

; Y\Y]a Yf'5VgW\]YVYZi ['Ui g'@Y]dn][.
5 Z[\ Ub]gW\ Y 'GhfUZhÀhYf' bUW\ '? UVi `°

; Y\Y]a Y'5VgW\]YVi b['j cb'@Y]dn]['bUW\ '? UVi `.'9fghYf': `i [i bhYf'A Yfn'Vf]b[hj Yfi fhY]'hY 'GhfUZhÀhYf' bUW\ '5Z[\ Ub]ghUb"



@Y]dn][ž'8Yi hgW\ `UbX '!<Yi hYž'Ua '%, " ' & \$ &) ž k i fXY'XYf
YfghY'5VgW\]YVYZi ['XYf'A Yfn!FY[]Yfi b['bUW\ '5Z[\ Ub]ghUb
[YghUfhYh"i a ' , ") 'i \f'\cV'Y]b'5]fVi g'5' ' \$!&\$'XYf'E UhUf
5]fk Umg'fl' i ['E F +(' %&j ca '@Y]dn][Yf': `i [\ UZYb'UVž'bUW\XYa 'Yf
i a ' , "&) 'i \f']b'F]W\hi b['GhUfhVU\ b[Yfc`h'k Uf"'5b'6cfX
VYZUbXYb'g]W\ 'Ui ggW\ `]Y» `]W\ 'UZ[\ Ub]gW\Y'A ÀbbYfž'X]Y'Ui Z[fi bX
]\fYf'ghfUZZÀ`][Yb'J Yf[Ub[Yb\Y]h'UV[YgW\cVYb'k i fXYb"'8]YgY
5_h]cbž'X]Y'j ca '6i bXYg]bbYba]b]ghYf]i a 'cf[Ub]g]Yfh'k i fXYž
k i fXY'ja 'J cfZY'X' [Y\Y]a ' [Y\U'hYb'i bX'gh]Y» 'VYfY]hg'Ui Z
DfchYghY"

B UW\ 'bZcfa Uh]cb'j cb'6]`X'g]W\YfhY'X]Y'Dc`nY]'X]Y'GhY`Y'Ua
: `i [\ UZYb'UV"'i bhYf'XYb'5V[YgW\cVYbYb'k UfYb'a Y\fYfY

j Yfi fhY]`hY`GhfUZhAhYfz`i bhYf`UbXYfYa `XfY]`A`AbbYf`Ui`g`8`fYgXYbž`
X]Y`k`Y[`Yb`8]YVghU\`gž`8`YU`YfY]`i`bX`?`ØfdYfj`Yf`Yhni`b[`]b\`UZh]Yfh`
k`UfYb``8]YgY`5VgW\]YVi`b[`a`Uf_]Yfh`Y]bY`K`YbXY`]b`XYf`
5VgW\]YVYdc`h]_ž`X]Y`gY]h`XYf`A`UW\hØVYfbU\`a`Y`XYf`HU`]VUb`]b`
5Z[`\Ub]ghUb`&\$&%`Ui`g[`YgYhnh`k`Uf`

<]bhYf[fØbXY`ni`f`5VgW\]YVYdc`h]_

6]g`ni`a`'`\$``ž`b]`&\$&)`\]Y`hYb`g]W\`Ui`h`5i`g`AbXYfnYbhfU`fY[`]ghYf`
%`"%+&`Ui`gfY]gYdZ]W\h[`Y`UZ[`\Ub]gW\Y`GhUUhgVØf[`Yf`]b`
8Yi`hgW\`UbX`Ui`Z``J`cb`X]YgYb`\`UhhYb`-`"(`*`&`Y]bY`8i`Xi`b[`ž`
k`Å`fYbX`%`"+`%\$`c`\bY`fYW\h`]W\Yb`GhUhi`g`YVhYb``Nk`]gW\Yb`&\$%*`
i`bX`&\$&%`k`i`fXYb`VYfY]hg`ØVYf`%\$`\$`5Z[`\UbYb`UV[`YgW\cVYbž`
a`Y]gh]b`GUa`a`Y`!`7`\UfhYfb``8]Y`5VgW\]YVi`b[`Yb`bUW\`?`UVi`
k`i`fXYb`V]g`5i`[`i`gh`&\$&%`Ui`g[`YgYhnhž`U`g`X]Y`HU`]VUb`X]Y`?`cbhfc``Y`
ØVYf`XUg`@UbX`ØVYfbU\`a`Yb`

