

6c``cfÅ'i bX`XYf`fYWX hY`9]bZi gg.
: fUb_fY]WX g`A YX]Yb`]a`l a Vfi WX`

8Yf`9]bZi gg`j cb`J]bW`bh`6c``cfÅ`Ui Z: fUb_fY]WX g`A YX]Yb`
i bX`X]Y`ÖZZYbh`]WY`A Y]bi b[`]a`J cfZY`X`XYf`
DfÅg]XYbhgWX UZhkg U\`Yb`&\$&) "



: fUb_fY]WX`!`b: fUb_fY]WX`g]bX`df]j UhY`A YX]Yb`cZi]b`XYb`
<ÅbXYb`j cb`; fc>]bXi ghf]Y`Ybž`k Ug`Yf`YV`]WYb`9]bZi gg`Ui Z`X]Y`
ÖZZYbh`]WY`A Y]bi b[`Uh"@Ui h`GÅWX`g]gWX`Y`ghY`Yb`dfca`]bYbhY`
DYfg`Öb`]WY`_Y]hYb`k`JY`6YfbUfX`5fbUi`hž`XYf`fY]WX`ghY`A Ubb`XYg`
@JbXYg`i bX`7`YZ`XYg`@`l`i`g`cbnYfbg`@`A`<ž`Ub`XYf`Gd]hnY`X]YgYg`
A YX]YbY]bZi ggYg`5fbUi`h`vYg]hnh`A YX]Yb`k`JY`@Yg`9WX`cg`ž`@Y`
DUf]g]Yb`i bX`F`UX]c`7`Ugg]ei`Y`"`a`;`Yz`[`Y`gY]bYf`A UW`hghY`h`
L`Uj`JYf`B]Y`ž`<Ui`dhU`_h]cb`Å`f`j`cb`@Y`A`cbXY`ž`k`Å`fYbX`DUhf]W`
8fU\`]Z`Øf`XYb`6Yg]hn`j`cb`6: A`HJ`ž`FA`7`i`bX`@]V`Å`fU]cb`VY`_`Ubbh`
]gh`"

6YgcbXYfg`Ui ZÅ``][`]gh`YXcW`XYf`9]bZi gg`j cb`J]bW`bh`6c``cfÅž`
Y]bYa`A`J`]UfX`Åž`XYf`]W`h`bi`f`]a`6Ui`!`i`bX`@`[`]gh`_`gY`_`hcf`h`Å]h`[

]ghž'gcbXYfb'Ui Wk]b'XYf'A YX]Yb'UbXgWkUZh: i » '[YZUggh'\Uh"
6c``cfÅ'i bhYfghØhnh_cbgYfj Uh]j Y'i bX'fYWk hgYI hfYa Y'Dcg]h]cbYb"
Ni 'gY]bYa 'A YX]Yb]a dYf]i a 'nÅ\`Yb'7BYk gž'9i fcdY'%ž' DUf]g
A UHWk 'i bX' @Y'æi fbU`Xi '8]a UbWkY 'f88Ł"8]YgY'J]Y`nU\`Ub
D`UhhZcfa Yb'Yfa Ò[`]Wk h'Yg']\a ž'X]Y`ÖZYbh]WkY'8YVUhhY'ghUf_`ni
dfÅ[Yb" 'A YX]U`Y'6Yf]Wk hYfghUhh b['gd]Y`h'Y]bY'YbhgWkY]XYbXY
Fc`Y`XUVY]ž'k]Y`H\Ya Yb'k U\ f[Ybca a Yb'k YfXYb'i bX'k Y`WkY
æZcfa Uh]cbYb']b'XYb'J cfXYf[fi bX'[Y`Ub[Ybž'k]Y'8 Ug'K]ggYb
ZYghghY`h"

2 ZZYbh`]Wk Yf'9]bZ'i gg'i bX'dc`]h]gWk Y'5 [YbXU

6c``cfÅ'\Uh'Xi fWk'X]Y', VYfbU\ a Y'XYg'88]a 'Gca a Yf'&\$&'`ZØf
5i ZgY\Yb'[Ygcf[hž'U'g'X]Y'FYXU_h]cb'[Y[Yb'X]Y'bYi Yb
: Ø\fi b[gghfi _hi fYb'ghfY]_hY'i bX'nU\`fY]WkY'æi fbU`]ghYb'XUg
6`Uhh'j Yf`]Y» Yb"GY]bY'A YX]YbU_h]j]hÅhYb'g]bX'b]Wk h'bi f'Ui Z
6i g]bYgg!GhfUhY[]Yb'Ui g[Yf]Wk hYhž'gcbXYfb'Ui Wk'Ui ZX]Y
dc`]h]gWkY '@UbXgWkUZh: fUb_fY]Wk g"6c``cfÅ'ghfYVh'Y]bYb
Ni gUa a YbgWk'i gg'XYf'FYWk hYb'Ubž'i a 'X]Y`HfYbb`]b]Yb'nk]gWkYb
_`Ugg]gWkYf'i bX'YI hfYa Yf'FYWk hYf'ni 'gWk k ÅWkYb"8]Yg'nY][h'g]Wk
Ui Wk']b'gY]bYb'Yb[Yb'5VgdfUWkYb'a]h'¥f]W7]chh]ž'XYa
Y\Ya U`][Yb'7\YZXYf'FYdi V`]_UbYfž'XU'g]Y`ØVYf'Y]bY
5b[`]YXYfi b['Ub'XYb'F UggYa V`Ya Ybh'B Uh]cbU`ff BŁj Yf\UbXY`h
\UVYb"

