

5`hY`Bi a a YfbgWk]`XYf`]b`GUWk gYb!
5b\U`h.`8]Y`F ØW_`Y\`f`XYf`< Y]a Uh`]YVY`°

↳ GUWk gYb! 5b\U`h`YfZfYi Yb`g]Wk`U`hY`Bi a a YfbgWk]`XYf`
ghY][YbXYf`6Y`]YVh\Y]hž`5i`gXfi`W_`fY[]cbU`Yf`→XYbh]hÀ`h`gY]h`
&\$%&"



GUWk gYb! 5b\U`hž`8 Yi hgWk`UbX`!`A]h`XYf`F ØW_`Y\`f`U`hYf`
6i`Wk ghUVYb`_ca`V]bUh]cbYb`Ui`Z`Bi a a YfbgWk]`XYfb`Yf`YVYb`X]Y`
: U\`fYf`]b`GUWk gYb! 5b\U`h`Y]bY`fY[Y`fYWk hY`F YbU]ggUbWk" ↳ XYb`
`YmhYb`↳\`fYb`\Uh`g]Wk`X]Y`6Y[Y]ghYfi`b[`ZØf`5`h`Yb`bnY]Wk`Yb`
i`b[YVfcWk`Yb`[Y\`U`hYbž`i`bX`XUg`gY]h]`\`fYf`K]YXYfZfY][UVY`]a`↳\`f`
&\$%&"`@Ui`h`XYa`?`fUZhZU\`fh!`6i`bXYgUa`h`f?`65`k`bi`hnYb`]a`a`Yf`a`Y\`f`
5i`hcZU\`fYf`X]Y`A`Ò[`]Wk`_Y]hž`k]YXYf`Ui`Z`hfUX]h]cbY`Y`?`Yb`bnY]Wk`Yb`
ni`fØW`ni`[`fY]ZYb" `6YgcbXYfg`]a`GU`n`UbX`_fY]g`]gh`XYf`HfYbX`
XYi`h`]Wk`ni`gdØfYbž`k`c`U`_hi`Y`fi`bX`+`("\$\$\$`:`U\`fnYi`[`Y`a`]h`
5`h`_Yb`bnY]Wk`Yb`k`]Y`66;`ž`G6?`i`bX`5G@i`bhYfk`Y[`g`g]bXž`k`À\`fYbX`
XYf`Ua`h`]Wk`Y`?`fY]g]!`?`ØfnY`G@?`VY]`Yhk`U`*`("\$\$\$`:`U\`fnYi`[`Yb`]Y[`hž`
k`Ug`Y]b`YfghUi`b`]Wk`Yg`6`]X`nY][`hž`k`Yb`b`a`Ub`VYXYb`_hž`XUgg`&\$%&`
bcWk`+)`"\$\$\$`:`U\`fnYi`[`Y`a`]h`G@?`fY[]ghf]Yfh`k`UfYb"

8]Y`@U[Y`nY][hž`XUgg`X]Y`6Y`YVh`Y]h`XYf`\\ghcf]gW`Yb`?ØfnY``]b
GUW`gYb!5b`U`hghYh][`k`ÅW`gh`8i`fW`X]Y`cdh]cbU`Y`Bi`hni`b[
a`Y`fYfYf`fY[]cbU`Yf`Bi`a`a`YfbgW`]XYfž`k`jY`Yhk`U`]b`K`c`a`]fghYXhž
k`c`X]Y`6Yk`c`bYf`nk`]gW`Yb`j`YfgW`]YXYbYb`?ØfnY`b`k`jY`K`A`Gž`C`?
i`bX`6²`k`Å`Yb`_ÖbbYbž`k`]fX`X]YgYf`HfYbX`k`Y]hYf`j`YfghÅf`_h`
8]YgY`5`h`_YbbnY]W`Yb`[Y`hYb`b]W`h`bi`f`U`g`Bi`a`a`YfbgW`]XYfž
gcbXYfb`k`YfXYb`Ui`W`U`g`<Y]a`Uh`_YbbnY]W`Yb`j`YfghUbXYb`"G]Y
g]bX`5i`gXfi`W`_Y]bYf`fY[]cbU`Yb`≠XYbh]hÅhž`X]Y`j`jY`Y`5i`hcZU`fYf
ghc`n`Ui`Z`]fYb`<Y]a`Uhc`fh`ni`fØW`_V`]W`_Yb``Åggh`"æ`<Ufn
Xca`]b]YfYb`VYgcbXYfg`X]Y`U`hYb`?ØfnY`E`@6ž`<6G`i`bX`K`F`ž
k`Å`fYbX`]b`5b`U`h!6]hYfZY`X`j`jY`Y`:`U`fnYi`[Y`i`bhYf`5N9`fNYfVghk
i`bX`6H`:`f6]hYfZY`X`Ł`fY[]ghf]Yfh`g]bXž`ni`gÅhn`]W`ni`XYb`cZZ]n]Y`Yb
56#?YbbnY]W`Yb`"

