

6cca `]a `=€H!G]W\Yf\Y]hga Uf_h. `%(%ž++ +
A]``]UfXYb`i G8 `V]g`&\$' \$°

8Yf`=€H!G]W\Yf\Y]hga Uf_h`k ÅW_gh`fUgUb`h`i bX`YffY]W`h`V]g
&\$' \$`%(%ž++ `A fX``i G8 ž`Ub[Yhf]YVYb`j cb
7mVYfVYXfc`i b[Yb`i bX`fY[i `Uhc`f]gW\Yb`5bZc`fXYfi b[Yb`



I G5 `!`8]Y`X][]hU`Y`K Y`h`k ÅW_gh`i bX`a]h`]\`f`X]Y`6YXfc`i b[Yb`ž`X]Y
i bg`VY[`Y]hYb``=a `NYb`hfi a `XYg`; YgW\Y\Ybg`ghY`h`X`Yf`=€H!
G]W\Yf\Y]hggY`hc`fž`X`Yf`g]W\`U`g`i bj Yfn]W`hV`UfYg`6c`k`Yf`_`[Y[Yb
X]Y`gh`Å`b`X][`ni bY`a Yb`X`Yb`7mVYfVYXfc`i b[Yb`Yfk`Y]gh``Ga Ufh!
H\Yfa`cghU`hY`ž]b`Xi ghf]Y``Y`GYbgcfYb`i bX`j]Y`Y`Ub`X`Y`f`Y`; Yf`Å`h`Y`g]b`X
U``[Y[Ybk`Å`fh][ž`i bX`gca]h`ghY][h`Ui W`X]Y`B`U`W`Z`f`U[Y`b`U`W`
Xi fW`X`U`W`h`Yb`G]W\Yf\Y]hg`Ògi b[Yb`fUgUb`h``@Ui h`K **YVDfcBYk g**
k]fX`X`Y`f`[`c`V`U`Y`=€H!G]W\Yf\Y]hga Uf_h`V]g`&\$' \$`Ui ZYfghUi b`]W\Y
%(%ž++ `A]``]UfXYb`i G8 `k U`W`g`Yb` `Y]b`D`i`g`j`cb`Ø`V`Y`f`&`ž` `D`f`c`n`Y`b`h
`Å`\`f`]W\Yf`K U`W`g`h`i`a`g`f`U`h`Y``K`c`\]b`k]fX`X]Y`F`Y]g`Y`bc`W`i[Y`Y`b`ž
Z`f`U[Yb`g]W`j]Y`Y`i b`h`Y`f`b`Y`a`Yb`

9]b`G`W`X`Ø`ggY``ni`f`9`b`hg`W`Ø`ggY`i`b[`X]Y`g`Y`g`K`U`W`g`h`i`a`g`g]b`X`X]Y

k Y`hk Y]h'dfc [bcgh]n]YfhYb`ØVYf`&+`A]`UfXYb`€H!; YfÅhY`V]g`9bXY
XYg`U_hi Y`Yb`x\`fYg`"8]YgY`; YfÅhY`g]bX`b]W`h`bi`f`ga UfhYfž
gcbXYfb`Ui W`U`bZ`Ä`][Yf`ZØf`G]W`Yf\`Y]hgj Yf`Yhni`b[Ybž`k Ybb`a Ub
X]Y`6Yf]W`hY`ØVYf`i`bni`fY]W`YbX`[YdUhW`hY`GW`k UW`ghY`Yb`]b
5`hU[g[YfÅhYb`VYhfUW`hYh"

I fgUW`Yb`ZØf`XUg`K UW`ghi`a`XYg`€H!
G]W`Yf\`Y]hga Uf`_`hYg

K]Y`g]Y`h`Yg`_`cb`_`fYh`a`]h`XYb`HfY]VYfb`XYg`A Uf`_`hYg`Ui`g3`@Ui`h`
A Uf`_`YhgUbXA Uf`_`Yhg`gd]Y`Yb`a Y`fYfY` : U`_`hc`fYb`]b`X]YgY
K UW`ghi`a`gXmbUa`[_`_`]bY]b`"8Uni`[Y`Øfh`X]Y`Ni`bU`a`Y`j`cb`€H!
G]W`Yf\`Y]hgj`cfZ`Ä`Yb`]a`Ni`gUa`a`Yb`U`b[`a`]h`x`i`ghf]Y`("`\$`i`bX`X]Y
ghY][YbXY`NU`a`bYi`Ufh][Yf`G]W`Yf\`Y]hgUbZ`Ä`][_Y]hYb`"5i`W`X]Y
5bnU`a`X`Yf`G]W`Yf\`Y]hgj`cf`gW`f]ZhYb`k`ÅW`ghž`k`Ug`X]Y
I bhYfbY`a`Yb`ni`Y]bYa`i`a`XYb`_`Yb`nk`]b[h`a`a`Yf\`]b`g]bX
G]W`Yf\`Y]hgVYXYb`_`Yb`]b`_`f]h]gW`Yb`x`ZfUghfi`_`hi`fYb`\`cW`]a`?`i`fgž
k`cVY]`X]Y`9b`hk`]W`_`i`b[Yb`]b`?`=i`bX`a`UgW`]bY`Ya`@YfbYb`X]Y
G]W`Yf\`Y]hg`Øgi`b[Yb`k`Y]hYf`j`cfUbVf]b[Yb"

