

5`_c\c`fUi gW`Ua`<Ui dhVU\b\cZ.
HgW`YW`Y`gdi W_h`Ni [VY[`Y]hYf]b`Ub`°

9]b`(`%!`Ä`f][Yf`A Ubb`Ui`g`HgW`YW`]Yb`gdi W_h`Y`Y]bY
Ni [VY[`Y]hYf]b`Ua`9fZi`fhYf`<Ui`dhVU\b\cZ`Ub`"Dc`nY]
]bhYfj`Yb]YfhY"



9fZi`fhYf`<Ui`dhVU\b\cZ`Z`9fZi`fh`8`Yi`hgW`Ub`X`!`9]b`J`cfZU`Ua`
9fZi`fhYf`<Ui`dhVU\b\cZ`gcf[`h`Z0f`5i`ZfY[`i`b[`.5a`-`" `&\$&)
k`i`fXY`Y]b`(`%!`Ä`f][Yf`hgW`YW`]gW`Yf`GhUUhgUb[`Y`Öf][`Yf`k`Y[`Yb`
gY]bYg`Ui`ZÄ`][`Yb`J`Yf`U`hYbg]b`Y]bYa`G`W`bY`ni`[`Ui`Z[`Y[`f]ZZYb`"
8`Yf`A`Ubb`ž`XYf`_Y]bYb`:`U`fgW`Y]b`U`hY`ž`k`i`fXY`ni`b`Ä`W`ghj`cb`XYf`
K`Y]hYfZU`fh`Ui`g[`Y`gW`c`ggYb`i`b`X`ghY`h`Y`k`Yb][`gd`Ä`hYf`YfbYi`h`Y]b`
G]W`Yf`Y]hgf]g]_c`XUf"

5a`5VYbX`XYggY`VYb`HU[`Yg`j`Yfgi`W`hY`Yf`ž`a`]h`Y]bYa`k`Y]hYfYb`
Ni`[`b`UW`HgW`YW`]Yb`ni`fY]gYb`"8`U`Yf`U`_c\c`gYfhi`b`X`k`]YXYf`
c\bY[`Øh][`Yg`H]W`_Yh`i`bhYfk`Y[`g`k`Uf`ž`Yf`Y]h`Yf`X]Y[`Y]W`Y`
5VZ`\f`"8`cW`UbghUhh`Fi`\Y`ni`VYk`U`fYb`ž`_Ua`Yg`ni`Y]bYa`
\Ub`XZYghYb`J`cfZU`."9f`gdi`W_h`Y`Y]bY`Ni`[`VY[`Y]hYf]b`Ub`ž`b`UW`XYa`

X]YgY']\a`X]Y': U\ f_UfhY'j Yfk Y][Yfh'\UhhY""8]Yg'ZØ\fhY`XUni ž`XUgg
X]Y'6i bXYgdc`nY]`Y]b[YgWU`hYh'k i fXYžX]Y' [Y[Yb']\b`Y]b
J YfZU\fyb`k Y[Yb`? ØfdYfj Yf`Yhni b[`i bX`9fgW`Y]W`Ybgj`cb
@Y]ghi b[Yb`Y]b`Y]hYhY""@Yhnh]W`k i fXY`Ui W`gY]bY`K Y]hYfZU\fh
YbX[Øh][`i bhYfgU[hi bX`XYf`A Ubb`Yf\]Y`h`a Y\fyfY
GhfUZUbnY][Ybžk]Y' [c h\ U!U_hi Y``"]bZc`VYf]W`hYh"

8]Y`@U[Y`]b`XYf`F Y[]cb

Ni f[`Y]W`Yb`NY]h`V`Y]Vh`X]Y`G]W`Yf\Y]hg`U[Y`]b`8Yi hgW`UbXž`i bX
gdYn]Y``]b`9fZ`fhž`Y]b`\Y]» Yg`H\Ya U""5a`%"`8YnYa VYf`&\$&(
k i fXY`Y]b` , !Å\ f][Yf`A Ubb`Ui g`Fi a Åb]Yb`Ua`<Ui dhVU\`b\cZ
XUVY]`VYcVUW`hYhž`k]Y`Yf`Y]b`6U[i YhY`i bX`Y]b`; YhfÅb`_ghU\`""5`g
Yf`j`cb`Y]bYf`NYi []b`Ub[YgdfcW`Yb`k i fXYž`fYU[]YfhY`Yf`a]h
a Ugg]j Ya`K]XYfghUbXž`gdi W`hY`]b`F]W`hi b[`XYf`NYi []b`i bX
k Y\fhY`g]W` [Y[Yb`X]Y`n]j]`Yb`9]bgUhn`fÅZhYž`X]Y`ni f`<]`ZY` [Yfi ZYb
k i fXYb`"6Y]Y]bYf`, VYfd fØZ` b[`ghY``hY`X]Y`Dc`nY]`ZYghž`XUgg
[Y[Yb']\b`VYfY]hg`Y]b`5i ZYbh`U`hgYfa]h`i b[gVYZ`Y`j`cf`U["
BUW`XYa`g]W`X]Y`G]hi Uh]cb`VYfi` \][h`\UhhYž`k i fXY`Yf`i a`Yhk`U`%+
l`f`Ui`g`XYf`Dc`nY]]bgdY`_h]cb`Yb`h`UggYbž`XcW`gW`cb`_i`fnY`NY]h
gdÅhYf`j`Yfgi W`hY`Yfž`YfbYi h`8]b[Y`Ui`g`Y]bYf`8fc[Yf]Y`ni`ghY`\`Yb
i bX`k i fXY`XUVY]`YfbYi`hj`cb`XYf`6i bXYgdc`nY]`Ui`Z[Y[f]ZYb`": Øf
gY]bY`HUhYb`k i fXYb`YVYbZU`g`J YfZU\fyb`k Y[Yb`8]YVghU\`g`i bX
K]XYfghUbXg` [Y[Yb`J`c`ghfYW`_i`b[gVYUa`hY`Y]b[Y`Y]hYhž`i bX`X]Y
8fc[Yf]Y`gdfUW`]\a`Y]b`Y]b`Å\ f][Yg`<Ui`gj`YfV`ch`Ui`gž`k]Y`
h\i Yf]b[Yb&("XY`ni`VYf]W`hYb`k Y]» "

8]Y`G]hi Uh]cb`Ua`<Ui dhVU\`b\cZ]gh`gca]h`_Y]b`9]bnY`ZU``"9]b`6`]W`
Ui`Z`X]Y`_f]a]bU`ghUh]gh]gW`Yb`8UhYb`nY][hž`XUgg`X]Y`?`f]a]bU`]hÅh]b
8Yi hgW`UbX`]b`XYf`YhnhYb`NY]h`gW`k`Yf`ni`VYk`YfhYb`]gh`"&\$&(
[UV`Yg`a]h)`ž`(`A`j``]cbYb`fY[]ghf]YfhYb`GhfUZ`hYb`Y]bYb
FØW`_Ub[]j`cb`%ž`+`i`]a`J`Yf[`Y]W`ni`a`J`cf`U\`f""8Yb`bcW` []Vh`Yg
Y]bY`Ni`bU\`a`Y`VY]`GhfUZ`hYb`ž`X]Y`XUg`G]W`Yf\Y]hg[YZØ\`XYf
6Øf[Yf`VY]b]hfÅW`h][Yb`"C`Zi`k`YfXYb`XY`]_UhY`G]hi Uh]cbYb`k]Y
8]YVghÅ`\`Yž`k]Y`X]Y`cVYb` [YbUbb`hYb`ž`b]W`h`U`g`9]bnY`ZÅ`Y`
k U\ f[Ybca`a`Ybž`gcbXYfb`g]bX`HY]`Y]bYg`[fØ» YfYb`Dfc`V`Ya`gž`XUg
ghUh]gh]gW`_Ui`W`b]W`h]a`a`Yf` [Ub`n`YfZUgg`h`k]fX""8]Y`**GhUh]ghU**
VYf]W`hYhž`XUgg`j]Y`Y`GhfUZ`hYb`ž`]bgVYgc`bXYfY`gc`W`Y`XYf`

gYI i Y`Yb`5fhž`gY`hYb`ni f`5bnY][Y`[YVfUW`h`k YfXYbž`k Ug`X]Y
 hUhg`ÄW`]W`Y`8]a Ybg]cb`j cb`?f]a]bU`]h`h]b`i bgYfYf`F Y[]cb
 j YfXYW`h"

: Un]h

8]Y`Øb[ghYb`J cfZ`Ä`Y`Ua`9fZ`fhYf`<Ui dhVU`b`cZ`nY][Ybž`k]Y
 gW`bY`Y`g`ni`VfYbn`]W`Yb`G]hi Uh]cbYb`_ca`a Yb`_Ubbž`gck c`Z`Øf
 X]Y`F Y]gYbXYb`U`g`Ui W`Z`Øf`XUg`DYfgcbU`"9g`V`Y]Vh`ni`c`ZYbž
 XUgg`X]Y`6Y`ØfXYb`X]Y`b`Øh][Yb`A U» bU`a Yb`Yf[fY]ZYbž`i a`X]Y
 G]W`Yf`Y]h]a`ØZYbh`]W`Yb`F Ui a`ni`Yf`Ø`Yb`i bX`gc`W`Y`J cfZ`Ä`Y
 ØbZh][`ni`a]b]a]YfYb`"5i W`k Ybb`X]Y`?f]a]bU`]h`h]gghU]gh]`Y]bYb
 F ØW_[Ub[]j YfnY]W`bYhž`V`Y]Vh`X]Y`F YU`]h`h`c`Zh] cb`Y]bYa`UbXYfYb
 6`]W`k]b_Y`[YdfÄ[hž`i bX`XUg`G]W`Yf`Y]hg[YZ`Ø`X`Yf`A YbgW`Yb
 _Ubb`ghUf`_V`Y`Y]bhf`ÄW`h][h`gY]b"

8YhU]`g	
C fh	9fZ`fhYf`<Ui dhVU`b`cZ`nY]9fZ`fhž`8Yi hgW`b`UbX
E i Y`Yb	<ul style="list-style-type: none"> • [c h\ U!U`_hi Y`"]b Zc • k k k "h\ i Yf]b [Yb & ("XY • XY"ghU]ghU"W`a

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