

? `Y]ghd Uf_ `YfghfU\ `h`]b `bYi Ya `; `Ubn.
<]ghc f]gW\ Y `GUb]Yfi b[`j c ``YbXYh°

5a `&' "\$+ "&\$&) `k i fXY `XYf`<Y]bf]W\!j cb!`? `Y]gh!Duf_ `]b
GW\ ÒbYVYf[`bUW\ `GUb]Yfi b[Yb `ZY]Yf`]W\ `k]YXYfYfÒZbYh"
6Øf[Yf`_ ÒbbYb `bi b `X]Y ` \]ghc f]gW\ Y `Duf_ `UbXgW\ UZh
[Yb]Y» Ybž`X]Y `ZØf`@YVYbgei U`]hÀhi bX `GhUXh_`]a U`VYXYi hYbX
]gh"



< Y]bf]W\!j cb!`? `Y]gh!Duf_ž`%\$, &- `6Yf`]bž`8Yi hgW\ `UbX`!`5a
&' " ' ð '] &\$&) [UV`Yg`]a `< Y]bf]W\!j cb!`? `Y]gh!Duf_ `]b
GW\ ÒbYVYf[`Y]bYb `VYgcbXYfYb `5b`Ugg" `6Yn]f_gghUXhfÀh]b `8f"
GUg_]U`9``YbVYW_`k]Yg`Ui Z`X]Y ` \]ghc f]gW\ Y `6YXYi hi b[`XYg`Duf_g
 \]bž`XYf`Y]bY `nYbhfU`Y `F c ``Y `ZØf`X]Y `@YVYbgei U`]hÀhž`XUg
GhUXh_`]a U`i bX`X]Y`?`]a UfYg`]Ybn`]b`Y]bYa `; YV]Yh`a]h
i bhYfj Yfgcf[hYb`; fØbZ`AW\Yb`gd]Y`h" `8]Y `Øb[gh`gUb]YfhYb` : `ÀW\Yb
g]bX`bi b `k]YXYf`ZØf`U`Y `6Øf[YfS]bbYb`ni [Àb[`]W\ž`k Ug`X]Y
6YXYi hi b[`XYg`Duf_g`ZØf`X]Y `5bk c \bYf`i a gc`a Y \f`i bhYfghfY]W\h"

BYVYb`9``YbVYW_`gdfUW\ `Ui W\ `? UfYb`5bXfYUg`j ca

@UjXYgXYb_a U`Ua h`GjY`cV`XjY`XYb_a U`dZY[Yf]gWXY`F`Y`Yj Ubn
XYf`GUb]Yfi b[`Yfj cf`i bX`Yf`Ai hYfhYž`XUgg`XUg
@UjXYgXYb_a U`Ua h`ZUW`jW`i bX`Z]bUbn]Y``ni f`K]YXYf\YfghY``i b[
Y]bYf`XYf`À`hYghYb`DUf_Ub`U[Yb`6Yf`]bg`VY][YhfU[Yb`\Uh``8]Yg
nY][hž`k]Y`gY`f`XYf`DUf_`b]W`h`bi f`ZØf`GW`ØbYVYf[ž`gc`bXYfb`ZØf
[Ubn`6Yf`]b`j cb`6YXYi hi b[`]gh"

; Ya Y]bgUa Y`9f`_i bXi b[`i bX` : Y]Yf`]W`_Y]hYb

æa`F`U`a Yb`Y]bYg`[Ya Y]bgUa Yb`DUf`_fi bX[Ub[g`a`]h`XYa
: UW`VYfY]W` ; fØbZ`ÅW`Yb`i bX`XYa`D`Ubi b[gVØfc`<Ybb]b[gYb
k i fXYb`Ub`j]Yf`GhUh]cbYb`X]Y`i a [YgYhnhYb`A`U» bU`a Yb
j cf[YghY``h`Ni XYa` [UV`Yg`UV`W]fWU`%`.\$`\$`i` \f`X]Y`A`Ò[`]W`_Y]h`ZØf
dYfgØb`]W`Y` ; Ygdf`ÅW`Yž` : fU[Yb`i bX` ðZcfa`Uh]cbYb`Ub`Gh`ÅbXYb
XYg`GhfU» Yb!`i bX` ; fØbZ`ÅW`Yb`Ua`hg`gck]Y`XYg`F`Ui a`g`ZØf
6YhY`][i b[``8]Y`6Ygi`W`Yf`_cb`bhYb`g]W`VY`]Y]bYa`æa`V]gg`gh`Åf`_Yb
i bX`k i fXYb`a`i g]_U`]gW`j cb`XYf` : `ØhYb[fi`ddY`XYf`A`i g]_gW`i`Y`
VY[`Y]hYh"

