

B Yi Yg`A U» UhY`]Yf`]b`K]Yb.`GUfhc f]U
j YfV]bXYh`HfUX]h]cb`a]h` 8!8Yg][b`

GUfhc f]U`Yf`ÖZZbYh`Y]b`bYi Yg`5hY`]Yf`]b`XYf`ϕbYfYb`GhUXh
K]Ybž`gdYn]U`]g]Yfh`Ui Z`a U» [YgW`bY]XYfhY`5bnØ[Y`i bX
<Ya XYb`a]h`X][]hU`Yb`C dh]cbYb`



; cbnU[U[UggY`- ž`%\$%\$`K]Ybž`² ghYffY]W`!`ϕ`K]Yb`[]Vh`Yg
Y]bYb`bYi Yb`<chgdch`ZØf`a cXYVYk i gghY`<YffYbž`X]Y`Ui Z`XYf
Gi W`Y`bUW`a U» [YgW`bY]XYfhYf`?`Y]Xi b[]g]bX`"8]Y` GUfhc f]U` \`Uh
_Øfn`]W`]\f`nk Y]hYg`5hY`]Yf`]b`² ghYffY]W`]b`XYf`; cbnU[U[UggY`-
Yf`ÖZZbYh`i bX`gYmh`\]YfVY]`Ui Z`Y]bY`gdUbbYbXY`A]gW`i b[]Ui g
hfUX]h]cbY`Yf`G`W`bY]XYf`_i bghi bX`a cXYfbYb`X][]hU`Yb
9`Ya YbhYb`"8]YgYg`?`cbnYdh`]gh`b]W`h`bi f`ZØf`?`YbbYf`XYf`GnYbY
j cb`ϕhYfYggYž`gcbXYfb`Ui W`ZØf`U`YbYž`X]Y`XUg`6YgcbXYfY
gi W`Yb`"8Ug`5hY`]Yf`V]YhYh`a U» [YZYfh][hY`5bnØ[Y`i bX`<Ya XYbž
VY]`XYbYb`X]Y`E i U`]h`Ä`hi bX`X]Y`DUggZcfa` \`ÖW`ghY`Df]cf]h`Ä`h`\UVYb`

8]Y`?`i bXYb`_ØbbYb`]a`5hY`]Yf`]\f`?`Y]Xi b[gghØW`_]bX]j]Xi Y`
UbdUggYb`cXYf`gW`]W`hk Y[]XYb`bYi Ufh][Yb`C b`]bY!` 8!

?cbZ][i fUhc f'bi hnYb""8]YgYf'Yfa Ò[`]W h'Ygž'Ui g'Y]bYf'J]Y`nU\`Ub
GhcZYbž'X]Y`U`YgUa h'Ui g'`#U`]Yb'ghUa a Ybž'XUg'dYfgÒb`]WY
@]YV`]b[gXYg][b`ni `fY]YfYb""8]Y`5bnØ[Y`ghUfhYb'dfY]g`]W`VY]`+) \$
9i fcž'k À\fybX`X]Y`<Ya XYb`UV`%` - `9i fc`Yf\À`h]W`g]bX""9]b
ni gÀm`]WYf`; Ybi gg`VY]`XYf'6YfUhi b[.`8]Y`?i bXYb`_ÒbbYb`g]W
k À\fybX`]fYf`HYfa]b`j YfY]bVUfYb`Y]bYb`K` \]g_Ymž`Fi a `cXYf
?UZZY`gW`a YW_Yb`UggYbž'k Ug`XUg`9f`YVb]g`UVfi bXYh"

9]b`i`a`ZUggYbXYg`5b[`YVch

8 Ug`Gcfh]a Ybhj`cb` GUfhcf]U`]ghj`]Y`j YfgdfYW`YbX""BYVYb
5bnØ[Yb`i`bX`<Ya XYb`g]bX`Ui W`C`VYfVY`_`Y]Xi`b[`i`bX
5W`W`ggc]fYg`]b`D`Ubi`b[``6YfY]hg`j`c`f`UbXYb`]gh`Y]b`5hY`]Yf`]b`; fUnž
k`Y`W`Yg`XYa`b`Yi`Yb`GhUbXcfh`Y]b[`Yk`]ggYg`F`Ybca`a`Y`j`Yf`Y`\`h"
8 Ug`?`cbnYdh`_`ca`a`h`]b`Y]bYf`NY]hž`]b`XYf`a`U» [YgW`bY]XYfhY
?`Y]Xi`b[`Y]bYb`\`c`Yb`GhY`Y`Ybk`Yfh`Y]bb]a`a`h`J`]Y`Y`A`ÀbbYf
k`]ggYbž`XUgg`?`Y]Xi`b[`j`cb`XYf`GhUb[`Y`c`Zi`b]W`h`X]Y`Yfk`UfhYhY
DUggZcfa`V]YhYh`i`bX`gYhnYb`XU`Yf`j`Yfa`Y`f`h`Ui`Z]bX]j`]Xi`Y`Y`
A`U» UbZYfh][`i`b[`Yb""8]YgVYnØ[`]W`V]YhYh`Ui`W`XYf`5bV]YhYf`
**[HU]`c`f`Y]bY`k`Y]hYfY`UhhfU`_`hj`Y`C`dh]cb""8`cfh`_`ÒbbYb`X]Y`?i`bXYb
]\`fY`5bnØ[`Y`i`bX`<Ya XYb`[`Ubni`b`_`ca`d`]n]Yfh`c`b`]bY`VYghY`Y`b
i`bX`XUVY]`\`fYb`Y][`YbYb`'`8!8Yg][`bYf`bi`hnYb`'`Y]bY`#bcj`Uh]cbž
X]Y`XYb`5i`gk`U`\`dfcnYgg`Yf`Y]W`hYfh`i`bX`dYfgcbU`]g]YfhY
;`YghU`hi`b[`ga`Ò[`]W`_`Y]hYb`V]YhYh"**

