

8Yf`K cf_YfVch- .`FYj c`i h]cb`]a `7c!
K cf_]b[` `Ni _i bZh`cXYf`F]g]_c3

9fZU\fyb`G]Yž`k]Y`XYf`K cf_YfVch- `j cb`D≠(!FcVch]Wg
UXa]b]ghfUh]j Y`5i Z[UVYb`]a `7c!K cf_]b[!GdUW
fyj c`i h]cb]Yfh`i bX`A]hUfVY]hYf`Ybh`UghYh"



7c!K cf_]b[!GdUWž`8Yi hgW`UbX`!`b`XYf`\Yi h][Yb`K Y`hž`]b
XYf`HYWbc`c[]Y`i bX`5i hca Uh]ga Yb`i bgYfY`5fVY]h`ni bY`a YbX
Yf`Y]W`hYfbž`_ca a hia Ub`b]W`hi a \]bž`Y]bYb`6`]W`Ui Z`X]Y
bYi YghYb`9bhk]W`i b[Yb`]a `6YfY]W`FcVch]_`ni `k YfZYb``9]b
]bhYfYggUbhYf`BYi ni [Ub[`]b`X]YgYf`5fYbU`]gh`XYf`K cf_YfVch- ž
Y]b`]bbc] Uh]j Yf`FcVchYf`XYf`D≠(!FcVch]Wgž`XYf`XUZØf`[YgW`UZZYb
k i fXYž`UXa]b]ghfUh]j Y`5i Z[UVYb`]b`7c!K cf_]b[!GdUWg`ni
ØVYfbY`a Yb"

8Yf`K cf_YfVch- ž`XYf`Yhk U``") \$\$`9i fc`a cbUh]W`_cghYhž`\Uh`Y]bY
FY]\Y`j cb`j YfUbhk cfhi b[gj c``Yb`5i Z[UVYb`ØVYfbca a Yb``9f
VY[fØ» h`6Ygi W`Yfž`VYUbhk cfhYh: fU[Yb`i bX``chgh; `AghY`Xi fW`X]Y
6Øfcf`Ai a Y``Gc`Yf`_`Àfh`Yf`\`bYb`X]Y`j YfgW]YXYbYb`6YfY]W`Yž`k]Y

9]bnY`UfVY]hgd`ÀhnYž`A YYh]b[fÀi a Y`i bX`gc[Uf`X]Y
; Ya Y]bgWk UZhg_ØWk Y""A Uhh\]Ug`? f]b_Yž; YgWk ÀZhgzØ\ fyf`j cb
D-(!F cVch]Wgž`YVh`Yfj cfž`XUgg`X]YgYf`F cVchYf`XUni `VY]hfÀ[hž
XUgg`g]Wk `A]hUfVY]hYf`Ui Z`X]Y`DZY[Y`XYf`; Ya Y]bgWk UZh
_cbnYbhf]YfYb`_ØbbYbž`XU`Yf`Y]bZUWk Yž`fYdYh]h]j Y`5i Z[UVYb
UVb]a a h`8Ub`_gY]bYf`fi bX!i a !X]Y!i \f!J YfZØ[VUf_Y]h`gc f[h`XYf
K cf_YfVch-`Ui Wk`Ui » Yf\U`V`XYf`fY[i`ÀfYb`² Zbi b[gnY]hYb`ZØf
Y]bY`dfcZ]gg]cbY`Y`6Y[fØ» i b["

8 Yf`F cVchYf`U`g`8]Ybgh`Y]ghYf`

9]b`VYa Yf_Ybgk YfhYf`HfYbX`]b`XYf`8]Ybgh`Y]ghi b[gVfUbwk Y`]gh`X]Y
ghYh][`ni bY`a YbXY`5i hca Uh]g]Yfi b[`ja `?i bXYbgYfj]Wk`"@Ui h
Y]bYf`A Uf_hZc fgWk i b[gdfc[bcgY`k]fX`XYf`A Uf_h`ZØf
GYfj]Wk`fcVch]_`V]g`&\$&-`Ui ZVYY]bXfi W_YbXY`%(*`A]``]UfXYb`I G!
8c`Uf`Ub k UWk gYb``8]YgY`9bhk]W_`i b[Yb`nY][Ybž`XUgg
I bhYfbY`a Ybž`X]Y`Ui Z`F cVchYf`gYhmYbž`b]Wk`h`bi f`YZZ]n]YbhYfY
5V`Ài ZY`gWk UZZYbž`gcbXYfb`Ui Wk`?cghYb`gdUfYb`_ØbbYb``8YbbcWk
[]Vh`Yg`Y]bY`]bhYfYggUbhY`8YVUhhY`ØVYf`XYb`9]bgUhn`j cb`F cVchYfb
]a `?i bXYb`_cbhU_h`K]Y`a Uf_hZc fgWk i b["XY`Ui ZnY][hž
Ya dZ]bXYb`j]Y`Y`?i bXYb`_bhYfU_h]cbYb`a]h`A UgWk]bYb`U`g`k Yb][
dYfgØb`]Wk "

F cVchYf`]YZYfb`nk Uf`gWk bY``i bX`ni j Yf`Àgg][`žZcfa Uh]cbYbž
k YfXYb`UVYf`cZi`U`g`i bdYfgØb`]Wk`k U\ f[Ybca a Yb``9]bY`A YhU!
5bU`mgY`\Uh[YnY][hž`XUgg`cVkc`\`X]Y`Ni Zf]YXYb`Y]h`a]h`F cVchYfb
À\b`]Wk`\cWk`k]Y`X]Y`a]h`a YbgWk`]Wk`Ya`GYfj]Wk`]ghž`\Ài Z[`XUg
9`Ya Ybh`XYf`6Y[Y]ghYfi b[`i bX`@cmU`]h`Àh`ZY`\h" `žgVYgcbXYfY`VY]
\Y]_`Yb`5b`Y[Yb`nY][Yb`?i bXYb`Y]bY`_`UfY`Df`ÀZYfYbn`ZØf
a YbgWk`]Wk`Yb`GYfj]Wk`"

A YbgWk!A UgWk]bY!Ni gUa a Ybgd]Y` cdh]a]YfYb`

8Yf`9]bgUhn`j cb`F cVchYfb`gc`hY`YXcWk`b]Wk`h`ØVYfgY`Yb`k YfXYb`
G]Y`_ØbbYb`]b`VYgh]a a hYb`?cbhYI hYbž`Yhk U`VY]`F ci h]bYUbZfU[Yb
cXYf`]b`dY]b`]Wk`Yb`G]hi Uh]cbYbž`Xi fWk`Ui g]j cb`J cfhY]`gY]b``BUWk`

Y`Y_hfc hYWX b]_ "j c [Y`"XY`gc``g]a`<]bV`jW_`Ui Z`XYb
 8UhYbgWxi hni`Ui WX`VY]a`l`a` [Ub[`a`]h`dYfgcbYbVYnc[YbYb`8UhYb
 [Yk`]ggYb\UZh`ni [Y\Ybž`k Ug`]b`NY]hYb`ni bY\`a` YbXYf`X][`]hU`Yf
 , VYfk UWxi b[`j`cb`[`fc»Yf`6YXYi hi b[`]gh"

5`Yg`]b`U`Ya`nY][`h]g]W`ž`XUgg`F`c`V`chYf`k`]Y`XYf`K`cf`_YfV`ch` `]b`XYb
 5fVY]hgU`hU[`]bhY[`f]Yfh`k`YfXYb`_`ÒbbYbž`i`a` `VYgh]a`a`hY`5i`Z[`UVYb
 YZZ]n]Ybhi`bX`_`c`ghY`bgdUfYbX`ni`Yf`YX][`Yb`"8Yf`GW`ØggY``]Y[`h
 XUf]bž`XUg`Ni`gUa`a`Ybgd]Y`nk`]gW`Yb`A`YbgW`i`bX`A`UgW`]bY
 cdh]a`U`ni`[`YghU`hYb`i`bX`X]Y`Gh`Åf`_Yb`VY]XYf`GY]hYb`ni`bi`hnYb`"Gc
 _`ÒbbhYb`F`c`V`chYf`nk`Uf`Y]bZUW`Yž`fYdYh]h]j`Y`5i`Z[`UVYb
 ØVYfbY\`a`Ybž`k`Å`fYbX`A`YbgW`Yb`X]Y`Ya`ch]cbU`Yb`i`bX
 Ya`dUh\]gW`Yb`5gdY`hY`]a`?`i`bXYbgYfj`]W`k`Y]hYf\]b`UVXYW`_Yb`
 8]YgYg`;`Y]W`[`Yk`]W`h`k`]fX`Yb`hgW`Y]XYbX`gY]bž`i`a`ni`Zf]YXYbY
 ?`i`bXYb`ni`[`Yk`]bbYb`i`bX`X]Y`b`chk`YbX][`Yb`a`YbgW`]W`Yb
 6YfØ\fi`b[`Yb`b]W`h`Ui`g`XYa` `:`c`_i`g`ni`j`Yf`]YfYb"

8YhU]`g	
C fh	7c!K cf_]b[!GdUWž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\`chY`j`cf-`"XY • k k k "Y`Y_hfc hYWX b]_ "j c [Y`"XY • k k k "a Uf_hZc fgWxi b["XY

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