

≠bgc`j Ybn!K Y`Y`fc`h`Ui Z'8Yi hgWΛ`UbX`ni .
& (" (\$\$:]fa Yb`]b` ; YZU`f°

5``]Ubn`HfUXY`dfc [bcgh]n]Yfh`ZØf`&\$&) `Y]bYb`5bgh]Y [`XYf
≠bgc`j YbnYb`]b`8Yi hgWΛ`UbX`i a `%%i `Ui Z[fi bX`XYf
K]fhgWΛ`UZhg_f]gY`i bX`Nc`ghfY]hg"



8Yi hgWΛ`UbX`!`8]Y`k]fhgWΛ`UZh]WΛ`Yb`F`U`a`Yb`V`Y`X]b [i b [Yb`]b
8Yi hgWΛ`UbX`nY] [Yb`V`Y`gc`f [b]gY`ffY [Yb`X`Y`H`Y`b`X`Y`b`n`Y`b`"5``]Ubn
HfUXY`dfc [bcgh]n]Yfh`ZØf`&\$&) `Y]bYb`5bgh]Y [`XYf
I bhYfbY`a`Ybg]bgc`j YbnYb`i a `%%i `Ui Z`Y`h`k`U`& (" (\$\$: `À`Y`]a
J`Y`f [`Y]WΛ`ni a `J`c`f`U`f`"8]Y`g`Y`g`b`Y [U`h]j`Y`H`f`Y`b`X`V]`X`k`]f`X`i`f`WΛ`X]Y
V`Y`g`h`Y`Y`b`X`Y`K`]fhgWΛ`UZhg_f]gY`i bX`UbX`Ui`Y`fb`X`Y`nc`dc`h]gWΛ`Y
?`cb`Z]_`h`Y`j`Y`f`gh`À`f`_`h`"Ni`j`c`f`k`U`f`j`c`b`Y]b`Ya`D`i`g`j`c`b`%`\$`i
Ui`g [Y [Ub [Yb`k`c`f`X`Y`b`ž`X`c`WΛ`X]Y`F`Y`U]h`À`h`g`WΛ`Y]b`h`i`a`Y]b] [Y`g
X`Ø`g`h`Y`f`Y`f`ni`g`Y]b`"5i`WΛ`ZØf`&\$&`*`k`]f`X`Y]b`k`Y]h`Y`f`Y`f`5`b`g`h]Y [`i`a`
i`Ui`Z`fi`b`X`&) "\$) \$`≠bgc`j YbnYb`Y`fk`U`fh`Y`h`"6`Y`f`Y]hg`&\$&(`k`i`WΛ`g`X]Y
NUΛ`XYf`≠bgc`j YbnYb`i a `U`U`fa`]Y`f`Y`b`X`Y`&&`i` "

8Yi hgWΛ`UbX`]gh`X`Ua`]h`b`U`WΛ` :`f`Ub`_`f`Y]WΛ`X`Y`f`Ua` `gh`À`f`_`gh`Y`b`

VYhfcZZYbY`A Uf_h]b`K YghYi fcdU"8]Y`c\Y`NU\`Ub
; fc»]bgc`j YbnYb`gcf[h`b]W`h`bi f`ZØf`l bhYfbY`a Ybgj Yf`i ghYž
gcbXYfb`U`h`Ui W`k Y]hfY]W`YbXY`bY[Uh]j Y`?cbgYei YbnYb`Ui Z
Ni`]YZfYf`i bX`X]Y`[YgUa hY`@]YZf_YhhY" `A]`c`6c[UYfhgž`7\YZ] cb
5`]Ubn`HfUXY`]b`8Yi hgW`UbXž`2 ghYffY]W`i bX`XYf`GW`k Y]nž`VYhcbh
X]Y`l bg]W`Yf\Y]hYbž`X]Y`[Y[Ybk`Àfh][`j]Y`Y`GY`hcYb`VY`UghYb" `a
YfghYb`E i UfhU`&\$&) `a Y`XYhYb`VYfY]hg`%*`[fc»Y`l bhYfbY`a Yb
`b`gc`j YbnYbž`XUfi bhYf`?`]b]_Yb`i bX`a Y`fYfY`9]bnY`ÀbX`Yf`

6YgcbXYfY`DfcV`Ya ZY`XYf

9]b`6`]W`_`Ui ZX]Y`VYhfcZZYbYb`6fUbW`Yb`cZZYbVUfhž`XUgg`j cf`U`Ya
XUg`6Ui [Yk YfVY`i bX`XYf`9]bnY`UbXY`i bhYf`XYb`b`gc`j YbnYb
`Y]XYb" `a `YfghYb`<U`V`U`f`&\$&(`k i fXYb`VYfY]hg`(\$
; fc»]bgc`j YbnYb`fY[]ghf]Yfh"8]Y`VYhfcZZYbYb`l bhYfbY`a Yb
i a ZUggYb`bUa` \UZhY`?YhhYb`k]Y`XYb`F Y]gY`cbnYfb`i: H=i bX`X]Y
?Ui Z`Ui g_YhhY`i; U`Yf]U"5i W`X`Yf`A cXY]bnY`ÀbX`Yf`9gdf]h
_ØbX][hY`X]Y`GW`]Y»i b[`U`Yf`i:]]U`Yb`]b`8Yi hgW`UbX`Ubž`k Ug`X]Y
6fY]hY`XYf`DfcV`Ya Uh]_`i bhYfghfY]W`h`