8 Yf`:`c`_i`g`Ui`Z`\`c`W`k`Yfh][`Y`A`UhYf]U`]Yb`gcf[`h`XUZØfž`XUgg`X]Y
?`Y]Xi`b[`gghØW`_`Y`b]W`h`bi`f`[`i`h`Ui`ggY`Ybž`gcbXYfb`Ui`W
Ui`g[`YnY]W`b`YhYb`HfU[`Y`_`ca`Zcfh`V]YhYb""8]Y`J`Yfk`YbXi`b[`VYghYf
6Ui`a`k`c`g`hc`ZY`i`bX`X]Y`A`Ò[`]W`_`Y]hž`]bX]j`]Xi`Y`Y`A`U» Ub[`UVYb`ni
ØVYfa`]hY`bž[`UfUbh]Yfh`X]Y`VYgha`Ò[`]W`Y`DUggZcfa`"K`Yf`[`YfbY
gY]bY`_`ca`d`YhY`;`UfXYfcVY`bYi`[`YghU`hYb`a`ÒW`hYž`\`Uh`VY]`]HU]`cf
X]Y`;`Y`Y[`Yb`Y]hž`_`ca`d`YhY`C`i`hž]hg`ni`gUa`a`Ybni`ghY`Y`b"

5bdUggi`b[`Ybž`i`b]_`UhY`i`bX`<`c`W`nY]hga`c`XY

9]b`k`Y]hYfYf`]bYhYfYggUbhYf`D`UmYf`Ui`Z`XYa`A`Uf`_`h]gh`XUg
A`c`XY[`YgW`À`Zi`**Gj`Yb`^U`>UbXYfž`XUg`g]W`Ui`Z`a`U» [`YgW`bY]XYfhY
@Øgi`b[`Yb`ZØf`j`YfgW`]YXYbY`5b`ÀggY`gdYn]U`]g]Yfh`\`Uh`<`]Yf`Z]bXYh**

a Ub`j cb`XYf`<cW`nY]hga cXY`ØVYf`5VYbX[UfXYfcVY`V]g`\\]b`ni
 YI`_i`g]j Yb`HfUW`hYba cXY`U`Ygž`k Ug`XUg`<Yfn`VY[Y`\\fh"
 ðX]j]Xi Y`Y`5bdUggi b[Yb`ZØf`VYfY]hg`j cf`UbXYbY
 ?`Y]Xi b[gghØW`Y`fi bXYb`XUg`5b[YVch`UVž`k cXi fW`YXY
 ; UfXYfcVY`Ui Z[Yk YfhYh`k YfXYb`_Ubb"

CV`6fUi h`_Y]X`cXYf`dUggYbXYf`<cW`nY]hgUbni [ž`XUg`5hY`]Yf`j cb
 Gj Yb`U`U`bXYf`_ca`V]b]Yfh`_`Ugg]gW`Y`GW`bY]XYf`_i bgh`a`]h`Y]bYa
 i b`_cbj Ybh]cbY`Yb`8Yg][bUbguhm`8`Y`a`U» [YgW`bY]XYfhYb
 l b]_UhY`g]bX`Y]b`UVgc`i hYg`A`i gg`ZØf`U`Y`ž`X]Y`VY]`VYgcbXYfYb
 5b`ÀggYb`[`ÀbnYb`k`c`Yb"

ð`Y]bYf`GhUXh`k`]Y`K`]Ybž`k`c`Gh]`i`bX`9`Y[`Ubni`cW`]a`?`i`fg
 ghY`Ybž`gYhnYb`X]YgY`bYi`Yb`5b[`YVchY`NY]W`Yb" GUFhcf]U`]b`XYf
 ;`cbnU[`U[`UggY`_ca`V]b]Yfh[`Y`_cbbh`HfUX]h]cb`i`bX`ðbcj`Uh]cb`i`bX
 _ØbbhY`gca`]h`ni`Y]bYf[`YZfU[`hYb`5XfYggY`ZØf`<YffYba`cXY
 k`YfXYb"

8YhU]`g	
Cfh	;`cbnU[`U[`UggY`-`ž`%\$`%\$`K`]Ybž`²`ghYffY]W`
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "a`Y]bVYn]f`_"Uh • k k k "]"hU]"cf"XY • a`cXY"gj`Yb`U`U`bXYf"W`a

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