9]b`k`U`fYg`GW`fYW`[YgdYbgh`ghY`h`X]Y`ghY][YbXY`?`ca`d`YI`]h`h`X`Yf
5b[f]ZY`XUf`"F`Ubgca`k`UfY`i`bX`UbXYfY`8UhYbj`Yf`Yhni`b[Yb`g]bX
bi`f`Y]b][Y`XYf`; YZU`fYbž`a`]h`XYbYb`g]W`i`bhYfbY`a`Yb
ni`bY`a`YbX`Ui`gY]bUbXYfgYhYb`a`ØggYb`"8]Yg`ZØ`fh`ni`Y]bYf
ghY][YbXYb`B`UW`ZfU[Y`bUW`fcVi`ghYbž`€H!Z`Ä`][Yb
G]W`Yf\`Y]hg`Øgi`b[Ybž`X]Y`gW`bY`Y`i`bX`YZZY`_`hj`Y
FYU`_`h]cbga`YW`Ub]ga`Yb`V]YhYb`_`ØbbYb"

HYW`bc`c`[]gW`Y`HfYbXg`i`bX
< YfUi`gZc`fXYfi`b[Yb

8]Y`F`g]_`c`UbXgW`UZi`ÅbXYfh`g]W`gW`bY`"HYW`bc`c`[]Yb`k`]Y`);
j`YfVYggYfb`b]W`h`bi`f`X]Y`?`cbbY`_`hj`]h`hž`gcbXYfb`k`Y]hYb`Ui`W`X]Y
5b[f]ZgZ`ÄW`Yb`Ui`g`"9]b`6Yf]W`h`j`cb`B`cnca`]B`Yhk`cf`_`g`YVh
\`Yf]`cfž`XUgg`X]Y`GW`b]hghY`Yb`nk`]gW`Yb`6Yhf]YVghYW`bc`c`[]Y
fC`H`i`bX`€H`_`f]h]gW`Yf`g]bX`U`g`Y`ni`j`cf`"x`X]YgYa`G]bbY`g]bX`?`#
[YghØhnhY`GmghYa`Y`ni`f`6YXfc`\`i`b[gYf`_`Ybbi`b[`Ui`ZXYa

J cfa UfgW ži bX'A UW]bY '@YUfb]b['k]fX'cZh'a]h'9X[Y'7ca di h]b[
_ca V]b]Yfhž'i a 'G]WYf\Y]hg`Ògi b[Yb'X]fY_h'Xcfh'ni
]a d`Ya Ybh]YfYbž'k c'g]Y'Ua 'bÒh][ghYb '[YVfUi W'h'k YfXYb"

8cW'b]W'h'U`Yg`Ài Zh'[`Uhh'?'Y]bY'I bhYfbY\ a Yb'`Àa dZYb'cZh'a]h
XYb'\c\Yb'`a d`Ya Ybh]Yfi b[g_cghYb'ZØf'G]WYf\Y]h'i bX'XYa
A Ub[Y`Ub': UW_f`ÀZhYb']a '7mVYfgYW f]hm'6YfY]W "'<]bni '_ca a hž
XUgg'-, i 'XYg'€H!; Yf`ÀhYj Yf_Y\fg'i bj YfgW`ØggY'h'g]bXž'k]Y'DU`c
5`hc'BYhk cf_gZYghghY`h"K Yf'k]fX'XYb'YfghYb'GWf]hh']b'F]W'hi b[
i a ZUggYbXYf'G]WYf\Y]h'k U[Yb3

