

? `]b[VY]`i bhYf`6YgW\i gg. `GD8!> [YbX
ZcfXYfh`_`UfY`GhfUhy[]Y`ni f`K YbXY`

@Ufg`? `]b[VY]`ghY`h`VY]a `GD8!@UbXYgdUfhY]hU[`]b`B F K `]b
XYf`? f]h]_`"8Y`Y[]YfhY`ZcfXYfb`_`UfY`D`ÀbY`ZØf`X]Y`Ni `i bZh
XYf`DUfhY]"



8i]gVi f[ž`8Yi hgW\`UbX`!`6Y]a `@UbXYgdUfhY]hU[`XYf`bcfXf\Y]b!
k YghZÀ`]gW\Yb`GD8`]b`8i]gVi f[`gU\`g]W\`XYf`6i bXYgdUfhY]W\YZ
i bX`J]nY`_Ub`n`Yf`@Ufg`? `]b[VY]`Y]bYf`gW\UfZYb`? f]h]_`j cb`↑`b[Yb
8Y`Y[]YfhYb`[Y[YbØVYf`"8]YgY`gdfUW`g]W\`[Y[Yb`X]Y
dfc[fUa`a`Uh]gW\Y`D`Ub`cg][`Y]hi bX`X]Y`ni bY`a`YbXY
Ÿa`hYf`Ài`Zi`b[`Ui`gž`X]Y`bUW\`XYa`K`U\`XYVU`_Y`XYf`DUfhY]`]a
6i bX`ni`VYcVUW\hYb`gY]"`6YgcbXYfg]b`XYf`8]g_i`gg]cb`k`i`fXY
VYa`Àb[Y`hž`XUgg`? `]b[VY]`žk`À`fYbX`X]Y`7c!J`cfg]hnYbXY`GUg_]U
9g_Yb`X]Y`?`cbgYei`YbnYb`hfU[Yž`a`Y`fYfY`Ÿa`hYf`Ub[Y`Ài`Zi`UVY"
8]Y`ž`gc!@UbXYgj`cfg]hnYbXY`B]bU`;`UYX`_Y`ZcfXYfhY`j`cb`]a`Y]bYb
_`UfYb`D`Ub`ni`f`6Y`_Àa`dZi`b[`XYg`5V`k`À`fhghfYbXg`XYf`GD8`":`fU[Yb
ni`f`;`Y]W\ghY`"i`b[`]b`XYf`DUfhY]`k`i`fXYb`YVYbZU`g`"Ui`hž`XU
8Y`Y[]YfhY`Y]bY`6YbUW\hY]"[i`b[`j`cb`":`fUi`Yb`]b`XYb

: Ø\fi b[gYhU[Yb`k]hYfhYb`i bX`Y]bY`BYi VYgYhni b[`XYf
DUfhY]gd]hnY`Zc fXYfhYb"

?`b[VY]`j YfhfUh`k Å\fybX`gY]bYf`ZUgh`XfY]ghØbX][Yb`FYXY`X]Y
5bg]W\hž`XUgg`Y]bY`fUX]_U`Y`BYi Ui gf]W\hi b[`XYf`GD8`b]W\h`XYf
f]W\h][Y`K`Y[`gY]"`GhUhhXYggYb`VYhcbhY`Yf`X]Y`B`chk`YbX][`Y]h`Y]bYf
cZYbYb`8]g_i`gg]cb`ØVYf`X]Y`Ni`_i`bZh`XYf`DUfhY]ž`X]Y`ja`F`U`a`Yb
XYg`VYj`c`fghY`Yb`XYb`6i`bXYgdUfhY]hU[g`h`Ya`Uh]g]Yfh`k`YfXYb`gc`"
`b`gY]bYf`5bgdfUW\Y`[YghUbX`?`b[VY]`Y]bž`XUgg`X]Y`9f[YVb]ggY
XYf`6i`bXYghU[gk`U`ž`a`]h`bi`f`%*`ž(`DfcnYb`hž`Y]bYb`)\]ghcf]gW\Yb
H]YZdi`b`h`XUfghY`hYbž`i`bX`j`YfgdfUW\`Y]bY`gW\cbi`b[g`c`gY
5i`ZufVY]hi`b[`XYf`: Y`Yfž`X]Y`ni`f`B]YXYf`U[Y`VY][YhfU[Yb`U`VYb"
8UVY]`[YghUbX`Yf`Y]bž`XUgg`Ui`W`Yf`: Y`Yf`[Ya`UW\h`U`VYž
]bgVYgcbXYfY`]b`XYf`bXi`ghf]Ydc`h]_i`bX`VY]`XYf`G]W\Yfi`b[`j`cb
5fVY]hgd`Å`hnYb"

