

6YghYbgYY. '?Àa a YfYf'bUWk 'l fhY]'k Y[Yb
l f_i bXYbZÀ`gWk i b['UVVYfi ZYb°

8]Y'; Ya Y]bXY'6YghYbgYY'\Uh']\fYb '?Àa a YfYf'bUWk 'Y]bYf
J Yfi fhY]'i b['k Y[Yb 'l f_i bXYbZÀ`gWk i b['UVVYfi ZYb"'8Yf
6Øf[Yfa Y]ghYf'gi Wk h'Y]bYb 'BUWk Zc`[Yf"



6YghYbgYYž'8Yi hgWk `UbX '!'; YghYfbž'Ua ' %* " ' ; '] & \$ &) ž'ZUbX ']b
6YghYbgYY 'Y]bY 'Ui ZFY[YbXYž'Ui » Yfd`Uba À»][Y'G]ni b['XYf
; Ya Y]bXYj YfhfYhi b['ghUhh"'8Yf'V]g\Yf][Y'?Àa a YfYf'<Y]a c
@ Xk]['k i fXY'a]h'gcZcfh][Yf'K]f_i b['UVVYfi ZYb"'GWkcW_]YfYbX"
%) 'j cb'%, 'Ubk YgYbXYb'; Ya Y]bXYj YfhfYhYfb'i bhYfghØhnhYb
X]YgYb'GWk f]hh'k À\fybX'XfY]g]Wk 'Ybh\]Y'hYb"'6Øf[Yfa Y]ghYf
Fc`UbX'<c'a '\UhhY'XYb'5bhFU['ni f'5VVYfi Z b['Ui Z[fi bX'Y]bYf
gWk Yfk]Y[YbXYb'J Yfi fhY]'i b['@ Xk][g'k Y[Yb
l f_i bXYbZÀ`gWk i b['Xi fWk 'XUg'5a hg[Yf]Wk h'7chhVi g['YghY''h"
<c'a 'Yf_`ÀfhYž'XUgg'XUg'5bgY\Yb'XYf'J Yfk U'hi b[']b'XYf
² ZZyb h]Wk _Y]h'Xi fWk 'X]YgYb'J cfZU''[YZÀ\ fXYh'igY]ž'k Ug'X]Y
XfUgh]gWk Y'9bhgWk Y]Xi b['VY[fØbXYhY"

8]Y`G]hi Uh]cb`]gh`Yfbgh"@ Xk][ž`XYf`b`XYf`J Yf[Ub[Yb\Y]h`Y]bY
VYXYi hYbXY`F c``Y`]b`XYf`<Ui g\U`hgZ0\fi b[`i bX
J Yfa Ò[Ybgj Yfk U`hi b[`gd]Y`hYž`k]fX`j cfØVYf[Y\YbX`]b`XYf
GhUVgghY``Y`7cbhfc``]b[`U`g`GUWVYUfVY]hYf`c`bY`DYfgcbU`!`i bX
:]bUb nj YfUbhk cfhi b[`Y]b[YgYhnhž`V]g`Y]b`fYW hg_ fÅZh[Yg`l fhY`
j cf`]Y[h" ðhYfYggUbh`ni `VYa Yf_Yb`]ghž`XUgg`@ Xk][`[Y[Yb`XUg
l fhY`]`6Yfi Ž b[`Y]b[Y`Y[h`\Uh`i bX`gca]h`XYf`: U``bcW`b]W`h
UV[YgW`cggYb`]gh" ð_`i g]j Y`XYf`VYj cfghY\YbXYb
<Ui g\U`hgVYfUhi b[Yb`a i gg`6Øf[Yfa Y]ghYf`<c`a
gW`bY`gha Ò[`]W`Y]bYb`bYi Yb`?Àa a YfYf`Z]bXYbž`XYf`X]Y
YbhgW`Y]XYbXYb`5i Z[UVYb`ØVYfb]a a h`i bX`X]Y`J Yfk U`hi b[`bYi
Ui ZghY``h"

8]Y`<]bhYf[fØbXY`XYf`J Yfi fhY`]i b[

<Y]ac`@ Xk][`k i fXY`j ca `5a hg[Yf]W`h`7chVi g`k Y[Yb
l f_`i bXYbZ`gW`i b[`]a `VYgcbXYfg`gW`k YfYb`: U``j Yfi fhY`]h"8]Y
GhfUZ`3`B`Yi b`A`cbUhY`: fY]\Y]hgghfUZ`ž`Ui g[YgYhnh`Ui Z`nk Y]`>\fY
6Yk À\fi b[``Ni XYa `a i gg`Yf`Y]bY`NU\`i b[`j`cb`*"\$\$\$`9i fc`Ub`X]Y
@UbXYg_UggY``Y]ghYb``G`W`c`W_]YfYbXY`8YhU]`g`fi bX`i a `X]Y
: À`gW`i b[`nY][Ybž`XUgg`@ Xk][`]b`]bg[YgUa h`Z0bZ: À``Yb
nk]gW`Yb`&\$%+`i bX`&\$%-`NU\`i b[Yb`XYf`; Ya Y]bXY`Ub`Y]bY`b]W`h
Yl]gh]YfYbXY`:]fa U`UbK]Yg``8]YgYf`J cfZU``\Uh`b]W`h`bi f
fYW`h]W`Yž`gcbXYfb`Ui W`a Ugg]j Y`Z]bUbN]Y``Y`?cbgYei YbnYb`Z0f
X]Y`; Ya Y]bXY`6YghYbgYY"

