

DfY]gY`ghY][Yb.`=bZ`Uh]cb`]b`8Yi hgW\`UbX V`Y]Vh`ØVYf`nk Y]`Dfc nYbh`

K]YgVUXYb`]bZcfa]Yfh`ØVYf`X]Y`U_hi Y`Y`=bZ`Uh]cbg`U[Y`]b
8Yi hgW\`UbX.`DfY]gY`ghY][Yb`a`cXYfUhž`9bYf[]Y`g]b`hž
Dfc[bcgYb`]a`:`c`_i`g"



K]YgVUXYbž`8Yi hgW\`UbX`!`GhY][YbXY`DfY]gY`g]bX`c`ZYbVUf`XYf
bYi Y`5`hU[`ZØf`j]Y`Y`8Yi hgW\`Y`"@Ui`h`U_hi Y`Y`b`NU\`Yb`XYg
GhU]gh]gW\`Yb`6i bXYgUa`hYg`U[`X]Y`=bZ`Uh]cbgfUhY`]a`A`U]`&\$&` `VY]
VYY]bXfi`W`YbXYb`&ž`%`Dfc nYbh`]a`J`Yf[`Y]W\`ni`a`J`cf`U\`f`8`UVY]
]gh`XYf`=bZ`Uh]cbgXfi`W`ni`Y`nh`gc[`Uf`Y]W\`h`[`Ygi`b`_Ybž`XU`X]Y
9bYf[]YdfY]gY`fØW`_`Äi`Z[`g]bX`"8`]YgY`G]hi`Uh]cb`V`Y]Vh`gdUbbYbXž
XYbb`]a`5`df`]'&\$&` `k`UfYb`X]Y`9bYf[]YdfY]gY`[Y[YbØVYf`XYa
J`cf`U\`f`bcW`i`a` `) ž(`Dfc nYbh[Ygh]Y[Ybž]a`A`U]`Y`XcW`i`a` `(ž`
Dfc nYbh[Øbgh][Yf`U`g`]a`J`cf`U\`f`8`]YgY`9bhk`]W`i`b[`U`h`X]Y
HYi`Yfi`b[`a`Yf`_]W\`i[YXÄa`džž`k`]Y`ØG`W\`k`ÄV]gW\`YQVYf]W\`hYh"

5`YfX]b[`g`]gh`XYf`DfY]ghfYbX`VY]`8`]Ybgh`Y]ghi`b[Yb`k`Y]hYf\`]b
ghY][YbX`"=a`A`U]`&\$&` `gh]Y[Yb`X]Y`DfY]gY`ZØf`8`]Ybgh`Y]ghi`b[Yb

i a 'gUhhY' ' ž('DfcnYbh''6YgcbXYfg'VYhfcZZYb'k UfYb
6YZ0fXYfi b[gX]YbghY]ghi b[Yb'a]h'Y]bYa '5bgh]Y['j cb '%%ž(
DfcnYbh'i bX'J Yfg]WXYfi b[Ybž'X]Y' i a ' - ž('DfcnYbh'hYi fYf'k i fXYb"
5i W\X]Y'DfY]gY'Z0f'B U\fi b[ga]hhY''Y» Yb'b]W'h'bUW\.' <]Yf'[UV
Yg'Y]bYb'5bgh]Y['j cb '&ž 'DfcnYbhž'k cVY]'6i hhYf'i bX'GWc_c'UXY
a]h'ž '%+ž*' i bX'ž &\$ž&'DfcnYbh'ni 'XYb'[f0» hYb'J Yf']YfYfb'nÀ\`Yb"
5i ZXYf'UbXYfYb'GY]hY'gUb_Yb'YXcW'X]Y'Ni W_YfdY]gY' i a '&+ž)
DfcnYbh'i bX'C`j] Yb0`i a ' %+ž&'DfcnYbhž'k Ug'X]Y'G]hi Uh]cb'Yhk Ug
Ui ZcW_Yfh"

DfY]gYb hk]W_`i b['Ui Z`Y]bYb'6`]W_

DfY]g_UhY[cf]Y	YbXYfi b[
J YfVfUi WXYfdY]gY']bg[YgUa h	ž &ž% 'fA U]'&\$&' 'j g" 'A U]'&\$&&Ł
9bYf[]YdfY]gY	!(ž* i 'fA U]'&\$&' 'j g" 'A U]'&\$&&Ł
8]Ybgh'Y]ghi b[Yb	ž ' ž(i
B U\fi b[ga]hhY`	ž &ž i
6i hhYf	ž %+ž* i
Ni W_Yf	!&+ž) i

