

F YbbfUXZU\fyf'V`]hnh'a]h'(- '_a #A `]b
6Yf`]b' `V`Y]Vh'XYf'NY]hfUZZYf'i bYbhXYW_h3

9]b'6Yf`]bYf'FYbbfUXZU\fyf'k]fX'a]h'(- '_a #A `[YV`]hnh"8]Y
Dc`]nY]'X]g_i h]Yfh'X]Y'fYWX'h]WXyb'5gdY_hY'XYf
; YgWk]bX][_Y]h'i bX'JYf_Y\fgg]WXYf\Y]h"



6Yf`]bž'8Yi hgWk`UbX'!9]b'FYbbfUXZU\fyf`]b'6Yf`]b`Uh`_Øfn`]W
ZØf'5i ZgY\Yb'[Ygcf[hž'U'g'Yf'a]h'Y]bYf'; YgWk]bX][_Y]h'j cb'(-
_a #A `[YV`]hnh'k i fXY"8Ua]h'ØVYfgWk f]hh'Yf'X]Y'ni `Ägg][Y
A UI]a U`[YgWk]bX][_Y]h'j cb'" \$'_a #A "K]Y'X]Y'Dc`]nY]'6Yf`]b'ØVYf
XYb'gcn]U'Yb'BYhmk Yf`_H\fyUXg'a]hh'Y'hYž'_Øbbh'Y'X]YgY
; YgWk]bX][_Y]h'VYfY]hg'bUWk'5Vni [`XYf'Hc'YfUbn'[Ya YggYb
k cfXYb'gY]bž'[YbUi Y'ϕZcfa Uh]cbYb'\]Yfni `k i fXYb'YXcWk'b]Wk
cZZb[Y'Y[h'8]Y'GhfUZY'ZØf'XYb'JYfghc» `VYhfÄ[h'fi bX'+\$' "

ϕ'XYf'?ca a YbhUfgdU'h'Y'i bhYf'XYa `YbhgdFYWkYbXYb'Dcgh
Äi »YfhYb'g]Wk`Bi hmYf'ØVYfk]Y[YbX'dcg]h]j'ØVYf'X]Y
; YgWk]bX][_Y]h'i bX'X]Y'<U'hi b[`XYg'FUXZU\fyfg' `Y]b'NY]WkYb
ZØf'X]Y'ZcfhgWk fY]hYbXY'6Y`]YVh\Y]h'j cb'FYbbfUXZU\fhYb'j b

8 Yi hgWk`UbX"@Ui hXYa '5857' []VhYg`Z0f`F UXZU\fyf`nk Uf`_Y]bY
[YbYfY`Y`< ÒW gh[YgWk]bX][_Y]h`a`]bbYfgh`Xh]gWYb`J Yf`_Y\ř
`YXcW`a` ØggYb`g]Y`X]Y` ; YgWk]bX][_Y]hgVYgW`f`Àb`_i` b[Yb`Xi`fW
J Yf`_Y\fgnY]WYb`VYUW`hYb`": Øf`XUg`:`]hYb`Ui`Z`F`Y`bb`f`À`X`Y`f`b`g]bX
VYgcbXYfY`F`Y[Y`b`ni` `VYUW`hYb`"

F YWk hY`i` bX`DZ`]Wk hYb`j` cb`F`Y`bb`f`UXZU\fyf`b

F`Y`bb`f`UXZU\fyf`g]bX`[YgYh`n`]Wk`[`Y]Wk`[YghY`h`a`]h`UbXYfYb
F`UXZU\fyf`b`i` bX`a` ØggYb`g]Wk`Ub`X]Y`GhfU»Ybj`Yf`_Y\fgc`fXbi`b[
fGhJ`C`Ł`U`hYb`"6YgcbXYfg`k`]Wk]h[`]gh`X]Y`Bi`hni`b[gdZ]Wk`hj`cb
F`UXk`Y[Yb`ž`X]Y`Xi`fW`Y`bhgd`fYW`YbXY`6YgWk`X`Yfi`b[`Ub[YnY][h
k`]fX`"5b`b]Wk`h`VYgWk`X`YfhYb`F`UXk`Y[Yb`_`Òb`Yb`g]Y`YXcW`Ui`Z
X]Y`:`U`fV`U`b`Ui`gk`Y]Wk`Yb`ž`k`Ug`Z0f`X`Yb`F`Y`bb`f`UXZU\fyf`VY`X`Yb
VYgWk`f]Y`VYb`Yb` ; YgWk]bX][_Y]hgØVYfhfYhi`b[Yb`j`cb`6YXYi`hi`b[
gY]b`_`Ubb`"

