

@i Zh\ UbgU!: `i [`]b`DUb]_.'7c!D]`ch
c\ba ÅW h][ž`>Yh`Z`Y[h`Ui Z`5i hcd]`ch°

9]b`@i Zh\ UbgU!7c!D]`ch`Yf`]hh`C\ba UW h]a `7cW_d]hž`k Å\fybX
X]Y`A UgW]bY`nY\b`A]bi hYb`Ui Z`5i hcd]`ch`Zc["
G]WYf\Y]hgZfU[Yb`V`Y]VYb"



GYj]`Už`GdUb]Yb`!`9]b`VYi bfi \][YbXYf`J cfZU``YfY][bYhY`g]W
Ua`%+``": YVfi Uf`&\$&(`k Å\fybX`Y]bYg`@i Zh\ UbgU!: `i [g]`cb
: fUb_ž fh`bUW`GYj]`U``8Yf`7c!D]`ch`Y]bYg`5]fVi`g`5'`&%`k`i`fXY
c\ba ÅW h][ž`k Å\fybX`XYf`? Ud]hÅ`b`Ui Z`XYf`Hc]`Yhh`Y`k`Uf``#`b`XYf
NY]hž]b`XYf`X]Y`A UgW]bY`c\bY`a`U» [YV`]WY`?`cbhfc``Y`Zc[ž
V`]YVYb`DUggU[]YfY`i`bX`7fYk`[`ØW_]WYfk`Y]gY`i`bj`Yf`Yhnh"
@i Zh\ UbgU`VYghÅh][hY`X]Y`?`Ybbhb]g`XYg`i`bhYfgi`W`i`b[gVYf]W`hg
XYf`gdUb]gWYb`i`bZU`i`bhYfgi`W`i`b[gVY\ØfXY`7`5`5`7`i`bX`\Uh
Y]bY`Y][YbY`i`bhYfgi`W`i`b[`Y]b[Y`Y]hYhž`XYfYb`9f[YVb]ggY`YXcW
b]W`hj`YfØZYbh]W`h`k`i`fXYb"

8Yf`J cfZU``nY][hY`GW`k ÅW Yb`]a`DfcnYgg`XYf`7cW_d]hg]WYf\Y]h
Ui Z`8Yf`7c!D]`ch`VYhÅh][hY`k Å\fybX`gY]bYf`C\ba UW h]i`b[Yk`c`h
6YX]YbY`Ya`YbhYž`XcW`X]Y`A UgW]bY`V`]YV`XUb_`XYg`5i hcd]`ch`Yb
ghUV]``A Yf_k ØfX][Y`;`YfÅi`gWY`]a`7cW_d]h`k`i`fXYb`Xi`fW`XYb

Gh]a a YbfYWcfXYf'Ui Z[YnY]WbYh'BUW Yhk U'nY\ b'A]bi hYb
[Y'Ub['Yg'XYa '?Ud]hAbžXi fW'9]b[UVY'Y]bYg'BchZU''WcXYg'X]Y
7cW_d]hØf'ni 'ÖZbYbž'bUWXYa 'X]Y'ZØbZUWXY'9]b[UVY'XYg
bcfa U'Yb'HØfÖZbi b[gWcXYg'ZY\`gW'ì ["'9]bY'GhYk UfXYgg
j Yfgi W hYž'ØVYf'XUg'6cfXhY'YZb'?cbhU_h'ni 'XYa '7c!D]`chYb
Ui Zni bY\ a YbžXU'X]Y'G]WYf\Y]hghØfYb'b]W'h[Yk U'hgUa ' [YÖZbYh
k YfXYb'_cbbhYb"; 'ØW`]WYfk Y]gY'_cbbhY'XYf'7c!D]`ch'X]Y'HØf
_i fn'j cf'XYf'Ui hca Uh]gWYb'2 Zbi b['gY'VghÖZbYb'i bX'k Uf
Yf_YbbVUf']b'Y]bYa 'gW'YW hYb'Ni ghUbX''9f'k Uf'V'Uggž'gW'k]hnhY
ghUf'_i bX'a UW hY'a Yf_k ØfX][Y'6Yk Y[i b[Yb''8UfUi Z]b
YbhgW]YX'XYf'?Ud]hAb'X]Y '@UbXi b[]b'A Uxf]Xž'k c'X]Y'A UgW]bY
a]h%- - 'DUggU[]YfYb'i bX'gYW'g'6YgUhni b[ga]h[`]YXYfb'g]WYf
'UbXYhY''8Yf'7c!D]`ch'Yf\Y'h'9fghY'<]ZY'j cb'Y]bYa 'a]hfY]gYbXYb
5fnh'i bX'k i fXY']bg'?fUb_Yb\Ui g[YVfUW'h''9]b'6Yf]W'hYf[UVž
XUgg'_Y]bY'<]bk Y]gY'Ui ZJ cfYf_fUb_i b[Yb'XYg' , !À\ f][Yb
j cf'U[Yb"

