

6cc hgX]YVY`gW\`U[Yb`YfbYi h]b`F Yhnc k ni`? f]dc`V]hhYh`i a`<]bk Y]gY`

⊕`l`W_Yfa`Uf`_k`i`fXY`Y]b`6cc`hgUa`h`HfU]`Yf`[`Yg`hc`\`Yb`"8]Y`
?f]a`]bU`dc`]nY]`gi`W`h`NYi`[`Yb`"<]bk`Y]gY`g]bX`k`]`_ca`a`Yb`"



F Yhnc k ž`8Yi`hgW\`UbX`!`⊕`XYf`B`UW`h`ni`a`%`"'&`~`&\$\$&)`_Ua`Yg]b`XYf`
F Y[]cb`@mW`Ybž`[`YbUi`Yf`[`YgU[`h]a`C`fhghY]`F Yhnc k ž`ni`Y]bYa`
XfY]ghYb`6cc`hgX]YVghU\`"'?`f]a`]bU`VYUa`hY`XYf`Dc`]nY]]b`gdY`_h]cb`
l`W_Yfa`Uf`_g]bX`VYfY]hg`a`]h`XYb`9fa`]h`i`b[`Yb`VYgW`ÀZh][`hž`i`a`X]Y`
i`bVY`_Ubb`hYb`H`hYf`ni`Z`UggYb`"8]YgY`j`Yf`i`XYb`Y]b`6cc`h`Ui`Z`Y]bYb`
HfU]`Yf`i`bX`hfUbgdcfh]YfhYb`Yg`a`]h`Y]bYa`JK`"8Yf`Yb`hghUb`XYbY`
GW`UXYb`VY`Ài`Zh]g]W`Ui`Z`a`Y`f`YfY`\`i`bXYfh`9i`fc`"8]Y`Dc`]nY]`fi`Zh`
X]Y`6Yj`Ò`_Yfi`b[`X`Uni`Ui`Zž`<]bk`Y]gY`ni`XYa`J`cfZU`"ni`[`YVYbž`i`a`
X]YgYb`_f]a`]bY`Yb`5`_hj`]h`hYb`Y]b`9bXY`ni`gYhnYb`"Ni`XYa`nY][`h`
X]YgYf`J`cfZU`ž`X`Ugg`6cc`hgX]YVgh`À`\`Y]b`8Yi`hgW\`UbX`k`Y]hYf`\]b`Y]b`
YfbghYg`DfcV`Ya`X`UfghY`Yb`"

K]Y`X`Ug`Dc`fhU`m`UW`h`XY`VYf]W`hYhž`k`i`fXYb`]a`~`U`f`&\$\$&`]b`

8Yi hgW\`UbX`]bg[YgUa h) - ' `5i » YbVcfXa chcfYb`i bX`%(\$
GdcfhVcchY`[Yghc\`Yb" `8Yf; YgUa hgW\UXYb`gi a a]Yfhig]W\`XUVY]
Ui ZYhk U`) ž%A]``cbYb`9i fc" `a `JYf[`Y]W\`ni `&\$&%g]bX`X]YgY
NU\`Yb`nk Uf`]b`Y]b][Yb`6YfY]W\Yb`fØW_`Äi Z][ž`XcW\`X]Y`; YZU\`f
V`Y]Vh`VYghY\`Yb" `6YgcbXYfg]b`6fUbXYbVi f[ž`6Yf`]b`i bX
BcfXf\Y]b!K YghZU`Yb`\`Äi ZYb`g]W\`X]Y`8]YVghÄ\`Y" `8Yf
GWk Yfdi b_`h`\Uh`g]W\`j cb`XYb`hfUX]h]cbY``VY`]YVhYb
8]YVghU\`[YV]YhYb`Ua` `6cXYbgYY`\`]b`ni a`F\Y]b`j Yf`U[Yfhž`a`]h
Y]bYa`VYgcbXYfYb` : c_i`g`Ui ZX]Y`FY[]cbYb`CZZYbVi f[`i bX
?Uf`gfi \Y"

