

; UnU`]b`XYf`? f]gY. `6fUi YbXYf`< i b[Yf`i bX
@i ZhUb[f]ZZY`ZcfXYfb`j]Y`Y`CdZYf

gUY`g`@i ZhUb[f]ZZY`Ui Z; UnU`ZcfXYfb`nU\`fY]WY`HcXYgcdZYfž
k Å\fybX`X]Y`I B`i a Ub]hÅfY`<]ZY`i bX`X]Y`5i ZYVi b[`XYf
6`cW_UXY`ZcfXYfb"



? \ Ub`Mci b]gž`DU`Àgh]bYbg]gWXY; YV]YhY`!`8]Y`i a Ub]hÅfY
@U[Y`]a` ; UnUghfY]ZYb`\Uh`Y]bYb`_f]h]gWXYb`Di b`_h`YffY]WYh`<Yi hYž
Ua`%"`A U] &\$&) žVYf]WYhYhY`X]Y`N]j]`gWYi hVY\ÖfXY; UnUg`j`cb
a`]bXYghYbg`&-`HchYb`Xi`fW`]gfUY`]gWY`@i ZhUb[f]ZZY`"8]YgY
5b[f]ZZY`i a`ZUggYb`hfU[]gWY`J`cfZÅ`Yž`k]Y`XYb`HcX`j`cb`UWYh
A`YbgWYb`VY]`Y]bYa`5b[f]ZZ`Ui`Z`XUg`<`Ui`g`XYf`:`Ua`]`Y`5Vi`GU\`i`
]a`:`ØWYh]b[g`U[Yf`?`Ub`Mci b]g`"5i »YfXYa`ghUfVYb`j]Yf`k`Y]hYfY
A`YbgWYb`]a`Hi`ZU\`!`J]YfhY`j`cb` ; UnU!GhUXhž`k`Å\fybX
a`]bXYghYbg`%+`ni`gÅh`]WY`CdZYf`VY]`j`YfgWY]YXYbYb`5b[f]ZZYb`]a
; UnUghfY]ZYb`ni`VY`_`U[Yb`g]bXž`XUfi`bhYf`Y]b`5b[f]ZZ`Ui`Z`Y]b`NY`h
ZØf`j`Yfhf]YVYbY`N]j]`]ghYb`]b`XYf`BÅ\`Y`j`cb`8Y]f`Y`!6U`U\`"8]Y`I`B
ZcfXYfh`gUY`Y`]bXf]b[`]WY`Ui`Zž`X]Y`6`cW_UXY`XYg; YV]Yhg
Ui`Zhi`\YVYb`i`bX`\`i`a`Ub]hÅfY`<]ZY`ni`ni`UggYbž`XU`X]Y

6YX]b[i b[Yb`ZØf`X]Y`DU`Àgh]bYbgYf`]b` ; UnU`U`g`ni bY\ a YbX
i b\U`hVUF`[Y`hYb`"

J c`_Yf`Hi f`ž`XYf`A YbgW\ YbfYW\ hgW\ YZ`XYf`I Bž`k UfbhY`j c f`Y]bYf`
_UhUghfcd\U`Yb`\i a Ub]hÀfYb`?f]gYž`X]Y`g]W\`ni XYa`Xi fW\`
5bnY]W\Yb`j cb`A UggYbj Yf\i b[Yfb`j YfgW\ÀfZh`9`hYfb`a ØggYb`
A U\`nY]hYb`Ui g`UggYb`i bX`?]bXYf`[fY]ZYb`ni`j YfXcfVYbYb`
@VYbga`]hY`bž`k À\ fYbX`?cbgYfj Yb`Y]bYb`i bYfgW\k`]b[`]W\Yb`
@ | i g`XUfghY`Yb`" ða`]hYb`X]YgYf`HfU[ÒX]Yb`\Uh`XUg`I B!
K Y`hYfbÀ\fi b[gdfc[fUa`a`[Ya`Y`XYhž`XUgg`XYfYb`
BU\fi b[ga`]hY`j cffÀhY`]b` ; UnU`j c`ghÀbX][`YfgW\ÒdZh`g]bX`i bX`
ØVYf`" "\$\$\$`<`]ZghfUbgdcfhY`Ub`XYf` ; fYbnY`ZYghghY`W`Yb`"8]Yg`k]f`h`
g]W\`VYgcbXYfg`XfUa`Uh]gW\`Ui Z`X]Y`ZUgh`Y]bY`A`j`]cb`[YZÀ\ fXYhYb`
?]bXYf`]b` ; UnU`Ui g`"

?]bXYf`]b`B`c`h`

8]Y`G]hi Uh]cb`XYf`?]bXYf`]b` ; UnU`]gh`VYgcbXYfg`
VYgcf[b]gYffY[YbX`"9]bY`U`_hi Y`Y`9f`_Àfi b[`XYg`I BFK`5!
?ca`a`]ggUfg`D\`]]ddY`@UnnUf]b`]VY`_fÀZh][`hž`XUgg`X]Y`?]bXYf`
Ui Z[fi bX`XYf`6`c`W`UXY`\i b[Yfb`"9]b`6Y]gd]Y`ZØf`X]Y`J Yfnk`Y]Zi`b[
X]YgYf`?]bXYf`]gh`X]Y`%&`À\f][`Y`F`Ua`U`5Vi`U`!5mbUmbž`X]Y`
cZZbVUfhž`XUgg`X]Y`a`Y]ghYb`C`dZYf`XYf`@`ZhUb[f]ZY`?]bXYf`g]bX`"
8]Y`\i a Ub]hÀfY`@U[Y`\Uh`g]W\`gY]h`XYa`6Y[]bb`XYf`6`c`W`UXY`Ua`
&"A`Àfn`&\$&)`XfUa`Uh]gW\`j`YfgW\`Y`W`hYfh`"

