

? UbWm '6i WWUbyYfg ' < cZZbi b ['hfc hn
gWk UWYf '@Ui Zj YfhY]X][i b [°

9fZU\ fYb 'G]Y 'U'Yg'ØVYf'7U' 'U\ '? UbWmžXYb 'hU'Ybh]YfhYb
8YZYbgjj Y 'HUW_Y'XYf'6i WWUbyYfgž'i bX'gY]bY 'GhÅf_Yb 'gck]Y
GWk ÅWYb 'ja 'B: @!9bhk i fZ & \$ & ' "



< Ua a ž'8Yi hgW'UbX '! '8]Y 'HUa dU'6Um'6i WWUbyYfgž'X]Y ']b'XYb
'YhnhYb' \fYb 'a]h'Y]bYa 'gc'XYb' ? UXYf'Ui Zhfi a dZYb '_cbbhYbž
ghY\Yb'YfbYi h'ja ' : c_i g'BUW 'j]Yf'Ui ZY]bUbXYfZc '[YbXYb 'B: 7
Gci h\!H]hY 'b'i bX'ZØbZHY]'bU\ a Y ']b'XYb 'D'UmcZZg '\UVYb'g]Y ']\fYb
YfghYb '5i gk U\ 'ja 'B: @8fUZh'&\$&' '[YhfcZYb ' 'XYb '8YZYbgjj Y
HUW_Y'7U' 'U\ '? UbWm'8]YgYf' ' !GhYfbY!FY_fi h'Ui g'XYf
Bcfh\k YghYfb' <][\ 'GWkcc '\Uh]b'gY]bYf'V]g\Yf][Yb' ? Uff]YfY 'Ub
XYf'i b]j Yfg]hmcZD]hgv i f[\ 'VYY]bXfi W_YbXY '@Y]ghi b [Yb
YfVfUW hžXcW 'Yg:[]Vh'Ui W '6YXYb_Ybž'X]Y 'b]W h][bcf]Yfh
k YfXYb 'gc'hYb '@Ui h'**MU\cc 'Gdcfhg**'nY][h'? UbWmink Uf
VYa Yf_Yb'gk YfhY 'GhUh]gh]_Ybž'Y]XYh'UVYf'i bhYf'Y]bYf
g][b]Z]_UbhYb 'GWk ÅWY 'ja '@Ui Zgd]Y''

? UbWmžXYf`b`XYf`YhnhYb`GU]gcb`b`&*`Gd]Y`Yb`ghUfhYhYž`UhgY]h
>\fYgVY[]bb`&\$&`VYY]bXfi`W_YbXY`,) `8fi`W_Y`Yfn]Y`hž`k`Ug`]\b`ni
Y]bYa`XYf`Hcd!&\$`8YZYbg]j`Y`HUW`Yg`]b`X]YgYf`GhU]gh]_`a`UW`h`
GY]bY`;`YgUa`h`Y]ghi`b[`i`a`ZUggh)`(`HUW`Ygž`XUj`cb`(`%gc`c`i`bX`&%
Z0f`J`Yf`i`ghž`gck`]Y`&-`E`i`UfhYfVUW`!<`]hg`"Ni`XYa``\Uh`Yf`Y]bYb
Yfnk`i`b[`YbYb`:`i`a`V`Y`i`bX`Y]bY`:`i`a`V`Y`F`YW`j`Yfm]`cfni`nY][`Yb`"
HfchnXYa` ``Y[`h`gY]bY`BchY`Z0f`X]Y`@Ui`Z`YfhY]X][`i`b[`VY]`bi`f`&,`ž+ž
k`Ug``Ui`h`Dfc`:`cchVU``:`cW`g`Z0f`YXY`A`Yb[`Y`:`Ygdf`ÅW`gghc`ZZ`gcf[`h`

? UbWmg`c`Y`9fk`Ufhi`b[`Yb`i`bX`gY]bY

<`YfUi`gZcfXYfi`b[`Yb

8Yf`i`bhYfX]a`Ybg]cb]YfhY`?`UbWm`i`Yf`a`]ggh`YX][`]W`%ž` ` `A`YhYf`
i`bX`k`]Y[`h`%&+`?]`c[`fUa`a` `Vf]b[`h`a`0[`]W`Yfk`Y]gY`b]W`h`X]Y
;`f0»`Y`a`]hž`i`a` `]a` `@Ui`Zgd]Y`Xca`]bUbhY`@Y]ghi`b[`Yb`ni`nY][`Ybž
k`Ug`6YXYb`_Yb`VY]`gY]bYa`8fUZh`DchYbn]U`Ui`Zk`UfZ`"8]YgY
9]bgW`Åhni`b[`Yb`ghY`Yb`]a`9]b`_Ub[`a`]h`XYb`A`Y]bi`b[`Yb`j`cb
5bU`mg`hYbž`X]Y`]\b`a`]h;`f0»`Yb`k`]Y`æ`b`F`UbX`Y`i`bX`5Ufcb`8cbU`X
j`Yf[`Y]W`Ybž`YXcW`Ui`W`gY]bY`&_cbg]ghYbn`]a` `@Ui`Zgd]Y`
VYa`Åb[`Y`b`"8]Y`:`fU[`Y`V`Y]Vhž`cV`X]Y`6i`WWUbYYfg`]\b`VYggYf`]b
Y]bYf`fch]YfYbXYb`F`c`Y`cXYf`]b`gdYn]Y`Yb`:`cfa`Uh]cbYb`Y]bgYhnYb
_0bbYbž`i`a`gY]bY`GhÅf`_Yb`Ui`gni`gd]Y`Yb`"

