

I _fU]b]gW\ Y`8 fc\ bYb`nY fghØfYb`8 i hnYbXY
fi gg]gW\ Y`6ca VYb` `Di h]b`Xfc\ h°

I _fU]b]gW\ Y`8 fc\ bYbUb[f]ZY`VYgW\AX][Yb`fi gg]gW\ Y`5hca !
6ca VYf`Yf\YV`]W\`"5_hi Y`Y`9bhk]W_i b[Yb`i bX`FYU_h]cbYb
]a` , VYfV`]W`"



K]Ybž`2 ghYffY]W\ `!`5a` `&"'† b]`&\$&) `ZØ\fh`X]Y`I _fU]bY`XYb
V]g`Ub[` [fØ» hYb`8 fc\ bYbUb[f]ZZ`Ui Zfi gg]gW\ Yg`HYff]hcf]i a`gY]h
6Y[]bb`XYg`? f]Y[Yg`Xi fW\`"@Ui hi **I bgYf!A]hhY`Yi fcdU`k i fXYb**
XUVY]`8 i hnYbXY`fi gg]gW\ Y`5hca !6ca VYf`nY fghØfhž`k Ug`ni`Y]bYa
GW\UXYb`j cb`gW\`Ähni b[gk Y]gY`&`A]`UfXYb`8c`Uf`ZØ\fh`8Yf
i _fU]b]gW\ Y`DfÄg]XYbh`K c`cXma mf`GY`Ybg`m`hY]`hY`a]hž`XUgg
]bg[YgUa`h`%`+`8 fc\ bYb`ZØf`X]YgYb`5b[f]ZZ`Y]b[YgYhnh`k i fXYb`"

8Yf`<]bhYf[i bX`XYg`5b[f]ZZg`_ØbbhY`a]h`XYa` `Øb[ghYb`6Ygi W\
j cb`@]bXgYm; fU\Ua`]b`XYf`I _fU]bY`]b`Ni gUa` a Yb\Ub[`ghY\Ybž
XYf`nk Y]`HU[Y`ni j cf`ghUhhZUbX`"8Yf`I G!DfÄg]XYbh`8cbU`X`Hfi a d
k i fXY`j cf`XYf`8 i fW\ ZØ\fi b[`XYg`5b[f]ZZg`b]W\h`]bZcfa]Yfhž`k Ug
: fU[Yb`\]bg]W\h`]W\`XYf`bZcfa Uh]cbgdc`]h]_`Ui Zk]fZh`"

F i gg]gW Y `F YU_h]c b Y b `i b X `9g_U`Uh]c b

⊕ : c`[Y`XYg`5b[f]Zg`fYU[]YfhY`XYf`fi gg]gW Y `DfÀg]XYbh`K `UX]a]f
Di h]b`a]h`Y]bXf]b[`]W Y b`K c f h Y b`i b X`_ØbX][hY`J Y f[Y`hi b[`Ub""9f
Yf_`ÀfhYž`XUgg`Yg`_Y]bY`fchYb`@]b]Yb`a Y`f`[YVYž`k Ug`X]Y
a]]hÀf]gW Y b`5i gY]bUbXYfgYhni b[Yb`nk]gW Y b`XYb`VY]XYb
@ÀbXYfb`k Y]hYf`j YfgW`ÀfZb`_ØbbhY"

8Yf`9]bgUhn`j c b`8fc`bYb`Uh]a `i _fU]bY!`? f]Y[`ghUf_
ni [Ybca`a Ybž`k]Y`< Ufhdi b`_h`VYf]W`hYh`8fc`bYbž`X]Y
i fgdfØb[`]W`Y]bZUW Y`? Ua YfUhYW`b]_`bi hnhYbž`k i fXYb`Xi fW
`cW Y b`hk]W`Y`hYž`? ⊕[YghØhnhY`A cXY`Y`YfgYhnhž`X]Y`ZØf`hU_h]gW Y
5i Z_`Àfi b[`i b X`5b[f]ZY`Y]b[YgYhnh`k YfXYb""8]YgY
J YfÀbXYfi b[Yb`gd]Y[Y`b`X]Y`g]W`fUd]XY`Yb`hk]W`Y`bXY
? f]Y[gZØ`fi b[`k]XYfž`]b`XYf`X]Y`i _fU]bY`j YfghÀf`_h`Ui Z`bYi Y
HYW`bc`c []Yb`gYhnh"

HYW`bc`c []gW Y `: c f hgW`f]hhY`i b X
< YfUi gZc fXYfi b [Yb

8]Y`_ VYf`Y[Yb`Y]h]a `8fc`bYbY]bgUhn`]gh`Yi hY`Yb`hgW`Y]XYbX.
8]Y`⊕hY[fUh]cb`j c b`? =Yfa`Ø[`]W`h`Y]bY`gW`bY`YfY
6]`XXUhYbUi gk Yfhi b[`i b X`Y]bY`i bUV`Àb[] [Y
Dcg]h]cbgVYgh]a`a`i b[`c`bY`; `cVU`Yg`B Uj] [Uh]cbggUhY``]hYb`gmghY`a
fi`BGGŁ""8]YgY`9b`hk]W`i b[Yb`UVYb`XYb`9]bgUhn`Yf`_Øa`a`]W`Yf
_ca`a`Yfn]Y`Yf`8fc`bYb`ghUf`_Y]b[YgW`fÀb`_hž`k`À`fYbX`bYi YfYž
gdYn]U`]g]YfhY`A cXY`Y`X]Y`@`Zhj`YfhY]X][i b[`j`c`f`bYi Y
< YfUi gZc fXYfi b [Yb`ghY`Yb"

