

5_h]j Y`j g" `dUgg]j Y`9H: g. `9]bV`]W_Y`i bX
9fn]Y\i b[gh]ddg`j cb`F c[Yf`DYYhYfg

F c[Yf`DYYhYfg`X]g_i h]Yfh`ja`K 9@H!DcXWUgh`ØVYf`U_h]j Y`j g"
dUgg]j Y`9H: gžXYfYb`J cf!`i bX`B UWX hY]`Y`gck]Y`dYfgØb`]W_X Y
9]bV`]W_Y"



8Yi hgW_X`UbX`!`ā ; YgdfÅW`a`]h`F c[Yf`DYYhYfg`ØVYf`X]Y`U_hi Y`Y
@U[Y`Ub`XYf`:]bUbnZfcbh`k`]fX`j cf`U`Ya`X]Y`6YXYi hi b[`U_h]j Yf
`b] Ygha`Ybhg`Yfj cf[Y`cVYb`"8]Y`8mbUa`_]`XYg`A Uf_hYg`nY][`h]g]W_X
]b`XYf`8]g_i gg]cb`ØVYf`X]Y`gc`[YbUbbhY`5bh]!: ca`c!GhfUHY`[]Y`i bX
X]Y`J cfhY]`Yž`X]Y`]bgVYgcbXYfY`XUg`gdÅhYfY`9b[U[Ya`Ybh`ja
`b] Ygh]h]cbgdfcnYgg`V]YhYb`_Ubb`"@Ui hi`K 9@H`j Yfhf]hh`DYYhYfg`X]Y
5bg]W_Xhž`XUgg`U_h]j Y`b] Ygha`Ybhg`b]W_Xh`bi`f`Z]bUbn]Y`Y`J cfhY]`Y
Vf]b[Ybž`gcbXYfb`Ui`W_X`ni`f`J YfVYggYfi b[`XYf`K`Y`h`VY]hfU[Yb
_ØbbYb"

DYYhYfgž`gY`Vgh`J UhYf`j`cb`gYW_X`g`?`]bXYfbž`hY]`h`dYfgØb`]W_X Y
9]bV`]W_Y`]b`gY]bYb`5`hU[`i`bX`YfhY]`h`9fn]Y\i b[gh]ddgž`X]Y`Ui`W_X`]b
NY]hYb`k`]fhgW_XUZh]W_XYf`i`bg]W_XYf`Y]h]j cb`6YXYi hi b[`g]bX`"8Yf

DcXWUghni`X]YgYa`H\Ya`U`]gh`Ui`Z`D`UhhZcfa`Yb`k`JY`Gdch]Zmž`5dd`Y
DcXWUghg`i`bX`5a`Uncb`A`i`g]Wj`YfZØ[`VUF``Ni`XYa`Yf\U`hYb
5VcbbYbhYb`ØVYf`K`9@Hd`i`g`i`bX`XYb`555!BYk`g`YhhYf
ni`gÅm`]WXYb`7cbhYbh"

8]Y`F`c``Y`j`cb`9H: g`]b`XYf`5b`U[`Yk`Y`h

9H: gž`X]Y`gY]h`XYb`%-`-\$Yf`ϰ\`fYb`]b`XYb`i`G5`i`bX`gY]h`&\$\$\$`]b
8Yi`hgW\`UbX`j`YfZØ[`VUF`g]bXž`ghY``Yb`Y]bY`VYXYi`hYbXY
5b`U[`YZcfa`XUF``A`]h`i`bXYfhYb`j`cb`J`Uf]UbhYbž`X]Y`bU\Yni`YXYb
ϰXYi`UVV]`XYbž`V]YhYb`g]Y`5b`Y[`Yfb`Y]bY`VfY]hY`GhfYi`i`b[``8]Y
J`cfhY]Y`j`cb`9H: g`]Y[`Yb`]b`XYf`[`Yf]b[`Yb`i`a`gW\`U[`g\`Åi`Z[`_Y]hž
b]YXf[`Yb`?`cghYb`i`bX`XYf`A`Ø[`]W`_Y]h`ZØf`5b`Y[`Yfž`Ub[`Zf]gh[`Y
GhfUhY[`]Yb`ni`j`YfZc`[`Yb``@Ui`h`F`Ub`_]U`g]bX`X]Y
;`YgUa`h_cghYbei`chYb`fH9F`Ł`j`cb`dUgg]j`j`Yfk`U`hYhYb`9H: g`c`Zh
b]YXf[`Yf`U`g`X]Y`j`cb`hfUX]h]cbY``Yb`ϰj`Ygha`YbhZcbXg"

DUgg]j`Y`9H: g`n]Y`Yb`XUfUi`Z`UVž`X]Y`DYfZcfa`UbW`j`cb`6YbW\`a`Uf`!
ϰX]nYg`k`JY`XYa`85L`cXYf`XYa`9I`FC`GHCLL`)`\$`bUW\`ni`V]`XYbž
k`Å`fYbX`U_h]j`Y`9H: g`Xi`fW`XUg`<`UbXY`b`j`cb`i`cbXga`UbU[`Yfb
j`Yfgi`W`Ybž`X]YgY`6YbW\`a`Uf_g`ni`ØVYfhfY`ZYb``8]YgY`U_h]j`Yb
GhfUhY[`]Yb`g]bX`YXcW\`c`Zi`a`]h`i`Ø\`YfYb`J`Yfk`U`hi`b[`g_cghYb
j`YfVi`bXYbž`X]Y`nk`]gW`Yb`\$ž`i`i`bX`%ž`i`cXYf`a`Y\`f``Y[`Yb
_ØbbYb``a`J`Yf[`\Y]W\`XUni`i`UVYb`dUgg]j`Y`9H: g`c`Zha`U`g`H9F`g`j`cb
i`bhYf`\$ž`i`"

A`Uf`_`hhf`Ub`gd`Uf`Yb`n`i`bX`ghYi`Yf`]W\`Y`5gdY`_`hY

ϰ8Yi`hgW\`UbX`i`bhYf`]Y[`Yb`9H: g`ghfYb[`Yb`FY[`i`]Yfi`b[`Yb`Xi`fW
X]Y`6U:]bž`X]Y`HfUb`gd`Uf`Yb`n`i`bX`C`ZYb`Y[`i`b[`gf]W\`h`]b]Yb`ZY`gh`Y[`h`
6Yj`cf`5b`Y[`Yf`]b`9H: g`]bj`Ygh]YfYbž`]gh`Yg`k`]W`h[`ž`XUg
6Ug]g]bZcfa`Uh]cbgV`Uh`f`b`ϰŁ`i`bX`XYb`J`Yf`_`Ui`Zgd`f`c`gdY`_`h`ni`YgYbž
i`a`]bZcfa`]YfhY`9b`hgW`Y]Xi`b[`Yb`ni`hfY`ZYb``Ni`XYa`gc``hYb`g]Y
g]W\`VYk`i`ggh`gY]bž`XUgg`9f`hfÅ[`Y`Ui`g`9H: g`Y]bYf`5V[`Y`hi`b[`ghYi`Yf
j`cb`&)`i`d`i`g`Gc`]XUf]h`Å`hgni`gW\`U[`i`bX`[`Y[`YVYbYbZU`g
?]fW\`YbghYi`Yf`i`bhYf`]Y[`Yb"

8Yf`Gd`Uf`Yfd`Ui`gW\`VYhfU[`ž`XYf`]a`i`ϰ\`f`&\$&(`VY]`%`\$\$\$\$`9i`fc`ZØf

9]bnY`dYfgcbYb`i bX`&"\$\$\$`9i fc`Z0f`9\YdUUfY``]Y[hz`Yfa 0[`]W h
ghYi YfZfY]Y`? Ud]hU`YfhfA[Y`V]g`ni `X]YgYa `6YhfU[""9g`]gh`ni XYa `ni
VYUW hYbž`XUgg`h\YgUi f]YfYbXY`9H: g`gY]h`&\$%, `XYf
J cfUVdUi gW U`Y`i bhYf`]Y[Ybž`Y]bYf`Ä`f`]W Yb
A]bXYghVYghYi Yfi b["

8]Y`9bhgW Y]Xi b[`nk]gW Yb`U_h]j Yb`i bX`dUgg]j Yb`5b`U[YZcfa Yb
\Äb[hj`cb`j YfgW]YXYbYb`: U_hcfYb`UVž`XUfi bhYf`X]Y
; YgUa h_cg hYbei chYž`X]Y`HfUW_]b[!; YbUi][_Y]h`VY]`dUgg]j Yb`9H: g
gck]Y`X]Y`, VYffYbX]hY`VY]`U_h]j Yb`9H: g" `9]bY`Zi bX]YfhY`K U\`
_Ubb`YbhgW Y]XYbX`gY]b`Z0f`XYb``Ub[Zf]gh][Yb`9fZc`[`]a
=bj Ygha YbhVYfY]W "

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "k Y`h"XY • fUb_]U"XY

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