

Dc`Yb`ZØ\fh'; fYbn_cbhfc``Yb`ni
8Yi hgWÅ`UbX`Y]b` `Hi g_`Yf_`Àfh'; fØbXY°

Dc`Ybg`A]b]ghYfd fÀg]XYbh`Hi g_`_ØbX][h'; fYbn_cbhfc``Yb`ni
8Yi hgWÅ`UbX`UV`A cbhU[`Ubž`i a `]ffY[i `ÀfY`A][fUh]cb`ni
VY[fYbnYb"



6Yf`]bž`8Yi hgWÅ`UbX`!`5a`%"'ž`]'&\$&)`_ØbX][hY`Dc`Ybg
A]b]ghYfd fÀg]XYbh`8cbU`X`Hi g_`X]Y`9]bZØ\fi b[`j`cb
; fYbn_cbhfc``Yb`ni `8Yi hgWÅ`UbX`i bX`@]hUi Yb`Ub``8]YgY
A U»bU`a`Yž`X]Y`Ua`_ca`a`YbXYb`A`cbhU[`]b`?fUZh`hf]hž`n]Y`h
XUfUi`Z`UVž`XYb`i`b_cbhfc``]YfhYb`Ghfca`j`cb`A`][`fUbhYb`\]b`i`bX
ni`fØW_`Y]bni`XÅa`a`Yb``8]Y`j`cfØVYf[`Y\YbXYb`?cbhfc``Yb`Ub`XYf
; fYbnY`ni`8Yi hgWÅ`UbX`gc``Yb`XYb`i`b_cbhfc``]YfhYb
A`][`fUbhYbZi`gg`j`Yff]b[`Yfb`i`bX`g]bX`HY]`Y]bYf`FY]`Y`j`cb
A U»bU`a`Ybž`X]Y`]bbYf`U`V`XYf`GWÅYb[`Yb`!NcbY`bc`fa`U`Yfk`Y]gY
b]WÅ`h`ØV`]WÅ`g]bXž`k`c`]b`XYf`FY[`Y`_Y]bY`ghUh]cb`ÀfYb
DYfgcbYb`_cbhfc``Yb`ghUhhZ]bXYb``Hi`g_`Yf_`ÀfhYž`X]Y`dc`b]gWÅY
FY[`]Yfi`b[`a`ØggY`U`_hj`k`YfXYbž`i`a`X]Y`<YfUi`gZcfXYfi`b[`Ybž`X]Y
a`]h`XYf`]ffY[`i`ÀfYb`A`][`fUh]cb`j`Yfvi`bXYb`g]bXž`Ubni`[`Y\Yb`i`bX`ni

YbhgWÅfZYb"

6YfY]hg`ja`A U]`&\$&) `UhhY`X]Y`6i bXYgfY[]Yfi b[`Ub`XYb
XYi hgWYb` ; fYbnYb`?cbhfc`Yb`Ub[YcfXbYh`8]YgY
9bhgWY]Xi b[Yb`_ca`a`Yb`]b`Y]bYa`?cbhYI hž`]b`XYa`X]Y
6i bXYgdc`nY]`ja`FU\`a`Yb`XYf`VYghY\YbXYb`fYW`h`]WYb
FU\`a`YbVYX]b[i b[Yb`5gm`igi`WYbXY`X]fY`_h`UVk`Y]gYb`XUfZ`k`Ug
YXcW`i`a`ghf]hhYb`]gh`8]Y`FY[]Yfi b[Yb`]b`8Yi hgW`UbX`i`bX`Dc`Yb
nY][Yb`XUa`]hž`XUgg`g]Y`Ub[Yg]W`hg`ghY][YbXYf`A][fUh]cb`gck`c`\`
X]Y`bUh]cbU`Y`G]WYf\Y]h`U`g`Ui`W`X]Y`ÖZZYbh`]WY`CfXbi b[`k`U\`fYb
a`ÖW`hYb"

