

A ÒbWYb[`UXVUW `ZY]Yfh' `C`Å!DUfhm &\$&) `Vf]b[h`A U``cfWU!:`U]f°

5a `)'"'&]'&\$&) `Z]bXYh`X]Y`C`Å!DUfhm]b`6i hnVUW `ghUhhž`a]h
&*`?ØbghYfb`i bX`i bj Yf[Ygg`]WYb`9f`YVb]ggYb`"H]W_Yhg`i bX
`bZcg`cb`]bY"



GW `cggd`Uhn`6i hnVUW ž')) %\$`6i hnVUW ž`8Yi hgW `UbX`!
l fgdfØb[`]W `]b`XYf`GcbbY`A U``cfWUg[YVcfYbž`UVYf`"Åb[gh]b
8Yi hgW `UbX`ni a `i`hi fY`Yb`<][\`][\`h`Uj UbW]Yfh' `X]Y`C`Å!DUfhm!
Hci f`]gh`&\$&) `Ui W `k]YXYf`Ui ZXYb`6Ø`bYb`XYg`@UbXYg`j YfhfYhYb`
5a `*"'&]'&\$&) `k]fX`X]Y`[fØ» hY`A U``cfWU!DUfhm!Hci f`XYf`K Y`h]b
A ÒbWYb[`UXVUW `]a `GdUf_UggYbdUf_`<U`h`a UWYb`"Dfc`Y`_h`Y]hYf
Gj Yb`@ W_bYf`\Uh`ZØf`X]YgY`J YfUbghU`hi b[`j]Y`@cV`ZØf`X]Y
DUfhbYfž`8]YbghY]ghYf`i bX`?ØbghYfž`X]Y`]a `j Yf[Ub[YbYb`&]\f
a U» [YV`]W `ni a `9fZc`[`XYf`Hci f`VY][YhfU[Yb`\UVYbž`ØVf]["
8Ua U`g`ZY]Yfh`X]Y`Hci f`a]h`%- "\$\$\$`6Ygi WYfb`i bX`&(
?ØbghYfb`Y]b`ØVYfUi g[`Y`i b[YbYg`&V]`Åi a "

8]Y`C`Å!DUfhm!Hci f`Z]bXYh`&\$&) `VYfY]hg`ni a `%- "`A U`ghUhh`i bX

k]fX`]b`Y`Z`Gh`XhYb`Z0f`Gh]a a i b[`gcf[Ybž[YbUi `Ua `) " `ž `]`g]bX
b]W`h`bi`f`A`Òb`W`Yb[`UXVUW`ž`gcb`XYfb`Ui`W`'6i`hnVUW`'Ui`Z`XYa
Dfc[fUa a " `BYVYb`'XYb`'VY`]YVhYb`'Ghcddg`]b`j`YfhfUi`hYb`'Gh`XhYb
k i`fXYb`'Ui`W`'bYi`Y`'C`fhY`]b`'X]Y`'Hci`f`]bhY[f]Yfhž`k`Ug`'Ui`Z`[`fc`»`Y
J`cfZfYi`XY`gck`c`'VY`]`XYb`':`Ubg`'U`g`'Ui`W`'VY`]`XYb`'J`YfUbg`hU`hYfb
gh`Ò`»`h`'8]Y`'Hci`f`'n]Y`'h`X]Y`'DUfhm[`ÀghY`'ØVYfU`'']b`]`fYb`'6Ubb"

9]b`i`bj`Yf[Ygg`]W`Yg`9f`YVb]g`Z0f`U`Y`

»`X]YgYa `»\`f`d`f`ÀgYbh]Yfh`XYf`J`YfUbg`hU`hYf`'A`]W`UY`'<`][`Yfg`Y]bYb
bYi`Yb`'BUa`Ybggdc`bgcf.`J`YhYfUbc`j`cb`'C`gVc`fbY`"8]Y
Ni`gUa`a`YbUfVY]h`n]Y`'h`XUfUi`Z`UVž`i`bj`Yf[Ygg`]W`Y`'A`ca`YbhY`'Z0f
X]Y`'C`'À!DUfhm!; `ÀghY`'ni`'i`[`YbYf]YfYb`"':`Øf`i`bg`ghY`'Yb
@YVYbgZfYi`XY`i`bX`'E`i`U`]h`Àh`]a`'A`]hY`'di`b`_`h`ž`VYhc`bh`<`][`Yfg`i`bX
Vf]b[`h`XUa`]h`X]Y`'D`]\`c`g`cd`]\`Y`j`cb`'J`YhYfUbc`i`bX`'XYf`'C`'À!DUfhm`'Ui`Z
XYb`'Di`b`_`h`'8Yf`'C`gVc`fbY`'Gh]Yfž`Y]b`]`_`cb]gW`Yg`'K`U`fnY]W`Yb
GdUb]Ybgž`gma`Vc`]g]Yfh`X]Y`'A`Uf`_`Ybk`YfhY`'XYg`i`bhYfbY`'\`a`Ybg`i`bX
k`]fX`'Ui`W`'HY`]`'XYf`':`Y]YfhU[`Y`'gY]b"

