

B Yi Yf`GhUXhd`Uhn`]b`@]W hYfZY`XY`GØX. A Y\ f`@YVYbgei U`]hÅh`ZØf`U``Y`

B Yi Yf`GhUXhd`Uhn`i bX`6U\b\cZgj cfd`Uhn`]b`@]W hYfZY`XY`GØX
YbhghY\Yb`V]g`A U]`&\$&)"`†Zcfa`Uh]cbgj YfUbgU`hi b[`Ua`'&&"
†`]'&\$&)"`



@]W hYfZY`XY`GØXž`6Yf`]bž`8Yi hgW`UbX`!`†`@]W hYfZY`XY`GØX
YbhghY\h`Y]b`bYi Yf`GhUXhd`Uhnž`XYf`b]W h`bi f`U`g`HfYZZdi b`h
X]YbYb`gc`ž`gc bXYfb`Ui W`X]Y`J`YfV]bXi b[`nk`]gW Yb`XYf
H\Yfa`ca`YhYfg]YX`i b[`i bX`XYa`Ub[fYbnYbXYb`BYi VUi [YV]Yh
\YfghY`Yb`k`]fX`"8]YgYf`GhUXhd`Uhn`VYZ]bXYh`g]W`X]fY`h`Ua`G!
6U\b\cZ`@]W hYfZY`XY`GØX`i bX`k`]fX`HY`]Y]bYg`i`a`ZUb[fY]W Yb
ghÅhYVUi`]W Yb`Dfc`Y`hgž`XUg`XUfUi`Z`UVn]Y`hž`@YVYbgei U`]hÅhi bX
;`Ya`Y]bgW`UZhini`ZØfXYfb`"8Ug`6Yn]f`gUa`h`GHY[`]hN!NY\`YbXcfZ
i bX`X]Y`;`fch\`;`fi`ddY`UfVY]hYb`VYfY]hg`gY]h`8YnYa`VYf`&\$&(`Ub
XYf`D`Ubi b[`i bX`\UVYb`XfY`]@UbXgW`UZh`gUfW`]hY`_hi`fVØfcg`a`]h`XYf
9b`hk`]W`_i b[`j`cb`?`cbnYdh]XYfYb`VYUi`ZhU[`h`"8Yb`Ni`gW`U[`Yf\]Y`h
XUg`6Øfc`H86`@UbXgW`UZhž`k`]Y`VYf`]b`"XY`VYf]W`hYh"

; Yd`Ub'h]g]bX`bYVYb`XYa`GhUXhd`Uhn`Ui W`K c\bi b[Yb`i bX
j YfgW`JYXYbY`YgW`ÅZhYž`X]Y`XYf`B U\j Yfgcf[i b[`X]YbYb`gc`Yb"
<]YfVY]`UbXY`h`Yg`g]W`i a` ; Ughfcbca]Yž`9]bnY`UbXY`gck]Y
8]Ybgh`Y]ghi b[Ybž`X]Y`ni f`J]Y`ZU`h`i bX`5hhfU`_h]j]hAh`XYg`bYi Yb
E i Ufh]Yfg`VY]hfU[Yb`gc`Yb" `8]Y`XYY` \]bhYf`X]YgYa`J cf\UVYb`]ghž
Y]bYb`Y]b`UXYbXYb`5i ZYbh`U`hgcf`h`ni`gW`UZZYbž`XYf`XYb
6YXØfZb]ggYb`XYf`6Yk c\bYf`[YfYW`h`k]fX`i bX`Y]bY`fY]Vi b[g`cgY
5bV]bXi b[`Ub`X]Y`B UW`VUfgW`UZh[UfUbh]Yfh" `8]YgY`GhfUHy[]Y`ni f
GhUXhYbhk]W`_i b[`n]Y`h`Ui Z`X]Y`GW`UZZi b[`YVYbX][Yf`i bX
`YVYb`gk YfhYf`G]YX`i b[Yb`UVž`k Ug`Y]b`nYbhfU`Yg`5b`]Y[Yb`Ui W`]a
F U\ a Yb`XYf`i a ZUggYbXYb`?cbnYdhY`XYg`I a k Y`hVi bXYgUa hYg
]gh"

D`Ubi b[gdfcnYgg`i bX`6Øf[YfVYhY]`][i b[

I a `X]Y`6Øf[Yf]bbYb`i bX`6Øf[Yf`]b`XYb`D`Ubi b[gdfcnYgg
Y]bni VYn]Y`Ybž`k i fXY`Y]bY`YfghY` ðZcfa Uh]cbgj YfUbghU`hi b[
VYfY]hg`Ua`+`"5df]`&\$&) `Xi fW`[YZØ`fh" `K `Å`fYbX`X]YgYf
J YfUbghU`hi b[`]a`?]YnhfYZZ`7Y`g]i gghfU»Y`* \$ž`UhhYb`X]Y
5bk YgYbXYb`X]Y`A`Ò[`]W`_Y]hž`X]Y`D`ÀbY`ni f`YfghYb
6YUfVY]hi b[gghi ZY`ni`gY`Ybž`i: fU[Yb`ni`ghY`Yb`i bX`]\f`i: YYXVUW_
UVni [YVYb" `8]Y`9f[YVb]ggY`X]YgYf`YfghYb`J YfUbghU`hi b[`g]bX
cb`]bY`j YfZØ[VUf`i bX`V]YhYb`Y]bYb`9]bV`]W`_]b`X]Y`5bg]W`hYb`XYf
6Yj`Ò`_Yfi b[`Ui`gZØ`f`]W`Y` ðZcfa Uh]cbYb"

