

/ `h/c` / [h/
/ `h/` / [h/ I G7 `? `cghYfbYi Vi f[`nYfghÖfh
K]YbYf`Gdcfh! 7`i V`a]h`&- . * ° / `h/#` / [h/
/ `h/#c` / [h/

5a `(" ' † b] '\$&) `VYg]Y[hY`XYf`%"`I G7 `F U]ZZY]gYb
? `cghYfbYi Vi f[`XYb`K]YbYf`Gdcfh! 7`i V`a]h`&- . * `i bX
g]W\YfhY`g]W\`XYb`H]hY``]b`XYf`F Y[]cbU``][U`C gh"



: Uj cf]hYbž`² ghYffY]W\ !`5a `(" ' † b] '\$&) `j Yfk UbXY`hY`XYf`%"
I G7 `F U]ZZY]gYb`? `cghYfbYi Vi f[`XUg`K UggYf`XYg`< Uddm`UbXg`]b
Y]b`k U\fyg`GdY`hU`Y```8Yf`; Y[bYfž`XYf`K]YbYf`Gdcfh! 7`i V`fK G7 ěž
\UhhY`[Y[Yb`X]Y`\cW\ a ch]j]YfhYb`? `cghYfbYi Vi f[Yf`b]W\h`XYb
<Ui W\`Y]bYf`7\UbW`"A]h`Y]bYa `Y]bXfi W_gj c``Yb`&- . * ``Y[hY`XUg
HYUa `Y]bY`\YfUi gfU[YbXY`J cfghY``i b[`UV`i bX`VYgh`Àh][hY`XUa]h
gY]bY` : Uj cf]hYbfc``Y`a Y\`f`U`g`XYi h]W\ "8Yf`YfghY`J]YfhY``YbXYhY
VYfY]hg`* . & `ZØf`? `cghYfbYi Vi f[ž`i bX`ni f`<U`VnY]h`ghUbX`Yg`%' .) " `"
`a ``YhnhYb`J]YfhY``gW\ fUi VhY`X]Y`A UbbgW\UZh`XUg`9f[YVb]g`a]h
Y]bYa `Zi f]cgYb` - . \$`bcW\`k Y]hYf`]b`X]Y`<Ö\Y``HfU]bYf`5a cb`6\Uh]U

nY][hY'g]W\ 'a Y\ f'U'g'ni Zf]YXYb' a]h'XYf'@Y]ghi b['gY]bYf
GW\Øh`b[Y'i bX'ghY`hY'ZYghž'XUgg'U`Y'Gd]Y`Yf'i bX'Gd]Y`Yf]bbYb
ni a '9]bgUhm'[Y_ca a Yb'g]bXž'k Ug'X]Y`HYUa XmbUa]_k Y]hYf
ghÅf_hY"

B UW\ 'X]YgYa 'VYY]bXfi W_YbXYb'G]Y['XUfZ?'`cghYfbYi Vi f['g]W\
bi b'Ui Z'X]Y`bÅW\ghY`<YfUi gZcfXYfi b['ZFYi Yb.'XYb
² ghYffY]W\]gW\Yb'7i dž'XYf'Ua '+"i bX', "'ž b]'&\$&)'b'žbgVfi W_
ghUhhZ]bXYh'"6Y]'X]YgYa 'Hi fb]Yf'k]fX'g]W\`nY][Ybž'cV'X]Y
A UbbgW\UZh'Ui W\ '[Y[Yb'UbXYfY'Hcd!HYUa g'VYghY\Yb'_Ubb""9g
k YfXYb'gdUbbYbXY'6Y[Y[bi b[Yb'Yfk UfhYhž']bgVYgcbXYfY'[Y[Yb
XYb'ž']Yb'Už'XYf'Ua '%+"ž b]'&\$&)'Ui Z'XYa 'D'Ub'ghY\hž'gck]Y
[Y[Yb'6UXYb'657'Ua '&\$"ž b]'&\$&)"

9]b 'A Y]ghYfghØW_

K Ug'ZØf'Y]bY'GU]gcb'?'`cghYfbYi Vi f['\Uh'bUW\`nY\ b'ž\ fYb
k]YXYf'XYb'H]hY`]'b'XYf'F Y[]cbU`][U'Cgh[Y\c'h'"ž'Y]bYa
<Y]a gd]Y`_ccb'hYb'g]Y`XYb'K]YbYf'GdcfhWi V'ni j cf'VYfY]hg'a]h
%-., 'VYg]Y[Yb'i bX'V']YVYb']b'XYf'[YgUa hYb'GU]gcb
i b[YgW\`U[Yb'"8]YgY'VYY]bXfi W_YbXY'6]'Ub'ngdf]W\h'6ÅbXY'ØVYf
XUg'?ØbbYb'i bX'X]Y`HYUa UfVY]h'XYf'Gd]Y`Yf'"5a cb'6\Uh]U
Åi »YfhY'g]W\`ghc`n'ØVYf'XYb'H]hY`[Yk]bb'i bX'VYXUb_hY'g]W\`VY]
U`Yb'6YhY']][hYbž'XUfi bhYf'Gd]Y`Yfž?'Ua dZf]W\hYf'i bX'<Y`ZYfž'X]Y
X]YgYb'9fZc`['a Ø['W\ '[Ya UW\h'\UVYb'"6YgcbXYfg
VYa Yf_Ybgk Yfh]'ghž'XUgg'XUg`YhnhY'Gd]Y`a Y\ f'Ni gW\Ui Yf'Ubnc[
U'g'j]Y`Y'6i bXYg'[U!'cXYf'7i d!Gd]Y`Y']b'XYb`YhnhYb'ž\ fYb'`Y]b
YW\hYg'NY]W\Yb'ZØf'X]Y'k]YXYf[Yk cbbYbY'6Y[Y]ghYfi b['ZØf'XYb
K UggYfVU`gdcb]b?'`cghYfbYi Vi f["

