

8]Y`K U\ f\Y]h\]bhYf`XYf` / , \$' - /Dccd
7fi]gY/ , \$' - / .`8c_i `Ybh\Ø`h
XfUa Uh]gW\Y`GW]W_gU`Y`°

8]Y`8c_i a YbhUh]cb` HfU]bk fYW_ .`Dccd`7fi]gY `Ui ZBYhZ]I
VY`Yi W\hYh`X]Y`a]ggfUhYbY`?fYi nZU\fh`XYf`7Ufb]j U`Hf]i a d\
&\$%' "



A cV]`YŽ`5`UVUa UŽ`I G5`!`8]Y` ; YgW\W\hY`XYg`XYgUghfØgYb
?fYi nZU\fhj cfZU`g`a]h`XYf` 7Ufb]j U`Hf]i a d\
]a `†\f`&\$%'`k]fX
VU`X`Ui ZBYhZ]I]b`XYf`8c_i ` HfU]bk fYW_ .`Dccd`7fi]gY `bYi
VY`Yi W\hYh`5a `&(`"† b] &\$&) `ghfU\`h`XYf`GhfYUa]b[X]Ybgh`Y]bY
9d]gcXY`Ui gž`X]Y`g]W`a]h`XYb`gW`fYW_]W`Yb`9fZU\fi b[]b`j`cb
DUggU[]YfYb`i bX`7fYk`a]h[`]YXYfb`Ub`6cfX`Ui gY]bUbXYfgYhnh`8]Y
i fgd fØb[`]W`Y`?fYi nZU\fh`ghUfhYhY`Ua `+`": YVfi Uf`&\$%'`]b
; U] Yghcbž`HYI Ugž`a]h` "%(`DUggU[]YfYb`i bX`%`\$, *`7fYk`!
A]h[`]YXYfb`i bX`gc`hY`i fgd fØb[`]W`Y]bY`j]YfhÅ[] [Y`FY]gY`bUW
Dfc[fYgcž`A YI]_cž`gY]bž`X]Y`Ua `%%`": YVfi Uf`YbXYb`gc`hY`"

8cW`Ua`%\$":YVfiUf`VfUW`Y]b`YiYf`ja`A UgW]bYbfUi a`XYg
?fYi nZU\fhgW]ZZYg`Ui gž`XUg`Xi fW`Y]bY`i bX]W`hY`HfY]VghcZZY]hi b[
j Yfi fgUW`h`k i fXY"8]YgYf`J cfZU`ZØ\fhY`XUni ž`XUgg`j]Yf`j cb
gYW`g`A chcfYb`Ui gZ]Y`Yb`i bX`XUg`GW]ZZ`a UbØj`f]Yfi bZÅ\][`k i fXY"
K Å\fybX`X]Y`Ui hca`Uh]gW`Y`@ØgW`Ub`U[Y`XYb`6fUbX`gW`bY`i bhYf
?cbhfc`Y`VfUW`hY`ž`hf]YVYb`X]Y`DUggU[]YfY`]b`Y]bYa`5`VhfUi a`ž`XYf
Xi fW`j`YfghcdZhY`Hc]`YhhYb`i bX`Y]bYb`i bYfhfÅ[`]W`Yb`i; YghUb_
[YdfÅ[`h`k`Uf"

GW`fYW`_]W`Y`6YX]b[i b[Yb`Ui Z`GYY

8]Y`m[]Yb]gW`Yb`Ni ghÅbXY`Ub`6cfX`j YfgW`YW`hYfhYb`g]W`]b
fUgUbhYa`HYa`dc"5V`k Uggyf`ghUbX`]b`XYb`i; Åb[Yb`i bX`X]Y
DUggU[]YfY`a`i gghYb`hY]`k Y]gY`ja`i: fY]Yb`i bhYf`dfcj]gcf]gW`Yb
NY`hYb`gW`UZybž`XU`Yg`Ub`6cfX`_Y]b`[Y`_cW`hYg`9ggYb`[UV"8 Ug
GW]ZZ`k i fXY`VU`X`U`g` Dcc`d`7fi]gY`VYnY]W`bYhž`Y]b`BUa`Yž`XYf
XYb`Yf`]hhYbYb`9bhVY\fi b[Yb`XYf`FY]gYbXYb`[YfYW`h`k i fXY"8]Y
FYYXYfY]`7Ufb]j U`7fi]gY`@]bYg`gU\`g]W`]bZc`[YXYggYb`gW`UfZYf
?f]h]_`i bX`Y]bYf`K`Y`Y`j`cb`?`U[Yb`j`cb`DUggU[]YfYb`[Y[YbØVYfž
X]Y`9bhgW`ÅX][i b[Yb`ZcfXYfhYbž`X]Y`ØVYf`X]Y`Ub[YVchYbYb
FØW`YfghUhi b[Yb`i bX`_cghYb`cgYb`?fYi nZU\fhYb`]\]bUi g[Y`Yb"

