

; fY]Zgk U`Xg`GWX i `hfUi a .`B UWX `%\$`>U\ fYb
bi f`7cbhU]bYf`ZØf`9fgh_`Àgg`Yf°

⊖; fY]Zgk U`X`j YfnØ[Yfh'g]W`XYf`6Ui `Y]bYg`]b_`i`g]j Yb
GWX i `nYbhfi a g`"GhUhhXYggYb`k YfXYb`7cbhU]bYf`ZØf`
9fgh_`Àgg`Yf`Y]b[Yf]W`hYh"

; fY]Zgk U`X`ž`8Yi hgW`UbX`!`⊖; fY]Zgk U`X`nY]W`bYh'g]W`Y]b
i bfØ\ a `]W`Yf`Gh]`ghUbX`]a`'6Ui `Y]bYg`bYi Yb` ⊖_`i`g]j Yb
GWX i `nYbhfi a g`Ua`'9`Yfb\c`nhY]W`'UV`"Hfchm`ØVYf`nY\ b`Å\ f][Yf
D`Ubi b[gd\ UgY`V`Y]Vh`XYf` : cfhgW`f]h`h\`]bhYf`XYb`9fk Ufhi b[Yb
ni fØW_`"8Yf`C`VYfVØf[Yfa`Y]ghYf`8f`"GhYZUb` : UggV]bXYf`fi fØbYŁ
f`Ài a`h`Y]bž`XUgg`X]Y`GWX i `Y`j cf`XfY]`>U\ fYb` \`ÀhhY`ZYfh][[YghY`h
k YfXYb`a` ØggYbž`VY`_U[h`Y`XcW`X]Y`5V\`Åb[][_Y]h`j`cb
: ØfXYfa`]hhY`b`i`bX`X]Y`i`bni fY]W`YbXY`Z]bUbn]Y`Y`5i`gghUhi b[`XYf
?ca`a`i`bYb`"8YfnY]h`]gh`U`g` , VYf[Ub[g`Øgi b[`XYf`6Ui` `j`cb
7cbhU]bYfb`ZØf`X]Y`9fgh_`Àgg`Yf`j`cf[YgY\Yb`"K`]Y`XYf`**BcfX_i`f]Yf**
VYf]W`hYhž`gc`X]YgYf`7cbhU]bYf!6Ui`ni`fi`bhYfghØhni b[`XYf
DYfgcbU`d`Ubi b[`XYf`@UbXYgfY[]Yfi b[`X]YbYb`i`bX`UV`<YfVgh
&\$&*`[Ybi`hnh`k`YfXYb`"8]Y`[Yd`UbhY`9]bf]W`hi b[`i`a`ZUggh`ink`Y]
?`UggYb`a`]h`Y`&(`?`]bXYfb"

8]Y`a`cbUhY`Ub[Yb`8]g_i`gg]cbYb`i`bX`XYf`Gh]`ghUbX`VY]a`'6Ui`XYg
GWX i `nYbhfi a`g`k`YfXYb`j`cb`8f`"5bXfYUg`?YfUh\`fGD8Ł`gW`UfZ
_f]h]g]Yfh`"9f`VYnY]W`bYh`X]Y`G]hi`Uh]cb`U`g` C`ZYbVUfi b[gY]X`i`bX
a`UW`h`Ui`Z`X]Y` , VYfZØ`i`b[`XYf`VYghY\YbXYb` ; fi`bXgW`i`Yb
Ui`Za`Yf_gUa`"8Yf`GhUbXcfh`ZØf`X]Y`7cbhU]bYf`k`]fX`U`g`i`b[`ØW_`]W`
Ub[YgY\Ybž`]bgVYgcbXYfY`XU`]b`XYf`B`Å\Y`Y]b
; YZU\ fYbUVk`Y\fnYbhfi`a`Y`b`hghY`h`"?YfUh\`]gh`ØVYfnYi`[`hž`XUgg
X]Y`k`]fhgW`UZh`]W`Yb`?`cghYb`ZØf`X]Y`GhUXh\`Ø\Yf`Ui`gZU`Y`b`k`YfXYbž
U`g`k`Ybb`XYf`6Ui`XYf`GWX i `Y`nØ[][_fYU]g]Yfh`k`cfXYb`k`ÅfY"

6Ui dfc ^Y_hY`]b` ; fY]Zgk U`X

I bhYf`XYa` F U\`a` Yb`gh`XhYVUi` `]W`Yf` : ÒfXYfa` U» bU\`a` Yb`XYf`
6i bXYgfYdi` V`]_` 8Yi` hgW\`UbX`i` bX`XYg`@UbXYg`A` YW_`YbVi` f[` !
J cfdca` a` Yfb`k`]fX`]b` ; fY]Zgk U`X`Ub`XYf`Gh`Af`_i` b[`]` cb
6]`Xi` b[` gc`fhYb`[` YUfVY]hYh`"8]Yg`[` YgW\`Y\`h`Xi` fW\`GUb]Yfi` b[` Yb`i` bX
BYi` VUi` hYb`ž`i` a` `X]Y`6]`Xi` b[` gZ` b_h]cb`XYf`F`Y[`]cbYb`ni
j` YfVYggYfb`"6Y]gd]Y`Y` ZfØ\`YfYf`Dfc`^Y_hY`g]bX`X]Y`]bhY[` f]YfhY
; YgUa` hgW\`i` `Y`9fk`]b` :]gW\`Yf`i` bX`X]Y`fY[`]cbU`Y`GW\`i` `Y`9fbgh
A`cf]hn`5fbXhž`ZØf`X]Y`]b`XYb`Y`hnhYb``X\`fYb` : ÒfXYfa`]hhY`]b
A`j`]cbYb`\Ø\Y`VYfY]h[` YghY`h`k`i` fXYb`ž`k`]Y`Ui` ZXYf`K` YVgY]hY`XYf`
GhUXh` ; fY]Zgk U`X` `bUW\`ni` `YgYb`]gh`"

