

8 fc[YbVYfUhi b[Yb`]b`K ØfnVi f[.
B UWZfU[Y`hfc hn`@Y[U`]g]Yfi b[`Vcca h°

K ØfnVi f[`j YfnY]WbYh`c\Y`B UWZfU[Y`bUW
8 fc[YbVYfUhi b[Yb"i B!6Yf]W h`k Ufbh`j cf`ghY][YbXYa
[`cVU`Yb`8 fc[Yb_cbgi a "



K ØfnVi f[ž`8 Yi hgW`UbX`!`!`b`XYb`YhnhYb`&U`fYb`U`h`g]W`X]Y
8 fc[YbdfcV`Ya Uh]_`k Y`hk Y]h`ni`Y]bYa`VYgc f[b]gYffY[YbXYb
H\Ya U`Ybhk]W_Y`h`8]Y`U`_hi Y`Yb`GhUh]gh]_Yb`i bX`6Yf]W`hY`nY][Yb
Y]bYb`_`UfYb`HfYbX.`8 fc[Yb_cbgi a`k`ÅW`gh`gW`bY`Yf`U`g`X]Y
K Y`hVYj`Ø`_Yfi b[``@Ui`h`XYa`i`B!6Yf]W`h`j`ca`&*"`& b]`&\$&)`[]Vh
Yg`k`Y`hk`Y]h`bi`b`%*`A`j`]cbYb`8 fc[Yb_cbgi a`YbhYbž`Y]b
FY`_cfX`cW`"8UVY]`g]bX`X]Y`Ua`_`Äi`Z][ghYb`_cbgi a`]YfhYb`8 fc[Yb
7UbbUV]gž`Cd]Uh`i`bX`?`c`_U]b"

8]Y`6YfUhi b[gghY`Y`]b`K ØfnVi f[`U`h`YVYbZU`g`Y]bYb`c`Yb
6YfUhi b[gVYXUfZ`ZYgh[YghY`h`&U`f]W`j`YfnY]W`bYh`g]Y`nk`]gW`Yb
%`&\$`\$`i`bX`%`(\$`\$`6YfUhi b[Yb`F`i`bX`(\$`DfcnYbh`X]YgYf`5bZfU[Yb
VYhfYZYb`7UbbUV]gž`k`Å`fYbX`a`Y`f`U`g`&\$`DfcnYbh`g]W`Ui`Z

C d]UhY`k]Y`H]`X]b`cXYf` : YbhUbm`VYn]Y\Yb" `J cf`nY\`b`>\fYb`U[
XYf`5bhY]`XYf`7UbbUV]g!6YfUhi b[Yb`bcW\`VY]`YX][`]W\`&\$
DfcnYbhž`k Ug`X]Y`g][b]Z`_UbhY`J YfgW\]YVi b[`]a` `8fc[Yb`_cbgi a
j YfXYi h`]W\h" `Hfchn`XYf`@Y[`U]g]Yfi b[`]j cb`7UbbUV]g]j cf`Y]bYa
>\f`g]bX`_Y]bY[`fUj]YfYbXYb`J YfÅbXYfi b[Yb`]b`XYb
6YfUhi b[gnU\`Yb`ni `VYcVUW\hYbž`k Ug`X]Y`DfÅ] Ybh]cbgUfVY]hž
VYgcbXYfg`VY]`> [YbX`]W\Ybž`YfgW\k Yfh" **F UX]c[cb[`VYf]W\hYh**
j cb`XYf`< YfUi gZcfXYfi b[ž`XUgg`%\$`V]g`%` `DfcnYbh`XYf` ; YgdfÅW\Y
g]W\`Ui W\`i a`6YfUhi b[`Z0f`5b[Y\`0f][Y`XfY\Ybž`X]Y]b`Y]bYf
Å\b`]W\Yb`G]hi Uh]cb`<`]ZY`gi W\Yb"

8]Y`8i b`_Y`n]ZZYf`XYf`8fc[YbUV\Åb[][_Y]h

K Å\fybX`X]Y`NU\`XYf`6YfUhi b[Yb`UbghY][hž`nY][h`XYf`! BC87!
6Yf]W\hY]bY[`Y]W\gUa`U`Ufa]YfYbXY`Ni bU\`a`Y`j`cb
5V\Åb[][_Y]hYb`i bX`HcXYgZÅ`Yb`]b`Ni`gUa`a`Yb\Ub[`a`]h
8fc[Yb`_cbgi a`" `&\$`&'`g]bX`]b`8Yi hgW\`UbX`VYfY]hg`&`&+
8fc[YbhchY`j`YfnY]W\`bYhk`cfXYbž`k Ug`Y]bY`J`YfXcdd`i b[`]a`
J`Yf[`Y]W\`ni`j`cf`nY\`b`>\fYb`XUfghY``h"
6i bXYgXfc[YbVYUi`ZhFU[hYf`<YbXf]_`GhfYYW\`Uh`VYhcbhž`k]Y
k]W\h][`Yg]ghž`XUg`Gh][a`U`fi`bX`i`a`5V\Åb[][_Y]h`UVni`VUi`Ybž
XYbb`X]YgYg`gW\`fÅb`_h`6Yhfc`ZZYbY`\`Åi`Z][`Y]bž`l`bhYfgh0hni b[`ni
gi`W\Yb"

