

I f`Ui Vgd`Ubi b[`&\$&) . `BYi Y
9]bfY]gYVYgh]a a i b[Yb`ZØf`VY`]YVhY
@ÀbXYf°

FY]gYb`]bg`5i g`UbX.`K]W`h[Y`H]ddg`ni
9]bfY]gYVYgh]a a i b[Ybž`8c`_i a YbhYb`i bX`J cfVYfY]hi b[`ZØf
&\$&) "'`↳Zcfa]YfYb`G]Y`g]W`fYW`hnY]h[`°



Ÿ [mdhYb`!`FY]gYb`]bg`5i g`UbX`YfZcfXYfb`Y]bY`gc f[ZÀ`h[Y`D`Ubi b[
i bX`fYW`hnY]h[Y`↳Zcfa Uh]cbYbž`XUa]h`I f`Ui VYf`dfcV`Ya `cg`]b`]\f
N]Y`[YV]Yh[Y`Ub[Yb`_ØbbYb" `FY]gYbXY`gc`hYb`g]W`j cf`Y]bYa
I f`Ui V`]a `5i g`UbX`fYW`hnY]h[`ØVYf`X]Y`bchk YbX][Yb
9]bfY]gYZcfa U`]hÀhYb`]bZcfa]YfYbž`Ya dZ]Y\`h`X]Y`D`UhhZcfa
2 ghYffY]W`"8Uni `nÀ`h`Ui W`X]Y`Bi hni b[`XYf`5i g`UbXggYfj]W`!
5dd`XYg`5i »Yba]b]ghYf]i a gž`X]Y`Y]bY`bØhn`]W`Y`I bhYfghØhni b[
V]YhYh" ↳j]Y`Yb`@ÀbXYfb`Ui »Yf\U`V`XYf`9I `a ØggYb`FY]gYbXY
Cb`]bY!FY []ghf]Yfi b[Yb`cXYf`X]Y`6YUbhfU[i b[`Y]bYg
Y`Y`_hfc b]gW`Yb`J]gi a g`fl Y!J]gi a `Łj cf`XYf`9]bfY]gY`Yf`YX][Yb`"

I a `XYb` , VYfV`]W_ØVYf`k]W`h[Y`5gdY`_hY`ni `VY\U`hYbž`k]fX`Y]bY

7\YW_\]ghY`Z0f`F Y]gYb`Ya`dZc\`Yb"8]YgY`i`a`ZUgghi`bhYf`UbXYfYa`
`AbXYfgdYn]Z]gWXY`F Y]gY]bZcfa`Uh]cbYbž`XYb`bchk`YbX][`Yb`
=a`dZgWxi`hnž`5fnhVYgi`WXY`gck`c\`][bbYf\`U`V`U`g`Ui`W`Ui`»Yf\`U`V`
XYf`9i`gck`]Y`U`hi`Y`Y`F`Y]gYk`Ufbi`b[`Yb"6YgcbXYfg`k`]W`h][`]ghž`
XUgg`VY]`XYf`F`ØW`_Y`f`b`UW`2`ghYffY]W`U`Y`[`Y`hYbXYb`9]bZ` \f!`
i`bX`Nc`V`Ygh]a`a`i`b[`Yb`Y]b[`Y`U`hYb`k`YfXYbž`]bgVYgcbXYfY`Z0f`
HUVU`_k`UfYbž`5`_c`c`]_Už`@YVYbga`]hhY`i`bX`6Uf[`Y`X`
2`ghYffY]W`]gWXY`GhUUhgV0f[`Yf`VYb0h][`Yb`Z0f`X]Y`5i`gfY]gY`i`bX`
9]bFY]gY`Y]bYb`[`0h][`Yb`F`Y]gYdUgg`cXYf`DYfgcbU`Ui`gk`Y]gž`
k`À`fYbX`:`Ø`fYfgWXY]b`cXYf`=XYbh]h`hgUi`gk`Y]g`XUZ0f`b]W`h`
ni`Àgg][`]g]bX"

