

C`a c`UbX`]b`@YY[YVfi Wk .`<]`ZY`ZØf`XYb
Y]bn][Ufh][Yb`H]YfYf`YVb]g`cZ`

C`a c`UbX`]b`@YY[YVfi Wk`VYbØh][h`l bhYfghØhni b[`ni f
9f\U`hi b[`XYg`H]YfYf`YVb]g`cZg": i hhYf!`i bX`GUWk`gdYbXYb
g]bX`k]`_ca a Yb"



@YY[YVfi Wk ž`8Yi hgWk`UbX`!`C`a c`UbXž`Y]b`VY`]YVhYf
H]YfYf`YVb]g`cZ]b`@YY[YVfi Wk ž`ghY`h`j cf`Z]bUbn]Y`Yb
<YfUi gZcfXYfi b[Ybž`X]Y`gY]bYb`: cfhVYghUbX`[YZÅ`fXYb""8Yf`<cZ
k]fX`j cb`A cb]ei Y`GWk`c`n`i bX`DUhf]W`_C`f`Ua ØbXYf`gY]h`Yhk U
gYWk`g`š\`fYb`VYhf]YVYb`i bX`YfghfYW`_h`g]Wk`ØVYf`Y]bY`: `ÅWk`Y`j cb
_bUdd`nk Y]`<Y`_hUf""5i Z`C`a c`UbX`YVYb`Y]bY`J]Y`nU`j cb`H]YfYbž
XUfi bhYf`g]YVYb`5`dU`Ugž`gck]Y`DZYfXYž`9gY`ž`<Ø`bYf`i bX
A YfYfgWk`Y]bWk`Ybž`X]Y`ZØf`j]Y`Y`6Ygi Wk`Yf`ni f`5h`fU`_h]cb
[Yk cfXYb`g]bX""8]Y`6YhfY]Vi b[`XYg`<cZYg`]gh`YXcWk`_Y]b
Y]bZUWk`Yg`l bhYfZUb[Ybž`XYbb`X]Y`VY]XYb`6YhfY]VYf`g]bX`j c`nY]h
VYgWk`ÅZh][hž`i a`X]Y`Ui ZYbXYb`?cghYb`ni`hfU[Yb"

8]Y`Z]bUbn]Y`Y`i bhYfghØhni b[`ZØf`C`a c`UbX`_ca a h`\Ui dhgÅWk`]Wk

Xi fWk '?'bXYf[YVi fhghU[Yž: Yf]YbWUa dg'i bX'9]bghY''YfdZYfXYžk Ug
X]Y'6YhfY]VYf'U'g'YggYbn]Y''ZØf'XUg', VYf'YVYb'XYg'<cZYg
UbgY\Yb''9]bY'; fØbXi b['Y]bYg'Y]b[YhfU[YbYb'J YfY]bgž'i a
GdYbXYb'ni '[YbYf]YfYbž''Y\ bYb'g]Y'UVž'XU'g]Y'X]Y'?cbhfc''Y'ØVYf
XYb'<cZVY\U'hYb'a ØW hYb''8]Yg'YfgWk Yfh'X]Y'; YbYf]Yfi b['j cb
GdYbXYb'i bX'X]Y'Gi Wk Y' bUWk''Ub[Zf]gh][Yb'@Øgi b[Yb'ni f
:]bUbn]Yfi b[''Gc'k ØbgWk Yb'g]Y'g]Wk'a UhYf]Y''Y'GdYbXYb'k]Y
Y]bYb'HfU_hcf'i bX'8cddY'ghU'Va UhhYb'ZØf'Y]b'bYi Yg'; Y\Y[Yž'i a
X]Y'@VYb'gVYX]b[i b[Yb'XYf'H]YfY'ni 'j YfVYggYfb''5i Wk
: i hhYfgdYbXYb'g]bX'k]''_ca a Ybž'YXcWk'bi f'ZØf''Ub[Y'\U'hVUfYg
: i hhYf''

6]`Xi b['i bX'9f`YVb]ggY'ZØf'X]Y'6Ygi Wk Yf

C`a c`UbX'\Uh'g]Wk'XYa '6]`Xi b[gZU_hcf'j YfgWk]YVYb'i bX'V]YhYh
BUhi f'i bX'FY]hdÅXU[c[]_`Ub''8]Y'?ca V]bUh]cb'Ui g'H]YfYf'YVb]g
i bX'@YfbUb[YVch'a UWk'h'XYb'<cZ'ni 'Y]bYa 'VYgcbXYfYb'`Cfh'ZØf
: Ua]]Yb''8]Y'gUbZ'hYb'5`dU_Ugž'X]Y'Ui ZXYa ' <cZ`YVYbž'g]bX'XUVY]
b]Wk'h'bi f'']YVYbgk YfhY'H]YfYž'gcbXYfb'Ui Wk'HY]'j cb']bbcj Uh]j Yb
Dfc[fUa a Ybž'X]Y'?]bXYf']b'\fYf'9bhk]W_`i b['i bhYfghØhYb''
5`dU_Uk UbXYfi b[Yb'g]bX'Y]bY'k Y]hYfY'A Ø[']Wk_Y]hž'X]Y'Yg'XYb
6Ygi Wk Yfb'Yf'Ui Vhž'X]Y'BUhi f'fi bX'i a '6Yf']b'ni 'Yf'YVYb
]bgVYgcbXYfY'ZØf'BUhi f']YV\UVYfž: Ua]]Yb'i bX'DUUFY''

