

K]`m'6fUbXh. 'K UbXYfUi gghY`i b[']b 'K]Yb ÒZZbYh']\fY 'DZc fhYb °

9f`YVYb 'G]Y`X]Y`K]`m'6fUbXh!K UbXYfUi gghY`i b[']b '5gdYfb.
9]bV`]W_`]b '8Ya c_fUh]Y`i bX`A YbgWXYbfYWXhY`V]g(' " ' † `]
& \$ &) " '9]bhf]hh'ZfY]°



GYghUXh'5gdYfbž'K]Ybž'2 ghYffY]WX '!'b'K]Yb'k]fX'ni fnY]h
Y]bY'gdUbbYbXY`K UbXYfUi gghY`i b['ni '9\fYb'j cb'K]`m'6fUbXh
[YnY][hž'XYa 'YfghYb'gcn]U`XYa c_fUh]gWXYb'6i bXYg_Ubn`Yf`XYf
6i bXYgfYdi V`]_ '8Yi hgW`UbX" '8]YgY`5i gghY`i b[']gh`Y]b['Ubn
VYgcbXYfYg'<][\`][\h'i bX`[]Vh`XYb'6Ygi WXfYb`X]Y`A Ò[`]WX_Y]hž']b
X]Y`dc`]h]gWXY`i bX`[YgY`gW`UZh]WX`Y`5fVY]h'6fUbXhg`Y]bni hUi WX`Yb"
8]Y`b]h]Uh]j Y`[Y`h`Ui Z'5`hVi bXYgdf`Àg]XYbh`<Y]bn':]gWXYf'ni fØW_ž
i bX`X]Y`5i gghY`i b[']gh`V]g'ni a`(' " ' † `]' & \$ &) `]b`XYf`J`<G
?i`hi f[UfU[Y`]b`XYf`GYghUXh'5gdYfb`ni`gY`Yb" '8Yf'9]bhf]hh']gh
ZfY]`i bX`j Yfgdf]WX`hž`Y]b`]bhYfYggUbhYg`9f`YVb]g`ZØf`U`Y`
; YgW`]WX`hg]bhYfYgg]YfhYb`ni`k`YfXYb" 'K & (`VYf]WX`hYhž`XUgg`X]Y
5i gghY`i b[`X]Y`YhnhY`GhUh]cb`Y]bYf`Hci`f`]ghž`X]Y`VYfY]hg`]b`%-
XYi hgWXYb`Gh`XhYb`<U`h`a`UWX`hY"

K]`m:6fUbXhžXYf'j cb`%- * - `V]g`%- +(`6i bXYg_Ubn`Yf`k Ufž`Uha]h
gY]bYf`Dc`h]_`b]W`h`bi f`8Yi hgW`UbXž`gcbXYfb`Ui W`X]Y
]bhYfbUh]cbU`Y ; Ya Y]bgW`UZh`[YdfÀ[h`6YgcbXYfg`dfÀ[YbX`k Uf
gY]bY`NY]h`U`g`fY[]YfYbXYf`6Øf[Yfa Y]ghYf`j cb`6Yf`b`]b`XYb
`U\`fYb`%-) + `V]g`%- **ž`X]Y`j cb`XYf`A Ui Yf`i bX`XYf`HY]`i b[
8Yi hgW`UbXg`[YdfÀ[h`k Uf`8]Y`5i gk]f`_i b[Yb`X]YgYf`9fY][b]ggY
gdØfYb`k]f`V]g`\`Yi hY`i bX`g]bX`Y]b`nYbhfU`Yg`H\`Ya U`XYf
5i gghY`i b["6Y`XYb`9fØZbi b[gZY]Yf`]W`_Y]hYb`k UfYb`i bhYf
UbXYfYa `6Øf[Yfa Y]ghYf`A]W`UY`@`Xk][ž`<Y]bn`:]gW`Yf`gck]Y`XYf
Y\`Ya U`][Y`6i bXYghU[gdfÀg]XYbh`K c`Z[Ub[`H\]YfgY`Ubk YgYbXž
X]Y`6fUbXhg`9fVY`k ØfX][hYb`"

9]b`6`]W`_`]b`X]Y`J`Yf[Ub[Yb`Y]h

6fUbXh`k]fX`cZi`U`g`B`Un]!; Y[bYf`i bX`J`cf`_Aa dZYf`ZØf`8Ya c`_fUh]Y
gck]Y`A YbgW`Yb`fYW`hY`[YgY\`Yb`"GY]bY`VYfØ`a hY`FYXY`Ua`"%\$"
Bcj Ya VYf`%- , - `j`cf`XYa`F`Uh\`Ui`g`GW`Øb`YVYf[`j`YfXY`i`h]W`hž
k Ufi a`Yf`Y]bY`nYbhfU`Y`:[i`f`XYf`XYi`hgW`Yb`; YgW`]W`hY`]gh`"b
X]YgYf`5bgdfUW`Y`VYgW`fY]Vh`Yf`XYb`A`ca`Yb`h`XYf
K]YXYfj`YfY]b][i b[`U`g`Y]bYb`gW`Øb`Yb`HU[`b`UW`Y]bYa`"Ub[Yb
K`Y[`i`bX`VYhc`b`hž`X`Ugg`X]YgYf`HU[`Y]bY`Nk`]gW`Yb`ghUh]cb
XUfghY`"h`<]Yf`nY][h]g]W`ž`k]Y`VYk`Y[YbX`X]Y`K]YXYfj`YfY]b][i b[
ZØf`X]Y`A`YbgW`Yb`k`Ufž`X]Y`cZi`ØVYf`U\`fY`[YhfYb`bh`k`UfYb`"J]Y`Y
: Ua`j]Yb`ZUbXYb`YbX`]W`k]YXYf`ni`Y]bUbXYf`i`bX`Yg`k`]fX
VYgW`f]YVYb`ž`k]Y`g]W`VY]gd]Y`gk`Y]gY`Dc`]n]ghYb`Ui`g`C`gh`i`bX`K`Ygh
X]Y`<`UbX`[YVYb`_`c`bb`hYb`"Y]b`gma`Vc`]gW`Yf`5`_`h`XYf`9]b`Y]h"**VdV**
Yf`Ai`hYf`hž`X`Ugg`6fUbXh]b`gY]bYf`FYXY`Y]bY`_`UfY`J]g]cb`ZØf`X]Y
Ni`_i`bZi`8Yi`hgW`UbXg`Zcfa`i`]YfhY`"

9f`fYZY`_h]Yfh`ØVYf`X]Y`K`UbX`i`b[Yb`i`bX`Yf`_`Àfhž`X`Ugg`X]Y
8Yi`hgW`Yb`g]W`[YgW`]W`h]W`Yb`<`YfUi`gZc`fXYfi`b[Yb`ghY`"Yb
a`ØggYb`i`bX`X`Ugg`X]Y`HY]`i`b[`]Y[Yb`XYb`Ghfca`XYf`; YgW`]W`hY
`]Y[Y`6fUbXh`c`VhY`X]Y`J`c`_`gVYk`Y[i`b[`]b`XYf`8`8`F`ž`X]Y`ZØf
J`Yf`Àb`XYfi`b[Yb`i`bX`Y]b`FYW`h`Ui`Z`b`Zcfa`Uh]cb`Yb`Y]b`hf]hh`"GY]bY
6`chgW`UZh`k`Uf`_`Uf.`8]Y`Gh]a`a`Yb`XYg`J`c`_`Yg`a`ØggYb`]b`ZfY]Yb
K`U\`Yb`; Y\`Øf`Z]bXYb`ž`i`bX`Yg`VYgh`UbX`X]Y`B`chk`YbX][`_Y]hž`g]W
b]W`h`Ui`Z`U`hY`DUfc`Yb`ni`j`Yf`UggYb`ž`gcbXYfb`U`_h]j`ni`"UbXY`b`"

9]b`9fVY`ZØf`X]Y`Ni`_i`bZh

8]Y`5i`gghY``i`b[`V]YhYh`gca`]h`b]W`h`b`i`f`Y]b`Y`b`F`Ø`W`_`V`]`W`_`U`i`Z`
6fUbXhg`@YVYbž`gcbXYfb`j`YfV]bXYh`U`i`W`X]Y`_`]`ghcf]gW`Y`b`
9fY][`b]ggY`a`]h`U`_`h`i`Y``Y`b`:`fU[`Y`b`ni`f`8`Y`a`c`_`f`U`h]Y`i`b`X`
[`Y`g`Y``g`W`U`Z`h`]W`X`Y`b`j`Y`f`U`b`h`k`c`f`h`i`b`["`8]Y`K`U`b`X`Y`f`U`i`g`g`h`Y``i`b`[`]`b`
K`]Y`b`]`g`h`U`gc`b]W`X`h`b`i`f`Y]b`Y`<`c`a`a`U[`Y`U`b`6`f`U`b`X`h`ž`g`c`b`X`Y`f`b`
Z`c`f`X`Y`f`h`i`b`g`U`i`W`X`U`i`Z`ž`Ø`V`Y`f`X]Y`[`Y[`Y`b`k`Å`f`h][`Y`b`
<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[`Y`b`b`U`W`X`ni`X`Y`b`_`Y`b`i`b`X`k`]Y`k`]f`X]Y`g`Y`U`b[`Y`Y`b`
_`Ø`b`b`Y`b`"

:`Ø`f`U``Y`ž`X]Y`h]Y`Z`Y`f`i`b`X]Y`:`Y`g`W`X]W`X`h`Y`Y]b`h`U`i`W`X`Y`b`a`Ø`W`X`h`Y`b`ž`
_`Ø`b`b`Y`b`g]W`X`U`V`X`Y`a``%`&`"``ž`b]b`X`Y`f`b`Y`i`Y`b`:`c`[`Y`j`c`b`i`l`b`h`Y`f`k`Y`[`g`
a`]h`6`Ø`f[`Y`f`a`Y]g`h`Y`f`A`]W`X`U`Y``@`X`k`][`bc`W`X`k`Y]h`Y`f`Y`i`b`h`Y`f`Y`g`g`U`b`h`Y`
`ž`c`f`a`U`h]c`b`Y`b`ni`f`5`i`g`g`h`Y``i`b[`Y`f`k`U`f`h`Y`b``9`g`V`Y]V`h`ni`_`c`Z`Y`b`ž`
X`U`g`g`j`]Y`Y`K`]Y`b`Y`f.]b`b`Y`b`i`b`X`6`Y`g`i`W`X`Y`f.]b`b`Y`b`g]W`X]Y`g`Y`
;`Y`Y[`Y`b`Y`h]h`b]W`X`h`Y`b`h[`Y`Y`b``U`g`g`Y`b`i`b`X`Y]b`Y`b`6`]W`_`]b`X]Y`
;`Y`g`W`X]W`X`h`Y`k`Y`f`Z`Y`b`"

8YhU]`g	
Cfh	GYYghUXh`5gdYfbž`K`]Ybž`2`ghYffY]W`X
EiY`Y`Yb	<ul style="list-style-type: none">• k k k "k &("Uh• k k k "VdV"XY

6Ygi`W`X`Y`b`G]Y`i`b`g`U`i`Z.`a`Y]b`!`k`]Y`b`"b`Y`h`