

F]YgYb!5bU_cbXU'gi W\h'j Yfnk Y]ZY`h bYi Yg'Ni \Ui gY']b'E i]W_Vc fb °

9]bY'; Y`VY`5bU_cbXU'k i fXY']b'E i]W_Vc fb '[YZi bXYb/'XUg
K]`Xh]YfnYbhf i a `gi W\h'Xf]b[YbX'Y]b'bYi Yg'Ni \Ui gY`ZØf'XUg
F Ydh]"



E i]W_Vc fbž'8Yi hgW\`UbX'!'†E i]W_Vc fb'ja `?fY]g'D]bbYVYf[
k i fXY'Y]bY'; Y`VY`5bU_cbXU'YbhXYW_hž'X]Y'bi b'Y]b'bYi Yg
Ni \Ui gY'gi W\h'"8Ug'H]Yf'k i fXY'Ua `%" † b]j cb'Y]bYa
Ui Za Yf_gUa Yb': U\ffUXZU\fyf']b'Y]bYa `6UW\ [YZi bXYb'i bX
XUfUi Z]b'j cb'XYf': Yi Yfk Y\ f' [YVcf [Yb'"8]YgY'F Yhi b[gU_h]cb
YfZcfXYfhY'j]Yf'Ghi bXYb'i bX'k i fXY'j cb'Y]bYa `F Ydh]'Yb!9I dYfhYb
i bhYfghØhnhž'bUW\XYa `X]Y': Yi Yfk Y\ f'GW\k]Yf] [_Y]hYb ` \UhhYž
Y]bYb': UW\ a Ubb `ZØf'XYb`HfUbgdcfhni `Z]bXYb'"5_hi Y`VYZ]bXYh
g]W\`X]Y'GW\`Ub [Y']b'Y]bYf'5i ZZUb [ghUh]cb `ZØf'K]`Xh]YfY']b'?'Y]b
C ZYbgYh\!GdUff]Yg\ccdž'k c'g]Y'`YXcW\`b]W\h'XUi Yf\UZh'V'Y]VYb
_Ubbž'XU'X]Y'? UdUn]hÅhYb`Ua `@ja `]h'g]bX'"GhUh]cbg`Y]hYf'7\ f]gh]Ub
9fXa Ubb`Yf_`ÅfhYž'XUgg'X]Y'5bU_cbXU']b'Y]bYf' [fc» Yb'<i bXYVcl
i bhYf [YVfUW\h']ghž'k Y]'`U`Y`HYffUf]Yb`VY`Y [h'g]bX'"8]Y`Z]bUbn]Y`Y

G]hi Uh]cb`XYg`K]`Xh]YfnYbhf i a g`]gh`Ub[YgdUbbhž`XU`Y]b`bYi Yg
HYffUf]i a ` , "\$\$\$`9i fc`_cgHyb`k ØfXYž`k Ug`b]W`h`Z]bUbn]YfvUf`]gh"

8]Y`Dc`nY]`b`E i]W_Vcfb`Yfa]hh`h`]bnk]gW`Yb`k Y[Yb`Y]bYg
a Ò[`]W`Yb`J YfgHc» Yg[Y[Yb`XUg`H]YfgW`i hn[YgYhn`"9g`k]fX
Ub[Ybca`a`Ybž`XUgg`X]Y`5bU`_cbXU`Ui g[YgYmh`k i fXY`"8 Ug`H]Yf
_Ubb`V]g`ni`j]Yf`A`YhYf`Ub[`i bX`ØVYf`(\$`?)`c[fUa`a`gW`k`Yf
k`YfXYb`"C`V`k`c`\\`X]Y`5bU`_cbXU`b]W`h`[]Z]h[`]ghž`_Ubb`g]Y`_f`À`Z]h[
ni`VY]» Yb`i`bX`]\fY`N`À`bY`]a`C`d`Z`Yf`Z`Y`gh`U`h`Yb`"5bU`_cbXUg`g]bX`]b
k`Y]hYb`HY]Yb`G`Ø`X`Ua`Yf]_Ug`\\Y]a`]gW`i`bX`j`YfVf]b[Yb`j`Y`NY]h`]b
; Yk`À`gg`Y`fb`ž`k`c`g]Y`Ui`W`V]g`ni`%)`A`]bi`hYb`h`Ui`W`Yb`_`Ø`bb`Yb`ž`k`Ug
g]Y`ni`V`Y`gcb`XY`fg`[YgW`]W`h`Yb`À[Yfb`a`U`W`h`"