K UggYfVU`.'9]b 'Gdcfh'a]h'; YgW\]W\ hY

8cW\`b]W\h'bi f?'`cghYfbYi Vi f['hfi a dZhY'Ui Z'K UggYfVU`'\Uh'Y]bY
'Ub[Y'HfUX]h]cb'"5'g'Å'hYghY'c'ma d]gW\Y'A UbbgW\UZhggdcfhUfh
XYVØh]YfhY'XUg'Gd]Y`%- \$ \$]'b'DUf]g'i bX'k Uf'X]Y`YfghY
A UbbgW\UZhggdcfhUfh]a 'c'ma d]gW\Yb'Dfc[fUa a ž'bcW\`j cf'XYa
: i »VU`""5i W\`² ghYffY]W\ '[Y\ Øfh'a]h'gY]bYb'J YfY]bYb'i bX
'Y]XYb'gW\UZh]W\Yb'Gd]Y`Yfb'ni f'K UggYfVU`!; YgW\]W\ hY'"8]Y

K UggYfVU`!@[U`b`8Yi hgW`UbXžX]Y` \ŌW ghY`Gd]Y`_`UggY`]a
 K UggYfVU`ž`k i fXY`%- +\$`YhUV`]Yfh` `gY]hXYa` \UVYb`j`]Y`Y`HYUa g
]\f`?ŌbbYb`i bhYf`6Yk Y]g`[YghY`hž`XUfi bhYf`Ui W`VYfŌ`a hY
 7`i VbUa Yb`k]Y`K UggYfZFYi bXY`GdUbXUi`\$(ž`X]Y`a`]h` ,`H]hY`b
 FY`cfXa Y]ghYf`g]bX"

ϣ`XYf`H\Ōf]b[Yf`@UbXYg`][U`Yhk U`gd]Y`Yb`ZŌbZ`A UbbgW`UZhYb`i a
 X]Y`A Y]ghYfgW`UZh`5VYf`Ui W`Ui Z`]bhYfbUh]cbU`Yf`9VYbY`]gh
 K UggYfVU`gdUbYbX` `I b[Ufb`]gh`X]Y`YfZc`[fY]W`ghY`BUh]cb`a`]h
]bg[YgUa h`-` ;`c`Xa YXU]`Yb`VY]`C`ma`d]gW`Yb`Gd]Y`Yb`8Ug
 `Y[YbXĀFY`6`i hgd]Y`j`cb`A`Y`Vci fbY`nk`]gW`Yb`I b[Ufb`i bX`XYf
 Gck`Yhi b]cb`%-`)*`V`Y]Vh`FYU`]g]Yfi b[gcfh`VYghYf
 K UggYfVU`[YgW`]W`hY"

?`cghYfbYi Vi f[`i bX`XYf`K UggYfVU`U`g`GdcfhZcfa` \UVYb`U`gc
 b]W`h`bi`f`]b`XYf`FY[]cbž`gcbXYfb`Ui W`ŌVYf`X]Y` ;`fYbnYb` \`]bUi g
 6YXYi hi b[``8Yf`%`I G7`F U]ZZ]gYb`?`cghYfbYi Vi f[`nY][h
 Y]bXfi W`gj`c`ž`k]Y`YfZc`[fY]W`i bX`gdUbYbX`X]YgYf`Gdcfh`gY]b
 _Ubb``CV`]a`7`i d`cXYf`]b`XYb`VYj`cfghY`YbXYb`Gd]Y`Yb` `X]Y` :`Ubg
 XŌfZYb`[YgdUb`bh`gY]b`8]Y`b`ĀW`ghYb`DUfh]Yb`j`YfgdfYW`Yb`k]YXYf
 `YXY`A`Yb[Y`5W]cb`i bX`HYUa` [Y]gh`

: Ōf`k Y]hYfY`ϣZcfa`Uh]cbYb`ni` `_ca`a`YbXYb`Gd]Y`Yb`i bX`ni`f
 GU]gcb`_ŌbbYb`G]Y`X]Y`cZZ]n]Y`Y`GY]hY`XYg`%`I G7`?`cghYfbYi Vi f[
 VYgi W`Yb.`%i`gW`"Uh"

@YgYb`G]Y`Ui W`X]Y`i a`ZUggYbXYb`GhUh]gh]_Yb`i bX`<]bhYf[fŌbXY
 ŌVYf`K UggYfVU`Ui Z`k UggYfVU`%\$\$"XY"

8]Y`j`c`ghĀbX][Yb`8YhU]`g`ni`a` `YhnhYb`Gd]Y`Z]bXYb`G]Y`VY]`
 A`Y]b6Yn]f`_"Uh"

8YhU]`g	
Cfh	: Uj`cf]hYbž`2`ghYffY]W`
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f`_"Uh • k k k "%i`gW`_"Uh • k UggYfVU`%\$\$"XY

6Ygi W\ Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh