

8 fc [YbZU\ fYf']b 'A]`hYbVYf[' [Yghc d d h.
GhfYb [Y '? c b hfc ``Yb 'Ub [Y_ØbX][h°

9]b`D_k !: U\ fYf'Ui g'6Y` []Yb`k i fXY`]b 'A]`hYbVYf['i bhYf
8 fc [YbY]bZi gg' [Yghc d d h" J YfghÄf_hY` J Yf_Y\fg_c b hfc ``Yb
g]bX` [Yd`Ubh"



A]`hYbVYf[ž'8Yi hgW\`UbX`!`5a`'8]YbghU[ž'XYb`%%" ' † b] '&\$&) ž
_Ua`Yg]b`A]`hYbVYf['ni`Y]bYa`'J cfZU`ž'XYf`X]Y'; YZU\ fYb`XYg
8 fc [Yb_c bgi a`g]a`'GhfU» Ybj Yf_Y\ f`Y]ba`U`a`Y\ f`j`YfXYi`h]W\ h"
; Y[Yb`%(. \$ `I` \ f`Z` \ f`Y]b`&) !`Ä\ f][Yf`D_k !: U\ fYf'Ui g'6Y` []Yb`]b
Y]bY`Dc`]nY]_c b hfc ``ghY``Y`]b`XYf`@`]hdc`XghfU» Y``6Y]`XYf`? c b hfc ``Y
Z]Y`Yb`XYb`6YUa` hYb`gc Zc fh`X]Y`Xfc [Yb hmd]gW\ Yb
5i`gZU`YfgW\ Y]bi`b [Yb`XYg: U\ fYfg`Ui`Z`'8Yf`†`b [Y`A`Ubb` [YghUbX
XYb`? c bgi a`'j`c b`8 fc [Yb ž`i`b`X`Y]b`'J`c fhYgh`VYgh`Äh][hY`XYb
J`YfXUW\ h`a`]h`Y]bYa`'d c g]h]j`Yb`9f [YVb]g``8Ua`]h]gh`Yf`b]W\ h`bi`f`Y]b
d`chYbn]Y``Yf`J`Yf`Y\fgg`Øb`XYfž`g`c`b`XYfb`'_Øb`bhY`Ui`W\`Ä`fhYfY
? c b gYe i`Ybn`Yb`ni`gd`Ø`f`Yb`VY`_ca`a`Yb`ž`XYbb`X]Y`Dc`]nY]VY\`Ö`f`XYb
\`UVYb`'_Uf`Ui`Z`X]Y'; YZU\ fYb`XYg: U\ fYbg`i`bhYf`8 fc [Yb
\]b [Yk]YgYb"

8Yf': U\fyf'a i gghY'gY]bY'D_k !GW\ØggY`UV[YVYbži bX'Yg'k i fXY
Y]bY'6'i hYbhbU\ a Y'Ub[YcfXbYh"8U'Yf'_Y]bYb'ZYghYb'K c\bg]hn']b
8Yi hgW\UbX'\UhhYž'k i fXY'ni XYa 'Y]bY'G]W\Yf\Y]hg'Y]ghi b['j cb
fi bX'*\$\$'9i fc'ZÄ`]["'Gc'W\Y'A U»bU\ a Yb'g]bX'HY]'Y]bYf
i a ZUggYbXYb'GhfUH[Y]Yži a 'fØW_g]W\hg'cgYg': U\fyb'i bhYf'XYa
9]bZi gg'j cb'6YhÄi Vi b[ga]hhY'b']b'XYb'; f]ZZ'ni 'VY_ca a Yb"'@Ui h
XYa 'Dc`]nY]dfÄg]X]i a 'l bhYfZfUb_Yb'g]bX'ZØf'X]YgYg'Ä\ f
j YfghÄf_hY'J Yf_Y\fg_cbhfc`Yb'[Yd'Ubhž'X]Y'XUfUi Z'UVn]Y'Ybž
[YZÄ\ f`]W\Y': U\fyf'j ca 'ÖZYbh]W\Yb'GhfU»Ybj Yf_Y\ f
ZYfbni \U'hYb"

8fc[Yb'i bX']\fY': c`[Yb']a 'GhfU»Ybj Yf_Y\ f

8]Y'HY]'bU\ a Y'Ua 'GhfU»Ybj Yf_Y\ f'i bhYf'XYa '9]bZi gg']`Y[U'Yf
8fc[Yb'k]Y'7UbbUV]gž<Yfc]bž'A cfd\]bž'?c_U]bž'5a d\YhUa]bž
cXYf'9WghUgm'ghY`h'VYfY]hg'c\ bY'g]W\hVufY'5i gZU`YfgW\Y]bi b[Yb
Y]bY'CfXbi b[gk]Xf][_Y]h'XUf"<]Yf'Xfc\Yb'; Y'XVi »Yb'nk]gW\Yb
) \$\$'i bX'%) \$\$'9i fc'gck]Y'Y]b': U\ f] YfVchj cb'Y]b'V]g'XfY]
A cbUhYb"GW\`ja a Yf'k]fX'Ygž'k Ybb'Xfc[YbVYX]b[hY': U\ fZY\`Yf
ni f'; YZÄ\ fXi b['UbXYfYf'ZØ\ fYb'cXYf'[Uf'l bZÄ`Y'j Yfi fgUW\Yb"'⊖
X]YgYb': Ä`Yb'k UbXY'h'g]W\`X]Y'5b[Y'Y[Yb\Y]h'fUgW\`ni 'Y]bYf
GhfUZhUž'X]Y'Ui hiz' '*Gh' 6'a]h': fY]\Y]hgghfUZYb'j cb'V]g'ni
Y]bYa 'Ä\ f'cXYf'; Y'XghfUZYb'[YU\ bXYh'k YfXYb'_Ubb"' : U`Yb
gc[Uf'DYfgcbYb']a 'J Yf_Y\ f'ni 'GW\ UXYbž'_Ubb'X]Y'GhfUZY'V]g'ni
ZØb'Z'Ä\ fY'VYhfU[Ybž'k]Y'ja 'z' '%' WGh' 6'ZYgh[Y'Y[h'dc`nY]!
VYfUhi b["XY"

