

Nk Y]hk Åfa ghYf`A U]`gY]h`6Y[]bb`XYf 5i ZnY]W\bi b[Yb` `5`Ufa `ZØf`9i fcdU°

8Yf`A U]`&\$&' `k Uf`XYf`nk Y]hk Åfa ghY`A U]`k Y`hk Y]h`9fZU\ fYb
G]Yžk]Y`?`]a UXUHb`j cb`7cdYfb]W`g`X]Y`9bhk]W`i b[Yb
Xc_i a Ybh]YfYb"



9i fcdUž`8Yi hgW\`UbX`!`a`A U]`&\$&' `k i fXY`k Y`hk Y]h`X]Y
nk Y]h\ÖW`ghY`8i fW`gW`b]hghYa`dYfUhi`f`j`cb`%`ž+`-` ; fUX`7Y`g]i`g
j`YfnY]W\`bYhž`bi`f`\$`ž`&` ; fUX`i`bhYf`XYa`f`Y`_`c`f`X`k`Y`fh`XY`g`A`U]`&\$&(`"
8]YgY`8`UhYb`j`YfXYi`h]W`Yb`X]Y`Zc`fhgW`fY]hYbXY`9fXYfk`Åfa`i`b[`ž`h`
X]Y`g]W\`VYfY]hg`]b`XYb`Y`hnhYb`d\`fnY`b`hYb`VYa`Yf`_`VUf`[`Ya`UW`h
\`Uh`8Yf`A`U]`&\$&'`k`Uf`ni`XYa``%`ž`(` ; fUX`ØVYf`XYa`[`Y`g`W\`Å`hnhYb`
A`]hY`k`Y`fh`Ui`g`XYf`DYf]cXY`j`cb`%`)`\$`V]g`%-`\$`ž`k`Ug`X]Y
U`Ufa`]YfYbXY`9bhk`]W`i`b[`XYg`?`]a`Uk`UbXY`g`i`bhYfa`Ui`Y`fh`@`Ui`h`
**GØXXYi hgW`Yf`NY]hi b[`gd]Y[`Y`h`g]W`X]Y`gYf`HfYbX`VY`gcbXYfg`]b`
HY]`Yb`j`cb`B`cfXk`Ygh`i`b`X`A`]hY`Yi`fcdU`k`]XYfž`k`c`XYf` :`fØ`]\`b[
&\$&'`Ui`»`Yf[`Yk`Ö`b`]W\`hfcW`_`Yb`k`Uf"**

8]Y`B]YXYfgW`U[`g!`i`b`X`6`c`XYbZYi`W`h][`_Y]hgk`Y`fhY`]b`

BcfXk YghYi fcdU'g]bX'Ui ZY]b'FY_cfXh]YZ[YZU`Yb/X]Yg']gh'XYf
b]YXf][ghY'GhUbX'gY]h'a]bXYghYbg'%- +- "'8]Y'Yi hfYa Y'HfcW_Yb\Y]h
ZØ\fhY'ni 'Y]bYa '\]ghcf]gW_XYb'A]b]a i a 'VY]a ': fØ\U\fgUVZi gg']b
9i fcdUž'XYf'gY]h'6Y[]bb'XYf'5i ZhY]W_Xbi b[Yb']a 'ſ\ſ'%- - &b]W_Xh
a Y\ſ'YffY]W_Xh'k i fXY"'8]YgY'VYgc f[b]gYffY[YbXYb'9bhk]W_`i b[Yb
k YfXYb'fY[Y'a Å»]['j ca '7cdYfb]W g!?'`]a Uk UbXY`X]Ybgh'XYf
9i 'YfZUggž'k Y`W_XYf'i a ZUggYbXY'8UhYb'ni 'HYa dYfUhi f'i bX
B]YXYfgW_X'U['VYfY]hghY`h"

8]Y'Fc`Y'XYg'7cdYfb]W g! ?'`]a Uk UbXY`X]YbghYg

8Yf'7cdYfb]W g!?'`]a Uk UbXY`X]Ybgh'f7' GŁV]YhYh'b]W_Xh'bi f
k Yfhj c`Y'ſZcfa Uh]cbYb'ØVYf'XUg?'`]a U']b'9i fcdU'i bX'k Y'hk Y]hž
gcbXYfb'i bhYfghØhnh'Ui W_X]Y'9i !Dc`h]_ni f'5bdUggi b['i bX
GW_XUYbga]bXYfi b["'7' G\Uh'XUg'N]Y'ž_cbg]ghYbhY'i bX
ni [Åb[`]W_XY?'`]a UXUhYb'VYfY]hni ghY`Ybž'X]Y'j cb'Y]bYf'J]Y'nU\`
j cb'Bi hnYfb'`XUfi bhYf'K]ggYbgW_XZhYfž'dc`h]gW_XY
9bhgW_XY]Xi b[ghfÅ[Yf'i bX'X]Y'^2 ZYbh']W_XY]h'i '[Ybi hnh'k YfXYb
_ØbbYb"'8]Y'8UhYb'VUg]YfYb'Ui Z'A]`]UfXYb'j cb'A Yggi b[Ybž'X]Y
Xi fW_Xa cXYfbY'HYW_Xbc`c[]Yb'k]Y'GUhY`]hYb'i bX'K YhhYfghUh]cbYb
[YgUa a Y'h'k YfXYb"'A]h'ſZcfa Uh]cbYbž'X]Y'hY]'k Y]gY'V]g']b'X]Y
%-) \$Yf'ſ\ſ'fY'ni fØW_fY]W_XYbž'ghY`h'7' G'Y]bY'k]W_Xh][Y'FYggci fW_X
]bbYf\U'V'XYg[`cVU`Yb'?'`]a Uk]ggYbgW_XZhggmghYa g'XUf"

