

? fYUh]j Y '?']bXYf'nY][Yb '?' i bgh'VY]a
G]Y[Yf'? ÒXYf']a 'K UggYfU`Z]b[Yb °

5a '&+"5df]"&\$&) `YfÒZZbYh'X]Y'5i gghY`i b[' K UggYfU`Z]b[Yf
?]bXYf'gY\Yb'G]Y[Yf'? ÒXYf']a 'G]Y[Yf!?' ÒXYf!< Ui g']b
K UggYfU`Z]b[Yb"



F]hhYf!| `f]W!GhfU» Y '&ž'+ (' ' '5U`Ybž'8Yi hgW`UbX'!'5a '&+"
5df]"&\$&) `k i fXY']a 'G]Y[Yf!?' ÒXYf!< Ui g']b'K UggYfU`Z]b[Yb'X]Y
5i gghY`i b[' K UggYfU`Z]b[Yf'?]bXYf'gY\Yb'G]Y[Yf'? ÒXYf
YfÒZZbYh'`8Yf'6i bX'ZØf'<Y]a UhdZY[Y'j YfUbghU`hYh'X]YgY
VYgcbXYfY'GWUi žX]Y'X]Y`_fYUh]j Yb'K Yf_Y'j cb`Yhk U`&\$ \$'?]bXYfb
Ui g`XYb'?]bXYfhU[Yggh`hYb' F Y[YbVc[Yb' i bX' Gh`A Uf]U
dfÄgYbh]Yfh"8]Y`_Y]bYb'? Øbgh`Yf'g]bX']a '5`hYf'j cb`XfY]'V]g'gYW`g
»\fYb' i bX`\UVYb'g]W`]bhYbg]j 'a]h`XYa '@VYb' i bX'K Yf`_XYg
A U`YfdZUffYfg'G]Y[Yf'? ÒXYf`VYgW`ÄZh][h"

I a `]\fY'9f`YVb]ggY' i bX'G]W`h'Ui Z?' ÒXYfg'? i bgh`XUfni ghY`Ybž
\UVYb'X]Y'?]bXYf'b]W`h'bi f'6]XYf'Ui ZDUd]Yf' i bX'@Y]bk UbX
[Ya U`hž'gcbXYfb'Ui W` :] [i fYb'Ui g`Hcbž;]dg'cXYf`DUdda UW`Ä

a cXY`]Yfh"i f_\UfX'A]WU`g_mž&"J cfg]hnYbXYf'XYg'i bXYg'ZØf
<Y]a UhdZY[Y'i bX'BYZZY'j cb'G]Y[Yf'? ØXYfž ZØ\fhY'X]Y'?]bXYf
VYgi W'h'gck]Y'A UhYf]U`]Yb'ni f'J YfZØ[i b[ži a 'X]Y'BYi []Yf'XYf
'Y]bYb'ni 'k YW_Yb" 8]Y'5fVY]h'a]h'?]bXYfb'k Uf'a Y]bYa 'Cb_Y`
gY\ f'k]W'h][ž'VYhcbhY'A]WU`g_mVY]'XYf'9fØZZbi b[gZY]Yf'i bX
k ØfX][hY'X]Y'_fYUh]j Y'5i gY]bUbXYfgYhni b['XYf'?]bXYf'a]h'XYf
'?i bgh"

9]bV`]W_Y`]b`XUg`_Øbgh`Yf]gW X Y`9fVY

8]Y'5i gghY`i b['ja 'CVYf[YgWxcgg'XYg'G]Y[Yf!?'ØXYf!<Ui gYg'k]fX
V]g'ni a '&+'ž`]'&\$&) 'YXYb'GcbbhU['j cb'%'('V]g'%'+'i '\f'[YØZZbYh
gY]b"BYVYb'XYb'K Yf_Yb'XYf'?]bXYf'[]Vh'Yg'Ui W'GhØW_Y'j cb
'YW'hYb 'ØbghYfbž'Y]bgW`]Y»`]W'XYf'K Yf_Y'j cb'G]Y[Yf'? ØXYf
i bX'gY]bYf'GWØYf'ni 'VYk i bXYfb"K Å\fybX'XYf'9fØZZbi b['gUb[
XYf'?]bXYfW'cf' 7\cfk i fa '@YXYf'i bX'gcf[hY'gca]h'ZØf'Y]bYb
ZY]Yf']WYb'FU\ a Yb"Fi bX'%'\$;\$; ÅghY'k UfYb'Ubk YgYbXž'i a 'XYb
6Y[]bb'X]YgYg'Ui »Yf[Yk Ø\ b`]WYb'Dfc'Y_hYg'ni 'ZY]Yfb"

