

: cfa Y`%'&\$&) . 'K c`X]Y`F YbbYb
ghUhhZ]bXYb` `5`Y`GhfYW_Yb`]a` , VYfV`]W_°

9bhXYW_Yb`G]Y`X]Y` : cfa Y`%'&\$&) . 'F YbbghfYW_Ybž`<]ghcf]Y
i bX`G]WYf\Y]hgghUbXUfXg`j cb`5i ghfU`]Yb`V]g`A]Ua`]`Ui Z
FcgYb\Y]a` &("



A Y`Vci fbYž`5i ghfU`]Yb`!`8]Y` : cfa Y`%'Yf`YVh]a` `X\`f`&\$&) `Y]bY
gdUbbYbXY`GU]gcbž`X]Y`nU\`fY]WXY`9f]bbYfi b[Yb`Ub`X]Y`Ub[Y
; YgW]W`hY`XYg`A chcfgcdcfhg`k YW_h`'8]Y`F YbbghfYW_Yb`j Uf]]YfYb
j cb`\]ghcf]gWYb`?i fgYb`V]g`\]b`ni`a` cXYfbYb` ; fUbX`Df]! !
GhfYW_Yb`'8]Y` : Ugn]bUh]cb`VY[]bbh`VYfY]hg`VY]a` ; fc»Yb`DfY]g`j cb
5i ghfU`]Ybž`XYf`gY]h`%- &, `Ui g[YhfU[Yb`k]fX`i bX`gY]h`%- - *`]a
5`VYfh`DUf_]b`A Y`Vci fbY`Ui ZY]bYf`) ž&+, `?`]ca` YhYf`Ub[Yb
GhfYW_Y`ghUhhZ]bXYh`Ni`XYb`bYi YfYb`9f[`Abni b[Yb`]a
F Ybb`_U`YbXYf`n`A\`Yb`XYf`A]Ua`] ; fUbX`Df]! žXYf`&\$&&`gY]bY`YfghY
5i ZU[Y`Yf`YVhYž`fi bX`i a`XUg`< UfX`F`cW`GhUX]i a` `Ui ZY]bYf`
8]ghUbn`j cb`) ž(%`?]`ca` YhYfb`"

9]b`k Y]hYfYg`VYa` Yf`_Ybgk YfhYg`9`Ya` Ybh`XYg` : cfa Y`!`%`?`U`YbXYfg

]gh'XYf'G\Ub[\U]`b hYfbUh]cbU`7]fW]hž'XYf'&\$\$('gY]bY'DfYa]YfY
ZY]YfhY"B UWX`Y]bYf'hYa dcfÅfYb'DUi gY'Ui Z[fi bX'XYf'7cfcbU!
DUbXYa]Y`]b'XYb'`U\ fYb'&\$\$&\$`V]g'&\$\$&'`Yf'YVhY`X]Y': cfa Y`%'Xcfh
k]YXYf'gdUbbYbXY`F YbbYb"8]Y`GhfYW_Y'a]ggh') ž() %?'`ca YhYf
i bX`[Y\Öfh'ni f'F Y]\Y`XYf']b hYfbUh]cbU`VYk Å\fhYb`F YbbghfYW_Yb"

F YbbghfYW_Yb`]a`K UbXY`XYf'NY]h

8]Y`9bhk]W`i b[`XYg`F Ybb_U`YbXYfg`gd]Y[Y`h'g]W`Ui W`]b`XYf
J]Y`ZU`h'XYf`F YbbghfYW_Yb`k]XYf"8Yf'Gi ni _U`b hYfbUh]cbU`
7]fW]hž'XYf'gY]h'-%-, +`ni a`ZYghYb`6YghUbXhY]'XYf': cfa Y`%
[Y\Öfhž`V]YhYh'a]h'gY]bYb`) ž \$+?'`ca YhYfb`Y]bY`XYf
Ubgdfi W`gj c`ghYb`GhfYW_Yb`]a`?U`YbXYf"æ` ; Y[YbgUhn`XUni
ghY`h'XYf`6U\ fU]b`b hYfbUh]cbU`7]fW]hž'XYf'gY]h'&\$\$(']b`XYf
: cfa Y`%'dfÅgYbh]gh'i bX`) ž (%&?'`ca YhYf'a]ggh"9]b`5i gZU`XYg
F YbbYbg'a i gghY`&\$\$%`Ui Z[fi bX`dc`]h]gW`Yf`i bfi \Yb`\]bbY`a Yb"

8Yf`>XXU\`7cfb]W`Y`7]fW]h`]b`8gW`]XXUž'XYf'gY]h'&\$\$%`HY]'XYg
?U`YbXYfg`]ghž'i bX'XYf'7]fW]h'XY`7UhU`i b mU`]b`GdUb]Ybž'XYf'gY]h
%- - %XUVY]'ghž`j Yf`Y]\Yb`XYa`9j Ybh'ni gÅhn`]W`Yb`F Y]n"5V`&\$\$*
gc`XYf'; fUbX`Df]i`]b`A Uxf]X`ghUhhZ]bXYbž`k Å\ fYbX'XYf'7]fW]h
;]`Yg!J]`YbYi j Y`]b`A cbhfÅU`gY]h'-%-, `Y]bY`[fc»Y': UbVUg]g`\Uhž
YXcW`]b`Y]b][Yb`U\ fYbž`k]Y`&\$\$&\$`i bX`&\$\$%ž`Ui gZ]Y`"

