

F Y]b]W_YbXcfZ'gi W h'Xf]b[YbX'K c \bfUi a
ZØf' ? À`hY \]`ZY' &\$&) #&\$&* °

6Yn]f_gghUXhfUh'i k Y'6fcW_\Ui gYb'V]hhYh' a a cV]`YbVYg]hnYf
]b'F Y]b]W_YbXcfZ'i a 'l bhYfghØmi b['ZØf' ? À`hY \]`ZY' &\$&) #&* "



F cXY`VYf[k Y['%&ž%&(' + '6Yf`]bž'8Yi hgWk`UbX'!'8Yf'6Yf`]bYf
6Yn]f_`F Y]b]W_YbXcfZ'ghY\hj cf'Y]bYf'ni bY\ a YbXYb
<YfUi gZcfXYfi b[. '8]Y'Gi WY' bUW' [YY][bYhYb' l bhYf_ØbZhYb'ZØf
X]Y' ? À`hY \]`ZYgU]gcb' &\$&) #&\$&* ' [YghU`hYh'g]Wk' U'g'ni bY\ a YbX
gWk]Yf]["6Yn]f_gghUXhfUh'ZØf'Gcn]U`Yg'i bX'; Ygi bX\Y]hž' l k Y
6fcW_\Ui gYb'fGD8 Łž`Uh'XU\Yf' a a cV]`YbVYg]hnYf'Ui Z[YZcfXYfhž
]\fY' <]`ZY' Ubni V]YhYb" '8]Y' ? À`hY \]`ZY']gh'Y]b'k]Wk] [Yf'6YghUbXhY']
XYf' l bhYfghØmi b[ga U» bU\ a Yb'ZØf'CVXUW`cgYž'X]Y']b'XYb
_U`hYb' A cbUhYb'Xf]b[YbX'Ui Z' l bhYf_ØbZhY'Ub[Yk]YgYb'g]bX"

6fcW_\Ui gYb'k Y]gh'XUfUi Z'\]bž'XUgg'VYgcbXYfg'XYf'6YXUfZ'ZØf
: fUi Yb'i bX' A ÀbbYf']b' Bch']a '6Yn]f_`ghY][h" ' 9g']ghj cb' [fc» Yf
6YXYi hi b[žA YbgWkYb']b' j i `bYfUV`Yb'@YVYbg`U[Yb'Y]b'g]WkYfYg

8 UW\`ni `V]YhYb ž`VYhc`bh`Yf"8]Y`J`YfU`bhk`cfh`]W`Yb`]b
F`Y]b]W`_YbXcfZ`ghY`Yb`bi`b`i`bhYf`8`fi`W`ž`i`a`X]Y`b`ch`k`YbX][`Yb
F`Yggci`fW`b`Z`f`X]Y`?`À`hY`\`]`ZY`V`YfY]hni`ghY`Yb`ž`XU`X]Y
Ub[`Ygd`Ubb`hY`æ`a`cV`]Yba`Uf`_hg]hi`Uh]cb`Yg`]a`a`Yf`g`W`k`]Yf][`Yf
a`UW`hž`[`YY][`bYhY`:``À`W`Yb`ni`Z]bXYb"æ`a`cV`]YbVYg]hnYfž`X]Y
F`À`i`a`X]W`_Y]hYb`ni`f`J`YfZ`[`i`b[`ghY`Yb`_`Ò`bbYbž`k`YfXYb`[`YVYhYbž
g]W`X]fY`_h`Ub`6`fc`W`\`Ui`gYb`ni`k`YbXYb`Ø`VYf`gY]bY`9!`A`U]!`5`XfYggY
i`k`Y`"V`fc`W`\`Ui`gYb`4`fY]b]W`_YbXcfZ`VYf`]b`"XY`c`XYf`hY`Y`Z`c`b]g`W`
i`bhYf`\$`\$`-`\$`&-`(`&&*\$`\$`"

8]Y`B`c`hg]hi`Uh]cb`]b`6`Yf`]b

8]Y`6`Yf`]bYf`?`À`hY`\`]`ZY`ž`X]Y`j`cb`C`_`hc`VYf`V]g`5`df]`B`chi`bhYf`_`Ø`b`ZhY
Z`f`C`VXUW`cgY`VYfY]hghY`hž`gW`À[`h`5`Ufa`"@`Ui`h`6`Yf]W`hYb`j`cb`
**fV`V`&(`[`]Vh`Yg`]a`a`Yf`k`Yb][`Yf`[`YY][`bYhY`:``À`W`Yb`i`b`X`
æ`a`cV`]Yb"6Y]gd]Y`\`U`Zh`k`]fX`Y]b`Y`YfghY`YbXYf`Y`Y`a`U`][`Yf
ž`[`YbXWi`V`]b`XYf`K`i`ghfck`Yf`G`hfU»`Y`%,`[`YbUbb`hž`XYggYb
G`Ub]Yfi`b[`gVYXUfZ]b`<`Ò`Y`j`cb`Y]bYf`A`]`]cb`9i`fc`X]Y
K`]YXYf`YfghY`i`b[`i`ba`Ò[`]W`a`UW`h"ž`bg`5`XU[`ž`XYf`@Y]hYf`XYf
?`À`hY`\`]`ZY`ž`À`i`»`Yf`h`DYgg]a`]ga`i`g`Ø`VYf`XYb`_`ca`a`YbXYb`K`]bhYf
Ui`Z[`fi`b`X`XYf`ghY][`YbXYb`C`VXUW`cgYbnU`\`Yb`i`b`X`XYf
i`bni`fY]W`YbXYb`D`À`hnY"**

