

GWÅZYf' < Y]bf]WÅ'gi WÅh'X]Y'@]YVY. 'GdYYX!
8Uh]b['nk]gWÅYb' < cZZbi b['i bX'6Yhfi [°

GWÅZYf' < Y]bf]WÅ žVY_Ubbh'Ui g' 6Ui Yf'gi WÅh': fUi ž'gi WÅh
@]YVY'bUWÅ'6Yhfi [gZU''i bX'GdYYX!8Uh]b[']'b'GcYgh"

GcYghž'8Yi hgWÅ'UbX'!'8Yf') +!Å\]f[Y'GWÅZYf' < Y]bf]WÅ žVY_Ubbh
Ui g'XYf': YfbgY\gYbXi b[' 6Ui Yf'gi WÅh': fUi ž'g]Y\h'g]WÅ'XYfnY]h
a]h'XYb' < YfUi gZcfXYfi b[Yb'XYg'Cb']bY!8Uh]b[g'_cbZfcbh]Yfh"
BUWÅ'Y]bYf'gWÅa Yfn'WÅYb'9fZU\fi b['a]h'Y]bYa '6YhfØ[Yfž'XYf
g]WÅ'U'g': fUi 'Ui g[UVž'V'Y]Vh']\a 'XYfnY]h'bi f'X]Y' < cZZbi b[ž'Y]bY
YWÅhY'DUfhbYf]b'ni 'Z]bXYb"'6Y]'Y]bYa '_Øfn'WÅ'ghUhh[YZi bXYbYb
GdYYX!8Uh]b['ja' 'Bcll'7'i V']b'GcYghž'Ub'XYa' %, ': fUi Yb
hY]'bU\ a Ybž'gi WÅhY'Yf'j Yfnk Y]ZY'h'bUWÅ'Y]bYf
5bgWÅ'i ggVYn]Y\i b["

K]Y'fcgYb\Y]a &("XY'VYf]WÅhYhž'\UhhY'YXYf'XYf'G]b['Yg'VY]
X]YgYa '9j Ybh'nY\ b'A]bi hYb'NY]hž'i a 'g]WÅ'a]h'XYb'UbXYfYb
_YbbYbni 'YfbYb"'8UVY]'ghY'h'g]WÅ'YXcWÅ'\YfUi gž'XUgg'j]Y'Y'XYf
: fUi Yb' b]WÅh'k]f_]WÅ'Ub' < Y]bf]WÅ']bhYfYgg]Yfh'k UfYb"'9]bY
HY]'bY\ a Yf]b'VYa Yf_hY'gc[Ufž'XUgg'Yf'gWÅØWÅhYfb'k]f_hY'i bX'g]Y
]\a '_Y]bY': fU[Yb'ghY'hY"'GWÅZYf' < Y]bf]WÅ'gWÅ']XYfhYž'XUgg'Y]b][Y
: fUi Yb'bi f'Ub'Y]bYa 'GY'Z]Y'a]h']\a ']bhYfYgg]Yfh'k UfYbž'k Å\fybX
Yf'a]h'Y]bYf'?UbX]XUh]b'bUa Ybg'l ''U'h]YZfY'; YgdFÅWÅY'ZØ\fhYž
X]Y'YVYbZU'g'Y]bYb'6Ui Yfb\cZVYhfY]Vh'"BUWÅ'bi f'nk Ò'Z'8UhYg
VfUWÅ'Yf'XUg'9l dYf]a Ybh'Zfi ghf]Yfh'UV"

9]b'gWÅa Yfn\UZhYf'6Yhfi [

GWÅZYf' < Y]bf]WÅ'g'Gi WÅY'bUWÅ'@]YVY'k]fX'j cb'Y]bYf'Xi b_Yb
9d]gcXY'ØVYfgWÅUhhYh'"Jcf'nk Y]'X\fyb'j Yf']YVhY'Yf'g]WÅ']b'Y]bY
: fUi 'bUa Ybg'@]bXUž'X]Y'g]WÅ'U'g'A]hhY'&\$'VYgWÅf]YV'"HÅ[']WÅ

\UhhYb'g]Y'ØVYf'K \Uhg5dd'_ca a i b]n]Yfhž'k cVY]'@]bXU']\a
ZfY]nØ[][Y': chc'g'gW]W_hY"'@Ui h'fh'"XY'YfnÅ\`hY'g]Y']\a ž'XUgg'g]Y
]b'B][Yf]U'gY]'i bX'\b'ØVYf'G]j YghYf'VYgi WXYb'k c`Y"'#X]YgYf
NY]h'VUh'g]Y']\b'i a "' "\$\$\$'9i fc'ZØf'Y]b': 'i [h]W_Yh"<Y]bf]W
Yf_`ÅfhYž'XUgg'Yf'a]h'gY]bYa ' <cZ'i bX'XYb'5i Zhf]hhYb'Z]bUbn]Y`
ØVYf'X]Y'Fi bXYb'_ca a Y'i bX'b]Ya U'g'; Y`X'ØVYfk]YgYb'\UVY"'9]b
: fYi bX'j cb']\a 'ZUbX'gW`Y]»`]W`YfUi gž'XUgg'@]bXUg
HY`YZcbbi a a Yf'a]h'6Yhfi []b'J YfV]bXi b ['ghUbX"

8]Y'A Yh\cXYž'X]Y'\]bhYf'X]YgYa '6Yhfi ['ghYW_hž']gh'b]W]h'i bØV']W`"
6YhfØ[Yf'bi hnYb' [Yghc\`YbY'6]'XYf'i bX'Z]_h]j Y`⇒Yb]h]hÅhYbž'i a
J YfhfUi Yb'ni ' [Yk]bbYb"'C Zh'VY[]bbYb'g]Y'a]h'Y]bYf' [YZÅ'gW]hYb
Cb`]bY!8Uh]b [!6Yn]Y\i b ['i bX'V]hhYb'gW`Y]»`]W`i a ' ; Y`X'ZØf
Ub [YV']WY`B chZÅ`Y'cXYf'F]Y]gYb"'8]Yg [YgW]Y'h\`Åi Z] []b
a Y\ fYfYb'D\UgYb. Ni Yfgh'k]fX'Y]b'J YfhfUi Ybgj Yf\`Å'h]g
Ui Z] YVUi hž'XUbb'k]fX'i a ' ; Y`X' [YVYhYbž'i bX'XYf'6Yhfi [gdfcnYgg
Ubb'g]W`k]YXYf\c`Yb"'@Ui h'VUg]W`h]b]b ["XY'Yf']hhYb'CdZYf']b
XYb`YhYb'XfY]`J\ fYb'U`Y]b]b'XYb' l G5'i bX'?UbUXU'J Yf'i ghY']b
<Ø\Y'j cb'ZUgh'Y]bYf'A]`]UfXY' l G!8c`Uf'Xi fW`Cb`]bY!8Uh]b [!
6Yhfi ["

8]Y'Gi WXY'bUWXY'XYf'k U\ fYb'@]YVY

Hfchn'XYf'gW]a Yfn\UZhYb'9fZU\fi b [Yb' []Vh'GW]ÅZYf'<Y]bf]W`X]Y
<cZb]i b ['b]W]h'Ui Z'9f']gh'hfUi f] ['XUfØVYfž'XUgg'@]bXU'b]W]h
Yl]gh]YfhYž']gh'YXcW`XUb_VUfž`_Y]b'; Y`X'ØVYfk]YgYb'ni '\UVYb"
5i ZX]Y': fU [Y'bUW'gY]bYf'ni _ØbZh] [Yb'DUfhbYf]b'gU [h'Yfž'XUgg'Yf
]a a Yf'bcW` ['Ui Vhž']f [YbXk Ubb']b'XYf'@]YVY'; `ØW`ni 'Z]bXYb"

I a `Å\`b`]WXY'9fZU\fi b [Yb'ni 'j Yfa Y]XYbž'gc`hYb'Cb`]bY!8Uh]b [!
Gi WXYbXY'j cfg]W]h] ['gY]b"'Ni 'XYb'K UfbnY]WXYb' [Y\ÖfYb
ØVYfa Å»]['UhhfU_h]j Y'DfcZ]Yž'X]Y'5i Zc fXYfi b [ž'gW]bY`X]Y
?ca a i b]_Uh]cbgd'UhhZcfa 'ni 'k YW]gY'bž'cXYf'i bfYU`]gh]gW]Y
; YgW]W]hYb"'6YhfØ[Yf'j Yfgi WXYb'\Åi Z] [ž'J YfhfUi Yb'Ui Zni VUi Yb
i bX'gW]bY`i a ' ; Y`X'ni 'V]hhYb"'G]WXYf\Y]hgh]ddg'ZØf'Cb`]bY!8Uh]b [
g]bXž'b]Ya U'g'; Y`X'Ub'i bVY_UbbhY'DYfgcbYb'ni 'gW]W_Yb'i bX
dYfgØb`]WXY`#Zcfa Uh]cbYb'b]W]h'dfY]gni [YVYb"

8]Y`Gi WXY`bUWX`@]YVY`_Ubb`gck c\`c\`bYbX`U`g`Ui W`[`YZÅ\`f`]W
 gY]b"GW`ÅZYf`<Y]bf]W`Yf]bbYfh`i`bg`XUfUbž`k`]Y`k`]W`h][`Yg`]ghž
 j`c`fg]W`h][`ni`gY]b`i`bX`X]Y`5bnY]W`Yb`j`cb`6Yhfi`[`ni`Yf`_YbbYbž
 k`Å\`fYbX`Yf`k`Y]hYf\]b`gY]bY`Gi WXY`bUWX`XYf`k`U\`fYb`@]YVY
 Zc`fhgY`hnh"

8YhU]`g	
J`c`f`ZU``	6Yhfi`[
C`f`h	GcYghž`8Yi`hgW`U`b`X
GW`UXYb`]b`	'`\$\$\$
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"fc`gYb`\Y]a`&(`"XY • k`k`k`"fh`"XY • k`k`k`"VUg]W`h\]b`_]b[`"XY

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