≠bYba`]b]ghYf]b`B`UbWm: `UYgYf`fGD8`Ł`\`UhhY`A`]hhY`&\$&(`
YbhgW\]YXYbž`X]Y`5VgW\]YVi`b[`j`cb`ghfUZZA``[`Yb`5i`g`AbXYfb`bUW\`
5Z[`\Ub]ghUb`k`]YXYf`Ui`Zni`bY\`a`Ybž`bUW\XYa`]a`F`U\`a`Yb`Y]bYg`
GcbXYfZi`[`Yg`VYfY]hg`&`,`GhfUZhAhYf`i`bX`;`YŽ`\fXYf`UV[`YgW\cVYb`
k`i`fXYb``8]YgY`A`U»`bU\`a`Y`ZØ`\fhY`ni`_`cbhfc]`YfgYb`8`YVUhhYb`i`bX`
DfchYghYbž`]bgVYgcbXYfY`j`ca`GÅW\g]gW\Yb`:`ØW\h`]b[`gfUhž`XYf`X]Y`
5VgW\]YVi`b[`U`g`i`ba`YbgW\`W\`_f]h]g]Yfh`

8]Y`G]hi`Uh]cb`b`]b`5Z[`\Ub]ghUb

8]Y`HU`]VUb`\`UVYb`a`]hh`Yfk`Y]`Y`VYghÅh[`hž`XUgg`X]Y`
UV[`YgW\cVYbYb`DYfgcbYb`]b`?`UVi```ZfY][`Y`UggYb`k`i`fXYbž`X]Y`
[`YbUi`Y`5bnU\`V`Y]Vh`YXcW\`i`b`_`Uf``9]b][`Y`XYf`5V[`YgW\cVYbYb`
VYf]W\hYbž`XUgg`g]Y`a`]h`<`UbXgW\Y`Yb`i`bX`:`i`»`ZYggY`b`Ui`g`XYa`
:`i`[`nYi`[`gh]Y[`Yb``@Ui`h`HU[`YggW\`Ui`g]bX`j`]Y`Y`XYf`F`ØW`_`Y`fYf`
j`Yfk`]ffh`i`bX`k`]ggYb`b]W\hž`k`]Y`g]Y`]b`]fYf`<`Y]a`Uh`YVYb`gc``Ybž`
XU`g]Y`]b`8Yi`hgW\`UbX`b]W\h`i`b`i`f`]fY`:`fY]\`Y]hž`gcbXYfb`c`Zi`Ui`W\`
]\`fYb`gcn]U`Yb`<`U`h`j`Yf`c`fYb`\`UVYb``9]b`F`ØW`_`Y`fYf`ž`5`\`a`UXž`
Åi`»`Yfh`g]W\`Ybhh`Åi`gW\h`ØVYf`X]Y`5VgW\]YVi`b[`ž`XU`Yf`]b`
8Yi`hgW\`UbX`&+`ž\`fY`YVhY`i`bX`g]W\`b]W\h`a`Y`\f`]b`5Z[`\Ub]ghUb`
ni`fYW\hž]bXYh`

8]Y`F`ØW__Y`fYf`Vf]b[`Yb`Āi`Z][`GW`i`XYb`a`]h`ni`fØW`ž`XU`j`]Y`Y`
]\fY`:`i`W`h`a`]h`c`Yb`?`cghYb`Z]bUbn]Yfh`UVYb`"6Y]XYf`F`ØW__Y`f`
 \UVYb`g]Y`c`Zi`Ui`W`XUg`gcn]U`Y`BYhmk`Yf`_`j`Yf`cfYb`ž`k`Ug`]\fY`
 =gc`Uh]cb`k`Y]hYf`j`Yfgh`Ā`h`"8]YgY`5V[`YgW`c`VYbYb`ZØ`Yb`g]W`k`]Y`
 a`YbgW`]W`Y`K`UfY`i`bX`j`YfgdØfYb`[`fc»Y`5b[`ghj`cf`J`YfZc`[`i`b[`ž`
]bgVYgcbXYfY`i`bhYf`YbYb`ž`X]Y`]b`8Yi`hgW`U`bX`ni`a`7`f]ghYbhi`a`
 _cbj`Yfh]Yfh`g]bX`"9]bY`Ghi`X]Y`XYf`<`]Zgcf[`Ub]gUh]cb`=DGC`k`Ufbh`j`cf`
 dchYb]h]Y`Y`F`UX`_U`]g]Yfi`b[`i`bhYf`XYb`5VgW`]YVi`b[`Yb`ž`XU`Y`hk`U`
 YXYf`NY`b`hY`Ub[`]Vh`ž`VYfY]h`ni`gY]b`ž`g]W`Yi`hfYa`]gh]gW`Yb`
 ;`fi`ddYb`Ubni`gW`]Y»Yb"