8]Y`6`Yf`]bYf`æ`a`cV`]Yba`UbU[`Ya`Ybh`i`a`V`<`f`6]a`k`k`]fX`_`f]h]g]Yf`hž
XU`g]Y`a`UfcXY`i`b`X`i`b[`YY][`bYhY`:``YV`À`i`XY`ni`f`J`YfZ`[`i`b[`ghY`hž
X]Y`b]W`h`Y]ba`U`Z`f`F`c`gh`i`\`ZU`\fYf`[`YY][`bYh`g]bX"5`Y`fX]b[`g
k`Ø`bgW`h`g]W`5`XU[`ž`XUgg`Ui`W`Df]j`UhUbV]YhYfž`XYfYb`æ`a`cV`]Yb
gUb]Yfi`b[`gVYXØfZh][`g]bXž`?`cb`hU`_`h`ni`XYf`?`À`hY`\`]`ZY`Ui`ZbY`a`Ybž
i`a`ni`f`@`Ø`gi`b[`XYf`G]hi`Uh]cb`VY]ni`hfU[`Yb"

<]bhYf[`fi`b`X`XYf`?`À`hY`\`]`ZY

G]Y]h`i`\fYf`:``f`Ø`b`Xi`b[`]a`š`f`%`-`,`-`j`cb`6`Yf`]bYf
?`]fW`Yb[`Ya`Y]bXYbž`K`c`\`ZU`\fhg]YfV`À`bXYb`i`b`X`XYf
G]YbUhg]Yfk`U`hi`b[`]Z`f`G`cn]U`Yg`]gh`X]Y`?`À`hY`\`]`ZY`Y]b
i`bUVX]b[`]VUfYf`6`YghUbXhY]`XYg`gc`n]U`Yb`B`YhnYg`]b`6`Yf`]b"N]Y`XYf
?`À`hY`\`]`ZY`]gh`Ygž`ni`j`Yf`\]bXYf`bž`XUgg`c`VXUW`cgY`A`YbgW`Yb`]b
XYf`_`U`hYb`š`f`YgnY]h`YfZf]YfYb"8]Y`?`À`hY`\`]`ZY`V]YhYh

i bVØfc_fUh]gWXY', VYfbUWXhi b[ga Ò[`]W_X]hYb'i bX`Uh
 nU\`fY]WXY`DUfhbYfž`X]Y`BchØVYfbUWXhi b[Ybž`B UWXhWUŽĀgž
 Gi ddYb_ØWYb`i bX`HfYZZdi b_hY`VYhfY]VYb"8]YgY`5b[YVchY
 _ØbbYb`Ubc bma` [Ybi hnhk YfXYb`i bX`k YfXYb`Xi fW
 Ni k YbXi b[Yb`XYg`@JbXYg`6Yf`]bž`A`]hhY`XYf`@[U`XYf
 K c`\ZU\fhgj YfVĀbXY`i bX`GdYbXYb`Z]bUbn]Yfh"

8]Y`?ccfX]b]Yfi b[gghY`Y`XYf`?Ā`hY\`ZY`]gh`ZØf`X]Y`D`Ubi b[`i bX
 9bhk]W_`i b[`XYf`5b[YVchY`ni ghĀbX][`i bX`j YfÖZZYbh]WKh
 gĀa h]WXY`ĉZcfa Uh]cbYb`Ui Z]\fYf`K YVg]hY`gck]Y`b`Y]bYa
 a Y\fgdfUWX][Yb`?Ā`hY\`ZYk Y[k Y]gYf`i bX`Y]bYf`?Ā`hY\`ZY!5dd"
 HĀ[`]W`YfZUggh`Y]b`?Ā`hY\`ZYhY`YZcb`X]Y`6Y`Y[i b[`i bX`5i g`Ughi b[
 XYf`j YfZØ[VUfYb`GW`UZd`ĀhY"

8]Y`ghY][YbXYb`6YXUfZY`]b`XYf`?Ā`hY\`ZY`YfZc`fXYfb`Xf]b[YbXY
 A U» bU\`a Ybž`i bX`X]Y`< YfUi gZc`fXYfi b[Ybž`X]Y`X]Y`K c`\bi b[gbch
 a]h]g]W`Vf]b[hž]g]bX`b]WKhni `i bhYfgWĀhYb"8Yf`bĀWghY
 ?Ā`hY\`ZY[]dZY`ž`XYf`gY]h`&\$&&`Ā\`f`]W`ghUhhZ]bXYhž`gc``XUni
 VY]hfU[Ybž`X]Y`5b[YVchY`VYXUfZg[YfYWKhk Y]hYfni Ybhk]W_Y`b"

8YhU]`g	
Cfh	FcXY`VYf[k Y[`%&ž`%&(` +`6Yf`]bž 8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "fVV&(`XY • k k k "VYf`]b"XY

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