8]Y'Yi fcdÅ]gW_XY'Ni gUa a YbUfVY]h'i]a '6YfY]W_X?'`]a UzcfgW_Xi b[ž
[YghØhnh'Xi fW_XUg'K Y'h_]a UzcfgW_Xi b[gdfc[fUa a 'fK 7FDž`]gh
YbhgW_XY]XYbXž'i a 'XYb'<YfUi gZcfXYfi b[Yb'XYg?'`]a Uk UbXY`g'ni
VY[Y[bYb"'7' Gž'XUg'i bhYf'XYf'@Y]hi b['XYg'9i fcdÅ]gW_XYb
NYbhfi a g'ZØf'a]hhY`Zf]gh][Y'K YhhYfj cf\YfgU[Yb'f97A K : Ł
cdYf]Yfhž'UfVY]hYh'Yb['a]h'bUh]cbU`Yb'?'`]a UX]YbghY]ghYfb'i bX
U_UXYa]gW_XYb'ſgh]hi h]cbYb'ni gUa a Ybž'i a 'Y]bY'VfY]h
[YZÅW_XYfhY'8UhYb'VUg]g'ni 'gW_XZZYb'i bX'ni 'bi hnYb"'FY[Y'a Å»][Y
A YYh]b[g'i bX'K cf_g\cdg'ZØfXYfb'XYb'5i ghUi gW_X'j cb'U_hi Y`Yb
9f_Ybhb]ggYb'i bX'9bhk]W_`i b[Yb"

5i gk]f_`i b[Yb'XYf'9fXYfk Åfa i b[

8]Y`_]a Uh]gWkYb`J YfÅbXYfi b[Yb`gWk`U[Yb`g]Wk`b]Wk`h`bi`f`]b
HYa`dYfUhi`ffY`_cfXYb`b]YXYfž`gcbXYfb`Ui`Wk`]b`XfUa`Uh]gWkYb
fY[]cbU`Yb`i`bhYfgWk]YXYb`]a`K`YhhYf[YgWkY`Yb`"Gc`VYf]Wk`hYhY
XYf`7cdYfb]W`g`7`]a`UhY`7`Ub[Y`GYfj`]Wž`XUgg`XYf`NY]hfUi`a`j`cb
š`b]V]g`5i`[i`gh`&\$`&'`[`cVU`XYf`k`Åfa`ghY`Ya`U`g`fY[]ghf]YfhY
Gca`a`Yf`k`Ufž`a`]h`HYa`dYfUhi`fYbž`X]Y`\$ž+`;`fUX`7Y`g]i`g`ØVYf`XYa
8i`fWk`gWk`b]hhj`cb`%-`-`%!`&\$`&\$`U[Yb`"6YgcbXYfg`VYhfc`ZYb`k`UfYb
]b`X]YgYa`š`U`f`K`YghYi`fcdU`i`bX`B`cfXYi`fcdUž`k`c`j`Yfa`Y`fhY
B]YXYfgWk`Å[Y`ni`j`YfnY]Wk`bYb`k`UfYbž`k`Å`fYbX`UbXYfY`FY[]cbYbž
k`]Y`C`ghYi`fcdU`i`bX`XUg`A`]hhY`a`YYfž`Yf`YV`]Wk`hfc`W`YbYf`k`UfYb`"

8]YgY`J`YfÅbXYfi`b[Yb`UVYb`Ui`Wk`X]fY`_hY`5i`gk`]f`_i`b[Yb`Ui`Z`X]Y
I`a`k`Y`hi`bX`X]Y`;`YgY`gWk`UZh`"8]Y`9fXYfk`Åfa`i`b[`ZØ`fh
VY]gd]Y`gk`Y]gY`ni`Y]bYf`VYgWk`Yi`b][`hYb`;`YhgWkYfgWk`a`Y`nY`]b
XYb`5`dYbž`X]Y`]b]Wk`h`bi`f`XUg`@UbXgWk`UZh]V`]X`j`YfÅbXYfhž`gcbXYfb
Ui`Wk`XYb`GYX]a`Ybh[Y`U`h`]b`;`ØggYb`VYY]bZi`ggh`"<]YfVY]`_ØbbYb
gc[Uf`gWk`ÅX`]Wk`Y`Gi`VghUbnyb`k`]Y`I`fUb`i`bX`B]W`Y`]j`Yfa`Y`fh
ZfY][YgY`hnh`k`YfXYbž`k`Ug`ni`g`Å`h`]Wk`Y`F`]g]_Yb`ZØf`X]Y
K`UggYfei`U`]h`Å`h`a`]h`g]Wk`Vf]b[h`"8Ug`Yf`Ø`h`Y`F`]g]_c`j`cb
: Y`gghØfnYb`U`h`VYfY]hg`ni`f`GWk`]Y»i`b[`j`cb`c`Wk`U`d]bYb
K`UbXYfk`Y[Yb`[YZØ`fh`Y`Y]bY`_UfY`K`Ufbi`b[`j`cf`XYb`;`c`[Yb`XYg
?`]a`Uk`UbXY`gž`X]Y`i`bg`U`Y`VYhfY`ZYb`"

8YhU]`g	
J`c`f`ZU``	?`]a`Uk`UbXY`
C`fh	9i`fcdUž`8Yi`hgWk`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"gi`YXXYi`hgWk`Y`"XY • k`k`k`"Wk`dYfb]W`g"Yi • W]a`UhY`"Wk`dYfb]W`g"Yi

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