

I f`Ui V`&\$&) . . :]bXYb`G]Y`XUg`dYfZY_hY
F Y]gYn]Y`ZØf`⇒fY`HfÀi a Y°

9fZU\ fYb`G]Y`]b`i bgYfYf`5bU`mgYž`k]Y`g]W`XUg
F Y]gYj Yf\U`hYb`XYf`8Yi hgW`Yb`&\$&) `j YfÀbXYfh`i bX`k Y`W`Y
I f`Ui VgUfhYb`VY`]YVh`g]bX"



8Yi hgW`UbX`!`8]Y`GY\bgi W`h`bUW`F Y]gYb`i bX`bYi Yb
9f`YVb]ggYb`]ghi b[YVfcW`Yb`" `#`X]YgYa `?`cbhYI h`h`Ya Uh]g]Yfh`
F Y]gYfYdcfhYf`X]Y`K U`nk]gW`Yb`i bhYfgW`]YX`]W`Yb
I f`Ui VgUfhYb`k]Y`6Yf[Yb`cXYf`A Yfž`K UbXYfb`cXYf
YbhgdUbbYbXYa `GhfUbXi f`Ui V`9]b`]bhYfU_h]j Yg`E i]n`]\`Zh`XUVY]ž
XUg`]XYU`Y`F Y]gYn]Y`ni `Z]bXYbž`VUg]YfYbX`Ui Z`XYb`]bX]j]Xi Y`Yb
Jcf`]YVYb`XYf`HY`]bY`a Yf`": fU[Yb`ni `dYfgØb`]W`Yb`6YXØfZb]ggYb
`cV`bUW`GcbbY`i bX`K `Àfa Y`cXYf`Y]bYf`5_nYdhUbn`j cb`F Y[Yb`
Yfa Ø[`]W`Yb`Yg`F Y]gYbXYbž`\fY`dYfZY_hY`I f`Ui Vgcdh]cb`ni
YbhXYW_Yb"

6YfY]h`ZØf`XUg`5VYbhYi Yf3`8 Ug`E i]n`Yfa i h][h`X]Y`Bi hnYfž`g]W`]b
X]Y`≠YY`Y]bYg`UbXYfYb`@YVYbg`]b`Y]bYa `ZYfbYb`@UbX

\]bY]bni j YfgYhnYb"8]YgY'J cfghY`i b['k YW_h'X]Y': YfbY'XYf
i b[YXi`X][Y'J cfZYi XY'Ui ZX]Y'bÅW ghYb'F Y]gYb"K Yf'bcW
i bgW`Øgg]['ghž Z]bXYh]b'XYb'H]ddg'i bX'ϑgd]fUh]cbYb'j cb
F Y]gYfYdcfhYf'k Yfhj c`Y'<]bk Y]gY'ZØf'X]Y'F Y]gYd`Ubi b["

5_hi Y`Y'HfYbXg']a 'F Y]gYj Yf\U`hYb

B UW`XYb'9f[YVb]ggYb'XYf'5857'Hci f]ga i gghi X]Y'&\$&)
nY][Yb'g]W`gdUbbYbXY'HfYbXg']a 'F Y]gYj Yf\U`hYb'XYf'8Yi hgWYb"
, VYf') "\$\$\$'6YZFU[hY'UV'% , ϑ\Yb'k i fXYb']a '8YnYa VYf'&\$&('ni
]\fYb'F Y]gY[Yk c\b\Y]hYb'VYZFU[h'8]Y'Ghi X]Y'nY][hžXUgg') , 'i
XYf'8Yi hgWYb'i f`Ui VgfY]gYb'j cb'a]bXYghYbg'ZØbZ'HU[Yb
i bhYfbY\ a Ybž'k cVY]'Y]b'ghUV]'Yf'5bhY]'ZØf'&\$&) 'dfc[bcgh]n]Yfh
k]fX"'6YgcbXYfg'VYa Yf_Yb'gk Yfh]gh'XYf'5bgh]Y['XYf'gc[YbUbbhYb
J]Y'i f`Ui VYf' , 'i 'XYf'6YZFU[hYb'[UVYb'Ubž'a Y\ f`U'g'ZØbZ
F Y]gYb'dfc'ϑ\ f'ni 'a UWYbž']a 'J Yf['Y]W`ni' 'i 'ni j cf"

