

9`Y ZUb hY b ZfY i b XgW UZh]b`H\ U]`Ub X. `9]b
i bj Yf[Ygg`]W Yg`H]YfYf`YVb]g`

9bhXYW_Yb`G]Y`XUg`9`YZUbhYb!7Ua`d`]b`H\ U]`Ub X. `9fZU\ fYb
G]Y`a`Y\ f`ØVYf`X]YgY`a`U`Ygh`h]gW Yb`H]YfY`ž`H]YfgW`i`hn`i`bX
i bj Yf[Ygg`]W Y`6Y[Y[bi b[Yb"



7\]Ub[`A U]ž`H\ U]`Ub X`!`8]Y` : Ugn]bUh]cb`ZØf`9`YZUbhYb`]gh`]b
H\ U]`Ub X`h]YZj`Yfk`i`fnY`h`"8]Yg`k`i`fXY`VYgcbXYfg`XYi`h`]W`ž`U`g`Y`]bY
Hci`f]gh]b`Y`]b`9`YZUbhYb!7Ua`d`VYgi`W`hY`i`bX`Y`]bY`i`bj`Yf[`Ygg`]W`Y
6Y[`Y[`bi`b[`a`]h`Y`]bYa``_`Y`]bYb`9`YZUbhYb`\`U`hY`"A`]h`Yf\`c`VYbYa
FØggY`b`A`Y`fhY`g]W`XUg`H]Yf`\`f`ž`i`a`Ufa`hY`g]Y`gd]Y`Yf]gW`i`bX
gcf[`hY`XUa`]h`ZØf`Y`]b`@`A`W`Y`b`i`bX`@`U`W`Y`b`Ui`Z`GY]hYb`XYf`Hci`f]gh]b`ž
X]Y`XUg`9`f`YVb]g`g]W`h`]W`[`Ybcgg`"Gc`W`Y``hY`fU`_`h]cbYb`g]bX`]b
H\ U]`Ub X`ž`XYa` `@`Ub`X`XYg`@`A`W`Y`bg`ž`_`Y`]bY`GY`hYb`Y`]h`ž`k`c`X]Y
a`U`Y`gh`h]gW`Yb`H]YfY`U`g` ; `Ø`W`_`g`Vf]b[`Yf[`Y`hYb`i`bX`Y`]bY
VYXYi`hYbXY`F`c`"Y`]b`XYf`?`i`h`i`f`gd]Y`Yb`"@`Ui`h`XYfk`YghYb`"XY`]gh
XYf`9`YZUbh`b]W`h`bi`f`Y`]b`Gma`Vc`ž`gcbXYfb`Ui`W`HY`]`XYg
h\ U]`À`bX]gW`Yb`5`d`\`UVYhg`ž`k`c`Yf`XYb`6i`W`ghUVYb` 7\`cf`7\`Ub[
fYdf`À`gYb]Yfh"

ɁXYb`YhnhYb`Ɂ\fYb`UVYb`a`YbgW`jWY`5_hj`]hAhYb`i`bX`XYf
 ni`bY\`a`YbXY`Hci`f]ga`i`g`YXcW`ni`Y`bYa`a`Uggj`Yb`J`Yf`i`gh`XYg
 @VYVbgfUi`a`g`XYf`9`YZUbhYb`[`YZØ`fh`8`jY`?`]a`U_f]gY`j`YfgW`AfZh
 X]YgY`G]hi`Uh]cb`ni`gÅh`jW`ž`]bXYa`g]Y`Åi`Z[`YfY
 9i`hfYa`k`YhYfYfY][`b]ggY`i`bX`Åb[`YfY`ž`Y]»`YfY`HfcW`YbnY]hYb`a`]h
 g]W`Vf]b[`h`K`Å`fYbX`Y]b][`Y`9`YZUbhYb!`7Ua`dg`dcg]h]j`VY]hfU[`Ybž
]bXYa`g]Y`H]YfY`Ui`Zd`AddY`b`i`bX`XYfYb`F`ØW`Y`f`]b`X]Y`K`]`Xb]g
 i`bhYfghØ`hYbž`]gh`X]Y`Ɂ[`X`Ui`Z`k`]`XY`9`YZUbhYb`i`bX`XYfYb
 5i`gVYi`hi`b[`bUW`k`]Y`j`cf`Y]b[`fc»`Yg`DfcV`Ya`"K`Yb][`Yf`U`g`&`\$\$\$
 9`YZUbhYb`YVYb`Yi`hY`bcW`]b`]\fYa`bUhØf`jW`Yb`@VYVbgfUi`a`ž
 k`Ug`Ui`h`Y`Yd`Ubh[`i`]XY`W`ca`ni`XYb`XfUa`Uh]gW`Yb
 J`Yf`ÅbXYfi`b[`Yb`VY]hf`Å[`h`

