J Yfi fhY]`hY`J Yf[Yk U`h][ Yf`_Y\ fh'ni fØW_
GW cW`ZØf`≡`Yf_]fW VYf[°

B UW X Yf`5VgW]YVi b[ `Y]bYg`j Yfi fhY]`hYb`J Yf[ Yk U`h][Yfg
_Y\ fh'A i _h\ Uf`B" `bUW`8Yi hgW`UbX`ni fØW`"K Ug`VYXYi hYh
XUg`ZØf`X]Y` ; YgY`gW UZh3

≡`Yf\_]fW VYf[ ž`8Yi hgW`UbX`!`≠`Y]bYf`gW cW_]YfYbXYb
K YbXi b[`]gh`XYf`j Yfi fhY]`hY`J Yf[ Yk U`h][Yf`A i \_h\ Uf`B" `YfbYi h`Ui Z
XYa`K Y[ `bUW`8Yi hgW`UbX`ž`bUW XYa`Yf`gY]bY`< UZhghfUZY`]b
5Z[\Ub]ghUb`UV[ YgYggYb`U`h" `8Yf`" %!`Å\ f][Y`5Z[ \UbY`k Uf`&\$%-
Ub`Y]bYf` ; fi ddYbj Yf[Yk U`h][ i b[ `Y]bYf`%( !`Å\ f][Yb`]b
≡`Yf\_]fW VYf[ `VYhY]] [h`i bX`k i fXY`ni `&*`A cbUhYb`< UZhj Yfi fhY]`h`
B UW`J YfVØ» i b[ `gY]bYf`GhfUZY`k i fXY`Yf`]a`5i [ i gh`&\$&(`bUW
?UVi`UV[ YgWcVYbž`XcW`gY]b`5bk U`h\_ØbX][ hY`VYfY]hg`XUa`U`g
Ub.`9f`k]fX`ni fØW`_ca`a Yb`**VYf]W hYhY`X]Y`GW k ÅV]gW Y`**

A i _h\ Uf`B" `U`h]b`8Yi hgW`UbX`Y]bY` : fYi bX]b`i bX`Y]b`?`]bX
ni fØW_[Y`UggYb" `6Yf]W hYb`ni Zc`[Y`k i fXY`Yf`]a`≠Ub`Ui Z[YgdØfhž
XYf`U`g`F ØW`ni [gc`fh`ZØf`A ][ fUbhYb`[`]hž`X]Y`j`cb`5Z[ \Ub]ghUb`bUW
9i fcdU`[ Y`Ub[Yb`a`ØW`hYb" `≠cb]gW Yfk`Y]gY`VYghfY]hYh`A i \_h\ Uf`B`"
V]g`Yi hY`X]Y`J`c`fk`ØfZY`XYf`6YhY]] [i b[`Ub`XYf`J Yf[ Yk U`h][i b[
i bX`VY\Ui dhY`higY]bY`i`bgW`i`X`"

<]bhYf[fi bX`ni f`A][fUh]cb`i bX`?`f]a`]bU`]hÅh

8]Y`8YVUhY`ØVYf`A ][ fUh]cb`i bX`?`f]a`]bU`]hÅh]gh`Y]b`Vf]gUbhYg
H\Ya`U`]b`8Yi hgW`UbX" `@Ui`h`**6Yf]W hYb`XYf`6i`bXYgnYbhfU`Y`
ZØf`dc`]h]gW Y`6`Xi`b[ `ZÅ`hY]b`_Y]bYf`HY]`XYf`A][fUbhYb
ghfUZZÅ`][ /`]bg[YgUa`h`nY][Yb`g]Y`YXcW`Y]bY`\Ø\YfY`5i`ZZÅ`][_Y]h
VY]`GhfUZhUhYb`]a`J Yf[ `Y]W`ni`B]W`ha`][fUbhYb" `8]Y
ØVYfk`]Y[ YbXY`A`Y`f`Y]h`XYf`A ][ fUbhYb`]gh`YXcW`fYW`h]W`]b**

8 Yi hgWx`UbX`]bhY[f]Yfh'i bX`UfVY]hYh"

9]b`Yf\YV`]WXYf`HY]`XYf`Ui g`AbX]gWXYb`HUhj`YfXAW`h][ Yb`\Uh
_Y]bYb`ZYghYb`K c\bg]hn"8]Yg`]gh`Y]b` : U\_hcfz`XYf`g]W`bY[Uh]j`Ui Z
X]Y`?f]a`]bU`]hAhgYbhk`]W`\_i b[ `Ui`gk`]f`\_Yb`_Ubbz`]bgVYgc`bXYfY`]b
gcn]U`VY`UghYhYb` ; fi`ddYb" `?cbZ]\_hY`]b
; Ya`Y]bgW`UZhgi`bhYf`_0bZhYb`z`gc`n]U`Y`\_gc`Uh]cb`i bX`dfY`_AfY
@YVYbgj`Yf\`A`hb]ggY`_0bbYb`X]Y`K`U\fgWXY]b`]W`\_Y]hj`cb
; Yk`U`hXY`]\_hYb`i`bhYf` : `0W`h]b[Yb`Yf\`0\Yb"

5_hi`Y`Y`9bhk`]W`\_i b[ Yb`i bX`5i`gV`]W`_

8]Y`?f]a`]bU`]hAhgfUhYb`\UVYb`g]W`_i]bg[YgUa`h]b`XYb`YhnhYb
X\`fYb`b]W`h`g][b]Z]_Ubh`Yf\`0`h" `hYfYggUbhYfk`Y]gY`g]bX
a`][ fUbhYb`fY]W`Y` ; YV]YhY`c`Zh]g]W`YfYfz`k`Ybb`a`Ub`X]Y
; YgUa`hVY`Y[i b[`Xi`fW`GhfUZhUhYb`VYhfUW`hYh"9]bY`[YbUi`Y
6YhfUW`hi b[ `XYf`<Yf`_i bZh`AbXYf`nY][hz`XUgg`A`][ fUbhYb`Ui`g
k`Ygh]W`Yb`@AbXYfb`hYbXYbn]Y`b]YXf][ YfY`?f]a` ]bU`]hAhgfUhYb
Ui`Zk`Y]gYb`zk`A`fYbX`Ni`k`UbXYfYf`Ui`g`UbXYfYb`FY`[ ]cbYb`\`0\YfY
F`UhYb`\`UVYb"

8]Y`[ YgY`gW`UZh]W`Y`\_hY[ fUh]cb`i bX`6]Xi`b[ghY]\`UVY`g]bX
YbhgWXY]XYbX`Z0f`X]Y`J`Yfa`Y]Xi`b[`j`cb`?f]a`]bU`]hAh`i`bhYf`
A`][ fUbhYb`_]bXYfb" `Hfchn`XYf`?cbhfcj`YfgYb`fi`bX`i`a`gc`W`Y` : `A`Yb
k`Y]XYb`j`cb`A`i`_h`Uf`B" `nY][ h`X]Y`GhUh]gh]\_Yb`z`XUgg`X]Y
?f]a` ]bU`]hAh`i`bhYf`^`b[Yb`A`YbgWXYb`Ui`g`A`][fUbhYb`ZJa`_]Yb`]a
5`[ Ya`Y]bYb`f0W`_Ai`Z][ `]gh"

8YhU]`g	
J`c`f`ZU`^`	J`Y`f`[`Y`k`U`h][`i`b`[
C`f`h`	=`Y`f`_]`f`W`V`Y`f`[`z`8`Y`i`h`g`W`x`U`b`X`
J`Y`f`Y`h`n`h`Y`	%
:`Y`g`h`b`U`a`Y`b`	%
E`i`Y`Y`Y`b`	<ul style="list-style-type: none"> • k k k "gW`k`UYV]gW`Y`"XY • k k k "VdV"XY

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