

J Yfa]gghY`]b`K]YgVUXYb.`Gcf[Yb`i a
\
]`Z`cgY`A`ÅbbYf`U`Ufa]YfYb`X]Y`GhUXh°

þ`K]YgVUXYb`k YfXYb`nk Y]j Yfa]gghY`DYfgcbYb`[Ygi W`h"
<]bk Y]gY`V]hY`Ub`X]Y`K]YgVUXYbYf`Dc`nY]`'8YhU]`g`ni f
Gi W`Y`i bX`6YgW`fY]Vi b[Yb`\
]Yf"

5a`'&"A Åfn'&\$&) `k]fX`YfbYi h`XUg`GW`]W`gU`nk Y]Yf`j Yfa]gghYf
DYfgcbYb`]b`K]YgVUXYb`h`Ya Uh]g]Yfh`'8Yf`) - !`Å`f][Y`<Yff`5`
Nci V]`k]fX`gY]h`XYa`'&+`": YVfi Uf`j Yfa]ggh`'9f`j Yf`Y»`gY]bY
K c`\
bi b[`]b`XYf`þbYbghUXh`a]h`i bVY`_UbbhYa`'N]Y`i bX`_`ÖbbhY
g]W`k`]b`Y]bYf`\
]`Z`cgYb`@U[Y`VY]Z]bXYb`"<Yff`5`Nci V]`]gh
hUi Vghi a a`i bX`_Ubb`k YXYf`YgYb`bcW`gW`fY]VYb`"GY]bYb
5i ZYbh`U`hgcfh`_cbbhY`X]Y`K]YgVUXYbYf`Dc`nY]`V]g`Yf`b]W`h
Yfa]hY`b`ž`cV`k c`\
`<]bk Y]gY`Ui ZgY]bY`a Ò[`]W`Y`Df`ÅgYbn`]a`F`Ui a
K]YgVUXYb`j`cf`]Y[Yb`"

8]Y`6YgW`fY]Vi b[`XYg`J`Yfa]gghYb``Ui hYh`'9f`]gh`%* - `W`a`[fc»`ž`\
U`h
Y]bY`_f`Å`Zh][Y`GhUhi f`ž`_i fnY`[fUi Y`<UUFY`i bX`hf`Å[h`Y]bYb
GW`bUi nVUfh`Ni`Y`hnh`k Uf`Yf`a]h`Y]bYf`j Yfa i h]W`gW`k UfnYb
`XW`_Y`ž`V`Ui Yb`>`Ubg`i bX`gW`k Ufn`k Y]»Yb`GW`i`\
Yb`VY`_Y]XYh`'8]Y
K]YgVUXYbYf`?`f]a]bU`dc`nY]`gi W`h`bUW`N`Yi [Yb`i bX`V]hYh`i a
<]bk Y]gY`i bhYf`XYf`HY`YZcbbi a a Yf`f`\$`*`%`&`'` ()!`\$`c`XYf`Ub`Y`XY
UbXYfY`Dc`nY]X]YbghghY`Y`"5X!<c`W`B`Y`k`g`V`Y`f]W`h`Y`h`ž`X`U`gg`

9]b`k`Y]hYfYf`J`Yfa]gghYf`i bX`X]Y`Gi W`Y`Y

DUFU`Y`ni`X]YgYa`':`U`i]gh`Ui W`X`Yf`, (!`Å`f][Y`?`Ui`g`GW`Y`dd`gY]h
XYa`%)`"A`U]`&\$&(`j`Yfa]ggh`<Yff`GW`Y`dd`j`Yf`Y»`bUW`a`]hU[`g
gY]bY`K`c`\
bi b[`i bX`k]fX`gY]h`Yf`j Yfa]ggh`K]Y`VY]`<Yffb`5`
Nci V]`g]bX`Ui W`VY]`]`a`i a ZUj[fY]W`Y`Gi W`a`U»bU`a`Yb`V]g`Yf
c`\
bY`9f`Zc`[`]YV`YVYb`"5i W`VY]`?`Ui`g`GW`Y`dd`VY`ghY`h`X]Y

