

8 fc[YbgW\ a i [[Y`']b`6Yf`]b. `Dc`]nY] gW\`À[h`XfY]ghYb`8 fc[Ybf]b[`ni` °

⊕`6Yf`]b`k i fXYb`a Y\fyfY`8i fW\gi W\i b[Yb`]a Ni gUa a Yb\Ub[`a]h`8fc[Yb\UbXY`Xi fW\ [YZØ\fh`Nk Y] J YfXÅW\h][Y`k i fXYb`j cf`Ài Z][`ZYgh[Ybca a Ybž`K UZZYb`i bX 8 fc[Yb`g]W\Yf[YghY`h"



6Yf`]bž`8Yi hgW\`UbX`!`5a`%, " ' & \$ &)` \`Uh`X]Y GhUUhgUbK U`hgW\UZh`6Yf`]b`]b`Ni gUa a YbUfVY]h`a]h`XYf`Dc`]nY] 6Yf`]b`8i fW\gi W\i b[Yb`]b`a Y\fyfYb`CV`Y`_hYb`Xi fW\ [YZØ\fh`"⊕ : c`_i g`XYf`9fa]h`i b[Yb`ghY\h`XYf`J YfXUW\h`Ui Zi bYf`Ui VhYb <UbXY`a]h`6Yh`Ài Vi b[ga]h`Y`b`]b`b]W\h`[Yf]b[Yf`A Yb[Y`"9g k i fXYb`nk Y]`6YgW\i`X][hY`]XYb]Z]n]Yfhž`Y]b`i) &!`Š\`f][Yf`i bX`Y]b ' &!`Š\`f][Yfž`k`À\fyb`X`Y]b`&`*!`Š\`f][Yf`U`g`J YfXÅW\h][Yf`[]`hž`XYf a]bXYghYbg`*`\$`?`]`c[fUa a`<UgW\]gW\`Ui g`XYf`GW\k Y]n`]a`dcfh]Yfh i bX`Ub`gY]bYb`J UhYf`UV[Y[YVYb` \UVYb`gc`""`8Yf`) &!`Š\`f][Y`gc`" ni XYa`a]h`?`c`_U]bž`<Yfc]bž`7fmghU`A Yh\`i bX`A Uf]`i UbU`]a ?]`c[fUa a`VYfY]W\`[Y\UbXY`h`\UVYb`"8Y]`Dc`]nY]`Xi fW\gi W\hY`X]Y K`c\bi b[`]b`K YghYbXž`Y]bY`6Uf`]b`K`]a YfgXcfZ`gck]Y`Y]b

9]bZJa]Yb\Ui g]b<Y]bYfgXcfZi bX'hfUZ'Ui ZnU\`fY]WXY
6Yk Y]ga]hhY`"

K Å\fybX`XYf'8i fWÅgi WÅi b[Yb`k i fXYb` ; Y`XVYhfÅ[Y`ja
ZØbZghY`][Yb`6YfY]WÅ`gck]Y`Yhk U`' _[`7UbbUV]gž' &[`?c_U]b`i bX
ØVYf`%_[`Y]bYf`VYhÅi Vi b[ga]hhY`gi gdY_hYb`Gi VghUbn
g]WXYf[YghY`h`Ni XYa`ZUbXYb`X]Y`6YUa hYb`Y]bY`DU_Yhk UU[Yž
a Y\fyfY` : Y]bk UU[Ybž`J YfdUW_i b[ga Uhyf]U`]Ybž
<ÅbX`YfUi ZnY]WÅbi b[Yb`gck]Y`i bhYf`U[Yb`i bX`GdY]WXYfa YX]Yb
ZØf`_fmdh]YfhY`K Å\fi b[Yb`"6YgcbXYfg`VYgcf[b]gYffY[YbX`g]bX`X]Y
nk Y]YbhXYW_hYb`HfYgcfYž`j cb`XYbYb`Y]bYf`Y]bYb`b]WÅh`[Y`UXYbYb
F Yj`c`j Yf`gck]Y`nk Y]`DH6!K UZZYb`a]h`) \$`GWÅi gg`A i b]h]cb
Ybh\]Y`h`"

<]bhYf[fi bX`XYf`9fa]hh`i b[Yb

8]YgY`9fa]hh`i b[`]gh`HY]`Y]bYf`i a ZUb[fY]WÅYb`5_h]cbž`X]Y`ja
?cbhYi h`XYf`9bWfc7\Uh!9fa]hh`i b[Yb`ghY`h`"8Yf`< UW_YfUb[f]ZZUi Z
XYb`?fmdhc\UbXm!5bV]YhYf`9bWfc7\Uh`j`cf`j]Yf`X\fyb`k i fXY`U`g
VYXYi hYbXYf`GWÅ`U[`]Y[Yb`X]Y`cf[Ub]g]YfhY`?f]a]bU`]hÅhž
]bgVYgcbXYfY`XYb`8fc[Yb\UbXY`ž`Ub[YgY\Yb`"9fa]hh`Yf`_cbbhYb
ØVYf`nk Y]`A`cbUHY`\]bk Y[`7\Uhg`j`cb`?f]a]bY`Yb`ØVYfk UWXYbž
k Y`WXY`XYb`<]bhYf[fi bX`ZØf`a Y\fyfY`hUi gYbX
9fa]hh`i b[gj YfZU\fyb``]YZYfhYb`"@Ui h`6Yf]WÅhYb`j`cb`HU[YggWÅUi
k i fXYb`bUW`X]YgYb`9fa]hh`i b[Yb`ØVYf`%`+\$\$` : YghbU\`a Yb`]b
8Yi hgWÅ`UbX`Xi fWÅ[YZØ\fh`"