J`cf`gY]bYf`NY]h`]b`XYf`B`:`@YffY[`hY`?`UbWm`VYfY]hg`[`fc»`Y
5i`Za`Yf`_gUa`_Y]h`a`]h`gY]bYf`@Y]ghi`b[`Ua`7c`Y[`Y`" `&`gY]bYa
Xf]hYb`Gd]Y`U`f`Z0f`X]Y`DUbh`Yfg`k`i`fXY`Yf`b]W`h`bi`f`Z0f`gY]b
DchYbn]U`UbYf`_Ubbhž`gcbXYfb`Ui`W`a`]h`a`Y`fYfYb`5`!5a`Yf]WUb!
5i`gnY]W`bi`b[`Yb`[`YY`f`hž`X]Y`gY]bY`:`Å`][`Y]hYb`i`bhYfa`Ui`Yfb`"9f
Yfn]Y`hY`]b`XfY]`>\fYb`]bg[`YgUa`h`%`-`GUW`g`i`bX`VYk`]Yg`g]W`U`g
dfcXi`_h]`Yf`8YZYbg]j`Y`HUW`Yž`XYf`Ui`W`U`g`DUgg!F`i`g`!GdYn]U`]gh
]b`XYf`B`:`@[`Y`UbXY`h`k`]fX`"

8]Y`DYfgdY`_h]j`Yb`Z0f`X]Y`6i`WWUbYYfg

8]Y`6i`WWUbYYfg`UVYb`]b`XYf`J`Yf[`Ub[`Yb`Y]h`VYk`]YgYbž`XUgg`g]Y
Y]b`[`i`hYg`<`ÅbXWYb`Z0f`X]Y`5i`gk`U`"j`cb`HU`Yb`hYb`"UVYb`"
?`UbWmg`@Y]ghi`b[`nY][`hž`XUgg`Yf`hfchn`XYf`Yfk`Å`b`hYb`GW`k`ÅW`Yb`

VY]a '@Ui Zgd]Y`Y]bYb`A Y\fk YfhZØf`X]Y`8YZYbg]j Y`XYf`6i WWUbyYfg
 V]YhYb`_Ubb``B: @!5bU`mgh@UbW`N]Yf`Y]b`\YVh`\Yfj cfž`XUgg`X]Y
 6i WWUbyYfg`?UbW`mg`YI d`cg]j Yb`7\UfU_hYf`i bX`gY]bY`9fZc`[Y`Ub
 XYf`7c`Y[Y`VYgh]a a h`gW`ÅhnYb`k YfXYbž`Ui W`k Ybb`g]Y`g]W`XYf
 <YfUi gZcfXYfi b[Yb`VYk i ggh`g]bX"

ϕg[YgUa h`_ØbbhY`X]Y`?ca V]bUh]cb`Ui g`?UbW`mg`GW`bY``[_Y]hž
 gY]bYb`Uh\`Yh]gW`Yb` : Å\[_Y]hYb`i bX`Y]bYf`[Yd`UbhYb
 J Yfk YbXi b[`]b`VYgh]a a hYb` : cfa Uh]cbYb`X]Y`6i WWUbyYfg`]b`\fYf
 8YZYbg]j Y`XYi h]W`j YfghÅf_Yb``9g`V`Y]VhUVni k UfhYbž`k]Y`g]W`
 ?UbW`m`k Y]hYfYbhk]W_Y`hi bX`cV`Yf`]b`XYf`_ca a YbXYb`GU]gcb
 gY]bY`GW`k ÅW`Yb`]a '@Ui Zgd]Y`[Yn]Y`h`Ub[Y\Yb`_Ubb``8]Y
 6i WWUbyYfg`gW`Y]bYb`Ui ZXYa`f]W`h][Yb`K Y[`ni`gY]bž`_YVYb
 UVYf`Ui W`Ub`XYf` : fU[Y.` K]Y`[i h`_Ubb`?UbW`m`k]f`_]W`gY]b3

8YhU]`g	
Cfh	<Ua a ž8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • gdcfhg`mU\cc`W`a • kkk`"bZXfUZhVi nn"W`a • kU`hYfZcchVU``W`a

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