

9fX]b['6YUW\ 'YfÖZZbYh. 'Gc`Uf_fY]g
VY[Y]ghYfh'hfc hn'[Yf]b[Yf`Ni gW\ Ui YfnU\ ``

5a `&%"'ž b]`ZY]YfhY`X]Y`6UbX`Gc`Uf_fY]g`X]Y`9fÖZZbi b[`XYg
9fX]b['6YUW\ `a]h`Y]bYa `i bhYf\U`hgUa Yb`?cbnYfhž`hfc hn
[Yf]b[Yf`Ni gW\ Ui YfnU\ ``



9fX]b[ž'8Yi hgW\ `UbX`!'8Yf`9fX]b['6YUW\ `Ui ZXYa `5`c]g!GW\]Y»`!
D`Uhn`Yfk UW\ hni `bYi Ya `@VYb`'5a `&)"'ž b]`&\$&)`ZUbX`X]Y
9fÖZZbi b[`X]YgYg`Ui ZfY[YbXYb`J YfUbgH`hi b[gcfhg`a]h`XYf`@] Y!
DfYa]YfY`XYf`6UbX`Gc`Uf_fY]g`ghUhh`Hfc hn`bi f`fi bX`(\$
Ubk YgYbXYb`6Ygi W\ Yfb`VchYb`X]Y`A i g]_Yf`Y]b`a]hfY]»YbXYg
?cbnYfhž`XUg`X]Y`Ni \ÖfYf`b`Y]bY`YbhgdUbbhY`GhfUbXUha`cgd\`ÄfY
Y]bhUi W\ Yb`Y]Y»`"GÄb[Yf`A]W\ UY`': f]hn`VYhcbhY`gY]bY`J cf`]YVY`ZÖf
Yb[U[]YfhY`Ni gW\ Ui Yf`i bX`Äi hYhY`a]hgY]bYf`6UbX`Y]bYb
[Y`i b[YbYb`5VYb`X`Y]b`'8]Y`: fYi XY`k Uf`f]Yg][ž`Ui W\ `k Ybb`Y]b][Y
XUj cb`gdfUW\ Ybž`XUgg`dUfU`Y`Y`J YfUbgH`hi b[Yb`a Ö[`]W\ Yfk Y]gY
ZÖf`XYb`[Yf]b[Yb`5bXfUb[`j YfUbhk`cfh]W\ `k UfYbž`k]Y`A Yf`i f
VYf]W\ hYh`"

8]Y`Gh]a a i b[`j cf`XYf`6Ø\bY`k Uf`YXcW`U`Yg`UbXYfY`U`g`hfØVY`
Ni bÅW`gh`Ui Z`\]bhYfYb`6Åb`_Yb`i bX`@]Y[Yb`g]hnYbXž`ZØ`hYb`g]W`
X]Y`Ni gW`Ui Yf`gW`bY``a ch]j]Yfhž`U_h]j `a]hni k]ddYb`i bX`
a]hni hUbnYb``5i W`X]Y`Ni [UVYb`ZUbXYb`[fc»Yb`5b`_Ub`[`gW`i`
ggYbX`]W`j YfgUa`a Y`hYb`g]W`U`Y`J cfVY][Y\YbXYb`j cf`XYf`
6Ø\bY`i bX`ghUfhYhYb`Y]bY``i gh][Y`Dc`cbU]gY``?`Uf`]gh`hfchn`XYf`
ØVYfgW`Ui VUfYb`NU\`Ub`Ni gW`Ui Yfb`k Uf`XYf`?cbnYfhUVYbX`Y]b`
j c``Yf`9fZc`["