G]WYf\Y]h']a '7cW_d]h. ': fU[Yb' i bX
< YfUi gZcfXYfi b[Yb

8Yf'J cfZU''k]fZiYfbgh\UZhY'G]WYf\Y]hgZfU[Yb'VYnØ[`]W'XYf
8cddY'VYgYhni b['XYg'7cW_d]hg'Ui Z''8]Y'Yi fcdÀ]gWY
@ ZhZU\fhVY\ØfXY'95G5'ghY\h'bi b'i bhYf'8fi W_ž'X]Y
G]WYf\Y]hg]W'h]b]Yb'ni 'ØVYfd'fØZYb'i bX'X]Y'9a dZY'\i b[
UVni [YVYbž'XUgg'ghYhg'Y]bY'nk Y]hY'VYZ [hY'DYfgcb']a '7cW_d]h
Ubk YgYbX'gY]b'gc''hY''Y\ b']WY'J cfZÀ''Y'g]bX'nk Uf'gY'hYbž'XcW
g]Y'k YW_Yb'6YXYb_Yb'\]bg]W'h]W'XYf'a YX]n]b]gWYb'; Ygi bX\Y]h
XYf'6YgUhni b["

5b'Y]bYa 'k Y]hYfYb'@ Zh\UbgU!:'i [ž'XYa '@< ('* ' ž'_Ua 'Yg'Ua '%- "
>bi Uf'ni 'Y]bYa 'a YX]n]b]gWYb'BchZU''XYg'?Ud]hAbg']b'j c''Yf
: 'i [\Ø\Y''8Yf'?Ud]hAbž'XYf'Ui Z[fi bX'j cb'ì bk c'\`gY]b']b'XYb
F i \YfUi a ' []b[ž'k i fXY'Xcfh' \UbX'ì b[gi bZÀ\]["'CV'Yg'g]W
Ui W '\Yf'i a 'Y]bY'C\ba UW'h\UbXY'hYž'V'Y]Vhi b'_Uf''8Yf
: 'i [nYi [hmd'k Uf'Y]bY'6cY]b['+ (+!, "'5i Z[fi bX'XYf
K YhhYfVYX]b[i b[Yb'k i fXY'XYf': 'i ['bUW' A cbhfYU''i a [Y'Y]hYhž
k Ug'ZØf'X]Y'DUggU[]YfY'ni 'ì bUbbY\ a `]W_Y]hYb'ZØ\fhYž'X]Y
@ Zh\UbgU'YXcW'VYXUi YfhY"

