

6]cUVZU``]a `: c_i g. 'Gc'gUa a Y`b`G]Y
f]W\ h][`ZØf`X]Y`bYi Y`9bhgc f[i b[°

5V`&\$&) '[Y`hYb`bYi Y`5VZU``j c f g W\ f]ZhYb`]b`J Y[YgUW`"
↳Zcfa]YfYb`G]Y`g]W\`ØVYf`X]Y`_cffY`hY`9bhgc f[i b[`j cb
6]cUVZÀ`Yb`i bX`F YWmW]b["

J Y[YgUW`ž`8Yi hgW\`UbX`!`

5V`&\$&) '[Y`hYb`]b`8Yi hgW\`UbX`Yi fcdUk Y]h`bYi Y`J c f g W\ f]ZhYb`ni f
5VZU``Ybhgc f[i b[ž`X]Y`XUfUi Z`UVn]Y`Ybž`F Yggci fW`b`ni `gW`cbYbž
l a k Y`hgW\`ÀXYb`ni `j Yfa Y]XYb`i bX`X]Y`F YWmW]b[ei chYb`ni
Yf\`Ò\`Yb`" ↳gVYgcbXYfY`cf[Ub]gW`Y`?ØW`Yb`!`i bX`"; UfhYbUVZÀ`Y
a ØggYb`UV`X]YgYa`NY]hdi b`_h]b`X]Y`6]chcbbY`cXYf`Ui ZXYb
?ca`dcgh[Y[YVYb`k YfXYbž`k]Y`XUg!Vj "XY`VYf]W\`hYh"

Ni`XYb`ni`Àgg][Yb`6]cUVZÀ`Yb`nÀ\`Yb`?cW`fYghYž`?i W`Yb`!`i bX
6fchfYghYž`GW`U`Yb`j cb`C Vghž; Ya`ØgY`i bX`9]Yfb`gck]Y
HYYV`ÀhYfž`?UZZYgUhn`i bX`VYbi hnhYg`?ØW`YbdUd]Yf`"5i W
6`i a Ybghf`Ài »Y`c`bY`8Y`_c`i bX`8fU`hgck]Y`_`Y]bY`A Yb[Yb
; UfhYbUVZÀ`Y`k]Y`@Ui V`i bX`; Y\`Ò`ngW`b]hh`XØfZYb`Ybhgc f[h
k YfXYb`" ↳6fYa Yb`[]Vh`Yg`X]Y`A`Ò[`]W`_Y]hž`6]cUVZU``c`bY
Ni`gUhn`_cghYb`Ub`UW`h`F YWmW]b[!GhU]cbYb`UVni [YVYb`"8]YgY
VYZ]bXYb`g]W`]b`6`cW`_UbXž`6`i a Ybh`U`ž`6cf[ZY`Xž`6i f[`Ygi a ž
< UghYXhž`<c`Yb`hcfž`?]fW`\`i W`h]b[`i bX`C VYfbYi`UbX`"

F Y[Y`i b[Yb`ni f`6]chcbbY`i bX

5VZU``hfYbbi b[

↳6fYa Yb`VYghY`h`_Y]bY`5bgW`i`ggdZ]W`h`ZØf`6]chcbbYbž`gcXUgg
9][YbhØa Yf`X]YgY`Ui Z`K`i bgW`VYghY`Yb`_ØbbYbž`k`À\`fYbX`A]YhYf

g]W\`Ub`]\fY`9][YbhØa Yf`k YbXYb`a ØggYb"8]Y`6]chcbBY`k i fXY
 %- - *`Y]b[YZØ\fhž`i bX`X]Y`5VZ\`f`YfZc`[h`U`Y`%(`HU[Y" `À\`f]W
 k YfXYb`Yhk U`&("\$\$\$`V]g`&) "\$\$\$`A Y[U[fUa`a`6]cUVZÀ`Y`]b`Y]bYf
 J Yf[Àfi b[gUb`U[Y`j Yfk YfhYh"

K]W]h][`]gh`Ui Wž`XUgg`HYI h`j]Yb`b]W]h`a Y\`f]a`F`Ygha Ø`Ybhgc f[h
 k YfXYb`XØfZYb" `GhUhhXYggYb`a ØggYb`gUi VYfY`i bX`XYZY`_hY
 ?`Y]Xi b[`]b`HYI h`j`Wc`bhU]bYfb`UV[Y[YVYb`k YfXYb"
 J Yf`_Ui Zgj YfdUW`_i b[Yb`[Y\`ØfYb`]b`X]Y`; Y`VY`HcbbY`cXYf`XYb
 ; Y`VYb`GUW`ž`k À\`fYbX`_ca`d`YI Y`J YfdUW`_i b[Yb`[YhfYbbh
 Ybhgc f[h`k YfXYb`a ØggYb" ; `UgVY\`À`hYf`ZØf`?`cga`Yh]_ž`BU\`fi b[g!
 cXYf`; Ybi`gga`]hhY`g]bX`]b` ; `UgWc`bhU]bYfb`ni`Ybhgc f[Yb`ž`k À\`fYbX
 <Ui`g\`U`hg[`ÀgYf`i bX`![YgW]ff`]b`XYb`F`Ygha Ø`[Y\`ØfYb"

Ni`g`Àhn`]W`VYf]W]hYb`X]Y`6fYa Yf`GhUXhfY]b][i b[Ybž`XUgg`6]cUVZU`
 cZ`hZYi W]h`i bX`gW]k Yf`ni`U[Yfb`]gh"l`a`Y]bY`[YY][bYhY`@U[Yfi b[
]b`XYf`?ØW]Y`ni`[Yk À\`fY]ghYbž`Ya`dZY\`Yb`g]W]`_Y]bYž
 j`YfgW]`Y»VUFY`; YZÀ»Y" `?ca`dcgh]YfVUFY`HØhYb`g]bX`ZØf`X]Y
 J Yfk Yfhi b[`i b[YY][bYhž`XU`g]Y`Yfgh`bUW`XYf`?ca`dcgh]Yfi b[`XYf
 bcfa`U`Yb`6]cUVZÀ`Y`nYfgYhnh`k YfXYb`i bX`F`YghY`]b`XYb`?ca`dcgh
 [Y`Ub[Yb`_ØbbYb"8]Y`HØhYb`a`UW]Yb`XYb`6]cUVZU`k`Yfh`cgž`XU
 ni`j`Y`D`Ugh]_`X]Y`E`i`U`]h`Àh`VYY]bh`f`ÀW]h][h"

l`a`XYb`6]cUVZU`f]W]h][`ni`Ybhgc f[Ybž`gc`hY`Yf`X]fY`_h`c`bY
 HØhYb`]b`X]Y`6]chcbBY`[Y[YVYb`k YfXYb"5`hYfbUh]j`_ØbbYb`_Y]bY
 DUd]YfhØhYb`[Ybi`hnh`k YfXYbž`XYfYb`=b\`U`h`UbgW]`Y»YbX`]b`X]Y
 6]chcbBY`Ybh`YYfh`k]fXž`k À\`fYbX`X]Y`HØhY`]a`F`Ygha Ø`Ybhgc f[h
 k YfXYb`_Ubbž`k]Y`X]Y!VfYa`Yf!ghUXhfY]b][i b["XY`]bZcfa`]Yfh"

8YhU]`g	
J`c`f`ZU`	l`a`k`Y`h
C`f`h	J`Y[`Y`g`U`W`_`ž`8`Y`i`h`g`W]`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "XUg!V`j`"XY • k k k "X]Y!VfYa`Yf!

8YhU]`g

ghUXhfY]b][i b["XY

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