A Yfn'i bX`X]Y`l B =C B . ' <]ghc f]gW\ Yf
9]bgW\ b]hh`]b`XYf`A ][ fUh]cbgdc`]h]_`

5a`&- "\$%"&\$&) `j YfUVgW\]YXYhY`XYf`6i bXYghU[`a]h
Gh]a a Yb`j cb`l b]cb`i bX`5Z8`Y]bYb`i a ghf]hhYbYb
A][fUh]cbgUbbhfU[ž`k Ug`ni `]bhYbg]j Yb`FYU_h]cbYb`Z0\fhY"

5gW\ UZZYbVi f[ž`8Yi hgW\`UbX`!`5a`&- " ' \bi Uf'&\$&) `ZUbX`]a
6i bXYghU[`Y]bY`VYXYi hYbXY`5Vgh]a a i b[ `0VYf`Y]bYb
A][fUh]cbgUbbhfU[`XYf`l b]cbgZfU_h]cb`ghUhh"8]Y`=b]h]Uhj Y`Yf\`Y`h
VfY]hY`l bhYfgh0hni b[ `j cb`78l ž`7Gl ž`5Z8`i bX`: 8Dž`k Ug`ni `Y]bYa
_bUddYb`9f[ YVb]g`Z0\fhY. `j cb`+\$` `UV[Y[YVYbYb`Gh]a a Yb`k UfYb
' (, `Z0f`XYb`5bhfU[ ž`k`À`fYbX`' ( ) `XU[Y[Yb`gh]a a hYbž`i bX`Yg
[UV`%\$`9bh`U`hi b[Ybž`k ]Y`HU[Yggd]Y[Y`VYf]W\hYh"8]Y
9bhgW\Y]Xi b[`0ghY`↑ VY`bXY`FYU_h]cbYb`i bhYf
l b]cbgUV[YcfXbYhYb`i bX`<`Àa`Y`]b`XYb`FY]\Yb`XYf`5Z8`Ui gž`X]Y
XYb`HU[ `U`g`Y]bYb` `]ghc f]gW\Yb`A ca Ybh`Z0f`X]Y`XYi hgW\Y`Dc`]h]_
VYnY]W\ bYhYb"

: f]YXf]W\`A Yfnž`XYf`j c f g]hYbXY`XYf`78l ž`Ài » YfhY`XYb`5bgdfi W\ ž
_Y]bY`UbXYfYb`A Y`f\`Y]hYb`U`g`]b`XYf`XYa`c`fUh]gW\Yb`A]hhY`ni
gi W\Yb"; `Y]W\ nY]h][ `Zc fXYfhY`Yf`X]Y`GD8`i bX`X]Y`; f0bYb`Ui Z`]b
Y]bYb`8]U`c[`0VYf`XYb`; YgYhnYbhk`i fZY]bni hfYhYb"8]Y
9bhgW\Y]Xi b[`]b`XYf`6i bXYghU[ gXYVUhY`k`i fXY`U`g
J Yfnk`Y]Zi b[ ggW\UW\ ni [ `Vm`XYf`GD8`ž`XYb`; f0bYb`i bX`XYf`@]b`Yb
[Yk`YfhYhž`X]Y`g]W\`]b`Ya`ch]cbU`Yb`FYU_h]cbYb`[YVUFYbž
]bgVYgcbXYfY`Xi fW`XUg`9b[ U[ Ya`Ybh`j cb`<`Y]X]`FY]W\]bbY`_
f@]b`Yž`X]Y`ni a`K`]XYfghUbX`Ui Zf]YZ"

=b`U`h`XYf`5bhfÀ[Y`i bX`XYfYb`5i gk ]f`_i b[Yb

8Yf`Ub[ Ybca`a`YbY`5bhfU[`i`a`ZUgghi`a`ZUggybXY`A`U»`bU`a`Ybž

k]Y`XUi Yf\UZhY'; fYbn\_cbhfc`YbžZU_h]gWXY`9]bfY]gYj YfVchY`gck]Y
5VgW]YVY\UZhZØf`UV[ Y`Y\bhY`5gmVYk YfVYf`I bhYf`XYb`Gh]a a Yb
XYf`I b]cb`k UfYb`%, +`!Gh]a a Yb`j cb`XYf`78I #7GI žk cVY]`Y]bY
5V[YcfXbYhYž`5bhY`H]`a Ubbž`[Y[Yb`XYb`5bhfU[`gh]a a hY`"J cb
XYb`+) `Gh]a a Yb`XYf`5Z8`k UfYb`YXcW`j ]Y`Y`VYfY]hg]a` J cfZY`X
Y]b][žXUgg`X]YgY`Ni gh]a a i b[`XYf`I b]cb`Y]bY`ghfUhY[]gWXY
9bhgWXY]Xi b[`k Ufž`i a `XUg`Y][YbY`K Å\`YfdchYbh]U`ni `ghÅf`_Ybž
k]Y`5`]W`K Y]XY`f5Z8`Uba Yf`hY"