I`bhYfghØhni`b[`ZØf`F`ØW__Y`fYf3

8]Y`F`ØW__Y`fYf`Yf`U`hYb`Ua`?`UVi`Yf`:`i`[\`UZ`Yb`YX][`]W`
 =Zcfa`Uh]cbgVfcgW`ØfYb`ØVYf`dgmW`cgc]U`Y`<`]ZgUb[`YVchY`ž`XU`
 X]Y`a`YX]n]b]gW`Y`i`bX`dgmW`c`c[`]gW`Y`J`Yfgcf[`]b[`]j`cf`C`fh]gh`
 gW`k`UW`U`i`g[`Ydf`Ā[`h`9g[`]Vh`_`Ui`a`?`]b`_`Yb`c`XYf`:`UW`_`f`Ā`ZhY`ZØf`
 DgmW`c`c[`]Y`ž`k`Ug`X]Y`=bhY[`fUh]cb`i`bX`X]Y`6Yk`Ā`h][`i`b[`
 dgmW`]gW`Yf`DfcV`Ya`Y`YfgW`k`Yfh`"8]Y`XYi`hgW`Y`<`]Zgcf[`]Ub]gUh]cb`
 =DGC`j`Yfgi`W`h`ž`XYb`F`ØW__Y`fYfb`ni`Y`Z`Yb`i`bX`J`YfhfUi`Yb`ni`
 Yb`hk`]W`_`Y`b`"8`cW`]b`Y]bYa`?`]a`U`XYg`A`]gghfUi`Ybg[`]YghU`hY`h`g]W`
 X]Y`i`bhYfghØhni`b[`]U`g`YfUi`gZcfXYfbX"

8]Y`8`YVUhhY`i`a`X]Y`5VgW`]YVi`b[`Yb`bUW`5Z[`\`Ub]ghUb`k`]fX`
 k`Y]hYf`]\b`j`cb`j`]Y`Yb`GY]hYb`_`f]h]gW`VYhfUW`hY`h`i`bX`k`]fZi`j`]Y`Y`
 :`fU[`Yb`]\]bg]W`h]W`XYf`A`YbgW`Yb`fYW`hY`i`bX`XYf`J`YfUb`hk`cfhi`b[`
 8Yi`hgW`U`bXg`Ui`Z`K`]Y`k`]fX`g]W`X]Y`G]hi`Uh]cb`XYf`
 5V[`YgW`c`VYbYb`Ub[`]Zf]gh][`Yb`hk`]W`_`Y`b`3`i`bX`k`Y`W`Y`A`U»bU`a`Yb`
 k`YfXYb`Yf[`]f]ZYb`ž`i`a`X]YgYb`A`YbgW`Yb`ni`Y`Z`Yb`3`8]Y`
 _ca`a`YbXYb`A`cbUhY`k`YfXYb`nY][`Yb`ž`k`]Y`g]W`X]Y`dc`]h]gW`Y`@]b]Y`
 i`bX`X]Y`F`YU`]h`Ā`h`Ui`Z`XYf`9fXY`[`YghU`hYb`k`]fX"

8YhU]`g	
C`fh	@Y]dn][`ž`8Yi`hgW`U`bX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "V]`X"XY • k k k "hU[`YggW`Ui`"XY

8YhU]`g

- k k k "XYi hgW`UbXZi b_"XY

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