

F UbXU`]YfYf`]a` < Ui dhVU\b\cZ. (&! Å\ f][Yf`gh]Y\`h`GdYbXYbVcl` °

5a` &\$"\$*"\$&\$&) `k i fXY`Y]b` (&! Å\ f][Yf`A Ubb`]a` @Y]dn][Yf`
< Ui dhVU\b\cZ`k Y[Yb`8]YVghU\`i bX`6YXfc\i b[
ZYgh[Ybca` a Ybž`bUW`XYa` `Yf`Y]bY`GdYbXYbVcl` `Ybhk YbXYhY"



@Y]dn][ž`8Yi hgW`UbX`!`K Ug`g]W`_Øfn`]W`]a` < Ui dhVU\b\cZ] cb
@Y]dn][`UVgd]Y`hYž`_]b[h`ZUgh`k]Y`Ui`g`Y]bYa` :]a` "9]b` (&! Å\ f][Yf`
8Yi hgW`Yf`\UhY`Ua` `A]h`k`cW`a`]h`U[`b]W`h`bi`f`Y]bY`GdYbXYbVcl`
]a` `J]g]Yfž`gcbXYfb`Ui`W`Y]bY`F`Y]\`Y`k`Y]h`Y`f`Y`f`g`_UbXU`Ø`g`Y`f`H`U`h`b`ž`
X]Y`]\`b`]b`XYb` : `c`_i`g`XYf`Dc`]nY]`f`Ø`W`_h`Yb`"@Ui`h`6]`X`k`Uf`XYf`A`Ubb`
ni`j`c`f`g`W`cb`dc`]nY]VY`_Ubb`h`i`b`X`k`i`f`XY`j`cb`XYf` ; Ya`Y]bg`Ua`Yb`
9]bg`Uhm[fi`dd`Y`XYf`@Ub`XYg`!`i`b`X`6`i`b`XYgdc`]nY]
6U\b\cZNYbhfi`a` `Yfk`]gW`hž`k`Å`f`YbX`Yf`a`]h`XYf`[Yghc`\`YbYb`
GdYbXYbVcl` `i`b`X`" `\$`9i`fc`]a` : ; Yd`Å`W`_`Xi`f`W`X]Y`Dfca`YbUXYb`XYg`
< Ui dhVU\b\cZg`gW`YbXYfhY"

8]Y`6YUa` hYb`k`UfYb`gW`bY`ni`f`GhY`Yž`XYbb`XYf`8]YV`k`Uf`
Ui`Z`Å`][`i`b`X`\`UhY`ni`j`c`f`bcW`_Y]bY`GdYbXYbVcl` `]b`XYf`<`UbX`

[Y\UVh"GY]bY`_f]a]bY`Y`? Uff]YfY`gW\Yb`UVYf`b]W\h`Y]ba U`a]h
X]YgYf`HUh`ni`YbXYb`"5a`b`ÅW\ghYb`HU[`Xfc`hY`Yf`XYb
A]hUfVY]hYfb`XYf`6U`b`cZga]gg]cb`a]h`Y]bYa`6Ui`ghY`Yb`gcW`Y`
i`bX`fUbXU`YfhY`Xcfh`i`b[`Ui`V`]W\ž`UVYf`k`U`f.`Bi`f`XfY]`Ghi`bXYb
gd`ÅhYf`k`i`fXY`Yf`YfbYi`h`VY]`Y]bYa`8]YVghU`Y`Yfk`]gW\h`i`bX`U`g
k`ÅfY`XUg`b]W\h`[`Ybi`[`ž`Yb`hV`Ò»`hY`Yf`g]W\`bUW\hg`[`Y[`Yb
A]hYfbUW\h`i`bX`VYXfc`hY`A]hUfVY]hYf`XYf`6U`b`g]W\Yf`Y]h`a]h
Y]bYa` ;`Y`ghcW`"

J]Y`Z`À`h][`Y`GhfUZhUhYb`i`bX`]\`fY

?`cbgYe`i`YbnYb

8]Y`6i`bXYgdc`nY]`]b`@Y]dn][`U`h`bi`b`9fa]h`i`b[`Yb`k`Y[`Yb
6YXfc`i`b[`ž`Yi`V]h]cb]gh]gW\Yb`<`UbX`i`b[`Yb`ž`8]YVghU`Y`i`bX
<`Ui`gZf]YXYbgVfi`W\`Y]b[`Y`Y]hYh`"æ`g[`YgUa`h`k`]fX`[`Y[`Yb`XYb
(`&!`Å`f][`Yb`VYfY]hg]b`%&`: `À`Yb`Yfa]h`h`h`"8]Y`J`cf[`Åb[`Y`g]bX
b]W\h`bi`f`fYW\h]W\`Vf]gUb`h`Ui`W\`X]Y`XUa]h`j`YfVi`bXYbYb
GhfUZhUhVYgh`ÅbXY`g]bX`]b`XYf`²`ZZYb`h]W\`_Y]h`Y]b`Y]`_`Yg`H`Y`a`U`
9i`V]h]cb]gh]gW\Y`<`UbX`i`b[`Yb`i`bX`9ffY[`i`b[`Ò`ZZYb`h]W\Yb
Yf[`Yfb]ggYg`[`]Vh`Yg`b]W\h`c`b`Y` ;`fi`bX`]a`GhfUZ[`YgYhnVi`W\`"i`@Ui`h`
: `UW\`Ub`k`U`h`_`Ò`bbYb`X]Y`GhfUZYb`Z`Øf`XYfUfh][`Y`HUhYb`V]g`ni
Y]bYa`æ`Y`f`: `fY]\`Y]hgghfUZY`c`XYf` ;`Y`XghfUZYb`VYhfU[`Yb`"8`c`W\`c`Zn
]gh`X]Y`<`Ui`dhd`fc`V`Ya`Uh]`_`X]Y`DY]b`]W\`_Y]h`XYf`Ò`ZZYb`h]W\Yb
J`Yf`U`bX`i`b[`Yb`ž`b]W\h`gc`gY`f`X]Y`<`Ò`Y`XYf`GhfUZY`"