GW`i`hn`i`bX`Hci`f]ga`i`g`

8]Y`c`Y`B`UW`ZfU[`Y`b`UW`9`YZUbhYb`U`g`hci`f]gh]gW`Yf`5`hfU`_h]cb
 \`Uh`X`Uni`[`YZØ`fh`ž`X`Ugg`j`]Y`Y`9`YZUbhYb`]b`X]Y`Hci`f]ga`i`g]b`Xi`ghf]Y
 j`Yf`_`Ui`Z`h`k`i`f`XYb`ž`h`fc`h`X`Yg`J`YfV`chg`XYf`5V`c`ni`b[`]b`XYb`%-`,\$`Yf
 Ɂ\`fYb`"Ɂ`H`U]`Ub`X`Z`Y`Y`b`b`UW`k`]Y`j`cf`[`Yg`Y`h`jW`Y`F`Y[`Y`i`b[`Yb
 ni`a`GW`i`hn`X]YgYf`H]YfY`j`cf`A`]gg`Ub`X`i`b[`]i`bX`5i`gVYi`hi`b[`]i`a
 j`Yf`Ub`hk`cf`hi`b[`gVYk`i`ggh`Yb`i`bX`fYgdY`_`hj`c`Y`b`l`a`[`Ub[`]a`]h
 9`YZUbhYb`ni`ZØf`XYfb`ž`[`]Vh`Yg`Y`XcW`Y]b][`Y`Ya`d`Zc`Y`b`Y`C`fhY`ž`X]Y
 VYgcb`XYfYb`K`Yf`h`Ui`Z`X`Ug`K`c`Y`f[`Y`Y`b`X`Yf`H]YfY`Y[`Yb.

C`fh`	6YgW`fY]Vi`b[`
9`YZUbhYb!`B`Uhi`fdUf`_`ž`7`\]Ub[A`U]	:`fY]`YVYbXY`9`YZUbhYb`a`]h j`]Y`Yb`F`Y`h`i`b[`g[`YgW`]W`hYbž [`Y[`fØbXYh`%-`-`)"`
6i`fa`Ub`X`9a`]`mg`9`Yd`Ubh G`Ub`W`hi`Ufmž`A`UYW`UYa`	5i`Z`_`Åfi`b[`]ØVYf`H]YfgW`i`hnž DZY[`Y`U`hYf`i`bX`j`Yf`Y`h`hYf 9`YZUbhYb`"
9`Yd`Ubh`<`Uj`Yb`fGU]`M`c`_` 9`Yd`Ubh`7Ua`d`ž`?`UbW`UbUVi`f]Ł`	GW`i`hn[`YV]Yh`ZØf`9`YZUbhYb`ž`X]Y b]W`h`a`Y`f`[`Yf]hYb`k`YfXYb XØfZYb`"
G`Ua`i`]`9`YZUbhYb!`GW`i`hn[`YV]Yh`	9fghYf`Ni`Zi`W`hgc`fh`Ui`Z`?`c\ G`Ua`i`]`ZØf`a`]gg`Ub`XY`hY 9`YZUbhYb`"
:`fYi`bXY`XYg`5g]Uh]gW`Yb`	J`YfVYggYfi`b[`]XYf`

9`YZUbhYb_fUb_Yb\Ui gYg'fl 59Ł	a YX]n]b]gWXYb`J Yfgcf[i b[`ZØf 9`YZUbhYb"
6ccb`@chhg`9`YZUbhYb! GWXi hn[YV]Yhifb@9GŁ	Ni Zi W hgc fh`ZØf`j Yf`YhnhY`i bX a]gg\ UbXY`hY`9`YZUbhYb"

6Ygi WX Yf`gc`hYb`g]W`j cf`\fYa `6Ygi W`]b`X]YgYb`9`YZUbhYb!
7Ua dg[i h]bZcfa]YfYb`i bX`XUfUi Z`UW hYb`ž`XUgg
j YfUbhk cfhi b[gj c``a]h`XYb`H]YfYb`i a [Y[Ub[Yb`k]fX``8]Y`DfY]gY
ZØf`5_hj]h`hYb``]Y[Yb`a Y]ghYbg`VY]`Yhk U`) \$`I`G!8c``Uf`dfc`DYfgcbž
k cVY]`XUg`F Y]hYb`Ui Z`9`YZUbhYb`]b`VYgh]a a hYb`9]bf]W`hi b[Yb
a Ò[`]W`]gh``8]Y`ZcfhXUi YfbXY`6Y`]YVh\Y]hj cb`9`YZUbhYb`U`g
hci f]gh]gWXY`5hfhU_h]cb`j YfXYi h]W`h`XYb`6YXUfZ`Ub`Y]bYf`6U`UbWY
nk]gWXYb`BUhi fgWXi m`i bX`XYa`k]fhgW`UZh]WXYb`Bi mYbž`XYb
Hci f]ga i g`ZØf`j]Y`Y`; Ya Y]bXYb`]b`H\U]`UbX`a]h]g]W`Vf]b[h"

8YhU]`g	
Cfh	7\]Ub[`A U]ž`H\U]`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "XYfk YghYb"XY • Y`Yd\Ubh[i]XY"WŁa

6Ygi WXYb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY