

K YggY`b['[YgY\Ybž'X]Y`g]W`Ua ' ' 'ž`]'YfY][bYhY"'8cfh'ZYi YfhY
Y]b`5b[fY]ZYf`a]h'Y]bYf`A UgW`]bYbd]ghc`Y`&%`A U`Ui ZY]b
; YVÄi XYž`k cVY]'Yf`Ui g`Yhk U`) \$`A YhYfb`8]ghUbn`n]Y`hY"'9]b
' , !Ä`f][Yf`A]YhYf`XYg`Ub[Y[f]ZZYbYb`<Ui gYg`ghY`hY`g]W`U`g
Y\Ya U`][Yf`<Y`g`5b[Y`YfUi gž`XYf`VYfY]hg`&\$%(`]b`Y]bY
A YggYfUhUW`Y`j Yfk]W`Y`h`k Uf`i bX`k Y[Yb`9fdYggi b[`Ua
: `i [\UZyb`?Ö`b#6cbb`ZYgh[Ybca`a Yb`k`i fXY"

F cW_Yf_f]a]bU`]hÄh`]a `: c_i g

8]Y`F cW_YfgnYbY`Ua `F`Y]b`i bX`Fi`f`nY][h`g]W`a`ca YbhUb`]b
6Yk Y[i b[ž`k Y]'g]W`X]Y`A UW`hj Yf`Ä`hb]ggY`cZZYbg]W`h`W`
ni [i bghYb`XYf`<Y`g`5b[Y`g`j YfgW`]YVYb`"@Ui h`F B 8`g]bX`Yhk U
) \$`A]h[`]YXYfž`XUfi bhYf`Y\Ya U`][Y`: Ø`fi b[gdYfgÖb`]W`_Y]hYb
XYf`6UbX]Xcgž`ni `XYb`<Y`g`5b[Y`g`ØVYf[Y`Ui ZYb`"8]Yg[YgW`]Y\h
]b`Y]bYa `j cb`ðhYbg]j _cbZ]_hYb`[YdfÄ[hYb`i`a ZY`Xž`k Ug`X]Y
6YZØfW`hi b[Yb`ØVYf`]bhYfbY`5i gY]bUbXYfgYhni b[Yb`i`bX
a Ö[`]W`Y`k`Y]hYfY`; Yk U`hU`_hY`j YfghÄf`_h"

8 Ug`6i bXYg_f]a]bU`Ua`h`f6?5Ł`VYgW`fY]Vh`F cW_Yf[fi ddYb`k]Y`X]Y
<Y`g`5b[Y`g`i bX`6UbX]Xcg`U`g`Ci h`Uk`A`chcfW`WY`; Ub[g`fC`A`7; Ł
X]Y`g]W`Xi`fW`Y]bYb`ghfYb[Yb`\]YfUfW`]gW`Yb`5i ZVUi
Ui gnY]W`bYb`i bX`k`Yb][`6YfY]hgW`UZh`ni`f`?ccdYfUh]cb`a`]h`XYf
Dc`]nY]`nY][Yb`"8]YgY`; fi ddYb`g]bX`\Äi Z][`]b`_f]a]bY`Y
A UW`YbgW`UZhYb`j Yfk]W`Y`h`ž`k cVY]'`; Yk U`hUb`k`YbXi`b[ž`gY`Vgh
[Y[Yb`i`bVYhY]'[hYž`b]W`hg`i`b[Yk`Ö`b`]W`Yg`]gh`i`Ä`fY`5_h]j]hÄhYb
YfghfYW`_Yb`g]W`Ui`W`Ui`Z`Y[U`Y`6YfY]W`Y`k`]Y`G]W`Yf`Y]hgX]YbghY
i bX`XYb`F`ch]W`ha`]Yi`ž`k`cXi`fW`g]Y`]'Y[U`Yb`; YgW`ÄZhYb
J`cfgW`i`V`Y]ghYb`_ÖbbYb"

GW`k Yfdi b_hY`i bX`< YfUi gZcfXYfi b[Yb

8]Y`Ni`bU`a`Y`Ub`[Yk U`hgUa`Yb`5i`gY]bUbXYfgYhni`b[Yb`gd]Y[Y`h
g]W`]b`XYb`ghYh][`k`UW`gYbXYb`9fa`]h`i`b[gj`YfZU`fYb`k`]XYfž`X]Y
[Y[Yb`F`cW_Yf[fi`dd]Yfi`b[Yb`Ui`ZYb`"9]bY`Ghi`X]Y`XYg`6?5
]XYbh]Z]n]Yfh`5b[f]ZZY`U`g`Y]bYb`nYbhfU`Yb`6YghUbXhY]'`XYf
F`cW_Yf_f]a]bU`]hÄhž`k`cVY]'`X]Y`HfUX]h]cb`XYf`Y]bXgW`UZhYb
nk`]gW`Yb`j`YfgW`]YXYbYb`7`i`Vg`ni`Y]bYa`i`Ö`YfYb

; Yk U`hdchYbh]U`ZØ\fh"J cb`Y]bYa `Yf\YV`]WXYb`8i b_Y`ZY`X`]b`XYf
FcW_Yf_f]a]bU`]hÅh`]ghYVYbZU``g`X]Y`F`YXYžk Ug`X]Y
5i Z_`Àfi b[gUfVY]h`XYf`Dc`]nY]`Yf\YV`]WXY`YfgWk`Yfh"

8]Y`]bhYfbY`8mbUa]_]bbYf\U`V`XYf`FcW_Yf[fi ddYb`_ÒbbhY
a Ò[`]WXYfk`Y]gY`k`Y]hYfY`[Yk U`hgUa`Y`?cbZ]_hY`bUW`g]W`n]Y\Ybž
]bgVYgcbXYfY`]b`5bVYhfUW`h`XYf`a`ca`YbhUbYb`l`bg]WXYf\Y]h`i`bX
XYf`j`YfgW`cVYbYb`A`UW`hj`Yf\`À`hb]ggY``?`f]a]bY``Y`5_hj]]hÅhYbž`X]Y
Ui`g`XYf`?`cb_i`ffYbn`nk]gWXYb`XYb`<Y``g`5b[Y`g`i`bX`XYb
j`YfV`]YVYbYb`A]h[`]YXYfb`XYf`6UbX]Xcg`fYgi`h]YfYbž`ghY\Yb`XU\Yf
k`Y]hYf\]b`]a`:`c_i`g`j`cb`9fa]h`i`b[Yb"

8]Y`[YgUa`hY`FcW_YfgnYbYž`Y]b[YgW`cggYb`]fYf`J`Yfghf]W_i`b[Yb
]b`gWk`YfY`GhfUZ`hYbž`V]YhYhY]b`_ca`d`YI`Yg`i`bX
\YfUi`gZc`fXYfbXYg`6]`X``9g`V`Y]Vh`UVni`k`UfhYbž`k`Y`W`Y`k`Y]hYfYb
9b`hk]W_i`b[Yb`X]Y`Dc`]nY]`VYcVUW`hYb`k]fX`i`bX`k]Y`X]Y`G]h`Uh]cb
g]W`i]b`XYb`_ca`a`YbXYb`K`cW`Yb`i`bX`A`cbUhYb`Yb`hk]W_Y`b
_ÒbbhY"

8YhU]`g	
Cfh	?U`_ž`8Yi`hgW`UbX
Ei`Y``Yb	<ul style="list-style-type: none">• k k k "_ghU"XY• k k k "fbX"XY• k k k "V_U"XY

6Ygi`WXYb`G]Y`i`bg`Ui`Z.`a`Y]b!_cY`b`bYh