

9\ fYbUa h. 'Gdcfh\Y`XYb '[YY\ fh'VY]'XYb ? fY]ggdcfhgd]Y`Yb '&\$&)'

8]Y`&- "'? fY]ggdcfhgd]Y`Y`]b`i W_Yfa Uf_`Y\ fhYb
Y\ fYbUa h]WXY`<Y`ZYfž`X]Y`VYXYi hYbX`ZØf`XYb`ž [YbX!`i`bX
J YfY]bggdcfhg]bX"



@mWXYbž`8Yi hgW`UbX`!`8]Y`&- "'? fY]ggdcfhgd]Y`Y`\ UVYb`_Øfn`]W
]a`@UbX_fY]g`Y]bYb`VY[Y]ghYfbXYb`G]Y[`ZØf`XYb`B UWk i Wg
[YZY]Yfh`i`bX`U``XUg`XUb`_`XYg`i`bYfa`ØX`]WXYb`9b[U[Ya`Ybhg`XYf
9\ fYbUa h]WXYb`"GY]h`ZUgh` \$`ž\ fYb`cf[Ub]g]YfYb`Yb[U[]YfhY
<Y`ZYf`YXYg`ž\ f`K`Yh_`Äa`dZY`ZØf`?`]bXYf`i`bX`ž [YbX`]WXYž`X]Y
b]W`h`bi`f`gdcfh`]WXY`@Y]ghi`b[Yb`ZØfXYfbž`gcbXYfb`Ui`W
; Ya`Y]bgW`UZh`i`bX`HYUa`[Y]gh`gh`Äf`_Yb`"K`]Y`bcfX`_i`f]Yf`"XY
VYf]W`hYž`k`UfYb`VY`XYb`X]Yg`Ä`f][Yb`Gd]Y`Yb`nU`\ fY]WXY`<Y`ZYf
U_hj`ž`X]Y`ZØf`Y]bYb`fY]Vi`b[g`cgYb`5V`Ui`Zgc`f[hYb`"

6YgcbXYfg`[Yk`ØfX][h`k`i`fXYb`X]Y`GW`]YXgf]W`hYfž`?`Ua`dZf]W`hYfž
,`Vi`b[g`Y]hYf`i`bX`C`f[Ub]gUhc`fYbž`X]Y`ZØf`XYb`9fZc`[`XYf
J YfUbghU`hi`b[Yb`j`cb`nYbhfU`Yf`6YXYi`hi`b[`g]bX`"6Y`XYb

X]Yg^À\ f][Yb`Gdcfhgd]Y`Yb`Yf\]Y`h`#]g`@Ya`_Y`Y]bY`5i`gnY]W\bi`b[
ZØf`]\f`9b[U[Ya`Ybh`U`g`GW]YXgf]W\hYf]b`VY]a`Hi`fb]Yf`XYf`!`
‡ [YbX`i]b`@mWYb`"5i`W`5bbU!@YbU`6i`VUW`_i`bX`‡b`<Y]bf]W`j`ca`
GJ`!`cfhi`bU`DfYbn`Ui`Yf\]Y`hYb`X]Y`9\fYbbUXY`]b`6fcbnYž`
k`À\fYbX`GhYZYb`8ca`a`Ubb`ZØf`gY]bY`Ub[`^À\ f][`Y`J`YfY]bgUfVY]h`
a`]h`XYf`9\fYbbUXY`]b`G]VYf`[`YY`h`k`i`fXY`"`,`VYf`"`,`\$`‡\fY`]a`
<UbXVU`gd`cfh`U`_hj`ž`k`i`fXY`‡UW]a`?`c`c`Z`a`]h`XYf`9\fYbbUXY`]b`
;`c`X`ZØf`gY]b`YfUi`gfU[`YbX`Yg`9b[U[Ya`Ybh`]b`XYb`?]b`XYf`!`i`bX`
‡ [YbXgdcfhgd]Y`Yb`Ui`g[`YnY]W\byh`

9\fYbUa`h`]a`XYi`hgW\Yb`Gdcfh`

8Yf`K`Yfh`XYg`9\fYbUa`hYg`k`]fX`b]W\h`bi`f`VY]`X]YgYb`Gdcfhgd]Y`Yb`
g]W\hVUfž`gcbXYfb`]gh`Ui`W`U`[`Ya`Y]b`]a`GdcfhVYhf]YV`j`cb`[`fc»`Yf`
6YXYi`hi`b[`"@Ui`h`Y]bYf`i`a`ZfU[`Y`Yb[`U[`]YfYb`g]W\`&\$&&`]b`
8Yi`hgW\`UbX`fi`bX`%)`ž`+`&`A`]`]cbYb`A`YbgW\Yb`]a`9\fYbUa`h`
**ck`Umc`"XY`YVh`Yfj`cfž`XUgg`9\fYbUa`h]W\Y`Y]b`j`]Y`Z`h[`Yg`
GdcfhUb[`YVch`Yfa`Ò[`]W\Ybž`XUg`j`cb`6U`gd`cfhUfhYb`V]g`ni`
:]hbYgg`_i`fgYb`fY]W\h`"‡f`9b[`U[`Ya`Ybh`]gh`YggYbn]Y`ž`i`a`XYb`
J`YfY]bgU`hU[`Ua`@Ui`ZYb`ni`U`hYb`"**

