

6ØWÅ Yfhi fa ']b '@Y]dn][. ' 8][]hU`Yf
K]ggYbggdY]WÅ Yf`ZØf`X]Y`Ni _i bZh°

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`8Yi hgWÅ Y`B Uh]cbU`V]V`]ch\Y_`]b
@Y]dn][. ' 5fWÅ]hY`_hi fž`Di V`_Uh]cbYb`i bX`XYfYb`\"]ghcf]gWÅ Y
6YXYi hi b["



@Y]dn][ž`8Yi hgWÅ`UbX`!`†`XYf`XmbUa]gWÅYb`K Y`h`XYf`@]hYfUhi f
i bX`6]V`]ch\Y_gUfWÅ]j Y`\Uh`X]Y`8Yi hgWÅ Y`B Uh]cbU`V]V`]ch\Y_
fB B 6Ł`Y]bY`hfU[YbXY`F c`Y`ØVYfbca a Yb`" ?i fn`j cf`XYa
%\$ \$!`À\ f][Yb`† V]`Ài a ž`XUg`]a`_ca a YbXYb`†U\ f`[YZY]Yfh`k]fXž
ZØ\ fh`†Ub`GWÅ`ÄZYf`X]Y`6Ygi WÅYf`Xi fWÅ`XYb`VYY]bXfi W_YbXYb
6ØWÅ Yfhi fa ']b '@Y]dn]["A]hgY]bYb`&\$`9hU[Yb`]gh`XUg`; YV`Ài XY
b]WÅ h`bi f`Y]b`UfWÅ]hY`_hc b]gWÅ Yg`<][\`][\hž`gcbXYfb`Ui WÅ`Y]b
k U\ fYg`GWÅ`UfUZZYb`UbX`ZØf`6i WÅ`]YV\UVYf"

8]Y`8B6`gUa a Y`h`igY]h`%-`%`U`Y`XYi hgWÅYb`i bX
XYi hgWÅ gdfUWÅ][Yb`Di V`_Uh]cbYb`"HÀ[`]WÅ`k YfXYb`Yhk U`%`"-`\$\$
bYi Y`K Yf_Y`YfZUggghž`VYUfVY]hY`hi bX`UfWÅ]j]Yfh`Y]bY
VYY]bXfi W_YbXY`NU\`"8Yf`: c`_i g`]Y[h`ni bY\`a YbX`Ui Z

Y`Y_hfcb]gWkYb`A YX]Ybž`k cVY]ØVYf` " * \$\$ `d \ mg]gWkY
Di V`_Uh]cbYb`XUVY]`g]bX"9]bY`_i [Y`9bhgWkY]Xi b[ž`XYbb`X]Y
X][]hU`Y`K Y`h]gh`Àb[gh`_Y]b`Ni _i bZhj]g]cb`a Y`fž`gcbXYfb`Yi hY
FYU`]hÀh"

C dh]a U`Yf`GWk i hn`ZØf`6ØWk Yf

8Ub_`XYf`gdYn]Y`Yb`5fWk]hY`_hi f`XYg`6ØWkYfhi fa g`V`Y]Vh`X]Y
HYa dYfUhi f`ghUV]ž`k Ug`ZØf`X]Y`9f`U`hi b[`XYf`6ØWkYf]j cb`[fc»Yf
6YXYi hi b[`]gh`8]Y`bYi YghY`6Ui Y]b`Y]h`XYf`8B6`]gh`_`a Uh]g]Yfh
i bX`gcf[h`a]h`cdh]a U`Yb`6YX]b[i b[Yb]j cb`%`V]g`%` ; fUX`i bX
Y]bYf`@ ZhZi Wk]h[_Y]hj cb`(\$`V]g`) \$`DfcnYbh`ZØf`]XYU`Y
@U[YfVYX]b[i b[Yb`5i »YfXYa`k]fX`XUfUi Z[YUWk hYhž`XUgg`_Y]b
HU[Yg`]Wk hY]bXf]b[hž`k Ug`XYb`K Yfh`XYf`6ØWkYf`ni gÀhn`]Wk
gWkØhnh"

