

< Ua Vi f [g`DUf`Ua Ybhgd fÄg]XYbh]b`J Y]h
 \]bhYf`Äggh`=gfUY` `bUW` `9g_U`Uh]cb

< Ua Vi f [g`DUf`Ua Ybhgd fÄg]XYbh]b`7Ufc`U`J Y]h`_Y\fhY`bUW
 Y]bYa` `6Ygi W` `]b`=gfUY` `i bhYf`YI d`cg] Yb
 ?cbZ`_hVYX]b [i b [Yb`ni fØW`"



< Ua Vi f [ž`8Yi hgW` `UbX` !` ð`XYb` `YhnhYb` `HU [Yb` ` \Uh`X]Y
 Yg_U`]YfYbXY`G]hi Uh]cb`]a` `BU`Yb`C ghYb`ZØf` [fc»Y`GW` `U [nY]`Yb
 [Ygc f [h` < Ua Vi f [g`DUf`Ua Ybhgd fÄg]XYbh]b`7Ufc`U`J Y]h`fGD8Ł`k Uf
 k`Ä`fYbX`]\fYf`F Y]gY`]b`=gfUY` ž`U`g`X]Y`?cbZ`_hY`nk`]gW`Yb`=gfUY`
 i bX`XYa` `=Ub`g]W` `XfUa` Uh]gW` `ni`gd]hnhYb`" `BUW` `XfY]`B`ÄW`hYbž`]b
 XYbYb`g]Y`]b`HY` `5j`]j`ZYghgU» ž`_cbbhY`J Y]h`gW` `]Y»`]W` `Y]bY
 A]hZU`f [Y`Y [Yb` \Y]h`bUW` `=cfXUb]Yb`bi`hnYb`i`bX`_Y`fhY`Ua` `:`fY]hU [
 a]h`Y]bYa` `: `i [nYi [`j`cb`5a` a`Ub`bUW` `< Ua Vi f [`ni`fØW`" `=f
 i`fgdfØb [`]W`Yf`D`Ub`gU` `Y]bYb`j`]YfhÄ [] [Yb`6Ygi W` `]b`=gfUY` `j`cfž
 XcW` `X]Y`A`]hÄfUb [f]ZY` `XYf`]gfUY`]gW`Yb`GhfY]h`fÄZhY`Ui`Z`XYb`=Ubž
 X]Y`Ua` `5VYbX`j`cf`]\fYf`5VfY]gY`VY [Ub`bYbž`a`UW`hYb`X]YgY
 FØW`_Y`f`_ca`d`n]Yfh`8Yf`]gfUY`]gW`Y`@`Zh`Ui`a` `k`Uf`Ui`Z [fi`bX`XYf
 ?Äa`dZY` [YgdYffhž`i`bX`XUg`ÖZYbh]W`Y`@YVYb`]b`=gfUY` `k`Uf`ghUf`_

Y]b[YgWfÄb_h"GWXi`Yb`V`]YVYb`[YgWf`cggYbž`i bX`X]Y
6Yj`Ö`_Yfi b[`k Uf`j`cb`XYf`d`Öhn`]WXYb`9g_U`Uh]cb`ØVYffUgWf`h`

JY]h`VYgi`Wf`hY`k`Ä`fYbX`]\fYg`5i`ZYbh`U`hg`i`bhYf`UbXYfYa`X]Y
<c`cWU`i`gh!`;`YXYb`_gh`Ä`hY`MUX`J`Ug`Ya`i`bX`X]Y`?`bYggYh`8Yf`
]gfUY`]gWf`Y`A`J`]h`Ä`fgWf`U[`ž`XYf`U`g`5bhk`cfh`Ui`ZX]Y`Ni`gd]hni`b[`a`]h`
XYa``f`Ub`[`U`hž`k`i`fXY`j`cb`XYf`]gfUY`]gWf`Yb`FY[`]Yfi`b[`U`g`
`cWf`[`Y`ZÄ`f`]Wf`Y]b[`Yghi`Zh`J`Y]h`gY`Vgh`Äi`»`YfhY`ž`XUgg`X]Y`
9g_U`Uh]cb`X]Y`G]Wf`Yf`Y]hgUfWf]hY`_hi`f`]b`XYf`FY[`]cb`]bZfU[`Y`ghY`Y`ž`
k`Ug`Ui`ZX]Y`h]Y`ZYb`5i`gk`]f`_i`b[`Yb`XYg`?`cbZ]`_hg`]\`bk`Y]gh`"@Ui`h`
B 8 F``\`Uh`XYf`A`J`]h`Ä`fgWf`U[`]gfUY`g`8i`hnYbXY`N]Y`Y`]a``f`Ub`
[`Yhfc`ZYb`ž`XUfi`bhYf`Ui`Wf`bi`_`YUfY`5b`U[`Yb`ž`k`Ug`X]Y`G]hi`Uh]cb`
k`Y]hYf`Ub`Y]nh`

8]Y` \`YZh][`Yb`FYU`_h]cbYb`XYf`6YhY`]][`hYb`

8Yf`?`cbZ]`_h`hf]h`i]b`Y]bY`bYi`Y`D`UgY`Y]b`" `gfUY`g`FY[`]Yfi`b[`gWf`YZ`
6Yb`Ua`]b`BYhUb`U`i`VYnY]Wf`bYhY`X]Y`5b[`f]ZY`U`g`gY`f`
YfZc`[`fY]Wf`Yb`9f`ÖZbi`b[`ggWf`U[`ž`k`Ä`fYbX`Ui`Wf`XYf`]gfUY`]gWf`
JYfhY]X][`i`b[`ga`]b]ghYf`gfUY`?`Uhn`XYb`Df`Äj`Ybh]j`gWf`U[`
VYgh`Äh][`hY`8]Y`FYU`_h]cb`XYg`f`Ub`ž`XYf`nU`fY]Wf`Y`
8fc`bYbUb[`f]ZY`Ui`Z`gfUY`i`bhYfbU`a`i`bX`Yhk`U`%\$\$`8fc`bYb`
Y]bgYhnhY`ž`nY][`hž`XUgg`g]Wf`X]Y`;`Ya`Ø`hYf`k`Y]hYf`Yf`]hnyb`"J`cf`
X]YgYa`<`]bhYf[`fi`bX`U`h`X]Y`b`hYfbUh]cb`U`Y`5hca`YbYf[`]YVY`Ö`fXY`
f`5`95`L`VYgh`Äh][`hž`XUgg`i`bhYf`XYb`Ub[`Y[`f]ZYbYb`N]Y`Yb`Ui`Wf`X]Y`
I`fUb`!`5b`fY]Wf`Yfi`b[`gUb`U[`Y`]b`BUhUb`g`k`Uf`"

8Ug`GnYbUf]c`k`]fX`j`cb`j`YfgWf]YXYbYb`GY]hYb`VYc`VUWf`hYh`"@Ui`h`
9I`dYfhYb`g]bX`XfY]`a`Ö[`]Wf`Y`9b`hk`]W`_i`b[`Yb`XYb`_VUf.`9b`hk`YXYf`
j`Yf`Ä`h`g]Wf`XYf`f`Ub`k`]Y`X]Y`<`]gVc`U`i`bX`j`Yf`gi`Wf`h`a`]h`
VY[`fYb`nhYb`5b[`f]ZYb`gY]bY`Dcg]h]cb`ni`k`U`fYb`ž`c`XYf`XYf`K`YghYb`
Yf`Ä`h`X`Yb`8fi`W`_Ui`Z`XYb`f`Ub`ž`k`Ug`ni`k`Y]hYfYb`9g_U`Uh]cbYb`
Z`Ø`fYb`_`Ö`bb`hY`"b`Y]bYa`k`Y]hYfYb`GnYbUf]c`_`Ö`bb`hY`Y]b`
a`J`]h`Ä`f]gWf`Yg`9]b[`fY]ZYb`XYf`I`G5`Ub`XYf`GY]hY`gfUY`g`ni`Y]bYa`
fY[`]cb`U`Yb`?`cbZ]`_h`Z`Ø`fYb`":`UWf`Yi`hY`gWf`Ä`h`nYb`U`Y`XfY]`
GnYbUf]Yb`U`g`f]g`_Ub`h`Y]b`ž`XUg`F`]g]`_c`Y]bYf`i`b[`Yk`c`h`Yb`
9g_U`Uh]cb`V`Y]Vh`c`Wf`ž`XYb`bc`Wf`k`]fX`Y]b`:"`Ä`Wf`Yb`Vf`Ub`X`U`g`
i`bk`U`f`g`Wf`Y]b`]Wf`Ub[`YgY`Yb`ž`XU`XYf`A`UWf`hYf`U`h`Z`Ø`f`XUg`

