

&\$`›U\ fY`HfUj Y`Hc`@]ZY. `5VYbhYi Yf
^YbgY]hg`XYf`DUi gW\ U`fY]gY`

9fZU\ fYb`G]Y`a Y\ f`ØVYf`DUi gW\ U`fY]gYbž`X]Y`F c`Y`j`cb
F Y]gY`Y]hYfb`i bX`X]Y`6YXYi hi b[`]bX]j`]Xi Y`Yf
F Y]gYYf`YVb]ggY"



DUdi U!BYi [i]bYU`!`5bXfYUg`8Ua`gcbž; YgW\ÅZhgZØ\ fYf`j`cb
HfUj Y`Hc`@]ZYžZY]Yfh`nk`Y]`›U\ fnY\ bhY`j`c`Yf`gdUbbYbXYf`F Y]gYb
i bX`9f`YVb]ggY`]b`XYf`K`Y`h`XYf`; fi`ddYbF Y]gYb`"GY]h`&\$`›U\ fYb`]gh
Yf`]b`XYf`6fUbW\Y`hÅh[`i`bX`\Uh`g]W\`U`g`ZØ\ fYbXYf`5bV]YhYf`j`cb
F Y]gY`Y]hYf!5i`gV]`Xi`b[`Yb`YhUV`]Yfh`"›U\ X]YgYf`NY]h`\Uh`Yf`ØVYf`+\$
@ÅbXYf`VYfY]ghž`XUVY]`Ui`W\`Yi`ch]gW\Y`N]Y`Y`k`]Y`BcfX`_cfYUž
5Z[\Ub]ghUb`i`bX`X]Y`A`cb[`c`Y]`Yf`_i`bXYh`"9]b`VYgcbXYfg
Y]bXfi`W_gj`c`Yg`9f`YVb]g`\UhY`Yf`]b`›U\ a`Ybž`k`c`Yf`Ui`Z[`fi`bX`Y]bYg
; Yk`]hYfg`Xi`fW\`Y]b`K`UX]`k`UhYb`a`i`gghYž`k`Å\ fYbX`UbXYfY
F Y]gYbXY`]b`; Y`ÅbXYk`U[`Yb`ni`fØW_V`]YVYb`"Gc`W\Y`9f]bbYfi`b[`Yb
dfÅ[`Yb`gY]bY`D\]`cgc`d\`Y`XUfØVYfž`k`]Y`F Y]gYb`[`YghU`hY`h`k`YfXYb
gc`hYb"

8]Y`F Y]gYb`j cb`HfUj Y`Hc`@]ZY`g]bX`XUfUi Z`Ui g[Y`Y[hž`b]W`h`bi f
X]Y`<][\`][\hg`Y]bYg`F Y]gYn]Y`g`ni`nY][Ybž`gcbXYfb`Ui W
i bVY`_UbbhY`C fhY`ni`Yf`_i bXYb`"Fi bX`Y]b`8f]hY`XYf`Ub[YV`chYbYb
F ci hYb`ZØ\`fYb`Xi fW`k`Yb][Yf`VY`_UbbhY` ; YV]YhYž`k`cVY]`XUg
K]ggYb`XYf`YfZU\`fYbYb`F Y]gY`Y]hYf`Y]bY`YbHgW`Y]XYbXY`F c`Y
gd]Y`h`"8Ua`gcb`\UhYg`g]W`ni`f`5i Z[UVY`[Ya`UW`hž`X]Y`5i gV]`Xi b[
gY]bYf`F Y]gY`Y]hYf`Ui Z`X]Y`Ghf`_hi`fi`bX`?`cbnYdh]cb`XYf
F Y]gY`Y]hi`b[`ni`_`cbnYbhf]YfYbž`UbghUhh`bi`f`ZU`hYbVUg]YfhYg
K]ggYb`ØVYf`GY`Yb`gk`ØfX][_Y]hYb`ni`j`Yfa`]hY`b`"8]Yg`i`a`ZUggh
dfU`_h]gW`Y`9fZU\`fi`b[Yb`gck`]Y`X]Y` : ØfXYfi`b[`XYg` ; fi`ddYb[YZØ\`g
i`bhYf`XYb`HY]`bY`a`Yfb`"9]b`YfZc`[fY]W`Yf`F Y]gY`Y]hYf`gc`hY`XUVY]
b]W`h`bi`f`Y]bY`@Y]XYbgW`UZh`ZØf`XYb`i`a`[Ub[`a`]h`A`YbgW`Yb
a`]hVf]b[Ybž`gcbXYfb`Ui W`]a`dfcj`]gUh]cbgZÅ\][`gY]b`"

