

8 fYgXYb]b 'XYf':]bUbn_]gY.
GdUfa U» bU\ a Yb 'VYXfc \Yb 'XYb
B U\j Yf_Y\ f°

8 Yf' GhUXhfUh'8 fYgXYb 'X]g_i h]Yfh'Z]bUbn]Y``Y'9b[dÀggY 'XYf
8 J 6" 'GdUfa U» bU\ a Yb 'i bX'5b[YVchg_Øfni b[Yb 'UV'5df]'
&\$&) 'ghY\Yb 'VYj cf"

8 fYgXYb ž'8 Yi hgW\ `UbX '!8 Yf' GhUXhfUh']b'8 fYgXYb 'ghY\h]j cf
Y]bYf'Z]bUbn]Y``Yb'<YfUi gZcfXYfi b[ž'X]Y'a Ugg]j Y'5i gk]f_i b[Yb
Ui Z'XUg'ÒZZYbh]W\Y'B U\j Yf_Y\fgUb[YVch'\Uh"5a 'A]h'k cW\k]fX
X]Y'G]hni b['UV[Y\U'hYbž'i a 'g]W\ 'a]h'XYf'Ub[YgdUbbhYb
Z]bUbn]Y``Yb'@U[Y'XYf'8 fYgXbYf'J Yf_Y\fgVYhf]YVY'fB J 6Ď:ni
VYZUggYb"8]Y'8 J 6'a i gg'Y]b'8 YZ]n]h]j cb'%, 'A]``cbYb'9i fc
Ui g['Y]W\Ybž'k Ug'g]W\]b': cfa 'j cb'?Øfni b[Yb'VY]'XYb'5b[YVchYb
j cb'6i gž'6U\ b'i bX': À\fyb'UV'5df]'b]YXYfgW\U[Yb'k]fX"
GhUXhgdFYW\Yf'8 Ub]Y``<Y]bY'VYghÀh][hYž'XUgg'Y]bY
Nk]gW\YbZ]bUbn]Yfi b['ZØf'a UI]a U`nk Y]'A cbUhY'g]W\Yf[YghY``h
k YfXYb'gc``ž'k À\fybX'X]Y'GdUfj cfgW\À[Y]'a '8YhU]'[YdfØZh
k YfXYb"

Ni XYa 'k i fXY'ja ':]bUbnUi ggW\i gg'X]Y'GdUfj cf`U[Y'j YfhU[hž'k Ug
VYXYi hYhž'XUgg'ZfØ\YghYbg']b'Y]b][Yb'K cW\Yb'a]h'Y]bYf
9bhgW\Y]Xi b['[YfYW\ bYh'k YfXYb'_Ubb" '<Y]bY'Yf'_ÀfhYž'XUgg'X]Y
Z]bUbn]Y``Yb'A]hY``b]W\h'Ui gfY]W\Yb'k YfXYbž'i a 'U``Y'K ØbgW\Y'ni
YfZØ``Ybž'i bX'XUgg']b'XYf'U_hi Y``Yb'G]hi Uh]cb' X]Y'8YW_Y'ni '_i fn
gY]ž'k Ug'ni '@ØW_Yb']b'XYf'5i gZ]bUbn]Yfi b['j]Y'Yf'6YfY]W\Y'ZØ\fh"

8 Yf'8 fi W_ 'Ui Z'X]Y'8 J 6'k ÀW\gh

8]Y'dc`h_]bhYfbYb'8]g_i gg]cbYb'ØVYf'9]bgdUfi b[Yb'g]bX'VYfY]hg
]a ': Ub[Yž'k cVY]j YfgW\]YXYbY'J cfgW\À[Y'j cb

GhUXhfUhgZfU_h]cbYb`j`cf`Y[Ybž`X]Y`g]W`hY]`k`Y]gY`k`]XYfgdfYW`Yb`
8]Y`i`bhYfbY`a`Yb`ggd]hnY`XYf`HYW`b]gW`Yb`K`Yf`_Y`8`fYgXYb`fHK`8`Ł
d`Ubh`ni`XYa`ž`g]W`b`UW`X`Yf`F`Uhg]hni`b[`ni`gUa`a`Ybni`gYhnYbž`i`a
k`Y]hYfY`G`W`f]hY`ni`V`Y`gd`f`Y`W`Yb`"9`g[]V`h`, `V`Y`f`Y[i`b[Ybž`X`Y`a` `8`J`6
a`Ö[`]W`Y`fk`Y]gY`a`Y`f`; `Y`X`Ui`g`X`Y`a` `gh`X`h]gW`Yb`<`Ui`g`U`h`ni`f
J`Y`f`Z`[i`b[`ni`ghY`Ybž`k`Ug`Y`X`c`W`U`b`X`Y`f`Y`D`c`]h]_Z`Y`X`Y`f`V`Y`U`gh`Y`b
k`Ø`f`X`Y`"

9]b`V`Y`X`Y`i`h`Y`b`X`Y`g`D`f`c`V`Y`a` `ghY`h`X]Y` ð`gh`U`b`X`U`h`i`b[`X`Y`f
a`]h`Y`f`k`Y]Y`]b`X]Y` ð`Y`f`Y[`Y`_`c`a`a`Y`b`Y`b`B]Y`X`Y`f`Z`i`f`V`U`b`Y`b`X`U`f`ž`X]Y
gY]h`%-`-`-`]a` `9]b`g`U`h`n`g]b`X`"9`f`g`U`h`h`Y]Y`g]b`X`g`W`k`Y`f`ni` `V`Y`g`W`U`Z`Y`b`ž
i`b`X`X]Y`F`Y`d`U`f`U`h`f`_`c`gh`Y`b`ghY][`Y`b`"B`Y`i`Y`G`h`U`X`h`V`U`b`Y`b`ž`X]Y`Z`Ø`f
j`Y`f`g`W`]Y`X`Y`b`Y`@]b]Y`b`Y]b[`Y`g`Y`h`h`k`Y`f`X`Y`b`_`Ö`b`Y`b`ž`k`i`f`X`Y`b`V`Y`f`Y]h`g
j`c`f`Ø`V`Y`f`n`Y`b` ð`Y`f`Y`b`U`b[`Y`g`W`U`Z`h`ž`k`c`V`Y]X]Y`:]b`U`b`n]Y`f`i`b[
[`f`Ö`h`Y`b`h`Y]`g`U`i`g`:`Ø`f`X`Y`f`a`]h`Y`b`X`Y`f`9`i`f`c`d`Ä]g`W`Y`b`i`b]c`b`i`b`X`X`Y`g
:`f`Y]g`h`U`h`Y`g`G`U`W`g`Y`b`Y`f`Z`c`[`h`Y`"

@Ub[Zf]gh][Y`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[`Y`b`]b`X`Y`f
:`]b`U`b`n]Y`f`i`b[

8]Y`U`" `[`Y`a`Y]b`Y`:]b`U`b`n`U[`Y`X`Y`f`8`J`6`g`d]Y[`Y`h`Y]b`Y`k`Y]h
j`Y`f`V`f`Y]h`Y`h`D`f`c`V`Y`a`U`h]_`]a` `Ö`Z`Y`b`h]W`Y`b`B`U`j`Y`f`_`Y`f`]b
8`Y`i`h`g`W`U`b`X`k`]X`Y`f`" @`U`i`h`Y]b`Y`f`5`b`U`m`g`Y`]g`h`X]Y`:]b`U`b`n]Y`f`i`b[`X`Y`g
Ö`Z`Y`b`h]W`Y`b`D`Y`f`g`c`b`Y`b`b`U`j`Y`f`_`Y`f`g`f`f`DB`J`Ł`_`c`a`d`Y`i`i`b`X`k`Y`b][
h`f`U`b`g`d`U`f`Y`b`h`"J]Y`Y`J`Y`f`_`Y`f`g`i`b`h`Y`f`b`Y`a`Y`b`ghY`Y`b`i`b`h`Y`f`8`f`i`W`ž`X`U
X]Y`6`Y`h`f]Y`V`g`_`c`gh`Y`b`ghY][`Y`b`i`b`X`5`i`g[`Y]W`gn`U`i`b[`Y`b`Z`Ø`f
f`Y`X`i`n]Y`f`h`Y`H]W`Y`h`d`f`Y]g`Y`c`Z`h`Z`Y`Y`b`" ð`j`]Y`Y`b`X`Y`i`h`g`W`Y`b`G`h`X`h`Y`b`ž
Y]b`g`W`Y`Y`»`]W`8`f`Y`g`X`Y`b`ž`g]b`X`X]Y`:]U`f`d`f`Y]g`Y`X`i`f`W`ghY][`Y`b`X`Y
?`c`gh`Y`b`]b`X`Y`b`Y`h`h`Y`b` ð`Y`f`Y`b`U`b[`Y`c`V`Y`b`k`c`f`X`Y`b`ž`k`U`g`U`i`Z
I`b`j`Y`f`g`h`b`X`b]g`V`Y]X`Y`b`:]U`f[`Ä`gh`Y`b`gh`Ö`h`"