Nk Y]`5bhfÅ[ Y`k i fXYb`X]g\_i h]Yfhž`XYf`YfghY`k i fXY`Ub[Ybca a Ybž
k Å\`fYbX`Y]b`i a ZUggYbXYf`F YZcfa UbhfU[`a Y\`f\Y]h]W`UV[ Y`Y\bh
k i fXY`"8Yf`ϕ\`U`h`XYg`Ub[Ybca a YbYb`5bhfU[ g`ghØ» h`Ui Z
Yf\YV`]WXY`fYWX`h]WXY`6YXYb`\_Ybž`XU`? f]h]\_Yf`VYZØfW`hYbž`XUgg`X]Y
J cfgW`Å[ Y`[Y[Yb`XUg`5gm`fYWX`h]j Yfghc» Yb`\_ØbbhYb`"
6i bXYg`\_Ubn`Yf`C`UZ`GW`c`n`VYnY]W`bYhY`XUg
5Vgh]a a i b[gYf[YVb]g`U`g`Y]b`gW`YWX`hYg`NY]W`Yb`ZØf`XUg
DUf`Ua Ybh`i bX`XUg`@UbXž`i bX`5fVY]hga]b]ghYf`<i VYfhi`g`<Y`
gW`cgg`g]W`XYf`? f]h]_`Ub`A Yfn`Ni`gUa a YbUfVY]h`a ]h`XYf`5Z8`Ub`"
GW`c`n`i bhYfghf]W`ž`XUgg`XUg`5gm`fYWX`h`b]W`h]b`i: fU[Y`[ YghY`h
k YfXYb`XØfZYž`i bX`J ]nY`_Ubn`Yf`F cVYfh`<UVYW`_UddY`"YfhY`Ub
A Yfnž`g]W`b]W`h`a]h`XYf`5Z8`[ Ya Y]b`ni`a UW`Ybž`k Ug`X]Y
Yfn]Y`hYb`A Y\`f\Y]hYb`k Y]hYf`]b`Y]b`gW`YWX`hYg`@]W`h`fØW`h`"

F YU_h]cbYb`i bX`5i gV`]W_

8]Y`FYU\_h]cbYb`Ui ZX]Y`5Vgh]a a i b[ `k UfYb`[ Ya ]gW`h`K Å\`fYbX
X]Y`I b]cb`↑ VY`hYž`ZUbXYb`i bXYfhY`ncfb][Y`A YbgW`Yb`]fYb`K Y[
ni`f`78I !DUfhY]nYbhfU`Yž`i a]\`fYf`I ba i h`5i gXfi`W`ni`j Yf`Y]\`Yb`"
8Yf`HU[ `k i fXY`j cb`XYb`i; fØbYb`U`g`NÅgi`f`ZØf`XYb`6i bXYghU[`i bX
X]Y`8Ya`c`fUh]Y`VYnY]W`bYhž`i bX`6f]hU`<U» Y`a Ubb`fI fØbYŁ
Åi » YfhY`5VgW`Yi`ØVYf`XUg`J Yf\`U`hYb`j cb`A Yfn`"F c`ZA ØhnYb]W`ž
XYf`GD8!; fU\_h]cbgW`YZ`gdfUW`j cb`Y]bYa`[YgW]W`hghfÅW`h][Yb
HU[`i bX`VYhc`bhYž`k]Y`[ YZÅ\`f]W`X]Y`9bhk]W`i b[ `gY]"

8Yf`5i`g`ØgYf`ZØf`X]YgY`5Vgh]a a i b[`k Uf`Y]b`Øb[ ghYf`hØX`]W`Yf
5b[f]Z]b`5gW`UZZYbVi f[ž`XYf`X]Y`8]g\_i gg]cb`ØVYf`X]Y
A][fUh]cbgdc`]h]\_`VYZi`YfhY`"8]Y`I b]cb`d`Ubh[ YgYhn`]W`Y
YbXYfi b[Yb`bcW`j cf`XYf`6i bXYghU[gk U\`ž`i a`Ui ZX]Y

: cfXYfi b[Yb`bUW`a Y\`f`G]WXYf\Y]hi bX`fYghf]_hj] YfYb
 A][fUh]cbga U» bU\`a Yb`ni`fYU[ ]YfYb" `K A\`fYbXXYggYb`gYhnYb`X]Y
 ; fØbYb`Ui ZY]b`bYi Yg; Ya Y]bgUa Yg`9i fcdÄ]gWXYg`5gm`gmghYa ž
 i bX`X]Y : 8D`d`Ubh`Y][YbY`J cfgW`Ä[Yž`X]Y`ØVYf`X]Y`XYf`I b]cb
 \]bUi g[Y\`Yb"

8]Y`dc`h]gWXYb`GdUbbi b[ Yb`\`UVYb`g]W`gWUfZ`ni [Ygd]hnh" `8]Yg
 nY][h`g]W`Ui W`]b`XYf`gWUfZYb`?f]h]_`Ub`XYf`I b]cbž]bgVYgcbXYfY
]b`6Yni [ `Ui Z`X]Y`Ni gUa a YbUfVY]h`a ]h`XYf`5Z8" `8Yf`6Y[f]ZZ
 6fUbXa Ui Yf ž`XYf`ØV`]WXYfk Y]gY`VYbi hnh`k ]fXž`i a `Y]bY`[Yk]ggY
 HfYbbi b[`j`cb`fUX]\_U`Yb`DUfhY]Yb`ni`g][ bU`]g]YfYbž`Yfk YW_h
]a a Yf`a Y\`f: fU[YnY]WXYb" `8]Y`G]hi Uh]cb`]a `6i bXYghU[`]gh
 Ub[YgdUbbhž`i bX`X]Y`ni \_ØbZh][ Y; YgYhn[ YVi b[ `]a `6YfY]W
 A][fUh]cb`V`Y]Vh`i b[ Yk ]gg`i bX`k ]fX`k Y]hYf\]b`_cbhfcj Yfg
 X]g_i h]Yfh"

8YhU]`g	
J cfZU``	A YggYfUb[f]ZZ
I fgUWXY	hØX`]WXYf`A YggYfUb[f]ZZ
C fh	5gW UZZYbVi f[ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y``XY • k k k "hn"XY • k k k "hU[YggW`Ui "XY

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