

B]WUg`A Ø`Yf`V`Y]Vh`VY]`@c`_`@Y]dn][.
J YfhfU[`V]g`&\$&*`i`bhYfgW\ f]YVYb`°

B]WUg`A Ø`Yf`j`Yf`Ab[Yfh`gY]bYb`J YfhfU[`VY]`@c`_`@Y]dn][`V]g
&\$&*`"8Yf`Hcfk Ufh`V`]W_h`idcg]hj] `Ui`Z`gY]bY`Ni`_i`bZi`a
J YfY]b"



@Y]dn][ž`8Yi hgW\`UbX`!`9g`[]Vh`BYi] [_Y]hYb`Ui`g`@Y]dn][ž`X]Y`VY]
XYb`:`Ubg`XYg`%"`:`7`@c`_`ZØf`:`fYi`XY`gc`f`[`Yb`XØfZhYb`"Hcfk Ufh`B]WUg
A Ø`Yfž`XYf`a`]h`gY]bYb`&`'`š\`fYb`Y]b`k`]W\`h][`Yg`Di`nn`YghØW`_`ja
HYUa`XUfghY`hž`\Uh`gY]bYb`J YfhfU[`VY]a`J YfY]b`j`Yf`Ab[`Yfh`K`]Y`
**a`Xf`XY`VYf]W\`hYhž`i`bhYfgW\`f]YV`A`Ø`Yf`Y]bYb`bYi`Yb`?`cbhfU`_`hž`XYf`
]\`b`V]g`ni`a`'`\$`"'`ž`b]`&\$&*`Ub`@c`_`V]b`XYh`i`bX`gc`[`Uf`Y]bY`C`dh]cb
ZØf`Y]b`k`Y]hYfYg`š\`f`VY]b`\`U`hYh`"8`]Yg`ghY`h`Y]bYb`_`UfYb`
6Y`_`Yb`hb]g`ni`a`J YfY]b`XUfž`bUW\`XYa`gY]b`5V[`Ub[`i`fgdfØb[`]W\`
]a`F`Ui`a`ghUbX"**

A Ø`Yfž`XYf`j`cf`a`Y`\`f`U`g`XfY]`š\`fYb`j`cb`XYf`nk`Y]hYb`A`UbbgW\`UZh
XYg`GGJ`š\`b`FY[`YbgVi`f[`bUW\`@Y]dn][`k`YW\`gY`hYž`\Uh`g]W\`[`i`h
Y]b[`Y`YVh`A`]h`bi`b`]bg[`YgUa`h`(`,`FY[`]cbU`][`Ugd]Y`Yb`Ui`Z`XYa`

?cbhc'i bX'% 'WYUb'g\YYhgž'nY][h'Yfž'XUgg'Yf'XUg'DchYbn]U'\Uhž
g]W'k Y]hYfni Ybhk]W_Y'b"6YgcbXYfg'b'9f]bbYfi b['V'Y]Vh'gY]b
YbhgWXY]XYbXYf'5i g['Y]W'ghfYZZYf'a 'GUW'gYbdc_U!J]YfhY'Z]bU`Y
[Y[Yb'XYb': 7 ; f]a a U'j cf'nk Y]ϻ\Ybž'k]Y`j n"XY`Yfj cf\YVh"

