

? Ua dZ`[Y[Yb`XYb`? fYVg.`? UhY`A]XX`Yhcb
]b`FYa]gg]cb` `9]b`< cZZbi b[ggWk]a a Yf`

? UhY`A]XX`Yhcb`[]Vh`b`Y]bYf`Ya ch]cbU`Yb`bghU[fUa !
BUWkf]Wkh`]\fY`? fYVgfYa]gg]cb`VY_Ubbhi bX`hY`h`]\fY
; YbYgi b[gYfZU\fi b[Yb"



F cmU`A UfgXYbž; fc» Vf]hUbb]Yb`!`5a`8]YbghU[UVYbXžXYa
%(`" `]bi Uf`&\$&) ž'a Y`XYhY`? UhY`A]XX`Yhcbž`X]Y`Df]bWfgg`cZ`K U`Ygž
j]U`bghU[fUa`Y]bY`Yf`ÖgYbXY`BUWkf]Wkh`G]Y`VYZ]bXYh]g]Wk`bUWk
]\fYf`? fYVgX]U[bcgY`]b`FYa]gg]cb``8]YgY`dcg]h]j Y`9bhk]W`i b[
Vf]b[h`b]Wkh`bi f`9f`Y]WkhYfi b[`Z0f`g]Y`dYfg0b`]Wk`ž`gcbXYfb`Ui Wk
Z0f`X]Y`Vf]h]gWkY`? 0b][gZJa`j`Yž`X]Y`]b`XYb`YhnhYb`A`cbUhYb`a`]h
Yfbgh\UZhYb`[Ygi bX`Y]h]WkYb`< YfUi gZcfXYfi b[Yb`_cbZfcbh]Yfh
k Ufž`gck c`]\`Z0f`? UhY`U`g`Ui Wk`Z0f`? 0b][`7`Uf`Yg`==` `9g`]gh]Y]bY
9f`Y]WkhYfi b[ž`Yhnh]b`FYa]gg]cb`ni`gY]b`i bX`]Wk`V`Y]VY`Ui Z
; YbYgi b[`_cbnYbhf]Yfh`K]Y`YXYfž`XYf`Y]bY`? fYVgX]U[bcgY
YfZU\fYb`Uhž`VfUi Wk`h`Yg`NY]hž`g]Wk`Ub`Y]bY`bYi Y`Bcfa`U`]h`h`ni
[Yk`0`bYb``Wk`ZfYi Y`a]Wk`YXcWk`Ui ZY]b`YfZ0`YbXYg`]U`f``9g`[]Vh
j]Y`ž`k`cfUi Z`a`Ub`g]Wk`ZfYi Yb`_Ubb`ž`gWkf]YV`g]Y`]b`]\fYa

Ya ch]cbU`Yb`Dcgh"8]YgY`6chgWkUZh`k i fXY`j cb`j]Y`Yb`A YbgWkYb
k Y`hk Y]h`U`g`@]Wk hV`]W_`Ya dZi bXYbž`nY][`h`g]Y`XcWk`X]Y`<cZZbi b[
i bX`XYb`K]`Ybž`X]Y`<YfUi gZcfXYfi b[Yb`ni`a Y]ghYfbž`X]Y`Y]bY
gc`WkY`?fUb`_`Y]h`a]h`g]Wk`Vf]b[`h`

⇒a`GYdhYa VYf`&\$&(`\UhhY`?UhY`A]XX`Yhcb`VYfY]hg`a]h[YhY]`hž`XUgg
g]Y`X]Y`7\Ya ch\YfUd]Y`\]bhYf`g]Wk`[Y`UggYb`\UVY"GY]hXYa`a`Y]h
g]Wk`?Ybg]b[hcb`DU`UWk`VYXYW_h`\]bg]Wk`h]Wk`ni`g`Āh`]Wk`Yf
a YX]n]b]gWk`Yf`8YhU]`g`ni`i]\fYa`i; Ygi bX\Y]hgni ghUbX"CV[`Y]Wk
b]Wk`h`VYghĀh][`h`k i fXYž`k Y`WkY`5fh]`cb`?fYVg`g]Y`\UhhY`cXYf
k Y`WkY`k Y]hYfYb`6Y\UbX`i b[Yb`g]Y`Yj Ybhi Y`Xi fWk`Y]Zž`V`]YV`X]Y
⇒gh]hi h]cb`cdh]a]gh]gWk`]b`i]\fYa`i`a [Ub[`a]h`a YX]Ybk]f_gUa Yb
⇒Zcfa Uh]cbYb"GC`gWk`UZZhY`XYf`6Yf]Wk`h`ØVYf`i]\fY`fYa]gg]cb`Y]bY
k]`_ca`a YbY`5V`k YWk`g`i b[`ni`XYb`j cf\Yf][Yb`6Yf]Wk`hYb"8Yf
DU`Ugh`VYhcbhYž`XUgg`?UhY`Ui Wk`]b`Ni`_i bZh`gWk`f]h`k Y]gY`ni`i]\fYb
cZZ]n]Y`Yb`j YfdZ]Wk`hi b[Yb`ni`fØW`_`Y\`fYb`k]fXž`k Ug`Ui ZY]bY
`Ub[gUa Yž`UVYf`_cb]bi]Yf`]Wk`Y`i; YbYgi b[`\]bXYi hYh`

9]b`6Ygi Wk`ž`XYf`<cZZbi b[`VfUWk`hY

8YhU]`g	
J`c`f`ZU``	; Ygi bX\Y]hg`_f]gY
C`f`h	F`c`m`U``A`UfgXYbž`i; fc»Vf]hUbb]Yb
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "VYf`^]b!`^]j Y"XY • k k k "bmh]a Yg"Wka

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