Gi W`Yb`b`U`W`Y]b`Ya`b`Yi`Yb`Ni`\\Ui`g`Y

Hfchn`]bhYbg]j`Yf`6`Ya`Ø`i`b[Yb`\\U`h`X`Ug`K]`Xh]YfnYbhf i a`V]g`Yf`bi`f
5`V`g`U[Yb`j`cb`N`cc`g`i`bX`5i`Z`Z`U`b[ghU]cbYb`]b`G`W`Y`g`k][!`<`c`g`h`Y]bž
B]Y`X`Y`fg`U`W`g`Yb`ž`<`Ua`Vi`f[`i`bX`6`f`Ya`Yb`Yf`\\U`h`Yb`"8]Y`g`Y
9]b`f]W`h`i`b[Yb`b`Y`\\a`Yb`]b`X`Y`f`F`Y[Y`_`Y]b`Y`i`b`X`h]Y`f`Y`Ui`Z`i`a
a`Ò[`]W`Y`?`f`U`b`_`\\Y]h`Yb`ni`j`Y`fa`Y]X`Y`b`"9`f`X`a`U`b`b`V`Y`h`c`b`h`Y`ž`X`U`g`g`X]Y
X`Y`f`n`Y]h[Y`G]hi`Uh]cb`Z`Ø`f`X]Y`5bU`_cbXU`b]W`h`h`f`U[V`U`f`]gh`"8`Y`f
H]Y`fg`W`i`hn`]gh]b`8`Yi`hg`W`\\U`b`X`j`Y`f`U`b`_`Y`f`h`ž`i`b`X`X`U`g`; YgYhn`f`Y[Y`h
X]Y`<`U`hi`b[ž`D`Z`Y[Y`i`b`X`i`b`h`Y`f`V`f]b[i`b[`j`cb`H]Y`f`Y`b`ž`i`a`]\f`Y
6`Y`X`Ø`f`Z`b]gg`Y`ni`[U`f`U`b`h]Y`f`Y`b`"5`f`h]_`Y`&`\$`U`X`Y`g`; fi`b`X[YgYhn`Y`g
V`Y`h`c`b`h`X]Y`J`Y`f`U`b`h`k`c`f`hi`b[`X`Y`g`G`h`U`h`Y`g`ž`H]Y`f`Y`ni`g`W`Ø`h`n`Y`b`i`b`X`]\f
K`c`\\`ni`[Yk`À`\\f`Y]gh`Y`b`"9]b`Di`b`_`h`ž`X`Y`f`gd`Y`n]Y`"b`X]Y`g`Y`b`i`À`Y`b
j`c`f[Y`gh`Y`h`k`]f`X`ž`]gh`X]Y`A`Ò[`]W`_`Y]h`Z`Ø`f`H]Y`fg`W`i`hnj`Y`f`Y]b`Y`ž`[Y[Yb
J`Y`f`k`U`hi`b[g`U`_`h`Y`j`cb`6`Y`\\Ø`f`X`Y`b`F`Y`W`hg`V`Y`\\Y`Z`Y`Y]b`ni`Y[Yb`"