Gc`Uf_fY]g. `9]bY`ž V]`Ai a gZY]Yf

8Yf`5i Zhf]hh]b`9fX]b[`k Uf`YXcW`a Y`f`U`g`bi f`Y]b`?cbnYfh``8]Y`
J YfUbghU`hi b[`ZY]YfhY`Ui W`XUg`%\$!`Å\`f][Y`ž V]`Ai a `XYf`6UbX`
Gc`Uf_fY]gž`X]Y`Ui g`; fUnž`2 ghYffY]W`ghUa`a h``8]YgY`NY]h`\Uh`X]Y`
6UbX`a]h`nU\`fY]W`Yb`<]hg`i bX`gc[Uf`a Y`fYfYb`; c`XYbYb`
GW`U`d`UhhYb`YffY]W`h``5a``&\$``ž b]j YfØZYbh]W`hYb`g]Y`ni XYa`
]\fY`bYi Y`G]b[`Y`6Y``U`9ghUhY`ž`X]Y`g]W`a]h`XYb`fYU`Ybž`
a UbW`a U`W`Uch]gW`Yb`GY]hYb`XYg`i f`Ui Vg`Ui gY]bUbXYfgYhnh``
8Yf`H]hY`ž`XYf`Ui Z`ž`U]Yb]gW`gW`ÖbYf`Gca`a Yf`VYXYi hYhž`
h\Ya`Uh]g]Yfh`A`ca`YbhYž`X]Y`b]W`h]a`a Yf`bUW`?Uh`U`c[`
Ui ggW`Ui Yb.`GhUi`ghUhh`GhfUbX`i bX`GcbbYbVfUbX`ghUhh`
GcbbYbi bhYf[Ub[``9]b`?cbnYdhž`XUg`g]W`Yf`XYb`Y]bYb`cXYf`
UbXYfYb`ni a`GW`a`i`bnY`b`Vf]b[h``8Ug`@]YX`gd]W`h]a`ghY]f]gW`Yb`
8]U`Y`_hi bX`j YfV]bXYh`a`cXYfbY`?`Åb[Y`a`]h`hfY]VYbXYb`6YUhg`i bX`
6`ÅgYf`]bYgž`i bX`k`i`fXY`Ua``&%``ž b]j]b`9fX]b[``]j Y`d`f`ÅgYbh]Yfhž`gc`
K`c`W`Y`b`V`U`hh``

9]b`VYgcbXYfYg`9f`YVb]g`k Uf`Yg`ZØf`Y]bY`6Ygi W`Yf]b`Ui`g`
; fØbVUW`ž`X]Y`XUg`YfghY`A`U`Y]b`@]YX`XYf`6UbX`ØVYf`Mci`Hi`VY`
\ØfhY``Nk`Uf`Yf\]Y`hg]Y`Y]bY`78`XYf`6UbX`ž`XcW`Y`Y]XYf`VYg]hnh`g]Y`
_Y]bYb`78!D`UmYf``8YbbcW`k Uf`XUg`9f`YVb]g]j`cf`C`fh`
i`bj`Yf[Ygg`]W`i`bX`XYf`@Ja`dY`Ui`ZX]Y`6UbX`k`]fX`VY]a`b`ÅW`ghYb`
A`U`j`Y``Y]W`h`a`Y`f`@]W`h]bg`8i`b`_Y`Vf]b[Yb``8]Y`
J`cfj`Yf`_Ui`ZgnU\`Yb`ZØf`_ca`a`YbXY`9j`Ybhg`nY][Yb`VYfY]hgž`XUgg`
X]Y`Dcdi`Uf]h`Åh]j`cb`Gc`Uf_fY]g`k`Y]hYf\]b`\cW`]a`?i`fg`ghY`\h`

B UW \ U`h][Y`9j Ybh_i`hi`f

8Yf'9fX]b['6YUW\`Uh'g]W\`U`g'6Ø\`bY'ZØf'_fYUh]j Y'i bX`YVYbX][Y
 JYfUbghU`hi b[Yb`YhUV`Yfh"@Ui h'6UbXg]bhck b`]gh'X]Y`D`UhhZcfa
 Y]b`[fc»Ufh][Yf`Cfhž'i a`@j Y!A i g]_ni`YbhXYW_Yb`i bX`bÅW.ghY
 9j Ybhg`ni`d`UbYb"8]Y`JYfV]bXi b[`j`cb`dYfgØb`]WYb
 9a dZY\`i b[Yb`i bX`XYf`5i Z]ghi b[`[fc»Yf`k]Y`_Y]bYf`?c`bnYfhY
 a UW`h`Yg`ZØf`A i g]_YV\UVYf`Y]bZUW`ž]\fY`@]YV`]b[g_Øbgh`Yf`ni
 j YfZc`[Yb" `Gc`V`Y]Vh`XYf`Cfh`b]W`h`bi`f`ZØf`X]Y`F`Y[]cb`ž`gcbXYfb`ZØf
 A i g]_ZfYi bXY`j`cb`bU\`i bX`ZYfb`Y]b`5bn]Y\`i b[gdi`b`_h`

5VgW\`Y»YbX`_Ubb`[YgU[h`k`YfXYb.`8Yf`5VYbX`k`Uf`hf`ch`XYf
 fYXi`n]YfhYb`Ni`gW`Ui`YfnU\`Yb`dfÅW`h][`i`bX`Y»`X]Y`<YfnYb`XYf
 5bk`YgYbXYb`\Ø\Yf`gW`U[Yb" `A]h`Y]bYa`_fÅZh][Yb`Dfcgh`Ui`Z`X]Y
 bÅW.ghYb`DUfhmg` `V`]W`h`a`Ub`c`dh]a`]gh]gW`]b`X]Y`Ni`_i`bZh`XYg
 9fX]b['6YUW`"

8YhU]`g	
Cfh	9fX]b[ž8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "k cWYbV`Uhh!ck j "XY • k k k "VUbXg]bhck b"Wca

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