

GY`Ybg_m^k Y]W h`Hfi a d`i bX`J UbW`Ui g` 9_`Uh]a `K Y]» Yb`< Ui g`

DfÅg]XYbh`GY`Ybg_m^Y`bh`9bhgW`i`X][i b[`bUW`9_`Uh]a
Cj U`C ZZ]W`UV/9I dYfhYb`k UfbYb`j cf`: c`[Yb`XYf`I G!I _fU]bY!
6Yn]Y`i b[Yb"

?]Yk ž`I _fU]bY`!`#`Y]bYa` `]\hn][Yb`8]U`c[`]a`Cj U`C ZZ]W`k i fXY
XYf`i _fU]b]gW`Y`DfÅg]XYbh`K c`cXma`mf`GY`Ybg_m^j`cb`I G!
DfÅg]XYbh`8cbU`X`Hfi a d`i bX`J]nYdfÅg]XYbh`>8``J UbW`gW`UfZ
f]h]g]Yfh``BUW`5b[UVYb`j`cb`**ZUn"bYh`VY[Ubb`XYf`9`Uhž`U`g**
J UbW`GY`Ybg_m^j`cfk`UfZ`fYgdY`h`cg`ØVYf
K UZZYbgh]`ghUbXgVYX]b[i b[Yb`ni`gd`fYW`Yb``8]Yg`ZØ`fhY`ni`Y]bYf
X]fY`_hYb`FYU`_h]cb`GY`Ybg_m^gž`XYf`XUfUi`Z]b`ZfU[hYž`cV`J UbW
`Ya`U`g]b`XYf`I _fU]bY`[Yk`YgYb`gY]ž`i`a`X]Y`@U[Y`j`cf`C`fh`VYggYf
ni`j`YfghY`Yb``Hfi a d`]bhYfj`Yb]YfhY`gc`Zc`fhi`bX`VY`hc`bhYž`XUgg
GY`Ybg_m^b]W`h]b`XYf`Dcg]h]cb`gY]ž`XYb`5a`Yf]_UbYfb`ni`gU[Ybž
k`Ug`g]Y`ni`ZØ`Yb`Å`hYb``9f`a`UW`hY`XYi`h]W`ž`XUgg`X]Y`I _fU]bY
c`bY`X]Y`I`bhYfgh`Ø`hni`b[`XYf`I`G5`]b[`fc»`Yb`GW`k`]Yf][_Y]hYb`k`ÅfY
i`bX`Zc`fXYfhY`8Ub`_VUf`_Y]h]j`cb`GY`Ybg_m^

8 Ug`U`g`_i`fnY`DfYggYVY[Y[bi`b[`]`Yd`Ub`hY`HfYZZYb`XUi`YfhY`ghUhh
XYf`j`cf[YgY`YbYb`A`]bi`hYb`[Ub`nY`) \$`A`]bi`hYb``BUW`XYa`J`cfZU``
fYU[]YfhYb`ZØ`fYbXY`XYi`hgW`Y`5i`»`Ybdc`]h]_Yf`a`]h`6Ygh`Ø`fni`b[`Ui`Z
X]Y`8Ya`Øh][i b[`GY`Ybg_m^g``Dc`]h]_Yf`k`]Y`A`]W`UY``F`ch`j`cb`XYf
GD8`i`bX`5[b]Ygn`U`6fi`[[Yf`j`cb`XYb`;`fØ`bYb`_f]h]g]YfhYb`gc`k`c`\
Hfi a d`U`g`Ui`W`J`UbW`ZØf`]f`i`bUb[Ya`YggYbYg`J`Yf`U`hYb``#`XYb
I`G5`nY][hY`g]W`Y]b[[YgdU`hYbYg`dc`]h]gW`Yg`@U[Yf.`K`Å`fYbX
FYdi`V`]_UbYf`Hfi a d`i`bhYfgh`Ø`hnhYbž`_f]h]g]YfhYb`8Ya`c`_fU`hYb
gc`k`c`\
]b`U`g`Ui`W`J`UbW`gW`UfZ`ZØf`]f`;`Yd`Åb`_Y``G]Y
VYnY]W`bYhYb`XYb`J`cfZU``[Uf`U`g`Y]bY`DY]b`]W`_Y]h`ZØf`5a`Yf]_U
i`bX`k`UfZYb`Hfi a d`j`cfž`XYb`#`hYfYggYb`K`UX]a`]f`Di`h]bg`ni

X]YbYb"

F YU_h]cbYb`]b`9i fcdU

GY`Ybg_m^gY`Vgh`Y\bhY`Y]bY`9bhgW\i`X][i b[`Z0f`XYb`J cfZU``UV
i bX`VYhcbhYž`XUgg`Yf`VYghfYVhigY]ž`cZZYb`i bX`Y`f`]W\`ni`U[`]YfYb"
; `Y]W\`nY]h][`Äi » YfhY`Yf`XYb`K i bgW\ž`XUgg`Hfi a`d`a`Y`f`Ui`Z`XYf
GY]hY`XYf`i`_fU]bY`]gh"8Yf`i`_fU]b]gW\Y`A`])hÄfW\YZ`i bhYfgh0hnhY
GY`Ybg_m^i bX`VYhcbhY`X]Y`9]b\Y]h`XYf`GhfY]h_fÄZhY`]b`XYf`i`_fU]bY`
?f]h]_Yf`]b`XYf`i`_fU]bYž`XUfi bhYf`C`YI m^<ca hgW\UfYb`_cž`k UfbhYb
j cf`XYb`a`0[`]W\Yb`i`c`[Yb`Y]bYg`gc`W\Yb`0ZZYbh`]W\Yb`GhfY]hgž
k Ä`fYbX`?`Yk`g`60f[Yfa`Y]ghYf`J`]hU`]?`]hgW\`_c`9]b][`_Y]h`nk`]gW\Yb
?`Yk`i`bX`K`Ug\]b[`hcb`ZcfXYfhY"

