

? Ua dZ'i a 'XYb '? `UggYbYf\ U`h. 'J ZJ '\$* 'j g"
9]bhfUWk h'6fUi bgWk Y]['l &' °

5a '%"'A U] &\$&) 'gd]Y`h'XYf'J ZJ '\$* '<]'XYg\Y]a 'nk Y]
<Y]a 'gd]Y`Y`]'b'XYf'CVYf'[U'B]YXYfgUWk gYb'[Y[Yb'9]bhfUWk h
6fUi bgWk Y]['l &' 'i bX'; Yfa Ub]U'9[YghcfZ'k A\fybX
HfU]bYf'F]X\Uf'?]hUf'Ui Z'gY]bY`Y\Ya U][Yb'GWkØhn]'b[Y'hf]Zh"

Dchh_i \`Yž'<]'XYg\Y]a ž'8Yi hgWk `UbX '!5a '%"'A U] &\$&) 'ghY\h
ZØf'XYb'J ZJ '\$* 'Y]b'k]Wk h][Yf'Gd]Y`hU[']'b'XYf'CVYf'[U
B]YXYfgUWk gYb'Ub"8 Ug'HYUa 'k]fX'nk Y]'<Y]a 'gd]Y`Y`VYghfY]hYbž
ni Yfgh[Y[Yb'X]Y'l &' 'j cb'9]bhfUWk h'6fUi bgWk Y]['i bX'XUbb
[Y[Yb'; Yfa Ub]U'9[YghcfZ'"BUWk `Y]bYa ' &.!I bYbhgWk]YXYb']b
K]\Y'a g\Uj Yb'\Uh'XUg'HYUa `Y]bY'K cWk Y'NY]hž'i a 'g]Wk `Ui Z'X]Y
_ca a YbXYb'<YfUi gZcfXYfi b[Yb'j cfni VYfY]hYb"8 Ug'Gd]Y`[Y[Yb
9]bhfUWk h'6fUi bgWk Y]['Z]bXYh'Ua 'GcbbhU['i a '%' 'l \f'Ub'XYf
Dchh_i \`Y'ghUhhž' [YZc`[hij cb'Y]bYa 'F Y[]cbgXYfVmi[Y[Yb'9[YghcfZ
XfY]'HU[Y'gdÅhYf"

HfU]bYf'F]X\Uf'?]hUfž'XYf']b'XYf'J Yf[Ub[Yb\Y]h'X]Y'l &' 'j cb
9]bhfUWk h'6fUi bgWk Y]['WkUWk hY'i bX'Xcfh'[fc» Yb'9fZc`['ZY]YfhYž
k]fX'bi b'[Y[Yb'gY]bY`Y\Ya U][Yb'Gd]Y`Yf'UbhfYhYb"'l bhYf'gY]bYf
: Ø\fi b['Yfn]Y`hY'XUg'HYUa `]'b'XYf'@UbXYg][U'VYY]bXfi W_YbXY - \$
Di b_hYž'k Ug'Y]bYb'J cfgdfi b['j cb'%) 'Di b_hYb'i bX'Y]b
Hcfj Yf\À`hb]g'j cb '%\$. ' &'VYXYi hYh"'6Y]XY'[Y[bYf]gWk Yb'HYUa gž
6fUi bgWk Y]['i bX'9[YghcfZ'VYbØh][Yb'Xf]b[YbX'Di b_hY`ja
5Vgh]Y[g_Ua dZ'

K]Wk h][Y'DYfgdY_h]j Yb'ZØf'XYb'J ZJ '\$*

8Yf'J ZJ '\$* '\Uh]'b'XYb'j YfV'Y]VYbXYb'ZØbZ'Gd]Y`Yb'XYf'GU]gcbž'j cb
XYbYb'j]Yf'ni \Ui gY'Ui g[YhfU[Yb'k YfXYbž'X]Y'; Y`Y[Yb\Y]hž]'b'XYf

