

J]YhbUa `VY]a `7UbbYg!:]`a ZYgh]j U`. `9]b
Gd fi b [V fYhh`ZØf` [`cVU`Y`?]bc!
? ccdYfUh]cbYb`

J]YhbUa `dfÅgYbh]Yfh'g]W`VY]a `7UbbYg:]`a ZYgh]j U`&\$&) `U`g
Ui ZghfYVYbXYf`8Ygh]bUh]cb`ZØf`]bhYfbUh]cbU`Y:]`a dfc`Y`_hY
i bX`Hci f]ga i g"



7UbbYgž: fUb_fY]W`!`J]YhbUa ` \Uh`_Øfn`]W`gY]bY`HY]`bU`a Y`Ub
XYb`+, "":]`a ZYghgd]Y`Yb`j`cb`7UbbYg` \Yfj`cf[Y`cVYbž`k`cVY]`Y]b
nYbhfU`Yf`6YghUbXhY]`X]Y`Cf[Ub]gUh]cb`Y]bYg`K`cf_g`cdg`a`]h`XYa
H]hY` J]YhbUa ` `8mbUa`]gW`Yf`Ug]Uh]gW`Yf`A`Uf`_hž`N]Y`ZØf
]bhYfbUh]cbU`Y:]`a WfYk`g`k`Uf`"5b`X]YgYa`K`cf_g`cd`bU`a`Yb
dfca`]bYbhY`J`YfhfYhYf`XYf`j`]YhbUa`Yg]gW`Yb:]`a`!`i`bX
Hci`f]ga`i`gVfUbW`Y`hY]`ž`XUfi`bhYf`8]b` \HcUb`H`U`b[`ž`6c`hgW`UZhYf
J]YhbUa`g]b: fUb_fY]W`ž`i`bX`B[`i`mYb`Hfi`b[`?` \Ub` \ž`8]fY`_hcf`XYf
B`Uh]cbU`Yb`Hci`f]ga`i`gj`Yfk`U`hi`b[`"8]YgY`J`YfUbghU`hi`b[`ZUbX`]a
F`U`a`Yb`XYf`6Ya`Ø`li`b[`Yb`J]YhbUa`g`ghUhhž`g]W`U`g`VYXYi`hYbXYf
5`_hYi`f`Ui`ZXYa`]bhYfbUh]cbU`Yb:]`a`a`Uf`_h`ni`d`cg]h]cb]YfYb`i`bX

Z]`a]gWXY`?ccdYfUH]cbYb`ni`ZØfXYfb" `Gc`VYhcbhY`?\Ub\`XYb
5bgh]Y[`]bhYfbUH]cbU`Yf`?ccdYfUH]cbgdfc`Y`hY`]a
j]YhbUa`Yg]gWXYb`?]bcž`k Ug`Ui W`X]Y`6YXYi hi b[`j cb`?]bc`U`g
`?i`hi fi`i bX`Hci f]ga i gVchY`i bhYfghfY]W`hž`i a`8]U`c[`i bX
J Yfgh`ÅbXb]g`nk]gWXYb`XYb`B UH]cbYb`ni`ZØfXYfbž`k]Y`j]YhbUa`"j b
VYf]W`hYh"

9]b`k Y]hYfYg`<][\`][\h`XYg`K cf`g\cdg`k Uf`X]Y`Df`ÅgYbhUH]cb`XYf
GW`Öb\`Y]hj]YhbUa`Yg]gWXYf`Hci f]ghYbn]Y`Y`i bX`8fY\`cfhY`Xi fW
X]Y`?i`hi fi`i bX`GdcfH`Åa hYf" `B[i mYb`Hfi b[`?\Ub\`ghY`hY`Ui W`X]Y
6YfY]hgW`UZh`j]YhbUa`Yg]gWXYf`GW`Ui gd]Y`Yf`ni f`HY]`bU`a`Y`Ub
]bhYfbUH]cbU`Yb`Dfc`Y`hYb`]b`XYb`J cfXYf[fi bX" `8Yf
j]YhbUa`Yg]gWXY`GhUbX`]a`7UbbYg`:]a`A Uf`Yh`X]YbhY`XUni ž`X]Y
5hhfU`_hj]h`Åh`j cb`J]YhbUa`gck c\`]a`?]bc`U`g`Ui W`]a`6YfY]W
Hci f]ga i g`ni`VYk YfVYbž`a]h`XYa`N]Y`ž`]bhYfbUH]cbU`Y
:]a`Ya`UW`Yf`bUW`J]YhbUa`Y]bni`UXYb"

