@YVYbg[YZÄ\ f`]Wk Yf'; UVY`ghUd`Yf! I bZU``
]b` < Ua Vi f[ °': U\ fYf`gWk k Yf`j Yf`Yhnh

; UVY`ghUd`YfZU\ fYf`VY]'5fVY]hgi bZU``]b` < Ua Vi f[ 'gWk k Yf`
j Yf`Yhnh"9fa ]hhi b[ Yb`ni f`I bZU``i fgUWk Y`Ui ZYb"
G]Wk Yf\ Y]hgghUh]gh]_Yb`[ YVYb`5b`Ugg`ni f`Gcf[Y"

6]'`Vfcc\_ž` < Ua Vi f[ž8Yi hgWk`UbX`!`5a`A`cbhU[ UVYbXž`XYa
, "'5df]'&\$&) žYfY][bYhY`g]Wk`Ui ZY]bYa`GdYX]h]cbg[ Y`ÄbXY`]b
< Ua Vi f[`Y]b`gWk k YfYf`5fVY]hgi bZU``"8 UVY]'ghØfnhY`Y]b
* \$!`Ä\ f][ Yf'; UVY`ghUd`YfZU\ fYf`Ui g`V]g`Ub[`i b[ Y`ÄfhYb`; fØbXYb
j cb`Y]bYf`W]fWU`%ž) `A`YhYf`\c\Yb`@UXYfUa`dY""8Yf'; UVY`ghUd`Yf
ØVYfgWk`i [ `g]Wk`i bX`XYf': U\ fYf`k`i fXY`i bhYf`XYa` : U\fnYi [ `Y]b [Y`\_Ya`a`h`Hfchn`gcZcfh][ Yf`FYU`\_h]cb`XYf': Yi Yfk Y\ fž`X]Y`a`]h
Y]bYa` < YVY\_]ggYb`ni f`I bZU``ghY`Y`Y`hYž`Yf`]h`XYf`A`Ubb
`YVYbg[YZÄ\ f`]Wk`Y`J`Yf`Yhni b[Yb`i bX`a`i`gghY`j`cf`C`fh`fYU`b]a`]Yfh
k`YfXYbž`VYj`cf`Yf`]b`Y]b`?`fUb`\_Yb`U`i`g`hfUb`gdc`fh]Yfh`k`i`fXYž
]bZcfa` ]Yfh`**H!Cb`]**Y"

8]Y`Dc`nY]'i bX`XUg`5a`h`ZØf`5fVY]hgWk`i`hn`\UVYb`]bnk`]gWk`Yb
9fa`]hhi b[ Yb`ni f`[ YbUi`Yb`I`bZU``i fgUWk`Y`Ui Z[Ybca`a`Yb""8]Y
I`b`_Uf\Y]h`ØVYf`X]Y'; fØbXYž`X]Y`ni`X]YgYa`Ghi`fn`ZØ\fhYbž`k`]fžh
: fU[Yb`Ui`Zž`X]Y`ØVYf`X]YgYb`_cb`\_fYhYb`J`cfZU``\]bUi`g[ Y\Yb`
; UVY`ghUd`Yfi bZÄ`Y`g]bX`Y]b`YfbghYg`DfcV`Ya` ]b`j`]Y`Yb
≠Xi`ghf]YVYfY]Wk`Yb`i bX`g]bX`j`YfUbhk`cfh]Wk`ZØf`Y]bY`Yf\YV`]Wk`Y
5bnU\`j`cb`J`Yf`Yhni b[ Yb`i bX`HcXYgZÄ`Yb"

GhUh]gh]_Yb`ni` ; UVY`ghUd`Yfi bZÄ`Yb

Ä\ f`]Wk`[YgWk]Y\`h]b`8Yi hgWk`UbX`Y]bY`J`]Y`nU\`j`cb
; UVY`ghUd`Yfi bZÄ`Yb`"GhUh]gh]_Yb`nY][ Ybž`XUgg`X]YgY`I`bZÄ`Y`%`i
XYf'; YgUa`hi bZÄ`Y`]b`@U[Yfb`cXYf': UVf]\_Yb`Ui`ga`UWk`Ybž`YXcWk

