

A W8 cbU`X g`gW`Y»h`7cgA W` , \$' - /g. `K Ug
VYXYi hYh`XUg`ZØf`X]Y`Ni _i bZh3

A W8 cbU`X/ , \$' - /g`gW`Y»h`7cgA Wg!:]`U`Yb`]b`XYb`I G5
bUW`UbXYfh\U`V`↵\fYb"8 Ug`?cbnYdh'n]Y`hY`Ui Z`X]Y
; YbYfUh]cb`N`UV`i bX`k]fX`Y]b[YghY`h"



6c`]b[Vfcc_ž`≐`]bc]gž`I G5`!`8]Y` : Ugh!: ccX!`?YhhY`A W8 cbU`X g
\Uh`]b`XYb`I G5`XYb`GW`i ggghf]W`i bhYf`]\f`a]h`GdUbbi b[
Yfk UfhYhYg`FYghUi fUbh`?cbnYdh`7cgA Wg`[Ync[Yb"BUW`bi f
UbXYfh\U`V`↵\fYb`i bX`ZØbZ:]`U`Yb` `XUj`cb`j]Yf`]b`HYI Ug`i bX
Y]bY`]b`≐`]bc]g` `k]fX`XUg`9I dYf]a Ybh`Y]b[YghY`h"8]YgY
9bhgW`YXi b[`_ca`a`h`nY]h[`Y]W`a]h`XYf`GW`Y»i b[`XYf
ni [Y\Öf][Yb`5dd`i bX`XYg`6cbi gdfc[fUa`a`g]a `↩ b] ' & \$ &) ž`k]Y`
A Yf_i f`VYf]W`hYh"

7cgA Wg`k Uf`gdYn]Y`Ui Z`X]Y` ; YbYfUh]cb`N`Ui g[Yf]W`hYh`i bX`Vch
Y]b`Ui Z`Ä`][Yg`5a`V]YbhY`a]h`V`Ui Yb`K`ÅbXYb`i bX`5`]Yb`!A`ch]j`Yb`ž
XUfi bhYf`Ui W`_fYUh]j`Y` ; Yhf`Åb`_Y`k]Y`=W`X`A`UhW`U`@UhhYg"79C
7`f]g`?Ya`dWh]bg_]`g]Y`h`XUg`7cgA Wg`!Dfc`Y`_h`Y`XcW`b]W`h`U`g

[YgWXY]hYfh'Ub''J]Y`a Y\ f`VYhfUWX hYh'Yf`X]Y`9fZU\ fi b[Yb`U`g`Y]bY
5fh`HYghUVcf`Z0f`bYi Y` ; YgW a `AW_Yf`i bX`HYW bc`c[]Yb"
9f_Ybhb]ggY`Ui g`X]YgYa` ?cbnYdh`gc`Yb`]b`XUg`fY[i`ÄfY
Gcfh]a Ybhj`cb`A W8cbU`X g`Y]b[YZcggYb`k YfXYbž`i bX`Yg`_ÖbbhY
Xi fWUi g`gY]bž`XUgg`X]Y`VY`YVhYghYb`5b[YVchY`VU`X`Ui W`]b
\Yf_Öa`a`]WYb`:`]]U`Yb`ni`Z]bXYb`gY]b`k YfXYb"

8 Ug`N]Y`XYf` ; YbYfUh]cb`N

8cW`k Ug`\Uh`7cgA Wg`gc`VYgcbXYfg`[Ya` UW`h3`6Y]`XYf`9fÖZbi b[
X]YgYg`bYi Yb`:` cfa` Uhg`]b`6c`]b[Vfcc`_ž`=`]bc]gž`ghUbXYb`X]Y
?i bXYb`GW`Ub[Y`i bX`Y]b][Y`VchYb`gc[Uf`6YghYW`i b[Yb`Ubž`i a
]\fY`K UfhYnY]h`ni`j Yf_ØfnYb`"8 Ug`nY][hž`XUgg`A W8cbU`X g`a`]h
7cgA Wg`]b`Y]bY`[c`XYbY`B]gWY`]a` ?UZZY!A Uf`_hgh]W`hž`XYf
a`ca` YbhUb`+i` [fÖ» Yf`]gh`U`g`j cf`XYf`DUbXYa`]Y`"6YgcbXYfg`↑ b[Y
J YfVfUi W`Yfž`X]Y`Ui Z`dYfgcbU`]g]YfhY` ; YhfÄb`_Ycdh]cbg`ghY`Ybž
k`i fXYb`[Yn]Y`h`Ub[YgdfcW`Yb`"8 Uni` [Y\ÖfYb`Ui`g[YZU`YbY
?ca`V]bUh]cbYb`k]Y`G`A`cfYg`7c`X`6fYk`i bX`Zfi`W`h][Y`G`i`g\Ygž`X]Y
XYf`Øb[YfYb`N]Y`[fi`ddY`Y`Yf`ni`gU[Ybž`k]Y`667`VYf]W`hYh"

