

? Ò`b`]a`i`l`ba`i`h`.'+,`i`'gY`\\`Yb`'bY`[`Uh]j`Y`
9b`hk`]W`_`i`b`[`Yb`'i`bX`'J`Yf`_`Y`\\`f`'U`g`'7`\\`Ucg`°

9]bY`'U`_`hi`Y`''`Y`'i`a`ZfU`[`Y`'nY`][`hž`XUgg`',`%i`'XYf`'?`Ò`bYf`'[`YfbY`']b`
]`\\`fYf`'GhUXh`k`c`\\`bYb`ž`hf`ch`n`'ni`bY`\\`a`YbXYf`'i`bni`Zf`]YXYb`\\`Y`]h`
a`]h`J`Yf`_`Y`\\`f`'i`bX`'K`c`\\`bi`b`[`ga`Uf`_`h`"



<`c`'k`Y`]XYž`'8`Yi`hgW`\\`Ub`X`'!`K`]Y`'ghY`\\`h`Yg`'i`a`'XUg`'K`c`\\`[`YZØ`\\`'XYf`
?`Ò`bYf`']b`]`\\`fYf`'GhUXh`3`'9]bY`'U`_`hi`Y`''`Y`'i`a`ZfU`[`Y`'XYg`':`c`f`g`U`!`-`g`h`]h`i`hg`
]a`'5i`ZhfU`[`'XYf`'?`Ò`b]gW`Yb`'Fi`bXgW`U`i`'i`bX`'XYg`'?`Ò`bYf`'GhUXh`!
5bnY`][`Yfg`[`]Vh`5i`ZgW`'i`gg`',`%`Dfc`nYb`h`XYf`'?`Ò`bYf`'k`c`\\`bYb`'[`YfbY`
]b`']`\\`fYf`'GhUXh`ž`'XUVY`]'nY`][`h`g]W`\\`ž`'XUgg`'VYgcb`XYfg`'X]Y`'Øb`[`YfY`
;`YbYfU`h]cb`j`cb`'*`'V]g`&`-`'\\`\\`fYb`'a`]h`',`*`'Dfc`nYb`h`X]Y`'\\`ØW`ghY`
Ni`gh]a`a`i`b`[`'\\`Uh`'C`V`k`c`\\`'XUg`';`YZØ`\\`ž`]b`'?`Ò`b`'ni`''`YVYb`ž`
]bg`[`YgUa`h`fYW`h`d`cg]h]j`'Ui`gZ`'h`ž`gdØfYb`'X]Y`'6Øf`[`Yf`.]bbYb`'Ui`W`
XYi`h`]W`Y`'F`]ggY`'ja`'GhUXhV`]'X`"

8]Y`'i`a`ZfU`[`Y`'i`a`ZUggh`%)`':`fU`[`Yb`_`ca`d`'Yi`Y`'i`bX`'k`i`fXY`j`cb`'%"`\$`\$`&`
?`Ò`bYf`]bbYb`'i`bX`'?`Ò`bYfb`'UV`'%"`'\\`\\`fYb`'Xi`fW`[`YZØ`\\`fh`'K`À`\\`fYbX`')`%`
Dfc`nYb`h`X]Y`'A`Yb`hU`]'h`h`'XYf`'`?'`Ò`gW`Yb`'ni`'gW`'h`nYb`'k`]ggYb`ž`

VYk YfhYhYb'bi f' 'DfcnYbhXYb'?ÒbYf'8ca 'i bX'XYb'?UfbYj U'U'g
VYgcbXYfg'UhhfU_hj] "'a 'J Yf['Y]W'ni f'i a ZFU[Y'j cb'&\$%+ž'k c'X]Y
Ni gh]a a i b['ni a 'K c\byb'jb'?Òb'bcW'VY]', * 'DfcnYbh'U[ž'nY][h
g]W'Y]b'Y]W'hYf'F ØW_[Ub[ž'XYf'hY]'g'Xi fW'by[Uh]j Y
9bhk]W' i b[Yb'jb'XYf'GhUXhVYX]b[h'gh"

