

GJ %- &\$ '9W\ nY``. 'BYi Y' =a di `gY'i bX
9\fi b[Yb 'VY]'XYf' < Ui dhj YfgUa a `i b[°

GJ %- &\$ '9W\ nY``dfÄgYbh]Yfh'bYi Y' =a di `gY'i bX '9\fi b[Yb
VY]'XYf' †\fYg\Ui dhj YfgUa a `i b['Ua ' &&" † b]'&\$&) "'9]b
F ØW_V`]W_`Ui Z'9fZc`[Y'i bX'8][]hU`]g]Yfi b["



9W\ nY``ž'8Yi hgW\ `UbX'!'8]Y' †\fYg\Ui dhj YfgUa a `i b['XYg'GJ
%- &\$ '9W\ nY``Y"J "A]hY' † b]'k Uf'b]W\h'bi f'Y]b' F ØW_V`]W_`Ui Z'XUg
j Yf[Ub[YbY'J YfY]bg'U\ fž'gcbXYfb'Ui W\ 'Y]b'k]W\h][Yf'GW\ f]h]b
X]Y'Ni _i bZh'XYg'J YfY]bg"'5a ' &&" † b]'&\$&) 'ghfÒa hYb'X]Y
A]h[`]YXYf']bg'F Y[]Y[YVÄi XY'Ua 'Gdcfhd`Uhnž'i a `ØVYf'X]Y'Ni _i bZh
i bX'XYfYb'; YghU'hi b['ni 'X]g_i h]YfYb"'8]Y' HU[YgcfXbi b['k Uf
fY]W\ '[YZØ`h'a]h'J c fghUbXgk U\ `Ybž'6Yf]W\hYb'XYf'5VhY]'i b[Yb
i bX'k]W\h][Yb'6YgW\`ØggYb"'6YgcbXYfYg'5i [Yba Yf_[U`h'XYb
9\fi b[Ybž'X]Y'X]Y'J YfX]YbghY``Ub['Ä\ f][Yf'A]h[`]YXYf'k ØfX][hYb"

B UW\ `ØVYf'&\$' †\fYb'ja '5a hj YfUVgW\]YXYhY'g]W\ '? Uf]b' F ccg'U'g
† [YbX'Y]hYf]b"'i bhYf']\fYf'@Y]hi b[` \Uh'g]W\ 'XYf' † [YbXVYfY]W\
XYg'J YfY]bg'ghUf_`Yb'k]W_`Y'hi bX'i a ZUggh'Y][YbghÄbX][Y

A UbbgWUZhYb'j cb'XYf'; !'V]g'ni f'8!> [YbX"'>af'9b[U[Ya Ybh
k i fXY'a]h'XYf'9\fybbUXY''b'6fcbnY'XYg'@JbXYggdcfhVi bXYg
<YggYb'\cbcfc]Yfh''F ccg'f]YZ'ni XYa 'XUni 'Ui Z'XYb'J YfY]b'VY]'XYf
HfU]bYf!'i bX'6YhfYi YfZ]bXi b['ni 'i bhYfgh0hnYbž'XYbb'\]Yf''Y[h'Y]b
[fc>Yg'DchYbn]U'Z0f'X]Y _0bZh][Y'9bhk]W' i b[ž'k]Y'

K YhhYfUi "bYk g'VYf]W'hYhY"

9\fi b[Yb'i bX'BYi k U\`Yb

8 Ug'`YmhY'J YfY]bg'U\`k Uf'[YdfÅ[h'j cb'Y]bYa 'F 0W_V`]W'Ui Z
ghY][YbXY'A]h[`]YXYfnU\`Yb'i bX'XYf'>bhY[fUh]cb'† b[Yf'HU'YbhY']b
XYb'GYb]cfYbVYfY]W' "6YgcbXYfg'YfZfYi `]W'. '8]Y'YfghY'A UbbgWUZh
_cbbhY'XYb'+ "D`Um]b'XYf'?fY]g][U'6'YffY]W'Yb" Ni XYa 'k i fXYb
XfY]'bYi Y'GW]YXgf]W'hYf'Ui g[YV]XYh'GhYZZYb'GW'YffYfž'9fk]b
GW'YffYf'i bX'9']Ug':]gYf''>Y]bYa 'hfUbgdUfYbhYb':]bUbnVYf]W'h
ghY`hY'8Ub]Y`F Yi hnY`XUfž'k]Y'j YfUbhk cfh' b[gj c``X]Y'A]hhY`
j Yfk YbXYh'k i fXYb"

