

K U`Xk Y[Y`]a `HYbbYb`c\Yf': c fgh`k]YXYf
ZfY]' `8 cWx ` \ ÒWx ghY `J c fg]Wx h'[YVchYb °

B UWx `XYa `K U`XVfUbX`]a `HYbbYb`c\Yf': c fgh`g]bX`[YgdYffhY
K Y[Y`]b`9f`Ub[Yb!< ÒWx ghUXh`k]YXYf`ZfY][Y[YVYbž`YXcWx
V`Y]Vh`J c fg]Wx h'[YVchYb "



HYbbYb`c\Yf': c fghž`9f`Ub[Ybž`8 Yi hgWx `UbX`!`8]Y
9f`Y]Wx hYfi b[`]gh[fc» `]a `HYbbYb`c\Yf': c fgh`8]Y`]a `Ni [Y`Y]bYg
j Yf\YYfYbXYb`K U`XVfUbXYg`[YgdYffhYb`K U`Xk Y[Y`g]bX`k]YXYf
ZfY][Y[YVYb`8 cWx `X]Y`K Ufbi b[Yb`XYg`@UbXfUhgUa hYg`g]bX`_`Uf.
K U`XVYgi Wx Yf`gc`hYb`a `]h`Ai » YfghYf`J c fg]Wx h`U[]YfYbž`XYbb`X]Y
; YZU`f`j cb`k Y]hYfYb`6f`AbXYb`]gh`bUWx `k]Y`j cf`\cWx`"9]b
K]XYfgdfi Wx`ni`X]YgYf`9f`Y]Wx hYfi b[`]gh`XUg`gY]h`5df]'`&\$%(
[Y`hYbXY`6YhfYhi b[gj YfVchi]b`VYgh]a a hYb`6YfY]Wx Ybž`XUg
k Y]hYf\]b`]b`?fUZh`V`Y]Vh`K]Y`X]Y`**B ØfbVYf[Yf`B UWx f]Wx hYb**
VYf]Wx hYbž`]gh`XUg`5i ZZUa a Yb`XYf`K U`XVfUbX[YZU`f`j cf`U`Ya
Ui Z`X]Y`HYa dYfUhi fYb`i bX`XYb`U`_hi Y`Yb`K UggYfa Ub[Y`
ni fØW`_ni ZØ`fYb"

8Yfj Yf\YYfYbXY'6fUbXžXYf'Ua ' '\$"5df]'&\$&)'Ui gVfUWž\UhhY
Y]bY':`ÀWXY'j cb'fi bX'('\$\$\$\$Ei UXfUha YhYfb'YfZUggh"Bi bž'a Y\ f
U'g'XfY]'K cWXYb'gdÀhYfž`Ui ZYb'bcW'ja a Yf'@OgW'a U»bU\ a Ybž
k]Y'X]Y'6UmYf]gWXY'Fi bXZi b_`VYf]W'hYh"GWk Y`YbXY
;`i hbYghYfž'X]Y'g]W'ØVYf'Y]bY'k Y]hY':`ÀWXY'j YfhY]Ybž'a UWXYb
XYb'9]bgUhn'ZØf'X]Y':Yi Yfk Y\ f' bUW'k]Y'j cf'\Y]_Y``6YgcbXYfg
Vf]gUbh'8Yf'HYbbYb`c\Yf': c fgh`]Y[h'Ui ZY]bYa `Y\Ya U`][Yb
Hfi ddYbØVi b[gd`Uhnž'k Ug'VYXYi hYhž'XUgg'a Ø[`]WXYfk Y]gY
A i b]h]cb'ja `6cXYb'j YfVcf[Yb']gh"