8]Y`J Yfk U`hi b[`h`Uh`i]a `A U]`VYfY]hg`Y]bY`HY`]!<Ui g\U`hggdYffY
j Yf\Àb[h" <]bhYf[fi bX`]gh`Y]bY`?`U[Y`[Y[Yb`XYb`@UbX`_fY]g
8U\`a Y!GdfYYk U`X`k Y[Yb`XYf`; YbY\`a][i b[`Y]bYg
ðj Ygh]h]cbg_fYX]hYg`]b`<Ø\Y`j`cb`, ž`A]``cbYb`9i fcž`XYf`Z0f`X]Y
; Ya Y]bXYj Yfk U`hi b[`j`cb`Yf\YV`]W`Yf`6YXYi hi b[`]gh"
?ca a i bU`fYW`h`gd]Y`h`\]Yf`Y]bY`k YgYbh`]W`Y`F c``Yž`k]Y`X]Y`
**? Ub n`Y`] < Yf Zi fhb Yf`Yf`Ài hYfh"8]Y`FY[Y`i b[Yb`XYZ]b]YfYb`X]Y
Ni gh`ÀbX][_Y]hYb`i bX`5i Z[UVYb`XYf`?ca a i bU] Yfk U`hi b[`i bX
g]bX`; fi bX`U[Y`Z0f`X]Y`GY`Vghj Yfk U`hi b[`XYf`; Ya Y]bXY"**

8]Y`6YXYi hi b[`XYf`F c``Y`XYg`?Àa a YfYfg

8]Y`Dcg]h]cb`XYg'?Åa a YfYfg[Y\hØVYf`X]Y`V`c»Y
 <Ui g\U`hgZØ\fi b[`]bUi g"J YfUbhk cfh]W_X]hYb`i a ZUggYb`Ui W
 ðj Ygh]h]cbYb`i bX`X]Y`J Yfk U`hi b[`XYg`J Yfa Ø[Ybg"9]b
 _ca dYhYbhYf'?Åa a YfYf`]gh`ZØf`X]Y`Z]bUbn]Y`Y`GhUV`]hÅh`XYf
 ; Ya Y]bXY`i bYf`Ågg`]Wž`VYgcbXYfg`]b`Ub[YgdUbbhYb`NY]hYb`k]Y
 X]YgYb"8U\Yf`g]bX`X]Y`5i gk]f_i b[Yb`XYf`5VVYfi Z b[`j cb
 @ Xk][`b]W`h`ni`i bhYfgW`ÅhYb"

8Yf`6Øf[Yfa Y]ghYf`ghY\`h`bi b`j cf`XYf`<YfUi gZcfXYfi b[ž`Y]bYb
 [YY][bYhYb`BUW`Zc`[Yf`ZØf`XYb'?Åa a YfYf`ni`Z]bXYb"5b[Yg]W`hg
 XYf`VYj cfghY\`YbXYb`<Ui g\U`hgVYfUi b[Ybž`X]Y`ZØf`X]Y
 9bhk]W`i b[`XYf`; Ya Y]bXY`Yb`hgW`Y]XYbX`g]bXž`VYg]hnh`XYf`bYi Y
 ?Åa a YfYf`Y]bY`GW`ØggY`dcg]h]cbž`i a`6YghYbgYY`k]YXYf`Ui Z?i fg
 ni`Vf]b[Yb"

ðg[YgUa h`nY][h`X]YgYf`J cfZU`ž`k]Y`k]W`h][`Yg`]ghž`XUgg`c`_U`Y
 6Y\ØfXYb`XYb`fYW`h]W`Yb`F U\`a Yb`VYXUW`hYbž`XYf`Xi fW`XUg
 ?ca a i bU`fYW`h]j cf[Y[YVYb`k]fX"9g`g]W`Yfh`b]W`h`bi f`X]Y
 FYggci fW`bj YfhY`]i b[ž`gcbXYfb`ghY`h`Ui W`g]W`Yfž`XUgg`X]Y
 ; Ya Y]bXY`]b`XYf`@U[Y`]ghž`YZZY`_h]j`ni`U`bXY`b`i bX`X]Y
 @VYbgei U`]hÅh`]fYf`6Øf[Yf]bbYb`i bX`6Øf[Yf`ni`ZØf`XYfb"8]Y
 ; YgW`Y\`b]ggY`]b`6YghYbgYY`g]bX`Y]b`Y]bXf]b[`]W`Yg`6Y]gd]Y`ZØf
 X]Y`<YfUi gZcfXYfi b[Ybž`j cf`XYbYb'?ca a i bU`] Yfk U`hi b[Yb
 ghY\`Ybž`i bX`k]Y`gW`bY`g]W`X]Y`G]hi Uh]cb`ÅbXYfb`_Ubb"

8YhU]`g	
C fh	6YghYbgYYž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "XYfbYi Y_UYa a YfYf"XY • _Ubn`Y]!\YfZi fhbYf"XY

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