8]Y'XY'XYf'9]bVYn]Y\i b['XYf'?]bXYf']b'XUg'ž V]`Ài a g'U\ f'ZØf
G]Y[Yf'? ØXYf'YbghUbx'k Å\fybX'XYf'BYi [YghU`hi b['XYg
5hY`]YfVYfY]W'g'ja 'G]Y[Yf!?'ØXYf!<Ui gž'XYf'g]W']bhYbg]j 'a]h
'ØXYfg'NY]h'U'g'?i bghYfn]Y\Yf'i bX'gY]bYb'GWØYfb'VYgW'ÅZh][h"
8]YgY'BYi [YghU`hi b['k]fX'ja 'FU\ a Yb'XYg'ž V]`Ài a g'YVYbZU`g
i a [YgYhmh"8]Y'?]bXYf'\UhhYb'X]Y'A Ø[`]W_Y]hž'X]Y'Gh"!GhYd\Ubi g!
'fW'Yž'XYb'G]Y[Yf!?'ØXYf!K Y['i bX'XUg'5hY`]Yf'ni 'VYg]W'h][Ybž
i a '\fY'9]bXfØW_Y`]b'Y][YbYb'?i bghk Yf_Yb'ni 'j YfUfVY]hYb"

Ni gUa a YbUfVY]h'i bX`i bhYfghØhni b[

8]Y'5i gghY`i b['ghY`h'Y]bY'_fYUh]j Y'D`UhhZcfa 'ZØf'† b[Y'HU'YbhY
XUf'i bX'V]YhYh'\bYb'X]Y'A Ø[`]W_Y]hž'\fY'5fVY]hYb'XYf
² ZZb'h]W_Y]h]j cfni ghY`Ybž'Å\ b`]W'k]Y'VY]' YW'hYb 'Øbgh'Yfb"
A]WU`g_m'XUb_hY'XYb'A]h[`]YXYfb'XYg'c fhgW'UZhg!'i bX
'; Ya Y]bXYfUhYg'ZØf']\fY'Z]bUbN]Y`Y'I bhYfghØhni b['XYg'G]Y[Yf!
'ØXYf!<Ui gYgž'X]Y'gc`W'Y'ž]h]Uh]j Yb'Yfa Ø[`]W'h"8]Y'_fYUh]j Yb
FYgi `hUhY'XYf'?]bXYf'nYi [Yb'j cb']\fYf'6Y[Y]ghYfi b['i bX'\fYa
9b[U[Ya Ybž'k Ug'X]YgY'J YfUbgU`hi b['ni 'Y]bYa 'k]W'h][Yb

6YghUbXhY]`XYf`_i`hi fY`Yb`6]`Xi b[`a UWk`h`

: Øf`k Y]hYfY`ϕZcfa Uh]cbYb`ØVYf`X]Y`?i bghdÅXU[c[]_i bX
_i`hi fY`Y`6]`Xi b[ž`X]Y`Ui Wk`]b`XYf`5fVY]h`a`]h`?`]bXYfb`Y]bY
nYbhfU`Y`F c`Y`gd]Y`hž`j`Yfk`Y]gh`X]Y`?`i bghgWk`i`Y`6Yf`]b`Ui Z]`fY
6]`Xi b[gdfc[fUa`a`Y`"

8]Y`5i gghY`i` b[`K UggYfU`Z]b[Yf`?`]bXYf`gY`Yb`G]Y[Yf`?`ØXYf` `]gh
b]Wk`h`bi`f`Y]bY`<ca`a`U[Y`Ub`Y]bYb`VYXYi`hYbXYb`?`Øbgh`Yfž
gcbXYfb`Ui`Wk`Y]bY`;`Y`Y[Yb`Y]h`ZØf`X]Y`Øb[ghYb`;`YbYfUh]cbYbž
]`fY`_Øbgh`Yf]gWk`Yb`:`Å`][`_Y]hYb`ni`Yb`hXYW`Yb`i`bX`ni`nY][`Yb`"

: Øf`k Y]hYfY`9]bV`]W_Y`]b`XUg`9fY][`b]g`i`bX`X]Y`_fYUh]j`Yb`5fVY]hYb
XYf`?`]bXYf`g]bX`]b`hYfYgg]YfhY`6Ygi`Wk`Yf`Yfn`]Wk`Y]b[Y`UXYbž`XUg
G]Y[Yf!`?`ØXYf!`<Ui`g`]b`XYf`F`]hYf!`I`f]Wk`!GhfU`Y`&`ni`VYgi`Wk`Yb`"

GWk`k`UYV]gWk`Y`Dc`gh`VYf]Wk`hYh`ØVYf`X]Y`J`YfU`bghU`hi`b[`a`]h
]bgd]f]YfYbXYb`8YhU]`g`ni`f`_fYUh]j`Yb`5fVY]h`XYf`?`]bXYf`i`bX`XYb
i`bhYfgh`ØhnYbXYb`A`U`bU`a`Yb`Xi`fWk`XYb`6i`bX`ZØf`<Y]a`UhdZY[`Y`
`Yf`i`bX`X]Y`GWk`k`UYV]gWk`Y`V]YhYh`ni`gÅ`h`]Wk`Y`ϕZcfa`Uh]cbYb`
`Yf`"

8YhU]`g	
Cfh	F]hYf!`I`f]Wk`!GhfU`Y`&ž`+`(` ` ` `5U`Ybž 8Yi`hgWk`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "gWk`k`UYV]gWk`Y`!dcgh`XY • k k k "gWk`k`UYV]gWk`Y`"XY • _i`bghgWk`i`YVYf`]b`XY

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