

K c\bi b[ggi W\Y`]b`A ØbW\Yb. `Gc\ b
j Yfnk Y]ZY`h! `9`hYfb`Xfc\h`5`hYfgUfa i h°

9]b`Gc\ b`_Äa dZi]b`A ØbW\Yb`j Yfnk Y]ZY`hi a `Y]bY`K c\bi b[
ZØf`gY]bY`9`hYfbž`k Ä\fybX`A]YhYf`ni bY\ a YbX`j cb
5`hYfgUfa i h`VYXfc\hg]bX"



A ØbW\Ybž`8 Yi hgW\`UbX`!`8]Y`K c\bi b[ggi W\Y`]b`A ØbW\Yb`k]fX
ZØf`j]Y`Y`ni fi b`ØgVUFYb`5i Z[UVY`"9]b`U`hi Y`Y`g`6Y]gd]Y`"gh
7\]ghcd\`K "`fl) Łž`XYf`[Ya Y]bgUa``a]h`gY]bYb`9`hYfbž`Gmj]U`ff* (Ł
i bX`æUW\]a``f+&Ł`K "ž`gY]h`XfY]`š\`fyb`j Yf[YV`]W\`bUW\`Y]bYf
VYnU\`VUFYb`K c\bi b[`gi W\h`"8]Y`:`f]gh`XfÄb[hž`XYbb`V]g`9bXY`š`
a ØggYb`X]Y`9`hYfb`Ui g`]\fyf`XYfnY]h[Yb`K c\bi b[`Ui gn]Y\Ybž`XU
XYf`J Yfa]YhYf`9[YbVYXUfZ`Uba Y`XYhY`"Hfcm`j]Y`ZÄ`h[Yf
6Ya Ø\i b[Yb``j cb`NY]hi b[gUbnY][Yb`ØVYf`Cb`]bYd`UhhZcfa Yb
V]g`\]b`ni`dYfgØb`]W\Yb`?cbhU`hYb``V`Y]Vh`XYf`9fZc`[`Ui g`"8]Y
A]YhdfY]gY`]b`A ØbW\Yb`g]bX`ZØf`X]Y`:`Ua]]Y`i bYfgW\k]b[`]W\`"

æUW\]a`K`" `_f]h]g]Yfh`X]Y`J Yfa]YhYfž`X]Y`\Äi Z[`J cfgW\]ZhYb
i a [Y\Yb`i bX`ØVYf`XYa`A]Yhgd]Y[Y`j Yfa]YhYb`"7\]ghcd\ž`XYf`"

a]h'gY]bYf': Ua]'Y]b'; Yfa Yf]b['YVhž\Uh'g]W\Ub`X]Y`FYXU_h]cb
[Yk UbXhž'i a `Ui Z`X]Y`XfUa Uh]gW\Y`G]hi Uh]cb`Ui Za Yf_gUa `ni
a UW\Yb" `≠W `V]b`Y]bZUW\`fUh`cg`i bX`j Yfnk Y]ZY`h ž`gW\]`XYfh`Yf"
8]Y`Gi W\Y`bUW\`Y]bYf`K c\bi b[`a]h`nk Y]`V]g`XfY]`N]a a Yfb`ni
Y]bYa `ZU]fYb`DfY]g!@Y]ghi b[g!J Yf\`Å`hb]g[YghU`hY`h'g]W\`U`g`bU\Yni
Ui gg]W\hg`cg" `l a `l bhYfghØhni b[`ni `Yf\U`hYbž`f]W\hYhY`7\`f]ghcd\
Y]bY`9!A U]`!5XfYggY`Y]b. `ni _i bZhgni `Ui gY4 [a U]`"Wc a "

GhY][YbXY`⇒ a a cV]`YbdfY]gY`i bX 5`hYfgUfa i h

8]Y`DfcV`Ya Uh]_`i a `X]Y`K c\bi b[ggi W\Y`]gh`h]YZ] Yfk i fnY`h`]b`XYf
U`[Ya Y]bYb`A]Yh_f]gY`XYf`GhUXh`@Ui h`Y]bYf`Ghi X]Y`XYg`DYghY`!
≠gh]hi hgž`X]Y]a `5i ZhfU[`XYg`6i bXYgj YfvUbXYg`8Yi hgW\Yf
6Ui ghcZl: UW\UbXY`f686Ł`Xi fW\ [YZØ\fh`k i fXYž]gh`X]Y
5`hYfgUfa i hi bhYf`A]YhYfb`]b`A ØbW\Yb`U`Ufa]YfYbX`[Ygh]Y[Yb"
8]Y`9][Ybhi a gei chY`]b`8Yi hgW\`UbX`]]Y[hia]hh`Yfk Y]Y`i bhYf` ((
DfcnYbh` `XYa `b]YXf][ghYb`K Yfh'gY]h%) `≠\fYb" `≠`A ØbW\Yb
gY`Vgh'gUb`_X]Y`E i chY`j cb`&(ž(`DfcnYbh]a `≠\f`&\$%%`Ui Z`&' ž
DfcnYbh]a `≠\f`&\$&&"`K Å\fybX`X]Y`NU\`XYf`9][YbhØa Yf`Y]W\h
Ubgh]Y[ž`k i W\g`X]Y`5bnU\`XYf`A]YhYf`j cb`))) "&\$`\$`Ui Z`*`%` "&- - `]b
XYfgY`VYb`NY]h"

6YgcbXYfg`XfUa Uh]gW\`]gh`XYf`5bgh]Y[`XYf
; fi bXg]W\Yfi b[gYa dZÅb[Yf]a `5`hYfž`X]Y`j cb`%\$`*` , ` `]a `≠\f
&\$`\$`Ui Z`%` "+` \$`]a `≠\f`&\$`&' `Ubgh]Y[` `Y]b`Ni k UW\g`j cb`+) ž(
DfcnYbh`8]YgY`NU\`Yb`j YfXYi h`]W\Ybž`XUgg`5`hYfgUfa i highUf`_`a]h
A]YhYfUfa i hj Yf_bØdZh]gh" `HUhgÅW\`]W\`nY][Yb`6YfYW\bi b[Ybž
XUgg`Y]bYa `Nk Y]!DYfgcbYb!<Ui g\U`h`ia]h`Y]bYa
6fi hhcY]b`_ca a Yb`j cb`) "* - (`9i fc`bUW\`5Vni [`XYf`A]YhY`bi f
bcW`%`(%- `9i fc`ni a `@VYb`V`Y]VYb" `6Y]`GYb]cfYbž`X]Y`Ui ZY]bY
FYbhY`j cb`%" - ` `9i fc`Ub[Yk]YgYb`g]bXž`g]bX`Yg`[Uf`bi f`*`*)
9i fc" `J]Y`Y`A]YhYf`[YVYb`a]hh`Yfk Y]Y`ØVYf`) \$`DfcnYbh]`fYg
9]b`_ca a Ybg`ZØf`X]Y`A]YhY`Ui gž`k Ug`U`Ufa]YfYbXY`5i ga U»Y
Ubb]a a h" **A Yf`_i f`**nY][h`Ui Zž`XUgg`X]Y`A]YhYb`_f]gY`b]W\h`bi f`i bhYf
XYf`i bhYfYb`9]b`_ca a YbggW\W\h`Y]XYhž`gcbXYfb`Ui W\]a a Yf
a Y\`f`A YbgW\Yb`Ui g`XYf`A]hhY`gW\]W\h`VYhf]Zž"