8 Ug` ; Y\Y]a`b]g`XYg`9fZc`[g`j`cb`A W8cbU`X g`VY]`XYf`5bgdfUWXY
XYf` ; YbYfUh]cb`N`Y[h`b]W`h`bi`f`]b`XYf`5b[YVchgj`]Y`ZU`hž`gcbXYfb
Ui`W`]b`XYf`A`Uf`_YbdfÄgYbn`"A W8cbU`X g`\Uh`g]W`]b`U`_hi`Y`Yb
F`Ub`_]b[g`U`g`X]Y`a`U[bYh]gW`ghY`A`Uf`_Y`YhUV`]Yfh`"÷`Y]bYa
6Yf]W`hž`XYf`X]Y`÷`hYfU`_h]cbYb`XYf` ; Yb`N`a`]h`j`YfgW`]YXYbYb
A`Uf`_Yb`Ub`U`mg]YfhYž`UbXYhY`A`W8cbU`X g`Ui`Z`XYa`Y`fghYb`D`Uhn`
8]Y`6Yi`fhY`i`b[`VUg]YfhY`Ui`Z`Yb[U[]YfhYbž`cf[Ub]gW`Yb`Cb`]bY!
 ; YgdfÄW`Ybž`k Ug`nY][hž`XUgg`j`cf`U`Ya`GdU»`i bX`÷`hYfU`_h]cb`]a
J`cfXYf[fi`bX`ghY`Yb`"8]Y`ØVYfk`Ä`h][YbXY`@Ui`hghÄf`_Y`j`cb`ØVYf`%
A`j`]UfXY`9b[U[Ya`Ybhg`i`bhYfghfY]W`h`XYb`9fZc`[`XYg
I`bhYfbY`a`Ybg`]b`X]YgYf`Øb[YfYb`N]Y`[fi`ddY`ž`k]Y`Ui`Z` :`ccX
÷`gh]hi`hY`bUW`ni`YgYb`]gh"

< YfUi`gZc`fXYfi`b[Yb`i`bX`bYi`Y`K`Y[Y

C`V`k`c`\`A`W8cbU`X g`]b`8Yi`hgW`UbX`_Øfn`]W`)` \$\$`bYi`Y`:`]]U`Yb
YfÖZbYh`\Uhž`[]VhYg`]b`XYb`I`G5`XYbbcW`6YXYb`_Yb`"8]Y`Øb[ghYb
J`Yf`_Ui`ZgnU`Yb`nY][Yb`Y]bYb`F`ØW`_`Ub[ž`k Ug`Ui`Z`X]Y

Ub[YgdUbbhY`k]fhgW\UZh]W\Y`@U[Y`\\]bk Y]gh"?'i bXYb`gW\Y]bYb
k Yb][Yf'; Y`X`ZØF`HU_Y!Uk Um!9ggYb`Ui gni [YVYbž`k Ug`XYb`8fi W_
Ui ZX]Y': Ugh!: ccX!F]YgYb`Yf\Ø\h"8YbbcW`V`Y]Vh`A W8cbU`X g
cdh]a]gh]gW`i bX`d`Ubhž`X]Y`9f_Ybbhb]ggY`Ui g`XYa`7cgA Wg!
Dfc`Y_h]b`X]Y`<Ui dhā Uf_Y`ni`]bhY[f]YfYb"8]Yg`_ØbbhY`Ub[Zf]gh][
X]Y`YbhgW\Y]XYbXY`GhfUHY[]Y`gY]bž`i a`Ui W`X]Y`k Yb][Yf
YfZc`[fY]W\Y`NY]h`ni`ØVYfk]bXYb"

≠g[YgUa`h`nY][h`g]W\ž`XUgg`A W8cbU`X g`hfc`m`XYf`GW`]Y»i b[`j`cb
7cgA Wg`b]W\h`X]Y':`Ø[Y`ghfYW`h"8Ug`l bhYfbY\`a Yb`i bhYfgi W\h
[fØbX`]W\ž`k Y`W\Y`9`Ya YbhY`Ui g`X]YgYa`9l dYf]a Ybh
Ui Z[Ybca`a Yb`k YfXYb`_ØbbYbž`i a`Ui W`]b`Ni`_i bZh`YfZc`[fY]W\
ni`gY]b"

8YhU]`g	
C fh	6c`]b[Vfcc`_ž`≠`]bc]gž`l G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf`_i f"XY • k k k "VVW\Ŧa • ZccX]bgh]hi hY"WŦa

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