

: `YW_j]Y\!Gh]Yf`A Y`cX]Y`gdfYb[h`U`Y
F Y_cfXY. `&&&"\$\$\$`9i fc`Yfn]Y`h°

⊕`GWk UbXcfZ`k i fXY`XYf: `YW_j]Y\!Gh]Yf
/ ei ch/A Y`cX]Y/ ei ch/ ZØf`fY_cfXj YfXÀW h][Y`&&&"\$\$\$`9i fc
j YfghY][Yfhž`XYf` \ ÒW ghY`DfY]g`U`Yf`NY]hYb"



GWk UbXcfZž`8Yi hgW`UbX`!`⊕`GWk UbXcfZ`g]bX`X]Y`DfY]gY`ZØf
: `YW_j]Y\!Gh]YfY`[YfUXYni`Xi fW`X]Y`8YW_Y`[Y[Ub[Yb``8Yf
⊕ b[Vi``Y`A Y`cX]Y`\Uh`VY]`Y]bYf`J YfghY][Yfi b[`X]Y`i b[`Ui V`]W X
Gi a a Y`j cb`&&&"\$\$\$`9i fc`Yfn]Y`hž`k Ug`]b`ni a`hYi YfghYb
: `YW_j]Y\!Gh]Yf`U`Yf`NY]hYb`a UW`h``8]Yg`VYf]W`hY`h`A Yf`i`f``8Ua]h
k i fXY`XYf`ZfØ`YfY`fY_cfX`j cb`&\$*"\$\$\$\$`9i fcž`XYf`]a`Y`hnhYb`⊕\f
]b`6UmfYi h\`Yfn]Y`h`k i fXYž`XYi`h`]W`ØVYfhfc`ZYb"

A Y`cX]Y`]gh`a]h`gY]bYb`Y`ZA cbUhYb`i bX`Y]bYa` ; Yk]W`hj cb`)' \$
?]`c[fUa a`VYfY]hg`k Y]h`cVYb`]a`?`i fg``8Yf`DfY]g`dfc`?]`c[fUa a
`]Y[h`gca]h`VY]`VYY]bXfi W_YbXYb`(`%-`9i fc``GY]b`NØW`hYfž: `cf]Ub
; Òmž`i bX`5bXfYUg`6Ø`a` \UVYb`VYfY]hg`a Y`fYfY`Gh]YfY`j Yf`Ui Zhž
i bX`Yg`gW`Y]b`hž`U`g`\`ÀhY`a Ub`VY]a`Ni`W`hj]Y`\a Uf`h`Y]b`[i hYg

<ÄbXWYb`VYk]YgYb"A]hA Y`cX]Yg< Yf_i bZh`Ubb`g]W`X]Y`Ni W h
Xi fWUi g`fØ\ a Yb.`GY]b` ; fc» j UhYfž`XYF`< cfb`cgVi ``Y`A cbcdc`mž
]gh`VY`Ubbh`ZØf`\c\Y`A]`W a Yb [Yb`i bX`Y]b`UhhfU`hj Yg`9i hYf]Yi f"

8]Y`]XYU`Y`Ni W hk U\`

7`Ya Ybg`Gd]Y[``j ca `F]bXYfni W hj YfVUbX`C VYfdZU`n`VYgW`fY]Vh
A Y`cX]Y`U`g` dYfZY`hYg` ; YgUa hdU`Yh`i bX`\YVh`\Yfj cfž`XUgg`XYf
Gh]Yf`_Y]bY`bY [Uh]j Yb`Ni W hk YfhY`Ui Zk Y]gh" 9f` []`h`U`g` [YY][bYh
ZØf`Y]bY`VfY]hY`5bdUUfi b [`i bX`Vf]b [h`J cfhY]`Y`k]Y` [i hY
9i hYfei U`]h`Ä`h`i bX`Y]bZUW`Y ; YVi fhYb`VY]`gY]bYb`BUW`_ca` a Yb
a]h`g]W`"8]Yg`a UW`h`g]W`Ui W`]b`XYf`Ni W`h`Ui gnU\`Ybž`XYbb
A Y`cX]Yg`BUW`_ca` a Yb`nY]W`bYb`g]W`Xi fW`ghUf`_Y
9i hYf [Ygi bX`Y]h`i bX`Y]bY`Ub [Y`B`i hni b [gXUi Yf`Ui g`"9]b
k Y]hYfYf`D`i gdi b`h`]ghž`XUgg`Yf`b]W`h`Yb [`a]h`UbXYfYb [`Äb [] [Yb
@]b]Yb`j Yfk UbXh`]ghž`gcXUgg``ñni W`hj Yfa]YXYb`k YfXYb`_Ubb"
@Ui h`6F`k]fX`VYfY]hg`j cfVYghY``hYg`GdYfa U`j cb`A Y`cX]Y`ni a
DfY]g`j cb`&, `9i fc`dfc`Dcfh]cb`Ub [YVchYb"