9]bY`nk Y]hY` ðZcfa Uh]cbgj YfUbghU`hi b[ž`X]Y`j ca`F`Ui`a`ZØf
6YhY]`][i b[`GhY[`]m!NY`YbXcfZ`a`cXYf]Yfh`k]fXž`Z]bXYh`Ua`&&"`ž`
&\$&) `]b`XYf`9VYb!9nYf!; Ya`Y]bXYž`7Y`g]i gghfU»Y`(*ž`ghUhh" `5b
X]YgYf`J YfUbghU`hi b[`k`YfXYb`6Yn]f`_gghUXhfUh`DUhf]W`_GhY]b`cZZ
i bX`J YfhfYhYf`XYf`; fch\ ; fi`ddY`hY]`bY`a`Ybž`i`a`k`Y]hYfY`8YhU]`g
ni`df`ÀgYbh]YfYb`i bX`Ui`Z: fU[Yb`XYf`5bk c\bYf`Y]bni [Y`Yb"
ðhYfYgg]YfhY`6Øf[Yf`g]bX`Yfn`]W`Y]b[Y`UXYbž`g]W`ni`VYhY]`][Yb
i bX`]fY`A`Y]bi b[Yb`Y]bni Vf]b[Ybž`k`cXi fW`X]Y
6Øf[YfVYhY]`][i b[`]b`XYf`GhUXhYbhk]W`_i b[`[YZØfXYfh`k]fX"

; YgUa`hj]g]cb`i bX`B UW` \ U`h][_Y]h

8Yf`bYi`YbhghY`YbXY`GhUXhd`Uhn`]gh`HY]`Y]bYf`VfY]hYfYb`J]g]cb`ZØf

X]Y`GhUXhYbhk]W_`i b[`]b`6Yf`]bž`VY]`XYf`bYVYb`XYf`GW`UZI b[`j cb
 K c\b fUi a `Ui W`X]Y`gcn]U`Y`i bX`_i `hi fY``Y`ϕZfUghfi _hi f`gck]Y
 XYf`i a k Y`hgW`i hn`ja `: c`_i g`ghY`Yb"; Ya Å» `XYb`J cf[UVYb`XYg
 6Ui [YgYhnVi W`Yg`a ØggYb`X]Y`D`Ubi b[gj cf\UVYb`gck c`\`gcn]U`Yb
 U`g`Ui W`k]fhgW`UZh]W`Yb`i bX`Ò_c`c[]gW`Yb`5bZcfXYfi b[Yb
 [YfYW`h`k YfXYb" `GhUXhYbhk]W_`i b[`gc``b]W`h`bi f`k]fhgW`UZh]W`
 hfU[ZÅ\][ž`gcbXYfb`Ui W`Y]bY`\c`Y`@YVYbgei U`]hÅh`ZØf`U`Y
 6Yk c\bYf`[Yk Å`f`Y]ghYb" `8]Y`Òfh]W`Yb`6Y\`ØfXYb`ghfYVYb`Ubž
 X]YgY`GhUbXUfXg`Xi fW`j YfgW`]YXYbY`A U» bU`a Yb`i bX`?cbnYdhY
 ni `YffY]W`Ybž`X]Y`]b`XYb`YhnhYb`ϑ\`fYb`]a a Yf`k]YXYf`bYi
 Yj U`i]Yfh`i bX`Ub[YdUggh`k i fXYb"

I a `k Y]hYfZØ`fYbXY`ϕZcfa Uh]cbYb`cXYf`: fU[Yb`ni ` _`ÅfYbž
 _ØbbYb`6Øf[Yf`XYb`6Yn]f`_gghUXhfUh`DUhf]W_`GhY]b`cZZX]fY`_h
 _cbhU`_h]YfYb" `9f`]ghi bhYf`XYf`HY`Yzcbbi a a Yf`- \$&- - !&\$\$\$`cXYf
 dYf`9!A U]` `Ub`ghUXhfUh"ghY]b`cZZ4 VU!gn"VYf`]b"XY`YffY]W`VUf"

8YhU]`g	
C fh	@]W`hYfZY`XY`GØXž`6Yf`]bž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "[UnYhhY!VYf`]b"XY • k k k "i a k Y`hVi bXYgUa h"XY

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