- `bhY[` f]YfhY` ; YgUa` hgW\`i` `Y`9fk`]b` :]gW\`Yf`f&\$%+`
&\$&\$Ł
Gh`XhYVUi` ZØfXYfa`]hhY`.'`)` ("\$\$\$`9i` fc
GW\`Ø`YfnU\` `f&\$%-` #&\$&\$Ł`WU`"(, (]b`&&`?`UggYb`f)` "V]g
%\$`"?`UggYŁ
- F`Y[`]cbU`Y`GW\`i` `Y`9fbgh`A`cf]hn`5fbXh`f&\$%+` `&\$&\$Ł
Gh`XhYVUi` ZØfXYfa`]hhY`.'` ž++ , `A`]c`"9i` fc
GW\`Ø`YfnU\` `fGhUbX.`5i` [i` gh`&\$&\$Ł`'` , &]b`%+`?`UggYb`f)` "
V]g`%\$`"?`UggYŁ
- ?`Àh`Y`?`c`k`]hn` ; fi` bXgW\`i` `Y`f&\$%`'` `&\$%)` Ł
Gh`XhYVUi` ZØfXYfa`]hhY`.'`)` ž+`\$*` `A`]c`"9i` fc
GW\`Ø`YfnU\` `fGhUbX.`5i` [i` gh`&\$&\$Ł`'` &&]b`%` `?`UggYb`f%` "
V]g`(`"?`UggYŁ

8 Ug`[` Yd`UbhY`GW\`i` `nYb`hfi` a` `gc`UV`XYa` `GW\`i` `U\`f`&\$& , #&\$&-`U`g
nk`Y]!`V]g`XfY]nØ[`] [Y`GW\`i` `Y`Ub`Y]bYa` `bYi` Yb`GhUbXc`fh]b`XYf`
C`gbUVfØW`Yf`GhfU»`Y`k`Y]hYf[` YZØ\`fh`k` YfXYb`"5`Y`fX]b[` g`]gh`ni
VYUW\`hYb`ž`XUgg`X]Y`7`cbhU]bYfž`]b`XYbYb`X]Y`9fgh`_`Àgg`Yf`
i` bhYff]W\`hYh`k` YfXYb`gc`Yb`ž`b]W\`h`VUff]YfY`ZfY]`g]bX`"8]YgY
HUhgUW\`Y`k`]fZh` : fU[` Yb`ØVYf`X]Y`A`U»`bU\`a` Yb`ni` f`b`_i` g]cb`Ui` Z`X]Y
XYi` hgW\`UbXk`Y]h`bi` f`gW\`Y`ddYbX`j`cfUb`_ca`a` Yb`"@Ui`h`Y]bYa
6Yf]W\`h`XYf`**6YfhY`ga` Ubb`Gh]Zhi`b[`** `U`h`g]W\`8Yi` hgW\`UbX`nk`Uf
[`Yk`]ggYb`N]Y`Yb`XYf`i` B!6Y\]bXYfhYb`fYW\`hg`_cbj`Yb]cb
Ub[`Yb`À\`Yf`ž`XcW\`Yi`]gh]YfYb`bUW\`k`]Y`j`cf`Yf`YV`]W\`Y
I`bhYfgW\`YXY`nk`]gW\`Yb`XYb`Y]b`nY`bYb`6i` bXYg`ÀbXYfb`"

8Ua]h`X]Y`<YfUi gZcfXYfi b[Yb`]b`XYf`gWxi `]gWYb`6]`Xi b[
 VYk À`h][h`k YfXYb`_ÒbbYbž`]gh`Y]b`_ccfX]b]YfhYgž
 `ÀbXYfØVYf[fY]ZYbXYg`Jcf[Y\Yb`YfZcfXYf`]W`"K Y]hYf\]b`]gh`X]Y
 YI _`i X]YfhY`5bnU\``XYf`GWØ`Yf`]b`8Yi hgW\`UbX`j cb`(`ž`i`]a
 GWi`U\`f`&\$\$, #`\$-`Ui Z(`ž&`i`]a`GWi`U\`f`&\$\$&#&`i`[Ygi b_Ybž
 k cVY]`XYf`Ub[gUa Y`5VVUi`XYg`: ÒfXYfgWxi`gmghYa g`Y]b
 Zcfhk À\fybXYf`DfcnYgg`V`Y]Vh`8Yf`bÀW`ghY`GW`f]h`]b`; fY]Zgk U`X
 V`Y]Vh`UVni k UfhYbž`k À\fybX`X]Y`<cZbi b[`Ui ZY]bYb
 VYj c fghY\YbXYb`GdUhYbgh]W`ZØf`X]Y`GWi`Y`VYghY`h`

8YhU]`g	
C fh	; fY]Zgk U`Xž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • k k k "[fY]Zgk U`X"XY • k k k "VYfhY`ga`Ubb!gh]Zhi b["XY

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