8]Y`<`c`Z`Z`i`b[`V`Y`gh`Y`\\h`ž`X`U`g`g`Y]b`[Y`Y][b`Y`h`Y`g`b`Yi`Y`g`Ni`\\Ui`g`Y`Z`Ø`f
X]Y`5bU`_cbXU`[Y`Z]b`X`Y`b`k`]f`X`ž`V`Y`j`c`f`Y`g`ni`gd`À`h]gh`"8]Y
ni`f`Ø`W`_`\\U`h`Y`b`X`Y`b`F`Y`U`_`h]cb`Y`b`X`Y`f`B`U`W`h`V`U`f`g`n`Y][Yb`ž`k`]Y`k`]W`h][
X]Y`H]Y`fg`W`i`hn[YgYhn[Y`Vi`b[`]b`8`Yi`hg`W`\\U`b`X`]gh`i`b`X`k`]Y
b`c`h`k`Y`b`X][`Y`g`]gh`ž`X]Y`J`Y`f`U`b`h`k`c`f`hi`b[`U`Y`f`H]Y`f`\\U`h`Y`f`ni`gh`À`f`_`Y`b`"
8]Y`k`Y]h`Y`f`Z`Ø`f`Y`b`X`Y`b`f`Y`W`h]W`Y`b`; fi`b`X`U[Yb`X`Y`g`H]Y`fg`W`i`hn`Y`g
k`i`f`X`Y`b`]b`X`Y`b`Y`h`h`Y`b`\\`\\`f`Y`b`X`i`f`W`j`Y`fg`W`]Y`X`Y`b`Y`[YgYhn`]W`Y
Y`b`X`Y`fi`b[Yb`Y`f[`À`b`n`h`ž`i`a`X]Y`J`Y`fa`]b`X`Y`fi`b[`j`cb`@`Y]X`Y`b`Z`Ø`f`H]Y`f`Y
ni`[Yk`À`\\f`Y]gh`Y`b`"

: Øf'X]Y'Yb][Ybž'X]Y']b'XYf'F Y[]cb'g]bX'i bX'ØVYf'X]Y'A Ò[`]W_X]h
j YfZØ[Ybž'ZØf'X]Y'5bU_cbXU'Y]b'bYi Yg'Ni \Ui gY'ni 'V]YhYbž'_ØbbhY
X]Yg'Y]bY'A Ò[`]W_X]h'gY]bž'X]YgYf'\YfUi gfU[YbXYb'GW_X'Ub[Y'Y]bY
nk Y]hY'7\UbW'ni '[YVYb"'8]Y'Gi W_X'Y'UW_X'Y]bYa '[YY][bYhYb
D'Uhn'k]fX'Zcfh[YgYhnhž'k Å\fybX'X]Y'6Y\ØfXYb'i bX
H]YfgW_Xi hncf[Ub]gUh]cbYb'VYghfYVh'g]bXž'XUg'K c'\`XYg'H]YfYg'ni
g]W_XYfb"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni 'XYa 'JcfZU``i bX'XYa 'U_hi Y``Yb
GhUbX'XYf'Gi W_X'Y'UW_X'Y]bYa 'bYi Yb'Ni \Ui gY'ZØf'X]Y'5bU_cbXUž
j Yfk Y]gYb'k]f'Ui Z'X]Y'6Yf]W_XhYfghUhi b['j cb'a cdc"XY'i bX'
bXf"XY"8YhU]``]YfhY'fYW_Xh]W_X'Di b_hY'ni a 'H]YfgW_Xi hn]b
GW_X'Ygk][!<c`ghY]b'_ØbbYb'i bhYf'**gW_X'Ygk][!\c`ghY]b"XY**
Y]b[YgY\Yb'k YfXYb"

8YhU]`g	
JcfZU``	H]YfgW_Xi hn
I fgUW_XY	Ui g[YgYhnh
Cfh	Ei]W_Vcfbž'8Yi hgW_X'UbX
GW_XUYb']b'	, \$\$\$
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "a cdc"XY • k k k "bXf"XY • k k k "gW_X'Ygk][!\c`ghY]b"XY

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