8]Y'j]bhYfbUh]cbU`Y'F Y]gY'i gh'b]a a h'ni "'* - 'i 'XYf'6YZFU[hYb
d`UbYb'Y]bY'5i g`UbXgfY]gY]'a 'ϑ\ f'&\$&(ž']a 'J Yf['Y]W`ni '* ('i 'ja
ϑ\ f'&\$&" ; 'Y]W`nY]h]['g]b_h'XYf'5bhY]'XYf'F Y]gYb']bbYf\U`V
8Yi hgW`UbXg'Ui Z' %i 'f&\$&&' * i 'Ł"Hfchn'X]YgYf'J YfgW]YVi b[
V`Y]Vh'8Yi hgW`UbX'Y]b'VY']YVhYg'F Y]gYn]Y"'8YbbcW`]gh'Yg
g][b]Z]_Ubž'XUgg'X]Y'8Yi hgWYb'ni bY\ a YbX'XUni 'hYbX]YfYbž
]\fYb'<Ui dh' f`Ui V'ZfØ\Yf'ni 'Vi WYb.' (('i 'd`UbYb']\fYb'i f`Ui V
j]Yf'A cbUhY]'a 'J cfUi gž'k Ug'Y]bYb'5bgh]Y['ja 'J Yf['Y]W`ni 'XYb
' - 'i 'ja 'ϑ\ f'&\$&&'XUfghY`h"

J Yf_Y\fga]hhY`i bX'F Y]gYa i ghYf

8]Y'Ghi X]YbYf[YVb]ggY'nY][Yb'Ui W`]bhYfYggUbbhY'J YfÅbXYfi b[Yb
]b'XYf'K U\`XYf'J Yf_Y\fga]hhY"'8]Y'Bi hni b['XYg': 'i [nYi [g]gh
j cb'' &i 'ja 'ϑ\ f'&\$&&'Ui Z' +i 'i [Ygh]Y[Ybž'k Å\ fYbX'XUg'5i hc
bUW`k]Y'j cf'XUg'\Ài Z][ghY'J Yf_Y\fga]hhY`]'gh"Ni XYa 'YfZYi Yb
g]W`DUi gW`U`fY]gYb'k UW`gYbXYf'6Y']YVh\Y]hž'X]Y'' &i 'XYf'F Y]gYb
]a 'ϑ\ f'&\$&('Ui ga UWYbž']a 'J Yf['Y]W`ni '&- 'i 'ja 'ϑ\ f'&\$&&"
ϑX]j]Xi U`fY]gYb'g]bX'k Y]hYf\]b'ghUf_'bUW [YZFU[hž'a]hY]bYa
5bhY]'j cb'+i "

:]bUbn]Y``gWXY]bYb'j]Y`Y`6YZFU[hY`ZØf`&\$&) `Y]b][Yfa U» Yb
 cdh[a]gh]gW`ni`gY]b.`) \$`i` `Yfk UfhYbž`Y]bYb`À\b`]WXYb`Z]bUbn]Y``Yb
 Gd]Y`fUi a`k]Y`]b`XYf`J Yf[Ub[Yb\Y]h`ni` \UVYb``8YbbcW`Ai » Yfb
 ` &`i` `6YXYb_Yb`i bX`_ÖbbhYb`]b`9fk Å[i b[`n]Y\Ybž`Ui ZFY]gYb`ni
 j Yfn]W`hYb``9]b`k Y]hYfYf`5gdY_h`]gh`X]Y`Gcf[Y`j`cf`Cj Yfhci f]ga`.`+&
 i` `XYf`6YZFU[hYb`gY\Yb`X]YgYg`DfcV`Ya`i bX`*`%`i` `[YVYb`Ubž
 VYhfcZZYbY`i`f`Ui VgcfhY`ni`a`Y]XYb``#`FYU_h]cb`XUfUi Z
 i bhYfghØhnYb`) \$`i` `XYf`i`a`ZFU[YhY]`bY\`a`Yf`X]Y`9]bZØ\fi b[`j`cb
 Ni [Ub[g[YVØ\fybž`i`a`ØVYfZØ`hY`FY[]cbYb`ni`Ybh`UghYb``

8]Y`5857`Hci f]ga`i`gghi X]Y`V]YhYh`k`Yfhj`c``Y`9]bV`]W_Y`]b`XUg`g]W
 j YfÅbXYfbXY`FY]gYj Yf\U`hYb`i`bX`[]Vh`gck`c`\`i`f`Ui VYfb`U`g`Ui W
 5bV]YhYfb`bØhn`]WXY`5b\U`hgd`i`b`hYž`i`a`g]W`Ui Z`X]Y`bYi`Yb
 ; Y[YVYb\Y]hYb`Y]bni`ghY``Yb``9g`V`Y]Vh`UVni`k`UfhYbž`k`]Y`g]W
 X]YgY`HfYbXg`]a``Å\`f`&\$&) `k`Y]hYf`Ybhk`]W_Y`b`k`YfXYb``

8YhU]`g	
Cfh	8Yi`hgW`UbX
Ei`Y``Yb	<ul style="list-style-type: none"> • k k k "fY]gYfYdcfhYf"XY • k k k "UXUWXY

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