8]Y'; YZU\ fYbž'X]Y'8fc[Yb']a 'GhfU»Ybj Yf_Y\ f'a]h'g]W\`Vf]b[Ybž
g]bX'Ybcfa "'8fc[Yb'VY]bhfÄW\h][Yb'?cbnYbhfUh]cbž
5i Za Yf_gUa _Y]hi bX'FYU_h]cbgnY]h' : Ä\][_Y]hYbž'X]Y'Y]b
5i hcZU\ fYf'i bVYX]b[h'VYbØh][h'6Y]'XYf'?cbhfc`Y'k YfXYb'8fc[Yb
cZi'gW\ bY`Xi fW\ 'J cfhYgh[YfÄhY']a 'GW\ k Y]»ž'GdY]W\Y`cXYf'l f]b
bUW\ [Yk]YgYb"'5V'XYa ' &"'5i [i gh'&\$&([Y'hYb'bYi Y'; fYbnk YfhY
ZØf'H<7']a '6'i hgYfi a ži a ': U\ fUbZÄb[Yf'i bX'↑ b[Y': U\ fyf'k Y]hYf
ni 'gW\ØhnYb"

NYi [YbUi Zfi Z'i bX'k Y]hYfY'A U»bU\ a Yb

8]Y`Dc`nY]fi Zh`Ui W`X]Y`6Yj Ò`_Yfi b[`ni f`A]h\`ZY`Ui Z`5a
 8]YbghU[`i a`%\$.() `l` \f`k i fXY]b`XYf`<Ui dhghfU»Y`,`-`Y]b
 [YdUf_hYf`HfUbgdcfhYf`Ua` ``]b`_Yb`5i »Ybgd]Y[Y`Ub[YZU`fYb"
 <]bk Y]gY`XUni ` _ÒbbYb`i bhYf`XYf`HY`YZcbbi a a Yf`\$`-` `+`%#` ()!`\$
 VY]`XYf`Dc`nY]]bgdY`_h]cb`A`]`hYbVYf[`UV[Y[YVYb`k YfXYb"

8]Y`8]g_i gg]cb`i a`8fc[Yb`]a`GhfU»Ybj Yf`_Y`f`]gh`b]W`h`b`Yi ži bX
 gc`VYhcbh`Ui W`X`Yf`5857`X]Y`B`chk YbX][`_Y]h`]bhYbg]j YfYf
 5i Z`Àfi b[`i bX`?`cbhfc``Y`]a` ÒZYbh`]W`Yb`J`Yf`_Y`f``GhUh]gh]_Yb
 nY][Ybž`XUgg`X]Y`?`cghYb`ZØf`Y]bY`8fc[YbZU`f`h`i`]b`_i`g]j Y`5bk U`hg!
 i bX`J`YfZU`f`Ybg`_cghYb` `gW`bY``Ui Z) "\$\$\$`V]g`+ "\$\$\$`9i fc`ghY][Yb
 _ÒbbYbž`i bX`X]Y`N]j]`fYW`h]W`Yb`:`c`[Yb`b]W`h`ni`i` bhYfgW`ÀhnYb
 g]bX`UXUW`XY"

8]YgY`9bhk]W`_i b[Yb`g]bX`b]W`h`bi f`ZØf`6Yhfc`ZYbY`U`Ufa`]YfYbXž
 gcbXYfb`Ui W`X`ZØf`U`Y`J`Yf`_Y`f`ghY]`bY`a`Yf``8U`Yf`_Y`Y]»h`Ygž
 k UW`gUa`ni`gY]b`i bX`Ui Z]g]W`i bX`UbXYfY`ni`UW`hYbž`i a`X]Y
 G]W`Yf`_Y]h`Ui Zi bgYfYb`GhfU»Yb`ni` [Yk`À`f`Y]ghYb``9g`V`Y]Vh
 UVni k UfhYbž`k]Y`X]Y` [Yd`UbhYb`J`Yf`_Y`f`g`_cbhfc``Yb`]b
 l bhYf`Zf`Ub`_Yb`XYb`9]bZi gg]j cb`8fc[Yb`]a`GhfU»Ybj Yf`_Y`f`
 Y]bX`Àa`a`Yb`k`YfXYb"

8YhU]`g	
C fh	A]`hYbVYf[ž`8Yi hgW`_UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a U]b!YW`c"XY • k k k "dc`nY]!VYfUhi b["XY • k k k "UXUW`XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY