

K]YgYbhVchY!F Ydcfh. 'GD8!GYb]cfYb
YbhXYW_Yb 'X]Y '@YVYbg\]`ZY ']b : cfW\ \ Y]a °

GYb]cfYb 'XYf'5; ' * \$d`i g`VYgi W\hYb 'X]Y '@YVYbg\]`ZY
: cfW\ \ Y]a " '8Yf'5i ZYbh\U'hVch'9]bV`]W_Y`]b '5fVY]h'i bX
5b[YVchY 'XYf'K Yf_gh`hhYb"



: cfW\ \ Y]a ž'8Yi hgW\ `UbX '!'8]Y '@YVYbg\]`ZY : cfW\ \ Y]a 'ÒZbYhY
Ua ' % " ' ð b] ' & \$ &) 'X]Y 'H0fYb`]\fYf'K Yf_gh`hhYb`Z0f'X]Y'5; ' * \$d`i g
XYg'GD8 '?fY]gj YfVUbXYg': cfW\ \ Y]a " '8]Y 'HY]'bY\ a Yf'Yf\]Y'hYb
j cb '<Yffb`H\ca Ug`Gh]'_Yf]W\ `gdUbbYbXY'9]bV`]W_Y`]b 'X]Y
j]Y`gY]h][Yb'5b[YVchY 'XYf '@YVYbg\]`ZYž'k Y`WY' % ('9]bf]W\hi b [Yb
]b`GhUXhi bX '@UbX_fY]g': cfW\ \ Y]a 'i a ZUggh"Fi bX') \$\$
A]hUfVY]hYfž'gck c\`a]h'U`g`Ui W\`c\`bY`6Y\]bXYfi b [ž'UfVY]hYb`]b
X]YgYb`9]bf]W\hi b [Yb"

þgVYgcbXYfY 'X]Y`K Yf_gh`hhYb 'XYf '@YVYbg\]`ZYž`b`XYbYb`Yhk U
' \$\$'6YgW\`ÀZh][hY`Ub`j]Yf`GhUbXcfhYb`]a '@UbX_fY]g`h`h]['g]bXž
ghUbXYb`]a 'A]hY`di b_h`XYg`6Ygi W\`g" '<]Yf`k]fX`j]Y`K Yfh`Ui ZX]Y
]bX]j]Xi Y`Yb`6YX0fZb]ggY`i bX`BY][i b [Yb`XYf`6YgW\`ÀZh][hYb

[Y`Y[h"8]YgY'gcn]U'j Yfg]WXYfhYb'5fVY]hgd`ÀhnY`hfU[Yb`XUni`VY]ž
XUgg`A YbgWXYb'a]h'6Y\]bXYfi b[`Y]bY'g]bbj c`Y'i bX`YfZØ`YbXY
HÀh][_Y]h`Z]bXYb`_ÒbbYb"5i W`X]Y'5i ZhfU[gUfVY]hYb`ZØf
I bhYfbY\`a Yb`XYf`F Y[]cb`nY][Ybž`k]Y[i h'a Ub`j cf`C fh`j YfbYhnh
]ghi bX`k]Y`k]W h][`X]Y`@VYbg\`]ZY`ZØf`X]Y`c`_U`Y`K]fhgW UZh]ghž
k]Y`XYf`K]YgYbhVchY`VYf]W hYh"

J]Y`ZÀ`h][Y`5fVY]hga Ò[`]W`_Y]hYb`i bX
I bhYfghØhni b[

≠`XYb`K Yf_gh`ÀhhYb`VYgi W`hYb`X]Y`HY]`bY\`a Yf`j YfgW]YXYbY
5VhY]i b[Yb`k]Y`X]Y`GW`fY]bYfY]ž<c`na`cbhU[Yž`A YhU`k Yf_ghUhh
gck]Y`X]Y`J YfdUW`i b[g!`i bX`?cbZY`_h]cb]Yfi b[gUVhY]i b["5`Y
k UfYb`VYY]bXfi W`_hj`cb`XYf`Yb[U[]YfhYb`5ha`cgd`ÀfY`i bX`XYa
d`cg]hj`Yb`Gd]f]hž`XYf`Xc`fh`\YffgW`h"8]Y`6YgW`ÀZh][hYb`\UVYb`b]W`h
bi`f`Ni [Ub[`ni`_]fYb`5fVY]hgd`ÀhnYbž`gcbXYfb`Ui W`ni`Gdcfh`i bX
6]Xi b[gUb[YVchYb`gck]Y`DZY[Y`Y]ghi b[Yb`i bX`h`YfUdYi h]gW`Yb
8]YbghYbž`k Ug`Y]b[`Ub`n`Y]h]W`Yg`I bhYfghØhni b[gbYh`nk Yf_
gW`UZh"

