

8 Yi hgW X Y `F Y]gYb. `Gca a Yf`&\$&) `Vcca h
hfc hn`ghY][YbXYf`? cghYb`°

8]Y`F Y]gYd`Ubi b[`XYf`8 Yi hgW X Yb`&\$&) `nY][h`HfYbX`ni
↳`UbXgfY]gYbž`ghY][YbXYb`? cghYb`i bX`k UW X gYbXYa
↳hYfYggY`Ub`': Yfbn]Y`Yb"



8 Yi hgW X `UbX`!`8Yf`F Y]gYj Yf_Y`f`]b`8 Yi hgW X `UbX`nY][h`g]W X`&\$&)
`YV\UZhž`k cVY]`XYf`Gca a Yf`bUW X`k]Y`j`cf`X]Y`<Ui dhfY]gYnY]h
V`Y]Vh"@Ui h`Y]bYf`U`_hi Y`Yb`5bU`mgY`d`Ubh`a Y`f`U`g`X]Y`<À`ZhY`XYf
VYZfU[h`Yb`? cbgi a YbhYbž`a]bXYghYbg`Y]bY`F Y]gY`]bg`Yi fcdÀ]gW X Y
5i g`UbX`cXYf`bUW X`BcfXUZf]_U`ni`i bhYfbY`a Yb`"6YgcbXYfg
VY`]YVh`g]bX`XUVY]`F Y]gYb`]b`X]Y`XYi hgW X Yb`A]hhY`[YV]f[Y`ZØf

K UbXYfb'i bX'K Y`bYgg'gck]Y'GhAXhYfY]gYb'bUWk'GhAXhYb'k]Y
<Ua Vi f['i bX'6Yf']b'i bX'6UXYi f'Ui VY'Ub'XYf'C gh!'i bX'BcfXgYY"
Hfchn'XYf'ghUV]'Yb'F Y]gYd`AbY'gU[Yb'bi f'%' + 'DfcnYbh'XYf
6YZfU[hYbž'XUgg'g]Y'&\$&) _Y]bY'F Y]gYb'd`UbYbž'k Å\fybX'YXY#
nk Y]hY'8Yi hgWXY'Y]bY'F Y]gY'ja'Y][YbYb'@UbX'ZØf'&\$&)]b
6YhfUWk'h'n]Y\h'fWUg\ "Wk Ł"

6YgcbXYfg'VYa Yf_Ybgk Yfh'YfgWXY]bh'X]Y'HYbXYbn'\]b'ni
: Yfbn]Y'Yb. 'Fi bX'g]YVYb'DfcnYbh'XYf'8Yi hgWXYb'd`UbYb'F Y]gYb
bUWk'5g]Ybž'ja'X]gWXYb'C nYUb'cXYf'C nYUb]Ybž'k Å\fybX'ZØbZ
DfcnYbh'XYb'Ua Yf]_Ub]gWXYb'?cbh]bYbh'U'g'F Y]gYn]Y'Ub[YVYb"
9]bgWk'Åhni b[Yb'Ui g'XYf'Hci f]ga i gk]fhgWk'UZh'XYi hYb'XUfUi Z'\]bž
XUgg'g]Wk'X]Y'J cf']YVYb'j cb'F Y]gYb'bUWk'5a Yf]_U'ni bY\ a YbX
F]Wk'hi b['5g]Yb'j YfgWk]YVYb" X]g[YgUa h'YffY]Wk'Yb'X]Y
F Y]gYZfYei YbnYb'XUg'J cf!7cfcbU!B]j YUi 'j cb'*%'DfcnYbh'i bX
nY][Yb'Y]bYb'5bgh]Y['i a'XfY]'DfcnYb'hd i b_hY'ja'J Yf['Y]Wk'ni a
J cf'U\ f'fGh]Zhi b['ZØf'Ni _i bZhgzfU[Yb Ł"

