

? Uh\ Yf]b U'F Y]W\ Y 'i bhYf'8 fi W_ I bhYfbY\ a YbgVYhY']][i b[Yb'bi b c ZZYbVUfh

6i bXYgk]fhgW UZhga]b]ghYf]b '? Uh\ Yf]b U'F Y]W\ Y 'i bhYf
8 fi W_]\fY'I bhYfbY\ a YbgVYhY']][i b[Yb'c ZZYb'i bX'ghY\h'i]b
XYf'? f]h]_"



6Yf`]b ž'8 Yi hgW\`UbX`!`6i bXYgk]fhgW UZhga]b]ghYf]b '? Uh\ Yf]b U'
F Y]W\ Y 'i7 8I ě]g]Y\h'g]W\`gY]h']\fYf'9fbYbbi b[`k]YXYf\c`h'a]h
?f]h]_Yb'ni `a Ò[`]W\Yb'`bhYfYggYbg_cbZ]_hYb'`_cbZfcbh]Yfh''5i Z
5bZfU[Y`XYg'5F8!<Ui dhghUXhghi X]cg`\Uh'g]Y`bi b
I bhYfbY\ a YbgVYhY']][i b[Yb'c ZZYb[Y`Y[hž`X]Y`ZØf`k Y]hYfY
8]g_i gg]cbYb'gc f[Yb'`_ÒbbhYb''8]Y`C ZZYb`Y[i b[`Zc`[h'Y]bYf
5bZfU[Y`XYg; ; fØbYb!; fU_h]cbgj]nY`5bXfYUg`5i XfYhgW ž`XYf`bUW
XYb'I bhYfbY\ a YbgUbhY']Yb'j cb`F Y]W\ Y '[YZfU[h'\UhY"

K]Y`XUg`A]b]ghYf]i a `VY`_Ubbh'[UVž`\Uh`F Y]W\ Y`5bhY']Y`Ub`Y]bYf
; YgY`gW UZhž`X]Y`XfY]; ; fi bXghØW_Y`j Yfk U`hYhi bX`XYf`ZUa]`]ÄfYb

J Yfa Ò[Ybgj Yfk U`hi b[`X]Ybh"Ni XYa `VYg]hnh'g]Y `C dh]cbYb`XYg
I bhYfbY\`a Ybg`# [f]X`7UdUW]hmž`Y]bYa `gWk YX]gWYb
9bYf[]Yi bhYfbY\`a Ybž`XUg`Ui Z`6UhhYf]YgdY]WYf`gdYn]U`g]Yfh`]gh"
8]YgY`C dh]cbYb`UVYb`Y]bYb`K Yfh`j cb`Yhk U` "\$\$\$`9i fc`i bX
VYZ]bXYb`g]W`ja `J Yf`Ai » Yfi b[gdfcnYgg" J cf`]\fYf`a]b]ghYf]U`Yb
H`h][_Y]h`k Uf`FY]WY`A]h[`]YX`XYg`J Yfk U`hi b[gfUhYg`j cb`# [f]X
7UdUW]hm`gck]Y`7`Y]Z]b`XYf`9CB!HcW`hYf`K YghYbYf[]Yž`\Uh`YXcW
X]YgY`H`h][_Y]hYb`]bnk]gWYb`VYYbXYh"

HfUbgdUfYbn`i bX`? f]h]_Yb

8]Y`C ZYb`Y[i b[`j cb`FY]WYg`i bhYfbY\`a YbgVYhY`]][i b[Yb`ghO» h
b]W`h`bi f`Ui Z`#hYfYggYž`gc bXYfb`Ui W`Ui Z`G`Ydg]g" `5i XfYhgW
_f]h]g]YfhY`X]Y`5bhk cfh`XYg`A]b]ghYf]i a`g`U`g`i bni fY]WYbX
hfUbgdUfYbn`8Ug`A]b]ghYf]i a`U`hY`ni j cf`j Yfg]WYf`ž`XUgg`FY]WY
_Y]bY`5bhY`]Y`Ub`9`CB`\U`hY`i bX`_Y]bY`6YhY`]][i b[Yb`VYg]hYž`X]Y
ni`Y]bYa`#hYfYggYb`_cbZ]_h`ZØ`fYb`_Øb`bhYb" `@Ui`h`XYb
[YgYh`]WYb`J cf[UVYb`XØfZYb`6i bXYga]b]ghYf`_Y]bY
BYVYb`h`h][_Y]hYb`Ui`gØVYbž`X]Y`\fY`5fVY]hg`fUZh`cXYf`BYi hfU`h`h
VYY]b`hf`W`h][Yb`_Øb`bhYb"

8]Y`B]W`hfY[]Yfi b[gc f[Ub]gUh]cb`@cVVm7cbhfc``\Uh`ni XYa
Yf\`YV`]WY`#hYfYggYbg`_cbZ]_hY`\]bg]W`h]W`j cb`FY]WY
Ub[YZØ`fh" `8]YgY`6YXYb`_Yb`j YfXYi`h]WYbž`k]Y`k]W`h][
HfUbgdUfYbn`]b`XYf`dc`]h]gWYb`?ca`a`i`b]_Uh]cb`]gh" `8]Y
J Yf`ÒZYb`h]W`i b[`gc`W`Yf`#Zcfa`Uh]cbYb`]gh`ZØf`A]b]ghYf`nk Uf`b]W`h
j YfdZ]W`hYbXž`XcW`ghY`\h]g]Y`ja`?cbhYI`h`Øb[ghYf`8]g`_i`gg]cbYb
ØVYf`@cVVm]ga`i`g`i`bX`X]Y`J Yfei]W`_i b[`j cb`K]fhgW`UZh`i`bX
Dc`]h]_"

8 Yf`? cbhYI`h`XYg`@cVVm]ga`i`g

8 Yf`@cVVm]ga`i`g`b]a`a`h]b`8Yi`hgW`Ub`X`Y]bYb`VYXYi`hYbXYb
F`Ui`a`]b`XYf`dc`]h]gWYb`@Ub`XgW`UZh`Y]b" `#`Y]bYa`Ui`ZYbXYb
F`YW`Yf`W`Y!Dfc`Y`_h]`cb`N8: `i`bX`UV[YcfXbYhYbk`U`hW`"XY`k`]fX
i`bhYf`gi`W`hž`k]Y`i`bhYfbY\`a`Yb`]`fY`#hYfYggYb`]b`XYf`Dc`]h]_
Xi`f`W`g`Y`h`Yb" `Dc`]h]_k]ggYbgW`UZh`Yf`VYhc`bYbž`XUgg`@cVVm]ga`i`g
Y]bY`b`ch`k`YbX][Y`:`cfa`XYf`#hYfYggYbj`YfhfYhi`b[`]ghž`X]Y`ni`f

ðZcfa Uh]cbgVYgWk UZZi b['j cb'Dc`h]_Yfb`VY]hfÀ[h" `XcWk`]gh'ni
 VYcVUWk hYbž'XUgg`Z]bUbngHuf_Y`l bhYfbY\`a Yb`ØVYf`a Y\`f
 FYggci fWk`b`j YfZØ[Ybž'i a `]\fYb`9]bZi gg'[Y`hYbX`ni `a UWkYbž
 k À\`fYbX`gWk k ÀWkYfY` ; fi ddYb`cZh`k Yb][Yf` ; Y\`Öf`Z]bXYb"

8Yg`K Y]hYfYb`a UWk h`Y]bY`]bhfUbgdUfYbhY`@UbXgWk UZh`i a
 @cVVm]ghYb`X]Y`GUWkY`_ca`d`n]Yfh`Gc`nY][h`Y]b`9l dYf]a Ybž`XUgg
 bi`f`Y]bYf`j cb`gYWk`g`5V[YcfXbYhYb`Y]b`HfYZZYb`a `]h`@cVVm]ghYb
 ÖZZYb`h]Wk`a UWk hY`"C Vk c\`Y]b`@cVVmfY[]ghYf`gY]h`&\$&%
 HfUbgdUfYbn`gWk UZZYb`gc``žZcfXYfb`?f]h]_Yf`bcWk`a Y\`f`C ZYb\`Y]h
 ØVYf`X]Y` ðhYfU`_h]cbYb`nk]gWk Yb`@cVVm]ghYb`i bX`5V[YcfXbYhYb"

8]Y`6f]gUbn`XYf`8]g_i gg]cb`i a `l bhYfbY\`a YbgVYhY`][i b[Yb`j cb
 A]b]ghYf]Yb`i bX`X]Y`F c``Y`XYg`@cVVm]ga`i`g`]gh`_Uf``8]Y`G]hi Uh]cb
 j cb`?Uh\`Yf]bU`F Y]WkY`gd]Y[Y`h`k]XYfž`k]Y`_ca`d`Yl`XYf`l a [Ub[
 a]h`ðhYfYggYbg`cbZ]_hYb`]b`XYf`dc`h]gWk Yb`K U\`fbY\`a i b[`]gh
 i bX`k]Y`k]Wk h][`Y]bY`_UfY`i bX`hfUbgdUfYbhY`?ca`a`i`b]_Uh]cb`]b
 XYf`Dc`]h]_`k]fX"

8YhU]`g	
J`c`f`ZU``	?`c`f`f`i`d`h]`c`b`
l`f`g`UWk`Y`	ðhYfYggYbg`cbZ]_hY`
C`f`h`	6Yf`]bž`8Yi`hgWk`UbX`
GWk`UXYb`]b`	'`\$\$\$`
E`i`Y``Yb`	<ul style="list-style-type: none"> • k k k "k`Y`h"XY` • k k k "hU[`YggWk`Ui`"XY` • k k k "nXZ\`Yi`hY"XY`

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