

8 fYgXYb `d`Ubh', \$!A YhYf!Hi fa .
? cbhfcj YfgY`i a `bYi Y`K Àfa Yei Y`Y
YbhVf]W h°

GUWgYbg`D`ÀbY`ZØf`Y]bYb', \$`A YhYf`\c`Yb
; fc»k Àfa YgdY]WYf`]b`8 fYgXYb`gcf[Yb`ZØf`8]g_i gg]cbYb
ni f': Yfbk Àfa Yj Yfgcf[i b[`i bX`GhUXhYbHk]W`i b["

: f]YXf]W!@]gh!D`Uhn`&ž`\$%\$* - `8 fYgXYbž`8Yi hgW`UbX`!`5a
+"`đ b]`&\$&) `ghY\Yb`]b`8 fYgXYb`VYXYi hYbXY`D`ÀbY`ni f
9fbYi Yfi b[`XYf`9bYf[]Y]bZfUghfi `_hi f`]a `: c_i g"8]Y
GhUXhj Yfk U`hi b[`VYfÀh`ØVYf`XYb`6Ui `Y]bYg'; fc»k Àfa YgdY]WYfg
]a `<Y]n_fUZhk Yf`_A]hhY""8 Ug`[Yd`UbhY'; YVÀi XY`k]fX`a]h`Y]bYf
<Ø`Y`j cb', \$`A YhYfb`i bX`Y]bYa `8i fW`a YggYf`j cb'') `A YhYfb`]b
i ba]hhY`VUFYf`BÀ`Y`XYg`GhUXhYbHfi a g`ZØf`8]g_i gg]cbYb`gcf[Yb"
A]h`Y]bYf`GdY]WYf`_UdUn]h`h`j cb`V]g`ni `) "\$\$\$`?i V]_a YhYfb
<Y]»k UggYf`gc``Yg`V]g`ni `&, \$\$`A Y[Uk Uhghi bXYb`9bYf[]Y
gdY]WYfb`_ØbbYbž`k Ug`]a `Gca a Yf`Y]bY`J Yfgcf[i b[gXUi Yf`j cb
Yhk U`nk Y]HU[Yb`VY]`Y]bYa `6YXUfZ]j cb`* \$`A Y[Uk Uhghi bXYb`i bX
]a `K]bhYfž`VY]`\Ø`YfYa `6YXUfZ]j cb`Yhk U`j]Yf`Ghi bXYb
Yfa Ø[`]W h"

8 Ug`Dfc`Y`_h`n]Y`h`XUfUi ZUVž`X]Y': Yfbk Àfa Y`]b`8 fYgXYb`ni
XY`_UfVcb]g]YfYb`i bX`[`Y]W`nY]h][`X]Y`DfY]gY`ZØf`X]Y`J YfVfUi W`Yf
VYnU`\VUf`ni `U`hYb""8 Yf`9bHk i fZ]j cb`?bYfYf`i bX`@Ub[ž`XYf`Y]bY
@cW`V`YW`ZUggUXY`j cfg]Y`hž`_ØbbhY`XUg`GhUXhV]`X`Yf`YV`]W
VYY]bZi ggYb""J]gi U`]g]Yfi b[Yb`XYi hYb`XUfUi Z`\]bž`XUgg`XUg
; YVÀi XY`a cbi a YbhU`Y`5i gk]f_i b[Yb`Ui Z`X]Y`GhUXhg]`\ci YhhY
\UVYb`_ØbbhYž`k Ug`VYfY]hg`ni `6YXYb`_Yb`i bX`8]g_i gg]cbYb`ØVYf
U`hYfbUh]j Y`8Yg][bg`i bX`GhUbXcfhY`[YZØ`fh`\Uhž`i a `X]Y
G]W`h]b]Yb`b]W`h`ni `ghØfYb""6Ui VØf[Yfa Y]ghYf`GhYd`Ub`?Ø`b`\YVh
\Yfj cfž`XUgg`ghUXhj YfhfÀ[`]W`Y`@Øgi b[Yb`Xf]b[YbX`YfZcfXYf`]W

g]bXž'i a 'XYb' [Yd`UbhYb'6Ui ']b'9]b`Ub['a]h'XYf'VYghY\YbXYb
i fVUbYb '@UbXgW\UZh'ni 'Vf]b[Yb"