F`Y`bb`f`À`X`Y`f`nY]Wk`b`Yb`g]Wk`Xi`fW`gdYn]Y`Y`9][YbgWk`UZhYb`Ui`gž`X]Y
g]Y`Z0f`c`Y` ; YgWk]bX][_Y]hYb`d`f`À`X`Y`gh]b]YfYb`"G]Y`g]bX`Y]Wk`hYf
i`bX`k`YbX][Yf`U`g`Y`f`_`Òa`a` `]Wk`Y`:`U`ff`À`X`Y`fi`bX`a` ØggYb`ni`XYa
j`Yf`_Y\fgg]Wk`Yf`Ui`g[YghUhhY`h`gY]b`"8Uni`[Y\`ØfYb
6Y`Yi`Wk`hi`b[gY]b]f]Wk`hi`b[Yb`ž`?`]b[Y`i`bX`F`YZY`_`hc`fYb`"9]bY
B`UWk`fØghi`b[`_Ubb`YfZc`fX`Yf`]Wk`gY]bž`i`a`X]Y`[YgYh`]Wk`Yb
J`c`f[UVYb`ni`YfZ0`Yb`"Y]b`5b`Àb[Yf`X`UfZ`Ub`Y]bYa`F`Y`bb`f`UX
Ub[YVfUW`h`k`YfXYb`ž`k`Ug`Y]bY`ni`g`À`h`]Wk`Y`9]bgWk`f`Àb`_i`b[`Z0f`
F`Y`bb`f`UXZU\fyf`X`UfghY`h`"

J`Yf`_Y`f`gg]Wk`Yf`Y]h`i`bX`6i`»`[`Y`X`Y`f`

8]Y`Dc`nY]`_`Òbb`hY`X`UfØVYf`]\bUi`g`GWk`]Yf][_Y]hYb`U`VYb`ž`XYb
F`UXZU\fyf`ni`]XYbh]Z]n]YfYb`ž`X`U`Yf`_Y]bY`Bi`a`a`YfbgWk`]X`Yf`Z0`f`h`
6Y]J`Yfgh`Ø»Yb`[Y[Yb`X]Y`GhJ`C`_`ca`a`Yb`X]j`YfgY`6i`»`[Y`X`Y`f`]bg
Gd]Y`"Gc`k`]fX`VY]gd]Y`gk`Y]gY`X]Y`B]Wk`hVYbi`hni`b[`Y]bYg
VYgWk`]X`YfhYb`F`UXk`Y[g`a`]h`&\$`V]g`)`9i`fc`[YU`b`XYhž`X`Ug`:`U`fYb
Ui`Z`XYa` ; Y`k`Y[`n]Y`h`GhfUZ`Yb`nk`]gWk`Yb`%\$`i`bX`&)`9i`fc`b`UWk
g]Wk`ž`k`À`fYbX`X`Ug` , VYfZU`fYb`Y]bYf`f`chYb`5a`dY`nk`]gWk`Yb`*`\$
i`bX`%`\$`9i`fc`_`cghYb`_`Ubb`"

8]Y`FY[i`Uf]Yb`ZØf`XUg: U\fyb`a]h`XYa`F`YbbfUX`YfZcfXYfb
gh`AbX][Y`J`c`fg]W`h`i`b`X`F`Ø`W`_`g]W`h`b`U`a`Y`[Y[YbØVYf`UbXYfYb
J`Yf`_`Y`f`g`h`Y]`b`Y`a`Y`f`b`"8`U`n`i`n`A`l`Y`b`U`i`W`b`Y`i`Y`J`c`f`g`W`f`j`h`Y`b`ž`X]Y
VY]`X`Y`f`G`h`C`!`B`c`j`Y`Y`&`\$`&`\$`Y]b[YZØ\fh`k`i`f`X`Y`b`ž`k`]Y`Y`h`k`U
A`]b`X`Y`g`h`U`V`g`h`A`b`X`Y`V`Y]a` ,`V`Y`f`c`Y`b`"9`g`V`Y]V`h`U`gc`UV`n`i`k`U`f`h`Y`b`ž
k`]Y`c`Z`h`g`c`W`Y` ;`Y`g`W`k`]b`X][`_`Y]h`g`Ø`V`Y`f`h`f`Y`h`i`b[Y`b`]b`N`i`_`i`b`Z`h
f`Y[]g`h`f]Y`f`h`k`Y`f`X`Y`b`i`b`X`k`Y`W`Y`k`Y]h`Y`f`Y`b`?`c`b`g`Y`e`i`Y`b`n`Y`b`g]W`
X`U`f`U`i`g`ZØf`X]Y`F`Y`b`b`f`U`X[Y`a`Y]b`X`Y`Y`f[Y`V`Y`b`"

8YhU]`g	
J`c`f`Z`U``	J`Y`f`_`Y`f`g`i`b`Z`U``
I`f`g`U`W`Y	;`Y`g`W`k`]b`X][`_`Y]h`g`Ø`V`Y`f`g`W`f`Y]h`i`b[
C`f`h	6`Y`f`]b`ž`8`Y`i`h`g`W`U`b`X
G`W`U`X`Y`b`]b`	+\$
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"g`W`k`U`Y`V]g`W`Y`"X`Y • k`k`k`"V`i`g`g[Y`X`_`U`h`U`c["c`f[• k`k`k`"h`c`i`f`!`a`U[U`n]b`"X`Y

6Ygi W`X`Y`b`G]Y`i`b`g`U`i`Z`b`!`U["X`Y`