

6i ggc bXYfZU\ fghfY]ZYb`Ui Z`I bhYf`XYb
@]bXYb`V`Y]Vh. ; Yf]W\ h`Yb hgW\ Y]XYh`

8 Ug`J Yfk U`hi b[g[Yf]W\ h`6Yf`]b`VYghÅh[h`XYb
6i ggc bXYfZU\ fghfY]ZYb`Ui Z`I bhYf`XYb`@]bXYbž`ZØfXYfh`² DBJ
i bX`I a k Y`hgW\ i hn"

I bhYf`XYb`@]bXYbž`%\$%%+`6Yf`]bž`8Yi hgW\`UbX`!`8 Ug
J Yfk U`hi b[g[Yf]W\ h`6Yf`]b`U`h`]b`Y]bYa`9]j YfZU\ fYb
YbhgW\]YXYbž`XUgg`XYf`6i ggc bXYfZU\ fghfY]ZYb`Ui Z`XYf`GhfU» Y
I bhYf`XYb`@]bXYb`VYghY\Yb`V`Y]Vh`8]YgY`9bhgW\Y]Xi b[ž`X]Y`Ua
%("A Åfn'&\$&)`Yf[]b[ž`VYhcbh`X]Y`F`YW\ ha`Å»][`_Y]h`XYf`j`ca`GYbUh
Ub[YghfYVhYb`J Yf`_Y\fgfY[Y`bž`X]Y]ja`F`U\`a`Yb`Y]bYf`BYi`fY[Y`i`b[
XYf`GhfU» Ybj Yf`_Y\fgc`fXbi b[`Ui`g`XYa``U\`f`&\$&(`Y]b[YZØ\fh
k`i`fXYb"8]YgY`F`Y[Y`i`b[`Yf`Ui`Vh`X]Y`9]bf]W\hi b[`j`cb
GcbXYfZU\ fghfY]ZYb`ZØf`@]b]YbVi`ggYž`i`a`XYb`ÒZYbh]W\Yb
DYfgcbYbbU\j Yf`_Y\`f`f`DBJ`Ě`ni`ghÅf`_Yb`i`bX`X]Y`DØb`_h]W\`_Y]h`XYf
6i`ggY`ni`[Yk`Å\`f`Y]ghYbž`k`jY`6Yf`]b`@]j`Y`VYf]W\hYh"

æa`?`cbhYI`h`X]YgYf`9bhgW\Y]Xi b[`U`h`X]Y`GYbUhj`Yfk`U`hi`b[`ZØf
A`cV]`h`Åhž`J`Yf`_Y\`fž`?`]a`UgW\i`hn`i`bX`I`a`k`Y`h]a`A`Åfn'&\$&`X]Y
:`U\`fV`U\`b`Ui`Z`XYf`I`bhYf`XYb`@]bXYb`b`Yi`Ui`Z[`YhY]`h`8`UVY]`k`i`fXY
Y]b`:`U\`fghfY]ZYb`ZØf`XYb`a`chcf]g]YfhYb``æX]j`]Xi`U`j`Yf`_Y\`f`Yb`hZYfbž
i`a`D`Uhn`ZØf`Y]bYb`b`Yi`Yb`F`UXk`Y[`i`bX`XYb
6i`ggc`bXYfZU\`fghfY]ZYb`ni`gW\`UZZYb"8`Yf`5`bhfU[`ghY`Yf`U`hY
Uf[`i`a`Yb`h]Yfhž`XUgg`X]Y`?`Zn!:`U\`fnYi`[`Y`Ui`Z`XYf`bi`b`Y]bn][`Yb
j`YfV`]YVYbYb`Gdi`f`ghUi`hYbž`k`Å\`fYbX`XYf`6i`ggc`bXYfZU\`fghfY]ZYb
[`fØ»`hYbhY]`g`i`b[`Ybi`hnh`V`]YV"8`Yb`bc`W\`k`]Yg`X]Y`%"`?`Ua`a`Yf`XYg
J`Yfk`U`hi`b[`g[`Yf]W\`hg`XYb`9]`Ub`hfU[`UV`i`bX`VYhcbhYž`XUgg`U`Y
J`cf`Ui`ggY`hni`b[`Yb`ZØf`X]Y`9]bf]W\hi`b[`XYg`6i`ggc`bXYfZU\`fghfY]ZYb`g
YfZØ`h`igY]Ybž`i`bhYf`UbXYfYa`X]Y`J`YfVY`ggYfi`b[`XYg
I`a`k`Y`hgW\i`hnYg`i`bX`X]Y`J`Yf`_Y\`fgg]W\Yf\Y]h"

