

6`ÀhhYffUi gW\Yb. 'HYW\bc!CdYb!5]f`]a <YfnYb`j cb`9fZi fh°

9bhXYW_Yb`G]Y`XUg`6`ÀhhYffUi gW\Yb`C dYb!5]f`Ua`'%"'ž`]'a
@`_Ug`?`]fW\ [UfhYbž`9fZi fhž`ZØf`YbhgdUbbhY`A i g]_`i bX
; Ya Y]bgW\UZh"



9fZi fhž`8Yi hgW\`UbX`!`5a`GUa ghU[ž`XYb`%"'ž`]'&\$&) ž
j Yfk UbXY`h'g]W\`XYf`@`_Ug`?`]fW\ [UfhYb`]b`9fZi fh!8UVYfghYXh`j cb
)`V]g`&&`i` \f`]b`Y]bY`di`g]YfYbXY`HYW\bc!CdYb!5]f!`@`WUh]cb"
I bhYf`XYa`BUa`Yb`6`ÀhhYffUi gW\Yb`cf[Ub]g]Yfh`XUg`?`c`Y`_h]j
A Y`cX]gW\Yg`HfY]VYb`[Ya Y]bgUa`a`]h`8>A cbUgh]W?`]Xž`Ui W
VY`Ubbh`U`g`A`]W\UY`A`Ø`Yfž`Y]b`9j`Ybhž`XUg`Ui`ZYbhgdUbbhYg
HUbnyb`i`bX`Y]b`[Ya`Øh]W\Yg`Ni`gUa`a`YbgY]b`]b`ZUa`]`]ÀfYf
5ha`cgd`ÀfY`gYmnh`" `gd]f]Yfhj`cb`XYf`XYYž`X]Y`k`À`fYbX`Y]bYf
: Ua`]`YbZY]Yf`]a`?`]fW\ [UfhYb`YbhghUbXž`f]W\hYh'g]W\`XUg`9j`Ybh`Ub
BUW\VUfbž: fYi bXY`i`bX`X]Y`[YgUa`hY`; Ya Y]bXY"

6`ÀhhYffUi gW\Yb`j`YfY]bh`BUhi`f`i`bX`A`i`g]_`i`bX`n]Y`h`XUfUi`ZUVž
XYb`;`ÀghYb`Y]bY`Y]b`UXYbXY`i`a`[YVi`b`[`ni`V]YhYbž`X]Y`k`Y]h

YbhZYfbh]ghj cb`A UggYbYj Ybhg" GhUhh[fc» Yf`6Ø\bYb`ghY\h\]Yf
XYf; Ya Y]bgWUZhg[YXUb_Y`]a`J cfXYf[fi bX.`_Y]bY
J Yf_Ui Zggh`bXYž`gcbXYfb`Y]b`C fh`ni a`Ni` \ÖfYb`i bX`9b hgdUbbYb"
8]Y`]YVYj c`Y`8Y`_cfUh]cb`a`]h`Ghc ZYbž`@]W hYfb`i bX
GcbbYbgY[Y`b`gcf[h`ni XYa`ZØf`Y]bY`Y]b`UXYbXY`5h`a`cgd\`ÄfY`"8Yf
?]fW[UfhYbž`%-`%&[Yk Y]\h`i bX`VY`_Ubbh`ZØf`gY]bY`[fc» Yb`6Äi a`Y
i bX`K`]YgYbž`V]YhYh`XYb`dYfZY`_hYb`F U\`a`Yb`ZØf`X]YgYg`9j`Ybh"

A i g]_`i bX`@]bYi d

8 Ug`a`i`g]_U`]gWY`Dfc[fUa`a`XYg`6`ÄhYffUi`gWYb`C`dYb!5]f!
9j`Ybhg`_Ubb`g]W`gY\Yb`UggYb`"8]Y`;`ÄghY`XØfZYb`g]W`Ui`ZY]b
@]j`Y!GYhj`cb`5XUa`F`Y]gY`/`5`YbU`ZfYi`Ybž`XUg`Y`Y`_hfc]gWY
?`Äb[Yž;`YgUb[`i bX` ðghfi`a`YbhY`_ca`V]b]Yfh`"ž`_]UbY`K`c`Zk`]fX
a`]h`\fYa`8YYd`<`ci`gY`i`bX`a`Y`cX]gWYb`HYW`bc`ØVYfnYi`[`Ybž
k`Ä`fYbX`A`Uhg`5`j`Uf`i`bX`A`cbUgh]W?`]X`dfc[`fYgg]j`Y`<`ci`gY!
F`m\`a`Yb`a`]h`_fUZhj`c`Yb`a`Y`cX]gWYb`9`Ya`YbhYb`a`]l`Yb
k`YfXYb`"8]YgY`gh]`gh]gWY`J`]Y`ZU`h`]ghY]b`<`][` \`][` \h`ZØf`U`Y
A`i`g]_`]YV\UVYf"

