

A cc fVUX!DUF_]b`8 UW\ Ui .`9]bY`[fØbY
C UgY`j c`Yf`gY`hYbYf`DZ`UbnYb`°

9bhXYW_Yb`G]Y`XYb`A cc fVUX!DUF_]b`8 UW\ Ui .`Y]bY`[fØbY
C UgY`a]h`YI`ch]gW\Yb`DZUbnYb`i bX`_i`hi fY`Yf`6YXYi hi b[
ZØf`X]Y`F`Y[]cb"



A cc fVUX!DUF_ž`8 UW\ Ui ž`8 Yi hgW\`UbX`!`8Yf`A cc fVUX!DUF_]b
8 UW\ Ui`]gh`Y]b`VY`YVhYf`F`ØW_ni [gc`fh]b`XYf`GhUX`hi bX`V]YhYh
gY]bYb`6Ygi W\Yfb`Y]bY`[fØbY`C UgY`"; Y`Y[Yb`X]fY`_h`Ub`XYf
A ØbW\`bYf`GhfU» Yž`\\`bhYf`XYf`GhUX`hV]V`]ch\Y`_i bX`XYa
Ghi XYb`hYb`k`c`b`Y]a` `Ua` `A` UI`!`A` Ub`b`\\Y]a` Yf!`D`Uhnž`n]Y`h`XYf`DUF_
gck`c`\\`9]b`\\Y]a`]gW\Y`U`g`Ui W\`Hci`f]ghYb`Ub`"; fØ\Yf`k`Uf`X]YgY
Gh`h`hY`VY`_Ub`bh`ZØf`]\fY`<Y]V`AXYfž`X]Y`j`cf`a` Y`f`U`g`+`\$`J`\\fYb
[YgW\`cggYb`k`i`fXYb`"<Yi`hY`]gh`XYf`DUF_`Y]b`C`fh`XYf`9f`\\c`i`b[ž`XYf
a`]hj`]Y`Yb`YI`ch]gW\Yb`DZUbnYb`UfhYb`Ui`Zk`UfhYhž`XUfi`bhYf`XYf
Hfca`dYhYb`VUi`a` `f7`Uh`U`d`U`gdYW]c`gUž`XYf`ni`a` ` ` \$`"ž`V]`Äi`a` `j`cb
9i`fc5fh`[YdZUbn`h`k`i`fXY`"

9i`fc5fh`]gh`Y]bY`J`YfY]b][`i`b[`Yi`fcd`Ä]gW\Yf`?`ØbghYfc`fhYž`ni` `XYbYb

Ui W\`8 UW\Ui `nÅ\`h"BUW\`XYf`GW\`]Y» i b[`XYf`<Y]VÅXYf`Yf`YVhY
XUg` ; Y`ÅbXY`Y]bY`Ub[Y`D\UgY`U`g`5i`gV]`Xi b[gcfh`ZØf`X]Y
8Yi hgW\Y`Dcghž`VYj`cf`X]Y`GhUXh`8 UW\Ui `XUg`5fYU`&\$-\$-`Yfk`UfVž
i a`Yg`]b`Y]bYb`9f\c`i b[gdUf`_`i a`ni`k`UbXY`b" `<Yi`hY`k`UW\gYb`]a
A`ccfVUX!Duf`_`nY\`b`i`bhYfgW\]YX`]W\Y`A`U[bc`]Yb!5fhYb`i`bX`j`]Y`Y
: fØ\V`Ø\Yfž`k`]Y`N]Yf`_]fgW\Yb"9]b`k`Y]hYfYg`<`][`\\`][`h`]gh`XYf
: YbW\Y`\c`nVUi`a`ž`XYggYb`[Y`V[fØbY`6`ØhYb`VU`X`YfgW\Y]bYb
k`YfXYb"8]Y`6`ÅhhYf`X]YgYg`6Ui`a`Yg`k`i`fXYb`j`cb`Ua`Yf]_Ub]gW\Yb
l`fY]bk`c\`bYfb`ni`a`HY`_cW\Yb`j`Yfk`YbXYhž`cV`k`c\`\\Yi`hY`j`ca
?cbgi`a`UV[YfU`hYb`k`]fX"