2 ZZYb h`j]W\ Yf`DYfgcbYbj Yf_Y\ f`]b`6Yf`]b

6Yf`]b`\Uh`g]W`a`h`XYa`A`cV`]h`h`g[YgYhn`_`UfY`N]Y`Y`[YgYhnh`i`a`
XYb`2`DBJ`UhfU`_h]j`Yf`ni`[YghU`hYb`"8Yf`6i`g`i`bX`X]Y`6U`b`
k`YfXYb`\]Yf`VYfY]hg`Z0f`a`Y`f`U`g`Y`XYb`j`]YfhYb`K`Y`[`[`Ybi`hnh`k`Ug`
X]Y`GhUXh`ni`f`Z0`fYbXYb`XYi`hgW`Yb`GhUXh`ja`_`0ZZYb h`]W`Yb`
BU`j`Yf_Y`f`a`UW`h`"8]Y`GYbUhj`Yfk`U`hi`b`[`\Uh`Ub`[`Y`_0bX][`h`z`XUgg`
V]g`gd`A`hYghYbg`&\$`\$`U`Y`8]YgY`Vi`ggY`Xi`fW`9!6i`ggY`YfgYhnh`i`bX`
XYf`[`YgUa`hY`2`DBJ`j`c`gh`AbX][`Y`Y`_hf]Z]n]Yfh`k`YfXYb`gc`""Ni`XYa`
k`i`fXYb`X]Y`H]W`YhdY]gY`Z0f`X]j`YfgY`Bi`hnYf`[`fi`ddYb`[`YgYb`_h`z`
k`cVY]`GW`0Yf`gc`[`Uf`_cghYb`cg`ZU`fYb`_0bbYb`z`k`]Y`X]Y`
`Zcfa`Uh]cbYb`j`cb`6Yf`]b`"XY`XUfghY`Yb`"

9]bY`b`j`Ygh]h]cb`j`cb`0VYf`&`,`A`j`]UfXYb`9i`fc`V]g`&\$`)`]gh`U`g`HY`]
XYg`BU`j`Yf_Y`f`gd`Ub`g`fB`J`D`j`cf`[`YgY`Yb`z`XYf`X]Y`];`fi`bX`U`[`Y`Z0f`
Y]b`a`cXYfbYg`i`bX`Y]ghi`b`[`gZ`A`][`Yg`2`DBJ`!5b`[`YV`ch`]b`6Yf`]b`
XUfghY`h`"8]Yg`ghY`h`X]Y`[`f0`»`hY`b`j`Ygh]h]cb`]b`XYf`;`YgW`]W`hY`XYg`
6Yf`]bYf`0ZZYb h`]W`Y`BU`j`Yf_Y`f`g`XUf`"8UVY]`gd]Y`h`X]Y`G!6U`b`
Y]bY`nYbhfU`Y`F`c`Y`Z0f`Ub`[`Y`GhfYW`Yb`i`bX`Yg`g]bX`bYi`Y`i`bX`
a`cXYfb]g]YfhY`6U`b`0ZY`gck`]Y`V]g`ni``,`\$`?`]ca`YhYf`bYi`Yf`
GhfYW`Yb`[`Yd`Ub`h`"

@Ub`[`Zf]gh][`Y`DYfgdY`_h]j`Yb`i`bX`

<YfUi`gZcfXYfi`b`[`Yb`

8Ug`Dfc`Y`_h]j`&\$`\$`n]Y`h`XUfUi`ZUV`z`X]Y`b`ZfUghfi`_`hi`f`nk`]gW`Yb`
6Yf`]b`i`bX`6fUbXYbVi`f`[`ni`j`YfVYggYfb`z`k`c`h`A`[`]W`0VYf`"\$\$\$`
DYbX`Yf`i`bhYfk`Y`[`g`g]bX`"8]Y`bYi`Yb`J`Yf_Y`f`gf]W`h`]b]Yb`i`bX`
5i`gVUi`d`AbY`i`bhYfgh`0hnYb`b]W`h`bi`f`Y]bY`VYggYfY`
J`Yf_Y`f`gUbV]bXi`b`[`z`gcbXYfb`Ui`W`Y]bY`F`YXi`n]Yfi`b`[`XYf`
7C`&!9a`]gg]cbYb`"8]YgY`A`U`bU`a`Yb`g]bX`YggYb]Y`"Z0f`Y]bY`
i`a`k`Y`hVYk`i`gghY`b`bcj`Uh]cbggfhUhY`[`]Y`i`bX`Y]bY`GhY][`Yfi`b`[`XYf`
@YVYbgei`U`]h`h`i`]b`XYf`GhUXh`"

b`g`[`YgUa`h`nY][`h`X]Y`VYgh`h`h][`hY`9bhgW`Y]Xi`b`[`XYg`
J`Yfk`U`hi`b`[`g`[`Yf]W`hg`Z0f`XYb`6i`ggcbXYfZU`fghfY]Z]b`b]W`h`bi`f`X]Y`
fYW`h]W`Yb`F`U`a`YbVYX]b`[`i`b`[`Yb`Z0f`XYb`2`DBJ`]b`6Yf`]b`Ui`Z`

gcbXYfb`j YfXYi h`]W`h`Ui W`X]Y`Zc fhgW`f]h`i]W`Yb`5bg`ÀhnY`XYf
 GhUXhž`XYb`J Yf_Y`f`bUW`U`h][Yf`i bX`YZZY`_h]j Yf`ni` `[YghU`hYb`"
 ; Y[Yb`X]YgYb`6YgW`i` gg`_Ubb`YXcW`Y]bY`6YgW`k YfXY`VY]a
 CVYfj Yfk U`hi b[g[Yf]W`h`6Yf`]b!6fUbXYbVi f[`Y]b[Y`Y[h`k YfXYbž
 k Ug`k Y]hYfYb`8]g_i fg`i bX`a Ò[`]W`Y`5bdUggi b[Yb`Ui Zdc`h]gW`Yf
 9VYbY`bUW`g]W`n]Y`Yb`_ÒbbhY`"

8YhU]`g	
Cfh	I bhYf`XYb`@]bXYbž`%\$%%+`6Yf`]bž 8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b!`]j Y"XY • k k k "VYf`]b"XY • k k k "VYf`]b"XY

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