

? Ubn`Yf`A Yfn`i bX`A UWfcb.`9]b][_Y]h`]a
Nc`ghfY]h`i bX`K UZZYbgh]`ghUbX
[YZcfXYfh`

6i bXYg_Ubn`Yf`A Yfn`Ya dZAb[h`A UWfcbž`i a `Nc`ghfY]h`i bX
A][fUh]cbgdc`]h]_Yb`XYf`9I `Ua `&("\$+ "&\$&) `ni `VYgdfYWX`Yb`"



6Yf`]bž`8Yi hgWX`UbX`!`5a `&(" ' † ')&\$&) `Ya dZ]b[`?Ubn`Yf
: f]YXf]WX`A Yfn`XYb`ZfUbn`Ög]gWX`Yb`Df`Äg]XYbhYb`9a`a`Ubi`Y`A`UWfcb
ni`Y]bYa`k`]WX]h][`Yb`;`Ygdf`ÄWX`ØVYf`U`hi`Y`Y`<`YfUi`gZcfXYfi`b[`Yb
]a`<`UbXY`i`bX`]b`XYf`G]WX`Yf`Y]hgdc`]h]_`"9]bY`nYbhfU`Y`F`c`Y
gd]Y`hY`XYf`<`UbXY`gghfY]h`nk`]gWX`Yb`XYf`9I`i`bX`XYb`l`G5ž`]b`XYa
VY]XY`GhUUhgcvYf`Äi`dhYf`g]WX`Ui`ZXYW`i`b[`g[`Y]WX`Y`Dcg]h]cbYb
Y]b][`hYb`"8Yf`F`Y[`]Yfi`b[`ggdfYWX`Yf`?`cfbY`]i`g`VYhcbhYž`XUgg`A`Yfn
i`bX`A`UWfcb`g]WX`Y]b][`g]bXž`XUgg`X]Y`9I`g]WX`k`Y]hYfY
`UbXY`gdc`]h]gWX`Y`&ghfi`a`YbhY`j`cfVY`U`hYb`a`ØggYž`ZU`g`X]Y
J`Yf`UbX`i`b[`Yb`a`]h`XYb`l`G5`b]WX`h`Zfi`WX`hYb`ž`k`]Y`

8Yi hgWX`UbX`Zi`b`_`VYf]WX`hYh`"

A Yfn'i bX'A UWfc b'ZcfXYfhYb'ni XYa 'Y]bYb'gcZcfh][Yb
K UZZYbgh]`ghUbX'ja ' ; UnUghfY]ZYb'i bX'VYhcbhYb'X]Y
BchK YbX][_Y]hžXUgg'gUY'X]Y' \i a Ub]hÅfY'J Yfgcf[i b['XYf
dU`Àgh]bYbg]gWXYb'N]j]'VYj Ò`_Yfi b['g]WXYfghY`Yb'a ØggY"
K Å\fybX'X]Y'dc`h]gWXYb'GdUbbi b[Yb'g]W'k Y]hYf'ni gd]hnYbž
Ybhk]W_Y`b'g]W'X]Y'NÒ`Y'k Y]hYf\]b'U'g'Y]b'\Y]» Yg'9]gYb'ja
<UbXY`gX]U'c[""5_hi Y`VY`Ui ZYb'g]W'X]Y'NÒ`Y'Ui Z'&) i 'ZØf'5i hcg
gck]Y'GhU\`!i bX'5'i a]b]i a dfcXi _hYž'k cVY]Y]bY'a Ò[`]WXY
9f\Ò\i b['Ui Z) \$i 'Ub[YXfc\h'k i fXYž'k]Y' HU[YggWXY Ui
\Yfj cf\YVh"