8]Y'5`dU_U!K UbXYfi b[Yb'ZØ\ fYb'X]Y'HY]'bY\ a Yf'Xi fWk'fi '\][Y
K]YgYbž'K Å'XYf'i bX'6ÅWkYžk cVY]'j YfgWk]YXYbY'Hci fYbUfhYb
Ub[YVchYb'k YfXYb''?'Ugg]gWk'Y'K UbXYfi b[Yb'XUi Yfb'Yhk U'%ž)
V]g'&'Ghi bXYb'i bX'VY]b\U'hYb'XUg': ØhhYfb'XYf'5`dU_Ug''5i Wk
gdYn]Y''Y'5b[YVchY'ZØf'DUUFY'cXYf': Ua]]Yb'g]bX'j YfZØ[VUfž'X]Y
ni gÅh']Wk'Y'9f'YVb]ggY'k]Y'D]W_b]W_cXYf'; 'Ø\k Y]b!Ghcdd
VY]b\U'hYb''8]YgY'9f'YVb]ggY'g]bX'b]Wk'h'bi f': fYi XY'Vf]b[YbXž
gcbXYfb'V]YhYb'Ui Wk'Y]bY'k]''_ca a YbY'5i gnY]h'j ca '\Y_h]gWkYb
GhUXh'YVYb']b'6Yf']b''

H]Yf[YghØhnhY'DÅXU[c[]_`ni f': ØfXYfi b['j cb
: Å\][_Y]hYb

8]Y`h]Yf[YghØhnhY`DÄXU[c []_ž`k Y`WXY`VY]gd]Y`gk Y]gY`Ui WX`Ui Z
 UbXYfYb`< ÒZYb`_]_Y`8Ub]Y`g`?`Y]bY` : Ufa`dfU_h]n]Yfh`k]fXž`gYhnh
 Ui ZX]Y`ϕhYfU_h]cb`nk]gWXYb`?]bXYfb`i bX`H]YfYb`ni f` : ÒfXYfi b[
 gcn]U`Yf`i bX`_ca`a`i`b]_Uh]j Yf`?ca`dYhYbnYb`"5i Zgc`WXYb
 9]bf]WXYh`i b[Yb`UVYb`?]bXYf`X]Y`A`Ò[`]WXY]hž`Xi fWXY`j YfgWXY]XYbY
 5_h]j]hÄhYb`k]Y`GWXYhngi WXYb`i bX`DUfWci fg`]fYb
 5`dU_UZØ\fyfgWXY]b`ni`Yf`Ub[Yb`"8Ug`@YfbYb`]a`Gd]Y`ZØfXYfh
 b]WXYh`bi f`HYUa`ZÄ\][`_Y]hž`gcbXYfb`Ui WX`9][Ybj YfUbhk`cfhi b[`i bX
 ?fYUh]j]hÄh`

8]Y`6YhfY]VYf`j`cb`C`a`c`UbX`\cZZYb`Ui ZI`bhYfghØhni b[`]b`XYf
 : cfa`j`cb`a`UhYf]Y`Yb`i bX`Z]bUbn]Y`Yb`GdYbXYbž`i`a`k`Y]hYf\]b
 Y]bYb`C`fh`XYf`6Y[Y[bi b[`i bX`6]Xi b[`ZØf`5`Y`ni`gWXYUZZYb`"G]Y
 a`ÒWXYb`X]Y`DfY]gY`ZØf`]fY`5b[YVchY`b]WXYh`Yf\Ò\Ybž`i`a`XYb`<cZ
 ZØf`U`Y`gcn]U`Yb`GWXY]WXYh`b`ni [Äb[`]WXY`ni`U`hYb`"9b[U[]YfhY
 Y`fYbUa`h]WXY`<Y`ZYf`ghY`Yb`]bYb`XUVY]ni`f`GY]hYž`i`bX
 [Ya`Y]bgUa`_Äa`dZYb`g]Y`i`a`X]Y`9f`U`hi b[`X]YgYg`VYgcbXYfYb
 C`fhYgž`XYf`ZØf`j`]Y`Y`Y]bY`k`]WXYh[Y`5b`Ui ZghY`Y`XUfghY`h`

: Øf`ni`gÄhn`]WXY`ϕZcfa`Uh]cbYb`ØVYf`X]Y`j`]Y`ZÄ`h][Yb`5b[YVchY`b]
 i bX`i`a`6Yf`]bž`i`bhYf`UbXYfYa`5`dU_U!K`UbXYfi b[Ybž`_ÖbbYb
 ϕhYfYgg]YfhY`X]Y`K`YVgY]hYb`j`cb`5`dU_U`K`UbXYfi b[`i bX`
**8Ub]Y`g`?`Y]bY` : Ufa`VYgi WXYb`"8Yf`?cbhU_h]ni`C`a`c`UbX`i`bX`
 X]Y`A`Ò[`]WXY]hž`XYb`<cZ`ni`i`bhYfghØhnybž`Z]bXYb`g]WXY`Ui`Z`A`5N
 C`b`]bY`"**

8YhU]`g	
C`fh	@YY[YVfi WXYž`8Yi hgWXY`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • U`dU_Uk`UbXYfi b["Wca • k k k "XUb]Y`g`_Y]bYZUfa`"XY

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