

9fX]b[g'9]g\cW_Ym!B UWk i Wg'Yf\À`h
&+"\$\$\$'9i fc': ÒfXYfa]hhY`ZØf`Hi fb]YfY°

8]Y`GhUXh'9fX]b[`i bhYfghØnh`X]Y`B UWk i WgZØfXYfi b[`]a
9]g\cW_Ymia]h`Y]bYa `Ni gW`i gg`j cb`&+"\$\$\$'9i fc`ZØf`X]Y
Mci b[`; `UX]Uhc fg`Hfc d`m"



9fX]b[ž'8Yi hgW`UbX`!`8]Y`Mci b[`; `UX]Uhc fg`9fX]b[`g]bX`]b`XYb
`YhnhYb`K`cW`Yb`]b`X]Y`GW`U[nY`]Yb`]YfU`hYb.`8]Y
† [YbXa`UbbgW`UZhYb`k`i`fXYb`a`]h`XYa`[`c`XYbYb`Di`W`XYf
?Ø\b\UW`!Gh]Zhi`b[`Ui`g[YnY]W`bYh`"8]Yg`]gh`b]W`h`bi`f`Y]bY`9`fYž
gcbXYfb`Ui`W`Y]b`NY]W`Yb`ZØf`X]Y`\Yfj`c`ffU[YbXY
B UWk i WgUfVY]hž`X]Y`]b`9fX]b[`[Y`Y]ghY`h`k`]fX`"8]YgY
5i`gnY]W`bi`b[`ghY`\h`ZØf`X]Y`9fZc`[Y`i`bX`X]Y`<]b[UVY`XYf`HfU]bYf
i`bX`Gd]Y`Yf`"8]Y`9fX]b[`; `UX]Uhc fg`VYf]W`hY`hYb`]cb`XYf
6YXYi`hi`b[`X]YgYf`9`fi`b[`ZØf`X]Ug`[YgUa`hY`HYUa`i`bX`XYb
9]g\cW_gdcfh]b`XYf`FY[]cb"

8cW`X]Y`i`bhYfghØmi`b[`XYg`9]g\cW_YmbUWk i WgYg`]b`9fX]b[
[Y`h`k`Y]h`ØVYf`X]YgY`5i`gnY]W`bi`b[`]bUi`g`"8Yf`9fX]b[Yf

:]bUbnUi ggW\i gg`Uhi_Øfn`W`Y]bYb`Ni gW\i gg`j cb`&+"\$\$\$`9i fc
ZØf`i a ZUb[fY]W`Y`Hi fb]YfY`VYk`j`][hž`X]Y`XYf`i: ØfXYfi b[`↑ b[Yf
HU`YbhY`X]YbYb`"8]Y`GhUXh`a UW`h`XUa`]h: ØfXYf[Y`XYf`ZØf`X]Y
Mci b[`;`UX]Uhc fg`Hfcd`m`i bX`Y]b`k`Y]hYfYg`B UW`k`i W`ghi fb]Yf
`cW`Yf`"A Yf`_i f`YVh`Y`Yfj`cfž`XUgg`X]Y`9]g`cW`Ym`5VhY]i b[`XYg
HGJ`9fX]b[`gca`]h`Yk`Y]g`%`") \$\$\$`9i fc`ZØf`VY]XY`Hi fb]YfY`Yf`A`h`

9]g`cW`YmbUW`k`i W`g`]a`5i Zk`]bX

8]Y`Mci b[`;`UX]Uhc fg`Hfcd`m`Z]bXYhigY]h`&\$&&`YXYg`j`f]a`5df]`
ghUhi`bX`i a ZUggh`gYW`g`5`hYfg`_UggYb`j`cb`l`+`V]g`l`%+`"Fi`bX
%\$\$\$`?`]bXYf`i`bX`XYfYb`9`hYfb`bY`a`Yb`Ub`X]YgYf`J`YfUbghU`hi`b[
hY]`Y]b`YW`hYg`<][`\\][`h]a`9fX]b[`Yf`9]g`cW`Ym`U`YbXYf`"8]Y
5hhfU`_hj`]h`h`X]YgYg`Hi`fb]Yfg`]ghi`bVYghf]hhYb`/X]Y`fY]bYb
9]g`cghYb`VY`Ui`ZYb`g]W`Ui`ZYhk`U`&\$\$\$\$`9i fc`ž`gcXUgg
ni`g`h`n`]W`Y`5i`g[`UVYb`ZØf`@VYbga`]hhY`ž`J`YfdZY[`i`b[`i`bX
Gd]Y`a`UhYf]U`YfZc`fXYf`]W`g]bX`"a`j`f`&\$&(`Yb`hghUb`X`Y]b`8Y]Zn]h
j`cb`_bUdd`"\$\$\$`9i fc`ž`XUg`Yg`ni`ghYa`a`Yb`[`]h`

8cW`XUg`]gh`bcW`b]W`h`U`Yg`5i`W`X]Y`9]g`cghYb`ZØf`XUg`5i`[`i`gh!
Hi`fb]Yf`VYhfU[`Yb`fi`bX`%(`(\$`\$`9i fc`ž`k`cVY]`\\]Yf`Y]b`8Y]Zn]hj`cb
Yhk`U`+`*\$\$\$`9i fc`Yfk`UfhY`h`k`]fX`"C`VYfVØf[`Yfa`Y]ghYf`A`Ul`;`chn
f7GI`Ł`k`]Yg`]b`Y]bYf`GhUXhfUhg]hni`b[`Ui`ZX]Y`VYgcbXYfY`F`c`Y`XYf
9]g`U`Y`\\]bž`X]Y`XYb`GhUXhk`Yf`_Yb`[`Y`Øfh`"9]b`;`fc`»`hY]`XYf
Z]bUbn]Y`Y`b`i`bhYfghØhni`b[`[`Y`h`Ub`X]Y`GdUfhYbgdcfhUfhYbž`i`bX
X]Y`GhUXh`ØVYfb]a`a`h`Ui`W`HfU]b]b[`ggh`bXYb`i`bX`X]Y`?`cghYb`ZØf
Di`b`_hg]Y`Y`XYf`GYb]cYb!`i`bX`ž`[`YbXa`UbbgW`UZhYb`"

