

K]`gW\ Yf`J Yf[`Y]W\ gZ]Y[Yb`&\$&).
;]Z\cfbg`G]Y[Yf`]b`XYf`@i Zh`

5a`%*"\$*"\$&\$&) `ZUbX`]b`K]`gW\Y`XUg`J Yf[`Y]W\ gZ]Y[Yb`a]h
() `GY[Y`Zi [nYi [Yb`ghUhh`G]Y[Yf`k UfYb`<Y`[Y`@]YVYfhn`i bX
XUg`HYUa`K U[bYf`/ Ua d`/?bcV`]W`"



K]`gW\ Yž`8 Yi hgW\ `UbX`!`8 Yf`%*"'> b]`&\$&) `k]fX`]b`X]Y
; YgW\]W\ hgVØW\ Yf`XYg`@i Zhgdcfhg`Y]b[Y\Yb`" `&K]`gW\ Yž`a]hhYb`]b
XYf`a U`Yf]gW\ Yb`@ØbYVi f[Yf`<Y]XYž`ZUbX`Y]b`VYXYi hYbXYg
J Yf[`Y]W\ gZ]Y[Yb`ghUhh`XUg`fi bX` () `GY[Y`Zi [nYi [Y`Ub`cW`hY`"
8]Y`K YhhYfVYX]b[i b[Yb`k UfYb`Y]bY`YW\ hY`<YfUi gZcfXYfi b[`a]h
K]bX`i bX`k YW\ gY`\UZhYf`H\Yfa]_ž`XUni`gYhnhYb`nY]hk Y]gY`Ui W\
j YfY]bnY`h`GW\ Ui Yf`Y]b`" `&gc`W\ `Ubgdfi W\gj c``Yf`D`Ubi b[`nY][hYb
X]Y`HY]`bY\`a Yf`VYY]bXfi W`YbXY`@]ghi b[Ybž`X]Y`k Å\fybX`XYf
j]Yf`YfZc`[fY]W\ Yb`:`]Y[hU[Y`ni`Y]bYf`; YgUa`hY]ghi b[`j cb`Yhk U
%) "\$\$\$`[YZc[YbYb`?`]ca`YhYfb`ZØ\fhYb`"Gc`VYf]W\ hY`h`K 5 N
C b`]bY`j cb`XYb`Ui ZfY[YbXYb`9f`YVb]ggYb`X]YgYf`J YfUbghU`hi b["

I bhYf`XYb`HY]`bY\`a Yfb`fU[hY`<Y`[Y`@]YVYfhn`j ca`@GJ`;]Z\cfb

\Yfj cf"A]hgY]bYf'5G< ' &) 'Yfn]Y`hY`Yf`Y]bYb`VYY]bXfi W_YbXYb
GWb]hhj cb'%%(' _a #A`ØVYf`Y]bY`GhfYW_Yb`Àb[Y`j cb`&\$, `_a "' ð
XYf`7`i V`_UggY`gYhnhYb`g]W`K U[bYf`i bX`?bcV`]W`YVYbZU``g`Ui g
;]Z\cfb`Xi fW`ž`X]Y`a]h`]\fYf`8; ') \$) `Y]b`HYa`dc`j cb`) +ž(%`_a #A
YffY]W`hYb``K Y]hYfY`D`Uhn]Yfi b[Yb`]b`X]YgYf`?UhY[cf]Y`[]b[Yb`Ub
GUgW`U`8`À`bY`i bX`GhY`ZUb`GW`i a`Ubb`j`ca` :`7`6`fcb`_ck`ž`k`cXi`fW`
X]Y`J`YfY]bg[Ya`Y]bgW`UZh`Y]ba`U`a`Y`f`]\fY`Gh`À`f`_Y`i bhYf`6Yk`Y]g
ghY``hY"

G]Y[Yf`i bX` ; YgUa hg]Y[Yf

ð`XYf`C`ZYbYb`?`_UggY`[UV`Yg`YVYbZU``g`VYa`Yf`_Ybgk`YfhY
9f[YVb]ggY``@]YVYfhn`i bX`K U]VY``Zc[Yb`a]h`]\fYf`5G< ' &) 9`Ui Z
Y]bYa`GWb]hhj cb`-`' ž(-`_a #A`ØVYf`%*(`_a "' A`Y]bYW`_Y`i bX`B]hh
j`ca`J`Z@GØX`Y]XY`gck`]Y`A]W`UY``@]YV]gW`j`cb`XYf`@G;`!;`cg`Uf
gW`cggYb`g]W`XYb`Hcd!D`Uhn]Yfi b[Yb`Ub``5a`9bXY`XYf
J`YfUbghU`hi b[`k`i`fXYb`X]Y` ;`YgUa`hg]Y[Yf`VY`_Ubbh[Y[YVYb.`ð
XYf`7`i V`_UggY`k`i`fXY`GhY`ZUb`GW`i a`Ubb`Ui`ZXYa` :`b`h`Uf`GhX``'
[YZY]Yfž`k`À`fYbX`X]Y`C`ZYbY`?`_UggY`j`cb`A`Y]bYW`_Y`i bX`B]hh]a
8`i`c`8]gW`g`Xca`]b]Yfh`k`i`fXY"