I a nØ[Y`i bX`F ØW__Y`f`]b`X]Y`< Y]a Uh

5b[Yg]W`hg`X]YgYf`gW`k Yfk]Y[YbXYb`<YfUi gZcfXYfi b[Yb`n]Y`Yb
 7`f]ghcd`g`9`hYfb`]b`9fk Å[i b[ž`b`]\fY`U`hY`< Y]a Uh`B`c`f`X`f`Y]b!
 K YghZU`Yb`ni fØW`ni _Y`fYb`"8]YgYf`GW`f]h`_Ø`b`hY`X]Y
 @YVYbgei U`h`h`X`Y`f`Ua`]Y`j`YfVYggYfbž`X`Y`b`b`X]Y`c`Yb
 @YVYbg`U`hi b[g`c`ghYb`]b`A`Ø`b`W`Yb`VY`U`ghYb`b]W`h`bi`f`X]Y`A`]YhYfž
 gcbXYfb`Ui`W`X`Ug`[YgY`g`W`U`Z`h`]W`Y`; YZØ[Y`X`Y`f`G`h`U`X`h`"7`f]ghcd`
 k`Å`f`Y`Y]b`Ya` i`l`a`ni`[`g`Y]b`Y`f`9`h`Y`fb`b`U`W`B`c`f`X`f`Y]b!K`Y`gh`Z`U`Y`b`b]W`h
 UV[YbY][`h`i`b`X`k`Ø`f`X`Y`X]Y`g`Y`b`G`W`f]h`VY[fØ»Ybž`i`a`]\b`Y`b`X`Ug
 @YVYb`ni`Y`f`Y]W`h`Y`fb`"8`Ug`H`Y`a`U`K`c`b`i`b[`ggi`W`Y`VY`U`gh`Y`h
 a`]W`gh`U`f`_`ž`gc[`U`f`]b`a`Y]b`Y`b`H`f`Å`i`a`Y`b`ž`gc`X`Y`f`j`Y`f`nk`Y]Z`Y`h`G`c`b`"

8]Y`D`f`c`V`Ya`Uh]_`X`Y`g`K`c`b`f`Ui`a`a`Ub[Y`g`i`b`X`X`Y`f`X`Ua`]h
 j`Y`f`Vi`b`X`Y`b`Y`b`5`h`Y`fg`U`fa`i`h`k`]f`X`X`i`f`W`X`Å`f`]W`ghY][`Y`b`X`Y
 =a`a`c`V`]]Y`b`d`f`Y]g`Y`b`c`W`j`Y`f`gh`Å`f`h`"9][`Y`b`h`i`a`g`V]`X`i`b[`k`]f`X`Z`Ø`f
 j`]Y`Y`A`Ø`b`W`b`Y`f`i`ba`Ø[`]W`ž`k`U`g`X]Y`G]h`i`Uh]c`b`Ui`Z`X`Ya`A`]Y`ha`U`f`_`h
 ni`g`Å`h`]W`VY`U`gh`Y`h`"5`_`hi`Y`Y`9`b`h`k`]W`_`i`b[`Y`b`]b`X`Y`f`6`Ui`k`]f`hg`W`U`Z`ž
 VY]`X`Y`b`Y`b`X]Y`N`U`X`Y`f`6`Ui`[`Y`b`Y`a`][`i`b[`Y`b`i`a`V]g`ni`)`\$`D`f`c`n`Y`b`h
 Y]b[Y`V`f`c`W`Y`b`]gh`ž`n`Y][`Y`b`ž`X`U`gg`g]W`X`Y`@U[Y`b]W`h`j`Y`f`V`Y`gg`Y`fb
 k`]f`X`"

8]Y`;`Y`g`W`]W`h`Y`j`cb`7`f]ghcd`k`"i`b`X`g`Y]b`Y`b`9`h`Y`fb`VY`Y`i`W`h`Y`h
 YI`Ya`d`U`f]g`W`X]Y`<`Y`f`Ui`g`Z`c`f`X`Y`fi`b[`Y`b`ž`j`c`f`X`Y`b`Y`b`j`]Y`Y`A`Ø`b`W`b`Y`f
 ghY`Y`b`ž`i`b`X`k`]f`Z`h`Y]b`_`f]h]g`W`Y`g`@]W`h`i`Ui`Z`X]Y`k`U`W`g`Y`b`X`Y`;`Y`Z`U`f`
 j`cb`5`h`Y`fg`U`fa`i`h`i`b`h`Y`f`A`]Y`h`Y`fb`"hn

| 8YhU]`g | |
|---------------|---------------------------------------------------------------------------------------------------------------------------|
| J`c`f`Z`U``` | B`c`h`Z`U``` |
| I`f`g`U`W`X`Y | 9][`Y`b`V`Y`X`U`f`Z`ž`b`gc`j`Y`b`n`ž`?`f`Y`V`g`X]U[`b`c`g`Y |
| C`f`h | A`Ø`b`W`Y`b`ž`8`Y`i`h`g`W`X`U`b`X |
| E`i`Y`Y`Y`b | <ul style="list-style-type: none"> • k`k`k`"hn"XY • k`k`k`"a`Y`f`_`i`f"XY • k`k`k`"hn"XY |

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