

_cXU. 'J ca '6]``)[UbV]YhYf'ni f'ghUf_Yb
A Uf_Y']a 'JK !? cbnYfb°

_cXU'hf]i a d\]Yfh'a]h'FY_cfX[Yk]bbYb'i bX'ghUf_Yf
A Uf_hdcg]h]cb']b'9i fcdUž'k Å\fybX'JK 'i bhYf'8fi W_ghY\h'
i a ZUggYbXY'GhfUHY []Y'ZØf'X]Y'Ni _i bZh"

@Y]dn][ž'8Yi hgWk`UbX'!'ba]hYb'j cb'<YfUi gZcfXYfi b[Yb'k]Y
; Yk]bbY]bVfØWkYb'i bX'K Yf_ggWk`Y»i b[Yb']bbYf\U'V'XYg
Jc`_gk U[Yb!?'cbnYfbg'dcg]h]cb]Yfhg]Wk` _cXU'U`g'Y]bYg'XYf
Ni [dZYfXY'XYf'; fi ddY"@Ui h'HU[YggWk Ui 'dfcZ]h]Yfh'XUg
I bhYfbY\ a Yb'j cb'Y]bYf'ghUf_Yb'DfÅgYbn']b'9i fcdU'i bX'nY][h'g]Wk
U'g'Yfbghni bY\ a YbXYf'5bV]YhYf'Ui Z'XYa '5i hca cV]'a Uf_h'8]YgYf
K UbXY''gh'Ui Wk`ZØf'5'Yi UbXYf'K YbXf]Wk`ž'č\UVYf'Y]bYg
5i hc\Ui gYg']b'@Y]dn][ž'Yj]XYbhž'XYf'VYhcbhž'XUgg' _cXU'g]Wk`j cb
Y]bYa '6]``)[UV`Y[Yf'ni f'[YZfU[hYb'A Uf_Y'Ybhk]W_Y'h`h`Uh"

_cXU!79C '?`Ui g'NY`a Yf'\Å'h'Ub'Y]bYf'VfY]hYb'DfcXi _hdU`YhY
ZYgh'i bX'd'Ubh'_Y]bYb'gcZcfh][Yb'l a gh]Y['Ui Z'9'Y_hfca cV]'hÅh"
Hfchn'Y]bYf'ni bY\ a YbXYb'B UWkZfU[Y'bUWk`9'Y_hfcZU\fnYi [Yb
ghY][Y'X]YgY`Ub[gUa Yf'U`g'i fgdfØb[`]Wk`Yfk UfhYhž'k cXi fWk`X]Y
HfUbgZcfa Uh]cbg[YgWk`k]bX][_Y]h'UV[Ybca a Yb'\Uh"DfcV'Ya `cg
k YfXYb'V]g'9bXY'XYg'X\fnY\bhg'k Y]hYf\]b'A cXY`Y'k]Y'XYf': UV]Už
GWU'U'i bX'?Ua]e'Yf'\Å'h]Wk`gY]b"8YbbcWk`Yi dUbX]Yfh' _cXU'j
XUg'9'Y_hfcgY[a Ybh'a]h'5b[YVchYb'k]Y'XYa '9bmJež'9'fcež'9d]e
gc k]Y'Y]bYa '[Yd`UbhYb'g]YVYbg]hn][Yb'GI J"

K]fhgWk UZh`]Wk`Y'DYfgdY_h]j Yb

8]Y'U_hi Y`Y'G]hi Uh]cb']a 'Jc`_gk U[Yb!?'cbnYfb']gh'Ub[YgdUbbhž
i bX'X]Y'9i !?'a Un]Y'Y'ghY`Yb'Y]bY'<YfUi gZcfXYfi b['ZØf' _cXU
XUf"8Yf?'cbnYfb'\Uh'YXcWk`a]h'Y]bYa '; Yk]bbUbgh]Y['j cb'' \$

DfcnYbhi bX`XYa`VYghYb`9f[YVb]g]b`XYf
I bhYfbY\ a Ybg[YgW\]W\hY`Y]b`d cg]hj Yg`NY]W\Yb`[YgYhnh`Ni XYa
Yfn]Y`h`_cXU`X]Y`\`O\W\ghY`A Uf[Y`i bX`FYbhUV]`h`h`]bbYf\U`V`XYf
; fi ddY``NY``a Yf`\YVh`X]Y`Yb[Y`Ni gUa`a YbUfVY]h`]bbYf\U`V`XYf
A Uf_Yb[fi ddY` 7cfY`VYghY\YbX`Ui g`_cXU`Z`J`K`Z`GYUh`i bX
7i dfU`\Yfj`cf`

