

æg\ '5``Yb`i bX`X]Y`6i ZZU`c`6]`g. '5i ZVfi Wk
]b`Y]bY`bYi Y` : cchVU``!ÿfU°

8]Y`6i ZZU`c`6]`g`ZY]Yfb`i]f`\\]ghcf]gWkYg`YfghYg`B: @
D`UmcZZgd]Y``Ua` '&' "\$) "&\$&) ž [Y`Y]hYhj`cb`E`i`UfhYfVUW`_`æg\
5``Yb`"



6i ZZU`c`ž`i`G5`!`8]Y`6i ZZU`c`6]`g`VYZ]bXYb`g]Wk`Ui`ZXYa`K`Y`[`]b
X]Y`B: @D`UmcZZg`i`bX`Yf`YVYb`XUa`]h`Y]bYb`\\]ghcf]gWkYb`A`ca`Ybh`]b
]`fYf`J`YfY]bg[`YgWk`]Wk`hY`"8]YgYg`9fY][`b]g`]gh`XUg`9f[`YVb]g
`U`fY`Ub[`Yf`\\UfhYf`5fVY]h`i`bX`nY][`h`X]Y`K`]XYfghUbXgZÅ\\][`_Y]h`XYf
: fUbWk`]gY`"i`bhYf`XYf` : Ø`fi`b[`]`fYg`E`i`UfhYfVUW`_`g`æg\
5``Yb`\\Uh
XUg`HYUa`Y`]bYb`VYa`Yf`_Ybgk`YfhYb`5i`Zgh]Y[`YfZU`fYbž`XYf`[`Ubn
6i ZZU`c`a`]h`<c`Zbi`b[`YfZØ`h`"

æg\ '5``Yb`\\Uh`b]Wk`h`bi`f`X]Y`c`ZYbg]j`Y`GhfUHy`[`]Y`XYf`6]`g`[`YdfÅ[`hž
gcbXYfb`Ui`Wk`Y`]bY`dcg]hj`Y`HYUa`_`i`hi`f`[`YZØfXYfh`"GY]bY
dYfgØb`]Wk`Y`i`bX`VYfi`Z]Wk`Y`9bhk`]W`_`i`b[`X]Ybh`U`g`ægd]fUh]cb`ZØf
X]Y`[`YgUa`hY`A`UbbgWk`UZž`i`bX`X]Y`V]g`Yf][`Yb`@]ghi`b[`Yb`]b
X]YgYf`GU]gcb`\\UVYb`X]Y`6]`g`]b`X]Y`D`UmcZZI`?`cb`_`i`ffYbn

_UhUdi`h]Yfh"A]hY]bYa`ghUf_a`chj]YfhYb`HYUa`j`cf`5i`[`Yb`g]bX
X]Y`6]`g`bi`b`a`Y`f`U`g`VYfY]hZ`X]Y`<`YfUi`gZc`fXYfi`b`[`Yb`XYf`D`Umc`Zg
Ubni`bY`a`Yb`i`bX`]`fYb`9fZc`[`U`g`6Y`[`]bb`Y]bYf`bYi`Yb`Y`fU`XYg
6]`g!`cchVU`g`ni`XYa`cbghf]YfYb"

6YY]bXfi`W_YbXY`@Y]ghi`b`[`Yb`j`cb`x`g`\`5``Yb

5``Yb`\Uh`g]W`_]b`XYb`Y`hnhYb`Gd]Y`Yb`U`g`\YfUi`gfU[`YbXYf`Gd]Y`Yf
[`YnY][`h`" `b`Y]bYa`Y`bhgW`Y]XYbXYb`A`UhW`[`Y[`Yb`X]Y`8`c`d`\]bg
Yfn]Y`hY`Yf`a`]hY]bYa`(`(!MfX!;`U]b`X]Y`%`!MfX!@]b]Y`XYg
;`Y[`bYfg`i`bX`ZUbX`h][`h`YbX`8`Uk`gcb`?`bcI`]b`XYf`9bXncbY`ZØf
Y]bYb`)!MfX!Hci`W`Xck`b``8]YgYf`Gd]Y`ni`[`VfUW`hY`X]Y`6]`g`Ui`Z
nk`Y]Di`b`_hY`Ub`X]Y`8`c`d`\]bg`\YfUb`i`bX`gY`hnhY`Y]bYb`k`]W`h][`Yb
Di`b`_h]b`XYf`Y`hnhYb`Gd]Y`d`UgY`ž`U`g`5``Yb`Y]bY`YfZc`[`fY]W`Y`Hk`c!
Dc]bh!`7`cbj`Yfg]cb`Xi`fW`ZØ`f`hY`ž`X]Y`Xi`fW`gY]bY`5`h`\`Yh]_
Yfa`Ø[`]W`h`k`i`fXY"

9g[`UV`_i`fnnY]h][`Nk`Y]ZY`ž`cV`Yf`X]Y`9bXncbY`j`cf`Y]bYa`i`a`V`Y
YffY]W`h`\`UhY``9]b`J`]XYcVYk`Y]g`VYgh`h][`hY`Y`Xc`W`ž`XUgg`5``Yb
ØVYf`a`Y`fYfY`Gd]Y`Yf`gdfUb[`i`bX`XYb`6U``[`YfUXY`bc`W`ØVYf`X]Y
@]b]Y`VfUW`hY```W`k`i`gghY`gc`Zc`fhž`XUgg`X]Y`7`cbj`Yfg]cb`[`i`h`k`Ufž
Yf`_`ÀfhY`5``Yb`bUW`XYa`Gd]Y`"