9]b` \Yfn`]W`Yg`K]``_ca`a`Yb`i`bX`Y]bY`ghUf`_Y ; Ya`Y]bgW`UZh

8]Y`J`YfUbghU`hi b[`k`i`fXY`j`ca` @GJ` ;]Z\cfb`Ui`g[Yf]W`hYhž`XYggYb
J`YfY]bgj`c`fg]hnYbXYf`J`c`_Yf`C`d]hn`i bX`XYf`C`fhgVØf[Yfa`Y]ghYf`i`k`Y
K`Y]a`Ubb`X]Y`HY]`bY`a`Yf` \Yfn`]W`VY[fØ»`hYb``8]Y`dcg]h]j`Y
5ha`cgd`À`fY`k`i`fXY`Xi`fW`h`À[`]W`Y`K`YhhYfdfc[bcgYb`XYg
K`YhhYf`YI`Y`i bX`K`YhhYfcb`_Y`!HYUa`g`i bhYfghØhnh`i bX`Xi`fW`Y]b
]bZcfa`Uhj`Yg`HU[YVi`W`_Ui`Z`XYf`J`YfY]bggY]hYž`k`Y`W`Yg`X]Y
K`YhhYfg]hi`Uh]cbž`GhfYW`_Ybk`U`i`bX`HU`h]_`Xc`_i`a`Ybh]YfhYž
Yf[`À`bnh"

8cW`b]W`h`bi`f`]a` `K`YhhVYk`YfV`[`À`bnhY`XYf`@`Zhgdcfhj`YfY]b``B`UW`
XYa`hfUX]h]cbY``Yb` ; fØb`_c` \YggYb`k`i`fXY`Y]b`_Øgh]W`Yg
GdUf[Y`a`Ybi`gYfj`]Yfhž`XUg`X]Y`A`h[`]YXYf`XYg`@GJ` ;]Z\cfb`]b
[YgY``[Yf`F`i`bXY`j`YfY]bhY`` , VYf`%) \$`HY]`bY`a`Yf`[YbcggYb`XUg

: YghYggYb`i bX`X]Y`ZfO\`]WXY`Gh]a a i b[žk Å\fybX`X]Y`HUZY`b
 ZYgh`]W`a]h`Zf]gWXYb`Hi `dYb`XY_cf]Yfh`k UfYb``8Ug
 Cf[Ub]gUh]cbghYUa ži a `Jc`_Yf`i bX`5m]bž`d`Ubh`VYfY]hg`X]Y
 bÅW`ghY`[Ya Y]bgUa Y`JYfUbghU`hi b[`]a `Gca a Yf``9g`k Uf`k]f`_]W`
 Y]b`<cW`[Ybi ggž`VY]`XYa `XUg`JYfY]bg`Y]a `V]g`Ui Z`XYb`Y`hnhYb
 D`Um`[YZØ`h`k Uf`@GJ` ;]Z\c`fb`Xc`_i a Ybh]Yfh`X]Yg`]b`gY]bYb
 6Yf]W`hYb`Ui gZØ`f`]W`"

9]b`bYi Yf`K Y[`]a `@i Zhgd`c`f`h

8]Y`9fY][b]ggY`]b`K]`gWXY`g]bX`HY]`Y]bYf`Ui ZfY[YbXYb`NY]h`ZØf
 XYb`XYi hgWXYb`@i Zhgd`c`f`h`GY]h`XYf` ; fØbXi b[`XYg
 @i Zhgd`c`f`h] YfVUbXYg`8Yi hgW`UbX`Y`J`"f@ J 8Ł`U`h]g]W`j]Y`[YhUb`
 8]Y`bYi Y`Ghfi `_hi fž`X]Y`Ua ` , "Bcj Ya VYf`&\$&' `VYgW`cggYb
 k i fXYž`gc``X]Y`hYfYggYb`j cb`ØVYf`%(\$`\$\$\$`@i Zhgd`c`f`h]Yf`Ui g
 U`Yb`Gd`c`f`h]Uf`hYb`VØbXY`b`A]h`<Ubg`GW`k Å[Yf`U`g`Df`Åg]XYb`hYb
 i bX`Y]bYa `ghUf`_Yb`HYUa `Ub`gY]bYf`GY]hYž`ghfYVh`XYf`JYfVUbX
 Y]bY`YZY`_h]j Y`JYfhfYhi b[`]b`XYf`Dc`]h]_i bX`² ZYb`h]W`_Y]h`Ub``8]Y
 A]h[`]YXYf`gc``Yb`X]Y`A Ò[`]W`_Y]h`VY`_ca a Ybž`\fy`Gh]a a Yb`ni
 \ØfYb`i bX`VY]`XYf` ; YghU`hi b[`XYg`@i Zhgd`c`f`h]U`_h]j `a]hni UfVY]hYbž
 k]Y`8GJ`VYf]W`hYh`"

8Yf`6`]W`_ [Y\`h`bi b`]b`X]Y`Ni `_i bZh`8Yf`bÅW`ghY`K YhVYk YfV
 Z]bXYh]a `_ca a YbXYb`š\`f`VY]a ` ; 7`6fcb`_ck`]b`6fUbXYbVi f[
 ghUhh`8Yf`Å\`f`]W`Y`K YW`gY`nk]gWXYb` ;]Z\c`fb`i bX`6fcb`_ck`gcf[h
 ZØf`Zf]gWXYb`K]bX`i bX`bYi Y`<YfUi gZcfXYfi b[Yb`]a `@i Zhgd`c`f`h`"

8YhU]`g	
C`f`h	K]`gWXYž`8Yi hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "k Un!cb`]bY"XY • `gj`![]Z\c`fb"XY • k k k "Xgj`"UYfc

6Ygi WXYb`G]Y`i bg`Ui Z.`X]Y!bUW`f]W`hYb`W`ca