; fi bXg`h`h`]W\`[Y`hYb`HgW\YW\]Yb`U`g`GhUbXcfh`a`]h`J`cfhY]`Yb`k`]Y
[Yf]b[YfYb` : U`hcf`_cghYb`z`@`\bYb`z`9bYf[]YdfY]gYb`i bX`Y]bYf
UXa`]b]ghfUh]j Yb`9bhUghi b[``8]YgY`F U\ a YbVYX]b[i b[Yb`ZOfXYfb
b]W\h`bi f`X]Y`?cbghfi`_h]cb`z`gcbXYfb`Ui W\`Y]bY`d cg]hj Y`A YbhU`]h`h`
]b`XYb`hgW\YW\]gW\Yb`K Yf_Yb`z`VY`_Ubbh`U`g` < UbXg!cb!Gd]f]h` "
Ni XYa`gYhnh`_cXU`Ui ZVYnU\`VUfY`9]bgh]Y[ga`cV]`]h`h`z`k`A`fYbX
J`c`_gk`U[Yb`Ub`Y]bYa`[]bgh[Yb`9`Y`_hfcUi`hc`UfVY]hY`h`z`XUg`X]Y
A Uf`hdcg]h]cb`k`Y]hYf`gh`h`f`_Yb`_ObbhY`

I bhYfbY\ a YbgghfUhY []Y`i bX`Ni`_i bZhgn]Y`Y

=a`F U\ a Yb`XYf` B9LH`@9J`9@` `?C85`GHF5H9; M&\$`\$` \Uh`XUg
I bhYfbY\ a Yb`Ua`V]h]cb]YfhY`N]Y`Y`[YgYhnh`z`k`]Y`ja` ` _cXU
GhcfmVcUfX`VYf]W\hYh`8 Ug`N]Y`]gh`z`V]g`&\$`\$`ni`XYb`ZObZ
UVgUhng`h`f`_ghYb`5i`hca`Uf_Yb`9i`fcdUg`ni`[Y\`OfYb`z`a`]h`Y]bYa
: c`_i`g`Ui`ZK`UW\ghi`a`gfY[]cbYb`k`]Y`h`X]Yb`z`F`i`gg`UbX`i`bX
BcfXUZf]_U``I`a`X]YgY`N]Y`Y`ni`YffY]W\Yb`z`d`Ubh`_cXU`XYb
5i`gVUi`XYg`DfcXi`_hdcfh`z`c`]cg`i`a`a`]bXYghYbg`XfY]`k`Y]hYfY`fY]b
Y`Y`_hf]gW\Y`A`cXY`Y`

8]Y`I`bhYfbY\ a YbgghfUhY []Y`i`a`ZUggh`Ui`W\`BUW\`U`h][`_Y]h`i`bX
8]j`Yfg]h`h`U`g`nYb`hfU`Y`6YghUbXhY]`Y``9]bY`F`YXi`n]Yfi`b[`XYf
: `chhYbYa`]gg]cbYb`i`a`a`Y`f`U`g`)`\$`i`V]g`&\$`\$`gck`]Y`X]Y
: OfXYfi`b[`Y]bYf`7C`&!bYi`hfU`Yb`DfcXi`_h]cb`]b`XYb`hgW\YW\]gW\Yb
i`bX`]bX]gW\Yb`K`Yf_Yb`n`A`\`Yb`ni`XYb`k`YgYbh]W\Yb
I`a`k`Y`h`m]Y`Yb``8UfO`VYf`\]bUi`g`k`]fX`Y]bY`gi`VghUn]Y``Y`h`j`Ygh]h]cb
j`cb`)`\$\$`A`]`]cbYb`9i`fc`]b`X]Y`5i`gV]`Xi`b[`i`bX`K`Y]hYfV]`Xi`b[`j`cb
&\$&&V]g`&\$`\$`ni`f`G]W\Yfi`b[`XYf`5fVY]hgd`h`h`Y`Y]b[`Yd`Ubh`

B UW\`U`h][`_Y]h`i`bX`8][`]hU`]g]Yfi`b[

5b[Yg]W\hg`XYf`ghY][YbXYb`fY[i `Uhc f]gW\Yb`5bZcfXYfi b[Yb`ni f
8Y_UfVcb]g]Yfi b[`i bX`XYf`Bchk YbX][_Y]hž`U`hYfbUh]j Y
5bhf]YVgghfÅb[Y`k]Y`Y`Y_hf]gW\Y`6UhYf]Yb`i bX`6fYbbghc ZnY``Yb
j cfUbni hfY]VYbž`k]fX`XUg`H\Ya U`B UW\`U`h][_Y]h`]b`XYf
5i hca cV)`]bXi ghf]Y`ni bY\`a YbX`fY`Yj Ubh`"K]Y`Dk 7`VYgW`fY]Vhž
]gh`Y]b`j YfUbhk cfhi b[gj c``Yf`l a [Ub[`a]h`8UhYbž`\c\Y
8UhYbei U`]hÅh`i bX`HfUbgdUfYbn`]b`XYf`@]YZf_YhhY`ni bY\`a YbX
[YZcfXYfh`"8]Yg`ghY``h`ni _ØbZh][`Y]bY`<YfUi gZcfXYfi b[ž`UVYf`Ui W\
Y]bY`7\UbW`ZØf`l bhYfbY\`a Yb`k]Y` _cXU`XUfž`X]Y`]\fY
DfcXi _h]cbgdfcnYggY`bUW\`U`h][Yf`i bX`YZ]n]YbhYf`[YghU`hYb
a ÒW`hYb"

8YhU]`g	
C fh	@Y]dn][ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hU[YggW\Ui "XY • k k k "g_cXU!ghc fmVc UfX"Wt a • k k k "dk WXY

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