7\UbW`b`i bX`<YfUi gZcfXYfi b[Yb`ZØf`X]Y
:]a]bXi ghf]Y

8]Y`j]YhbUa`Yg]gWXY`:]a]bXi ghf]Y`ghY`h`j cf`j]Y`Yb
<YfUi gZcfXYfi b[Ybž`UVYf`Ui W`j cf`VYXYi hYbXYb`7\UbW`b" `8f"
B[c`D\i cb[`@Ubž`Df`Åg]XYbh]b`XYf`J]YhbUa`7]bYa`U`Dfca`ch]cb`UbX
8Yj`Y`cda`Ybh`5ggc`W]UH]cbž`VYhcbhYž`XUgg`J]YhbUa`[fc»Yg
DchYbn]U`ZØf`X]Y`:]a]bXi ghf]Y`Xi fW`gY]bY`B Uhi f`UbXgW`UZhYbž
ei U`]Z]n]YfhY`5fVY]hg`f`ÅZhY`i bX`j YfVYggYfhY`≠ZfUghfi`_hi f`\UH"
;`Y]W`nY]h][`k]Yg`g]Y`XUfUi Z`\]bž`XUgg`gY]h`XYb`%-`-\$Yf`>\`fYb
j]Y`Y`_ccdYfUH]j`Y`Dfc[fUa`a`Y`]bg`@VYb`[Yfi ZYb`k i fXYbž`i a
j]YhbUa`Yg]gWXYb`HU`YbhYb`dfcZYgg]cbY`Y`i bhYfghØ`hni b[`i bX
F Yggci fW`b`ni`V]YhYb" `8]Yg`k i fXY`Xi fW`X]Y`HY]`bU`a`Y
j]YhbUa`Yg]gWXYf`:]a`Ya`UW`Yf`Ub`]bhYfbUH]cbU`Yb`:]Ygh]j`U`gž
Y]bgW`Y`Y>`]W`XYf`5bYf`_Ybbi b[`j cb`:]a`Yb`k]Y`7\]`XfYb`cZ`h`Y
A]gh`j cb`<¼`@`8]`a`ž`j Yfgh`Åf`_hž`XYf`YfghYb`j]YhbUa`Yg]gWXYb
8c`_i a`YbhUH]cbž`X]Y`&\$&&`ZØf`Y]bYb`C gWUf`bca`]b]Yfh`k i fXYž`k]Y`
j]YhbUa`bYk`g"j b`VYf]W`hYh"

8]Y`B`chk`YbX][`_Y]hž`5bFY]nY`i bX`F]W`h]b]Yb`ni`gW`UZZYbž`X]Y
≠j`Ygh]h]cbYb`]b`X]Y`:]a]bXi ghf]Y`Yf`Y]W`hYfbž`k i fXY`\`Åi`Z[

Ub[YgdfcWXYb"8]b\`HcUb`H\Ub[`i bX`UbXYfY`9I dYfhYb`a U\bhYb
 Ubž`XUgg`J]YhbUa`GWk]Yf][`_Y]hYb`\Uhž[f0» YfY
 :]`a _ccdYfUh]cbYb`gY]h`XYb`Zf0\Yb`%- - \$Yf`d\`fYb`Ubni`n]Y\Yb"
 B]b\`6]b\`i bX`E i Ub[`B]b\`k i fXYb`U`g`_cb`fYhY`CfhY`[YbUbbhž
 X]Y`VYfY]hg`8fY\`cfhY`Z0f`]bhYfbUh]cbU`Y`DfcXi`_h]cbYb`g]bX"

:]`a ZYghY`i bX`6]`Xi b[ga 0[`]W\`_Y]hYb

9]b`k Y]hYfYf`GWf]h`ni f`: 0fXYfi b[`XYf`j]YhbUa Yg]gWXYb
 :]`a]bXi ghf]Y`k]fX`Xi fW\`fY[]cbU`Y:]`a ZYgh] U`g`k]Y`XUg`8U`BUb[
 5g]Ub`:]`a`:]Ygh]j U`fB5B5: : Łi bhYfgh0hnhž`XUg`&\$&` `ni a`YfghYb
 A U`ghUhhZUbX""85B5: : `V]YhYh`Y]bY`D`UhhZcfa`Z0f`Ug]Uh]gWXY`i bX
 j]YhbUa Yg]gWXY:]`a Y`i bX`Z0fXYfh[`Y]W\`nY]h][`X]Y`j]gi Y`Y`i bX
 hYW\`b]gWXY`5i gV]`Xi b[`Xi fW\`b]h]Uh]j Yb`k]Y`XUg: @MDcgh`UV"
 Gc`WXY`J YfUbghU`hi b[Yb`Yf\`0\Yb`b]W\`h`bi f`X]Y`G]W\`hUf`_Y]h
 j]YhbUa Yg]gWXYf:]`a Yž`gcbXYfb`Z0fXYfb`Ui W\`X]Y`J YfbYhni b[
]bbYf\`U`V`XYf`6fUbWXY"

8]Y`<YfUi gZcfXYfi b[`V`Y]Vhž`X]Y`i bhYfgh0hni b[`Z0f`↑ b[Y
 :]`a Ya UWXYf`ni`j YfVYggYfb`i bX`6]`Xi b[g]bgh]hi h]cbYb`Z0f`?]bc`ni
 YhUV`]YfYb""CVk c\`X]Y`j]YhbUa Yg]gWXY:]`a]bXi ghf]Y`U`g`X]Y`Ua
 gW\`bY`ghYb`k UW\`gYbXY`]b`5g]Yb`[]`hž`g]bX`]bgVYgcbXYfY`X]Y
 j]gi Y`Y`b`9ZY`_hY`\`Ai Z[]b`XYb`<`AbXYb`_`Y]bYf`i bhYfbY\`a Ybž
 k`A\`fYbX`Ui g`AbX]gWXY:]fa Yb`XYb`A Uf`_h`Xca]b]YfYb"

8YhU]`g	
C fh	7UbbYgž: fUb`_fY]W\
E i Y`Yb	<ul style="list-style-type: none"> • k k k "j]YhbUa "j b • j]YhbUa bYk g"j b

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