5_hi`Y`Y`9]bFY]gYVYgh]a`a`i`b[`Yb`

8]Y`9]bFY]gYfY[`Y`i`b[`Yb`j`Uf]]YfYb`ghUf`_`Y`b`UW`F`Y]gY`UbXž`DUgg`
i`bX`5i`ZYbh`U`hgXUi`Yf"8Yi`hgWXY`GhUUhgV0f[`Yf`_0bbYb`a`]h]\`fYa`
DUgg`0VYf`%-`\$`@AbXYf`c`b`Y`J`]gi`a`VYfY]gYbž`a`0ggYb`Y`XcW`c`Zh`
ni`g`h`m`]WXY`6YX]b[`i`b[`Yb`ž`k`]Y`Y]bY`?`fUb`_Ybj`Yfg]WXYfi`b[`gdZ]W`h`
cXYf`X]Y`6YU`bhfU[`i`b[`Y`Y`_hfcb]gWXYf`F`Y]gY[`YbY`a`][`i`b[`Yb`ž`
VYUW`hYb"8]Y`=Zcfa`Uh]cbYb`VYn0[`]W`X`Yf`
9]bFY]gYVYgh]a`a`i`b[`Yb`_0bbYb`g]W`X`Ài`Z][`_i`fnZf]gh][`AbXYfbž`
k`Yg`U`V`Yg`f`UhgUa`]ghž`g]W`Zf0`nY]h][`ni`]bZcfa`]YfYb"5_hi`Y`Y`[`]Vh`
Yg`gdYn]Z]gWXY`F`Y[`Y`i`b[`Yb`Z0f`VY`]YVhY`i`f`Ui`Vgn]Y`Y"

=b`Y`[`mdhYb`]gh`VY]gd]Y`gk`Y]gY`Y]b`J`]gi`a`YfZcfXYf`]W`ž`XUg`
Yb`hk`YXYf`j`c`fUV`Z0f`&)`9i`fc`d`i`g`6YUfVY]hi`b[`g[`YV0`f`c`XYf`VY`
XYf`9]bFY]gY`U`g`J`]gU`cb`Uff]j`U`Z0f`&)`i`G!8c`Uf`fWU" &(`9i`fc`k`
VYU`bhfU[`h`k`YfXYb`_Ubb":`0f`F`Y]gYbXY`0VYf`@`i`cf`i`bX`5ggi`Ub`
[`]h`j`cb`%`A`U]`V]g`" `%`C`_hc`VYf`&\$&)`Y]b`_c`ghYb`cgYg`J`]gi`a`ž`i`a`
XYb`Gca`a`Yf`h`c`i`f]ga`i`g`Ubni`_i`fVY`b":`0f`X]Y`6f]h]gWXYb`
š`b[`ZYfb]bgY`b`a`0ggYb`F`Y]gYbXY`gY]h`XYa`%"`š`bi`Uf`&\$&)`Y]b`
Cb`]bY!9]bFY]gY`Zcfa`i`Uf`gck`]Y`Nc`Zcfa`i`UfY`Ui`gZ0`Ybž`k`c`VY`
X]YgY`i`bhYf`U[`Yb`+`&`Ghi`bXYb`j`cf`5b`_i`b`Zij`c`gh`AbX][`]gY]b`
a`0ggYb"8]Yg[`]h`Y`XcW`b]W`h`Z0f`?`fYi`nZU`fhdUggU[`]YfY"

;`fc`»`Vf]hUbb]Yb`U`h`gY]h`XYa`)"`A`Àfn`&\$&)`Y]bY`Y`Y`_hfcb]gWXY`
9]bFY]gY[`YbY`a`][`i`b[`f0H5k`Z0f`9i`!60f[`Yf`Y]b[`YZ0`f`hž`XYfYb`
5b`hfU[`]Y]b[`]Y`HU[`]Y`j`cf`XYf`F`Y]gY[`]YghY`h`k`YfXYb`gc`hY":`0f`

X]Y`Yb][Ybž`X]Y`]b`XYb`G\W`Yb[Yb!F`Ui`a`fY]gYbž`k`]fX`UV`&\$&)`Y]b`
Ui`hca`Uh]g]YfhYg`9]b!`i`bX`5i`gfY]gYgmghYa`Y]b[YZØ\fhž`VY]`XYa`
V]ca`Yhf]gW\Y`8`UhYb`Y`Y`_hfc]gW\`ØVYfd`fØZh`k`YfXYbž`i`a`X]Y`
9ZZ]n]Ybn`XYf`;`fYbn`cb`hfc``Yb`ni`Yf\`Ø\`Yb"