8]Y`i; YgUa h`U[Y`k]fX`Xi fW`GW`k]Yf][_Y]hYb`VY]`XYf`F ØW`nU`i b[
j cb`7cfc`bU!8Uf`Y`Yb`i bX`fYghf]_h]j Y`?fYX]hj Yf[UVYb`k Y]hYf
j YfgW`ÀfZh"8]Y`ghUf`_[Ygh]Y[YbYb`7cbhU]bYf!: fUW`hfUhYb`i bX`X]Y
?Ui Zni fØW`_U`hi b[`XYf`J YfVfUi W`Yf`VY`UghYb`X]Y`l a g`ÀhnY
ni g`Àhn]W`" `a `A U]`&\$&(`k i fXY`a]h`%`-`' (`
l bhYfbY`a Ybg]bgc`j YbnYb`XYf`\ØW`ghY`GhUbX`gY]h`ž`b]`&\$%*
YffY]W`hž`k Ug`Ui ZY]bY`Ub`U`hYbX`gW`k UW`Y`?cb`↑`b`_hi`f`\]bk Y]gh`

9fk Ufhi b[Yb`ZØf`X]Y`Ni _i bZh

8]Y`Dfc[bcgYb`ghY`Yb`]bg[YgUa h`Ui ZY]bYa`c\Yb`B]j YUi`"
5`]Ubn`HfUXY`Yfk UfhYh`ZØf`&\$&) `Y]bYb`a cXYfUhYb`Ni k UW`g`XYf
`b`gc`j YbnYb`Ui ZYhk U`&`"\$\$\$`i: À`Y"8 UbYVYb`k]fX`ZØf`&\$&`*`Y]bY
k Y]hYfY`J YfgW`ÀfZ] b[`XYf`@U[Y`dfc[bcgh]n]Yfh" `A]hY]bYf
Ub`U`hYbXYb`K]fhgW`UZh`g_f]gY`a ØggYb`l bhYfbY`a Yb`k Y]hYf`l]b
XUa]h`fYW`bYbž`XUgg`X]Y`5bnU`XYf`b`gc`j YbnYb`ØVYf`XYb
J cf`U`fYgk YfhYb`]Y[Yb`k]fX" `a `j Yf[Ub[YbYb`ž`U`f`_Ua`Yg
ni XYa`ni`Y]bYa`FY`cfX`VY]`; fc»]bgc`j YbnYb`i; +`i: À`Y`a]hY]bYa

; YgUa hi a gUhn'j cb '%+ž('A]''UfXYb'9i fcž'k Ug'Y]bYa '5bgh]Y['i a ØVYf'Y]b'8f]hY''ja 'J Yf['Y]W'ni a 'J cf'U\F'Ybhgd]W'h"

8]Y'U_hi Y''Y'Ö_cbca]gWXY'I bg]WXYf\Y]hi bX'X]Y
<YfUi gZcfXYfi b[Yb'VY]a 'I a [Ub['a]h'VYghY\YbXYb'GW'i 'XYb
bUW'XYf'DUbXYa]Y'ghY''Yb'I bhYfbY\ a Yb'j cf''a a YbgY
<YfUi gZcfXYfi b[Yb''8Yf'Xi fW'gW'b]hh']WXY'N]bggUhn'ZØf'bYi Y
I bhYfbY\ a Ybg_fYX]hY'']Y[h'VY]ghUV]'Yb') ž' i ž'k Å\FYbX'XYf'ZØf
VYghY\YbXY'?fYX]hY'Ui Z' ž' i ' [Ygh]Y[Yb']ghž'XYf'\ÖW'ghY'GhUbX
gY]h'GYdhYa VYf'&\$%&''8]YgY'Z]bUbn]Y''Yb'FU\ a YbVYX]b[i b[Yb
_ÖbbhYb'X]Y' ðgc'j YbnnU\Yb'Ui W']b'XYb'_ca a YbXYb'A cbUhYb
k Y]hYf'VYY]bZi ggYb"

ðg[YgUa h'V'Y]Vh'X]Y'K]fhgW'UZhg'U[Y']b'8Yi hgW'UbX'Ub[YgdUbbž
i bX'k Y]hYfY' ðgc'j YbnYb'gWY]bYb'i bj Yfa Y]XVUF''8]Y
I bhYfbY\ a Yb'a ØggYb'g]W'Ui ZY]bYb'gW'k]Yf][Yb'K Y[
Y]bghY''Ybž'XU'XYf'A Uf_h'k Y]hYf\]b'j cb'I bg]WXYf\Y]hYb'[YdfÅ[h
]gh''8]Y'9bhk]W' i b[Yb']b'XYb'_ca a YbXYb'A cbUhYb'k YfXYb
YbhgWY]XYbX'gY]bž'i a 'ni 'VYi fhY]'Ybž']bk]Yk Y]h'g]W'X]Y'G]hi Uh]cb
YbhgdUbbYb'cXYf'k Y]hYf'j YfgW'ÅfZYb'k]fX''

: Øf'Y]bY'XYhU]'']YfhY'5bU'mgY'XYf']bgc'j YbnfYW'h]WXYb'G]hi Uh]cb
j Yfk Y]gYb'k]f'Ui ZX]Y'6Yf]W'hY'j cb'GØX_i f]Yfž'HU[YggW'Ui 'i bX
7cZUW'"

8YhU]`g	
J cfZU``	ðgc'j Ybn
I fgUWXY	K]fhgW'UZhg_f]gYžNc`ghfY]h
C fh	8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "gi YX_i f]Yf"XY • k k k "hU[YggW'Ui "XY • k k k "WŁZUW"XY

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