HYW\ b]gW\ Y' i bX`Ò_c`c []gW\ Y' , VYf`Y[i b[Yb

: Øf'XYb'6Yhf]YV`XYg`K`Àfa`YgdY]W\Yfg`g]bX`\c\Y
K`UggYfhYa`dYfUhi`fYb`i`bX`8fi`W`YfZcfXYf`W\ž'i`a`X]Y`J`Yfgcf[i b[
a`h]:`Yfbk`Àfa`Y`ni`[`Yk`À`f`Y]ghYb"J`c`fgW\`À[`Y`ni`f`F`YXi`_h]cb`XYf
;`fÒ»`Y`c`XYf`ni`f`hY[`fUh]cb`XYg`GdY]W\Yfg`]b`XUg`9fXfY]W\`ZUbXYb
Ui`g`d`mg]_U`]gW\Yb';`fØbXYb`_Y]bY`Ni`gh]a`a`i`b[``8`Ug`Dfc`Y`_h
VYZ]bXYh`g]W\`XYfnY]h]b`XYf`D`Ubi`b[`gd`\UgYž'a`]h`Y]bYf
Ub[`YghfYVhYb`h`VYhf]YVbU\`a`Y`V]g`&\$&-`"Ni`XYa`d`Ubh
GUW\gYb9bYf[]Yž`V]g`&\$`\$`Yhk`U`\$i`XYf':`Yfbk`Àfa`Y`Ui`g
YfbYi`YfVUfYb`9bYf[]Yei`Y`Yb`ni`VYn]Y\Yb"

GUW\gYb9bYf[]Y`j`YfZc`[`h`Y]b`i`a`ZUggYbXYg
8Y`_UfVcb]g]Yfi`b[`g`_cbnYdhž`XUg`V]g`&\$`)`X]Y`?`ja`UbYi`hfU`]h`h
UbghfYVh"l`a`X]YgYg`N]Y`ni`YffY]W\Ybž`g]bX`j`YfgW\]YXYbY
HYW\bc`c []Yb`ni`f`9a`]gg]cbgfYXi`_h]cb`ja` ;`Ygdf`ÀW\ž`XUfi`bhYf`X]Y
Bi`hni`b[]bXi`ghf]Y`Yf`5V`k`Àfa`Y`i`bX`;`fc»`k`Àfa`Y`di`a`dYb"8]YgY
h]Uh]j`Yb`g]bX`HY`Y]bYg`[`fÒ»`YfYb`6YghfYVYbgž`Zc`gg]Y
6fYbbg`hc`ZY`Xi`fW\`bUW\`U`h][`Y`9bYf[]Yei`Y`Yb`ni`YfgYhnYb`i`bX
X]Y`9bYf[]Yj`Yfgcf[i b[`XYf`GhUXh`ni`a`cXYfb]g]YfYb"5i`W`Y]bY
hY[`fUh]cb`j`cb`K`UggYfg`hc`Z`U`g`5bV]YhYf`j`cb`_]a`UbYi`hfU`Yf
K`Àfa`Y`k`]fX`U`g`k`]W\h][`YfUW\hYhž`j`c`fUi`g[`YgYhnhž`X]Y`XUZØf
b`chk`YbX][`Yb`h`ZfUghfi`_hi`fYb`k`YfXYb`nØ][]YgW\UZZYbž
]bgVYgcbXYfY`XUg`K`UggYfg`hc`Zi?`YfbbYhn`V]g`&\$`\$"