þ`X]YgYa`?`cbhYI`h`gW\`i`[`]U`]Ybg`A`]b]ghYfd`fÄg]XYbh]b`];`jcf[`]U
A`Y`cb]`Y]bYb`];`jdZY`nk`]gW\Yb`9i`fcdU`i`bX`XYb`i`G5`j`cfž`i`a`X]Y
6Yn]Y\i b[`ni`ghÄf`_Yb"Ni XYa`ghY`hY`X]Y`9i`!5i » YbVYUi`ZhfU[`hY
?U`U`?U`Ug`X]Y`i`0`fi b[`gfc`Y`XYf`i`G5`]b`i`fU[`Y`i`bX`ZcfXYfhY
a`Y`f`Yi`fcdÄ]gW\Y`J`YfUbhk`cfhi b[`]8]YgY`Fi`ZY`bUW\`Yi`fcdÄ]gW\Yf
GhÄf`_Y`Yf[`YVYb`Ui`W\`G]bb`j`cf`XYa`<`]bhYf[`fi`bX`XYf`U`_hi`Y`Yb
[`Ycdc`]h]gW\Yb`G]hi`Uh]cb"9i`dYfhYb`k`UfbYbž`XUgg`X]Y`i`G5`VYfY]hg
j`cf`Hfi`a`d`G]W\Yf\Y]hg[`UfUbh]Yb`Z0f`9i`fcdU`]bZfU[`Y`[`YghY`h
\UVYbž`k`Ug`X]Y`B`chk`YbX][`_Y]h`Y]bYf`ghÄf`_YfYb`Yi`fcdÄ]gW\Yb
F0ghi`b[`gVYfY]hgW\UZh`i`bhYfghfY]W\hž`i`a`Fi`gg`UbX
Ybh[`Y[`Ybni`hfYhYb"

@Ub[Zf]gh][Y`i`c`[Yb`i`bX`5i Zf0ghi b[

8Ya`F0ghi`b[`g!`i`bX`Fi`gg`UbXYI`dYfhYb`];`i`ghUj`];`fYggY`ni`Zc`[`Y
\YffgW\h`X]Y`];`YZU`f`Y]bYg`[`f0»`YfYb`?`f]Y[`Yg`]b`9i`fcdUž`i`bX`Yg`gY]
YbhgW\Y]XYbXž`XUgg`X]Y`9i`fcdÄYf`g]W\`VYggYfUi`Zf0ghYb"
9fZc`[`fY]W\Y`G]W\Yf\Y]hgghfUHy[`]Yb`Z0f`9i`fcdU`_0bbhYb`Y]bY
GhÄf`_i`b[`XYf`Yi`fcdÄ]gW\Yb`A`]hÄf`_UdUn]hÄhYb`i`bX
a`0[`]W\Yfk`Y]gY`Ui`W\`XYb`9]bgUm`j`cb`Bi`_`YUfk`UZZYb`i`a`ZUggYb"
Ni XYa`k`Ufbh`X]Y`G]W\Yf\Y]hgYI`dYfh]b`7`Ui`X]U`A`U`c`fž`XUgg`9i`fcdU
g]W\`Ui`ZY]bY`a`0[`]W\Y`hfUbgU`h`Ubh]gW\Y`G]W\Y]Xi`b[`i`bX
Ub\U`hYbXY`?`f]Y[`g[`YZU`fYb`j`cfVYfY]hYb`a`i`gg"

5VgW`jY»YbX`]ghZYghni ghY`YbžXUgg`X]Y`GdUbbi b[Yb`nk]gWYb
 XYf`l _fU]bY`i bX`Fi gg`UbX`]b`?ca V]bUh]cb`a]h`XYb`dc`]h]gWYb
 GdUbbi b[Yb`]b`XYb`l G5`Ui W`]b`XYb`_ca a YbXYb`A cbUhYb`Y]bY
 <YfUi gZcfXYfi b[`ZØf`X]Y`hfUbgUh`Ubh]gWYb`6Yn]Y\i b[Yb
 XUfghY`Yb`k YfXYb`"Gh]a a Yb`Ui g`XYf`Yi fcdÅ]gWYb`Dc`]h]_ž`X]Y
 Y]bYb`[fØ»YfYb`9]bZi gg`i bX`a Y`f`J YfUbhk cfhi b[`ZcfXYfbž
 _ØbbhYb`Xi fW`X]Y`Øb[ghYb`9bhk]W`i b[Yb`bYi Yb`5i Zh]YV
 Yf\U`hYb`"dV!Vk "XY`YVh`Yfj cfžXUgg`X]Y`<YfUi gZcfXYfi b[Yb
 ZØf`XYb`f]YXYb`]b`9i fcdU`bUW`k]Y`j cf`VYghY`Yb`V`Y]VYb`i bX
 XUgg`a Y`f`a]]hÅf]gWY`l bhYfghØhni b[`ZØf`X]Y`l _fU]bY
 i bYf`Àgg`]W`]ghž`i a `Y]bYb`5Vbi hni b[g_f]Y[`ni`j Yf\]bXYfb"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	?]Yk žl _fU]bY
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • k k k "dV!Vk "XY

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