

C dY``; fUbX`UbX`D< 9J .`%\$' (` _a `c` \bY
HUb_ghc dd `Ui Z`XYf`5 +`°

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`<YfUi gZcfXYfi b[Yb`XYf`5+`j cb
: ØggYb`bUW` : `YbgVi f[`i bX`X]Y`@Y]ghi b[`XYg`bYi Yb`CdY`
; fUbX`UbX`D< 9J "



: `YbgVi f[ž`8 Yi hgW`UbX`!`8Yf`CdY``; fUbX`UbX`D< 9J `fD`i [!]b!
< mVf]X`9`YWhf]WJ Y\]WYĚ` \Uh]b`Y]bYa `Ui gZØ`f`]WYb`HYgh`Ui Z`XYf`
5+ž`8 Yi hgW`UbXg`Àb[ghYf`5i hcVU`bž`Y]bXfi W_gj c``gY]bY
@Ub[ghfYW_Ybei U`]h`hYb`VYk]YgYb``5a `%+"`> b]`&\$&) `ghUfhYhY`X]Y
HYghZU`fh]b`; Ufa]gW`a]h`Y]bYf`j c``Yb`6UhYf]Y`i bX`Y]bYa `j c``Yb
HUb_``8]Y`GhfYW_Y`j cb : ØggYb`bUW` : `YbgVi f[ž`X]Y`g]W`ØVYf`
%\$' (`?)ca YhYf`YfghfYW_hž[]`h`U`g`YW`hY`<YfUi gZcfXYfi b[ž
]bgVYgcbXYfY`XU`X]Y`8]YgY`Ubhf]YVY`Ub`Dcdi `Uf]h`h`Y]b[YVØ» h
\UVYb``8UVY]` \YVh`g]W`XYf`; fUbX`UbX`U`g`? fUZhdU`_Yh`a]h`%-) `DG
\Yfj cfž`XUg]b`bi f`+ž` `GY`_i bXYb`Ui Z`%\$\$_a `#`VYgW`_Yi b][h``8Yf`
?Ui ZdfY]g`]Y[h`VY]` (\$`%) \$`9i fcž`k Ug]` \b`ni `Y]bYf`]b`hYfYggUb`hYb
C dh]cb`Ui Z`XYa `A Uf`_h`a UW`hž]bgVYgcbXYfY`]a `<]bV`]W`_Ui Z`gY]bY
Bcfa fY]W`k Y]hY`j cb`- \$`\$`?`]ca YhYfb"

5i ZXYf'5+ž'X]Y'a]h'- * &ž&'_a 'X]Y'`Àb[ghY'5i hcVU\`b']b
8Yi hgW\`UbX']gh'i bX'j]Y'`6Yf[Y'i bX'<Ø[Y'`V]YhYhž'k i fXY'X]Y
FY]W\k Y]hY'XYg'; fUbX`UbX`Ui Z'X]Y'DfcVY '[YghY`h"6Y]'[Ya `À»] [hYb
; YgW\k]bX][_Y]hYb'nk]gW\Yb'%%\$'i bX'% \$'_a # '[Y`Ub[`Yg'XYa
HYghhYUa ž'bUW\`%%Ghi bXYb'i bX'%'&'A]bi hYb'V]g'ni f'X`Ab]gW\Yb
; fYbnY'ni `ZU\`fYb" `Hfcm'XYf'j]Y'Yb'<Ø[Y'`i bX'XYa `Y`Y_hf]gW\Yb
: U\`fYb'V]g'_i fn'j cf'l `a ž'k c'X]Y'Y`Y_hf]gW\Y'FY]W\k Y]hY'YfgW`OdZh
k Ufž'nY][hY'XYf'; fUbX`UbX'Y]bY'dcg]h]j Y'FY]W\k Y]hYbV]'Ubni bX
j Yfk UbXY`hY'FY_i dYfUh]cb']b'Y]bY'k Yfhj c`Y'FYggci fW"8Yf
6cfXWca di hYf'a Y`XYhY`Ua `9bXY'bcW\` '\$?'ca YhYf
FYghfY]W\k Y]hYž'k Ug'nY][hž'XUgg'XUg': U\`fnYi [`Ui W\`]b
Ubgdfi W\gj c`Yb': U\`fg]hi Uh]cbYb' [i h'ni fYW\h_ca a h"

B Yi Yg'8Yg][b'i bX']bbcj Uh]j Y'HYW\ b]_

8Yf'; fUbX`UbX`\Uh]b'gY]bYf'nk Y]hYb'; YbYfUh]cb'b]W\h'bi f
cdh]gW\ [Yk cbbYbž'gcbXYfb'Ui W\`Ub'; fØ» Y'i bX'?ca Zcfh
ni [Y`Y[h" `A]hY]bYf'@Àb[Y'j cb' (ž') `A YhYfb'i bX'Y]bYf'6fY]hY'j cb
%ž- \$ `A YhYfb']ghYf'i a `%+ž) `Wá ` `Àb[Yf'i bX'i a `*ž(`Wá `VfY]hYf'U'g
gY]b'Jcf[`Àb[Yf" `⊕ ?ca V]bUh]cb'a]h'XYf'GH@5!A YX]i a !D`UhhZcfa
j cb'GhY`Ubh]g`V]YhYh'XYf'; fUbX`UbX'Y]b'a cXYfb' [YghU`hYhYg
⊕hYf]Yi fž'XUg'Ui g'%%\$ \$i `fYWmW`hYb' `A UhYf]U'Yb'VYghY`h'i bX
Yf[cbca]gW\Y'G]hY'ZØf'\`ØW\ghYb': U\`f_ca Zcfh'V]YhYh"8Yf
?cZZYffUi a `V]YhYh'a]h') \$ `V]g'%"* (%:@]hYfb'Jc'i a Yb'Y]b
[fc» nØ[] [Yg'D`UhnUb[YVch"

