`
VU`X`Ui`Z`XYa`B8F`ni`gY`Yb`"K`]Y`**B8F`**VYf]W`hYhž`i`a`ZUggh`X]Y`
8c_i` \`cW`]bhYfYggUbhY`9]bg`ÀhnY`k`]Y`XYb`i`a`[`Ub[`a`]h`
U[`[`fYgg]Yb`DYfgcbYb`i`bX`X]Y`?`cbhfc`Y`XYg`VYfØ`a`hYb`
7cbhU]bYfgW`]Zg`9j`Yf`;`]j`Yb`]a`<`Ua`Vi`f[`Yf`<`UZYb`"

8]Y'<YfUi gZcfXYfi b['ZØf'X]Y'Dc`nY]'k]fX'ja a Yf'gdØfVUfYf''8]Y
; YgY`gW UZhig]Y\h'X]Y'G]WYf\Y]hg_ÅZhY'ni bY\ a YbX'U'g': Y]bXV]'X
i bX'b]W'h'a Y\ f'bi f'U'g'DUfhbYf'j b'XYf'J YfVfYWYbgVY_Åa dZi b["
≠'XYf'GYf]Y'k]fX'X]YgYf'Di b_h'UbgW U i `]W'VY'Yi W'hY'h''5a '%*"
‡`]'&\$&) žXYa 'YfghYb'5i gghfU\`i b[ghU[ž_ØbbYb'g]W'Ni gWUi Yf
Ui ZX]Y'YfghYb'XfY]'HY]'Y'XYf'F Y]\Y'ZfYi Ybž[YZc`[hij'cb'Y]bYf
: cfhgYhni b['Ua ' &' "'‡`]'ž'X]Y'bYi Y'9]bgÅhnY'Xc_i a Ybh]Yfh"

9]bgÅhnY'ja ' : c_i g

8]Y' Dc`nY]ghfY]ZY'BcfX`nY][h'Ui W'XYb'U`hÅ[`]WYb'k U\bg]bb
XYf'Dc`nY]UfVY]h''8Uni '[Y\ØfYb'i bhYf'UbXYfYa 'gW'k Yfk]Y[YbXY
J Yf_Y\fgi bZÅ`Yž'X]Y'J YfZc`[i b['j'cb'F UgYfb'Ui ZX'Yf'5+i bX
9]bgÅhnY'ja '<Ui dhVU\ b\cZ<Ubbcj Yf''8]Y'8c_i 'VYa Ø\h'g]W'ž'X]Y
Ni gWUi Yf'Ui ZY]bY'F Y]gY'j b'X]Y'k Y'h'XYf'Dc`nY]UfVY]h
a]hni bY\ a Yb'i bX'ni 'nY][Ybž'k]Y'X]Y'6YUa hYb'ja ' ; fc»Yb'i bX
; UbnYb'U[]YfYbž'i a 'X]Y'G]WYf\Y]h'ni '[Yk Å\ f'Y]ghYb"

I bhYf'UbXYfYb'5gdY_hYb'k]fX'Ui W'Ui ZX]Y'8fc[Yb_f]a]bU'hÅh
Y]b[Y[Ub[Ybž'X]Y'j b'XYb'`YhnhYb'`U\ fYb'ja a Yf'k]YXYf'j b'XYb
GW'U[nY]'Yb'k Uf''5_hi Y`Y'GhU]gh]_Yb'nY][Ybž'XUgg'ja 'U\ f'&\$&(X
Y'?f]a]bU'hÅh]b'8Yi hgW'UbX'i a '%ž+i '[YgYb_h'k YfXYb
_ccb'hY'`Y]b'_UfYf': cfhgW'f]hž'XYf'j cf'U`Ya 'XYf'7UbbUV]g!
HY]'Y[U`g]Yfi b['ni 'j YfXUb_Yb'j]gh"@Ui h'XYb'5b[UVYb'XYg
6i bXYg_f]a]bU'Ua hg'f**6? 5**Ł[UV'Yg'YXcW'Y]bYb'5bgh]Y['VY]'XYf
; Yk U'h_f]a]bU'hÅh'i a '%ž) 'i "'<]Yf'a i gg'X]Y'Dc`nY]'k Y]hYf\]b
Xf]b[YbX'U_h]j'k YfXYb"

9]bV`]W_Y'j b'U_hi Y`Y'5i Z[f]ZZY

9]b'UbXYfYg'6Y]gd]Y`Ui g'K]Yb'nY][hž'k]Y'i bj Yf\cZh'X]Y'Dc`n]ghYb
Ui Z8fc[Yb]a dcfhY'ghc»Yb'_ØbbYb''6Y]'Y]bYf'F ci h]bY!
J Yf_Y\fg_cbhfc`Y'ZØW'hYhY'Y]b'&-!Å\ f][Yf'Ui g'XYa '5i hc'i bX
a i gghY`Yhnh]W'j b'Y]bYf'; UfhYb\ØhY'[YgW'bUddh'k YfXYb''≠'XYf
<ØhY'ZUbX'X]Y'Dc`nY]'b]W'h'bi f'g]W'hVUfY'Gi W'h[]Zhgd i fYbž
gcbXYfb'Ui W'Y]bYb'8fc[YbZi bX'j'cb'ØVYf'Y]bYa 'U'VYb
?'c[fUa a '7UbbUV]g'i bX'X]j YfgYb'UbXYfYb'8fc[Yb''K]Y'j **c`"Uh**
VYf]W'hYhž'k i fXY'Y]b'%;!Å\ f][Yf'j b'Y]bYa '9]bZUa]'Yb\Ui g

ZYgh[Ybca a Ybž'k c'YVYbZU`g'X]j YfgY'8fc[Yb'i bX'6Uf[Y`X
 [YZi bXYb'k i fXYb''9f'k Uf'b]W\h[YghAbX]['i bX'\UhhY'Ub[YV`]W\X
 bi f'Y]bYb'[Yf]b[Yb'8fc[Yb_cbg i a '[Y[YbØVYf'gY]bYf'A i hhYf
 ni [Y[YVYb"

8]YgY': À`Y'nY][Ybž'XUgg'X]Y'<YfUi gZcfXYfi b['ZØf'X]Y'Dc`nY]
 k Y]hfY]W\YbX`]gh'i bX'j]Y`ZÀ'h][Y': UWWhhYb'\Uh"8]Y
 VYj cfghY\YbXYb'HY]Y'XYf'8c_i !GYf]Y' Dc`nY]ghfY]ZY'BcfX
 k YfXYb'g]W\Yf`W\Y]bYb']bhYfYggUbhYb'9]bV`]W_]b'X]YgYb
 j]Y'gW\W\h][Yb'5fVY]hgU`hU['V]YhYb'i bX'i bg'nY][Ybž'k]Y'X]Y
 6YUa hYb'hU[hÀ[`]W\ZØf'i bgYfY'G]W\Yf\Y]h'Y]bghY\Yb"

8YhU]`g	
Cfh	<Ua Vi f[!BcfXž'8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "j c`"Uh • k k k "V_U"XY

6Ygi W\Yb'G]Y'i bg'Ui Z.'bU[!\Ua Vi f["XY