

? cU`]h]c b g[Ygd fÅW X Y`]b` < Ua Vi f[.
GhfY]hdi b_hY`J Yf_Y`f`i bX`A][fUh]c b`Ui Z
XYf`5 [Yb XU

GD8`i bX`; f0bY`]b` < Ua Vi f[`ghUfhYb`?cU`]h]c b g[Ygd fÅW X
bUW`XYf`60f[YfgW UZh gk U\`ž`i a`0VYf`J Yf_Y`f`i bX
A][fUh]c b`ni`j Yf`UbXY`b"

< Ua Vi f[ž`8Yi hgW`UbX`!

⊕` < Ua Vi f[`UVYb`X]Y`GD8`i bX`X]Y`; f0bYb`?cU`]h]c b g[Ygd fÅW X
VY[cbbYbž`[i h`XfY]Y]b`U`V`K cW X Yb`bUW`XYf`60f[YfgW UZh gk U\`
8]Y`J Yf`UbX`i b[ghYUa`g`hfUZYb`g]W`Ua`J cfa`]hU[`]a`F Uh`Ui gž`
i a`X]Y`_0bžh][Y`Ni gUa`a`YbUfVY]h`ni`VYgd fYW X Yb``9g`g]bX
]bg[YgUa`h`g]YVYb`HYfa`]bY`V]g`ni`a`%&``5df]`j`YfY]bVUfhž`XUfi`bhYf
Y]b`k`Y]hYfYg`HfYZZYb`Ua`i`fY]hU[``8]Y`?cU`]h]c b g[Ygd fÅW X Y`gc``Yb
]b`Yhk`U`j`]Yf`K`cW X Yb`UV[YgW`cggYb`gY]bž`XUa`]h`DYhYf
HgW X Yb hgW X Yf`]b`XYf`YfghYb`G]hni`b[`]a`A U]`U`g`9fghYf
60f[Yfa`Y]ghYf`[Yk`Å`h`k`YfXYb`_Ubb"

Ni`XYb`dchYbn]Y``gW k`]Yf][Yb`H\Ya`Yb`XYf`; Ygd fÅW X Y`[Y\0fYb
X]Y`]bbYfY`G]W X Yf`Y]hž`XYf`J Yf_Y`f`i bX`X]Y`5gm`dc`]h]_``8]Y`GD8
ZcfXYfh`Ÿ`bXYfi`b[Yb`]b`XYf`J Yf_Y`f`gdc`]h]_ž`k`Å`fYbX`Yg`i`bhYf`XYb
J Yf`UbX`i`b[gdUfhbYfb`i`b`_Uf`Y]hYb`0VYf`< Ua Vi f[g
5Vgh]a`a`i`b[`]a`6i`bXYgfUh`ni`gW`ÅfZYfYb`5gm`fY[Y`b`[]Vhž`X]Y
a`0[`]W X Yfk`Y]gY`j`cb`XYb`; f0bYb`UV[Y`Y`b`h`k`YfXYb``8]Y
Z]bUbn]Y``Yb`F U`a`YbVYX]b[i`b[Yb`XYg`< Ui`g`U`hg`Å`b[Yb`ni`XYa
j`cb`bYi`Yb`GhYi`Yfd`Å`bYb`]b`6Yf`]b`UV"

GW X k`]Yf][Y`?cU`]h]c b g[Ygd fÅW X Y

8]Y'<Ua Vi f[Yf'GD8 '\Uh'g]W\Yb'hgW]YXYbž?cU`h]cbg[YgdfÅW\Y
a]h'XYb'; f0bYb'ni 'Z0\fybžk Å\fybX'X]Y'78I 'j cb'XYb
; YgdfÅW\Yb'Ui g[YgW\`cggYb']gh"8]Y'GcbX]Yfi b[Yb'g]bX'VYfY]hg
UV[YgW\`cggYbž'i bX'X]Y'GD8'a 0W\hY'a]h'XYb'; f0bYb
k Y]hYffY[]YfYb"8]YgY'9b'hgW\Y]Xi b['k i fXY'8Ybb]g'H\Yf]b['f78I Ł
gc[Uf'dYf'GA G'k Å\fybX'XYg'5VYbXYggYbg'a]h[YhY]'h"hfch'XYf
9b'hgW\Y]Xi b['ni f'Ni gUa a YbUfVY]h[]Vh'Yg'a Y\fyfY
?bUW_di b_hYž'X]Y'X]Y'?cU`h]cb'YfgW\k YfYb'_0bbhYb"