<Ua Vi f[g`æbYbgYbUhc`f`5bXm` ; fchY`fGD8`E`VYghÅh][hYž`XUgg`bYi Y
J YfhY]i b[g_Åa`dZY`]b`XYf`8fc[Yb`_f]a]bU`]hÅh`YbhghUbXYb`g]bX`
Hfchn`g][b]Z_UbhYf` : YghbU\`a Yb`i bX`8fc[YbZ`bXY`[]Vh`Yg`_Y]bY
5bnY]WÅYb`XUZØfž`XUgg`k Yb][Yf`8fc[Yb`]bg`@UbX`_ca`a Yb`"æ
; Y[YbhY]`ž`Ui h`6Yf]WÅhYb`XYf`9i fcdYUb`i b]cb`8fi [g`5[YbWm
g]b`h`XYf`DfY]g`ZØf`?c_U]b`i bX`X]Y`F`Y]b\Y]h`b]a`a`h`ini`"8]Y
U`hi`Y`Y`?f]a]bU`ghU[h]gh_]`b`6Yf`]b`YffY]WÅhY`&\$&`'`Y]bYb
<ØW`ghghUbX`ž`a]h`a Y\fyfYb`[Yk`U`hÅh][Yb`J`cfZÅ`Yb`i bhYf
8fc[Yb\ÅbX`Yfb`"

? f]h]_`Ub`XYb`9fa]hh`i b[gYfZc`[Yb

K]ggYbgWÅ UZh`Yf`k]Y`XYf`GhfUZfYWÅ hgk]ggYbgWÅ UZh`Yf`5fbXh`G]bb
k UfbYb`j`cf`Y]bYf`GhU[bUh]cb`]b`XYf`J`YfZc`[i b[`cf[Ub]g]YfhYf
?f]a]bU`]hÅhi bX`VYhcbYb`X]Y`B`chk`YbX][`_Y]hž`_fYUh]j`Y`@Øgi b[Yb
ni`f`6Y_Åa`dZ`b[`XYf`8fc[Yb_f]a]bU`]hÅh`ni`Z]bXYb`"9]b`J`cfgWÅ`U[
ZØf`Y]b`5bh]!A`UZ]U!;`YgYhnž`XUg`X]Y`6YghfUZ`b[`j`cb`A`h[`]YXYfb
_f]a]bY`Y`Yf`;`fi`ddYb`c`bY`XYb`B`UWÅ`k`Y]g`_cb`_fYhYf`GhfUZhUhYb
Yf`Y]WÅ`hYfb`gc`hYž`k`]fX`j`cb`:`UWÅ`Yi`hYb`_cbhfc`j`Yfg`X]g`_i`h]Yfh`"8`Ug
6i`bXYg]bbYba]b]ghYf]i`a`Å`h`Y]b`gc`WÅ`Yg`;`YgYhn`ZØf`b]WÅ`h
YfZcfXYf`]WÅ`i`bX`j`YfZUggi`b[`gfYWÅ`h`]WÅ`dfcV`Ya`Uh]gWÅ`"

8]Y`9fa]hhi b[Yb`XYg`6i`bXYg_f]a]bU`Ua`hg`VYghÅh][`Yb`X]Y
5i`ga`U»`Y`XYf`DfcV`Ya`Uh]`/_`nk`]gWÅ`Yb`A`Åfn`&\$&\$`i`bX`ž``]`&\$&%
k`i`fXYb`ØVYf`&"&)`\$`9fa]hhi b[gj`YfZU`fYb`Y]b[`Y`Y]hYhž`i`bX`Yg`_Ua
ni`VYXYi`hYbXYb`G]WÅ`YfghY`i`b[`Yb`"HfchnXYa`V`Y]Vh`XYf`9fZc`[`]b
XYf`6Y_Åa`dZ`b[`XYf`cf[Ub]g]YfhYb`?f]a]bU`]hÅh`ZfU[`]WÅ`ž`XU`bYi`Y
5_hYi`fY`j`Yfgi`WÅ`Ybž`g]WÅ`[`Yk`U`hgUa`]`fYb`D`Uhn`]a`8fc[`Yb`UbXY`
ni`g]WÅ`Yfb`"

VYf`]b`"XY`VYf]WÅ`hYhž`XUgg`X]Y`9fa]hhi b[Yb`Zcfh[`YgYhn`k`YfXYbž
k`Å`fYbX`[`YgY`gWÅ`UZh`]WÅ`Y`i`bX`dc`]h]gWÅ`Y`A`U»`bU`a`Yb`[`YZcfXYfh
g]bXž`i`a`X]Y`8fc[`Yb_f]a]bU`]hÅh`bUWÅ`U`h][`ni`VY_Åa`dZYb`"

8YhU]`g	
C`fh	6Yf`]bž`8Yi`hgWÅ`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "VYf`]b`"XY • k k k "hU[`YggWÅ`Ui`"XY • k k k "V`_`U"XY

6Ygi`WÅ`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`"bYh