

9]gVÀfYb!GhUf`A UI]a`GWÅZYf.`A]h`- * " D]W_`]b`X]Y`B < @°

A UI]a`GWÅZYfž`9]g\cW_YmU`Ybh`Ui`g`6Yf`]bž`k`i`fXY`VY]a
B < @8fUZh`&\$&) `j`cb`XYb`K`Ug\]b[`hcb`7Ud]hU`g`[`Yk`À`h`"



6Yf`]bž`8Yi`hgWÅ`UbX`!`5a`" `"\$`\$`*`&\$&) `ZUbX`XYf`B < @8fUZh`&\$&)
]a`DYUWcW_`H\YUhYf`]b`@cg`5b[`Y`Yg`ghUhhž`i`bX`X]Y`K`Ug\]b[`hcb
7Ud]hU`g`dfÅgYbh]YfhYb`ghc`n`]\fY`ZØbZ`5i`gk`U\`gd]Y`Yf`"i`bhYf`XYb
Ui`g[`Yk`À`h`Yb`HU`YbhYb`k`Uf`Ui`WÅ`XYf`9]g\cW_Ymgd]Y`Yf`A UI]a
GWÅZYf`j`cb`XYb`9]gVÀfYb`6Yf`]bž`XYf`Ub`-`*`"GhY`Y`]b`XYf`Xf]hhYb
F`i`bXY`[`Yk`À`h`k`i`fXY`"8]Yg`a`Uf`_]Yfh`Y]bYb`VYXYi`hYbXYb`9fZc`[
ZØf`XYb`%`!`À`f][`Yb`Ui`g`BØfbVYf[`i`bX`ZØf`X]Y`XYi`hgWÅY
9]g\cW_Ym]B`UWk`i`WÅgUfVY]h`]bg[`YgUa`h`"

A UI]a`GWÅZYf`ZY]YfhY`]b`XYf`GU]gc`b`&\$&(`#&) `gY]b`DfcZ]!8YVØh
i`bX`VfUW`hY`Yg`Ui`Z`+`Gd]Y`Y`ZØf`X]Y`9]gVÀfYb`6Yf`]b`]b`XYf
8Yi`hgWÅYb`9]g\cW_Ym]@[`U`fB`9@`" `b`X]YgYf`NY]h`Yfn]Y`hY`Yf`Y]b`Hcf
i`bX`gUa`a`Y`hY`nk`Y`]5gg]ghg`"Ni`XYa`VYY]bXfi`W_hY`Yf`]b`XYf

I &\$!8B @ž'k c`Yf`b`%,'Gd]Y`Yb`%(`HcfY`i`bX`' \$`J`cf`U[`Yb`Yfn]Y`hY`
GY]bY`@Y]ghi`b[`Yb`k`i`fXYb`Ui`W`'ja` `B`Uh]cbU`hYUa` ` [`Yk`ØfX][`h`VY]
XYf`i` &\$!K`Y`ha`Y]ghYfgW`UZh`i]b`?`UbUXU`Yfn]Y`hY`Yf`nk`Y]`HcfY`]b`
ZØbZ`Gd]Y`Yb`"8`Y]g`nY][`hž`XUgg`GW`ÀZYf`b]W`h`bi`f`Ui`Z`7`i`VYVYbYž`
gcbXYfb`Ui`W`]bhYfbUh]cbU`ni` `XYb`j`]Y`j`YfgdfYW`YbXghYb`
HU`YbhYb`[`Y`À`Öfh`"

8]Y`5i`gk`U`À` `XYf`K`Ug`]b[`hcb`7Ud]hU`g`

8]Y`K`Ug`]b[`hcb`7Ud]hU`g`k`À` `hYb`]bg[`YgUa`h`ZØbZ`Gd]Y`Yf`i`bX`
VfUW`hYb`XUa`]h`Zf]gW`Yb`K`]bX`]b`]`fY`F`Y]`Yb`"BYVYb`GW`ÀZYf`k`Uf`
XYf`YfghY`D]W`_XYg`8fUZh`g`@mbXYb`@U_cj`]Wž`XYf`Ui`Z`XYf`Dcg]h]cb`
XYg`]b`_Yb`:`Ø[`Y`g`gd]Y`h`i`bX`&+"`]bg[`YgUa`h`[`Yk`À` `h`k`i`fXY`"9f`
Yfn]Y`hY`]b`XYf`j`Yf[`Ub[`YbYb`GU]gcb`),`Di`b`_hY`ZØf`X]Y`A`ccgY`Uk`
K`Uff]c`fg`]b`XYf`K`<@`A`]`hcb`:`Ughf]bž`Y]b`k`Y]hYfYf`ghUf`_Yf`
GhØfa`Yfž`k`i`fXY`Ub`'`+"`GhY`Y`[`Yk`À` `h`i`bX`[`]`h`U`g`Y]b`Yf`XYf`
VYghYb`]bhYfbUh]cbU`Yb`Gd]Y`Yf`XYg`8fUZh`g`"

