

GWX cW_]b '@ØVYW_. : fUi Yb`Y]WXY`YbhXYW_h
`K Yf`ghYW_h` \]bhYf`XYa `A cfX3

9bhXYW_Yb`G]Y`@ØVYW_.`9]b`a mghYf]ØgYf`A cfXZU``ž`XYf`a]h
Y]bYf`@Y]WXY`i bX`dYfgØb`]WXYb`?cbZ]_hYb`ZØf`5i ZFY[i b[
gcf[h"

@ØVYW_ž`8Yi hgW`UbX`!`

5a `+"A Åfn'&\$&) `k]fX`]b`Y]bYf`U_hi Y``Yb`: c`[Y`XYf`?f]a]gYf]Y
A cfXYb`]a `BcfXYb `Y]bY`XfUa Uh]gWXY`K YbXi b[`]b`@ØVYW_
j cf[YghY``h`:`]bb`?]YgYk YhhYf`k]fX`j cb`gY]bYb`HUbhYb
Ui gei Ufh]Yfh`i bX`Z]bXYh`g]WXY`]b`Y]bYf`FY]\Y`i bYfk UfhYhYf
9fY][b]ggY`k]YXYf``6UVg]`?fÅddg`ž`X]Y`HcW`hYf`j cb`F]Ug`i bX`Hcb]g
A ØbW`bYf`:`fYi bX]b`H`YfYgYž`fY]gh`bUW`@ØVYW_ž`i a `g]W`j cb
\fYf`GWXY]Xi b[`ni `Yf`c`Yb``G]Y`Vf]b[h]\fYb`7`\]i U\i U`8c`W`
a]h"

?f]a]bU`X]fY`hcf`9b[`Ybž`XYf`VYa Yf`hž`XUgg`6UVg]`Y]bY
l bhYf`_i bZh`VYb`Øh][hž`V]YhYh`:`]bb`j cfØVYf[Y\YbX`gY]b
; ÅghYn]a a Yf`Ub`` ð`XYf`GhUXh`_i fg]YfYb`Ui »YfXYa `; YfØW`hYž
XUgg`9b[`Ybg`:`fUi `]\b`j Yf`UggYb` \Uh`K Å`fYbX`Y]bYg
GhUXhvi a a Y`g`[YgW]Y\h`XUg`l bj c fghY``VUFY.`6UVg]g`<i bX`ZÅ`h`]b
Y]bYb`?Y``Yf`i bX`YbhXYW_h`Xcfh`Y]bY`:`fUi Yb`Y]WXY`"

8]Y`9bhXYW_i b[`XYf`@Y]WXY

8]Y`@Y]WXY`k]fX`gdÅhYf`j cb`GUbXfU`GWX`k UfhYbVYW_]XYbh]Z]n]Yfh/
Yg`\UbXY`h`g]WXY`i a `ð[U`K]``ž`X]Y`gY]h`]\fYf`<cW`nY]h`j cf`Y`Z
A cbUhYb`j Yfa]ggh`k]fX``8]Yg`k]fZh`:`fU[Yb`ØVYf`XUg`@YVYb`j cb
ð[U`Ui Zi bX`ZØ\fh`ni `GdY`_i `Uh]cbYb`ØVYf`]\fY`l a ghÅbXY`j cf

XYa`JYfgWk]bXYb"NiXYa`k]fX`JYfXUW`hUiZ`b[Ug`Y\YaU`][Yb
JYf`cVhYb`F`cVYfh[Y`Yb_h`XYf`a`]h`YfkY]Y`a`]h`9j];YV\Ufh
ni gUa`a`Yb`YVh`i`bX`]b`b[Ug`K`c\bi`b[`k`c\bh`

b[U`UfVY]hYhY`VY]a`CfXbi`b[gUa`h`i`bX`\UhhY`Ua`Y`YmhYb`HU[`j`cf
]\fYf`<cW`nY]h`j`YfgW`]YXYbY`@c`_U`Y`_cbhfc``]Yfh`z`k`Ug`<]bk`Y]gY
Ui`Z`\fYb`HcX`Y`ZYfb`_`ObbhY`"?f]a`]bU`X]fY`_hcf`9b[`Yb`i`bX
GhUUhgUbk`A`h]b`9`_Y`F`Uga`i`ggYb`VY[YVYb`g]W`XUfUi`Z]b`]b`Y]bY
6Uf`bUa`Ybg` `j`cfm`z`k`c`9`_Y`VY]a`?`UfUc`_Y`g]b[Yb`Z0f`5i`ZgY\Yb
gcf[h`8`cfh`k`]fX`VY`_Ubbh`z`XUgg`Y]b`?`c`Y[Y`z`<Yff`GW`fcYhYf`z]b
6UVg]j`Yf`]YVh`i`bX`XYg\U`V`gY]bY`5fVY]h`j`YfbUW`A`gg][`h`

8Uf0VYf`\]bUi`g`Yfa`]hY`h`9b[`Yb`Ui`W`]b`Y]bYa`UbXYfYb`:U``j`cb
9]bVf0W`Yb`z`VY]`XYbYb`>][`Xhfc`d`\`A`Yb`z`]bgVYgcbXYfY`B`Ug\`0fbYf`z`
[`Yghc`\`Yb`k`i`fXYb`"i`b`Y]bYa`f]g`_UbhYb`A`ca`Ybh[`Y\`h`9`_Y`U`Y]b
]bg` `j`cfm`ni`f0W`_i`bX`gh0»`h`XUVY]`ni`Z`A``][`Ui`Z`X]Y`B`Ug\`cfbX]YVY`
8]Y`G]hi`Uh]cb`Yg`_U`]Yfh`z`U`g`g]Y`XUVY]`YbhXYW`h`k`]fX`z`i`bX`a`Ub
ZfU[`h`g]W`z`c`V`9`_Y`XUg`b`A`W`ghY`C`d`Zf`X]YgYf`J`YfVfYW`Yf`k`YfXYb
_`ObbhY`"

8]YgY`gdUbbYbXY`9d]gcXY`]gh`HY]`XYf`GYf]Y`z`X]Y`VY`_Ubbh`Z0f`\`fY
]bhf][`UbhYb`;`YgW`]W`hYb`i`bX`XfUa`Uh]gW`Yb`K`YbXi`b[`Yb`]gh`8]Y
YfghY`5i`gghfU\`i`b[`XYf`:`c`[`Y`z]b`XYf`X]YgY`9fY][`b]ggY`Yfn`A`\`h
k`YfXYb`z`ZUbX`Ua`i`%`-`"i`b]`&\$%&`ghUhh`z`i`bX`X]Y`U`hi`Y``Y`9d]gcXY
k`i`fXY`Ua`i`+"`A`Afn`&\$&)`]b`XYf`5F`8`[`YgYbXYh`8YhU]`g`ni`XYb
VYhY][`hYb`GW`Ui`gd]Y`Yfb`i`bX`XYf`DfcXi`_h]cb`_`ObbYb`Ui`ZXYb
`Yk`Y][`Yb`D`UhZcfa`Yb`bUW`[`Y`YgYb`k`YfXYb`z`i`bhYf`UbXYfYa`VY]
5F8`A`YX]Uh\Y`_`i`bX`8Ug`9fghY`"

8YhU]`g	
J`c`f`ZU``	A`c`f`X`#`h`c`h`g`W`X`U`[
C`f`h`	@`0`V`Y`W`_`z`8`Y`i`h`g`W`X`_`U`b`X`
E`i`Y``Y`b`	<ul style="list-style-type: none">• k k k "UfXa`YX]Uh\Y`_"XY• k k k "XUgYfghY"XY

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