

< mi bXU]`-B GH9F . '8Yf`bYi Y`9!?'`Y]bk U[Yb
Z0f`a 0\Y`cgYg`: U\ fYb`°

9bhXYW_Yb`G]Y`XYb`j c``Y`Y_hf]gWXYb`< mi bXU]`-B GH9F .
HYghZU\ fhYbž`F Y]Wk Y]hYž`G]WYf\Y]hgZYUhi fYg`i bX
A Uf_hdfc[bcgYb`Z0f`9!: U\ fnYi [Y"



7\]bU`!`-b`Y]bYf`VYXYi hYbXYb`9bhk]W`i b[`]a`'6YfY]W`XYf
9`Y_hfcZU\ fnYi [Y`\Uh`< mi bXU]`XUg`A cXY``-B GH9F`j cf[YghY``hž
Y]bYb`j c``Y`Y_hf]gWXYb`?'`Y]bk U[Ybž`XYf`a]h`Y]bYf`?ca d`Yi]hÅh
i bX`9ZZ]n]Ybn`0VYfnYi [h`'8Yf`< mi bXU]`-B GH9F ž`XYf`Y]bY`@Àb[Y
j cb`` ž`'A YhYfb`Ui Zk Y]ghž`V]YhYh`igck c\``]b`XYf`@Y]ghi b[`U`g`Ui W
]b`XYf`F Y]Wk Y]hY`C dh]cbYbž`X]Y`XYb`6YX0fZb]ggYb`XYf`a cXYfbYb
5i hcZU\ fYf`[YfYW`h`k YfXYb``'5b[YVchYb`k]fX`XYf`?'`Y]bk U[Yb`a]h
nk Y]`@Y]ghi b[gj Yfg]cbYb.`+`%`_K`'ft`+`DGŁ`cXYf`,`)``_K`'f%`%)`DGŁž
i bX`Yf`ghY``h`Y]bY`F Y]Wk Y]hY`j cb`V]g`ni```+`\$`_a`'ni f`J YfZ0[i b["
8]Yg`a UW`h`i]\b`ni`Y]bYf`UhhfU_hj Yb`K U\``Z0f`XYb`gh`Å`h]gWXYb
J Yf_Y\`f"

8Yf`< mi bXU]`-B GH9F`j YfZ0[h`0VYf`Y]bY`GW`bY``UXYZi b_h]cbž`X]Y

Yg`Yfa Ò[`]Wkž`X]Y`6UhhYf]Y`]b`bi f`" \$`A]bi hYb`j cb`%\$`Ui Z, \$`i
Ui Zni `UXYb`"A]h`Y]bYf`< ÒWkgh[YgWk]bX][_Y]h`j cb`%) \$`_a #`i bX
Y]bYa `Ghfca j YfVfUi Wk`j cb`%(ž ` _K `d`fc`%\$\$`?)`ca YhYf
ØVYfnYi [h`XYf`K U[Yb`Xi fWk`gY]bY`l a k Y`hZfYi bX`]Wk`_Y]h`ž`k Ug
Xi fWk`X]Y`7C !9a]gg]cbYb`j cb`\$`; fUa a `d`fc`?]`ca YhYf`i bX`X]Y
9]bcfXbi b[`]b`X]Y`7C !?`UggY`5`i bhYfa Ui Yfh`k]fX`"a `b`bYb`fUi a
_ca V]b]Yfh`XYf`B`GH9F `c`Wk`Yfh][Y`A UhYf]U`]Yb`a]h`Y]bYa
Xi fWk`XUWk`hYb`D`UhnUb[YVch`i bX`V]YhYh`ni XYa `Y]b`b`ZchU]ba Ybh!
GmghYa `a]h`Y]bYa `%\$`ž !Nc`!Hci Wk`gWf`Y`Yb`ž`B`Uj][Uh]cb`ggmghYa
gck]Y`X]Y`b`hY[fUh]cb`j cb`5dd`Y`7`UfD`Um `i bX`5b`Xfc]X`5i hc `"

DfcVYZU\fh`i bX`J YfZØ[VUf`_Y]h

9]bY`VYgcbXYfY`5_h]cb`j cb`<mi bXU]Yfa Ò[`]Wk`h`Yg`d`chYbn]Y`Yb
?`Ài ZYfb`ž`Y]bY`DfcVYZU\fh`a]h`XYa `B`GH9F `Xi fWk`ni ZØ`fYb`"
b`hYfYgg]YfhY`_ØbbYb`ØVYf`X]Y`c`ZZ]n]Y`Y`<mi bXU]`K`YVgY]hY`Y]bY
_cgYb`cgY`i bX`i bj YfV]bX`]Wk`Y`DfcVYZU\fh]a `GhUXhj Yf`_Y`f
Vi Wk`Yb`ž`k`c`VY]`YX][`]Wk`X]Y`9]b[UVY`j cb`?`cb`hU`h`XU`hYb`i bX
GhUbXc`fh`YfZc`fXYf`]Wk`]gh`"8]YgY`; Y`Y[Yb`Y]h`n]Y`h`XU`fUi Z`UV`ž`XYb
?`i bXYb`Y]b`X]fY`_hYfYg`9f`YVb]g`a]h`XYa `: U`fnYi [`ni `V]YhYb`i bX
Yg`]b`Yb`ni `Yfa Ò[`]Wk`Yb`ž`X]Y`J`c`fnØ[Y`gY`V`gh`Ui`gni`d`fc`V]YfYb`"8]Y
hUhg`Å`Wk`]Wk`Y`F`Y]Wk`k`Y]hY`_Ubb`Y`Xc`Wk`Xi fWk`j YfgWk]YXYbY
: U`_hc`fYb`V`YY]b`Zi`ggh`k`YfXYb`ž`k`Ug`VY]`XYf`B`i`hni`b[`VYUWk`hYh
k`YfXYb`gc`hY`ž`gc`XYfk`YghYb`"XY"