8]Y'9I '\Uh]bnk]gWYb'U_hi U`g]YfhY'7mVYfgYW f]hm'F]W'h]b]Yb
Y]b[YZØ\fhž'X]Y'ghfYb[YfY'€H!GhUbXUfXg'ZcfXYfbž'k À\fybX']b'XYb
I G5'X]Y'7mVYfgYW f]hm'UbX'`bZfUghfi Whi fY'GYW f]hm'5[YbWm'f7'€G5Ł
X]Y'K]W'h][_Y]h'j cb'NYfc!Hfi gh'5fW]hY_hi fYb'VYhcbh"8]YgY
`Øb[ghYb'9bhk]W`i b[Yb'_ØbX][Yb'Y]bY'bYi Y'Y'fU']a '6YfY]W'€H!
G]WYf\Y]h'Ubž'X]Y'gck c'\< YfUi gZcfXYfi b[Yb'U`g'Ui W'7\UbWb
WYj Yf'a]hY]bUbXYf'j Yf_bØdZh"

6`]W_']b'X]Y'Ni _i bZh'XYf'€H!G]WYf\Y]h

5`Yb'< YfUi gZcfXYfi b[Yb'ni a 'Hfchn'V`Y]Vh'XYf'€H!
G]WYf\Y]hga Uf_h'Y]b'\Y]»'i a _Àa dZhYg'HYffU]bž'k cVY]'[fc»Y
5_hYi fY'k]Y'; cc[`Yž'€A 'i bX'7]gW'g]W'`i a 'A Uf_hUbhY]`Y
fUb[Y'b'"@Ui h': **c fhi bY'6i g]bYgg'`b g][\ hg`]gh'Y]bY'_UfY**
8ca]bUbni]b'XYb'A Àf_hYb'XYf'BYh'k Yf_g]WYf\Y]h'ni 'Yfk UfhYb"
8]Y'5bV]YhYf'a ØggYb']\fY'GhfUHY[]Yb'ØVYfXYb_Ybž'VYgcbXYfg']a
<]bV']W`Ui Z'X]Y'`bhY[fU]cb'j cb'6`cW`WU]b!HYW'bc`c[]Y'i bX
ZcfhgWf]hh]W'Y'G]WYf\Y]hg`Ògi b[Ybž'i a 'b]W'h]bg'<]bhYfhfYZZYb
ni '[YfUHYb"

8]Y'< YfUi gZcfXYfi b[Yb'`]Y[Yb'_Uf'Ui Z'XYf'< UbX.'GmghYa]gWY
F]g]_Yb'Ui g'€H'i bX'[fc»Yb'GdfUW'a cXY`Yb'j Yf'Ub[Yb'dfcU_h]j Y
A U»bU\ a Yb'"9g'k YfXYb']bbcj Uh]j Y'5bgÀmY'VYbÒh][hž'X]Y'gck c\
\UfXk UfYVUg]YfhY'G]WYf\Y]h'U`g'Ui W'_cb]bi]Yf']WY'GcZhk UfY!
I dXUHYg'_ca V]b]YfYb"8]Y'YfghY'DG5'@Yj Y`(!NYfh]Z]n]Yfi b['ZØf
€H!7\]dg']gh'Y]b'j]Y'j YfgdfYWYbXYf'GWf]hh']b'X]Y'f]W'h][Y
F]W'hi b["

K Å\fybX'g]W\XYf'€H!G]WYf\Y]hggY_hcf'i bUi Z\Öf`]W
k Y]hYfYbhk]W_Y`hž]gh'_Ufž'XUgg'a]h'ghY][YbXYf'?cbbY_h]j]hÅh'Ui W
XUg'6YXØfZb]g'bUW\G]WYf\Y]h'k ÅW\gh"i bhYfbY\ a Yb'g]bX
[YZcfXYfhž[Ya Y]bgUa ']b'_c`UVcfUh]j Y'^_cgmghYa Y'ni
]bj Ygh]YfYbž'i a '6YXfc\i b[g]bZcfa Uh]cbYb'YZZY_h]j
Ui gni hUi gWYb'i bX`X]Y'hYbYa cg]WYf\Y]h'ni 'j YfVYggYfb"
GW`i ggYbX`]W`]gh'_Ufž'XUgg'XYf'GW`ØggY`ni f'G]WYf\Y]h']b'Y]bYf
\mdYfj YfbYhnhYb'Ni _i bZi]b'XYf'F Yg`]Ybn``Y[h"

8YhU]`g	
C fh	I G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k YVdfcbYk g"WŁ a • k k k "a Uf_YhgUbXa Uf_Yhg"WŁ a • k k k "Zcfhi bYVi g]bYgg]bg][\ hg"WŁ a

6Ygi W\Yb`G]Y'i bg'Ui Z.`k ca , +"XY