9]b'nybhfU`Yf'GhfY]hdi b_h]b'XYb'; YgdfÅW\Yb']gh'X]Y
JYf_Y\fgdc`h]_"8]Y'GD8'd`Ubhž'Y]bYb' A UghYfd`Ub'DUF_Yb
Y]bni Z0\fybž'i a 'XYb'K Y[ZU`'j cb'DUF_d`ÅhnYb']b'Y]b][Yb
GhUXhY]Yb'ni 'VfYa gYb"5bXfYUg'8fYggY`fGD8Ł_0bX][hY'ni XYa
bch'k YbX][Y'?cffY_hi fYb']b'XYf'JYf_Y\fgdc`h]_ni [i bghYb'XYg
5i hcg 'Ub"8]Yg'ghY'h']a '?cbhfUgh'ni 'XYb'V]g\Yf][Yb
6YghfYVi b[Yb'XYf'; f0bYbž'X]Y'XYb'5i gVUi 'XYf'FUX]bZfUghfi _hi f
i bX'XYg'2 DBJ'df]cf]g]YfhYb"5b'Yg'H\Uf_g'fi f0bYŁ'gYmhY']b'XYf
j Yf[Ub[YbYb'@Y[]g`Uhi f'Ui ZX]YgY'H\Ya Ybž'g][bU`g]Yfh'YXcW\
; YgdfÅW\gVYfY]hgW\UZh'Z0f'Y]bYb' [Ya Y]bgUa Yb'K Y["

9]b'k Y]hYfYg'nybhfU`Yg'H\Ya U']gh'X]Y'A][fUh]cb"Jcf'XYf'K U\
bUbbhYb'&\$i 'XYf'K Å\Yf'X]YgYg'H\Ya U'k]W\h][ž'i bX'X]Y'GD8
d`Ubhž'X]Y'5bnU\`XYf'F0W_Z0\fi b[Yb' XYi h']W\ 'ni 'Yf\0\Ybž
]bgVYgcbXYfY'VY]'ghfUZZA`][Yb'DYfgcbYb"ā 'š\ f'&\$&& [UV'Yg
&+\$'5VgW\YVi b[Ybž'k Å\fybX'X]Y'NU\`]a 'š\ f'&\$&' 'Ui Z%- %
gUb_"8]Y'; f0bYb'ZcfXYfb'Y]bY`ÅbXYf0VYf[fY]ZYbXY
?cbhfc`]bghUbn'Z0f'5VgW\YVi b[Yb"

8]Y'?cU`h]cbg[YgdfÅW\Y'ghY\Yb'bi b'j cf'XYf'<YfUi gZcfXYfi b[ž
j YfgW\YXYbY'Dcg]h]cbYb']b'9]b'_Ub['ni 'Vf]b[Ybž'k Å\fybX'VY]XY
DUfhY]Yb'g]W\ 'i a 'Y]bY'[Ya Y]bgUa Y'Ni _i bZi]b'<Ua Vi f[
VYa 0\Yb"A UfmJa '6'i a Ybh\U`ž'7c!7\YZ]b'XYf'; f0bYbž'VYhcbhY
X]Y'Bch'k YbX][_Y]h'Y]bYg'[Ya Y]bgUa Yb'?cU`h]cbgj YfhfU[g'hfch
i bhYfgW\YX']W\Yf'DUfhY]dfc[fUa a Y" 'A Y`Ub]Y'@Ycb\UfXž'GD8!
DUfhY]W\YZ]bž'Ài » YfhY'Ni j Yfg]W\hž'XUgg'X]Y'F Y[]Yfi b[gV]'Xi b[
n0[]['i bX' [f0bX']W\ 'YfZc` [Yb'k]fX"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	< Ua Vi f[ž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • \Ua Vi f["h!c b`"bY"XY

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