8]Y'? Yfb]bZUh]cbž'X]Y'c\ bY'9bYf[]Y' i bX'BU\fi b[ga]hhY`
[YfYW bYh'k]fXž`Y[h'VY]'&ž 'DfcnYbh''8]Yg'[]Vh'Y]bYb'<]bk Y]g
XUfUi žž'XUgg'X]Y'GhUV]'hÀh'XYf'DfY]gY'k Y]hYf\]b'Y]b'k]W'h][Yg
H\Ya U']gh''8]Y'Dfc[bcgYb'XYi hYb'XUfUi Z'\]bž'XUgg'X]Y
≠ZUh]cbgfUHY']b'8Yi hgW'UbX'VY]'&ž%DfcnYbh'Z0f'&\$&)' i bX'&ž\$
DfcnYbh'Z0f'&\$&*'`Y[Yb'k]fX''8]Y'6i bXYgVUb_'[Y\h'Z0f'&\$&' 'j cb
Y]bYf'≠ZUh]cb'j cb'&ž&'DfcnYbh'Ui gž'X]Y'V]g'&\$&*'Ui Z'ž) 'DfcnYbh
g]b_Yb'_0bbhY''5i W'X]Y'? YfbfUHY'gc''UV'&\$&*'VY]'Yhk U'&
DfcnYbh'ghUV]'V'Y]VYbž'gc'X]Y'9]bgW'Àhni b[Yb'Ui Z'XYf
OHU[YggW'Ui !GY]hYŒ

8 cW'X]Y'9bhk]W_`i b[Yb'g]bX'b]W'h'bi f`c_U`ni 'VYhfUW'hYb"
GhUh]gh]gW'Y'NU\`Yb'nY][Ybž'XUgg'X]Y'≠\fYg]bZUh]cbgfUHY']a
8 YnYa VYf'&\$&' 'XYi h]W'Ubgh]Y[ži bX'Ui W'XYf'Xi fW'gW'b]h]W'X
DfY]g'Z0f'B U\fi b[ga]hhY`]a '[YgUa hYb'≠\f'&\$&' i a '%&ž(
DfcnYbh'ni 'Y[hY''9bYf[]YdfcXi _hY''Y[hYb']a '≠\fYgXi fW'gW'b]h
i a ') ž 'DfcnYbh'ni ž'X]Y'<Ui g\U'hgYbYf[]Y'gc[Uf'i a '%('DfcnYbh'
8]Y'DfY]gY'Z0f'<Y]n0`gUb_Yb']bXYg'XfUa Uh]gW' i a '&&ž&'DfcnYbhž

k Ug`Z0f`j]Y`Y`<Ui g\U`hY`Y]bY`9f`Y]W\hYfi b[`XUf[YghY``h`U`h"8Yf
 >U\ fYgXi fW\gW\ b]h`XYf` bZUh]cbgfUhY`U[`ghUV]`VY)` ž- `dfcnYbž
 k]Y`XUg`GhUh]gh]gW\Y`6i bXYgUa hQVYf]W\hYh"

Ni gUa a YbZUggYbX`Āggh`g]W\`ZYgh\U`hYbž`XUgg`X]Y
 DfY]gYb`hk]W`i b[`]b`8Yi hgW\`UbX`j cb`Y]bYa` `_ca`d`YI Yb
 Ni gUa a Ybgd]Y`Ui g`ghY][YbXYb`i bX`g]b`_YbXYb`DfY]gYb`[YdfĀ[h
]gh"K Ā\ fYbX`X]Y`9bYf[]YdfY]gY`Yhk Ug`8fi W`Ui g`XYa` `?YggY`
 bY\ a Ybž`V`Y]Vh`X]Y` : fU[Yž`k]Y`g]W\`X]Y`DfY]gY`Z0f`
 8]Ybgh`Y]ghi b[Yb`i bX`BU\fi b[ga`]hY`Yb`hk]W`Y`b`k YfXYb`
 ^ _cbca Yb`[YVYb`Ubž`XUgg`k]f`b`bU\Yf`Ni`_i bZh`a`]h`ghUV]`Yb
 DfY]gYb`fYW\ bYb`_0bbYbž`k Ug`Z0f`X]Y`J YfVfUi W\Yf`Y]bY`dcg]hj` Y
 5i gg]W\h`XUfghY``h"

8YhU]`g	
C fh	K]YgVUXYbž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gW\ k UYV]gW\ Y"XY • k k k "hU[YggW\ Ui "XY • k k k "XYghUh]g"XY

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