

6U\bW Ucg. `?]bXYf`gd]Y`Yb`Ua `; `Y]g`i bX
ghcddYb`' &`NØ[Y`]b`; fUVck`°

6U\bj Yfgd`Ähi b[Yb`Ui Z`XYf`GhfYW_Y`<Ua Vi f[!6Yf`b.`Nk Y]
A`ÄXWYb`gd]Y`hYb`Ua `; `Y]g`"6i bXYgdc`nY]`k Ufbh]`cf
@YVYbg[YZU`f"



; fUVck ž`8Yi hgW`UbX`!`9]b`[YZ`Ä`f`]W`Yg`Gd]Y`nk]gW`Yb
; `Y]gYb`gc f[hY`Ua`GUa`ghU[UVYbX`ZØf`a`Ugg] Y
6U\bj Yfgd`Ähi b[Yb`Ui Z`XYf`GhfYW_Y`<Ua Vi f[!6Yf`b`"8]Y
Øfh]W`Yb`6Y`ØfX`Yb`VYf]W`hYb`j`cb`Y]bYa`J`cfZU`"ž`VY]`XYa`nk Y]
A`ÄXWYb`]a`5`hYf`j`cb`%&`i bX`%(`f`Ä`fYb`Ub`XYb`; `Y]gYb`]b`XYf
B`Ä`Y`j`cb`; fUVck ž`]a`@UbX`fY]g`@`Xk`][`g`i`gh`DUfW]a`ž`gd]Y`hYb`
Ni`a` `;`ØW`k`i`fXY`XYf`@`_ZØ`fYf`Y]bYg`; ØhYfni`[`g`Ui`Z`X]Y
; YZU`fYb`Ui`Za`Yf`gUa`i`bX`ghcddhY`fYW`hY]h][`gY]bYb`Ni`[`ž
k`cXi`fW`GW`]a`a`YfYg`j`Yf`]bXYfh`k`YfXYb`_`cbbhY`"8]Y`A`ÄXWYb
k`i`fXYb`i`bj`YfgY`fhj`cb`XYf`@`UbXYgdc`nY]`Ui`Z[`Y`Z`bXYb`i`bX`XYf
6i`bXYgdc`nY]`ØVYf[`YVYb`"8]YgYf`J`cfZU`"ZØ`fhY`ni`Y]bYf
GdYffi`b[`XYf`6U\bghfYW_Y`ž`X]Y`Yhk`U`)`\$`A`]bi`hYb`UbX`Ui`YfhY`i`bX
]bg[YgUa`h`&`NØ[Y`a`]hY]bYf`J`Yfgd`Ähi`b[`j`cb`]bg[YgUa`h`%`+`,

A]bi hYb`Ui Z`X]Y`F Y]gY`gWk]W_hYžk]Y`dn!bYk g"XY`i bX`
HU[Yggd]Y[Y`VYf]Wk hYb`

8]Y`6i bXYgdc`nY]`bU\`a`X]YgYb`J cfZU``ni a`5b`Uggž`Y]bXf]b[`]Wk
j cf`XYb`YI hfYa`Yb`; YZU\`fYb`j cb`Gd]Y`j Yf\`U`hYb`Ub`i bX`Ui Z
6U\`b`]b]Yb`ni`k UfbYb`"NØ[Y`j Yf_Y\`fYb`a`]h`c\`Yf
; YgWk]bX][_Y]hž`g]bX`YI hfYa`Y]gY`i bX`XU\`Yf`cZi`Yfgh`gd`Åh
k U\`fni bY\`a`Yb`"8]Y`j cfVY]ZU\`fYb`XYb`NØ[Y`_ØbbYb`ni XYa`Y]bY
[YZ\`f`]Wk Y`Gc[k]f_`i b[`YfnYi [Ybž`X]Y`ni`gWk YfYb`i bZ\`Yb
ZØ\`fYb`_Ubb`"9]bY`6chgWk UZž`X]Y`VYgcbXYfg`VY]`↑ b[Yb`A`YbgWk Yb
cZi`i bhYfgWk`Åhnh`k]fX`

I bZU``df`Åj Ybh]cb`ZØf`?]bXYf

I a`X]Y`; YZU\`fYb`Ub`; `Y]gYb`i bX`6U\`bUb`U[Yb`VYggYf`ni
_ca`a`i b]n]YfYbž`\`Uh`X]Y`8Yi hgWk Y`6U\`b`]b`Ni gUa`a`YbUfVY]h`a`]h
XYf`6i bXYgdc`nY]`j YfgWk]YXYbY`A`UhYf]U`]Yb`ni f`i bZU``df`Åj Ybh]cb
Ybhk]W_Y`h`"8]YgY`f]Wk hYb`g]Wk`]bgVYgcbXYfY`Ub`?]bXYf`]a`J cf!
i bX`; fi bXgWk i`U`hYf`i bX`j Yfa`]hY`b`gd]Y`Yf]gWk`XUg`f]Wk h[Y
J Yf\`U`hYb`Ub`6U\`bghY][Ybž`![`Y]gYb`gck]Y`!ØVYf[`Åb[Yb`"8Ug
Df`Åj Ybh]cbgdU_Yh`G]Wk Yf`i bhYfk Y[g`a`]h`C`]`i a`ZUggh
I bhYff]Wk hga`UhYf]U`]Ybž`J]XYcg`i bX`Gh]W_Yf`i bX`]gh`ZØf`XYb
I bhYff]Wk h`c`d`h]a`]Yfh`"9]b`5b]a`Uh]cbgZ]`a`a`]h`XYa`H]hY`C`]g
7\`UbWk ž`XYf`XUg`f]Wk h[Y`J Yf\`U`hYb`Ub`6U\`bUb`U[Yb`VY`Yi Wk hYhž
k i fXY`gc[Uf`VY]a` `bhYfbUh]cbU`Yb`Hf]W_Z]`a`!; Ygh]j U`&\$\$*`U`g
VYghYf`?]bXYfZ]`a`Ui g[YnY]Wk bYhž`k]Y`XYi hgWk YVU\`b`Wk a
]bZcfa`]Yfh`

9]b`Øb[ghYf`Df`Åj Ybh]cbggdch`k Y]gh]bgVYgcbXYfY`Ui Z`X]Y
; YZU\`fYb`j cb`[YZ\`f`]Wk Ya`J Yf\`U`hYb`Ub`; `Y]gYb`\`b`
š [YbX`]Wk Y`bY][Yb`cZi`XUni ž`F]g]_Yb`ni`i bhYfgWk`ÅhYbž`gY]`Yg
VY]a`]; fUZZ]h]!GdfØ\`Ybž`5V_ØfnYb`ØVYf`; `Y]gY`cXYf`VY]a`?`YhhYfb
Ui Z; ØhYfnØ[Yb`"8]Y`8Yi hgWk Y`6U\`b`gYhnh`XU\`Yf`Ui ZY]bY`ghUf_Y
`bZcfa`Uh]cbg_Ua`dU[bYž`X]Y`gck`c`\`cb`]bY`U`g`Ui Wk`]b`gc`n]U`Yb
A`YX]Yb`YfZc`[hž`i a`ØVYf`X]Y`; YZU\`fYb`Ui Zni`_`ÅfYb`"A`]h`a`Y\`fYfYb
J]XYcgž`X]Y`X]Y`F]g]_Yb`nY][Ybž`k]fX`j Yfgi Wk hž`[YZ\`f`]Wk Yb
HfYbXg`k]Y`XYa`i`c`hc[fUZ]YfYb`]a`]; `Y]gVYhh`VYk`i`ggh
Ybh[Y[Ybni`k]f_Yb`

8YhU]`g	
C fh	; fUVck ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dn!bYk g"XY • k k k "hU[Yggd]Y[Y`"XY • k k k "XYi hgW\ YVU\ b"Wĉa

6Ygi W\Yb`G]Y`i bg`Ui Z. `bU[!Vk "XY