

GWk Y]n`&\$&) . `@i | i g!l f`Ui V`a]h
j YfghYW_hYb `; Y\Y]a h]ddg`ZØf`GdUfZØWk gY°

9bhXYW_Yb`G]Y`X]Y`gWk ØbghYb`F Y]gYn]Y`Y`]b`XYf`GWk Y]n
&\$&) ž]b`_i`g]j`Y`H]ddg`ZØf`5_h]j`]hÅhYbž?`cghYb`i`bX`_i`hi`fY`Y`
<][`\\`][`\\hg"



GWk Y]n`!`8]Y`GWk Y]n`[]`h`U`g`Y]b`Yl`_i`g]j`Yg`F Y]gYn]Y`]b
9i`fcdUžXUg`6Ygi`Wk Yf`a`]h`[`Ug`_UfYb`GYbž`a`U`Ygh`h]gWk Yb
6Yf[Yb`i`bX`Wk Ufa`UbhYb`Gh`Å`hYb`Ubn]Y`h`8]YgY`k`i`bXYfgWk ØbY
@UbXgWk UZhik`]fX`VYgcbXYfg`]a``ſ\`f`&\$&) `]b`XYb`:`c`_i`g`[`YfØW_hž
XU`gck`c`\\`XYf`9i`fcj`]g]cb`Gcb[`7cbhYgh`U`g`Ui`Wk`X]Y`:`i`»`VU`!`9A
]b`XYf`GWk Y]n`ghUhhZ]bXYb`k`YfXYbž`k`Ug`ZØf`F Y]gYbXY`Y]bYb
ni`g`Å`h`]Wk Yb`5b`fY]n`XUfghY`hž`XUg`@UbX`ni`VYgi`Wk Yb`" `#`XYf
GWk Y]n`k`UfhYb`nU`fY]Wk Y`5_h]j`]hÅhYbž`X]Y`j`cb`K`UbXYfb`ØVYf
K`Y`b`Ygg`V]g`\\`b`ni`K`]bhYfgdc`fh`fY]Wk Ybž`XUfUi`ZYbhXYW_h`ni
k`YfXYb`"

8cWk`l`f`Ui`V`]b`XYf`GWk Y]n`\\Uh`gY]bYb`DfY]g`"8]Y`\\c`\\Yb
@YVYbg`\\U`hi`b`[`g`_cghYbž`X]Y`Yfgh`_Ugg][`Y`a`YX]n]b]gWk Y`J`Yfgcf`[`i`b`[
i`bX`Y]b`\\c`Wk Yfh][`Yf`²`DBJ`hfU`[`Yb`XUni`VY]ž`XUgg`Y]bY`F Y]gY

_cghgd]Y`][`k YfXYb`_Ubb" GWÅhni b[Yb`nY][YbžXUgg`X]Y
@YVYbg\U`hi b[g_cghYb`ZØf`nk Y]`DYfgcbYb`c\bY`K c\b_cghYb`VY]
Yhk U`&"(+- ž+` `l G8`dfc`A cbUh`Y][Ybž`k Å\fybX`Y]bY`Y]bZUWXY
A U\`nY]h`]b`Y]bYa` `dfY]gk YfhYb`FYghUi fUbh`fi bX`&) ž* - ` ` _cghYb
Ubb"9]b`6Ygi WÅ`]b`Y]bYa` `a]hhY``Ugg][Yb`FYghUi fUbh`ZØf`nk Y]
DYfgcbYb`_Ubb`V]g`ni`%\$- ž`&` ` _cghYbž`k Ug`Hci f]ghYb`j`cf
<YfUi gZcFXfYfi b[Yb`ghY`hž`k Ybb`g]Y`]\f`6i X[Yh`d`UbYb`a` ÒW hYb"

F Y]gYd`Ubi b[`i bX`H]ddg

F Y]gYbXYž`X]Y`X]Y`GWÅk Y]n`VYgi WÅYbž`gc`hYb`Y]b][Y`k]WÅh][Y
5gdY`_hY`VYUWÅhYb`"8Yf`GWÅk Y]nYf`fUb`_Yb`f7<: Ł`]gh`X]Y`cZZ]n]Y`Y
K Å\fi b[ži bX`X]Y`?UfhYbnU\`i b[`]gh`ZUgh`ØVYfU`a` Ò[`]WÅ"9! !
6Øf[Yf.]bbYb`_ØbbYb`[Ubn`i b_ca`d`n]Yfh`a`]h`Y]bYa
DYfgcbU`Ui`gk Y]g`Y]bFY]gYbž`XU`Yg`_Y]bY`fYbn_cbhfc`Yb`[]Vh"8]Y
GWÅk Y]n`j YfZØ[h`ØVYf`Y]bY`Yfj`c ffU[YbX`cf[Ub]g]YfhY
J Yf`_Y\fg]bZfUghfi`_hi`fž`U`YfX]b[g`]gh`VY]`XYf`D`Ubi b[`j`cb`FY]gYb
ni`Ui`hcZFY]Yb`C`fhYbž`k]Y`NYfa`Uhhž`VYgcbXYfY`5i`Za`Yf`gUa`_Y]h
YfZcfXYf`WÅ"Ni`XYa`k]fX`DØb`_h]WÅ`_Y]h`i bX`< ÒZ]WÅ`_Y]h`a`@UbX
[fc» [YgWÅf]YVYbž`i bX`Y]b[Yk]ggYg`l`a`k Y`hVYk`i`gghgY]b`k]fX
Yfk UfhYh"

: Øf`X]Y`Yb][Ybž`X]Y`?cghYb`gdUfYb`a` ÒW hYbž`[]Vh`Yg`d`fU`_h]gWÅY
C dh]cbYb`k]Y`X]Y`GWÅk Y]n`HfUj`Y`DUgg`cXYf`X]Y`< U`VhUI`!`?UfhYž`X]Y
VY]`XYf`Bi`hni b[`ÒZZYb`h]WÅYf`J Yf`_Y\fga`]hhY`Yf`YV`WÅY
9fgdUfb]ggY`a`]h]g]WÅ`Vf]b[Yb`_ØbbYb`"8]Y`GWÅ`Øb`Y]hYb`XYf`BUhi`fž
k]Y`X]Y`VYfØ`a`hY`?UdY`VfØW`_Y]b`@`nYfb`cXYf`XYf
<Ua`a`YhgWÅk`UbX!@]Zhž`XYf`UhYa`VYfUi`VYbXY`5i`gV`]W`_Y`Ui`Z`XYb
J]Yfk`U`XghÅ`hYfgYY`V]YhYhž`g]bX`b]WÅ`h`bi`f`VY`]YVhY`:`chca`ch]j`Yž
gcbXYfb`Ui`WÅ`Y]bZUWÅ`YffY]WÅ`VUf"

9]b`6`]W`_`Ui`Z`X]Y`?`cghYb

- @YVYbg\U`hi b[g_cghYb`ZØf`nk Y]`DYfgcbYb`fb`\bY`K c\b_cghYbŁ`&"(+- ž+` `l G8`dfc`A cbUh`Y]
- DfY]gk YfhYg`FYghUi fUbh`&) ž* - ` ` _cghYb`_Ubb"9]b`6Ygi WÅ`]b`Y]bYa` `a]hhY`_`Ugg][Yg`FYghUi fUbh`fi`f`; Yf]WÅ`hY`ZØf`&`DYfgcbYbŁ`%\$- ž`&`

- A WÅ YbØ'A W8cbU`X g. `%) ž \$`
- <Ui g[Ya UW hYg'6]Yf'f\$ž) ``Ł'+ž*)`
- 7cWU!7c`U'f\$ž' ``Ł' (ž \$`

8]Y`GWÅk Y]n`V]YhYh'ni XYa `Y]b`\\Yfj cffU[YbXYg'ÖZZYbh]WÅYg
 JYf_Y`fggmghYa `a]h'NØ[Ybž'6i ggYb`i bX`HfUa gžX]Y`dØb_h]WÅž
 gUi VYf'i bX`_ca Zc fhUVY`g]bX"9]bY'a cbUh]WÅY': U`f_UfhY`_cghYh
 Yhk U', %ž-, ` ži bX`XUg`HUI]ZU`fYb`gWÅ`À[h'a]h'(ž%) ` `dfc
 ?]`ca YhYf'ni `6i WÅY"6Y]XYb`A]Yhd'fY]gYb'a i gg'a Ub'a]h'?cghYb
 j cb`W]fWU`%)) (ž - ` `ZØf`Y]bY`%N]a a Yf!K c`bi b[`]a
 GhUXhnYbhfi a `fYWÅbYb"

8]Y': YgUa h_cghYb`gd]Y[Y`b`X]Y`\\c`\\Y`@YVYbgei U`]hÅhi bX`X]Y
 Ui g[YnY]WÅbYhY'; Ygi bX`\\Y]hgj Yfgcf[i b[`k]XYfž`X]Y`XUg`@UbX
 V]YhYh"Å]h`Y]bYf'6Yj Ò`_Yfi b[`j cb`fi bX`+ž) `A]`]cbYb`Ui ZY]bYf
 : `ÅWÅY`j cb`ØVYf'(`%`\$`\$`\$`E i UXfUh_]`ca YhYfb`\\Uh`X]Y`GWÅk Y]n`Y]bY
 VYY]bXfi W_YbXY`K]fhgWÅUZh`g`Y]ghi b[ž`X]Y`g]Y`ni f`%- "[fÖ» hYb
 Jc`_gk]fhgWÅUZh`XYf`K Y`h'a UWÅh"8 Ug`Dfc!`?cdZl6`Ð`]Y[h`VY]
 ,) "&' - `! G!8c`Ufž`k Ug`X]Y`Z]bUbN]Y`Y`GhUV]`]hÅh`XYg`@UbXYg
 i bhYfghfY]WÅh"

8]Y`\\c`\\Y`@YVYbgei U`]hÅhž`X]Y`ghfYb[Yb`l a k Y`hj cfgWÅf]ZhYb`i bX
 X]Y`\\YfUi gfU[YbXY`6]`Xi b[`g]bX`bi f`Y]b][Y`XYf`k Y]hYfYb`; fØbXYž
 k Ufi a `X]Y`GWÅk Y]n`Y]b`VYj cfni [hYg`F Y]gYn]Y`]gh" `b`XYb
 bÅWÅghYb`\\U`fYb`k]fX`g]WÅ`XUg`@UbX`ni gÅhn`]WÅ`a]h`VYXYi hYbXYb
]bhYfbUh]cbU`Yb`J YfUbghU`hi b[Yb`k Y]hYf`dfcZ]`YfYb"K Yf`X]Y
 A Ò[`]WÅ_Y]h`\\Uhž`gc`hY`g]WÅ`X]Y`GWÅ`Öb`\\Y]h`XYf`GWÅk Y]n`i bVYX]b[h
 gY`Vgh`UbgY`\\Yb"

8YhU]`g	
C fh	GWÅk Y]n
E i Y`Yb	<ul style="list-style-type: none"> • k k k "[`Ua ci f"XY • XY"hfUj Y`hUV`Yg"Wt a

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