8Yf`A`Uf`_h`ZØf`9`Y`_h`fc`ZU`fnYi [Yž`ni `XYa `Ui Wk`XYf`<mi bXU]
B`GH9F`n`Å`h`ž`nY][h`V`YY]b`Xfi`W`Yb`XY`K`UWk`ghi`a`gnU`Yb`"@Ui`h`
GhUh]ghU`k`]fX`XYf`l`a`gUhn]a`9`Y`_h`fc`ZU`fnYi [gY[a`Yb`h]a`Y`U`f
&\$&) `j`c`fUi`gg]Wk`h]Wk`+`%(`ž)`A`]]`UfXYb`9i`fc`VYhfU[Yb`"Dfc[bcgYb
XYi`hYb`XUfUi`Z`\]b`ž`XUgg`XUg`A`Uf`_h`j`c`i`a`Yb`V]g`&\$&-`Ui`Z`-\$`ž`-
A`]]`UfXYb`9i`fc`ghY][Yb`k`]fX`ž`k`Ug`Y]bYa``Å`f`]Wk`Yb
l`a`gUhnk`UWk`ghi`a`j`cb`*`ž`%`i`Yb`hgd`f]Wk`h`"8]YgYg`K`UWk`ghi`a`]gh
ni`a`HY]`Ui`Z`X]Y`ghY][Yb`XY`B`UWk`ZfU[Y`b`UWk`9`Y`_h`fc`ZU`fnYi [Yb
ni`fØW`ni`ZØ`fYb`ž`X]Y`Xi`fWk`Y]b`k`UWk`gYb`XYg`6`Yk`i`gghgY]b`ZØf
l`a`k`Y`h`ZfU[Yb`i`bX`Y]bY`j`YfVYggYfhY`@UXY]b`ZfUghfi`_hi`f`[YZØfXYfh
k`]fX"

A`Uf`_h`Yb`hk`]W`_`i`b[`i`bX`[`c`VU`Y`HfYb`Xg

8Yf'A Uf_h'Z0f'9`Y_hfcZU\fnYi [Y'i a ZUggh'j cfk]Y[YbX'@AbXYf'a]h
 Y]bYf'ÖZZYbh]WYb'@UXY]bZfUghfi _hi f'i bX']gh'i bhYfhY]'h]b
 VUhhYf]YVYhf]YVYbY'9`Y_hfcZU\fnYi [Y'fB9J gŁ'i bX'D'i [!]b!< mVf]X!
 9`Y_hfcZU\fnYi [Y'fD<9J gŁ'"8]Y'9bhk]W_`i b['j Uf]]Yfh'YXcW'ghUf_
 Y'bUW'FY[]cb"'B cfk Y[Yb'i bX'X]Y'B]YXYf'UbXY'g]bX
 Gd]hnYbfY]hYf'VY]'XYf'J YfVfY]hi b[žk Å\fybX']b'7\]bU'XYf' [f0» hY
 l a gUhn'a]h[YgW'ÀhnhYb'' (('A]''UfXYb'9i fc'ja 'ž\ f'&\$&)
 Yfk UfhYh'k]fX"'8 Ug'k Y'hk Y]hY'6YghUbX'Ub'9`Y_hfcUi hcg'VYhfi [
 9bXY'&\$&' '_bUdd' (&'A]''cbYb'D_k žk cVY]ØVYf'X]Y'<Å`ZhY'XUj cb
]b'7\]bU'fY[]ghf]Yfh']ghž' [YZc' [hj cb'XYb'l G5'i bX'8Yi hgW'UbX"

žg[YgUa h'`Aggh'g]W'ZYgh\U`hYbž'XUgg'X]Y'<YfUi gZc fXYfi b[Yb']a
 J Yf_Y\fggY_hc fž'XYf'ZUgh'Y]b'J]YfhY''XYf' [`cVU'Yb'7C &!9a]gg]cbYb
 j Yfi fgUW'hž'Xi fW'XYb'j YfghÅf_hYb'9]bgUhn'j cb
 9`Y_hfcZU\fnYi [Yb'Ub[Y[Ub[Yb'k YfXYb'_ÖbbYb"'8]YgY'V]YhYb
 a]h'\fyb'Ya]gg]cbgZfY]Yb'5bhf]YVYb'Y]bY'j]Y'j YfgdfYWYbXY
 @0gi b['Z0f'Y]bY'i a k Y'hžfYi bX']WYfY'A cV]'hÅh'XYf'Ni _i bZh'"8Yf
 <mi bXU]`B GH9F'_ÖbbhY']b'X]YgYa '?cbhYI hY]bY'UhhfU_h]j Y' C dh]cb
 Z0f'? Åi ZYf'XUfghY''Ybž'X]Y'K Yfh'Ui ZB UW\U'h] [_Y]hž'9ZZ]n]Ybn'i bX
 a cXYfbY'HYW'bc`c []Y''Y[Yb"

8YhU]`g	
C fh	7\]bU
E i Y''Yb	<ul style="list-style-type: none"> • k k k "XYfk YghYb"XY • XY"ghUh]ghU"WŁa

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