5_hi Y``Y`GhUh]gh]_Yb`nY][Yb`[Ya`]gW\`hY 9bhk]W_`i b[Yb`

Hfchn`Y]bYg``Y]W\`hYb`5bgh]Y[g`VY]`XYb`GdcfhVcchX]YVghÄ\`Yb`Ui Z
%*\$` : Ä`Y`ja` `Ÿ\`f`&\$&` `V`Y]Vh`X]Yg`Y]b`fY`Uhj` `b]YXf][Yf`K`Yfhž`XYf
gY]h`6Y[]bb`XYf`5i`gk`Yfhi`b[Yb`bi`f`gY`hYb`ØVYfgW\`f]hYb`k`i`fXY"
8Ug`?ca`dYhYbnnYbhfi`a` `6cchg_f]a`]bU`]hÄ`h`\Uh`_Øfn`]W\`
j`YfØZYb]`W\`hž`XUgg`XYf`8]YVghU\``j`cb`5i`»`YbVcfXa`chcfYb`gc[`Uf
i`a`%\$`i` `Ygi`b`_Yb`]ghi`bX`XUa`]h`Y]bYb`\`]ghcf]gW\`Yb`H]YZghUbX
YffY]W\`h`\Uh" `8]Y`; YgUa`hgW\`UXYbg\`Ö\`Y`ZØf`GdcfhVcchY`i`bX
5i`»`YbVcfXa`chcfYb`VYhfi`[`ni`Yhnh`fi`bX`)`ž\$)`A`]``cbYb`9i`fc"

æg[YgUa h`_cbbhYb`]a` `Ÿ\`f`&\$&` `fi`bX`(`ž`*`A`]``cbYb`9i`fc`Ub
8]b[Y`k`]Y`GdcfhVcchY`i`bX`5i`»`YbVcfXa`chcfYb`Xi`fW\`X]Y`Dc`]nY]
g]W\`Yf[YghY``h`k`YfXYb" `8]Y`NU\`X`XYf`G]W\`YfghY``i`b[Yb`gd]Y[Y`h`X]Y
9fZc`[Y`]bhYfbUh]cbU`Yf` : U\`bXi`b[gU_`h]cbYb`k`]XYfž`X]Y`ni`XYb
G]W\`YfghY``i`b[Yb`]b`C`ghYi`fcdU`i`bX`UbXYfYb`FY[]cbYb`[YZØ\`fh
\UVYb" `9]bY`VYUW\`h]W\`Y`5bnU\``j`cb`&`,`GdcfhVcchYb`i`bX`*`+
5i`»`YbVcfXa`chcfYb`_cbbhY`g]W\`Yf[YghY``h`k`YfXYb`ž`k`Ug`nY][hž
XUgg`X]Y`]bhYfbUh]cbU`Yb`?ccdYfUh]cbYb`K`]f_i`b[`nY][Yb"

K Ug`hi`b`[Y[Yb`XYb`5bgh]Y[`XYf 6cchgX]YVghÄ\`Y3

8]Y`Dc`]nY]`k`Ufbh]`cf`Y]bYf`Ni`bU\`a`Y`[Yn]Y`hYf`5i`ggdÄ\`i`b[Yb
Xi`fW\`HÄhYf`i`bX`UddY``]Yfh`Ub`6cchgVYg]hnYfž`Yf\`Ö\`hY

K UWXgUa _Y]h]b' < ÅZYb'i bX'VY]'K UggYfZU\fnYi [Yb'ni 'nY][Yb"
 ðgVYgcbXYfY'VY]'5b[YVchYb'ZØf'5i » YbVcfXa chcfYb'ja 'ðhYfbYh
 gc`hYb'?Ài ZYf'j cfg]WXh]['gY]bžXU'[YZÅ`gWXhY'J Yf_Ui ZgUb[YVchY
 k Y]hYf\]b'ja 'l a`Ui Z'g]bX''J cf'Y]bYa '?Ui ZYa dZ]Y\`h'Yg'g]WXžXUg
 CVY`_hiXi fWX': UWX`Yi hY'ØVYfdfØZYb'ni ''UggYb"

8]Y'6Øf[Yf'g]bX'[YZcfXYfhž'XYb'6Y]hfU['ni f'6Y_Åa dZi b['X]YgYf
 ?f]a]bU']hÅh'ni ''Y]ghYb''9g'V'Y]Vh'ni '\cZZYbž'XUgg'Xi fWX'j YfghÅf_hY
 K UWXgUa _Y]hi bX'X]Y'Yb[Y'Ni gUa a YbUfVY]h'XYf'6Y\ÖfXYb'XYb
 8]YVYb'XUg'< UbXk Yf_'[Y'Y[h'k YfXYb'_Ubb''9]b'5i Zfi Zni f
 J cfg]WXh'_ÖbbhY'\Y'ZYbž'k Y]hYfY': Å`Y'k]Y'XYb'_U_hi Y`Yb']b
 FYhnc k'ni 'j Yf\]bXYfb''8Ug'9b[U[Ya Ybh'XYf'6Yj Ò`_Yfi b[']gh
 YbhgWX Y]XYbXž'i a '[Y[Yb'X]YgY'5fhj cb'?f]a]bU']hÅh'j cfni [Y\Yb
 i bX'X]Y'K UggYfk Y[Y'g]WX Yf'ni '\U'hYb"

8YhU]`g	
Cfh	FYhnc k ž8Yi hgWX`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • k k k "mUWX h"XY • k k k "VcchY!a U[Un]b"XY

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