Ni g`Àhn`]W\`ni f'D'i [!]b!<mVf]X!J Uf]UbhY']gh'XYf'; fUbX`UbX'bi b
Ui W\`U'g'j c`Y`Y_hf]gW\Yg': U\`fnYi [`Yf\`À'h]W\ž'XUg'a]hY]bYa
bYi Yb'- , !_K \!5__i `Y]bY' `Bcfa fY]W\k Y]hY'j cb'V]g'ni `+\$\$
?]ca YhYfb'Yfa Ø[`]W\h"8]Y'DfY]gY'ZØf'X]Y`A]X!<mVf]X!A cXY`Y
VY[]bbYb'VY]" *"(\$\$'9i fcž'k À\`fYbX'X]Y'j c`Y`Y_hf]gW\Y'J Uf]UbhY
VY]'("*"+) \$'9i fc'ghUfhYh"9]b'ZU]fYg'5b[YVchž'k Ybb'a Ub'X]Y
VYfY]hg'gYf]Yba `À»] [Yb'5gg]ghYbngmghYa Y'k]Y'X]Y'Ui hca Uh]gW\Y
; YgW\k]bX][_Y]hgfY[Y'i b[`i bX'X]Y'J Yf_Y\`fgnY]W\YbYf_Ybbi b[`]b
6YhfUW\h'n]Y\`h"

I a k Y`h! `i bX'J Yf_Y\`fgYb`hk]W_`i b[`]a `: c_i g

ð`XYb`YhnhYb`ð\`fYb`Uhg]W`XYf': U`fnYi [VYghUbX`]b
 8Yi hgW`UbX`_cbh]bi]Yf`]W`j Yf`ÀbXYfh`'a`ð\`f`&\$%)` [UV`Yg`Ui`h`
I a k Y`hVi bXYgUa h`(- ž`A`j`c`bYb`D_k`ž`k`cVY]
 9`Y`_hfcZU`fnYi [Y`i`bX`D`i [!]b!<`mVf]XY`Y]bYb`ghYh][Yb`Ni`k`UW`g
 nY][hYb`"Nk`]gW`Yb`&\$&%`i`bX`&\$&)`gh]Y[`X]Y`5bnU`X`Yf`
 9`Y`_hfcZU`fnYi [Y`Ui`ZØYf`%ž*)`A`j`c`bYb`ž`k`À`fYbX`X]Y`5bnU`
 XYf`D`i [!]b!: U`fnYi [Y`Ui`Z`-`*`+`(`&`D_k`Ubgh]Y["8]YgYf`HfYbX
 gd]Y[Y`h`g]W`Ui`W`ja`k`UW`gYbXYb`ð`hYfYggY`Ub`GI`J`gi`bX
 gW`a`U`Yb': U`fnYi [Yb`k`]XYfž`X]Y`ja`;`YgUa`hVYghUbX`j`cb`%-`ž`i`
]b`&\$%)`Ui`Z`%ž`i`ja`ð\`f`&\$&)`gh]Y[Yb`

I a gc`k`]W`h][Yf`k`]fX`Ygž`X]Y`ð`ZfUghfi`_hi`f`Yb`hgd`fYW`YbX
 Ubni`dUggYb`"5i`Z`XYf`5+`VYZ]bXYhig]W`Y]bY`J]Y`nU`j`cb
 F`Ughgh`À`hYb`i`bX`i`bVYk`]fhYhYb`DUf`_d`À`hYb`ž`i`a`XYb': U`fYfb`X]Y
 bØh][Yb`DUi`gYb`ni`Yfa`Ø[`]W`Yb`"6Y]Y]bYa`gc`W`Yb`5bgh]Y[`Ub
 : U`fnYi [Yb`i`bX`bYi`Yb`HYW`b]_Yb`V`Y]Vh`UVni`k`UfhYb`ž`k`]Y
 YZZ]n]Yb`h`X]Y`5i`hc`VU`bYb`i`bX`X]Y[YgUa`hY`J`Yf`_Y`fg]b`ZfUghfi`_hi`f`
]b`XYb`b`À`W`ghYb`ð\`fYb`]b`8Yi`hgW`UbX`k`YfXYb`_Ø`bYb`"

5a`9bXY`XYf`HYghZU`fh`k`i`fXY`XYi`h]W`ž`XUgg`XYf`C`dY`";`fUbX`UbX
 D<`9J`b]W`h`bi`f`Y]b`5`Yg`Ø`bYf`ZØf`Ub[Y`GhfYW`Yb`ž`gc`bXYfb`Ui`W`
 Y]b`6Y]gd]Y`ZØf`a`cXYfbY`HYW`bc`c[]Y`a`]h`6`]W`Ui`Z`X]Y`I`a`k`Y`h
 XUfghY`h`"C`V`U`g`D`i [!]b!<`mVf]X`cXYf`j`c`Y`Y`_hf]gW`Yg
 : U`fnYi [XYf';`fUbX`UbX`a`UW`h]b`XYf`bYi`Yb';`YbYfUh]cb
 [UfUbh]Yfh`Y]bYb`[i`hYb`9]bXfi`W`"

8YhU]`g	
C`fh	:`YbgVi`f[`ž`8Yi`hgW`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k k k "Ui`hcV]`X"XY • k k k "UXUWXY • k k k "i`a`k`Y`hVi`bXYgUa`h"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z`X]Y!`bUW`f]W`hYb`"W`a