=bhYbg]j Y '@OgW UfVY]hYb 'i bX'; YZU\ f'ja
I bhYf[fi bX

6YfY]hg'ni `6Y[]bb'XYg'A cbUhg'A U]k i fXY'XYf'?UhUghfcd\YbZU`
j ca '@UbXfUhgUa h'9f'Ub[Yb!<ØW ghUXh'Ui g[Yfi ZYbž'i a
ØVYffY[]cbU'Y':Yi Yfk Y\ f_ fÀZhY'i bX'gdYn]Y`Y '@OgW ZU\ fnYi [Y
Ubni ZcfXYfb"NY]hk Y]gY'k UfYb'a Y\ f'U'g'&\$ \$'9]bgUhn_ fÀZhY'j cb
Dc`]nY]ž':Yi Yfk Y\ fž'HYW'b]gWYa '<]'Zgk Yf_'i bX'FYhhi b[gX]Ybgh
ja '9]bgUhnž'i a 'X]Y':`Ua a Yb'ni `VY_Àa dZYb'i bX'X]Y';`i hbYghYf
ni `ØVYfk UWXYb" 'A]h<]'ZY'j cb'K Àfa YV]'X_Ua YfUg'i bX'8fc\ bYb
k]fX'X]Y '@U[Y'k Y]hYf\]b[YbUi `VYcVUW'hYh"Fi bX'nY\ b
9]bgUhn_ fÀZhY'g]bX'bcW'ja a Yf'U_h]j žk cVY]'g]Y'a]h* \$
?fY]gfY[bYfb'UfVY]hYb"

6YgcbXYfg'X]Y'I bhYfgi W'i b[Yb'ni f'6fUbXi fgUWXY'ghY\Yb'ja
:c_i g.'9]bY'?ca a]gg]cb'a]hXYa 'BUa Yb' @ bhY 'k i fXY']bg
@VYb'[Yfi ZYbž'i a 'a Ø[`]WXY'j c fGÀhn`]WXY'6fUbXgh]Zhi b['ni
_`ÀfYb" 'F ØW_V`]W_YbX'Ui Z'X]Y'K U`XVfUbXghUh]gh]_g]bX']b
8Yi hgW`UbX'ja `J\ f'&\$&' '%\$) - 'K U`XVfÀbXY'fY[]ghf]Yfh'k cfXYbž
k Ug]a `J Yf[`Y]W'ni '&\$&&'Y]bYb'F ØW_[Ub['i a 'X]Y'<À`ZhY
VYXYi hYh"8YbbcW'V'Y]Vh'X]Y'dchYbn]Y`Y'; YZU\ f'VYghY\Yb"8Yf
5bhY]'XYf'ZU\ f'Àgg][Yb'6fUbXi fgUWXYbž'ni `XYbYb'Ui W
i bj c f g]W'h][Yg'J Yf\ U`hYb'j cb'K U`XVYgi WXYfb'nÀ\`hž']gh
VYi bfi \][YbX'\cW' i bX'k i fXY'j cb'9l dYfhYb'U'g'Y]b
Yfbghni bY\ a YbXYg'DfcV`Ya `]XYbh]Z]n]Yfh"

