

9XXm'9X][]b. '8Yf'bYi Y'7YbhYf'XYf
K ØfnVi f['6Ug_Yhg'VY[Y]ghYfh' [`Y]Wk °

9XXm'9X][]bž'bYi Yf'7YbhYf'XYf'K ØfnVi f['6Ug_Yhgž'k]`g]Wk
bUW'gY]bYa 'K YW'gY`Ui g'7\Ya b]hn'cdh]a U'
k Y]hYfYbhk]W_Y`b"



K ØfnVi f[ž'8Yi hgW`UbX`!`K Ug`hi`h`g]Wk`VY]`XYb`K ØfnVi f[
6Ug_Yhg3'; i hY`B UW'f]Wk`hYb` []Vh`Yg`ZØf`X]Y': Ubg`XYg`6Ug_YhVU`gž
XYbb`XYf'bYi Y'7YbhYf'9XXm'9X][]b`\Uh`XYb`K Y[`Ui`g`K Y]ggYbZY`g
ni`XYb`K ØfnVi f['6Ug_Yhg [YZi`bXYb`"8Yf`B][Yf]UbYfž`XYf`]b
FY[YbgVi f[`Ui`Zk`i`W'gž` [UV`gY]bY`6Yk`YfVi`b[gi`bhYf`U[Yb`VYfY]hg
Ua` - "A`Åfn`&\$&)`dYfgØb`]Wk`VY]`<YUXWt`UWk`GUgU':]]dcj`g_]`UV"
GW'cb`]b`gY]bYa`YfghYb`Gd]Y`ZØf`XYb`GMB`H5`B`⇒G`A`67`nY][hY
9X][]bž'k Ug`]b`]a`ghYW`h`A`]h`%, `Di`b`hYb`_`cbbhY`Yf` [Y[Yb`X]Y
: #C`bY`K ØfnVi f['6Ug_Yhg`di`b`hYb`i`bX`Yfn]Y`hY`XUa`]hY]bY
dYfgØb`]Wk`Y`6YghY]ghi`b` []b`XYf`YUgm7`fYX]h`66`@"

9X][]b`Vf]b[h`b]Wk`h`bi`f`HU`Ybh`a`]hž`gcbXYfb`Ui`Wk`Y]bY
VYY]bXfi`W_YbXY`9fZU\fi`b["9f`k`i`fXY`VY]a` : 7`6UmYfb`A`ØbWk`Yb

ni a 'DfcZ]Ui g[YV]`XYhi bX`ZY]YfhY`gY]bY`DfYa]YfY`]b`XYf
6Ug_YhVU`!6i bXYg`][U`]a `C_hcVYf`&\$%+`a]h`XYb`6Ua VYf[
6Ug_Yhg"8UfØVYf`\\bUi g`gUa a Y`hY`Yf`]bhYfbUh]cbU`Y`9fZU`fi b[
]b`XYf`9i fc@YU[i Yžk c`Yf`ZØf`YbYfVU`W`ghUbVi ``Ui ZXYa `: Y`X
ghUbX" `b g[YgUa h`\\Uh`Yf`VYfY]hg`%)) `66@Gd]Y`Y`UVgc`j]Yfhž`i bX
gY]bY`V]g`Yf][Yb`ghUh]gW`Yb`9fZc`[Y`k`Y]gYb`]`b`U`g`Y]bYb`Gd]Y`Yf
Ui gžXYf`i bhYf`8fi W`_dYfZcfa Yb`_Ubb"

9]b`k`]W`h][Yf`B`Yi`ni` [Ub`[

9XXm`9X][]b`k`i`fXY`bUW`XYa`j`Yf`Yhni`b[`gVYX]b[`hYb`5i`gZU``j`cb
A`Ufh]b`6fYi`b][`j`YfdZ]W`hYh`6fYi`b][`a`i`gghY`X]Y`GU]gcb`Ui`Z[`fi`bX
Y]bYf`:]b[`Yfj`Yf`Yhni`b[`j`cfnY]h][`VYYbXYbžk`Ug`9X][`]b`ni`Y]bYa
k`Yfhj`c``Yb`9fgUhn`a`UW`hY``8Yf`GdcfhX]fY`_hcf`XYf`6Ug_Yhgž
?fYg]a`]f`@cbWUfž`Ài`»`YfhY`g]W`ni`j`Yfg]W`h]W`ØVYf`X]Y
J`YfdZ]W`hi`b[`.`9XXm`\\Uh`gck`c`\\`X]Y`f]W`h][`Y`9fZU`fi`b[`U`g`Ui`W`
X]Y`bch`k`YbX][`Y`9]bgUhnVYfY]hgW`UZh`a`]h[`YVfUW`h``9X][`]b`gY`Vgh
g]Y`\\h]b`K`ØfnVi`f[`XYb`cdh]a`U`Yb`GhUbXcfhž`i`a`g]W`
k`Y]hYfni`Ybhk`]W`Y`b`i`bX`X]Y`[`Ya`Y]bgUa`Yb`N]Y`Y`XYg`HYUa`g`ni
YffY]W`Yb"