- %`"D]W`_`@mbXYb`@U_cj`]Wž`&+"`]bg[`YgUa`hž`]b`_Yf`:`Ø[`Y`
- &`"D]W`_`A`]`hcb`:`Ughf]bž`'`+"`]bg[`YgUa`hž`GhØfa`Yf`
- '`"D]W`_`A`U`i`ja` `GW`ÀZYfž`-`*`"]bg[`YgUa`hž`GhØfa`Yf`
- (``"D]W`_`UW`_gcb`7fck`XYfž`%)`"]bg[`YgUa`hž`GhØfa`Yf`
-)``"D]W`_`5fcb`8U`À`ej`]ghž`%,`\$`"]bg[`YgUa`hž`J`YfhY]X][`Yf`

:`Øf`GW`ÀZYfž`XYf`a`]h`%ž`-`'`A`YhYfb`ni` `XYb`[`fØ»`YfYb`Gd]Y`Yfb`nÀ` `hž`
]gh`X]Yg`Y]b`VYXYi`hYbXYf`GW`f]h]b`gY]b`Yf`?`Uff]YfY`"GY]b`K`Y[`ni`
XYb`7Ud]hU`g`Vf]b[`h`b]W`h`bi`f`d`YfgØb`]W`Y`9fZc`[`Y`a`]h`g]W`ž`
gcbXYfb` `YVh`Ui`W` `XUg`B`j`Y`Ui` `XYf`XYi`hgW`Yb`9]g`c`W`_Ym`
B`UW`k`i`W`gUfVY]h` `Yfj`c`f`"A`U`i`ja` `]gh`XYf`YfghY`XYi`hgW`Y`Gd]Y`Yfž`
XYf`]b`X]YgYa` `8fUZh`ij`cb`XYb`7Ud]hU`g`Ui`g[`Yk`À` `h`k`i`fXY`"

Dcg]h]j`Y`9b`hk`]W`_`i`b[` `XYg`XYi`hgW`Yb` 9]g`c`W`_Y`mg`

≠g[`YgUa`h`k`i`fXYb`VY]a` `B`<@8fUZh`&\$&) `j`]Yf`XYi`hgW`Y`HU`YbhY`
Ui`g[`Yk`À` `hž`k`Ug`X]Y`dcg]h]j`Y`9b`hk`]W`_`i`b[` `]a` `XYi`hgW`Yb`
9]g`c`W`_Ymi`bhYfghfY]W`h`"BYVYb`GW`ÀZYf`k`i`fXYb`Ui`W` `ž` `]i`g`

Gi a dZ'a]h'XYb'7\]WU[c'6`UW_\Uk _gž'8Uj]X'@Yk UbXck g_]a]h'XYb
 9Xa cbhcb`C]`Yfg'i bX'7Uf`cg'<ÀbXY`a]h'XYb`A cbhfYU`'7UbUX]Ybg
 [YXfUZhYh"8]YgY'9fZc`[Y'nY][Yb`X]Y': cfhgWf]hhYž`X]Y`ja
 XYi hgWYb'9]g\cW_Ym!B UWX k i W\g`]b`XYb`YhnhYb`š\`fYb`Yfn]Y`h
 k i fXYb"

8]Y'5i gk U\`j cb`A UI]a`GW\ÀZYf`Xi fW\`X]Y`K Ug\]b[hcb'7Ud]hU`g
]gh`b]W\h`bi f`Y]b`dYfgÒb`]W\Yf`Hf]i a d\ž`gcbXYfb`Ui W\`Y]b`NY]W\Yb
 ZØf`X]Y`Ni _i bZh'XYg`XYi hgWYb'9]g\cW_Ymg"8]YgY'9bhk]W`i b[
 `Àggh`c ZYbž`XUgg`k Y]hYfY`HU`YbhY`]b`X]Y': i » ghUdZYb`j cb`Gd]Y`Yfb
 k]Y`GW\ÀZYf`hfYhYb`k YfXYbž`X]Y`Ui Z`XYa`]bhYfbUh]cbU`Yb`DUf_Yhh
 [`ÀbnYb`_ÒbbYb"

K]Y`fVV&(`VYf]W\hYhž`k]fX`GW\ÀZYf`a]h'gY]bYb': À\][_Y]hYb`i bX
 gY]bYf': fÒ» Y`g]W\Yf`]W\`gY]bYb`D`Uhn`ja`dfcZYgg]cbY`Yb'9]g\cW_Ym
 Z]bXYb"5i W\`X]Y`cZZ]n]Y`Y`GY]hY`XYf'7Ud]hU`g`\YVh`X]Y
 Bch`k YbX][_Y]h`Yfj`cfž`X]Y`j]Y`j YfgdfYW\YbXYb`HU`YbhY`[Yn]Y`h`ni
 ZØfXYfb`B < @`'9]bY`dcg]h]j Y`9bhk]W`i b[ž`X]Y`XUg`[YgUa`hY
 XYi hgWY`9]g\cW_Ym`VYhf]Zhž`k]Y`Y]g\cW_Ym"bYh`ZYghghY`h"

8YhU]`g	
Cfh	6Yf`]bž8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "b\`"Wĉa • k k k "Y]g\cW_Ym"bYh

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