A YX]n]b]gWk Y`B chZÀ`Y`]b`XYf`@i Zh

A YX]n]b]gWk Y`Nk]gWk YbZÀ`Y`]a` :`i` [`]g]bX`b]Wk hi b[Yk Ò\`b`]Wk`
 &A\`f`]Wk` []Vh`Yg`gWk`Àhni b[gk Y]gY` (\$\$\$`\$\$\$`a` YX]n]b]gWk Y`J`cfZÀ`Y`
 k`Y`hk`Y]hž`j`cb`XYbYb`Yhk`U`(`)` \$\$\$`U`g`g][`b]Z]_Ubh`[`Y`hYb`
 GhUh]gh]gWk` [YgY\`Yb`Yf`Y]XYh`Y]b`DUggU[]Yf`dfc`A`cbUh`Y]bYb`
 HcXYgZU``]b`Y]bYf` :`i` [[YgY`gWk`UZhž`X]Y`&A\`f`]Wk` (`\$`A`]``cbYb`
 :`i` [[`ÀghY`VY`ZÒfXYfh` :`& :`i` [nYi` [Yb`]gh`Yg`k`]Wk`h][`ž`XUgg`X]Y`
 6YgUhni b[`Ub[`Ya`YggYb`[`YgWk`i`h`]gh`"9g`YI`]gh]Yfh`YXcWk`_Y]bY`
 i`a`ZUggYbXY`8c_i`a`YbhUh]cb`ØVYf`a`YX]n]b]gWk Y`Nk]gWk YbZÀ`Y`ž`
 gcXUgg`bi`f`%+`i` `YfZUgg`h`k`YfXYb``8]Y`@`ZhZU\`fh]bXi`ghf]Y`k`]fX`
 XU\`Yf`Ui`Z[`YZc`fXYfhž`Y]bY`ghUbXUfX]g]YfhY`8c_i`a`YbhUh]cb`
 Y]bni`ZØ\`fYbž`i`a`X]Y`E`i`U`]h`h`X`Yf`a`YX]n]b]gWk Yb`J`Yfgcf[`i`b[`ni`
 j`YfVYggYfb`i`bX`fYWk`h]Wk`Y`I`bg]Wk`Yf\`Y]hYb`ni`VYgY]h][`Yb`"

&8Yi`hgWk`UbX`\`UVYb`bi`f`k`Yb][`Y` :`i` [[YgY`gWk`UZhYb`
 ghUbXUfX]g]YfhY`6Yf]Wk`hY`ZØf`a`YX]n]b]gWk Y`B`chZÀ`Y`ž`i`bX`X]Y`
 hYWk`b]gWk Y`5i`gghUhi`b[`XYf` :`i` [nYi` [Y`j`Uf]]Yfh`",`&`i` `XYf`
 Yi`fcd`À]gWk Yb` :`i` [[YgY`gWk`UZhYb`ghY`Yb`Y]bYb`5fnh_c`ZZYf`ni`f`
 J`YfZØ[`i`b[`ž`k`À\`fYbX`]a` `I`G!`@`Zh`f`Ui`a` :`i` [nYi` [Y`gY]h`&\$\$`(`Ui`Wk`
 a`]h`598`g`Ui`g[`YghUh`h`Y`h`gY]b`a`ØggYb``@`Zh\`Ub`g`U`i`bX`6f]h]g\`
 5]fk`Umg`nY][`Yb`Ui`Z]\`fYb`K`YVgY]hYb`&Zcfa`Uh]cbYb`ni`f`
 a`YX]n]b]gWk Yb`5i`gghUhi`b[`]\`fYf` :`chhY``8]Y`5i`gV]`Xi`b[`XYf`
 :`i` [VY[`Y]hYf`]gh`YVYbZU`g`Y]b`nYbhfU`Yf`Di`b`_h`/`Y]b`nk`Y]h`À[][`Yf`
 GhUbXUfX_i`fg`i`bX`&A\`f`]Wk Y`5i`Zf]gWk`i`b[`g_i`fgY`g]bX`c`Zi`b]Wk`h`
 Ui`gY]Wk`YbXž`i`a`]a`B`chZU`Y`ZZY`_h]j`ni`UbXY`b`"

8YhU]`g	
J`c`f`ZU``	a`YX]n]b]gWk Yf`B`chZU``ž`a`YX]n]b]gWk Yf`B`chZU``
I`f`g`UWk`Y	C`\`ba`UWk`hž`I`bk`c`\`gY]b
C`f`h	G`Y`j`]``Už`GdUb]Yb
J`Y`f`Y`h`h`Y	%
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "gi`YXXYi`hgWk`Y`XY • k k k "hU[`&(`XY • k k k "UYfnhYV`Uhh"XY

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