J`]Y`ZU`h`]a`DUf`_`i`bX`<`YfUi`gZc`fXYfi`b[Yb`ZØf`
XUg`GhUXh[fØb`

GhY`ZUb`H]gW\Yfž`@Y]hYf`XYf`gh`ÅXh]gW\Yb`5VhY`]i`b[`ZØf`GhUXh[fØb
i`bX`l`a`k`Y`hž`_Øa`a`Yfh`g]W\`i`a`X]Y`DZY[Y`XYf`ØZYb`h]W\Yb
; fØb`ZÅW\Yb`]b`8 UW\Ui`"9f`VYhcb`h`X]Y`<YfUi`gZc`fXYfi`b[ž`Y]bYb
F`Ui`a`ni`gW\UZZYbž`XYf`gck`c\`XYb`5b`Zc`fXYfi`b[Yb`XYf`BUhi`f`U`g
Ui`W\`XYb`6YXØf`Zb]ggYb`XYf`A`YbgW\Yb`[YfYW\h`k`]fX"6Y]`XYf
5i`gk`U\`XYf`DZ`Ub`nYb`Y[h`Yf`VY`gcb`XYfYb`K`Yfh`XUfUi`Z`XUgg`g]Y
_Y]bY`: fØW\hY`hfU[Ybž`X]Y`K`YgdYb`Ub`c`W`_Yb`_Øbb`hYb"8Yf
A`ccfVUX!Duf`_`ghY`h`Y]bY`5i`gb`U\`a`Y`XUfž`]b`XYf`nU\`fY]W\Y
Yl`ch]gW\Y`5fhYb`\Ufa`cb]gW\`]bhY[f]Yfh`g]bX"?)bXYf`gW\`Åh`nYb`X]Y
A`Ø[`]W\`_Y]h`ni`a`?`Y`hhYf`bž`]bgVY`gcb`XYfY`Ua`Ghf`Ui`W\`G]YVYb
GØ\`bY`XYg`<]a`a`Y`g`ž`XYf`V]g`]b`XYb`C`_hc`VYf`V`Ø\`h`i`bX`ni`XYa
B`U\`fi`b[`ZØf``b`gY`_hYb`V]YhYh"

H]gW\Yf`Åi`»`YfhY`XYb`K`i`bgW\`b`UW\`Y]bYa` `Dc`W`_Yh!Duf`_`]b`XYf
`b`Yb`ghUXh`j`cb`8 UW\Ui`ž`Xc`W\`XYfnY]h[]Vh`Yg`_Y]bY`_cb`_fYhYb
D`ÅbY`ZØf`Y]bY`gc`W\Y``b]h]Uh]j`Y" `A`Ø[`]W\`]ghž`XUgg`_Øb`gh`Yf]gW\Y
Dfc`Y`_hY`i`bX`J`Yf`Ub`gh`U`hi`b[Yb`]a`DUf`_`X]Y`J`YfV]bXi`b[`ni`9i`fc`5fh
k`Y]hYf`gh`Åf`_Yb`i`bX`XUg`_i`h`i`fY`Y`9fVY`XYf`FY[]cb`YVYbX][
\`U`hYb"

?`Øb`gh`Yf[Ya`Y]bgW\`UZhYb`i`bX`_Øb`gh`Yf]gW\`Yg
9fVY`

8]Y'6YXYi hi b['j cb'8 UWXUi 'U'g'?Øbgh'Yf_c`cb]Y'\Uh'h]YZY
 K i fnY'bž'X]Y'V]g'ni a 'ZfØ\Yb'&\$"'ž\ f\i bXYfh'ni fØW_fY]WXYb"'Ni
 X]YgYf'NY]h'k UfYb'j]Y'Y'?Øbgh'Yf'Ui Z'XYf'Gi WXY'bUWX'`b'gd]fUh]cb
]b'XYf'B Uhi f'i bX'j Yf'Y»Yb']\fY'gh'Xh]gWXYb'5hY`Y]fgž'i a 'g]WXY'b
 XYf'a U'Yf]gWXYb'i a [YVi b['b]YXYfni 'UggYb"'8]Y'A ccf'UbXgWXYUZh
 i bX'X]Y'6Yf[_i`']ggY'nc[Yb'VYXYi hYbXY'?Øbgh'Yf'k]Y'; UVf]Y'Y
 A ØbhYfž'K Ugg]'m? UbX]bg_mž': fUbn'A UfWi bX'5i [i gh'A UW_Y'Ubž
 X]Y'ni f'9bhghY\i b['XYg' 6`Ui Yb'FY]hYfg 'VY]hfi [Yb"

<Yi hY'hfÀ[h'XYf'J YfY]b'9i fc5fh'ni f'DZY[Y'i bX'K Y]hYfYbhk]W`i b[
 XYg'_Øbgh'Yf]gWXYb'9fVYg:]b'9i fcdU'VY]'i bX'ZØfXYfh'XYb
 5i ghUi gWXY'nk]gWXYb'XYb'- * 'A]h[`]YXYfb'Ui g(* 'Yi fcdÀ]gWXYb
 ?Øbgh'Yf_c`cb]Yb"'8 UWXUi ']'gh'gY]h'&\$'\$' 'HY]'X]YgYf'`YVYbX][Yb
 ; Ya Y]bgWXYUZhž'X]Y'X]Y'K YfhY'i bX'HfUX]h]cbYb'XYf'?i bgh'k Y]hYf\]b
 \cWXY\À'hž'k À\ fYbX'X]Y'A i fbUi Yf'?i bghgnYbY'a]h
 ?i bghgdUn]Yf[Àb[Yb'i bX'5i gghY`i b[Yb'XYb'FY]WXYhi a 'XYg
 _i`hi fY`Yb'9fVYg'VYhcbh"K Y]hYfY'`bZcfa Uh]cbYb'ØVYf'9i fc5fh
 i bX'X]Y'?Øbgh'Yf_c`cb]Yb'g]bX'Ui Z'XYf'cZ]n]Y`Yb'K YVg]hY'
 Yi fcUfh"Yi 'Yf\À'h]WXY"

8YhU]`g	
C fh	A ccfVUX!DUf_ž'8 UWXUi ž'8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgWXY"XY • k k k "hci f]ga i g"a i fbUi "XY • k k k "Yi fcUfh"Yi

6Ygi WXYb'G]Y'i bg'Ui Z.'b!U["XY