J c f g]W'hga U» bU\ a Yb 'i bX'5 d dY``'Ub'X]Y

K U`XVYgi W X Yf

8]Y`6Y\`OfXYb`UddY``]YfYb`Y]bXf]b[`]W`Ub`U`Y`K U`XVYgi W X Yfž`g]W`
 Ub`X]Y`VYghY`YbXYb`FY[Y`b`ni` \U`hYb``Gc`[]`h`j`ca``%"`A`Āfn`V]g` `%"`
 C`_hc`VYf`Y]b`F`Ui` W`j`YfV`ch`i` b`X`X`Ug`9`b`m`Ø`b`X`Y`b`j`c`b`:`Y`i`Y`f`j`a` `i` b`X`
 Ua` `K`U`X`j`]gh`ghf`]_`h`i` b`h`Y`fg`U[`h` `6`f`Y`b`b`Y`b`X`Y`N][`U`f`Y`h`h`Y`b` `gc` ``h`Y`b`
 `Y]b`Y`g`ZU` ``g` `Ui` g`X`Y`a` `5`i` hc`[`Y`k`c`f`Z`Y`b` `k`Y`f`X`Y`b` `i` b`X`X`Ug`D`U`f``Y`b` `Ui` Z`
 h`f`c`W`_`Y`b`Y`a` `;` f`U`g`]gh`Y`V`Y`b`ZU` ``g`[`Y`Z`Ā` \`f`]W`ž`X`U` \`Y]»`Y`?`U`h`U`mg`U`h`c`f`Y`b`
 6`f`Ā`b`X`Y` `Ui` g`Ō`g`Y`b`_`Ō`b`b`Y`b``: `U` \`fn`Y`i` [`Y`X`Ø`f`Z`Y`b` `bi` f` `Ui` Z`
 [`Y`g`W`c`h`h`Y`f`h`Y`b` `D`U`f`_`Z`Ā`W`X`Y`b` `U`V[`Y`gh`Y` ``h`k`Y`f`X`Y`b`` `H`f`c`h`n`X`Y`f`
 Z`f`Y][`Y`[`Y`V`Y`b`Y`b` `K` Ā`X`Y`f`]gh`Y`f` \`Ō` \`h`Y` `K` U`W`g`U`a` _`Y]h`[`Y`V`c`h`Y`b`ž`i` a`
 k`Y]h`Y`f`Y`:` `i` fg`W`Ā`X`Y`b` `ni` `j`Y`fa` `Y]X`Y`b` `i` b`X`X`]Y`k`Y`f`h`j`c` ``Y`b`
 K`U`X`V`Y`gh`Ā`b`X`Y` `ni` `g`W`X`Ø`h`Y`b`"

K]Y`X]Y`I` a` k`Y`h`Vi` b`X`Y`g`U`a` h`U`ba` Y`f`_`h`ž`]gh`X`U`g`gh`Y][`Y`b`X`Y`
 K`U`X`V`f`U`b`X`f]g]_`c` `]b`X`Y`b`_`c`a` a`Y`b`X`Y`b` `j` \`f`Y`b` `Y]b`Y`Y`f`b`gh` \`U`Z`h`Y`
 <`Y`f`U`i` g`Z`c`f`X`Y`f`i` b[`ž`X`]Y` `b]W`h` `bi` f` `X`]Y` `G`h`U`V`]`h`Ā`h`i` b`X` `J`]h`U`]h`Ā`h`X`Y`f`
 K`U`X`Ō`_`c`g`m`g`h`Y`a` `Y` `V`Y`Y]b`h`f`Ā`W`h][`h`ž` `gc`b`X`Y`f`b` `Ui` W` `Y]b`Y` `6`Y`X`f`c` \`i` b[
 Z`Ō`f` `X]Y` `a`Y`b`g`W` `]W`X`Y` `;`Y`g`i` b`X` \`Y]h`X`U`f`gh`Y` ``h`"8`]Y` `i`[`Y`b`U`b`b`h`Y`b`
 J`c`f`g]W`h`g`a` `U`»`b`U` \`a` `Y`b` `g]b`X`X`U` \`Y`f` `b]W`h` `bi` f` `g]b`b`j`c` ``ž` `gc`b`X`Y`f`b`
 b`c`h`k`Y`b`X][`ž`i` a` `X]Y` `Ō`_`c` `c`[`]g`W`X`Y` `G]W`X`Y`f` \`Y]h`ni` `i`[`Y`k` Ā` \`f`Y]gh`Y`b` `i` b`X`
 i`b`g`Y`f`Y` `K` Ā`X`Y`f` `ni` `g`W`X`Ø`h`Y`b`"

8YhU]`g	
Cfh	HYbbYb`c` \`Y`f`:` c`f`g`h`ž`9`f`U`b[`Y`b`ž`8`Y`i` h`g`W`X`U`b`X`
EiY`Y`b	<ul style="list-style-type: none"> • k k k "bb"XY • k k k "Vf"XY • k k k "i a k Y`h`Vi` b`X`Y`g`U`a` h"XY

6Ygi W X Yb`G]Y`i` b`g` `Ui` Z.`b`U[`!`V`U`m`Y`f`b`"XY