

7\Ya b]hn/ , \$' - /'6]V`]ch\Y_`XYf`Ni _i bZh.
8]Y `) 8!HfUbgZcfa Uh]cb `ghUfhYh`^Yhnh°

8]Y`i b]j Yfg]hÅhgV]V`]ch\Y_`7\Ya b]hn`d`Ubh`V]g`&\$' \$`Y]bY
) 8!6]V`]ch\Y_`ni f`i: ÒfXYfi b[`j cb`8][]hU`]hÅhi bX
=bcj Uh]cb"

5`hY`5_h]Ybgd]bbYfY]ž`7\Ya b]hnž`8Yi hgW\`UbX`!`5a`" %"
łbi Uf'&\$&) `Uh`X]Y`i b]j Yfg]hÅhgV]V`]ch\Y_`XYf`HYW\`b]gW\Yb
I b]j Yfg]hÅh7\Ya b]hn`Y]bY`i a ZUggYbXY`9bhk]W_`i b[ggfhUHY []Y`V]g
ni a `ł\`f'&\$' \$`j cf[YghY`h" `a `?Yfb`X]YgYf`GhfUHY []Y`ghY`h`X]Y
J]g]cbž`ni f`) 8!6]V`]ch\Y_`ni `hfUbgZcfa]YfYb"8]YgY`≠YY`ghY`h
ZØf`X]Y`Df]bn]d]Yb`X][]hU`ž`XmbUa]gW\`ž`Xi fUV`Y`ž`X]j Yfg`i bX
X]g_i fg]j " : Øf`X]Y`i a gYhni b[`X]YgYf`J]g]cb`k`i fXYb`]bg[YgUa`h`i`&
_cb_fYhY`A U» bU\`a Yb`XYZ]b]Yfhž`X]Y`]b`XYb`bÅW\ghYb`ZØbZ`ł\`fYb
fYU`]g]Yfh`k`YfXYb`gc`Yb"8]Y`GhfUHY []Y`VUi`h`Ui`Z`XYb`V]g\`Yf][Yb
9ffi b[YbgW\UZhYb`XYf`6]V`]ch\Y_`Ui`Zž`k]Y`C`dYb`GW]YbW\`ž`C`dYb
5W\W\ggž`8][]hU`]g]Yfi b[`i bX`BUW\`U`h][_Y]h"

8]Y`i b]j Yfg]hÅhgV]V`]ch\Y_`gc`_`ØbZh][`U`g`Y]b` 8f]hhYf`C`fh
Zi b[]YfYb" G]Y`gc`b]W\`hibi f`ni a `@YfbYb`Y]b`UXYbž`gcbXYfb`Ui`W\`
F`Ui`a`ZØf`J`Yfk`Y]Yb`i bX`J`YfUbgU`hi b[Yb`V]YhYb"Ni`XYb
[Yd`UbhYb`9fk`Y]hYfi b[Yb`[Y\`ÖfYb`Y]b`j]fhi`Y`Yf`@YgYgUU`gck]Y
Dfc`Y`_hY`]b`XYb`6YfY]W\Yb`=hYfbUh]cbU`]g]Yfi b[ž`5i [a`YbhYX
F`YU`]hm`f`5`F`Ł`i bX`?Øbgh]W\Y`=hY`][Ybn`f`?`Ł`8Yf`I`a`ni [`]b`X]Y
5`hY`5_h]Ybgd]bbYfY]`ja`ł\`f'&\$&\$`k`Uf`Y]b`Yb`hgW\Y]XYbXYf
GW\]hž`i`a`X]Y`XfY]`ni`j`cf`XYnYbhU`Yb`GhUbXcfhY`XYf`6]V`]ch\Y_`
ni`Y]bYa`nYbhU`Yb`C`fh`ni`gUa`a`Ybni`ZØ\`fYb"

A]hd Ufh]n]d Uh]cb `ni f`GhfUHY []Y

I a`X]Y`GhfUHY []Y`ni`Ybhk]W_Y`bž`k`i`fXYb`K`cf_g\`cdg`a`]h`XYb

A]hUfVY]hYbXYb'gck]Y`Y]bY`i a ZUggYbXY`l a ZfU[Y`i bhYf`*' \$
Bi hnYbXYb`Xi fW [YZØ\fh"9]b`ØVYf`(\$!gY]h][Yg`GhfUHY []YdUd]Yf
k i fXY`ja `8YnYa VYf`&\$&(`XYf`6]V`]ch\Y_g_ca a]gg]cb
dfÅgYb]Yfh"8Yf` : cfhgW f]hh`XYf`⊖]h]Uh]j Y`ni f`) 8!6]V`]ch\Y_ `k]fX
]b`Y]bYf`Nk]gW YbYj U`i Uh]cb`ni f`A]hhY`XYf`GhfUHY []YdYf]cXY
ØVYfd fØZh"