HUVY`Y`k`Y]hYf`bUW`cVYb`ni`_`Y`hYfb`"8]Yg`ghY`h`Ui`W`Y]bY
k`]W`h][`Y`7`UbW`Z0f`X]Y`Gd]Y`Yf`XUfz`g]W`Z0f`bYi`Y`J`YfhfA[`Y`ni
Ya`dZ`Y`YbZ`XU`X]Y`?`UXYfd`Ubi`b[`VYfY]hg`]b`j`c`Ya`";`Ub[`Y`]ghi`bX
VU`X][`Y`DYfgcbU`Yb`hgW`Y]Xi`b[`Yb`Yfk`UfhY`h`k`YfXYb`"8]Y
HU[`Yg`_`UggY`0ZbY`h`Ua`Gcb`b`hU[`i`a`%`.'`\$`I`f`z`k`A`fYb`X`XUg
GW]Y`Xgf]W`hYf!5a`h`j`cb`B]`g`<`UU`_`Ui`g`;`0h]b[`Yb`0VYfbca`a`Yb
k`]fX"

0b`Y]bYa`k`Y]hYfYb`?`cb`hYi`h`U`h`X]Y`I`&`j`cb`9]bhfUW`h
6fUi`bgW`k`Y][`z`hfU]b]Yfhj`cb`F]X`U`?`]hUfz`YVYbZU`g`VYXYi`hYbXY
9fZc`[`Y`Yfn]Y`h`A`]h`&`*`j`cb`" `%[`Yk`cb`bYbYb`Gd]Y`Yb`U`h`XUg`HYUa
XYb`5i`Zgh]Y[`]b`X]Y`C`VYf`][`U`XfY]`Gd]Y`hU[`Y`j`cf`GU]gcb`YbXY
[`Yg]W`Yfhz`Yfn]Y`h`a`]h`-,`HcfYb`X]Y`VYghY`C`ZZYbg]j`Y`i`bX`_`Ugg]YfhY
bi`f`&+`;`Y[`Yb`hcfYz`k`Ug`X]Y`VYghY`8`YZYbg]j`Y`XYf`@`UbXYg`][`U!
GU]gcb`XUfghY`h`"?`]hUf`0VYfbU`a`X]Y`A`UbbgW`UZhj`cb`A`UfW
DZ]hmbYf`k`A`fYb`X`XYf`GU]gcb`i`bX`Y[`hY`VYgcbXYfYb`K`Yfh`Ui`ZX]Y
HYUa`Y]ghi`b[`]gck`]Y`X]Y`<`YfUi`gZcfXYfi`b[`Yb`z`X]Y`Xi`fW
?`UXYfd`fcV`Ya`Y`Yb`hghUbXYb`g]bX`"@`Ui`h`5fa`]b`7`Ui`gYj`]WgY]`XYf
5i`Zgh]Y[`]Y]b`;`fi`bX`ni`fi`fYi`XYz`k`A`fYb`X`G`Uj`ca`]f`@`_`UWX]Y`_`UfY
N]Y`gY`hni`b[`]XYg`HYUa`g`i`bhYfghfY]W`h"

8]Y`_`ca`a`YbXYb`Gd]Y`Y`j`YfgdfYW`Yb`gck`c`Z0f`XYb`J`Z]`\$`*`U`g
Ui`W`X]Y`I`&`j`cb`9]bhfUW`h`6fUi`bgW`k`Y][`fY]W`]W`GdUbbi`b[
i`bX`Yb`hgW`Y]XYbXY`A`ca`Yb`hY`]b`XYf`Ui`ZYbXYb`GU]gcb"

A`Y`f`0Zcfa`Uh]cbYb`ni`XYa`Gd]Y`i`bX`XYa`U`_`hi`Y`Yb`GhUbX`XYf
@[`U`Z]bXYb`G]Y`Ui`Z`J`J`\$`*`gck`]Y`ni`XYb`9fZc`[`Yb`XYf`I`&`Ui`Z`
9]bhfUW`h`W`a`"

8YhU]`g	
C`f`h	D`c`h`_`i`f`Y`z`<`]`X`Y`g`Y]a`z`8`Y`i`h`g`W`U`b`X`
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"j`Z]`\$`*`"XY • k`k`k`"Y]bhfUW`h`W`a`"

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