< YfUi`gZc`fXYfi`b[`Yb`XYf`GhUXhYb`hk`]W`_`i`b[

8]Y`8]g`_i`gg]cb`i`a`bUW\`U`h][`Y`9bYf[]Yj`Yfgcf[i b[`ggmghYa`Y`]gh
b]W\h`bYi`"8`Ug`?`cbnYdh`XYf`E`i`Ufh]Yfgj`Yfgcf[i b[`k`]fX
ni`bY\`a`YbX`fY`Yj`Ubhž`XU`Yg`X]Y`A`Ò[]W\`_Y]h`V]YhYhž`Xi`fW\
[`YY][`bYh`Y`HYW\bc`c []Y!A`]gW\i`b[`Yb`k`]Y`K`Àfa`Y`di`a`dYbž
Gc`Ufh\Yfa`]Y`i`bX`?`FUZh`K`Àfa`Y!`?`cdd`i`b[`Yb`c`_U`Y
9bYf[]Ybi`hni`b[`ni`ZØfXYfb"8]W\hY`6YVUi`i`b[`Yb`ghY`Yb`YXcW\
gdYn]Y`Y`<`YfUi`gZc`fXYfi`b[`Yb`XUf"8Yf`5i`gVUi`j`cb`K`Àfa`YbYhnYb
_Ubb`c`_U`Y`K`Àfa`YdchYbh]U`Y`Ui`ggW\`ÒdZYbž`Vf]b[`h`UVYf`Ui`W\

hY\W.b]gW\Y'i bX'cf[Ub]gUhc f]gW\Y'<ØfXYb'a]h'g]W\ž'X]Y
 ØVYfk i bXYb'k YfXYb'a ØggYbž'i a 'Y]bY'bUW\U'h][Y
 HfUbgZcfa Uh]cb'ni '[Yk Å\`f`Y]ghYb"

8]Y'[Yd`UbhYb'A U» bU\`a Yb']b'8 fYgXYb'g]bX'gca]h'b]W\h'bi f'Y]b
 GW\fh]h'h]b'F]W\hi b['Y]bYf'XY_UfVcb]g]YfhYb'9bYf[]Yj Yfgcf[i b[ž
 gcbXYfb'g]Y'fYZY_h]YfYb'Ui W\`X]Y'<YfUi gZcfXYfi b[Yb'ibX
 A Ô[`]W\`Y]hYbž'X]Y'Y]bY'`_]a U[YfYW\hY'GhUXhYb'hk]W`i b['a]h'g]W\
 Vf]b[h'8]Y'K Y]W\Yb'ZØf'X]Y'; YghU`hi b['Y]bYf'bUW\U'h][Yb
 9bYf[]Yni `i bZi]b'8 fYgXYb'k YfXYb'[YfUXY'[YghY`hž'k Å\`f`YbX'XUg
 Dfc`Y_h`Y]bYg'; fc»k Åfa YgdY]W\Yfg'gck c\`i bhYfghØhni b['U`g
 Ui W\`?f]h]_]b'XYf'² ZZYbh]W\`Y]h`Yfj cffi Zh"

K Y]hYfY'8YhU]`g`Z]bXYb'G]Y']b'Y]bYa 'i a ZUggYbXYb'6Yf]W\hj cb'
GÅW\g]gW\Y"XY'i bX']b'XYb'5i gZØ\fi b[Yb'ni f'8Y_UfVcb]g]Yfi b[
 XYf'GUW\gYb9bYf[]Y""9]b'i a ZUggYbXYf'@Y]hZUXYb'ni f
 9bYf[]Yj Yfgcf[i b['j cb'E i Ufh]YfYb'_Ubb'ni XYa 'Ui Z
 `_]a UbYi hfU`YghUXh"Uh`Y]b[YgY\Yb'k YfXYb"

8YhU]`g	
Cfh	: f]YXf]W\!@gh!D`Uhn'&ž \$%\$* - '8 fYgXYbž 8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "gUYW\g]gW\Y"XY • k k k "gUW\gYbYbYf[]Y"XY • `_]a UbYi hfU`YghUXh"Uh

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