`b`XYb`YhnhYb`j`\\fYb`gd]Y`hY`9X][`]b`ZØf`j`YfgW`]YXYbY`HYUa`g`]b
XYf`YUgm7fYX]h`66@ž`XUfi`bhYf`Ui`W`X]Y`J`Yc`]U`Hck`Yfg`<`Ua`Vi`f[
i`bX`A`<`D`F`9G9B`@`Xk`][`gVi`f[```b`gY]bYf`YfZc`[`fY]W`ghYb`GU]gcb
&\$&`#&(`Yfn]Y`hY`Yf`Xi`fW`gW`b]h]W``,`ž%`Di`b`_hY`i`bX`)`ž+
F`YVci`bXg`dfc`Gd]Y``8Ug``Àggh`Ui`Z`cfW`Yb`i`bX`nY][`hž`XUgg`Yf`XUg
DchYbh]U`\\Uhž]b`K`ØfnVi`f[`bcW`gh`f`_Yf`UVni`gW`Y]Y`Yb``A`]h
Y]bYa`j`YfhfU[`V]g`9bXY`XYf`GU]gcb`&\$&(`#&)`k`]fX`X]Y
Ni`gUa`a`YbUfVY]h`a`]h`XYb`6Ug_Yhg`g]W`Yf`gdUbbYbX"

GhUh]gh]_`i`bX`@Y]ghi`b`[

GY]bY`Dcg]h]cb`U`g`7YbhYf`Vf]b[`hYg`a`]h]g]W`ž`XUgg`9X][`]b`j`cf
U`Ya`]b`F`YVci`bX]b[`i`bX`J`YfhY]X][`i`b[`[`YZcfXYfh`k`]fX"
6Ug_YhVU`ghUh]gh]_Yb`g]bX`\\]Yf`VYgcbXYfg`Ui`ggU[`Y`f`ÀZh][`ž`i`bX`]b
XYf`66@k`YfXYb`k`]W`h][`Y`9fY][`b]ggY`k`]Y`K`i`fž`Yfgi`W`Yž
HfYZZYfnU`\\Yb`i`bX`6U`j`Yf`i`ghY`Yi`U`_h`ZYgh[`Y`U`hYb```b`XYb`YhnhYb
Gd]Y`Yb`]YZYfhY`9X][`]b`ghUf`_Y`@Y]ghi`b[`Yb`UVž`Ui`W`k`Yb`b`X]Y

; YgUa hghUh]gh]_bcW`DchYbn]U`nY][h" `b`XYf`GU]gcb`&\$&' #&\$&(
`Y[hY`Yf`]b`%+`Gd]Y`Yb`ZØf`7\Ya`b]hn`, ž-`Di`b_hY`i`bX`*`FYVci`bXg
dfc`&\$`A`]bi`hYb`Ui`Zž`k`Ug`VYfY]hg`j`]Y`j`YfgdfYWX`YbX`]gh"@Ui`h
U_hi`Y`Yb`66@8`UhYb`k`]fX`Xi`fWX`gWX`b]hh`]WX`+'`DcggYgg]cbg`dfc
Gd]Y`Y`[`Ygd]Y`hž`i`bX`X]Y`:`Ä\][`_Y]hž`]b`X]YgYb`D\UgYb`ni`Vf`]YfYbž
k`]fX`Yb`hgWX`Y]XYbX`gY]bž`i`a`XUg`BYh`F`Uh]b[`XYf`6Ug_Yhg`ni
\YVYb"

9XXm`9X][`]b`gWX`Y]bh`U`gc`Y]b`;`ØW_g[`f]Z`ZØf`X]Y`K`ØfnVi`f[
6Ug_Yhg`ni`gY]b"A`]h`\UfhYf`5fVY]hi`bX`j`]Y`9b[`U[`Ya`Ybh`k`]fX`Yf
\c`ZYbh`]WX`XUni`VY]hfU[`Ybž`XUg`HYUa``]b`X]YgYf`GU]gcb`k`Y]hYf
bUWX`j`cfbY`ni`Vf]b[`Yb"8]Y`:`Ubg`_ØbbYb`g]WX`Ui`Z`gdUbbYbXY
Gd]Y`Y`ZfYi`Yb`

8YhU]`g	
C`fh	K`ØfnVi`f[`ž`8Yi`hgWX`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"gc`j`Yf!k`i`YfnVi`f[`"XY • gmb`hU]b]Wg!a`VWXY • VUg_YhVU``"XY

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