8]Y`K]W h][_Y]h`XYf`HY]`\UVY`Ua`5fVY]hg`YVYb`ZØf`A YbgWXYb'a]h
6Y\]bXYfi b[`k]fX`Ui W`j`cb`XYf`@VYbg\`]ZY`Vi bXYgk`Y]h`VYhcbh"
A YbgWXYbž`X]Y`Ui ZXYa`U`[Ya`Y]bYb`5fVY]hga Uf`_h`_Y]bY
6YgW`ÀZh][i b[`Z]bXYbž`\UVYb`5bgdfi W`Ui Zj`YfgW]YXYbY
@Y]ghi b[Ybž`X]Y`Y]bY`≠hY[fUh]cb`Yf`Y]W`hYfbž`Yf`_`Àfh`X]Y
@VYbg\`]ZY`Ui Z]\fYf`K`YVgY]hY`@VYbg\`]ZY"

≠b`_`i`g]cb`]a`5`hU[

9]bYb`k`Y]hYfYb`5gdY`_h`XYf`HY]`\UVY`ghY`h`XYf`9i`fcgW`ØggY`XUfž
XYf`XYb`Ni [Ub[`ni`VY\]bXYfhYb[YfYW`hYb`Hc]`YhhYb`]b`j`]Y`Yb
Yi`fcd`À]gW`Yb`@`AbXYfb`Yfa`Ò[`]W`h"8]YgY`Hc]`YhhYb`g]bX`c`Zh]b
ÒZYb`h]W`Yb`6YfY]W`Yb`k]Y`6U`b`ÀZYbž`9]b`_Ui`ZgnYbhfYb`i bX
F`YghUi`fUbhg`ni`Z]bXYb"8]Y`6YfYW`h][i b[`ni`a`9f`U`h`XYg
GW`ØggY`g`\UVYb`DYfgcbYb'a]h]j`YfgW]YXYbYb`A`Yf`_nY]W`Yb`]b
]\fYa`XYi`hgW`Yb`GW`k`YfVY\]bXYfhYbUi`gk`Y]gž`k`Ug`X]Y`≠`_`i`g]cb
]a`5`hU[`ZØfXYfhž`k]Y`X]Y`GhUXh`c`fW`\Y]a`XUfghY`h`c`fW`\Y]a`"

8Yf'6Ygi W\XYf'GD8!GYb]cfYb'jb'XYb'K Yf_ghÅhhYb'XYf
 @YVYbg\]ZY': cfW\Y]a '\Uh'b]W'h'bi f'j]Y'Y'dcg]hj] Y'9]bXfØW_Y
 \]bhYf'UggYbž'gcbXYfb'Ui W\ [YnY][hž'k]Y'k]W'h]['X]Y'5fVY]h'XYf
 @YVYbg\]ZY'ZØf'X]Y' ðhY [fUh]cb'i bX'i bhYfghØhni b['j cb'A YbgW\Yb
 a]h'6Y\]bXYfi b[']gh"A]h'Y]bYa '\Yfn`]W\Yb'8Ub_'Ub'<Yffb
 Gh]_Yf]W\ 'i bX'XYb'A]hUfVY]hYf.]bbYb'XYf'@YVYbg\]ZY
 j YfUVgW\]YXYhY'g]W\X]Y'; fi ddY'i bX'V`]W_hY'Ui ZY]bY' [Y'i b[YbY
 i bX'Y\ffY]W\Y'J YfUbghU'hi b['ni fØW_"

8YhU]`g	
C fh	: cfW\Y]a ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k]YgYbhVchY"XY • k k k "ZcfW\Y]a "XY • k k k "`YVYbg\]ZY"XY

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