8]Y`<`YfUi`gZcfXYfi`b[`Yb`Xi`fW`!`:]hbYggghi`X]cgž`X]Y`ZYI`jV`YfY`
HfU]b]b[`gnY]hYb`UbV]YhYbž`a`UW\Yb`Yg`ZØf`Gdcfhj`YfY]bY`i`a`gc`
k`]W\h[`Yfž`Ui`Z`Yb[`U[`]YfhY`<Y`ZYf`ni`gYhnYb`"5`YfX]b[`g`a`ÒW\hYb`
b]W\h`bi`f`X]Y`J`YfY]bY`j`cb`X]YgYb`@Y]ghi`b[`Yb`dfcZ]h]YfYbž`gcbXYfb`
Ui`W`X]Y`9\fYbUa`h]W\Yb`gY`Vgh`9]b`[`fc»`Yf`J`cfhY`]gh`X]Y`
A`Ò[`]W\`_Y]hž`dYfgÒb`]W\Y`!`À\][`_Y]hYb`k`Y]hYfni`Yb`hk`jW`_Y`b`i`bX`
J`YfU`b`hk`cfhi`b[`ni`ØVYfbY`a`Yb`"

K`ØfX][`i`b[`i`bX`5bYf`_Ybbi`b[`

8]Y`5bYf`_Ybbi`b[`i`bX`K`ØfX][`i`b[`j`cb`9\fYbUa`h]W\Yb`b]a`a`h]b`
XYb`Y`hnYb`‡\fYb`ni`bY`a`YbX`ni`"Gc`k`i`fXYb`VY]gd]Y`gk`Y]gY`VY`
XYf`@G6!9\fYbUa`hg[`U`U`]b`6Yf`]b`j`]Y`Y`XYf`Yb[`U[`]YfhYb`<Y`ZYf`a`]h`
DfY]gYb`Ui`g[`YnY]W\byh`8Ug`9b[`U[`Ya`Ybh`k`]fX`^À\ f]W\`VY`c`b`hž`
i`bX`Yg`k`]fX`K`Yfh`XUfUi`Z[`Y`Y[`hž`X]Y`^2`ZZYbh]W\`_Y]h`]b`XYb`
5i`gk`U`d`f`cnYgg`Y]bni`VYn]Y`Yb`XUfi`bhYf`Y]b`F`Ub_]b[`j`cb`Y]bYf`
9i`dYfhYb`↑`fmi`bX`Y]bY`ÒZZYbh]W\Y`5Vgh]a`a`i`b[`"8]Y`

DfĀa]Yfi b[Yb`Vf]b[Yb`b]W h`bi f`Z]bUbn]Y`Y`5bfY]nY`a]hig]W ž
 gcbXYfb`Ui W`Y]bY`c\Y`K YfhgW Āhni b[`j cb`GY]hYb`XYf
 ; YgY`gW UZh`K]Y`gV!VYf`]b"XY`XUfghY`hž`_ÒbbYb`Ui W
 J cfgW`Ā[Y`ni f`9\fi b[`j cb`9\fybUa h]W Yb`Y]b[YfY]W h`k YfXYbž
 i a`XYfYb`9]bgUhn`ni`k ØfX][Yb"

: Øf`U`Yž`X]Y`g]W`Y`fYbUa h]W`VYhĀh][Ybž`[]Vh`Yg`ni XYa
 ghYi Yf`]W Y`J cfhY`Y`8 Ug`9b[U[Ya Ybh`k]fX`Z]bUbn]Y`i bhYfghØhnh
 Xi fW`DUi gW`U`Ybž`X]Y`Y]bYb`ghYi YfZfY]Yb`9]b_ca a YbgVY]hfU[
 Yfa Ò[`]W Yb`8i fW`X]YgY`A U» bU`a Yb`k]fX`XUg`9\fybUa h`b]W h
 bi f`[YZØfXYfhž`gcbXYfb`Ui W`bUW`U`h][` [Yg]W Yfh"

8]Y`? fY]ggdcfhgd]Y`Y`i bX`X]Y`Y`fYbXYb`K cfhY`Ub`X]Y
 9\fybUa h]W Yb`g]bX`Y]b`NY]W Yb`XUZØfž`k]Y`k]W h][`XUg
 9b[U[Ya Ybh`ZØf`X]Y` ; Ya Y]bgW UZh`]gh`ϕ`Y]bYf`NY]hž`]b`XYf`XYf
 Ni gUa a Yb`U`h`c`Zi`Ui Z`X]Y`DfcVY`[YghY`h`k]fXž`V`Y]Vh`XUg
 9\fybUa h`Y]b`ZYghYf`DZY`Yfž`Ui Z`XYb`a Ub`VUi Yb`_Ubb`i bX
 XUfUi Zgc`hY`ghYhg`Y]b`[i hYg`5i [Yba Yf`_ [Yf]W hYh`k YfXYb`°

8YhU]`g	
Cfh	@mW Ybž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • k k k "`gV!VYf`]b"XY • k k k "ck Umc"XY

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