

; Y]gY`bU\ a Yž`Hi bbY`i bX`A]``]cbYb. `8Yf
gdY_hU_i `ÀfY`6Ub_fUi V`j`cb`6Yf`]b

5a `&+ " ' † b] ' % - -) `YfY][bYhY`g]W\ `]b`6Yf`]b!NY\`YbXcfZY]b
gdY_hU_i `ÀfYf`6Ub_fUi V`a`]h; Y]gY`bU\ a Y`i bX`Hi bbY`!
; `i`W\h"



6Yf`]b!NY\`YbXcfZž`8Yi hgW\`UbX`!`9g`k Uf`X]Y`BUW\hni a`&,"
† b] ' % - -) ž`U`g`Y]b`gdY_hU_i `ÀfYf`6Ub_ØVYfZU``]b`6Yf`]b!
NY\`YbXcfZ`ZØf`GW\`U[nY]`Yb`gcf[hYž`X]Y`V]g`\Yi hY`bUW\`U``Yb`"
J]Yf`A`ÀbbYfž`XUfi bhYf`a`Y\`fYfY`5i`g`ÀbXYfž`ghØfa`hYb`X]Y
7ca`a`YfnVUb_!:`]`U`Y`Ub`XYf`6fY]g[Ui`Yf`GhfU»Y`,`i`bX`bU\`a`Yb
]bg[YgUa`h`%*`; Y]gY`b``6Y]`X]YgYa`,`VYfZU``ZcfXYfhYb`X]Y`HÀhYf
Y]b`@ØgY[Y`X`j`cb`%+`A`]``]cbYb`8!A`Uf_ž`Y]bYb`<i`VgW\`fUi`VYf`i`bX
Y]bYb`:`i`W\`hk`U[Yb``ØK`8F`QVYf]W\`hYhž`XUgg`X]Y`Dc`nY]`XUg
; YVÀi`XY`i`a`ghY``hY`i`bX`Y`hnh]W\`Y`ž`&`A`]``]cbYb`8!A`Uf_`U`g
@ØgY[Y`X`nU\`hY"

8Yf`j`cfUV`[Y[fUVYbY`Hi`bbY`ž`XYf`g]W\`j`cb`Y]bYf`; UfU[Y`]b`XYf`
A`UhhYf\`c`fbghfU»Y`(`,`YfghfYW_hY`i`bX`Y`hk`U`&\$`A`YhYf`Ub`[`k`Ufž`k`Uf`

XUg' < YfnghØW_ XYg', VYfZU`g" 8]Y`Hi bbY`UfVY]hYb`VY[UbbYb`]a
A Åfn`%- - (`i bX`ZØ\fhYb`X]Y`HÅhYf`X]fY`_h`ni`XYb`; Y`Xj cffÅhYb`]b
XYf`6Ub_"8]Y`[YgUa hY`5_h]cbž`X]Y`VYfY]hg`i a`%\$.&) `i` \f`VY[Ubbž
k i fXY`Xi fW`[YgW`]W_h`Xi fW`[YZØ\fhY`5V`Yb_i b[ga UbØ] Yf
i bhYfghØnh"8 cW`X]Y`; Y]gY`bU\ a Y`XUi YfhY`ØVYf`%+`Ghi bXYb`i bX
k Uf`j cb`ghÅbX][Yb`j Yf\UbX`i b[Yb`i bhYfVfcW`Yb"`, VYf`X]Y
; Y]gY`bU\ a Y`gY`Vghi bX`XYb`XfUa Uh]gW`Yb`Ghi fa`XYg`G9?`i a
'`.(`i` \f`ZfØ`ž`U`g`U`Y`; Y]gY`b`i bj YfgY\fh`VYfY]h`k i fXYbž`]gh]b
XYb`6Yf]W`hYb`j cb`Ø`8 FQi bX`Ø`_]dYX]UQni`YgYb"8 UVY]
Ybh_Ua`X]Y`HÅhYfVUbXY`Xi fW`XYb`Hi bbY`i bX`j YfgW`k UbX`a`]h
Y]bYf`6Yi hY`j cb`a Y`f`U`g`%\$`A`j`]cbYb`8!A Uf`_"

8]Y`HÅhYf`i bX`X]Y` : c`[Yb

8]Y`HÅhYf[fi ddY`VYghUbX`Ui g`j]Yf`A ÅbbYfb.`XfY]`GmfYfbž`Y]bYa
@]VUbYgYb`i bX`Y]bYa` `#U`YbYfž`Yf[Åbnh`Xi fW`Y]bYb`8Yi hgW`Yb"
=fY`i a ZUb[fY]W`Y`D`Ubi b[`ZØ\fhY`g]Y`ni bÅW`gh`]b`X]Y` : Åb[Y`XYg
; YgYhnYg.`BUW`X]Ya` , VYfZU``_cbbhYb`gYW`g`XYf`a i ha U»`]W`Yb
Y`ZF`Åi VYf`[YZUggh`k YfXYb"8Yf` : Ygh[Ybca` a YbY`A ci hUn`5`
6UfUn]ž`VY`_Ubbh`U`g` Hi bbY`!Hcb] ž`k Uf`bi f`nk Y]`K cW`Yb`gdÅhYf
]b`XYb`; YZÅb[b]gnY``Ybž`k Å`fYbX`9fa`]hh`i b[Yb`ni f` : YghghY``i b[
gY]bYf`?ca`d`]nYb`ZØ\fhYb" @YhnhYbX`]W`k i fXYb`a Y`fYfY
A]h[`]YXYf`XYf`HÅhYf[fi ddY`ni` `Ub[Yb`< UZhghfUZYb`j Yfi fhY]`h"