8]Y '< YfUi gZc fXYfi b[Yb 'XYf' GhUXh

Hfchn'XYf'U''[Ya Y]bYb'Ni Zf]YXYb\Y]h'n]Y\Yb'+, 'DfcnYbh'XYf
6YZFU[hYb'by[Uh]j Y'J Yf'AbXYfi b[Yb'jb'?Òb'jb'XYb''YhnhYb'š\fyb
]b'6YhfUW'hž'Y]b'XfUgh]gW'Yf'5bgh]Y['ja 'J Yf['Y]W'ni '(%DfcnYbh
j cf'ZØbZ'š\fyb"'8]Y'; YgW'ÀžgVYX]b[i b[Yb'gW'Y]bYb'g]W'U'gc
ni gd]hnybX'ni '[YghU'hYb"'6YgcbXYfg'À'hYfY'?ÒbYf'gY\Yb'X]Y
9bhk]W' i b[Yb'_f]h]gW'.', %DfcnYbh'XYf'ØVYf'* \$!š\f][Yb'nY][Yb
g]W' i bni Zf]YXYb'a]h'XYf'GhUXhYbhk]W' i b["

K Ybb'Yg'i a 'X]Y[fÒ» hYb'DfcV'Ya Y'[Y\hž'ghY\Yb'J Yf_Y\fž
K c\bi b[ga Uf_h'i bX'J YfgW'a i hni b['[Ubni'cVYb'Ui ZXYf'@]ghY"', %
DfcnYbhYa dZ]bXYb'XYb'J Yf_Y\f'U'g'XUg'[fÒ» hY', VYž'[YZc'[hj cb
XYb'Gcf[Yb'ØVYf'XYb'Ub[YgdUbbhYb'K c\bi b[ga Uf_h'f] -
DfcnYbh"'5i W'X]Y'?ÒbYf'J Yf_Y\fg!6Yhf]YVY'f?J 6Ě'_ca a Yb
b]W'h[i hik Y[. '&('DfcnYbh'XYf'6YZFU[hYb'_U[Yb'ØVYf
i bni j Yf'Àgg][Y': U\fd'AbY'i bX'5i gZÀ''Yž'k Ug'VY]j]Y'Yb'XUg
; YZØ'\bÀ\fhž'XUgg'jb'?Òb'XYf'6Āf'ghYddh"

Dc`h]gW'Y'DYfgdY_h]j Yb' i bX

I bni Zf]YXYb\Y]h

8]Y' i bni Zf]YXYb\Y]h'nY][h'g]W'Ui W'VY]a '6]W'Ui Z'X]Y
VYj cfghY\YbXYb'?ca a i bU'k U\Yb"'@Ui h'Y]bYf'k Y]hYfYb' i a ZFU[Y
n]Y\Yb'%- 'DfcnYbh'XYf'?ÒbYf'jb'9fk Ā[i b[ž'g]W'byUW'Y]bYa
UbXYfYb'K c\bcfh'i a ni gY\Yb"'8Ua]h'gh'Y]b'5bgh]Y['ni
j YfnY]W'byb. 'J cf'UW'h'š\fyb''U['X]YgYf'K Yfh'VY]'%('DfcnYbh"'8]Y
gW'Y]XYbXY'C VYfVØf[Yfa Y]ghYf]b'< Ybf]YhhY'F Y_Yf'\Uh'a]h'* -
DfcnYbhY]bYb'VYa Yf_Ybgk YfhYb'5bhY]'Ub' i bni Zf]YXYbYb
6Øf[Yf.]bbYbž'bi f'&, 'DfcnYbh'XYf'A YbgW'Yb'g]bX'a]h'\fyf'5fVY]h
ni Zf]YXYb"

