

9a dUbUXU!Nc ZZ. 'A]`Y]'_cbZfc bh]Yfh'8 Uf]b
k Y[Yb '\c\Yf'DfY]gY°

DfÄg]XYbh'A]Y]'i bX'GWX Ui gd]Y`Yf'8 Uf]b'ghfY]hYb'ØVYf
9a dUbUXU!DfY]gY']b'5f[Ybh]b]Ybžk Ä\fybX'ϕZUh]cb'i bX
?Ui Z_fUZhXYVUhhY'Ub\U'hYb"



6i Ybcg'5]fYgž'5f[Ybh]b]Yb'!ϕ'5f[Ybh]b]Yb'\Uh'Y]b'ÖZYbh]WX Yf
GhfY]h'ØVYf'X]Y'\c\Yb'@VYbga]hhY'dfY]gY'X]Y'5i Za Yf_gUa _Y]h
j cb'DfÄg]XYbh'j]Yf'A]Y]'i bX'K]fhgWX UZhga]b]ghYf'@]g'7Udi hc
Ui Zg]WX' [Ync[Yb''5b'Ugg'ZØf'X]Y'5i gY]bUbXYfgYhni b['k Uf'X]Y
ÿi »Yfi b['XYg'GWX Ui gd]Y`Yfg'F]WJfXc'8 Uf]bž'XYf'VYf]WX hYhYž'XUgg
Yf'(',\$\$\$'DYgcg'f(&'l G!8c''UfŁ'ZØf'Y]b'8i hnYbX'; ci fa Yh
9a dUbUXUg'VYnU\`h'\UVY''8]YgY'?'f]h]_gh]Y» 'VY]'XYf'FY[]Yfi b[
Ui ZK]XYfghUbXž'XU'8 Uf]b'Y]b'Y' ; ci fa Yh'J Yfg]cb'XYf
9a dUbUXUg'Yfk cfVYb'\UhhY'i bX'XUa]h'X]Y'GhYi Yfdc`h]_j cb'A]Y]
]b': fU[Y'ghY''hYž'X]Y'XUfUi ZUVn]Y'hž'X]Y'8c''UfUi g[UVYb'ni
gh]a i `]YfYb''8 Uf]b'j YfhY]X][hY'gY]b'Y'5i ggU[Yb'i bX'VYghUbX
XUfUi Zž'XUgg'X]Y'DfY]gY']b'XYf'HUh'ØVYf\Ø'h'gY]Ybžk Ä\fybX'A]Y]
Y]b'?ϕ[YbYf]YfhYg'6]'X'j cb'8 Uf]b'a]hY]bYf'[c'XYbYb'9a dUbUXU

]b`Y]bYf`GWa i W_gW Uhi ``Y`j YfÖZZYbh]W\hYž`i a `XYggYb`?f]h`_ni
Ybh_fÄZhYb"

8]Y`DfY]gY`ZØf`9a dUbUXUg`j Uf]]YfYb`ghUf`_]b`6i Ybcg`5]fYgž
nk]gW\Yb`%* "\$\$\$`DYgcg`fP%(`I G!8c`UfŁ`ZØf`Y]bZUW\Y`J Uf]UbhYb`i bX
V]g`ni `(+"- \$\$\$`DYgcg`ZØf`DfYa]i a !J Yfg]cbYb``8Yf
8i fW\gW`b]hgdY]g`ZØf`Y]b`8i hnYbX`9a dUbUXUg``]Y[h`VY]`Yhk U
& "\$\$\$`DYgcg``8]YgY`8]g`_i gg]cb`gd]Y[Y`h`X]Y`[fÖ» YfY`DfcV`Ya Uh]_
k]XYfž`XU`X]Y`ϕZUh]cbgfUhY`]b`5f[Ybh]b]Yb`bUW\`A]`Y]g`5a hgUbhf]hh
Yf\YV`]W`[YgYb`_hk YfXYb`_cbbhY``8]Y`ϕZUh]cb`Z]Y``j cb`&%%ž(
DfcnYbh]a `Δ\`f`&\$&` `Ui Z`%`%+ž `DfcnYbh]a `Δ\`f`&\$&(`ž`k Ug`XYa
@UbX`Y]bY`XYf`\ÖW\ghYb`ϕZUh]cbgfUhYb`k Y`hk Y]h`VYgW\Yfh"