ðXYg`\Uh`g]W\`X]Y` : fY]k`j`][`Yb[fi`ddY` : ci`f` : f]YbXg`]b`? \Ub`Mci`b]g`
Yb[U[]Yfhi`bX`Y]bY`J`YfUbghU`hi`b[`cf[Ub]g]Yfhž`VY`]XYf`?]bXYf`
D`U`_UhY`a`]h`XYf`6]hY`i`a`BU\fi`b[`i`bX`A`YX]n]b`\]Y`hYb`" , VYf`
*) "\$\$\$`?]bXYf`k`i`fXYb`Ui`Z[fi`bX`j`cb`gW\k`YfYf`A`Ub[Y`YfbÀ\fi`b[
]b`?`]b]_Yb`VY\UbXY`h`"

ðhYfbUh]cbU`Y`F`YU`_h]cbYb`

NU\`fY]W\Y`]bhYfbUh]cbU`Y`G]ha`a`Yb`ZcfXYfb`A`U»`bU\`a`Yb`[Y[Yb`
X]Y`6`c`W`UXY`"? UhUf`\Uh`g`fUY`j`cf`XYa` ðhYfbUh]cbU`Yb`
 ; Yf]W\hg\cZf`7`ž`k`Y[Yb`XYf`\i`a`Ub]hÀfYb`J`YfdZ]W\hi`b[Yb`
[Y[YbØVYf`XYb`DU`Àgh]bYbgYfb`Ub[Y`_U[h`8Yf`6`c`hgW\UZhYf`? UhUfg`

VYnY]Wk bYhY`X]Y`]gfUY`]gWk Yb`5_h]cbYb`U`g`Y]bYb
 j`Ò`_Yfa`ÒfXYf]gWk Yb`?f]Y[`][`Y[`Yb`XUg`dU`Àgh]bYbg]gWk Y`J`c`_`
 5i`Wk`ÿ`[`mdhYb`\Uh`=gfUY`VYgWk i`X][`hž`<i`b[`Yf`U`g`K`UZZY`[`Y[`Yb`
 X]Y`N]j`]VYj`Ò`_Yfi`b[`ni`bi`hYb`i`bX`j`Yf`Ub[`h`YVYbZU`g`Y]b`9bXY`
 XYf`6`c`W`UXY`"

8UfØVYf`\]bUi`g`]gh`i`B`⇒9: `VYgcf[`h`ØVYf`Y]bY`9g`_U`Uh]cb`XYf`
 ;`Yk`U`hž`X]Y`XUni`ZØ\fhYž`XUgg`a`]bXYghYbg`*`\$\$`\$\$\$`A`YbgWk Ybž`
 j`]Y`Y`XUj`cb`?`]bXYfž`]b`XYf`j`Yf[`Ub[`YbYb`K`c`Wk`Y`Ui`g`F`UZU`\`Z]Y\Yb`
 a`i`gghYb``8]Y`@U[`Y`XYf`?`]bXYf`]gh`d`fY`_`Āž`XU`Y`XYg`Xf]hhY`?`]bX`]a`
 B`cfXYb`XYg`;`UnUghfY]ZYbg`U`_i`h`a`Ub[`Y`Yfb`Ā`\fh`]gh`i`b`X`
 [`fi`b`X`Y[`Yb`XY`≠`ZfUghfi`_`hi`fYb`g`Wk`Yf`VYgWk`Ā`X][`h`g]b`X``i`B`⇒9:
 ZcfXYfh`Y]bYb`gc`Zcfh][`Yb`\`i`a`Ub]hĀfYb`K`UZZYbgh``gh`Ub`X`i`b`X`X]Y`
 K`]Y`XYfYf`Ø`Zbi`b[`XYf`;`fYbnØVYf[`Āb[`Y`ni`a`];`UnUghfY]ZYbž`i`a`
 \`i`a`Ub]hĀfY`<`]ZY`ni`Yfa`Ò[`]Wk`Yb`"

8]Y`\`i`a`Ub]hĀfY`?`f]gY`]b`;`UnU`ghY``h`Y]bY`U`Ufa`]YfYbXY`
 <YfUi`g`ZcfXYfi`b[`XUfž`XYfYb`@Øgi`b[`Xf]b[`Yb`X`b`chk`Yb`X][`]ghž`i`a`
 XYb`ØVYf`&ž(`A`])`cbYb`9]bk`c`\bYfb`XYg`;`YV]Yhg`ni`Y`Y`ZYbž`X]Y`
 ZUgh`j`c``ghĀb`X][`Ui`Z`\`i`a`Ub]hĀfY`<`]ZY`Ub[`Yk`]YgYb`g]b`X`"

8YhU]`g	
J`c`f`ZU``	?`f]Y[
I`f`g`U`W`k`Y	@`ZhUb[`f]ZYž`6`c`W`_`UXYž`<i`b[`Yf`g`b`c`h
C`f`h	?`\`Ub`M`c`i`b]gž`DU`Ā`gh]bYbg]gWk`Y`;`YV]YhY
E`i`Y``Y`b	<ul style="list-style-type: none"> • k k k "U`^UnYyfU"WŁa • k k k "UU"WŁa`"hf • k k k "i`b]WZ"XY

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