8]Y`K`À\`Yf`U[Y`YfgWXY]bhi bØVYfg]WKh]Wk"6Yf]j Ub`5ma Un]j cb
 XYb` ; fØbYbž`Hc fghYb`6i fa YghYf`j cb`XYf`GD8`i bX`A Uf`_i g
 ; fY]hYa Ubb`j cb`XYf`78I`di b_hYb`a`]h`Yhk U`%%i bX`%\$`DfcnYbh"
 6YgcbXYfg`Ui ZÅ`][`]ghž`XUgg`(%`DfcnYbh`g]Wk`VYfY]hg`YbhgWk]YXYb
 \UVYbž`ZØf`_Y]bYb`XYf`? UbX]XUHYb`ni`gh]a`a`Yb`"8]Yg`_ØbbhY`X]Y
 _ØbZh][`Y`dc`]h]gWkY`@UbXgWkUZh]b`XYf`GhUXh`YbhgWkY]XYbX
 VYY]bZi`ggYb"

8 Yf`6`]W_`]b`X]Y`Ni`_i`bZh

æg[YgUa`h`gd]Y[Y`h`X]Y`i`a`ZfU[Y`Y]bY`[Ya`]gWk`hY`Gh]a`a`i`b[
 k`]XYf`.*(`DfcnYbh`XYf`6YZfU[hYb`Z]bXYb`_Y]bY` : cfhgWk`f]hhY`]b`XYf
 GhUXhYbhk`]W_`i`b[ži`bX`%)`DfcnYbh[YVYb`Ubž`Ub`]fYf`GhUXh
 b]Wk`hg`a`Y`f`ni`gWk`À`h`Yb`"8Yb`bcWk`V`Y]Vh`XYf`dcg]h]j`Y
 @VYVbgUgdY`_h`]a`<]bhYf`_cdZž`i`bX`j`]Y`Y`\cZZYb`Ui`Z`UbghY`YbXY
 J`YfVYggYfi`b[Yb`"5i`Wk`Yb`b`bi`f`%*`DfcnYbh` : cfhgWk`f]hhY`VY]a
 5i`gVUi`X`Yg`F`UXk`Y[Y!B`Y`h`Yg`g`Y`Ybž`[]Vh`Yg`X`Yb`bcWk`6Yf]Wk`hY
 ØVYf`YfghY`J`YfVYggYfi`b[Yb`]a`J`Yf`_Y`f`gVYfY]Wk"

9]bY`a`Ø[`]Wk`Y`K`YbXY`_ØbbhY`Xi`fWk`k`Y]hYf`]b`c`ZZYbY`dc`]h]gWkY
 8]g_`i`gg]cbYb`i`bX`[Yn]Y`hY`J`Yf`À`b`XYfi`b[Yb`]b`XYf
 GhUXhYbhk`]W_`i`b[Yfa`Ø[`]Wk`h`k`YfXYb`": Øf`X]Y`?`Ø`b`Yf`\Y]»`h`Yg
 bi`bž`XYb`6`]W_`Ui`ZX]Y`VYj`c`fghY`YbXYb`K`U`Y`b`ni`f]Wk`hYb`i`bX
 XUfUi`Z`ni`\cZZYbž`XUgg`Zf]gWk`Yf`K`]bX`]b`X]Y`GhUXh`k`Y`h`i`bX`XYb
 nU`fY]Wk`Yb`<`YfUi`gZc`fXYfi`b[Yb`VY[Y[bYh`k`]fX"

8 YhU]`g	
C fh	<c`k`Y]XYž`8Yi`hgWk`UbX
E i`Y`Yb	<ul style="list-style-type: none"> • k k k "fi`bXgWk`Ui`!`cb`]bY"XY • k k k "dfYggYdcfhU`"XY • k k k "ghUXh!`_cY`b"XY

6Ygi`Wk`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!`_cY`b`bYh