Nk Y]'A]h[`]YXYf'k i fXYb'ja 'F U\`a Yb'XYf'J YfgUa a 'i b['ni
9\fyba]h[`]YXYfb'YfbUbbh'5b'U'A Uf]U'Ghc``k i fXY'Z0f'0VYf'' \$
>U\fy'J c'fghUbXghÅh][_Y]h'[Yk 0fX][hž'k Å\fybX'; Ycf['5`VYfh'GW'i \
Z0f'gY]bY'\YfUi gfU[YbXYb'J YfX]YbghY'i a 'XYb'J YfY]b
Ui g[YnY]W'bYh'k i fXY"'8Yf'bYi '[Yk Å\`hY'J c'fghUbX'i a ZUggh'DYhYf
l `f]W'ž'DUgWU`F ccgž'>bUg'F 0a Yf'i bX'X]Y'bYi '[Yk Å\`hY
6YfY]W'g'Y]hYf]b'> [YbXž'J]_hcf]U'6Ufh\Y"'DUgWU`F ccg'k]fX
_ca a]ggUf]gW'X]Y':]bUbnYb'0VYfbY\`a Yb"

8][]hU`]g]Yfi b['i bX'Ni _i b ZhgghfUhY []Y

9]b'k Y]hYfYg'nYbhfU'Yg'H\Ya U'Ui Z'XYf'J YfgUa a 'i b['k Uf'X]Y
8][]hU`]g]Yfi b['XYg'Gdcfhj YfY]bgž'X]Y'VYfY]hg'k Å\fybX'XYf'7cfc bU!
DUbXYa]Y'Ub'6YXYi hi b['[Yk Ubb"'>X]YgYf'NY]h'k i fXYb'_fYUh]j Y
>0gi b[Yb'ni f'5i ZfYW'hYf\U'hi b['XYg'J YfY]bg'YVYbg'YfdfcVhi bX
bYi Y'X][]hU'Y'GdcfhUb[YVchY'[YgWUZZYb"'@Ui h'J]Vgg"XY']gh'Y]bY
bUW\U'h][Y'8][]hU`]g]Yfi b['YXcW'_Y]b'GY'Vgh'Ài Zf'/g]Y'YfZc'fXYfh
gc f[Z`h][Y'D`Ubi b[ž'GhfUhY []Yb'i bX'_cb_fYhY'N]Y'Y"'8]Y
A]h[`]YXYf'XYg'GJ '%- &\$'9W'nY``g]bX'VYghfYVhž'X]YgY
<YfUi gZc'fXYfi b[Yb'Ubni [Y\Yb'i bX'U_h]j 'a]hni [YghU'hYb"

9]b][Y`5bfY[i b[Ybž`X]Y`Ui g`XYf`>U\`fYg\`Ui dhj YfgUa a `i b[
 \Yfj cf[]b[Ybž`XfY\`Yb`g]W`i a `X][]hU`Y`Hcc`gžY]bY`Y]b\`Y]h]W`Y
 J YfY]bg_`Y]Xi b[`i bX`[Yn]Y`hY`Gdcbgc`fYbVYhfYi i b[``8]YgY`Di b`hY
 k i fXYb`U`g`k]W`h][`YfUW`hYhž`i a `X]Y`HfUX]h]cbgdZY[Y`a]h
 a cXYfbYb`5bg`ĀhnYb`ni `j YfV]bXYb`i bX`XYb`J YfY]b`ni _i bZhgg]W`Yf
 ni `a UW`Yb``8Yf`GJ`%`-`&\$`9W`nY```nY][hg]W`c`dh]a]gh]gW`ž`XUgg`Yf
 gck c`c``HfUX]h]cb`k U\`fYb`U`g`Ui W`b`Yi Y`a di `gY`gYhnYb`_`Ubb"

A]h`Y]bYa ` _`UfYb`6`]W_`]b`X]Y`Ni _i bZhi bX`Yb[U[]YfhYb
 A]h[`]YXYfb`]gh`XYf`GJ`%`-`&\$`9W`nY```Ui ZY]bYa `[i hYb`K Y["
 K Y]hYfZØ\`fYbXY`bZc`fa U]h]cbYb`i bX`8YhU]`g`ØVYf`X]Y`5`_hj]hĀhYb
 XYg`J YfY]bg`Z]bXYb`b`hYfYgg]YfhY`Ui Z`XYf`K YVgY]hY`XYf`; Ya Y]bXY`
 9W`nY```XY"

8 YhU]`g	
C fh	9W`nY``ž`8Yi hgW`U`bX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "k YhhYfUi "bYk g • k k k "YW`nY```XY • k k k "j]Vgg"XY

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