A Uf]bY '@Y'DYbž'X]Y'J cfg]hYbXY'XYg'F Bž'g]Y\h'g]Wk'U_hi Y``a]h
<YfUi gZcfXYfi b[Yb'_cbZfcbh]Yfhž'XU'g]Y'j cb'k U\`Yb
Ui g[YgWk'cggYb'k i fXY'i bX'_Y]bY'5'hYfbUh]j Yb']b'5i gg]Wk h'\Uh"
6c``cfÅ'\]b[Y[Yb'[`Ui Vhž'XUgg'XYf'bYi Y'FB!7\YZ'æfXUb'6UfXY`U
Y]bY'VYggYfY'C dh]cb'XUfghY`hž'i a 'gY]bY'dc`]h]gWkYb'5a V]h]cbYb
ni 'j Yfk]f_]WkYb"8]YgY'GhfUhY[]Y'[YgWk]Y\h']b'Y]bYa 'dc`]h]gWkYb
?']a Už'XUg'ni bY\ a YbX'j cb'8Yg]bZcfa Uh]cb'i bX
J YfgWk k Òfi b[gh\Ycf]Yb'[YdfÅ[h']gh"6c``cfÅg'A YX]Yb'j YfVfY]hYb
Ui Wk'_f]h]gWkY'B UffUh]j Y`ØVYf'X]Y'9I 'i bX'F i gg`UbXž'k Ug'X]Y
: fU[]]hÅh'XYf'ÖZYbh]WkYb'8YVUhhY'i bhYfghfY]Wk h"

A YX]Yb'i bX'2 ZZYbh`]Wk _Y]h

8]Y'6Yf]W\hYfghUhi b['X]YgYf' [fc» Yb'A YX]Yb\Äi gYf'\Uh'XUfØVYf
 \]bUi g'Y]bYb'X]fY_hYb'9]bZi gg'Ui Z'X]Y'K U\fbY\ a i b['XYf
 6Yj Ò`_Yfi b["': cfgW\Yf'i bX'A YX]YbYI dYfhYb'VYhcbYbž'XUgg'Yg
 k]W\h]['jghž`_f]h]gW\`a]h'A YX]Yb]b\U`hYb'i a ni [Y\Yb'i bX
 J YfnYffi b[Yb'ni `Yf_YbbYbž'i a `Y]bY`]bZcfa]YfhY`² ZZYbh]W\`Y]h'ni
 [Yk Ä`f`Y]ghYb" `Ghi X]Yb`nY][Ybž'XUgg'A YX]Yb`Y]bY` [Yk U`h][Y
 A UW\h'Ui gØVYbž']bXYa `g]Y`H\Ya Yb`gYhnYb'i bX`XUg'5 [YbXU!
 GYhh]b[`VYY]bZi ggYbž'k cXi fW\`VYgh]a a hY`DYfgdY_h]j Yb`ØVYf
 UbXYfY`df]cf]g]Yfh'k YfXYb" `æ `?cbhYI hij cb`6c`c`fÅ`k]fX`_`Ufž'XUgg
 Y]bgY]h][Y'6Yf]W\hYfghUhi b[`ni `Y]bYa `j YfnYffhYb'6]X`ZØ`fYb
 _Ubb"

8]Y`U_hi Y`Y`G]hi Uh]cb`fi bX`i a `6c`c`fÅ`i bX`gY]bY`A YX]Yb`nY][hž
 k]Y`Yb[`X]Y`J Yf_bØdZi b[`nk]gW\Yb`A YX]Ybž'Dc`]h]_`i bX
 ÒZYbh]W\Yf`A Y]bi b[`]gh"8Yf`]a a YbgY`9]bZi ggž'XYb`6c`c`fÅg
 A YX]Yb`Ui Z'X]Y`ZfUbnØg]gW\Y` ; YgY`gW\UZh'Ui gØVYbž'a UW\h
 XYi h]W\ž'XUgg'A YX]Yb`b]W\h'bi f`æ Zcfa Uh]cbgYfa]h`Yf`g]bXž
 gcbXYfb`Ui W\`5_hYi fY`]b`Y]bYa `ca d`YI Yb`dc`]h]gW\Yb`Gd]Y`ž'XUg
 X]Y`ÒZYbh]W\Y`A Y]bi b[`ghÄbX][`Zcfa h'i bX`i a [YghU`hYh"

8YhU]`g	
J c f Z U ``	K U \ ` Y b
C f h	: f U b _ f Y] W \
E i Y ` Y b	<ul style="list-style-type: none"> • k k k "gUYW\ g]gW\ Y"XY • XUg!k]ggYb"XY

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