J cf`XYf`GUb]Yfi b[`k Uf`XYf`DUf`_ž`XYf`g]W`nk]gW`Yb`XYf
DchgXUa`Yf`GhfU» Y`i bX`XYf`9`» \c`nghfU» Y`YfghfYW`_hi bX`Y]bY
: `ÅW`Y`j cb`) + "\$\$\$`a` †i`a`ZUgghž`gY]h`Ub[Yf`NY]h] YfbUW``Ågg][h`
8Yf`<Y]bf]W`!j cb!`?`Y]gh!DUf`_ž`i fgdffØb[`]W`]a` `»\f`%`+`%` , `U`g
6chUb]gW`Yf` ; UfhYb`Ub[Y`Y[hi bX`%-` () `bYi [YghU`hYhž`Vchj]Y`Y
\]ghcf]gW`Y`NYi [b]ggY``8]Y`i`a`VYbYbbi b[`XYg`DUf`_g`bUW`XYa
8]W`hYf`<Y]bf]W`j cb`?`Y]gh`ZUbX`Ua` `&%"`Bcj Ya`VYf`%-`%%`ghUhh"

9]b`6`]W`_`Ui`Z`X]Y`i`a` [YghU`hi`b`[

8]Y` ; YgW`]W`hY`XYg`DUf`_g`]gh`fY]W`_Ub`9f`YVb]ggYb``6YXYi`hYbXY
I`a` [YghU`hi`b[Yb`ZUbXYb`bUW`XYa`Nk`Y]hYb`K`Y`h`_f]Y[`ghUhh"
5`VYfh`6fcXYfgYb`i bX` ; Ycf[`Db]ck`Yf`k`UfYb`a`U» [YV`]W`_Ub`XYf
B`Yi [YghU`hi`b[`VYhY`][hž`X]Y`%-` () `UV[YgW`c`ggYb`k`i`fXY``8Yf
DUf`_k`i`fXY`Ub`ZUb[g`ZØf`X]Y`²`ZYb`h]W`_Y]h[YgW`c`ggYb`ž`UVYf`]b
XYb`ZfØ`Yb`%-` ,`\$Yf!`»\fYb`k`Uf`Yf`k`]YXYf`ni [`Åb[`]W`"5i`»YfXYa
[]Vh`Yg`gY]h`&\$\$`&`Y]bY``Å`f`]W`Y`?`cbnYfhfY]\Y`a`]h`XYa`B`Ua`Yb
`»nn`Ub`XYb`?`c`cb`b`UXYb`ž`X]Y`fY[Y`a`Å»][]Y`Y`6Ygi`W`Yf
Ubn]Y`h"

8]Y`GUb]Yfi b[`XYg`DUF_gž`X]Y`]b`XYb`&\$&\$Yf!`J\FYb`[Yd`Ubh
k i fXYž`k Uf`XUg`9f[YVb]g`Y]bYg`6Øf[YfVYhY`][i b[gj`YfZU\FYbgž
XUg`]a` : YVfi Uf`&\$&&`VY[cbbYb`\"UhhY\"i bnÅ`\"[Y`5bk c`bYf`i bX
`hYfYgg]YfhY`\"UVYb`]`fY``XYb`i bX`5bfY[i b[Yb`Y]b[YVfUW`hž`i a
XYb`DUF`_`U`g`k`]W`h[Yb`6YghUbXhY`]`XYg`i fVUbYb`@YVYbg`]b
GW`ÖbYVYf[`ni`ZØfXYfb`i bX`ni`VYk U\FYb`"

8 Ug`5fYU`ž`]b`XYa` `g]W`X`Yf`<Y]bf]W`!j cb!`?`Y]gh!DUF`_`VYZ]bXYhž
ghY`h`b]W`h`bi f`ZØf`X]Y`bUhØf`]W`Y`9f`c`i b[ž`gcbXYfb`YfZ`\"fh`]a
Ni gUa`a`Yb`\"Ub[`a`]h`Dfc`Y`_`hYb`k`]Y`XYa` `F`Uh`\"Ui`g`!`i`bX`A`Uf`!`
**9b[Y`g`!`:`c`fi`a` `Y]bY`k`Y]hYfY`5i`Zk`Yfhi`b[\"`<]Yf`k`YfXYb
`]ghcf]gW`Y`K`]YXYfVY`YVi`b[`i`bX`a`cXYfbY`gh`X`hYVUi` `]W`Y
?`c`bnYdhY`a`]hY]bUbXYf`j`YfVi`bXYbž`i`a`XUg`GhUXhV`]X`6Yf`]bg
bUW`\"U`h][`ni`j`YfVYggYfb`\"8]Y`?`ca`V]bUh]cb`j`cb`\"]ghcf]gW`Yf
Gi`VghUbn`i`bX`5bdUggi`b[Yb`Ub`[Y[Ybk`Åfh][Y
<YfUi`gZcfXYfi`b[Yb`]a` `i`fVUbYb`F`Ui`a`nY][`h`X]Y`8`mbUa`_]`XYf
GhUXhYbhk`]W`_`i`b[`]b`6Yf`]bž`X]Y`g]W`_`Ui`W`_`Ui`Z`X]Y`@YVYbgei`U`]h`Åh
XYf`6Øf[YfS]bbYb`dcg]hj` `Ui`gk`]f`_`h`"**

8YhU]`g	
Cfh	<Y]bf]W`!j cb!`?`Y]gh!DUF`_`ž`%\$,`&`-`6Yf`]bž 8Yi`hgW`_`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • XY"a`"k`_]dYX]U"cf[• [fi Yb!VYf`]b"XY

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