8]Y`VYY]bXfi`W_YbXYb`GhUh]gh]_Yb`XYg`Gd]Y`g`gdfYW`Yb`ZØf`g]W`.
5``Yb`k`Uf`XYf`ZØ`fYbXY`F`i`g`Yf`XYg`HYUa`gž`Yfn]Y`hY`i`\$(`DUgg]b[
MfXg`i`bX`j`]Yf`Hci`W`Xck`bg``8`Ua`]h`a`UW`hY`Yf`gY]b`Xf]hYg`Gd]Y`
ØVYf```\$\$`MfXg`DUgg]b[`i`bX`+)`MfXg`F`i`g`\]b[`]b`gY]bYf`?`Uff]YfYž
Y]bY`@]ghi`b[`ž`X]Y`bi`f`nk`Y]`UbXYfYb`Gd]Y`Yfbž`A`]W`UY``J]W`_i`bX
F`i`ggY``K`]`gcbž]b`XYb`YfghYb`ZØb`Z`GU]gcbg[`Y`i`b[`Yb`]gh`A`]h
gY]bYa`%`+`%``?`Uff]YfYhci`W`Xck`b`ghY`h`Yf`ni`XYa`Y]bYb`k`Y]hYfYb
F`Y`_cfX`Ui`Z`i`bX`]gh`bi`b`a`]h`8`Ub`A`Uf]bc`ZØf`X]Y`a`Y]ghYb
Hci`W`Xck`bg`]b`XYb`YfghYb`ZØb`Z`GU]gcbg[`]Y]W`[`Ync[`Yb"

8]Y`i`Y`a`Y]bgW`UZh`j`cb`6i`ZZU`c`ghY`\`h`\]bhYf
XYa`HYUa

8]Y`D`Umc`ZIF`Y]gY`XYf`6]`g`\`Uh`b]W`h`bi`f`XUg`HYUa`ž`gcbXYfb`Ui`W`

X]Y'; Ya Y]bgW\UZh'i]b'6i ZZU`c`j`YfY]bh"8]Y'i bYfgW\ØhhYf`]W\Y
 I bhYfghØhni b[`XYf`GhUXh`ZØf`]\f`HYUa `]ghi bØVYfgY\VUf"8]Y': Ub
 \UVYb`g]W`a`cV]`g]Yfh'i bX`nY][Yb`Y]bXfØW`_]W`ž`XUgg`g]Y` \]bhYf
 XYb`6]`g`ghY`Yb"8]YgYf`D`UmcZZ]5i Zhf]hh`]gh`b]W`h`bi`f`Y]bY
 gdcfh]W`Y`<YfUi`gZcfXYfi b[ž`gcbXYfb`Ui`W`Y]b`NYi` [b]g`ZØf`X]Y
 \UfhY`5fVY]h'i bX`XYb'; `Ui`VYb`U`Yfž`X]Y`a`]h`XYf': fUbW`]gY
 j`YfVi`bXYb`g]bX" `A`]h`æ`g` \ `5`Yb`Ub`XYf`Gd]hnY`g]bX`X]Y`6]`g`VYfY]hž
]b`XYf`B: @; YgW`]W`hY`Y]bYb`V`Y]VYbXYb`9]bXfi`W`_`ni
 \]bhYf`UggYb"

Æg[YgUa`h`Äggh`g]W`gU[Ybž`XUgg`X]Y`6i`ZZU`c`6]`g`Ui`ZY]bYa
 j`]Y`j`YfgdfYW`YbXYb`K`Y[`g]bXž`]\fY'; YgW`]W`hY`bYi`ni`gW`fY]VYb"
 8Yf`\]ghcf]gW`Y`D`UmcZZ]9]bhf]hh`_ØbbhY`U`g`K`YbXYdi`b`_h`ž`b[]YfYbž
 XYf`XUg`DchYbn]U`\Uhž`X]Y`Ub[Zf]gh][Y`9fZc`[gV]`Ub`n`XYg`HYUa`g
 k`YgYbh`]W`ni`VYY]bZi`ggYb"

: Øf`XYhU]`YfhY`ÆZcfa`Uh]cbYb`ØVYf`X]Y`VYY]bXfi`W`_YbXYb
 @Y]ghi b[Yb`j`cb`æ`g` \ `5`Yb`i`bX`X]Y`D`UmcZZ]æi`fbYm`XYf`6]`gž`YgYb
 G]Y`a`Y`f`Ui`Z`a`c`h`c`f`W`h`W`Y`g`d`c`f`h`g`"b`Y`h`i`bX`Vi`ZZU`c`V]`g`"W`æ`a`"

8YhU]`g	
Cfh	6i ZZU`c`ž] G5
Ei Y`Yb	<ul style="list-style-type: none"> • a`c`h`c`f`W`h`W`Y`g`d`c`f`h`g`"b`Y`h` • k`k`k`"Vi`ZZU`c`V]`g`"W`æ`a`

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