

K]Yb`j`Yfk UbXY`h`DUf_d`Uhn`]b`V`Ø`YbXYb
B UgWXdUf_`.'+\$`6Äi`a`Y`ZØf`a`Y`f`';`fØb`°

A Uf]U\]`Zj`Yfk UbXY`h`XYb`Y`Ya`U`][`Yb`B UgWxa`Uf_h!
DUf_d`Uhn`]b`XYb`B UgWXdUf_`a`]h`+\$`6Äi`a`Yb`i`bX`"*",`&\$`a`†
;`fØbZÄWY`V]g`<`YfVgh`&\$&)"`



A Uf]U\]`Zž`K]Ybž`²`ghYffY]W`!`†`ba`]hYb`XYf`<`Y_h]_`K]Ybg`[`Y`h`
Yg`Ynh`i`a`Y]b`[`fc»`Yg`Dfc`Y`_hž`XUg`b]W`h`bi`f`XYb`GhUXhY]`
A Uf]U\]`ZVYfY]W`Yfbž`gcbXYfb`Ui`W`X]Y`@YVYbgei`U`]h`h`XYf`
5bk`c`b`Yf`Yf`YV`]W`ghY][`Yfb`gc`""`8Yf`Y`Ya`U`][`Y`DUf_d`Uhn`Ua`
B UgWxa`Uf_h`k`]fX`ni`a`V`Ø`YbXYb`B UgWXdUf_`i`a`[`YghU`hYh`i`bX`
X]Y`YfghYb`GWf]hY`g]bX`VYfY]hg`[`Ya`UW`h`Hfch`XYf`
<`YfUi`gZc`fXYfi`b`[`Ybž`X]Y`a`]h`Y]bYf`]bbYfgh`Xh]gWYb`
I`a`[`YghU`hi`b`[`Y]b`Yf`[`Y`Ybž`UVYb`X]Y`6Ui`UfVY]hYb`Ua`
B UgWXdUf_`Ua`%"'†`]'&\$&)`VY[`cbbYbž`i`bX`D`Ubi`b`gghUXhf`h]b`
I`]]`G]a`U`fGD²`†`gc`f`h`XUZØfž`XUgg`U`Y`g`bUW`D`Ub`j`Yf`Äi`Zh`@Ui`h`
**?`fcbY`gc`Yb`]bg`[`YgUa`h`+\$`bYi`Y`6Äi`a`Y`]b`XYf`Y`Ya`U`][`Yb`
<`]hY]bgY`K]Ybg`[`YdZUb`nhk`YfXYbž`VY[`Y]hYh`j`cb`Y]bYf`
i`a`ZUb`[`fY]WYb`6Y[`fØbi`b`["`**

8]Y': `ÀWY'j cb '*", &\$'E i UXfUha YhYfb'k]fX'b]W'h'bi f'Xi fW'X]Y
6Ài a Y'Ui Z[Yk YfhYhž'gcbXYfb'Ui W'Xi fW'nU`fY]WY
G]hn[Y'Y[Yb\Y]hYbž'gW UhhYbgdYbXYbXY'DYf[c`Yb'i bX'6YfY]WY
ZØf'D]W_b]W_g'i bX'<Àb[Ya UhhYb"'8]YgY'9`Ya YbhY'gcf[Yb'ZØf
Y]bYb'YW'hYb'F ØW_ni [gcfh]a`ghÀXh]gWYb'5`hU[ž'k c'g]W'X]Y
6Yk c\`bYf'YbhgdUbbYb'i bX'XUg'; fØb'[Yb]Y»Yb'_ØbbYb"'8]Y
YfghYb'6Ài a Yž'XUfi bhYf'GY]XYbVÀi a Yž'ž'XUgVÀi a Y'i bX
N]YfUdZ'VÀi a Yž'g]bX'VYfY]hg'Ub[Y_ca a Yb'i bX'k i fXYb'a]h
[fc»Yf'Gcf[ZU'hY]b[YdZUbnh"'8]Y'6Ui a UfhYbž'j]Y'Y'XUj cb'ØVYf
&) `ž\`fY'U'hž'ghUa a Yb'Ui g'gdYn]U']g]YfhYb'6Ui a gW'i`Yb'i bX'g]bX
gc'Ui g[Yk À`hž'XUgg'g]Y'i a ZUb[fY]WY'?fcbYb'V]`XYb'_ØbbYbž'X]Y
b]W'h'bi f'GW UhhYb'gdYbXYbž'gcbXYfb'Ui W'HYa dYfUhi fYb'i a`V]g
ni`'; fUX'7Y'g]i g]a`J Yf[`Y]W'ni`Ugd\U'h]YfhYb': `ÀWYb'gYb_Yb
_ØbbYbž'k]Y`? cga c`VYf]W'hYh"