6YgcbXYfY`6Ygh]a`a`i`b[Yb`[]Vh`Yg`Ui`W\`ZØf`H`Ubg`Ub]Už`k`c`UV```\$`
`&bi`Uf`&\$&)`Y`bXYfi`b[Yb`VY]`XYf`J]gi`a`gVY`Ub`hfU[i`b[`ni`
Yfk`UfhYb`g]bX``F`Y]gYbXY`a`ØggYb`Y]bY`
5i`g`Ub`Xg`_f`Ub`_Ybj`Yfg]W\Yfi`b[`ZØf`G`Ubg]V`Uf`j`c`fk`Y]gYbž`X]Y`gY]h`
XYa`%"`C`_hc`VYf`&\$&(`DZ]W\h`]gh``8]YgY`a`i`gg`ØVYf`Y]bY`gh`UUh]W\Y`
K`YVg]hY`UV[YgW\`c`ggYb`k`YfXYb`i`bX`_c`ghY`h`Yhk`U`(`I`G!`8`c``Uf`
fWU``(`\$`9i`fc`£``6\`i`hUb`\`Uh`X]Y`DZ]W\h`ni`f`
F`Y]gY`_f`Ub`_Ybj`Yfg]W\Yfi`b[`UV[YgW\`UZZhž`Yf\`YVh`Y`Xc`W\`Y]bY`
b`UW\`U`h][Y`9b`hk`]W`_i`b[g[YVØ`f`j`cb`%`\$`I`G!`8`c``Uf`fWU``-`&`9i`fc`£`
d`fc`B`UW\`h`ZØf`H`ci`f]ghYb"

:`Øf`B`Ua`]V]U`hf]hh`UV`%"`5`df]`&\$&)`Y]bY`J]gi`a`dZ]W\h`ZØf`
Gh`UUh`g`Ub[Y\`Øf][Y`j`cb`@`À`bXYfb`c`\`bY`J]gi`a`ZFY]\`Y]h]b`?`f`UZhž`
k`c`VY]`X`Ug`9!`J]gi`a`Yhk`U`,`\$`9i`fc`_c`ghY`h`H\`U]`Ub`X`ZØ\`fh`Ua`%"`
A`U]`&\$&)`Y]bY`X][]h`U`Y`9]b`fY]gY`_U`fhY`f`HA`*`£`Y]bž`X]Y`_c`ghY`b`c`g`
fY[]ghf]Y`fh`k`YfXYb`_Ub`bž`i`a`XYb`9]b`fY]gY`d`fc`n`Y`gg`ni`
VY`g`W\`Y`i`b][Yb```&?`Ua`V`c`X`g`W\`U`]gh`gY]h`XYa`%"`ž`>`]&\$&(`Y]bY`
X][]h`U`Y`5`ff]j`U`7`Uf`X`Y`f`Zc`f`XYf`]W\`ž`X]Y`Y`Xc`W\`b]W\`h`X`Ug`J]gi`a`
YfgY`hnh"

`&?`f]gY`bg]hi`Uh]c`b`Yb`g]b`X`Ø`ghY`ffY]W\]gW\Y`J`Y`fhfY`hi`b[Yb`
f`b`c`hg`W\`U`Zhž`?`c`b`gi`U`h`£`X]Y`Y`f`ghY`5`b`Ui`Z`ghY``Y`ZØf`F`Y]gYb`XY`ž`
VY]gd]Y`gk`Y]gY`VY]`DU`ggj`Y`f`i`ghž`I`b`ZU``c`XYf`H`c`XY`g`ZU``]a`5i`g`Ub`X`
8`Ug`Ø`ghY`ffY]W\]gW\Y`&b`Y`ba`]b]ghY`f]i`a`Ya`d`Z]Y`\`h`ni`XYa`Y]bY`
ZFY]k`j``[Y`i`bX`_c`ghY`b`c`gY`5i`g`Ub`X`gfY[]ghf]Yfi`b[ž`i`a`6`Y`h`fc`ZZY`bY`
]b`?`f]gY`bg]hi`Uh]c`b`Yb`gc`Zc`fh`ni`Y`ffY]W\Yb"

:`Øf`k`Y]hY`fY`&`Zc`fa`Uh]c`b`Yb`V]Y`hY`b`X]Y`c`ZZ]n]Y``Yb`F`Y[]Yfi`b[ggY]hY`b`
i`a`ZU`ggY`b`XY`I`b`hY`f`gh`Ø`hni`b[.`Ø`ghY`ffY]W\``[j`"Uh`i`b`X`
fY]gY`fY`d`c`f`hY`f`"XY"

8YhU]`g	
C fh	ÿ [mdhYb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cYghYffY]Wx "[j "Uh • k k k "fY]gYfYdcfhYf"XY

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