GW'k]Yf][Y'J Yf\ UbX`i b[Yb'i bX'Y][YbY
=bhYfYggYb

A Yfnž'XYf'Ui ZXYa '9I !;]dZY`]b'6fØggY`Ua ' &*""ž b]'&\$&) 'X]Y
=b]h]Uh]j Y'Yf[f]ZZ'ZcfXYfhY'Y]bY'fUgWXY'9]b][i b['ja 'Nc`ghfY]h"N]Y`
]gh'Ygž'8Yi hgW'UbX'k]YXYf'U'g'hfY]VYbXY'fUZh]bbYf\U'V'XYf'9I
ni 'YhUV']YfYb" =X]YgYa 'F\`a Yb'bU\`a 'Yf'Ub'Y]bYa ']bZcfa Y`Yb
HfYZZYb'j cb'&%XYf'&+'9I !A]h[`]YXg`ÀbXYf'hY]ž'XUg'Y]bY'bYi
_cbn]d]YfhY'A][fUh]cbgdc`h]_YfUfVY]hYb'gc`hY" '8ÀbYa Uf_ž'`hU`Yb
i bX'X]Y'B]YXYf'UbXY'ZØ\fhYb'X]YgYg'HfYZZYb'Ubž'i bhYfghØnh]j cb
=hU`Ybg'F Y[]Yfi b[gWXYZ]b';]cf[]U'A Y'cb]" =X]YgYa ' ?cbhYI h
h\Ya Uh]g]YfhY'Ui W'² ghYffY]W'g'6i bXYg_Ubn'Yf'7\ f]gh]Ub'GhcW_Yf
X]Y'XY'j cb'F ØW_ZØ\fi b[g!`cXYf'5VgW]YVYnYbhYb'ZØf
UV[Y'Y\bhY'5gmVYk YfVYf']b'8f]h'ÀbXYfb"

A Yfn'gdfUW'g]W'ZØf'Y]bY' A][fUh]cbgk YbXY 'Ui g'i bX'_f]h]g]YfhY
X]Y'9I !?ca a]gg]cb'ZØf'X]Y'_ca d`n]YfhYb'J Yf\UbX'i b[Yb'ja
Nc`ghfY]h"5i W'X]Y': f]gh'ZØf'Y]b'<UbXY'gUV_ca a Yb'a]h'XYb'I G5ž
X]Y'Ua '- ""ž `]'&\$&) 'UV`Ài Zhž'gcf[hY'ZØf'ni gÅh`]WXYb'8fi W_"9]bY
9]b][i b['_ÒbbhY'ZØf'X]Y'9I 'j cb[fc» Yf'6YXYi hi b['gY]bž'XYbb
k Å\fybX'Y]b][Y'9I !GhUUhYbž'k]Y'GdUb]Ybž'Y]b'\ÅfhYfYg'J cf[Y\Yb
[Y[Yb'gUY'ZcfXYfbž'\`h'A Yfn'Ub'Y]bYf'ni fØW_\U'hYbXYb'@]b]Y
ZYgh'i bX'Y\bh'GhfUza U» bU\`a Yb'gck]Y'X]Y'5i ggYhni b['XYg'9I !
5ggcn]]Yfi b[gUV_ca a Ybg'UV"

9]b'X]ZZYfYbn]YfhYg'6]'X'XYf'9I !Dc`h]_

8]Y'8]g_i gg]cbYb'ja 'FU\ a Yb'XYg'9I !;]dZY`g'gd]Y[Y`b`X]Y
 <YfUi gZcfXYfi b[Yb`i bX`i bhYfgW\]YX`]W\Yb`GhUbXdi b_hY`XYf
 A]h[`]YXgghUUhYb`k]XYf" :b`XYf'5VgW\`i gg!9f_`Àfi b[`k i fXY`Y]bY
 ?Ybbhb]gbU\ a Y`XYg'9I !DfØZVYf]W\hg`ni `gfuY`j YfUb_Yfhž`k Y]hYfY
 6YfUhi b[Yb`gc`Yb`ja `đ `]'&\$&) `Zc`[Yb"8Yf`J Yfgi W\ž`Y]bY
 [Ya Y]bgUa Y`<U`hi b[`ni `Z]bXYbž`[YghU`hYh'g]W\ `U`g`gW\k]Yf][žk Ug
 X]Y`_`UfY`8]j Yf[Ybn`i bhYf`XYb`Yi fcdÀ]gW\Yb`@ÀbXYfb
 i bhYfghfY]W\h"

9g`V`Y]Vh`UVni k UfhYbž`k]Y`g]W\`X]Y`J Yf\UbX`i b[Yb`nk]gW\Yb`XYf
 9I `i bX`XYb`i G5`Yb`hk]W`Y`b`k YfXYb`i bX`cV`A Yfn`gY]bYa `N]Y`ž
 8Yi hgW\`UbX`U`g`\UbXY`gdc`h]gW\Yb`5_hYi f`ni `ghÀf`_Ybž
 bÀ\Yf`_ca a h"8]Y`_ca a YbXYb`A cbUHY`_ØbbhYb`Yb`hgW\Y]XYbX`ZØf
 X]Y`_ØbZh][Y`k]fhgW\UZh]W\Y`i bX`dc`h]gW\Y`5i gf]W\hi b[`XYf`9I
 gY]b"

8YhU]`g	
C fh	6Yf`]bž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XYi hgW\`UbXZi b_"XY • k k k "hU[YggW\Ui "XY

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