8cWk`X]Y`8B6`]gh`b]Wk h`bi f`Y]bY`5fWk]j Y]bf]Wk hi b["`G]Y`V]YhYh
Ui Wk`j YfgWk]YXYbY`Di V`_Uh]cbYb`Ubž`XUfi bhYf`X][]hU`Y
ſ\`fYgVYf]Wk hY`i bX`nU`\`fY]Wk Y` : UWk VØWkYf`ni
V]V`]ch`Y`_gfY`Yj UbhYb`H`Y`a Yb`Gc`_Ubb`a Ub`VY]gd]Y`gk Y]gY`XYb
U`hi Y`Yb`ſ\`fYgVYf]Wk h`i bhYf`**U`fYgVYf]Wk h`XbV`XY`UVfi ZYb`**
6YgcbXYfg`Yfk`À`bYbgk Yfh]gh`XUg`6i Wk`K]ggYbggdY]WkYf`]b`XYf
6i bXYgfydi V`_`j cb`<Y`_Y`FUi gWkž`XUg`ØVYf`X]Y`8Yi hgWkY
6]V`]ch`Y`_j cb`%-`(`) `V]g`%-`-\$`VYf]Wk hYh"

J]Y`ZÀ`h][Y`5b[YVchY

8]Y`8B6`]gh`b]Wk h`bi f`Y]b`Cfh`XYf`GUa`a`i b[ž`gcbXYfb`Ui Wk`Y]b
NYbhfi a`XYg`K]ggYbg`G]Y`ghY`h`j]Y`Y`]fYf`K Yf`_Y`U`g`_cghYbZfY]Y
8ck b`cUXg`ni f`J YfZØ[i b[ž`gcXUgg`ſhYfYgg]YfhY`b]Wk h`bi f`]a
6i Wk`U`bXY`gh`ØVYfbž`gcbXYfb`Ui Wk`X]fY`_h`ØVYf`X]Y`6]V`]ch`Y`_Ui Z
X][]hU`Y`ſ\`U`hY`ni [fY]ZYb`_ØbbYb`"8]Y`Di V`_Uh]cb`I a Vfi Wkž
5i ZVfi Wk`%-`-\$`i`&\$&\$`ni a`i`\$`"ſ\`fYghU[`XYf
K]YXYfj YfY]b[i b[`i bX`XYf`6]`XVUbX` <ci gY`cZ`9i fcdY`ni f
XYi hgWkYb`9i !F Uhgd`f`Àg]XYbhgWkUZh]g]bX`bi f`Y]b[]Y`6Y]gd]Y`Y`XYg
VfY]hYb`5b[YVchg"

8UfØVYf`_`]bUi g`Yb[U[]Yfh]g]Wk`X]Y`8B6`]bhYbg]j`]b`bUh]cbU`Yb

i bX`]bhYfbUh]cbU`Yb`BYhnk Yf_Ybž'i a`GhUbXUfXg'i bX
 E i U`]hÀhg]bghfi a YbhY`ni`Ybhk]W_Y`b"8]YgY
 ?ccdYfUh]cbgVYfY]hgWUZh'nY][h'g]WU`Ui W`]b`Dfc`Y_hYb`ni`f`
 8Yi hgWYb`8][]hU`Yb`6]V`]ch\Y_ž'k c`]bbcj Uh]j Y': YUhi fYg'i bX
 8]YbghY]ghi b[Yb`ZØf`DUfhbYf`ghÅbX][`k Y]hYfYbhk]W_Y`h'k YfXYb"

A]h`Y]bYa`š\`fYgVi X[Yh]j cb`fi bX`() `A]`]cbYb`9i fc`Ui g`XYa
 <Ui g`U`h`XYg`GhUUhga]b]ghYfg`ZØf`?i`hi`fi`bX`A`YX]Yb`]gh`X]Y`8B6
 [i`h`Ui`Z[YghY`hž'i a`]\`fY`5i`Z[UVYb`]a`6YfY]WU`XYf`8][]hU`]g]Yfi b[
 i`bX`XYg`_i`hi`fY`Yb`9fVYg`k U\`fni`bY\`a`Yb"8]Y`Ni`_i`bZh`XYf
 6]V`]ch\Y_`gWY]bh[Yg]WU`Yf`hž'i bX`Yg`V`Y]Vh`gdUbbYbX`ni
 VYcVUWU`hYbž'k]Y`g]WU`X]YgY`bgh]hi`h]cb`k`Y]hYfYbhk]W_Y`b`k`]fX`
 Y]b`YWU`hYg`NYbhfi a`ZØf`?i`hi`fi`bX`K]ggYbž`XUg`ghc`n`Ui`Z`gY]bY
 ; YgWU]WU`hY`V`]W`hi`bX`XUVY`]ghYhg`Y]bYb`GWU`f]h]j`cfUi`g`]gh"

8YhU]`g	
C fh	@Y]dn][ž'8Yi hgWU`UbX
E i Y`Yb	<ul style="list-style-type: none"> • U\`c]!`Y]dn]["XY • k k k "XbV"XY • k k k "XYi hgWU`Y!X][]hU`Y! V]V`]ch\Y_"XY

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