:]bUbnYb'i bX'F Y]gYj Yf\ U'hYb

8]Y'Xi fWk'gWk'b]hh]Wk'Yb'i f'Ui VgUi g[UVYb'\UVYb'a]h'%) ' , '9i fc
dfc'DYfgcb'Y]bYb'bYi Yb'< ØWk'ghghUbX'YffY]Wk'hž'k Ug]b'5bVYhfUWk'h
ghY][YbXYf'?cghYb'Ui ZY]b'VYk i gghYfYg'F Y]gYj Yf\ U'hYb'\]bk Y]gh"
6YgcbXYfg'Ui ZÅ`]['g]bX'X]Y['Ygh]Y[YbYb'HU[Yg_cghYbž'X]Y'i a' %
DfcnYbh'[Ygh]Y[Yb'g]bXž']bgVYgcbXYfY']b'VY'YVhYb'F Y]gY'ÅbXYfb
k]Y'GdUb]Yb"K Å\fybX'8Yi hgWk'UbX'a]h'Y]bYa' A Uf_hUbhY]'j cb
' + 'DfcnYbh'k Y]hYf\]b'XUg'VY'YVhYghY'F Y]gYn]Y'V'Y]Vhž']gh'Y]b
F ØW_ [Ub['j cb'ØVYf'XfY]'DfcnYb'hd i b_hYb']b'G]Wk'hž'k cVY]'GdUb]Yb
U'g'XUg'VY'YVhYghY'Yi fcdÅ]gWk'Y'N]Y'Ui Zhf]hh" 'G_UbX]bUj]Yb'\ Uh
Yfgha U'g'XYb'Xf]hhYb'D'Uhn'YffY]Wk'hž'k Å\fybX'HØf_Y]i bX
; f]YWk'Yb'UbX'A Uf_hUbhY]Y'j Yf'cfYb'\UVYb"

8]Y'8UhYb'nY][Yb'Ui Wk'XYi h]Wk'Y'i bhYfgWk]YXY'ja'F Y]gYj Yf\ U'hYb
'Y'bUWk'9]b_ca a Ybg[fi ddY"6Y]; Yf]b[]YfX]YbYbXYb'a]h'Y]bYa
9]b_ca a Yb'j cb'i bhYf'%) \$\$'9i fc'ja' A cbUh'Y]Y[h'X]Y
F Y]gYZfYei Ybn'VY]'i bhYf" ' 'DfcnYbh'"a ; Y[YbgUhn'XUni
j YffY]gYb' , ' 'DfcnYbh'XYf'6YggYfj YfX]YbYbXYbž'X]Y'a Y\ f'U'g
) "\$\$\$'9i fc'j YfX]YbYb": Ua]]Yb'i bX_]bXYf'cgY'DUUFY'nY][Yb'Y]bY

\c\Y'F Y]gYk]`][_Y]hž'k Å\fybX'G]b[`Yg'gY'hYbYf'fY]gYb"8]Y
 Xi fW\gW\ b]h]W\Y'F Y]gYXUi Yf'ja ' ð! 'i bX'5i g`UbX`nY][h'YVYbZU`g
 j Uf]]YfYbXY`HfYbXg/'k Å\fybX'X]Y'j b`ÅbX]gW\Yb'5i ZYbh\U`hY`Åb[Yf
 k YfXYbžj Yff]b[Yfh'g]W\`X]Y'8Ui Yf'XYf'5i g`UbXgfY]gYb'i a `Yhk U
 Y]bYb`HU[žj cf`U`Ya `ja `: YfbfY]gYVYfY]W\`fGh]Zhi b[`ZØf
 Ni _i bZhgzfU[YbŁ"

5i gV`]W_`Ui Z'ni _ØbZh][Y'F Y]gYb

A]h'XYf'j cfUi gg]W\h]W\Yb'9f\Ø\i b[`XYf'f`f`Ui VgfY]gYb'ja ` ð`UbXž
 X]Y`Yhk U`&\$ \$`9i fc `[Øbgh][Yf'g]bX`U`g`ja `Yi fcdÅ]gW\Yb'5i g`UbXž
 ghY`h'8Yi hgW\`UbX`U`g`F Y]gY`UbX`k Y]hYf\]b`\cW\`ja `?i fg": Ugh
 nk Y]8f]hY`XYf'8Yi hgW\Yb`d`UbYb`VYfY]hg`]\fY`bÅW\ghY`F Y]gYž
 i bX`bi f`_bUdd`YXYf'J]YfhY`\Å`hY]bY`F Y]gY`ZØf`&\$&(`b]W\h'ZØf
 YfZcfXYf`W\`8Yf`HfYbX`ni `Ui g`ÅbX]gW\Yb': Yf]Ybn]Y`Yb`gYhnh'g]W\
 Zcfhž'k cVY]`XYf': c_i g`Ui Z: YfbfY]gYb`gdØfVUf'ni b]a a hž'hfch
 [Ygh]Y[YbYf': `i [_cghYb"8]Yg`XYi hYh'Ui Z`Y]b`k UW\gYbXYg
 ðhYfYggY`Ub`j]bhYfbUh]cbU`Yb`5VYbhYi Yfbž`]bgVYgcbXYfY`bUW\
 5g]Ybž`\]b`fWUg\`W\ Ł"

8YhU]`g	
Cfh	8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "WUg\`W\ • k k k "gh]Zhi b[Zi Yfni _i bZhgzfU[Yb "XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY