

Ni _i bZh'XYg'HYa dY` \cZYf': Y`XYg. '6Øf[Yf X]g_i h]YfYb` ðXYb`i bX`9bhk ØfZY`

6Yf`]bYf'8]U`c[k Yf_ghUhh`Ua` 'HYa dY` \cZYf': Y`X.
Ni _i bZhj]g]cbYb`i bX`6Øf[YfVYhY`]] [i b[`j ca` '%&"'V]g`%' " † `]' & \$ &) "



< Ui dh\U`Y`XYg': `i [\ UZYbg`HYa dY` \cZž'6Yf`]bž
8Yi hgW\`UbX`!`5a` '%&"`i bX`%' " ` † `]' & \$ &) ` ZUbX`]b`XYf`< Ui dh\U`Y`
XYg`Y\Ya U`][Yb`:`i [\ UZYbg`HYa dY` \cZX]Y`Xf]hhY`8]U`c[k Yf_ghUhh
]a`FU\`a Yb`XYg`6YhY`]] [i b[gdfcnYggYg`ni f`Ni _i bZh'XYg
HYa dY` \cZYf': Y`XYg`ghUhh`' ð`X]YgYa` '?cbhYI h`df`ÄgYbh]YfhY
DfcZYggcf]b`8f`' ð]g`F Yi h\Yfž`X]Y`J cfg]hnYbXY`XYg`DfY]g[Yf]W\hgž
gYW`g`df`Äa`]]YfhY`9bhk ØfZYž`X]Y]a`Ni [Y`Y]bYg` ðXYb`k YhhVYk YfVg
Ybhk]W_Y`h`k`i fXYb`"8UVY`\UhhYb`X]Y`HY`]bY\`a YbXYb`X]Y
A Ö[`]W\`_Y]hž': fU[Yb`Ub`X]Y`GUW`dfY]gf]W`hYf`ni`ghY`Yb`i bX`]\fY
A Y]bi b[Yb`]b`?'Y]b[fi ddYb`ni f`k Y]hYfYb`; YghU`hi b[`XYg`8]U`c[g
ni`hY`]Yb`"

7 \f]gh]Ub`; UYV`Yfž`XYf`GYbUhc`f`ZØf`GhUXhYbhk]W`_i b[ž'6Ui Yb`i bX

K c\bYbžXUb_hY`XYb`VYhY`][hYb`6Øf[Yf]bbYb`i bX`6Øf[Yfb`ZØf
]\fYb`9]bgUhn`]b`X]YgYa`k`]W`h][Yb`DfcnYgg`N]Y`XYg
8]U`c[dfc[fUa`a`g`]gh`Ygž`X]Y`A`Ò[`]W`_Y]hYb`Y]bYf`VY\i hgUa`Yb
FUbXVYVUi`i`b[`XYg`HYa`dY`\cZYf`:`Y`XYg`ni`Yf`ØfhYfb`i`bX`X]Y
j`YfgW`]YXYbYb`Gh]a`a`Yb`XYf`GhUXhVYj`Ò`_Yfi`b[`ni` `ØfYb`"J`cf
X]YgYa`<`]bhYf[fi`bX`k`i`fXYb`&+) `DYfgcbYb`Ui`g`XYa
9]bk`c\bYfa`Y`XYfY[`]ghYf`ni`Z`À`][`Ui`g[Yk`À`h`ž`i`a` `Ub`XYb
;`Ygdf`ÀW`Yb`hY`]ni`bY`a`Yb`"8]Yg`Yfa`Ò[`]W`h`Y]bY`VfY]hY`HY`]\UVY
i`bX`gd]Y[Y`h`X]Y`J]Y`ZU`h`XYf`A`Y]bi`b[Yb`k`]XYf`"

F ØW_V`]W`_Ui`Z`XYb`8]U`c[dfcnYgg

8Yf`8]U`c[dfcnYgg`]gh`Y]bY`FYU`_h]cb`Ui`Z`XYb`J`c`_gYb`hgW`Y]X`j`cb
&\$%(ž`XYf`XUg`HYa`dY`\cZYf`:`Y`X`U`g`i`bVYVUi`hY`:``ÀW`Y`Yf`U`h`Yb
\Uh`GY]h`Yf`\Uh]g]W`_YXcW`XYf`?`cbhYI`hj`Yf`Àb`XYfh` `X]Y
ghY][YbXY`6Yj`Ò`_Yfi`b[ž`5bZcfXYfi`b[Yb`Ub`XYb`?`]a`UgW`i`hn
gck]Y`K`c\b`i`b[gbch`YfZcfXYfb`bYi`Y`5bg`ÀhnY`"K`]Y`XUg`bYI`i`g
=bgh]hi`h`Yf`_`Àfhž`]gh`Yg`XUg`Yf`_`ÀfhY`N]Y`ž`j`YfgW`]YXYbY
DYfgdY`_h]j`Yb`ni`Yf`ZUggYb`i`bX`b]W`h`bi`f`Ui`Z`Y]b`_J`c`XYf`B`Y]b`ni`f
FUbXVYVUi`i`b[`ni` `VYgW`f`Àb`_Yb`"8]Y`HYa`dY`\cZ`Dfc`Y`_h`:`a`V`<
\Uh`X]YgYg`=bgh]hi`h`VYUi`ZhFU[hž`XYb`8]U`c[dfcnYgg`ni
ghfi`_hi`f]YfYb`i`bX`Xi`fW`ni`ZØ`fYb`"