8Yf`6YgUa`i b [gj YfY]b`BYi ghUXh`U`X`"5]gW`ž`XYf`A Y`cX]Y
YfghY][Yfh`\Uhž`\Äggh`_Y]bY ; Y`Y [Yb`Y]h`Ui gž`gY]b`9b [U [Ya Ybh`ZØf
X]Y`Ni W`h`ni `VY`f`Ä`Zh][Yb`" ð`X]YgYa` `X\`f`\UVYb`g]Y`VYfY]hg`- %
6i ``Yb`j YfghY][Yfhž`XUj cb`Yhk U`X]Y`< Ä`ZhY`\cfb`cg`" ð` `]`gc``
A Y`cX]Y`]b`E`i UfUbh`Ä`b`Y`ghY`\Ybž`VYj cf`gY]b`YfghYg`GdYfa U`ja
5i [i ghj Yf`_Ui Zh`k]fX`"9fZU`fYbY`6i ``Yb`_ÖbbYb`V]g`ni`%) \$ \$
Dcfh]cbYb`GdYfa U`dfc`K`cW`Y`]YZYfbž`i bX`A Y`cX]Y`\Uh`XUg
DchYbn]U`ž`]b`XYf`Ni`_i bZh`V]g`ni`%"\$\$\$`?]`c [fUa`a`ni`YffY]W`Yb"

9]b`6`]W`_`Ui Z`X]Y`F`Y`_`cfXY

ð`XYb`Y`h`h`Yb` `X\`fYb`\UVYb`VUmYf]gW`Y : `YW`_j]Y\Vi ``Yb
cbh]bi]Yf`]W`F`Y``cfXdfY]gY`Yfn]Y`h`Gc`k`i`fXY`&`\$`&`XYf`6i` ``Y
K`Y`h`b`Vi`f [`ZØf`ØVYf`%`\$`\$`\$`\$`9i`fc`j`YfghY][Yfhž`&`\$`%-`VfUW`hY
K`Y]hV`]W`_%)`%`\$`\$`\$`9i`fc`i`bX`&`\$`&`Yfn]Y`hY`K`i`bX`Uk`Yf`_`%`" "\$`\$`\$`
9i`fc`"8`Ug`ghY][YbXY` ð`hYfYggY`Ub`X]YgYf`F`UggY`nY][h`g]W`b]W`h
bi`f`]b`XYb`DfY]gghY][Yfi`b [Ybž`gcbXYfb`Ui`W`]b`XYb`i`a`ZUggYbXYb
5i`ZnY]W`bi`b [Yb`i`bX`Ni`W`hk`YfhgW`Ä`hni`b [Ybž`X]Y`j`cb`XYf`
Ni W hk Yfhd fØZghY`Y`6UmYfb`fY [Y`a`Ä`] [`YfZc` [Yb"

A Y`cX]Y`k]fX`a]h`G]W\Yf\Y]h`X]Y`<YfnYb`XYf`NØW`hYf`\Ø\Yf
gW\`U[Yb``UggYb`i bX`Y]bYb`VYXYi hYbXYb`6Y]hfU[`ni f
: `YW`j]Y\`ni W`h`b`6UmYfb`Y]ghYb``8]Y`Ni W`hk YfhY`k YfXYb
cbh]bi]Yf`]W`ØVYfk UW`h`i bX`[YVYb`XYb`NØW`hYfb``UfY
5b\U`hgdi b_hYž`i a` [Yn]Y`h`ni `nØW`hYb``A]h`XYa` `HfYbX`ni
<cfb`cgVi ``Yb`V`Y]Vh`UVni k UfhYbž`k Y`W`Y`F`Y`_cfXY`A Y`cX]Y`bcW
VfYW`Yb`_ØbbhY"

8YhU]`g	
C fh	GW`k UbXcfZ`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "Vf"XY • k k k "`Z"VUmYfb"XY

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