8Yf`Gdc`bgcfYbk`YW`gY`'nY][`hž`XUgg`g]W`'X]Y`'C`'À!DUfhm`'gh`ÀbX][
k`Y]hYfYb`hk`]W`_`Y`h`"J`YhYfUbc`ž`Y]b`'\`c`W`ei`U`]hUh]j`Yg`Dfc`Xi`_`h`Y]bYg
UbXU`i`g]gW`Yb`':`Ua`]`]Ybi`bhYfbY`'\`a`Ybgž`k`]fX`'gY]bYb`'HY`]`'XUni
VY]hfU[`Ybž`X]Y`'Gh]a`a`i`b[`'Ui`Z`XYb`'DUfhmg`'k`Y]hYf`'ni`'\`YVYb`"
Gi`gUbbY`'F`cg]bž`8]fYW`hc`f`'A`Uf`_`Yh]b[`/`'6i`g]bYgg`8Yj`Y`c`da`Ybh`VY]
C`gVc`fbY`ž`g]Y`'\`h`X]Y`gY`'DUfhbYfgW`UZh`U`g`Y]bY`'bU`h`Øf`]W`Y
9bhk`]W`_`i`b[`ž`X]Y`'XYb`';`ÀghYb`'Y]b`[`Ub`n`VYgcb`XYfYg`9f`YVb]g
Yfa`Ò[`]W`Yb`'k`]fX"

8]Y`?`Øbgh`Yf`Ui`Z`XYf`6Ø`bY`

K`Ug`'k`ÀfY`Y]bY`'C`'À!DUfhm`i`c`bY`'X]Y`'f]W`h][`Yb`'?`ØbghYf3`&\$&)
k`YfXYb`]bg[`YgUa`h`&`*`'A`i`g]_`Yf`'Ui`Z`XYf`'6Ø`bY`'ghY`'\`Ybž`XUfi`bhYf
BUa`Ybž`X]Y`]a`'DUfhmgW`'U[`Yf`'\`c`W`]a`'?'i`fg`ghY`'\`Yb.`'6f]b[`gž
HcVYYž`»Øf[`'6Ui`gW`'i`bX`'XYf`'bYi`Y`'<`]h`a`UW`Yf`'A`UfW9[`[`Yfg`"
?`'Ugg]_`Yf`'k`]Y`'A`]U`'ž`'U`i`bX`'A`]W`_`Y`'?`fUi`gY`'XØfZYb`'VYVbZU`'g`b]W`h
ZY`'\`Yb`"8]Y`'J`]Y`'ZU`'h`XYf`'?`ØbghYf`'gcf[`h`XU`Z0fž`XUgg`Z0f`'Y`XYb
;`YgW`a`UW`_`Y`hk`Ug`'XUVY`]`]gh`"8]Y`'@]ghY`'XYf`'?`ØbghYf`'_`Ub`b`'g]W`
gY`'\`Yb`'UggYb`'i`bX`[`UfUbh]Yfh`Y]bY`'hc`''Y`'Gh]a`a`i`b[`"

8 Ug`Di V`_]_i a `Yfk UfhYh`Y]b`Ui ZfY[YbXYg`@]bY!! dż`XUg`]b`gY]bYf
 6UbXVfY]hY`gY]bYg[`Y]WXYb`gi W`h`8]Y`[YbUi Yb`bZcfa Uh]cbYbž
 @]bY`i dg`i bX`H]W_Yhg`g]bX`ØVYf`X]Y`cZZ]n]Y``Y`K YVg]hY`
 c`YdUfhm`XY`UVfi ZVUf``8Ua]h`gc``hY`XYf`D`Ub`ZØf`Y]bYb
 i bj Yf[Ygg`]WXYb`Gca a Yf`&\$&) `ghY`Yb` `cV`a]h`i fYi bXYb`]a
 DUF`_cXYf`U`g`HY]`XYg`[fc»Yb`; UbnYb`VY]`Y]bYa `XYf`j]Y`Yb
 ?cbnYfhY"

8]Y`C`Å!DUfhm]F Y]`Y`&\$&) `k]fX`g]W`k]Y`Zc`[h`[YghU`hYb.

8Uhi a

GhUXh

&- ``A U]`&\$&)	< Ubbcj Yf
% `` `b]`&\$&)	6][[YgYY
) `` ` `]`&\$&)	A ØbWXYb[`UXVUW
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%&`` ` `]`&\$&)	A ØbghYf
&``5i [i gh`&\$&)	8cfha i bX
- ``5i [i gh`&\$&)	6fYa Yb
&' ``5i [i gh`&\$&)	; Y`XYfb
&- ``5i [i gh`&\$&)	< Ya Yf
' \$``5i [i gh`&\$&)	5i f]W
*``GYdhYa VYf`&\$&)	: Yffc dc`]g
%%``C`_hcVYf`&\$&)	5i Z`GW`U`_Y

8]Y`C`Å!DUfhm] Yfgdf]W`h`Ui W` `Yi Yf`k]YXYf`Y]b`j c``Yf`9fZc`[`ni
 k YfXYb``K Yf`g]W`X]YgYg`9j Ybh`b]W`h`Ybh[Y`Yb`UggYb`a ØW`hYž
 gc``hY`g]W`ZfØ`nY]h][`i a `H]W_Yhg`VYa Ø`Yb``GY]Yb`G]Y`VYfY]h`ZØf
 Y]b`i bj Yf[Ygg`]WXYg`9f`YVb]g`a]hYb`]a `Gca a Yf`

8YhU]`g

C fh	GW`cggd`Uhn`6i hnVUW`ž')) %\$`6i hnVUW`ž 8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • gdUf`_UggYbdUf`_XY • gW`U[YfnY]`Y`XY • k k k ``_i Ybgh`Yfg`ck `XY

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