9]b`6`]W_]b`X]Y`NU\`Yb`nY][hž`XUgg`7UbbUV]g`&\$`&'`a`]h`&(`
A`j``cbYb`?`cbgi`a`YbhYb`X]Y`a`Y]gh`_cbgi`a`]YfhY`8fc[Y`k`Uf``8cW\`
Ui`W\`C d]UhY`YfZFYi`Yb`g]W\`k`UW\gYbXYf`6Y`]YVh\Y]hž`k`Yg\U`V`X]Y
NU\`Yb`XYf`6YfUhi`b[`gghY``Yb`ni`bY\`a`YbX`UbghY][Yb``@Ui`h`GhUh]ghU
\UhhYb`&\$`%`Yhk`U`&`-`*`A`j``cbYb`9fk`UW\gYbY`k`Y`hk`Y]h`ni`a`]bXYgh
Y]ba`U`8fc[Yb`_cbgi`a`]Yfhž`k`Ug`X]Y`8]a`Ybg]cb`XYg`DfcV`Ya`g
XYi`h`]W\`a`UW\h" **GhUh]ghU`k`Y]gh`ni`XYa`XUfUi`Z\]bž`XUgg``-`ž)**
A`j``cbYb`nk`]gW\Yb`%)`i`bX`*(`>\fYb`dfcV`Ya`Uh]gW\Yg
?`cbgi`a`j`Yf\U`hYb`nY][Yb``8]Y`G]hi`Uh]cb`gW\Y]bh`U`gc`k`Y]hfY]W\YbX
i`bX`VYhf]Zh]j`j`Y`Y`@ÅbXYf"

9]b`[`cVU`Yg`DfcV`Ya

8Yf`?`Ua`dZ[Y[Yb`8fc[Yb`_f]a`]bU`]hÅhi`bX`G0W\hY`k`]fX`Xi`fW\`Y]b

]a a Yf'i a ZUb[fY]WXYfYg'5b[YVch'Ub'8fc[Yb'VY\]bXYfh''8]Y
 NU\`Yb'nY][Ybž'XUgg'&\$&'`X]Y`]'Y[U`Y'?c_U]b!DfcXi _h]cb'a Y\ f
 U`g`Y]b'8f]hhY`'[Ygh]Y[Yb']ghž'k Ug'ni `Y]bYa `XfUgh]gWXYb'5bgh]Y[
 XYf'8fc[YbhchYb'i bX'; Yk U'h]b`XYb'VYhfcZZYbYb'F Y[]cbYb'ZØ\fh"
 8]Y'i BC87!7\YZ]b'; \UXU`K U`m'\YVh\Yfj cfž'XUgg'X]YgY
 k UWgYbXY`BUWZFU[Y`bUW`8fc[Yb'ni f`[`cVU`Yb`bghUV]`hÅh
 VY]hfÅ[h''6YgcbXYfg]b`K Ygh'i bX`NYbhU`Yi fcdU`k]fX`a Y\ f
 ?c_U]b`VYgW`U[bU\`a h`U`g]b`BcfXUa Yf]_Už'k Ug'X]Y`G]hi Uh]cb
 ni gÅh`]W`j Yf_ca d`n]Yfh"

: Øf'j]Y`Y`\Åb[h`X]Y`5bhk cfh'Ui ZX]Y`8fc[YbZFU[Y`j cb`Y]bYf
 ?ca V]bUh]cb`Ui g'5i Z_`Åfi b[ži bhYfghØhni b[`i bX
 [Ya Y]bgWUZh]WXYf`DfÅj Ybh]cbgUfVY]h'UV''8]Y`XfUa Uh]gWXY
 9bhk]W_`i b[`]a`8fc[Yb_cbgi a`a UW`h`XYi h]W`ž'XUgg'k]f`U`Y
 [YZcfXYfh'g]bXž[Ya Y]bgUa `Ub`@Øgi b[Yb'ni `UfVY]hYb''8]Y
 9bhk]W_`i b[Yb`XYf`YhnhYb`š\`fYž'gck c\`]b`6Yni [`Ui ZX`Yb
 8fc[Yba Uf_h`U`g`Ui W`Ui ZX]Y`<`]ZgUb[YVchYž'nY][Ybž'XUgg'k]f`b
 X]YgYf`H\Ya Uh]_`U`Y`Y]b`[i hYg`<ÅbXWXYb`VfUi WXYb"

8YhU]`g	
Cfh	K ØfnVi f[ž'8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "fUX]c[cb["WŁa • k k k "hU[YggWUi "XY • XY"ghUh]ghU"WŁa

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