8]Y`F YbbghfYW_Yb`g]bX`i b hYfgW`]YX`]W`Yb`HmdYb`ni [YcfXbYh"9g
[]Vh'dYfa UbYbhYž`X]Y`XUi Yf\UZh`ZØf`XYb`A chcfgcdcfh`VYhf]YVYb
k YfXYbž'i bX`hYa dcfÅfY`GhfYW_Yb`k]Y`A cbUW`ž`X]Y`Ui Z
ÖZYbh]W`Yb`GhfU» Yb`cf[Ub]g]Yfh`k YfXYb"8Yf`5bgh]Y[`XYf
; YgW`k]bX][_Y]hYb`]b`XYf': cfa Y`%'ZØ\fhY`gY]h'XYb`%- - \$Yf`U\ fYb
ni`Y]bYf`j YfghÅf`hYb': c_i g`Ui ZG]W`Yf\Y]hga U» bU`a Yb"8]YgY
g]bX`bi b`ZØf`U`Y`F YbbghfYW_Yb`j cb`\ÖW`ghYf`6YXYi hi b[`i bX
a ØggYb`XYb': =5!; fUX!%!G]W`Yf\Y]hgUbZcfXYfi b[Yb`YbhgdFYW`Yb"

G]W`Yf\Y]hga U» bU`a Yb`]b`XYf': cfa Y`%

8]Y`G]W`Yf\Y]h'XYf': U\ fYf']gh`]b`XYf': cfa Y`%]a`a Yf`Y]b`nYbhfU`Yg
H\Ya U`[Yk YgYb"B UWX`XYa`hfU[]gW`Yb`i bZU`j cb`ž`Yg`6]UbW`]
]a`U\ f`&\$\$%(ž'XYf'XYf`YfghY`hOX`]W`Y`i bZU`gY]h'5mfhc`b`GYbbU

%- - ('k Ufž'k i fXY'X]Y'8]g_i gg]cb'ØVYf'G]WXYf\Y]hgj YfVYggYfi b[Yb
j YfghÀf_h"8]Y': Æ\Uh'gY]hXYa ' _cbh]bi]Yf'W
G]WXYf\Y]hgghUbXUfXg'Yf\Ò\hž]b_i g]j Y'bYi Yf'FY[Y'b'k]Y'XYf
9]bZØ\fi b['XYg'j]fhi Y''Yb'GUZYhm7Ufg'i bX'XYf'5bdUggi b['XYf
: U\fnYi [bUgYb'ni f'J Yff]b[Yfi b['XYg'F]g]_cg'VY
: fcbh_c``]g]cbYb"

⊕'XYb''YhnhYb'nk Y]'ϰ\fnY\bhYb'k i fXYb'nU\ 'fY]WXY'A U» bU\ a Yb
]a d`Ya Ybh]Yfh'J cb'XYb'j YfVYggYfhYb'7fUg\hYghg'UV'&\$%&'V]g'\]b
ni f'9]bZØ\fi b['XYg'8FG!GmghYa gžXUg'Ui ZVYgh]a a Y'NcbYb
k À\fybX'XYg'HfU]b]b[g'VYgWfÀb_h'k i fXY''9]b'VYgcbXYfYg
5i [Yba Yf_'k i fXY'Ui Z'X]Y'⊕ZfUghfi _hi f'i bX'X]Y'a YX]n]b]gWXY
5i gghUhi b['XYf'GhfYW_Yb'[Y'Y[hž'i a 'Y]bYb'gWbY''Yb'Ni [Ub[
ni f'a YX]n]b]gWXYb'J Yfgcf[i b['ni '[Yk À\f'Y]ghYb"

8Ug'H\Ya U'G]WXYf\Y]h]b'XYf': cfa Y''%V'Y]Vh'j cb'[fc» Yf
6YXYi hi b[ž'XU'X]Y': YgW]W'hY'XYf'?UhY[cf]Y'j cb'XYb'5bZÀb[Yb
]b'XYb'%-) \$Yf'ϰ\fyb'V]g'\]b'ni f'a cXYfbYb'F YbbhYWb]_fY]W'h"
8]Y'_cbh]bi]Yf'WXY'5bdUggi b['XYf'G]WXYf\Y]hgghUbXUfXg'ni][h
XUg'9b[U[Ya Ybh'XYf': Æž'XYb'F Ybbgdcfh'b]W'h'bi f'gdUbbYbXYfž
gcbXYfb'Ui W'g]WXYfYf'ni '[YghU'hYb"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	A Y`Vci fbYž'5i ghfU`Yb
E i Y''Yb	<ul style="list-style-type: none"> • k k k "fcgYb\Y]a &("XY • XY"a "k]_]dYX]U"cf[• k k k "a chcfgcdfh!a U[Un]b"WŁa

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