9]b'ghUf_Yg'HYUa [YZØ\`

ϻ'XYb`YhnhYb'A cbUhYb'k Uf'Yg'ZØf'A Ø`Yf'b]W'h`Y]W'hž'XU`Yf']b'XYf
j Yf[Ub[YbYb'GU]gcb'\Ui dhgÅW']W'U'g'9fgUhma Ubb'U[]YfhYž
k Å\fybX'5bXfYUg'BUi a Ubb'X]Y'Bi a a Yf'Y]bg]a 'Hcf'k Uf"8cW
UbghUhh'j cfY]]['Y]bY'bYi Y'<YfUi gZcfXYfi b['ni 'gi W'Ybž'V`YV`Yf
XYf'A UbbgW'UZh'fYi 'i bX'_Ua 'dØb'h]W'ni a 'HfU]b]b[gghUfh
ni fØW_'A Ø`Yf']gh'bi b'i bhYf'XYb'X]YbghÅ'hYghYb'Gd]Y`Yfb']a
HYUa ž[Ya Y]bgUa 'a]h'8'Ua U`N]UbY'i bX': Uf]X'5VXYffU\ a UbYž
X]Y`YVYbZU`g'gY]h'a Y\fyfYb'ϻ\fyb'VY] '@_g]bX"GY]b'J YfV`Y]V
k]fX'Ui W'j ca '@_!GdcfhX]fY_hcf'Hcb]'K UW'ga i h\U'g'k]W'h][
Ub[YgY\Ybž'XYf'X]Y'E i U']hÅ'h'A Ø`Yfg'U'g'Hcfk Ufh'VYgcbXYfg
VYhcbh'i bX'X]Y'Hcf\ØhYfdcg]h]cb'XUa]h'U'g'UV[YgW'cggYb
Ubg]Y\h"

: Øf'X]Y'_ca a YbXY'GU]gcb'\Uh'XYf'J YfY]b [fc» Y'D`ÅbY"8]Y
6]bXi b['Ub'A Ø`Yf']gh'Y]b'Y\ f[Y]n][Yf'GW'f]hž'i a 'k Y]hYf\]b']b'XYf
FY []cbU`][U'BcfXcgh'_cb_i ffYbnZÅ\]['ni 'V'Y]VYb"A]h'A Ø`Yf']a
Hcf'\Uh'@_ '@Y]dn]['b]W'h'bi f'Y]bYb'hU'Ybh]YfhYb'Gd]Y`Yfž'gcbXYfb
Ui W'Y]bYb'YfZU\fybYb'5_hYi fž'XYf'X]Y'A UbbgW'UZh'a]h[i hYf
@Y]ghi b['i bhYfghØhYb'_Ubb"

9]b'6`]W'_Ui Z'X]Y'? cb_i ffYbn

6Y] '@_ '@Y]dn]['g]bX'bcW'UbXYfY'Gd]Y`Yf'Ui g'j YfgW']YXYbYb
Dcg]h]cbYb']b'XYb'? UXYf']bhY[f]Yfh"J cb'XYf'5Vk Y\ f'V]g'ni a
Ghi fa 'g]bX'X]Y'Dcg]h]cbYb' [i h[YZØ`h" Gc'gd]Y'h'VY]gd]Y`gk Y]gY
5bXfYUg'BUi a Ubb']a 'Hcf'ž'k Å\fybX'8'Ua U`N]UbY'U'g
A]hY'ghØfa Yf'U[]Yfh'<]Yf'Y]bY'_Y]bY', VYfg]W'h'k]W'h][Yf'Gd]Y`Yf
]a '? UXYf.

Dcg]h]cb	B Ua Y	5`hyf	A Uf_hk Yfh
Hcfk Ufh	5bXfYUg	' &	+) "\$\$\$'

	BUi a Ubb		
A]hY`ghØfa Yf	8 `Ua U`N]UbY	' '	+) "\$\$\$`
⊖bYbj YfhY]X][Yf	@ _Ug`K]`hcb	' \$	%&) "\$\$\$`

A]h`k Y]hYf\]b`Yb[U[]YfhYb`@Y]ghi b[Yb`i bX`XYf`f]W\h][Yb
HYUa XmbUa]_`]gh`@_`@Y]dn][` [i h`Ui Z[YghY`hž`i a `X]Y
<YfUi gZcfXYfi b[Yb`XYf`_ca a YbXYb`GU]gcb`YfZc` [fY]W\`ni
a Y]ghYfb``8Yf`J YfV`Y]V`j cb`B]WUg`A Ø`Yf`_ØbbhY`g]W\`U`g
[c`Xk Yfh`YfUi gghY`Yb`i bX`X]Y`K Y]W\Yb`ZØf`Y]bY
j]Y]j YfgdfYW\YbXY`Ni _i bZh`ghY`Ybž`k]Y`Ui W\`hfUbgZYfa Uf_h"XY
nY][h`

8YhU]`g	
C fh	@Y]dn][ž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "j n"XY • k k k "hfUbgZYfa Uf_h"XY

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