[fUb]gWY`FY[]a Y`cVYfghY`Df]cf]hÅh`Už`k]Y`GF: `VYf]W hYh`

=bhYfbUh]cbU`Y`FYU_h]cbYb`i bX`k Y]hYfY

9bhk]W_`i b[Yb

8]Y`]bhYfbUh]cbU`Y`; Ya Y]bgWUZh`fYU[]Yfh`YVYbZU`g`Ui ZX]Y`g]W
ni gd]hYbXY`@U[Y`"K Å\fybX`XYf`i B!; YbYfU`gY`fYhÅf`5bh`b]c
; i hYffYg`VY]XY`GY]hYb`ni f`A Å»][i b[`Ui Zfi Zh`UUVYb`@ÅbXYf`k]Y
Gui X]!5fUV]Yb`i bX`XYf`Ca Ub`X]Y`5b[f]ZZY`j Yfi fhY]`hi bX`U`g
JYf`Yhni b[`XYf`Gci j YfÅb]hÅh`XYg`fUb`VYnY]WbYh`5i W`X]Y
BUWVUf`ÅbXYf`fU`_i bX`xfXUb]Yb`UUVYb`]fYb`@ ZhfUi a
[YgdYffh`b`gfUY`k i fXY`XYf`5i gbU`a Yni ghUbX`Ui g[Yfi ZYbž`k Ug
X]Y`6Yj Ö`_Yfi b[`XUni`nk]b[hž`g]W`]b`GW`i hnfÅi a Y
ni fØW_ni n]Y\Yb`i bX`6]Xi b[gY]bf]W`hi b[Yb`gck]Y; YgW`ÅZhY`ni
gW`]Y»Yb"

8]Y`G]hi Uh]cb`V`Y]Vh`Ub[YgdUbb`hi bX`_ÖbbhY`g]W`]b`XYb
_ca a YbXYb`HU[Yb`k Y]hYf`j YfÅbXYfb`"9g`]gh`_Ufž`XUgg`X]Y
9bhk]W_`i b[Yb`]a `BU\Yb`CghYb`b]W`h`bi f`fY[]cbU`ž`gcbXYfb`Ui W
[`cVU`j cb`6YXYi hi b[`g]bX`"8]Y: fU[Yž`k]Y`g]W`X]Y`]bhYfbUh]cbU`Y
; Ya Y]bgWUZh`d cg]h]cb]YfYb`k]fX`i bX`k Y`W`Y`5i gk]f`_i b[Yb`X]Y
a]]hÅf]gWYb`5i gY]bUbXYfgYhni b[Yb`Ui ZX]Y`G]WYf`Y]hg`U[Y`]b
XYf`FY[]cb`UUVYb`k YfXYbž`ghY`h]a `FUi a `"8]Y`@U[Y`XYg`?cbZ]_hg
V`Y]Vh`Ub[YgdUbb`hži bX`j]Y`Y`6YcVUW`hYf`ZfU[Yb`g]W`ž`k Y`W`Y
GW`f]hhY`U`g`B`ÅW`ghY`g`Zc`[Yb`k YfXYb`"K]Y`HU[YggW`Ui `VYf]W hYhž
_ÖbbhY`XYf`fUb`k Y]hYf`]b`Ui ZX]Y`5b[f]ZZY`a]h
JYf[Y`hi b[ga U»bU`a Yb`fYU[]YfYbž`k Ug`X]Y`G]hi Uh]cb`k Y]hYf
XYghUV`]g]YfYb`_ÖbbhY"

8YhU]`g	
C fh	< Ua Vi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "hU[YggW`Ui "XY • k k k "gfZ"W

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