

⇒ a a Ubi Y`'?`]'b]_i a '6YfbUi 'Yf\À`h
5i gnY]Wb i b['ZØf': fUi Yb\Yfna YX]n]b °

5a "' "ž`]'&\$&) 'Yf\]Y`h'XUg'⇒ a a Ubi Y`'?`]'b]_i a '6YfbUi 'XYb
'?CB?F9H!GcbXYfdFY]g'ZØf'[YgW\YW`hYfgdYn]Z]gWY
<Yfnj Yfgcf[i b["



6YfbUi ž'8Yi hgW\`UbX`!'9]bY`VYgcbXYfY`5i gnY]Wb i b['ZØf`X]Y
; Ygi bX\Y]hgj Yfgcf[i b['j cb': fUi Yb. '5a "' "ž`]'&\$&) 'Yf\]Y`h'X]Y
<cW`gW`i`Ua Vi`Ubni`XYg'⇒ a a Ubi Y`'?`]'b]_i a g'6YfbUi
<YfnnYbhfi a '6fUbXYbVi f['XYb`GcbXYfdFY]g'ZØf
[YgW\YW`hYfgdYn]Z]gWY`J Yfgcf[i b['ž'a`F U\`a`Yb`XYg`?CB?F9H!
DfY]gYgž`XYf`j`cb`XYf`@`m'8Yi hgW\`UbX`Gh]Zhi b['j Yf`]Y\Yb`k`]fX"
8Yf`DfY]gž`XYf`a`]h') "\$\$\$`9i`fc`Xch]Yfh]ghž`\YVh`XUg`Dfc`Y`_h
<cW`gW`i`Ua Vi`Ubni`ZØf'[YgW\YW`hYfgdYn]Z]gWY`A`YX]n]b`a`]h
gdYn]Y`Yf': fUi YbgdfYW`ghi bXY`i`bhYf`XYf`@Y]hi b['j cb`8f`a`YX"
J`]mUb`G]Xc`\Yfj`cf`N]Y`XYg`Dfc`Y`_hg`]gh`Ygž`X]Y`gdYn]Z]gWY`b
Gma`dhca`Yž`F]g]_c`ZU`_hcfYb`i`bX`6YXØfZb]ggY`j`cb': fUi Yb`]a
6YfY]W\`XYf`<Yfnj`?fY]g`Ui`Z9f`_fUb`_i`b[Yb`ni`UXfYgg]YfYbž`k`]Y`
VUfb]a`!U`_hi`Y`""XY`VYf]W`hY`h`

8]Y`gdYn]Y`Y`<YfngdfYW`ghi bXY`V]YhYh`Y]bY`a U» [YgW`bY]XYfhY
J Yfgcf[i b[`i bX`gYhnh`Ui ZX]Y` : ÖfXYfi b[`k]ggYbgW`UZn]W`Yf
: fU[YghY`i b[Yb`"DfcZ`8f`"a YX`"æ\UbbYg`5`VYgž`7\YZUfnh`XYf
<Yfn!`i bX` ; YZÀ» W`]fi f[]Yž`VYhc`bh`X]Y`8f]b[`]W`_Y]h`Y]bYf
[YgW`Y`W`hYf[YfYW`hYb`a YX]n]b]gW`Yb`J Yfgcf[i b[`i bX`YVh`X]Y
VYghY`YbXYb`I bhYfgW`]YXY`]b`XYf`6Y`UbbX`i b[`j cb` : fUi Yb
&Yfj cf`8f`"gUVY`U`9fV!<Yffa Ubb`j cb`XYf`@]`mi`8Yi hgW`UbbX
Gh]Zhi b[`i bhYfghfY]W`h`X]Y`F`Y`Yj Ubn`Y]bYf`[YgW`Y`W`hYfgYbg]V`Yb
; Ygi bX`Y]hgj Yfgcf[i b[`i bX`bYb`bh`X]Yb`DfY]g`U`g`5b`fY]nž`@W`_Yb
]a` ; Ygi bX`Y]hggmghYa`ni`gW`Y]Y»Yb"