: c fXYfi b[Yb`bUW\`J`YfU`bhk`c`fhi`b[`i`bX
l`bhYfghØhni`b[

8]Y`?`f]h]_`Ua`DUfhY]W\YZ`k`i`fXY`j`cb`8Y`Y[]YfhYb`k`]Y`5bbUVY`
GW\i`a`UW\Yf`i`bhYfghØhnhž`X]Y`j`cb`?`b[VY]`a`Y`f`J`YfU`bhk`c`fhi`b[
`]\]bg]W\h]W\`XYg`K`U`Yf[YVb]ggYg`Zc fXYfhYb"5i`W`X]Y`7c!
J`c`fg]hnYbXY`GUg_]U`9g`Yb`k`i`fXY`]b`XYf`8YVUhY`h`Ya`Uh]g]Yfh/
Y]b][Y`8Y`Y[]YfhY`Åi`»`YfhYb`X]Y`A`Y]bi`b[ž`g]Y`k`YfXY`UV[YghfUZh
i`bX`VYa`Åb[Y`hYb`XYb`J`Yf`i`gh`XYg`a`c`fU`]gW\Yb`?`ca`dUggYg`XYf
DUfhY]ZØ\fi`b[" `b`F`YU`h]cb`Ui`Z`X]YgY`J`c`fk`ØfZY`k`]Yg`?`b[VY]`X]Y
?`f]h]_`ni`fØW`_i`bX`ghfYVhY`Ubž`X]Y`GD8`b]W\h`k`Y]hYf`bUW\`_i]b`g
Ui`gni`f]W\hYbž`gcbXYfb`Dc`h]_`ZØf`X]Y`A`]hY`ni`VYhfY]VYbž`i`a
j`Yf`c`fYbY`K`Å`Yf`ni`fØW`_ni`[Yk`]bbYb"

8]Y`K`]YXYfk`U`_j`cb`5W\]a`Dcghi`bX`GUfU`D\`_i]dd`U`g
J`c`fg]hnYbXY`XYf`B`F`K`!`GD8`k`i`fXY`k`Å\fybX`XYg`DUfhY]hU[g
YVYbZU`_g`j`Yf`_ØbXYh" `Dcgh`Yf\`]Y`h`, &ž`DfcnYb`hž`k`Å\fybX`D\`_i]dd
, , ž`DfcnYb`h`XYf`Gh]a`a`Yb`Ui`Z`g]W\`j`YfY]bYb`_c`b`bhY"8]YgY`K`U`
ZUbX`ja`?`cbhYl`h`Y]bYg`Xi`fW\Ui`g`_f]h]gW\Yb`?`ja`Ug`ghUhhž`k`c`VY]
X]Y`8Y`Y[]YfhYb`Y]b`ghUf`_Yg`6YXØfZb]g`bUW\`J`Yf`ÅbXYfi`b[`i`bX
Zf]gW\Ya`K`]bX`]b`XYf`DUfhY]ZØ\fi`b[`XYi`h]W\`a`UW\hYb"

ðg[YgUa h'ghY`hY`XYf`DUfhY]hU[`Y]bYb`K YbXYdi b_h`Zøf`X]Y`GD8 `]b
 BcfXf\Y]b!K YghZU`Yb`XUfž`k c`X]Y`]bbYfdUfhY`]WXY`?f]h`_Ub`XYf
 GhfUhy[]Y`i bX` : Ø\fi b[`]a a Yf`Ui hYf`k]fX``8]Y` : cfXYfi b[`bUW
 ; YgW`cggYb\Y]h`i bX`Gc`]XUf]hÅh`]bbYf\U`V`XYf`DUfhY]`V`Y]Vh`Y]bY
 XYf`nYbhfU`Yb`<YfUi gZcfXYfi b[Yb`Zøf`X]Y`_ca a YbXYb`A cbUhY"

K Y]hYfY` ðZcfa Uh]cbYb`XUni `Z]bXYb`G]Y`]b`XYb`i a ZUggYbXYb
 5bU`mgYb`i bX`6Yf]W hYb`j cb`a Un!cb`]bY"XY`gck]Y`V`]X"XY"
 K Y]hYfZø\fYbXY` ðZcfa Uh]cbYb`ni `dc`]h]gWYb`9bhk]W`i b[Yb
 Z]bXYb`G]Y`Ui W`]a `6i bXYghU["

8YhU]`g	
JcfZU``	Gcbgh][Yg
Cfh	8i]gVi f[ž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "V`]X"XY • k k k "Vi bXYghU["XY

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