8]Y`:]U`f[`Ä`gh`Y`Ø`V`Y`f`b`Y`a`Y`b`Y]b`Y`b`Y`f`Y`V`]W`Y`b`5`b`h`Y]`X`Y`f`?`c`gh`Y`b`ž
k`c`V`Y]X]Y`B`i`h`n`Y`f`Z]b`U`b`n]Y`f`i`b[`Y`h`k`U`(`) `ž`-`i`i`]a`]b`h`Y`f`b`U`h]c`b`U`Y`b
J`Y`f[`Y]W`U`i`g`a`U`W`h`K`]g`g`Y`b`g`W`U`Z`h`Y`f`i`b`X`9`i`d`Y`f`h`Y`b`Z`c`f`X`Y`f`b
X`U`Y`f`X`f]b[`Y`b`X`F`Y`Z`c`f`a`Y`b`]b`X`Y`f`:]b`U`b`n]Y`f`i`b[`g`h`f`i`_`h`i`f`X`Y`g
²`DB`J`"J`c`f`g`W`Ä[`Y`k`]Y`X]Y`9]b`Z`Ø`f`i`b[`Y]b`Y`f`B`U`j`Y`f`_`Y`f`g`U`V[`U`V`Y`ž
X]Y`9`f`Y`V`i`b[`j`c`b`9`f`g`W`Y`Y`»`i`b[`g`V`Y]h`Ä[`Y`b`c`X`Y`f`X]Y`9]b`Z`Ø`f`i`b[
Y]b`Y`g`6`Ø`f[`Y`f`h]W`Y`h`g`ghY`Y`b`X`U`V`Y]a`F`U`i`a`i`b`X`_`Ö`b`h`Y`b`U`i`Z

6i bXYgYVYbY`X]g_i h]Yfh'k YfXYb"

⊖g[YgUa h']gh`Yg`_`Ufž`XUgg`X]Y`< YfUi gZcfXYfi b[Yb`']b`XYf
:]bUbn]Yfi b[`XYg`² DBJ`']b`8fYgXYb`i bX`XUfØVYf`'\]bUi g
Yf\YV`]WXY`5i gk]f_i b[Yb`Ui Z`X]Y`A cV`]hÅh`XYf`6Øf[Yf`\UVYb`"9g
V`Y]Vh`UVni k UfhYbž`k]Y`X]Y`Dc`]h]_`fYU[]Yfhi bX`k Y`WXY
9bhgWXY]Xi b[Yb`'[YhfcZZYb`k YfXYbž`i a`X]Y`G]hi Uh]cb`ni
YbhgdUbbYb`i bX`Y]b`Zi b_h]cb]YfYbXYg`J Yf_Y`fgUb[YVch
Ui ZfYW`hni Yf`U`hYb"

A Y`f`ni `XYb`< YfUi gZcfXYfi b[Yb`XYg`² DBJ`']b`8Yi hgW`UbX
Z]bXYb`G]Y`Ui Z`Ni`_i bZh`A cV`]hÅh`"8YhU]`g`ni `XYb`U_hi Y``Yb
ŸbXYfi b[Yb`VY]`XYf`8J`6`g]bX`Ui Z`XYf`GY]hY`XYf`8fYgXbYf
J Yf_Y`fgVYhf]YVY`ni`Z]bXYbž`k Å`fYbX`k Y]hYfY`⊖Zcfa Uh]cbYb
ØVYf`X]Y`G]hi Uh]cb`]b`8fYgXYb`VY]`A`8F`Yf`cVYb`k YfXYb`_ØbbYb"

8YhU]`g	
J c f Z U ``	:]bUbn_f]gY
C f h	8fYgXYbž`8Yi hgW`UbX
G W X U X Y b `]b`	%, \$\$\$\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "Xj V"XY • k k k "ni`_i bZh!a cV`]hUYh"bYh

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