B UW` \ U`h][`Y`ž`[`YbXZØfXYfi`b[

8]Y`i: ØfXYfi b[`XYg`B UW`k`i W`gYg`]gh`j`cb`nYbhfU`Yf`6YXYi`hi`b[
b]W`h`bi`f`ZØf`X]Y`i;`UX]Uhc fg`ž`gcbXYfb`ZØf`XYb`[`YgUa`hYb
9]g`cW`Ymgdcfh]b`8Yi`hgW`UbX`"@Ui`h`9]g`cW`Ym%\$\$\$`g]bX
dfcZYgg]cbY`Y`Ghfi`_hi`fYb`i`bX`ei`U`Zn]YfhY`HfU]bYf`Yb`hgW`Y]XYbXž
i`a`↑`b[`Yb`HU`YbhYb`X]Y`A`Ø`[`W`_Y]h`ni`[`YVYbž`g]W`gck`c`\
gdcfh]W`U`g`Ui`W`dYfgØb`]W`ni`Yb`hk`]W`_Y`b`"8UVY]`[`Y`h`Yg`b]W`h
bi`fi`a`XYb`gdcfh]W`Yb`9fZc`[`ž`gcbXYfb`Ui`W`i`a`X]Y`gcn]U`Yb
?ca`dYhYbnYb`i`bX`X]Y`6U`UbW`nk`]gW`Yb`Gdcfh`i`bX`gW`i`]gW`Yf`

6]Xi b["

I a`bUW\U`h][`Gd]Y`Yf`Z0f`X]Y`Ni`_i`bZ`h`ni`[`Yk`]bbYbž`gYhnYb`X]Y
;`UX]Uhc`fg`Ui`Z`HY]`UVY`i`bX`9b[`U[`Ya`Ybh`XYf`đ`[`YbX`]W\Yb"
<YfUi`gZc`fXYfi`b[`[`]Vh`Yg`XUVY][`Ybi`[`.`9g[`]hž`X]Y`6Y[`]ghYfi`b[
Z0f`XYb`9]g\c`W`Ymgdc`fh`ni`Z0f`XYfb`i`bX`bUW\U`h][`Y`DYfgd`Y`_h]j`Yb
ni`gW`UZZYb""8`Ug[`]Ya`Y]bg`Ua`Y`N]Y``]gh`Ygž`XYb`↑`b[`Yb`Gd]Y`Yfb
Y]b`dcg]h]j`Yg`l`a`ZY`X`ni`V]YhYbž`]b`XYa`g]Y`k`UW`gYb`i`bX`g]W\
YbhZU`hYb`_0bbYb"

8]Y`9b`hgW`Y]Xi`b[`XYg`GhUXhfUhg`0VYf`X]Y`Ni`gW`0ggY`k`]fX`Ua``&*"
:`YVfi`Uf`]b`Y]bYf`G]hni`b[`]Yhfc`ZZYb""8]Y`A`Y`f`Y]h`XYf`GhUXhf`ÅhY
VYZ0fk`c`fhY`h`X]Y`i`bhYfgh0hni`b[`]ž`k`Å`fYbX`Ui`W`Y]b][`Y`G`_Ydg]g
Åi`»`Yfb""F`U]bYf`A`Y`f]b[`Yf`fi`K`Ł`i`bX`9j`U`8`0`Y`f`P`8`DŁ`UVYb
9j`Ybhi`U`VY]hf`Å[`]Y`ni`f`8]g`_i`gg]cb[`]YVfUW`hž`k`Å`fYbX`;`chn`i`bX
UbXYfY`GhUXhf`ÅhY`X]Y`K`]W`h][`_Y]h`XYf`Hi`fb]YfY`Z0f`X]Y`GhUXh
VYhcbYb`i`bX`U`g`0VYffY[`]cbU`Y`K`YfVi`b[`]Z0f`9fX]b[`]Ub`gY`Yb"

Ni`gUa`a`Yb[`]YZUggh`nY][`h]g]W`ž`XUgg`9]g\c`W`Ym]b`9fX]b[`]a`Y`f`]gh
U`g`bi`f`Y]b`Gdc`fh`9f`]gh`Y]b`;`Ya`Y]bg`W`UZhgd`fc`Y`_hž`XUg`X]Y
Ni`_i`bZ`h`↑`b[`]Yf`HU`YbhY`g]W\Yfhi`bX`[`]Y]W\`nY]h][`XUg`GhUXhV`]X
df`Å[`]h`A`]h`Y]bYa`[`]c`XYbYb`Di`W`_]b`XYf`<`UbX`i`bX`XYf
I`bhYfgh0hni`b[`]j`cb`GhUXhi`bX`Gdc`bgcfYb`ghY`Yb`X]Y`Mci`b[
;`UX]Uhc`fg`VYfY]hž`bYi`Y`<`0`Yb`ni`Y`ffY]W\Yb"

8YhU]`g	
C`f`h	9fX]b[`]ž`8Yi`hgW`U`b`X
E`i`Y``Yb	<ul style="list-style-type: none"> • YfX]b[`]![`UX]Uhc`fg"XY • k`k`k`"a`Yf`_i`f"XY • Y]g\c`W`Ym%\$`\$"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`b`U[`]V`UmYfb"XY