K UW`gYbXY`9f`_Yb`b`hb]ggY`ØVYf
; YgW`Y`W`hYfi bhYfgW`]YXY

?UfX]cj Ug_i`ÀfY`9f`_fUb_i b[Yb`g]bX`nk Uf`X]Y`k Y`hk Y]h`ZØ`fYbXY
HcXYgi fgUW`Y`VY]`VY]XYb` ; YgW`Y`W`hYfbž`UVYf`Yg`[]Vh
g][b]Z]_Ub`h`i bhYfgW`]YXY`]b`XYf`5f`hi bX`K`Y]gYž`k]Y`g]Y`g]W`VY]
A`ÀbbYfb`i bX` : fUi Yb`a Ub]ZYgh]YfYb`"9]bY`U`_hi Y`Y
J YfÖZYb`h]W`i b[`]b`XYf`8 ; ?`gW`]XYfhž`XUgg
[YgW`Y`W`hggdYn]Z]gW`Y`i bhYfgW`]YXY`]b`XYf`Df`Aj`U`Ybnž
DUh`cd`mg]c`c[]Y`i bX`Gma`dhca`Uh]_j cb`<YfnYf`_fUb_i b[Yb
k Y]h[Y`YbX`i bVY`_Ubb`h]g]bX`" : fUi Yb`k YfXYb``Ài Z][`]b`_]b]gW`Yb
Ghi X]Yb`i bhYffYdf`AgYb`h]Yfhž`k Ug`XUni`ZØ`fhž`XUgg`X]Y`U`_hi Y`Yb
@Y]h]b]Yb`X]YgY`i bhYfgW`]YXY`]b`i`f`i`bni`fY]W`YbX`VYfØW`_g]W`h][Yb`"

9fghUi b`]W`Yfk Y]gY`nY][`h]g]W`ž`XUgg`_U`_i hY`?`cfc`bUfgmb`Xfca`Y`j`cf
U`Y`a`A`ÀbbYf`VYhfY`ZYbž`k`À`fYbX` : fUi Yb`UV`+)``æ\`fYb`]b`XYf
,`VYfnU`"g]bX`"Ni`XYa`b]a`a`h`X]Y`5bnU`"Ub`†`b[Yb` : fUi Ybž`X]Y
Ub`_U`_i hYb`?`cfc`bUfgmb`Xfca`Yb`Y]XYbž`ni`"<]YfVY]`gd]Y`h`GhfYgg
Y]bY`Yb`hgW`Y]XYbXY`F`c`Yž`k`Y`W`Yf`U`g`k`]W`h][`Yf`F`]g]_cZU`_hcf`ZØf
A`mc`_UfX]bZUf`_h`VY] : fUi Yb`]XYb`h]Z]n]Yfh`k`i`fXYž`k`]Y`X]Y`J`≠ ; C!
Ghi X]Y`Ui`ZhY][`h`Ni`XYa`a`ØggYb`Y`fnhY`XUfUi`Z`UW`hYbž`XUgg
8]UVYhYg`VY] : fUi Yb`Y]bY`_cfc`bUfY`<YfnYf`_fUb_i b[`gh`Àf`_Yf
ZØfXYfh`U`g`VY]`A`ÀbbYfbž`i`bX`XUgg`[YgW`Y`W`hggdYn]Z]gW`Y`HY`ghg
Ya`dZc`Yb`k`YfXYbž`i`a`8]U[`bcgYb`ni`j`YfVYggYfb"