F UX]_U`Y`K]fhgW\UZhgd`c`h]_`i bX`]fY
?cbgYei YbnYb

GY]h`gY]bYa `5a hgUbhf]hh]a `8YnYa VYf`&\$&` `U`h`A]`Y]`Y]bYb
fUX]_U`Yb`GdUf`_i fg`j YfZc`[hž`XYf`i bhYf`UbXYfYa `XfUgh]gW\Y
?Øfni b[Yb`]a `GhUUhgVi X[Yh`ni f`i`c`[Y`\UhhY``9f`VY[fØbXYhY`X]YgY
A U» bU\`a Yb`a]h`Y]bYf``YYfYb`GhUUhg`UggY`i bX`XYf
B`ch`k YbX][`_Y]hž`<mdYf]bZUh]cb`ni `VY`_Äa dZYb``8]j YfgY`FYZcfa Ybž
X]Y`ni f`GYb`_i b[`XYf`ϕZUh]cb`ZØ\fhYbž`i a ZUgghYb`X]Y
FYXi n]Yfi b[`XYf`A]b]ghYf]Yb`gck]Y`X]Y`9bh`Uggi b[`nU\`fY]W\Yf
6YUa hYf``5i W`gcn]U`Y`Dfc[fUa`a Y`k]Y`ghUUh]W\Y`Gi Vj Ybh]cbYb
ZØf`XYb`BU\j Yf`_Y\`f`i bX`A YX]_Ua YbhY`ZØf`GYb]cfYb`k i fXYb
Y]b[YghY``h"

Hfchn`XYf`[Ygi b`_YbYb`ϕZUh]cb`\UVYb`X]Y`A U» bU\`a Yb`Ui W\
bY[Uh]j Y`?cbgYei YbnYb``8]Y`5fa i hgFUhY`gh]Y[`]a `YfghYb`<U`V`U\`f
&\$&(`Ui Z`ØVYf`) \$`DfcnYbhž`i bX`X]Y`NU\`XYf`æVg`b]a`a`h`UVž`XU
_`Y]bY`; YgW\ÄZhY`i bX`i UVf]_Yb`Ui Z[fi bX`XYf`[Yf]b[Yb`df]j UhYb
BUW\ZfU[Y`gW\`Y]Y» Yb`a ØggYb``DfchYghYž`]bgVYgcbXYfY`j`cb
FYbhbYfbž`\UVYb`]b`6i Ybcg`5]fYg`ni [Ybca`a Ybž`XU`X]Y
6Yj Ö`_Yfi b[`X]Y`XfUgh]gW\Yb`FYZcfa Yb`i bX`X]Y`ghY][YbXYb
@VYVbg\U`hi b[g`cghYb`b]W\h`Äb[Yf`\]bbY\`a Yb`a ÖW\hY"

8]Y`F`c``Y`XYf`VYj`c`fghY\YbXYb`K`U\`Yb

8]Y`VYj c fghY\YbXYb`Nk]gW\Ybk U\`Yb`]a `C_hcVYf`&\$&) `k YfZYb
 Y]bYb`GW UhhYb`Ui Z`A]Y]g`fYZcfa Uhc f]gW\Y`6Ya Ø\i b[Yb"
 ðj Yghc fYb`i bX`X]Y`² ZZYbh`]W\Y]h`VYcVUW\hYb`[YbUi ž`k]Y`X]Y
 K Å\`Yf`Ui Z`A]Y]g`K]fhgW\UZhgd`h]_`fYU[]YfYb`k YfXYbž`X]Y
 gc k c\`9fZc`[Y`U`g`Ui W\`A]ggYfZc`[Y`\Yfj cf[YVfUW\h`\Uh`Hfc hn
 XYf`GYb`_i b[`XYf`a cbUh`]W\Yb`DfY]gghY][Yfi b[gfUhY`j cb`&) ž)
 Dfc nYbh`Ui Z`ž, `Dfc nYbh`g]bX`X]Y`DfY]gY`ZØf`[fi bX`Y[YbXY
 @YVYbga]hhY`ž`k]Y`X]Y`9a dUbUXUgž`]b`XYb`YhnhYb`A cbUhYb
 Yf\YV`]W\`[Ygh]Y[Ybž`k Ug`X]Y`\Ø\YfYb`@YVYbg\U`hi b[g_cghYb
 j YfghÅf`h"

ðg[YgUa h`ghY`h`5f[Ybh]b]Yb`Ub`Y]bYa `GW\Y]XYk Y[``8]Y`j cb`A]Y]
 Y]b[Y`Y]hYhYb`F YZcfa Yb`k YfXYb`[YbUi `Ui g`K YfhgW\Åmi b[`cXYf
 5V`Y\bi b[`VYfØW_g]W\h][hž`k Å\`fYbX`X]Y`6Yj Ø`_Yfi b[`a]h`XYb
 fYU`Yb`i c`[Yb`gY]bYf`Dc`h]_`_cbZfcbh]Yfh`k]fX"

8YhU]`g	
J c fZU``	Dfc hY ghY
I fgUW\Y	<c\Y`5fa i hg fUhYž`? c ffi dh]cbž`< mdYf]bZUh]cb
C fh	6i Ybcg`5]fYgž`5f[Ybh]b]Yb
E i Y``Yb	<ul style="list-style-type: none"> • k k k "k Y`h"XY • k k k "gd]Y[Y`"XY • k k k "hU[YggW\Ui "XY

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