GY]h`XYa`5i`Zhu`_h]a` `ž` `]&\$&(`[UV`Yg`VYfY]hg`a`Y`fYfY`G]hni`b[Ybž
X]Y`dUfh]n]dUh]j`Y`5bg`ÀhnY`dfcdU[]YfYb`i`bX`Ui`W`X]Y`Gh]a`a`Yb`XYf
b`ÀW`ghYb`:`YbYfUh]cb`Y]bVYn]Y`Yb`"9a`dZY`\Yb`gk`Yfh]gh`X]Y
Yf[`ÀbnYbXY`6YhY`][i`b[`j`cb`?]bXYfb`i`bX`ž`[YbX`]W`Ybž`X]Y`]b
;`fi`ddYb`]\fY`=XYb`Y]bVf]b[Yb`_`ØbbYb`"8]Y`[YgUa`a`Y`hYb
J`cfgW`_À[Y`i`bX`9a`dZY`\`i`b[Yb`Z]Y`»`Yb`]b`X]Y
9b`hgW`Y]Xi`b[gdfcnYggY`XYf`GhUXhYb`hk`]W`_i`b[`Y]b`i`bX`V]`XYb`Y]bY
k`]W`h][Y`:`fi`bX`U[Y`ZØf`ni`_ØbZh][Y`9b`hgW`Y]Xi`b[Yb`"

2 ZZYbh`]W`Y`Df`ÀgYbhUh]cbYb`i`bX`k`Y]hYfY GW`f]hhY

8Ug`9bXYf[YVb]g`X]YgYg`8]U`c[dfcnYggYg`k`]fX`XYa`6Yf`]bYf
5V[YcfXbYhYb`Ui`g`j`cf[Y`Y[h`"9]bY`ØZZYbh`]W`Y`Df`ÀgYbhUh]cb`U`Yf`

K YhhVYk YfVgVY]hfÅ[Y`]ghZØf`GYdhYa VYf`&\$&) `[Yd`Ubhž`i a `U`Yb
 ðhYfYgg]YfhYb`X]Y`9f[YVb]ggY`ni [Åb[`]W`ni `a UWYb"8Yf
 ðYYbk YhhVYk YfV`gY`Vgh`YbXYhY`Ua `&%"`đ b]`&\$&) ži bX`X]Y
 9a dZY`i b[Yb`Ui g`XYf`nk Y]hYb`8]U`c[k Yf_ghUhh]a `GYdhYa VYf
 &\$&(`_ca a Yb`bi b`ni f`5bk YbXi b["

8]Y`:`Y`X_ccfX]bUh]cb`XYg`HYa dY`\cZYf`:`Y`XYgž`X]Y`Y]bY`nYbhfU`Y
 Fc`Y`]b`XYf`dUfh]n]dUh]j Yb`9bhk]W`i b[`gd]Y`hž`\Uh`YVYbZU`g
 j]Y`ZÅ`h][Y`5fVY]hYb`[Y`Y]ghYh`B`YVYb`XYf`Cf[Ub]gUh]cb`j`cb
 JYfUbghU`hi b[Yb`ni f`6Øf[YfVYhY]] [i b[`]bZcfa]Yfh`XYf`ðZc!
 DUj]`cbž`VYhf]YVYb`j`cb`XYf`]bhYf`i`Uf`[; a V<ž`X]Y`² ZZYbh]W`_Y]h
 ØVYf`Ui ZYbXY`Dfc`Y`_hY"8]Y`K`Yfh][_Y]hgghi X]Y`VY`Y[h`X]Y
 [Ygi bX`Y]h]W`Yb`J`cfhY]Y`XYg`HYa dY`\cZYf`:`Y`XYgž`XUg
 k ØW`Ybh]W`j`cb`Yhk U`%*\$`\$`\$`\$`A`YbgW`Yb`[Ybi hnh`k]fXž`k]Y`Ui W`
 Y]bY`6Ygi W`YfVYZfU[i b[`nY][h"

8]Y`bÅW`ghY`B`Yi k U`\`XYf`:`Y`X_ccfX]bUh]cb`Z]bXYh]a `C`_hcVYf
 &\$&) `ghUhhž`k cVY]`g]W`]bhYfYgg]YfhY`6Yf`]bYf]]bbYb`V]g`ni a `%"
 GYdhYa VYf`&\$&) `VYk YfVYb`_ØbbYb"8]YgY`B`Yi k U`\`Yb`g]bX`HY`
 Y]bYg`_cbh]bi]Yf`]W`Yb`9b[U[Ya Ybhg`ZØf`X]Y`K`Y]hYfYbhk]W`i b[
 i bX`XYb`9f`U`h`XYg`HYa dY`\cZYf`:`Y`XYg"8]Y`UbghY`YbXYb
 HYfa]bYž`XUfi bhYf`X]Y`?UbX]X]YfYbXYbj`cfghY`i b[`Ua `&) "
 GYdhYa VYf`&\$&) ž`V]YhYb`U`Yb`ðhYfYgg]YfhYb`X]Y`A`Ø[`]W`_Y]hž
 U_h]j`a]hni k]f`_Yb"

: Øf`k Y]hYfY`ðZcfa Uh]cbYb`ØVYf`X]Y`9bhk]W`i b[Yb`Ua
 HYa dY`\cZYf`:`Y`X`_Ubb`X]Y`K`YVgY]hY`hYa dY`\cZYf!
 ZY`X"VYf`]b"XY`_cbgi`h]Yfh`k YfXYb"

8YhU]`g	
C fh	<Ui dh\U`Y`XYg`:`i [\UZYbg`HYa dY`\cZž` 6Yf`]bž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • bYI i g]bgh]hi h"XY • hYa dY`\cZYf!ZY`X"VYf`]b"XY

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