K Yb][Yf`U`g`X]Y`< Å`žhY`XYf`6Yi hY`_cbbhY`[Yg]W`Yfh`k YfXYbž
gi a a Uf]gW`g]bX`Yg`Yhk U`) ž` `A`j`]cbYb`8!A Uf`_ž`X]Y`k]YXYf`]b`XYb
GhUUhg`UggYb``UbXYhYb" : Y`Yb`]a a Yf`bcW`[fc»Y`Gi a a Ybž
ghY`h`g]W`X]Y` : fU[Yž`cV`X]YgY`Ya U`g`[YZ] bXYb`k YfXYb`_ØbbYb"
>Øb[ghY`8 UhYb`nY][Ybž`XUgg`6Ub`ØVYfZÅ``Y`]b`8Yi hgW`UbX`Y]bY
hY]`g`hfUi f][Y`?cbghUbhY`g]bXž`k cVY]``Ui h`ØGhUh]ghUQj cb`&\$&\$
]bg[YgUa h`- &`FUi VØVYfZÅ``Y`Ui Z; Y`X]bgh]hi hY`[Ya Y`XYh`k i fXYb"

9]b`j`cfUb[Y[Ub[YbYg`9fVY

8]Y`VfUW`]U`Y`j cf[Y`Yb`gk Y]gY`XYf`HÅhYf`Yf]bbYfhY`Ub`ZfØ`YfYb
VUb`_\]ghcf]gW`Yb`9fY][b]ggYž`Yhk U`X]Y`FUi VØVYfZÅ``Yž`X]Y`j cb
XYb`6fØXYfb`GUgg`]a` `j`YfØVh`k i fXYb"8]YgY`DUfU`Y`Yb
i bX`X]Y`a YX]U`Y`5i ZVYfY]hi b[`XYg`, VYfZU`g`g]W`Yfb`XYa`9]bhf]hh

]b`X]Y`XYi hgW\Y`?f]a]bc`c[]Y`Y]bYb`gdYn]Y``Yb`D`Uhn"
 8c_i a YbhUh]cbYb`i bX`i:]a Yžk]Y`X]Y`Hfi Y!7f]a Y!GYf]Y`LM
 i b[Y`Òghž`bU\`a Yb`g]W\`X]YgYf`6Y[YVYb\`Y]h`Ub`i bX`j Yf\`U`ZYb
 XYa` , VYfZU``ni`Ub\`U`hYbXYf`6YfØ\`a h\`Y]h"

5a`9bXY`V`Y]Vh`X]Y`i: fU[Y.`K]Y`YZZ]n]Ybh`g]bX`X]Y`6Y\`ØfXYb
 a]h`Yfk`Y]Y`]b`XYf`J`YfZc`[i b[`gc`W\`Yf`J`YfVfYW\`Yb3
 8Yi hgW\`UbXk`Y]h`k]fX`]b`XYb`Y`hnhYb`š\`fYb`j`cb`Y]bYa`ghYh][`Yb
 5bgh]Y[`XYf`F`Ui`VØVYfZ\`Y`Ui`Z;`Y`X]bgh]hi`hY`VYf]W\`hYhž`i`bX`X]Y
 G]W\`Yf\`Y]hg`U[Y`V`Y]Vh`Y]b`\`Y]»`i`a`ghf]hYbYg`H\`Ya`U``8]Y`[`YgUa`hY
 ;`YgW\]W\`hY`XYf`;`Y]gY`bU\`a`Y`]b`6Yf`]b!NY\`YbXcfZ`]gh`XUVY]`Y]b
 gW\`cW_]YfYbXYg`6Y]gd]Y``ZØf`[i h[`Yd`UbhY`J`YfVfYW\`Yb`]b`Y]bYf
 fYW\`h`_f]gYb[`YgW\`ØhY`hYb`NY]h"

8]Y`9f]bbYfi`b[`Ub`X]YgYb`,`VYfZU``V`Y]Vhž`i`bX`X]Y`[`YgYhnhYb
 :`fU[`Yb`bUW\`XYb`<]bhYf[`fØbXYb`i`bX`XYf`š`gh]n`g]bX`bUW\`k`]Y`j`cf
 fY`Yj`Ubh`i`bX`gdUbbYbX"

8YhU]`g	
C`fh	6Yf`]b!NY\`YbXcfZž`8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`%"`k`Xf"XY • XY"k`_]`dYX]U"cf[• XY"ghUh]ghU"Wč`a

6Ygi`W\`Yb`G]Y`i`bg`Ui`Z.`b!U[`"bYh