8]Y`B`c`hk`Y`b`X][`_Y]h`[YgW`Y`W`hYfgYbg]V`Yf

5bgÄhnY

9]b`VYggYfYg`J YfghÄbXb]g`XYf` ; YgWÄ`YWÄhYfi bhYfgWÄ]YXY`]b`XYf`
 ?UfX]c`c`[]Y`_Ubb`b]WÄh`bi f`X]Y`H\YfUd]Yb`j YfZY]bYfbž`gcbXYfb
 Ui WÄ`XYfYb`G]WÄYf\Y]h`Yf\Ö\Yb`"8Yf` : c`_i`g`Ui ZdYfgcbU`]g]YfhY
 6Y\UbX`i b[`VUg]YfYbX`Ui Z[YgWÄ`YWÄhggdYn]Z]gWÄYb`6YXØfZb]ggYb
]ghi bYf`Ägg`]WÄ`"9f`_Ybbhb]ggY`XYf`**YfnhYV`Uhh`nY**][Ybž`XUgg`X]Y
 ?`]b]_Yb`VY]`XYf`6Y\UbX`i b[`j`cb` : fUi Yb`a`]h`ghUV]`Yf`5b[]bU
 DYWÄcf]g`c`Zi`GÄk`]Yf][_Y]hYb`ÄUVYbž`X]Y`f]WÄh][Yb`8]U[bcgYb`ni
 ghY`Ybž`]bgVYgcbXYfY`VY]`i bhYf`*`\$!`Ä\Äf][Yb`"l`a`gc`k`]WÄh][Yf`]gh
 Ygž`V]`X[YVYbXY`J YfZU\fyb`k`]Y`GD97H`i bX`A`F`H`\Äi` Z][Yf`
 Y]bni gYhnYbž`i a`X]Y`J Yfgcf[i b[gei U`]hÄh`ni`j`YfVYggYfb`"

8]Y`<YfUi gZcfXYfi b[Yb`YbXYb`b]WÄh`VY]`XYf`8]U[bcgYghY`i b[.
 : fUi Yb`g]bX`\Äi` Z][`j`cb`?`ca`d`_`Uh]cbYb`VYhfc`ZYbž`k` Ybb`g]Y`g]WÄ
]bj`Ug]j`Yb`H\YfUd]Yb`i bhYfn]Y\Ybž`k` Ug`i bhYf`UbXYfYa`Ui`Z`\fY`
 _`Y]bYfYb`6`i`h[YZÄ»Y`ni`fØW`ni`ZØ\fyb`]gh`"8`UfØVYf`\]bUi`g`nY][Yb
 Ghi`X]Ybž`XUgg` : fUi Yb`a`]h`<Yfn]bgi`ZZ]n]Ybn`gY`hYbYf`VY\UbXY`h
 k`YfXYb`i`bX`VY]a`"9]bgUhn`j`cb`<Yfna`YX]_Ua`YbhYb`Y]bY`\Ö\YfY
 GhYfV`]WÄ`_Y]hgfUhy`Ui`Zk`Y]gYb`U`g`A`ÄbbYf`"8]Yg`j`YfXYi`h`]WÄh
 Y]ba`U`a`Y`fž`k`]Y`k`]WÄh][`Yg`]ghž`[YbXYfgYbg]V`Y`5bgÄhnY`]b`XYf`
 <Yfna`YX]n]b`ni`YhUV`]YfYb`"

5VgWÄ`]Y»YbX`Äggh`g]WÄ`gU[Ybž`XUgg`X]Y`5bYf`_Ybbi`b[`i`bX
 : ØfXYfi`b[`][YgWÄ`YWÄhYf[YfYWÄhYf`J`Yfgcf[i`b[gUbgÄhnYž`k`]Y`g]Y
 Ua`"a`a`Ubi`Y`"?`]b]_i`a`"6YfbUi`i`a`[YgYhnh`k`YfXYbž`\Yi`hY
 k`]WÄh][Yf`]gh`XYbb`Y`"G]Y`YfÖZbYb`b]WÄh`bi`f`bYi`Y`DYfgdY`_h]j`Yb
 ZØf`X]Y`a`YX]n]b]gWÄY`J`Yfgcf[i`b[ž`gcbXYfb`Y`]ghYb`Ui`WÄ`Y]bYb
 VYXYi`hYbXYb`6Y]hfU[`ni`f`J`YfVYggYfi`b[`XYf` ; Ygi`bX\Y]hi`bX
 @YVYbgei`U`]hÄh`j`cb` : fUi`Yb`a`"6YfY]WÄ`XYf`<Yfn!`?`fY]g`Ui`Z
 9f`fUb`_i`b[Yb`"

8YhU]`g`	
Cfh	6YfbUi ž`8Yi hgWÄ`UbX
EiY`Yb	<ul style="list-style-type: none"> • VUfb]a`!U`_hi`Y`"XY • `Y]h`]b]Yb`"X[_`"cf[

8YhU]`g

- k k k "UYfnhYV`Uhh"XY

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