8]Y`FYhi b[gU`_]cb`ZØf`XUg`ghfUbXY`GW]ZZ`V`VY[Ubb`Yfgh`Ua`%(" :
YVfiUfž`U`g`XUg`GW]ZZ`gW`]Y»`]W`]b`A`cV]`Yž`5`UVUa`Už`Ub`Y[Yb
_cbbhY"K`Å\fybX`XYf`FYdUfUhi`fYb`ja`i<UZyb`_Ua`Yg`ni`XYa`ni
Y]bYa`k`Y]hYfYb`i b[`ØW`ž`U`g`XUg`GW]ZZ]`cb`GhUf`_k`]bXYb
`cg[Yf]ggYb`k i fXY`i bX`]a`5bgW`i`gg`a`Y\fyfY`UbXYfY`GW]ZZY
VYgW`ÅX][`hY" `HfU[]gW`Yfk`Y]gY`_Ua`Y]b`A`]hUfVY]hYf`j`cb`659
GmghYa`g`VY]`X]YgYf`?`c`]g]cb`a`]h`Y]bYa`i<UZybd]Yf`i`a`g`@YVYb"

8Yf`6`]W`_ni fØW`_i bX`X]Y`dYfgØb`]W`Y DYfgdY`_h]j`Y

8]Y`ni`f`[`Y]W`Yb`NY]h`ghUhhZ]bXYbXYb`B`cha`U»`bU\`a`Yb`j`cb
7Ufb]j`U`ž`X]Y`UbXYfY`GW]ZZY`YbhgUbXhYbž`i`a`@YVYbga`]hhY`ž
K`UggYf`i`bX`a`YX]n]b]gW`Y`<`]ZY`ni`Vf]b[Ybž`k`i`fXYb`]b`XYb
A`YX]Yb`]bhYbg]j`j`YfZc`[`h"8]Y`bYi`Y`9d]gcXY`XYf`B`YhZ]I`!

8c_i a YbhUh]cb`k]fX`g]W`YXcW`b]W`h`bi`f`Ui`Z`X]YgY
 A YX]YbVYf]W`hYfghUhi`b[`c`bnYbhf]YfYb`/g]Y`k`j`X]Y`dYfgOb`]W`Yb
 ; YgW]W`hYb`i`bX`9fZU`fi`b[Yb`XYf`DUggU[]YfY`i`bX`XYf`7fYk`]b
 XYb`J`cfXYf[fi`bX`fØW`Yb`"BYhZ]l`VYhc`bž`XUgg`Yg`VY]`XYf`8c_i
 XUfi`a`i`[Y`hž`XYb`A`YbgW`Yb`Y]b`; Yg]W`h`ni`[YVYbž`X]Y]b`X]YgYf
 hfUi`a`Uh]gW`Yb`G]hi`Uh]cb`[YZUb[Yb`k`UfYb`"

8]Y`7Ufb]j`U`Hf]i`a`d\`ž`X]Y`gY]h`%-`-`-`]b`6Yhf]YV`k`Ufž`k`i`fXY
 &\$%-`i`a`ZUggYbX`fYbcj`]Yfhi`bX`Yf\]Y`h`XYb`bYi`Yb`BUa`Yb
 7Ufb]j`U`Gi`bf]gY`"8]Y`XfUa`Uh]gW`Yb`9fY][`b]ggYž`X]Y`g]W`
 k`À`fYbX`X]YgYf`?fYi`nZU`fh`UVgd]Y`hYbž`UggYb`YXcW`X]Y
 fYW`h]W`Yb`5i`gY]bUbXYfgYhni`b[Yb`i`bX`XYb`GW`UhhYb`ØVYf`XYf
 F`YYXYfY]b]W`h`j`YfV`UggYb`"8Yf`F`YW`hgghfY]h]gh`bUW`k`]Y`j`cf
 b]W`h`UV[YgW`cggYbž`k`À`fYbX`g]W`X`Yf`6`]W`_`Ui`Z`X]Y
 i`bYfZfYi`]W`Y`9d]gcXY`XYf`?fYi`nZU`fh`]ghc`f]Y`k`Y]hYf\]b`]b`XUg
 ÖZYb`h]W`Y`6Yk`i`ggghY]b`Y]b[fUj`]Yfh`"

: Øf`X]Y`Yb][`Ybž`X]Y`X]Y`[YgUa`hY`; YgW]W`hY`\]bhYf`XYf`]bZUa`ci`g
 Dccd`7fi`]gY`YfZU`fYb`a`ØW`hYbž`j`Yfgdf]W`h`X]Y`8c_i`Y]bY
 h]YZfY`9]bg]W`h`Ui`Z`XYb`a`YbgW`]W`Yb`5gdY`_`h`YbYf`W`Uch]gW`Yb
 HU[Y`"

8YhU]`g	
C`fh	A`cV]`Yž`5`UVUa`Už`I`G5
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"j`cXUŽ`cbY`XY • Wfi`]gYcj`Yf`cUX`WŁ`a

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