

Hca Vc`U`ZØf`_fYVg_fUb_Y`?]bXYf.
; Yk]bbY`ØVYf`%\$"\$\$\$`9i fc`g]WXYfb°

Hca Vc`U`ni [i bghYb`XYf`JCF!HCl F`XYf`<cZbi b[`]b
C ZZYbVUW. ; Yk]bbYb`G]Y`Y]bY`?Yb]U!F Y]gY`i bX
i bhYfghØhnYb`G]Y`_fYVg_fUb_Y`?]bXYf°



C ZZYbVUW ž`8Yi hgWx`UbX`!`8]Y` JCF!HCl F`XYf`<cZbi b[`]b`_Øfh
]b`X]YgYa`_X\`f`Y]bY`Hca Vc`Už`XYfYb`9fhfÅ[Y`XYa` [i hYb`Nk YW_
ni [i hY`_ca`a`Yb`"A`]h`Y]bYa` ; YgUa`hk`Yfh`XYf` ; Yk]bbY`j`cb`ØVYf`
%\$"\$\$\$`9i fc`V]YhYh`X]Y`J`YfUbghU`hi`b[`nU\`fY]WXY`UhfU`_h]`Y`
DfY]gY``8Yf`<Ui`dhd`fY]g`]gh`XUVY]`Y]bY`F`Y]gY`bUW`?`Yb]U`ZØf`nk`Y`
DYfgcbYb`]a`K`Yfh`j`cb`" ` " - , `9i fc`"@cgY`_ØbbYb`ZØf`YX][`]W`&
9i fc`VY]`Fi`X]`6]f_a`YmYf`]b`C ZZYbVUW`Yfk`cfVYb`k`YfXYb`"8]Y`
Hca Vc`U`Äi`ZiV]g`9bXY`5i [i ghž`i`bX`X]Y` ; Yk]bbYf`k`YfXYb`
i`a` [Y\`YbX`VYbUW`f]W`h][`h`BYVYb`XYb`@cg`Äi`ZYb`VYghY`h`Ui`W`
X]Y`A`Ö[`]W`_Y]hž`X]fY`_h`ZØf`_fYVg_fUb_Y`i`bX`\`]ZgVYXØfZh][`Y`?`]bXYf`
ni`gdYbXYb`"GdYbXYb`_ØbbYb`Ui`ZXUg`?`cbhc`XYf`JCF!HCl F`XYf`
<cZbi b[`Y`"J`"ØVYfk`]YgYb`k`YfXYbž`k`cVY]`X]Y`?`cbhcXUHYb`89+(
)`(`,`.)`\$\$%\$`%+\$`\$`&`++`%`\$(`VY]`XYf`GdUf`_UggY`GØXdZU`n`g]bXž`

VYf]W hYh'XUg'K cW YbV`Uhh'F YdcfhYf"

8]Y`J C F!H C I F` \U h'g]W`ØVYf`X]Y`đ\ fY`U`g`Y]bY`VYXYi hYbXY
=]h]Uh]j`Y`YhUV`Yfh"9bhghUbXYb`Ui`g`XYf`XYY`nk`Y]Yf': fYi`bXYž'a`]h
XYa`FUX`ni`a`Dfc`c[`XYf`Hci`f`XYf`<cZZbi`b[`bUW`];`JY»Yb`ni
ZU\ fYbž` \U h'X]Y`J C F!H C I F` \Yi`hY`fi`bX`%\$`FUX`Yfž`X]Y`U_h]j`Ub
XYf`JYfUbghU`hi`b[`hY]`bY`a`Yb"8]YgY';`Ya`Y]bgW`UZh`hf`À[`h`b]W`h
bi`f`U_h]j`ni`f`8i`fW`ZØ\`fi`b[`VY]ž`gcbXYfb`\`U h'Ui`W`Yf`V`W`]W`Y
Gi`a`a`Yb`ZØf`XYb`[`i`hYb`Nk`YW`[`YbYf]Yfh"Øf[`Yb';`fØbk`U`Xž`XYf
Cf[`Ub]gUh]cbg`Y]hYf`XYf`J C F!H C I F`ž` \YVh` \Yfj`cfž`k`]Y`k`]W`h][`X]Y
JYfUb`_Yfi`b[`XYf`Hci`f`]b`XYf`FY[`]cb`]gh`i`bX`k`]Y`g]Y`Y]bY
Ya`ch]cbU`Y`6]bXi`b[`ni`f';`Ya`Y]bgW`UZh[`YgW`UZZYb`\`U hž`k`Y`W`Y
g]W`ZØf`X]Y`[`Ya`Y]bgUa`Y`GUW`Y`Yb[`U[`]Yfh"K`Y]hYfY
=Zcfa`Uh]cbYb`g]bX`Ui`ZXYf`K`YVgY]hY`XYf`J C F!H C I F`Yf`À`h]W`"

Hca Vc`U`i`bX`]`fY`6YXYi`hi`b[

8]Y`Hca`Vc`U`ghY``h`b]W`h`bi`f`Y]bY`A`Ò[`]W`_Y]h`XUfž`Uhf`U_h]j`Y
DfY]gY`ni`[`Yk`]bbYbž`gcbXYfb`g]Y`]gh`Ui`W`Y]b`k`]W`h][`Yg
Z]bUbN]Y``Yg`GhUbXVY]b`ZØf`X]Y`k`Y]hYfY`i`bhYfghØhni`b[`]j`cb
_fYVg_fUb`_Yb`i`bX`\`]ZgVYXØfZh][`Yb`?]bXYfb" `A`]h]YfgW`]YXYbYb
9]bnY`U_h]cbYbž`X]Y`g]W`i`bhYf`XYa`8UW`XYf`Hci`f`Yb`hk`]W`_Y`h
\UVYbž`k`]fX`XYf`9fZc`[`XYf`J C F!H C I F`k`Y]hYf`[`Ygh`À`f`h"8]YgY
5_h]cbYb`nY][`Ybž`k`]Y`g]W`;`Ya`Y]bgW`UZhg[`Y]gh`i`bX`K`c`\`h`À]h][`_Y]h
a`]hY]bUbXYf`j`YfV]bXYb`UggYb"

: Øf`U``Yž`X]Y`g]W`Ub`XYf`Hca`Vc`U`VYhY][`Yb`cXYf`gdYbXYb
a`ØW`hYbž`]gh`XYf`NY]hfUi`a`V]g`9bXY`5i`[`i`gh`Y]b`]XYU`Yf`5b`Uggž
i`a`g]W`ZØf`X]Y`[`i`hY`GUW`Y`ni`Yb[`U[`]YfYb`i`bX`a`Ò[`]W`Yfk`Y]gY
gY`Vgh`Y]bYb`XYf`hc``Yb`DfY]gY`ni`[`Yk`]bbYb"

8YhU]`g	
C fh	C ZYbVUW`ž`8Yi`hgW`UbX
E i`Y``Yb	<ul style="list-style-type: none"> • k k k "k cW YbV`Uhh!fYdcfhYf"XY • k k k "j cfhci f!XYf!\cZZbi b["XY

6Ygi W\ Yb 'G]Y 'i bg 'Ui Z. 'Y]bY!fY]gY"XY