8]Y`C f[Ub]gUh]cb`K]X`< cfbYhg`Uh`%"\$\$\$`a`cX]Z]n]YfhY`: DJ!
8fc`bYb`Ub`X]Y`i _fU]b]gW`Yb`GhfY]h`fÀZhY`[Y`]YZYfh""8]YgY
8fc`bYb`i b X`k Y]hYfY`hU_h]Y`5i Z_`Àfi b[ga`cXY`Y`ghY][Yfb`b]W`h
bi`f`X]Y`9Z]n]Ybnž`gcbXYfb`YfZc fXYfb`[`Y]W`nY]h][`ghfUhY[]gW`Y
5bdUggi b [Yb`]b`XYf`J YfhY]X][i b["

K Y]hYfY`U_hi`Y`Y`9b`hk]W`i b [Yb

5VgY]hg`XYg'?cbZ]_hYg`]b`XYf`l`_fU]bY`[]Vh`Yg`Ui`W`]b`UbXYfYb
 6YfY]W`Yb`B`UW`f]W`hYb`j`cb`6YXYi`hi`b["`9]b`GW`k`Y]nYf
 Ghfca`j`Yfgcf[`Yfž`X]Y`5n]YbXU`9`Yhf]WU`H]W]bYgY`f59Hž`j`Yf`_U[`h
 8Yi`hgW`_UbX`Ui`Z`ZUgh`%\$\$`A`]]cbYb`9i`fc`9b`hgW`ÅX][`i`b[`Ui`Z[`fi`bX
 XYg`?`c`Y`Ui`ggh]Y[`gž`k`À`fYbX`]b`²`ghYffY]W`X]Y`5bgW`UZZ`b[`j`cb
 %&`Y]W`hYb`l`bhYfgW`U`!`ž`hg`ZØf`%ž%A`]]UfXYb`9i`fc`VYgW`cggYb
 k`i`fXY``a`J`Yf[`Y]W`XUni`_`Uh`i`b[`Ufb`%&`@!`-`!B;`!`ž`hg`ZØf`&(`\$
 A`]]cbYb`9i`fc`VYghY`h"

9]b`k`Y]hYfYg`H`Y`a`Už`XUg`]b`XYb`B`UW`f]W`hYb`5i`Za`Yf`_gUa`_Y]h
 YffY[`hž`g]bX`X]Y`VYgcf[`b]gYffY[`YbXYb`GhUh]gh]_Yb`ØVYf
 8Ufa`_fYVg`VY]`↑`b[`Yb`9fk`UW`gYbYb`]b`5i`ghfU`]Yb``8]Y`l`fgUW`Yb
 ZØf`XYb`5bgh]Y[`g]bX`XYfnY]h`i`b`_Uf``5i`W`]b`K`]Yb`[]Vh`Yg
 6YXYb`_Yb`Ub[`Yg]W`hg`XYf`:]b`Ub]Yfi`b[`XYf`A`]bXYghg]W`Yfi`b[`ZØf
 &\$&*`ž`X]Y`9]bgdUfi`b[`Yb`YfZcfXYf`^]W`a`UW`h"

Ni`gUa`a`YbZUggYbX`^`Àggh`g]W`gU[`Ybž`XUgg`XYf`l`_fU]bY!`?`cbZ]_h
 b]W`h`bi`f`a`]]hÅf]gW`Yž`gcbXYfb`Ui`W`hY`W`bc`c[]gW`Y
 9bhk`]W`_i`b[`Yb`VY]bZi`gghž`k`À`fYbX`[`Y]W`nY]h][`]b`XYf
]b`hYfbUh]cbU`Yb`Dc`]h]_i`bX`;`YgY`gW`UZh`VYXYi`hYbXY`H`Y`a`Yb
 X]g_i`h]Yfh`k`YfXYb``8]Y`G]hi`Uh]cb`V`Y]Vh`Ub[`YgdUbb`hi`bX`YfZcfXYfh
 k`UW`gUa`ghY`6YcVUW`hi`b["`

8YhU]`g	
J`c`f`ZU``	5b[`f]ZZ
l`fgUW`Y	8fc`bYbUb[`f]ZZ
C`f`h	K`]Ybž`²`ghYffY]W`
GW`UXYb`]b`	&\$\$\$\$\$\$\$\$\$
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "i`bgYf!`a`]hhY`Yi`fcdU`W`a • k k k "gd]Y[`Y`"XY • k k k "\`Ufhdi`b`_h"XY

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