<]bhYf[fØbXY`i`bX`k`Y]hYfY`A`U» bU\`a`Yb

8]Y`A`U» bU\`a`Yb`ni`f`9]bZØ\`fi b[`j`cb` ; fYbn`cbhfc`Yb`g]bX`b]W`h
]gc`Y]fh`ni`VYhfUW`hYb`8]j`YfgY`Yi`fcd`Å]gW`Y`GhUUhYbž`XUfi`bhYf
Ui`W`8Yi hgW`UbXž`\UVYb`VYfY]hg`gY]h`Åb[YfYa`?cbhfc`Yb`Ub
]\fYb` ; fYbnYb`Ui`g[Yk`Y]hYh`8]Y`Y]bY` ; fi`ddY`j`cb` ; fØbXYb
i`a`ZUggh`]ffY[i`ÅfY`A][fUh]cbž`X]Y`ghY][YbXY`5[[fYgg]cb
Fi`gg`UbXg`]b`XYf`i`_FU]bY`gck`]Y`G]WYf\Y]hg`U[Y`ja`B`U\`Yb`C`ghYb`"
9]b` ; VYfV`]W`_ØVYf`X]Y`J`]YfhY`U\`fYg]bhYfj`U`Y`ZØf`VYghY\YbXY
 ; fYbn`cbhfc`Yb`[]Vh`]bhYfYggUbhY`9]bV`]W`Y`]b`X]Y`U`_hi`Y`Y`
G]hi`Uh]cb.

@UbX	NY]hfUi`a	; fØbXY
8Yi hgW`UbX	%*`"\$`*`"&\$&(` %)`"%&`&\$&(`	=fY[i`ÅfY`A][fUh]cbž G]WYf\Y]hg`U[Y
2`ghYffY]W`	%&`%`%`&\$&(` %`%`\$)`&\$&(`	=bghUV`]Y A][fUh]cbg`U[Yž 8fi`W`_Ui`Z 5gm`gmghY`a
B]YXYf`UbXY	\$-`"%&`&\$&(` \$,`"\$`*`"&\$&(`	<c\Y`]ffY[i`ÅfY A][fUh]cbž GW`Yi`gi`b[

8]YgY`A`U» bU\`a`Yb`ghY\Yb`]ja`Ni`gUa`a`Yb\`Ub[`a`]h`Y]bYa`bYi`Yb
 ; fYbnj`YfZU\`fYbž`XUg`XUg`9I`!DUf`Ua`Ybh`]ja`5df]`&\$&(`
[YbY\`a`][hY`i`bX`XUg`gW`bY`YfY`5gm`YbhgWY]Xi b[Yb`Ub`XYb

5i » Yb[fYbnYb`XYf`9I`j`c`fg]Y`h`"5bhfÅ[Yž`X]Y`U`g`c`ZZYbg]W`h`]W`
i`b`VY[f0bXYh`Y]b[Yghi`Zhik`YfXYbž`gc`Yb`fUgW`VYUfVY]hYh`k`YfXYbž`
i`a`X]Y`6Y`Ughi`b[`XYf`bUh]cbU`Yb`GmghYa`Y`ni`a`]b]a`]YfYb`
5gm`gi`W`YbXY`k`YfXYb`ni`XYa`k`Å`fYbX`XYg`; fYbnj`YfZU`fYbg`
b]W`h`]bg`@UbXYg]bbYfY`Y]bFY]gYb`X0fZYbž`k`Ug`X]Y`ghfYb[Yb`
G]W`Yf`Y]hg]cf`Y`fi`b[Yb`k`Y]hYf`i`bhYfghfY]W`h`"

9g`V`Y]Vh`UVni`k`UfhYbž`k`]Y`Y`ZY`_`h]j`X]Y`; fYbn`cbhfc`Yb`i`bX`
bYi`Yb`J`YfZU`fYb`]b`XYf`DfUI`]g`gY]b`k`YfXYb`"5b[Yg]W`hg`XYf`
?ca`d`YI`]h`h`XYf`<`YfUi`gZcfXYfi`b[Ybž`X]Y`X]Y`]ffY[i`ÀfY`A`][fUh]cb`
a`]h`g]W`Vf]b[hž`]gh`Y]bY`Yb[Y`Ni`gUa`a`YbUfVY]h`nk`]gW`Yb`XYb`9I`!
GhUUhYb`i`bX`XYb`6Y`0fXYb`b0h][ži`a`Y]bY`bUW`U`h][Y`@0gi`b[`ni`
Z]bXYb`"8]Y`8YVUhY`i`a`A`][fUh]cbž`G]W`Yf`Y]h`i`bX`X]Y`
J`YfUbhk`cfhi`b[`]bbYf`U`V`XYf`9I`V`Y]Vh`gca`]h`k`Y]hYf`Y]b`Y]b`
nYbhfU`Yg`H`Ya`U`]b`XYf`Yi`fcdÅ]gW`Yb`Dc`]h]_"

8YhU]`g	
C`fh	6Yf`]bž`8Yi`hgW`U`bX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"fVV&(`XY • hfUbg`]bZc • k`k`k`"Yi`fcdUf`"Yi`fcdU"Yi

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