C ZZYbYg`9j`Ybh`ZØf`U`Y

9]b`VYgcbXYfYg`A`Yf`_a`U`XYg`9j`Ybhg`]gh`X]Y`C`ZZYb`Y`]h`ZØf`U`Y
5`hYfg[`fi`ddYb.`?`]bXYfž;`Ua`_]Yb`i`bX`5`Y`]bYf]gYbXY`g]bX`Yfn`]W
Y]b[`Y`UXYb`"8Ug`?`cbnYdh`ZØfXYfh`XYb`5i`ghUi`gW`i`bX`X]Y
`hYfU`_h]cb`i`bhYfY]bUbXYfž`gcXUgg`a`Ub`Y]W`h`]bg;`Ygd`fAW
_ca`a`Yb`_Ubb`"5i`W`X]Y`Ub[`Zf]gh][`Yb`D`ÄbY`XYg`?`c`Y`_h]j`g`gY\Yb
Y]bY`Ä`f`]W`Y`K`]YXYf`c`i`b[`XYg`9j`Ybhg`Ub`i`bhYfgW`]YX`]W`Ybž
VYgcbXYfYb`C`fhYb`j`cf"

Ni`f`[`Y]W`Yb`NY]h`Z]bXYb`Ub`UbXYfYb`J`YfUbghU`hi`b[`gc`fhYb
nU`fY]W`Y`9`Y`_hfc!:`Ygh]j`U`g`ghUhh`Ni`a`6Y]gd]Y`XUg`5]fVYUh`C`bY
:`Ygh]j`U`ž`XUg`Ua`-`"ž`_]b`B`Yi`ghUXh!;`Yk`Y`VY[`]bb`h`i`bX`V]g`ni`a
%`"ž`_]XUi`Yfh`i`bX`a`]h`*)`"\$`\$`\$`Yfk`UfhYhYb`6Ygi`W`Yfb`_c`W`]a
?`i`fg`ghY\h`"5i`W`XUg`l`hfU`9i`fcdY;`Ygh]j`U`ž`XUg`]b`Gd`]hž`?`fcUh]Ybž
j`ca`%%`V]g`%`"ž`_]ghUhh]bXYh`i`bX`a`]h`%)`"\$`\$`\$`6Ygi`W`Yfb`Y]bY
f]Yg][`Y`Ni`gW`Ui`YfgW`UZh`Ubn]Y\hž`nY][`hž`k`]Y`X]Y`9`Y`_hfc!`GnYbY
Zcf]Yfh`9g`]gh`U`gc`_`Ufž`XUgg`X]Y`J`YfUbghU`hi`b[`Yb`]b`8Yi`hgW`_UbX

i bX`XUfØVYf`\]bUi g`Y]b`[fc»Yg`Di V`_]i a`Ubn]Y\Ybž`k Ug`XUg
 9b[U[Ya`Ybhi bX`X]Y`@Y]XYbgW UZh`ZØf`X]YgY`A i g]_f]W]hi b[
 i bhYfghfY]W]h"

8 Ug`6`ÀhYffUi gW]Yb`C dYb!5]f!9j Ybhi`Uhig]W]ni a`N]Y`[YgYmhž
 g]W]j cb`XYb`[fc»Yb`i: Ygh]j U`g`UVni [fYbnYb`i bX`Y[h`K Yfh`Ui Z
 5W]hgUa`_Y]hi bX`FYgdY`h`ZØf`X]Y`i a`[YVi b[ž`k Ug`VYgcbXYfg`]b
 XYf`\Yi h][Yb`NY]hj cb`6YXYi hi b[`]gh"9f[ÀbnYbX`ghY\Yb`]a
 5i [i gh`k Y]hYfY`i: cfa`UhY`k]Y`XUg`A U]g`UVmf]bh`C dYb`5]f`i bX`X]Y
 5ZhYfk cf`!GYgg]cbg`]a`?Y\fg`<chY`Ui ZXYa`D`Ub"

: Øf`U`Yž`X]Y`Ui Z`XYf`Gi W]Y`bUW]`Y]bYa`Y]bn][Ufh][Yb`9f`YVb]g`]b
 YbhdUb`bhYf`i a`[YVi b[`g]bXž`]gh`XUg`6`ÀhYffUi gW]Yb`C dYb!5]f
 XUg`dYfZY`_hY`N]Y`"5b`X]YgYa`HU[`k YfXYb`A i g]_ž`B`Uhi f`i bX
 ; Ya`Y]bgW UZh`ini`Y]bYa`i bj Yf[Ygg`]W]Yb`9f`YVb]g`j YfgW]a`Y`nYb"

K Y]hYfY`i Zcfa`Uh]cbYb`ni`i: Ygh]j U`g`Z]bXYb`g]W]Ui Z`**Ygh]j U`**
5`Ufa` i bX`XYa`9j Ybhi]a`?]fW] [UfhYb`]gh`\]Yf`ni`Z]bXYb`i
H\Øf]b[Yf`5`[Ya`Y]bY"

8YhU]`g	
Cfh	9fZ fhž8Yi hgW]`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "h\i Yf]b[Yf!U`[Ya`Y]bY"XY • k k k "ZYgh]j U`!U`Ufa`"W]a

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