%%i`XYf`_ÖfdYf`jWXYb`jYf`Yhni b[ Yb`j`Yfi fgUWXYb`"6Y]`XYb
; UVY`ghUd`Yfi bZÄ`Yb`[]Vh`Yg`Ä`f`jW`nk`jgWXYb`" ) "\$\$\$`i`bX
* &"\$\$\$\$`jYf`Yhni b[Yb`ž`k`cVY]`Yhk`U` ("- \$\$`XUj`cb`gW`k`YfY
jYf`Yhni b[ Yb`g]bX`"8]Y`Ä`f`jW`Y`5bnU`XYf`hÖX`jWXYb
; UVY`ghUd`Yfi bZÄ`Y`j`b`XYb`l`G5`Y`[h`nk`jgWXYb`+ )`i`bX`%\$\$`ž`k`Ug
Y]bYf`U`Ufa`jYfYbXYb`GhY][Yfi b[`j`cb`ZUgh`\$`i`j`b`XYb`YhnhYb
nY`b`j`fYb`Yb`hgd`f]W`hž`Y]» h`Yg`VY]`?`]k`]hf`c`b`"

I fgUWXYb`j`c`b` ; UVY`ghUd`Yfi bZÄ`Yb

8]Y`<`Ui`dhi`fgUWXYb`ZÖf`gc`WXY`l`bZÄ`Y`\_ÖbbYb`j`Uf]]YfYb`"Ni`XYb
`Äi`Z][ghYb`nÄ`Yb` :`U`fZY`Y`f`j`cb`A`j]hUfVY]hYfbž`a`YW`Ub]gW`Yg
jYfgU[Yb`c`XYf`Y]bY`i`bni`fY]WXYbXY`5i`gV]`Xi`b[`XYf
; UVY`ghUd`YfZU`fYf`" ð`gVY`gcb`XYfY`i`a`[YghÖfnhY` ; UVY`ghUd`Yf
a`UWXYb`&)`i`XYf`l`bZÄ`Y`Ui`g`i`bX`g]bX`c`Zi`Ui`Z`ÖVYf`Ö`hY
; YgW`k`]bX][`\_Y]hYb`c`XYf`5V`Yb`_i`b[ `ni`fÖW`ni`ZÖ`fYb`"9]b
9]bhUi`WXYb`j`b`X]YgY`Dfc`V`Ya`Uh]_Yb`nY][`hž`XUgg`Yg`Ub`XYf`NY]h`]ghž
X]Y`G]WXYf`Y]hgghUbXUfXg`i`bX`HfU]b]b[ ga`U»bU`a`Yb
_cbh]bi`jYf`W`ni`j`YfVYggYfbž`i`a`_ÖbZh][Y`l`bZÄ`Y`ni`j`Yfa`Y]XYbž
gc`Y]bY`5bU`mgY`j`cb` :`c`f`\_]Zm`"

; UVY`ghUd`Yf`g]bX`j`b`@U[YfVYhf]YVYb`i`bj`Yfn]W`hVUfž`Vf]b[Yb
`YXcW`Yf`YV`j]WXY`F`jg]_Yb`a`j]hg]W`ž`k`Ybb`g]Y`b]W`hgUW`[ Ya`Ä»
j`Yfk`YbXYh`k`YfXYb`"8i`fW`VY`_UbbhY`G]WXYf`Y]hga`YW`Ub]ga`Yb
i`bX`GW`i`i`b[ Yb`_ÖbbhY`Y]b` ;`fc»`hY]`X]YgYf`l`bZÄ`Y`j`Yf`]bXYfh
k`YfXYbž`k`cVY]`GW`Ä`hni`b[ Yb`ni`Zc`[Y`V]g`ni`+`\$`i`XYf
; UVY`ghUd`Yfi bZÄ`Y`j`Yfa`jYXYb`k`YfXYb`\_ÖbbYb`"

8]Y`hfU[ ]gWXYb`9fY][b]ggY`j`b`<`Ua`Vi`f[`j`YfXYi`h]WXYb`X]Y
K`j]W`h][`\_Y]h]j`cb`GW`i`i`b[gf]W`h]b]Yb`i`bX`G]WXYf`Y]hga`U»bU`a`Yb
]a`l`a`[ Ub[ `a`j]hX]YgYb`gW`k`YfYb`A`UgW`]bYb`"9g`V`Y]Vh`ni``c`ZYbž
XUgg`Xi`fW`j`YfghÄ`f`hY`DfÄ`j`Ybh]cbga`U»bU`a`Yb`gc`WXY`gW`k`YfYb
l`bZÄ`Y`j`b`Ni`_i`bZh]j`Yfa`jYXYb`k`YfXYb`_ÖbbYb`"

8YhU]`g	
J`c`f`ZU`	5fVY]hgi`bZU`

8YhU]`g	
I fgUWXY	I bVY_UbbhY ; fØbXY
C fh	6]`Vfcc_ž<Ua Vi f[ ž8Yi hgWY`UbX
J Yf`YhnhY	%
E i Y`Yb	<ul style="list-style-type: none"> • \Ua Vi f["h!c b`]bY"XY • Zcf_]Zm"Wca • _]k]hfc b"Wca

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