J Yf_Y\fgWk Ucg]b'GU`n[]hhYf.
J c`gdYffi b[ 'UV'+'"5df]"`Yfk UfhYh°

K]Wk h[Y`J Yf\_Y\fga Y`Xi b[Yb`Z0f`GU`n[ ]hhYf. J c`gdYffi b[
i bX`6Ui UfVY]hYb`Ua`A ]Wk UY`!9bXY!F]b['UV`\$+"\$ ("&\$&) "
5`hYfbUh]j Yb`VYUWk hYb`°

A]Wk UY`!9bXY!F ]b[ ž' , &&- 'GU`n[]hhYfž`8Yi hgWk`UbX`!`5a`'+
5df]"&\$&) `Ua`Yg]b'GU`n[ ]hhYf`ni`g][b]Z]_UbhYb
J Yf_Y\fgY]bgWk fÄb_i b[Yb`Ui Z[ fi bX`j cb`6Ui UfVY]hYb`"8]Y`GhUXh
GU`n[ ]hhYf`U`hY]bY`J Yf_Y\fga Y`Xi b[ `j Yf`0ZZYbh]Wk hž`X]Y`0VYf`X]Y
U_hi Y`Yb`A U» bU`a Yb`]bZcfa]Yfh`"8]Y`6Ui UfVY]hYb`Ua`A]Wk UY`!
9bXY!F]b[`]b'GU`n[]hhYf!; YV`UfXg`U[Yb`VY[ UbbYb`Ub`X]YgYa
HU[`i bX`k YfXYb`]b`a Y`fYfYb`5VgWk]hYb`Xi fWk [ YZ0\fhž`k Ug
Y]bY`J c`gdYffi b[`XYg`VYhfcZZYbYb`6YfY]Wk g`ni`f`c`[ Y`U`h`

5i hcZU`fYf`a 0ggYb`a ]h] YfYb[ hYb` : U`fgdi fYb`fYWk bYbž`X]Y`XYb
J Yf_Y\fg] Yf`Ub[ gUa Yb`_0bbYb`"9g`k]fX`Ya`dZc`Ybž`U`hYfbUh]j Y
Fci hYb`Y]bni d`UbYbž`XU`l a`Y]hi b[ Yb`]b`X]YgYa` : U`b]Wk h
j cf[YgY`Yb`g]bX`": i » [ Äb[ Yf`i bX`F UXZU`fYf`g]bX`VYbZU`g`j cb
XYb`5fVY]hYb`VYhfcZZYbž`U`YfX]b[g`V`Y]VYb` ; fi bXgh0W`Y`Z] » Äi Z[
YffY]Wk VUF`"8Yf`6Ui VYfY]Wk `V`Y]Vh`Z0f`9]bgUhnZU`fnYi [ Y`XYf
: Yi Yfk Y`f`i bX`F Yhi b[ gX]YbghY`VYZU`fVUF"

I a ZUb [`XYf`9]bgWk fÄb_i b[Yb

8]Y`J Yf\_Y\fga Y`Xi b[`[ ]h] ca`'+'"5df]"&\$&) ž\$, .\$\$`l`f`V]g`ni`a
'`%"`8YnYa`VYf`&\$&) ž`%&.\$\$`l`f`"8]Y`6Ui`a`U» bU`a`Y`gc`
j cfUi gg]Wk h]Wk`9bXY`&\$&) `UV[ YgWk`cggYb`gY]bž`i bX`Yg`g]bX
k Ä`fYbX`XYf`[ YgUa`hYb`5fVY]hYb`J Yf_Y\fgVY`]bXYfi b[ Yb`ni
Yfk UfhYb`"5`Y`J Yf\_Y\fgY]`bY`a`Yf`ja`K`c`b`VYfY]Wk`k`YfXYb
Ui Z[YZcfXYfhž`Yf`0`hY`5i`Za`Yf`gUa`_Y]h`k`U`hYb`ni`"UggYb`"8]Y

ðZcfa Uh]cbYb`k i fXYb`Xi fW`X]Y`GhUXh`GU`n[]hYfž`XYb` : UW`X]Ybgh
 H]YZVUi`i bX`JYf`Y\`f`gck ]Y`ØVYf`X]Y`6Øf[Yf]bZcfa Uh]cb`i bX`K Ufb!
 5dd`f6`κ 5DDE`VYfY]h[ YghY`hž`X]Y`j cb`Gh`XhYb`i bX`?ca a i bYb`ni f
 K Ufbi b[`i bX` ðZcfa Uh]cb`XYf`6Yj Ø`\_Yfi b[ `Y]b[YgYhnh`k]fX"

Ni g`Àh`]W` [ ]Vh`Yg`a ca YbhUb`k Y]hYfY`6Ui ghY`Ybž`X]Y`X]Y
 JYf`Y\`fgg]hi Uh]cb`]b`j YfgW`]YXYbYb`Gh`XhYb`VYY]bZi ggYb
 _ØbbhYb`" ð`A ØbW`Yb`g]bX`nU`\`fY]W`Y`6Ui ghY`Yb`a]h
 i bhYfgW`]YX`]W`Yb`9]bgW`f`Àb`\_i b[ Yb`U`\_hj "`6Y]gd]Y`gk Y]gY`]gh`X]Y
 ghUXhUi gk `Àfh][ Y`Gdi f`XYf`@ Xk][gVfØW`Y`j ca`+`"V]g`&, "`5df)`
 [YgdYffhž`a ]h`A Ø[`]W`_Y]hYb`ni f`i a `Y]hi b[ `ØVYf`X]Y
 7cfbY`ji gVfØW`Y`cXYf`X]Y`A UI ]a `]Ub]gVfØW`Y`"5i W`X]Y
 <Uf`UW`]b[Yf`6Yf[ ghfU» Y`]gh`V]g`ni a`%`"5df)``bUW`hg`j`c`
 [YgdYffhž`k `À`fYbX`X]Y`?Ui Z]b[ YfghfU» Y`V]g`]bi Uf`&\$`\*`Xi fW`
 GUb]Yfi b[gUfVY]hYb`bi f`gW`k Yf`ni [`Àb[ `]W`\_]ghž`k]Y`X]Y`
5VYbXnY]hi b[`A ØbW`Yb`VYf]W`hYh"

8YhU]`g	
J c fZU``	J Yf`Y\`fgY]bgW`f`Àb`_i b[
I fgUW`Y	6Ui UfVY]hYb
C fh	A]W`UY`!9bXY!F]b[ž` , &&- `GU`n[ ]hYfž` 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "UVYbXnY]hi b[! a i YbW`Yb"XY

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