8]YVghU`Y`]gh]b`8Yi`hgW\`UbX`Y]b`k`Y]h`j`YfVfY]hYhYg`J`Yf[`Y`Yb`"æ`
æ`Y`f`&\$&&`k`i`fXYb`i`Ui`h`GhUh]ghU`Y`hk`U`%ž+,`A`]`]cbYb`8]YVgh`Å`Y`
dc`nY]`]W\`YfZUgghž`i`bX`XUg`k`Uf`Y]b`5bgh]Y[`]a`J`Yf[`Y]W\`ni`a
J`cf`U`f`"6YgcbXYfg`X]Y`@XYbX]YVgh`Å`Y`ghY`Yb`XUVY]`c`W\`]a
?`i`fgž[`YZc`[`h`j`cb`: `U`ffUXX]YVgh`Å`Yb`i`bX`8]YVgh`Å`Yb`]b
?`fUZhZU`fnYi`[`Yb`"9g`nY][`h`g]W\`ž`XUgg`8]YVghU`Y`Y]b
k`]YXYf`_Y`fYbXYg`H`Y`a`U`]b`XYf` ;`YgY`g`W\`UZh]gh`i`bX`X]Y
Df`Å`j`Yb]cb`i`bX`5i`Z`_`Å`fi`b[`ghYh][`[`YZc`fXYfh`g]bX`"

9]b`6`]W`_`Ui`Z`X]Y`?`f]a]b`U`]h`Å`hgghUh]gh]_

,`VYf`)`ž`" `A`]`]cbYb`GhfUZhUhYb`k`i`fXYb`&\$&&]b`8Yi`hgW\`UbX`

]bg[YgUa h'YfZUggh" '9g']gh'U`Ufa]YfYbXž'XUgg`X]Y`8]YVghU\`!8Y`)_hY`
 ni a `YfghYb`A U`gY]h'&\$%) `k]YXYf[Ygh]Y[Yb`g]bX" `#`BcfXf\Y]b!
 K YghZU`Yb`Ui hYb`X]Y`NU\`Yb`ØVYf`&' ") \$\$`K c\bi b[gY]bVfØWYž
 k Ug`VYXYi hYbXY") i `U`Yf: `À`Y`]b`XYb`6i bXYg`ÀbXYfb
 Ui ga UW`h`8]Y`5i Z_`Àfi b[gei chY`VY]`K c\bi b[gX]YVghÀ\`Yb`U[
 &\$&&`VY]`YX][`]W`%* ž% žk Ug`X]Y`Ybcfa Y`<YfUi gZcfXYfi b[
 j YfXYi h]W`hžj cf`XYf`X]Y`6Y\`ØfXYb`ghY\`Yb"

C V`XYf`(`&!`À\`f][Y`8]YV`]b`@Y]dn][`ZØf`gY]bY`HUH`Yb`ni f
 F YW`YbgW`UZh[Ync[Yb`k]fXž`V`Y]Vh`UVni k UfhYb" `8]Y`9fa]h`i b[Yb
 `Ui ZYbž`i bX`Yg`k]fX`gdUbbYbX`gY]b`ni `gY\`Ybž`k]Y`g]W`X]Y`8]b[Y
 Yb`hk]W`Y`b" `GY]bY`b`ÅW`ghY`6Y[Y[bi b[`a]h`XYa `; YgY`hn`_`Øbb`hY
]\a `a Y\`f`U`g`bi f`Y]bYb`i bYf`Z`fYi `]W`Yb`5i ZYb`h\`U`h`a `; YZ`Åb[b]g
 VYgW`YfYb" `9]b`GhfUž] YfhY]X][Yf`_`Øbb`hY` \Y`ZYbž`XUg`J YfZU\`fYb
 a `Ø[`]W`Y`fk`Y]gY`Y]bni ghY`Yb`c`XYf`Ui Z`a]`XYfb`XY`i a gh`Åb`XY
 \]bni k Y]gYb` `X]Y`A `Ø[`]W`_Y]h]gh`Y`XYbZU`g`[Y[YVYb" `#`Y`XYa
 : U`nY][h`X]YgYf: U`ž`XUgg`?`f]a]bU`]h`Åh`]a a Yf`j cf`i bgYfYf
 <Ui gh`Øf`gY]b`_`Ubbž`i bX`k]f`i bg`a]h`X]YgYb`H\`Ya Yb
 Ui gY]bUbXYfgY`hnYb`gc`h`Yb"

8YhU]`g	
C fh	@Y]dn][ž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V]`X"XY • k k k "ZUW`Ub`k`U`h"XY • XY"ghUh]ghU"V`a

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