A Ò[`]W_X]h'XUgg`Yf`g]W`]b`Y]bYf`\`]ZcgYb`G]hi Uh]cb`VY]bXYh`

GY]bY`6YgW`fY]Vi b[`Uh`Zc`[YbXY`A Yf_a U`Y.`9f`]gh`%ž*) `a` [fc» ž
\Uh`Y]bY`gW`Ub`_Y`GhUhi f`i bX`[fUi`Y`_i fnY`<UUfY``Ni`Yhnh`hfi [`Yf
Y]bY`V`Ui`Y`>Ub`gž`Y]b`[fUi`Y`g`Gk`YUhg\]fh`a`]h`<i bXYUi`Z`fi`W_
gck`j`Y`Y]bY`VY][`YZUfVYb`Y`K`YghY``<Yff`G`W`Y`dd`]gh`6f``Y`bhf`À`[`Yfž
i bX`Ui`W`Z0f`]\b`V]hh`Y`h`X]Y`K`]YgVUXYbYf`Dc`]nY`]'i a` `<]bk`Y]gY
i bhYf`XYf`HY`Y`Zcbbi a` a` Yf`\$`*`%`%`#` (`)!\$`c`XYf`Ub`Y]bY`Ub`XYfY
Dc`]nY]X]Yb`ghghY``Y``8]Y`Dc`]nY`]'<YggYb`]bZcfa`]Yfh`

5``[Ya`Y]bY`=bZcfa`Uh]cbYb`ni`j`Yfa`]gghYb` DYfgcbYb`

8]Y`H\Ya`Uh]_`XYg`J`Yfa`]gghYb`ghUhi`g`k`]fX`]'a`XYi`hgW`Yb`F`Y`W`h
i`a`ZUggYbX`VY\`Ub`XY`h``9]bY`DYfgcb`[`]'h`U`g`j`Yfa`]gghž`k`Ybb`g]Y
i`bYf`_`Àf`]W`UVk`YgYbX`]gh`i`bX`Y]bY` ;`YZU\`f`Z0f`@Y]V`c`XYf`@YVYb
Ub[`Ybca`a`Yb`k`]fX``9fk`UW`gYbXY`\`UVYb`[`fi`bXg`Àh`]W`X`Ug
F`Y`W`hž`\`fYb`5i`ZYbh\`U`hgc`fh`c`\`bY`A`]hY]`i`b[`ni`k`À`\`Ybž`gc`Ub[`Y
_`Y]bY` ;`YZÀ`\`fXi`b[`VYghY`\`h``8]Yg`]gh`Y`Xc`W`VY]`j`Yfa`]gghYb
A`]bXYf`À`\f][`Yb`b]W`h`XYf` :`U`ž`XU`\`Yf`j`cb`Y]bYf`[`fi`bXg`Àh`]W
VYghY`\`Yb`XYb` ;`YZÀ`\`fXi`b[`Ui`g[`Y[`Ub[`Yb`k`]fX``

8Ug`6i`bXYg`_f]a`]bU`Ua`h`f`b?5E`\Uh`X]Y`5i`Z[`UVYž` :`U\`bXi`b[`Yb
bUW`j`Yfa`]gghYb`DYfgcbYb`Xi`fW`ni`Z0\`fYb`i`bX`\`]ZcgY`DYfgcbYb
ni`i`bhYfgh`0hnYb``5_hi`Y``g]bX`fi`bX`-`"(`&\$`J`Yfa`]gghYb`ZÀ`Y`]b
8Yi`hgW`\`UbX`fY[`]ghf]Yfh``9g`k`YfXYb`hÀ[`]W`nk`]gW`Yb`&\$`\$`i`bX`'`\$`\$
bYi`Y` :`U\`bXi`b[`Yb`YfZUgghž`k`cVY]Yhk`U`)`\$`i`XYf` :`À`Y`]bbYf\`U`V
XYf`YfghYb`K`cW`Y`Ui`Z[`Y`_`Àfh`k`YfXYb``=a` `>\f`&\$`&(`k`i`fXYb`fi`bX
%`"%%`\$`\$`?`]bXYf`U`g`j`Yfa`]ggh[`Ya`Y`XYhž`j`cb`XYbYb`-`*`ž+`i`V]g`ni`a
>\fYgYbXY`[`YZ]`bXYb`k`i`fXYb``8Ug`6?`5`]bZcfa`]Yfh`0VYf`
j`Yfa`]gghY`DYfgcbYb`

8YhU]`g	
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"UX!\`cWbYk`g`XY • _`"dc`]nY]"`YggYb`"XY

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