9]b'_`UfYf'D`Ub'ZØf'a Y`f'; fØb

8]Y'`I a gYhni b[`XYg'B UgW dUf_g]gh'Y]b'9f[YVb]g]j cb`U\`fY`Ub[Yf
D`Ubi b[`i bX'6Øf[YfVYhY]`][i b["'6YfY]hg`&\$&%`VY[Ubb`XYf
DfcnYgg'a]h'Y]bYa`9I`!k Y]hYb`ž'XYb'k YhhVYk YfVž'VY]`XYa
5bk c\`bYf']\`fY`K ØbgW'Y`Y]bVf]b[Yb'_cbbhYb"'8Yf'9f\U'h'XYg
VY']YVhYb': `c\`a Uf_hYg'k Uf'ZØf'j]Y'Y'j cb`nYbhfU`Yf'6YXYi hi b[/
XYf'DUf_'k]fX'Ui ZXYb': `ÀWYb'fYU']g]Yfhž'X]Y`b]W'h'ZØf'XYb
: `c\`a Uf_h'VYbØh][h'k YfXYb"'I`''`G]a U`VY_fÀZh][hY`X]Y`Ni gU[Yb
i bX'j Yfg]WYfhYž'XUgg'XYf': `c\`a Uf_h'i bj YfÀbXYfh'V`Y]Vhž'k Ug'VY]
XYb'5bk c\`bYfb'[i h'Ub_ca a h"'8Ug`K]YbYf'DfYggY`GYfj]W
\YVh'ni XYa`Y`Yfj cfž'XUgg'XYf'DUf_'b]W'h'bi f'Y]b'C fh'XYf'9f\c'i b[ž
gcbXYfb'Ui W'Y]b'_cbgi a ZFY]Yf'F Ui a`k YfXYb'gc`ž'XYf'U`Y
; YbYfUh]cbYb'Ubgdf]W'h"

8Yf'GhUbXcfh'ghY`h'Ub`X]Y'D`UbYf`\c\Y'5bZcfXYfi b[Yb"'8Ybb`X]Y
[YgUa hY`C VYfZÀWY`XYg'DUf_g]gh'hY]`k Y]gY`bi f'+\$`NYbh]a YhYf
ghUf_'i bX'k]fX'ØVYf'Y]bYa`ØVYf`%\$\$`ž\`fY'U'hYb'; Yk Ø`VY`XYg
K]YbZi ggYg'i bX'XYf'I`!6U\`b`Ub[Y`Y[h"i a`X]Y`Ghfi`_hi`f'ni
gW`ØhnYb'i bX'X]Y'6Ài a Y'[Ygi bX'k UW'gYb'ni`UggYbž'k YfXYb
gdYn]Y`Y`GW'i hna U»bU\`a Yb'Y]b[YgYhnh" `Gc'_ca a Yb'i bhYf
UbXYfYa`Y]bY`GhU\`VYhcb'd`UhhY'i bX'k i fnY`ZYghY': c`Y]ni a
9]bgUhm"'8UfØVYf'\]bUi g'g]bX'Ui W'J YfghÀf_i b[ga U»bU\`a Yb

bchk YbX][ži a 'X]Y' ðZfUghfi _hi f'Y]bgW\`jY»`jW\`XYf'I ('ni 'g]W\Yfb"

9]b`Dfc`Y`_h`a`]h`5`i` gV`]W`_`Ui` Z`X`]Y`_Ni` _i` bZh

8]Y':`À``][`_Y]h`i`XYf`'6`Ui` UfVY]hYb`']gh`Z0f`'9`bXY`'GYdhYa` VYf`&`\$`&'
Ub[YXUW\hž[Ya Y]bgUa` 'a`]h`i`XYf`'9`f`0`Z`bi` b['Y]bYf`'bYi` Yb
A`Uf`_`h`U`"Y`"A`]h`i`bg[YgUa` h' (('6Y[f0bi` b[gdfc`Y`_`hYb`']b`X`]YgYf
@Y[]g`Uhi` fdYf]cXYž`X`Y`' ' " %*`'6`À`i` a` Y`i` bX`'&`"+`(`) `G]hna` 0[`]W\`_`Y]hYb
i`a` ZUggYbž`'gYhnh`X`Y`'GhUXh`Y`]b`_`UfYg`'NY]W\Yb`'Z0f`'a` Y`f`
@YVYbgei`U`]h`À`h`]b`K`]Yb`"A`]h`i`XYa` 'B`UgW\`dUf`_`Y`b`hghY`h`b`]W\`h`bi` f`
Y]b`' [f0bYf`'F`0W`_ni` [gc`fh`Z0f`' ž` b['i` bX`'5`hž`'gcbXYfb`'Ui` W\`Y`]b
NY]W\Yb`'XUZ0f`ž`k`]Y`'GhUXhd`Ubi` b[' [i` h` [Y`]b[Yb`_`Ubb`']a
9]b`_`Ub['a`]h`i`XYb`'K` 0bgW\Yb`'XYf`'6`0f[Yf`i` bX`'XYf`'B`Uhi` f"

K`Ybb`'U`"Yg`'bUW\`'D`Ub`'j` Yf`À`i` Zž`k`]fX`'XYf`'B`UgW\`dUf`_`b`]W\`h`bi` f`Y`]bY
[f0bY`'C`UgY`]b`'XYf`'GhUXhž`'gcbXYfb`'Ui` W\`Y`]b`]c`fV`]'X`'Z0f`'ni` _0bZh][Y
Dfc`Y`_`hY`'ni` f`'6Y[f0bi` b[']bbYfgh`À`X`h`]gW\Yf`':` `À`W\Yb`" `5`bbU`i` bX`'DUi` `U
Ui` g`XYf`'B`UW\`V`UfgW\`UZh`ZfYi` Yb`'g`]W\`'g`W\`c`b`'Yhnh`f`]Yg][`XUfUi` Zž`VU`X
i`bhYf`'XYb`'gW\`UhhYbgdYbXYbXYb`'6`À`i` a` Yb`'ni` 'YbhgdUbbYb"

8YhU]`g	
Cfh	A`Uf]U\`]Zž`K`]Ybž`²` ghYffY]W\`
Ei`Y`"Yb	<ul style="list-style-type: none"> • k k k "_fcbY"Uh • dfYggY"k]Yb"[j "Uh • k k k "_cga c"Uh

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