GhY][YbXY`NU`Yb`i`bX`\\]ghcf]gW`Y 6YXYi`hi`b[

8Ug`#hYfYggY`Ub`U`hYb`?YbbnY]W`Yb`nY][h`g]W`b]W`h`bi`f`]b`Y]bYf
ghYh][Yb`Ni`bU`a`Y`XYf`NU`Ybž`gcbXYfb`Ui`W`]b`Y]bYa
_j`hi`fY`Yb`?cbhYi`h`5`h`_YbbnY]W`Yb`k`i`fXYb`i`fgdfØb[`]W`]a
Ni`[Y`XYf`?fY]g[YV]YhgYfZcfa`&`\$`%`+`UV[YgW`UZZhž`ZUbXYb`YXcW
Ui`Z[fi`bX`ÖZYbh]W`Yf`8YVUhhYb`k`jYXYf`]fY`6YfYW`h][i`b["`8]Y
Ni`Uggi`b[`Y]bYf`j`jY`nU`j`cb`U`hYb`?ØfnY`b`\\Uh`ZØf`X]Y`9]bk`c`bYf
b]W`h`bi`f`Y]bY`dfU`_h]gW`Yž`gcbXYfb`Ui`W`]Y]bY`Ya`ch]cbU`Y
?ca`dcbYbhY`Yg`[Y`h`i`a`<Y]a`Uh`i`bX`≠XYbh]hÅh`6YgcbXYfg
VYa`Yf`_Ybgk`Yfh]gh`XYf`ghY]Y`5bgh]Y[`XYf`:`U`fnYi`[Y`a`]h`U`hYb
?YbbnY]W`Yb`6Y]gd]Y`gk`Y]gY`]gh`X]Y`NU`XYf`fY[]ghf]YfhYb
:`U`fnYi`[Y`a`]h`XYa`?ØfnY`A`9F`fA`YfgYVi`f[Ł`j`cb`&`,`\$\$]a`&U`f
&`\$`&`Ui`Z`ZUgh`&`"\$\$\$]a`&U`f`&`\$`&)`[Ygh]Y[Yb`Y`b`]W`g]Y`h`Yg
VY]66;`f6YfbVi`f[Ł`Ui`gž`k`c`X]Y`5bnU`j`cb`W`fW`%`,`(\$`\$`Ui`Z
_bUdd`&`*)`\$\$`:`U`fnYi`[Y`Ub[Ygh]Y[Yb`]gh`"

8cW`b]W`h`bi`f`5`h`_YbbnY]W`Yb`g]bX`]a`?ca`a`Yb`/Ui`W`X]Y
9bhk`jW`i`b[`XYf`bYi`Yb`?fY]g`_YbbnY]W`Yb`nY][hž`XUgg`g]Y`Ub
Dcdi`Uf]hÅh`j`Yf`]YfYb`"Gc`gUb`_X]Y`NU`XYf`:`U`fnYi`[Y`a`]h`XYa
?ØfnY`G@?`j`cb`+`("\$`\$`\$`Ui`Z`*`"\$`\$`ž`k`Ug`XYi`h`]W`a`UW`hž`XUgg
j`jY`Y`5i`hcZU`fYf`]YVYf`ni`XYb`U`hVYk`Å`fhYb`Bi`a`a`Yfb
ni`fØW`_Y`fYb`"æ`j`jY`Yb`fY[]cbYbž`Yhk`U`]a`GUU`Y`fY]gž`Z]bXYb

g]W\`bYVYb`X]YgYb`fY[]cbU`Yb`Ui W\`nU\`fY]W\`Y`ØVYffY[]cbU`Y
?YbbnY]W\`Yb`" <]Yf`g]bX`i bhYf`XYb` : U\`fnYi [Yb`gc[Uf`%" ((@Y]dn][Yfž`%` *`6Yf`]bYf`i bX`(+`A ØbW\`bYf`ni`YbhXYW`Yb`"

8]Y`Vi bhY`J]Y`ZU`h`Ub`?YbbnY]W\`Yb`ž`X]Y`Ui Z`XYb`GhfU»Yb
i bhYfk Y[g`]ghž`gd]Y[Y`h`b]W\`h`bi`f`XUg`[Yk UW\`gYbY` ðhYfYggY`Ub
fY[]cbU`Yf` ðXYbh]h`h`k]XYfž`gcbXYfb`a UW\`h`Ui W\`_`Ufž`XUgg`j]Y`Y
5i hcZU\`fYf`Y]b`[i hYg`< ÅbXW\`Yb`\UVYbž`k Ybb`Yg`XUfi a`[Y\`hž`XUg
dUggYbXY`Bi a`a YfbgW\`X`ZØf`]\f` : U\`fnYi [`Ui gni k Å\`Yb`"

8YhU]`g	
C fh	GUW\`gYb!5b\`U`hž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "a Xf"XY• k k k "b!hj "XY

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