8]Y`6]V`]ch\Y_`Uhg]W `]b`XYb`YhnhYb`U\fyb`Ui W `Xi fW `]`fY
`YfUi gfU[YbXYb`5bghfYb[i b[Yb`ja `6YfY]W `XYf`cZZYbYb
K]ggYbgW UZh`Ui g[YnY]W bYh" Gc`Yf\Y`h]g]Y`ni a `nk Y]hYb`A U`XUg
C dYb`@]VfUfm`6UX[Yž`Y]bY`5i gnY]W bi b[`XYf`[`Y]W bUa] [Yb
⊖]h]Uh]j Yž`X]Y`a Y`f`C ZZYb`Y]h]b`6]V`]ch\Y_Yb`ZØfXYfh"8]Yg
gd]Y[Y`h`X]Y`9fZØ`i b[`ØVYfUfVY]hYhYf`? f]hYf]Yb`j cb`&\$%*`k]XYfž
X]Y`X]Y`l b]j Yfg]hÅhgV]V`]ch\Y_`]b`Ui gfY]W YbXYf`5bnU`i bX
XUfØVYf`]bUi g`i a [YgYhnh`Uh"8 Ug`C dYb`GW]YbW`HYUa `XYf`HI
7\Ya b]h`gYhnh`C ZZYb`Y]h]b`j YfgW]YXYbYb`?cbhYl hYb`i a `i bX
a ch]j]Yfh`XUa]h`XYb`5i gVUi `XYg`BYmk Yf_g`C dYb`GW]YbW`Ub`XYf
l b]j Yfg]hÅh"

8]Y`6]V`]ch\Y_`XYf`Ni`_i bZh

8]Y`8]g_i gg]cb`ØVYf`X]Y`Ni`_i bZh]j cb`6]V`]ch\Y_Yb`]gh`U`hi Y`i bX
b]a a h`5gdY`hY`k]Y`X]Y`X][]hU`Y`HfUbgZcfa Uh]cb`i bX`?Øbgh`]W Y
⊖hY`][Ybn`i]b`XYb` : c_i g"6]V`]ch\Y_Yb`a ØggYb`g]W `]bhYbg]j`a]h
XYb`J YfÅbXYfi b[Ybž`X]Y`X]Y`X][]hU`Y`Y`fU`a]h`g]W `Vf]b[hž
Ui gY]bUbXYfgYhYb"Dfc[bcgYb`nY][Ybž`XUgg`X]Y`F c`Y`XYf
6]V`]ch\Y_Yb`V]g`&\$(\$`ghUf`_ja `K UbXY`gY]b`_ØbbhY" ?Øbgh`]W Y
⊖hY`][Ybn`k]fX`U`g`nYbhfU`Yg`H`Ya U`VYhfUW hYhž`XU`5`[cf]h`a Yb
ni bY`a YbX`]b`XYf`@U[Y`g]bXž`g]bbj c`Y`HYl hY`ni` [YbYf]YfYb`i bX
⊖Zcfa Uh]cbYb`VYfY]hni ghY`Yb"

8]Y`X][]hU`Y`HfUbgZcfa Uh]cbž`X]Y`h]YZ[fY]ZYbXYfY`J YfÅbXYfi b[Yb
U`g`V`c»Y`8][]hU`]g]Yfi b[`a]h`g]W `Vf]b[hž`U`h`VYfY]hg`ni`Y]bYf
8]ZZYfYbn]Yfi b[`XYf`⊖Zcfa Uh]cbgUb[YVchY`[YZØ\fh"6]V`]ch\Y_Yb
_ØbbhYb`]b`Ni`_i bZh[YZcfXYfh`gY]bž`\fy`UbU`c[Yb`6YghÅbXY`bYi
ni`VYk YfhYbž`k Å\fyb`X`X][]hU`Y` : cfa UhY`Ub`6YXYi hi b[`[Yk]bbYb"
9]b`6Y]gd]Y`]\YfZØf`]gh`X]Y`5VbU`a Y`XYf`Bi hni b[]j cb
5i hcUh`UbhYb`ni [i bghYb`X][]hU`Yf`BUj][Uh]cbgX]YbghY"

8]Y`_ØbZh][Y'; YghU`hi b['j cb'6]V`]ch\Y_Yb'gc`hY'g]W\`b]W\`h'bi f`Ui Z
hYW\`b]gW\`Y`HfYbXg`_c`bnYbhf]YfYbž'gcbXYfb`Ui W\`Ui Z`X]Y
6YXØfZb]ggY`XYf`A YbgW\`Yb" `b`Y]bYa `g]W\`fUd]XY`j YfÅbXYfbXYb
I a Z`X`_ØbbhYb`H\Ya Yb`k]Y`5bh\fc`dc`c[]Y`i bX
?i`hi fk]ggYbgW\`UZh`Ub`6YXYi hi b['[Yk]bbYbž'i a `Y]bY
nY]h[Ya Å»Y`6]V`]ch\Y_gZ b_h]cb`ni '[Yk Å\`f`Y]ghYb" `9g`VYghY\`h`X]Y
; YZU\`fž`XUgg`6]V`]ch\Y_Yb`\]bhYf`XYb`X][]hU`Yb`HfYbXg
ni fØW_V`Y]VYbž`k Ybb`g]Y`g]W\`ni `ghUf`_`Ui Z`hYW\`b]gW\`Y`5gdY_hY
Z]i]YfYb"

8YhU]`g	
C fh	5`hY`5_h]Ybgd]bbYfY]ž`7\Ya b]hnž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hi !W\`Ya b]hn"XY • V`c["\fn"hi !W\`Ya b]hn"XY • k k k "XY[fi mhYf"WŁa

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