8]Y`F c`Y`XYg`F Y]gY`Y]hYfg

F Y]gY`Y]hYf`g]bX`ZØf`X]Y`C f[Ub]gUh]cb`i`bX`8i`fW`ZØ\`fi`b[`j`cb
F Y]gYb`j`YfUbhk`cfh]W`i`bX`ghY`Yb`Y]bY`k`]W`h][Y`J`YfV]bXi`b[
nk`]gW`Yb`F Y]gYn]Y`ž`F Y]gYj`YfUbghU`hYf`i`bX`XYb`F Y]gYbXYb`\`Yf`
= fY`5i Z[UVYb`fY]W`Yb`j`cb`XYf`6YUi`Zg]W`h][i`b[`XYf`F Y]gYb`V]g
\`b`ni`f`G]W`YfghY`i`b[ž`XUgg`XUg`Dfc[fUa`a`k`]Y`j`YfhfU[`]W`
j`YfY]bVUfh`Xi`fW`[YZØ\`fh`k`]fX`"Ni`XYa`[YVYb`g]Y`dfU`_h]gW`Y
= bZcfa`Uh]cbYb`i`bX`ghY`Yb`XYb`F Y]gYbXYb`VY]` : fU[Yb`ni`f`GY]hY`
8]Y`5bZcfXYfi`b[Yb`Ub`X]Y`F Y]gY`Y]hYf`g]bX`\`cW`ž`Ui`W`k`Ybb
_Y]bY`gdYn]Y`Y`[YgYhn`]W`j`cf[YgW`f]YVYbY`5i`gV]`Xi`b[
YfZcfXYf`]W`]gh`"

9]b`GW`i`UVgW`i`gg`]gh`h`YcfYh]gW`b]W`h`b`chk`YbX][ž`cV`k`c`\`Y]b
<Ui`dh`icXYf`F YU`gW`i`UVgW`i`gg`j`cfhY]`\UZh`gY]b`_Ubb`" : Øf`Y]bY
U`_UXYa`]gW`Y`@Ui`ZVU\`b`g]bX`Y]b`6UW`Y`c`f`cXYf`A`UghYf`]b
Hci`f]ga`i`ga`UbU[Ya`Ybh`X]Y`ØV`]W`Yb`K`Y[Y`"E`i`YfY]bghY][Yf
\UVYb`YVYbZU`g`7\`UbW`bž`]bgVYgcbXYfY`k`Ybb`g]Y`Y]bY
_Ui`Za`Åbb]gW`Y`5i`gV]`Xi`b[`cXYf`9fZU\`fi`b[`]a`?`i`bXYbgYfj`]W`
a`]hVf]b[Yb`"Hmd]gW`Y`5fVY]h[YVYf`g]bX`F Y]gYj`YfUbghU`hYfž
: fYa`XYbj`Yf`_Y\fgÅa`hYf`cXYf`?`fYi`nZU\`fhgW`]ZY`ž`gc`XUgg`X]Y
5fVY]hgc`fhY`j`Uf]]YfYb`i`bX`Ui`ZfY[YbXY`<`YfUi`gZcfXYfi`b[Yb`V]YhYb`"

6Yfi`ZgdYfgdY`_h]j`Yb`i`bX`<`YfUi`gZcfXYfi`b[Yb

8]Y`6YXYi hi b[`j cb`FY]gY`Y]hYfb`\Uh`b`XYf`Dcgh!7cj]X!%- !K Y`h
 ni [Ybca a Ybž`XU`g]W`X]Y`Hci`f]ga i`gVfUbW`Y`Yf`c`h"5b[YghY`hY
 FY]gY`Y]hYf`j`YfX]YbYb`nk`]gW`Yb`%"- \$\$`i`bX`&"* \$\$`9i`fc`Vfi`hnc`dfc
 A`cbUhž`k`À`fYbX`GY`Vghgh`AbX][`Y`Ui`Z`<`cbc`fU`fV`Ug]g`nk`]gW`Yb`%\$\$
 i`bX`" \$\$`9i`fc`dfc`æV`j`YfX]YbYb`_`ÖbbYbž`d`i`g`GdYgYb`i`bX
 Df`Aa`]Yb";`i`hYf`?`i`bXYbgYfj`]W`i`bX`?`f]gYba`UbU[`Ya`Yb`h`g]bX
 i`bYf`À`gg`]W`ž`i`a``XYb`fY]Vi`b[`g`cgYb`5V`Ui`Z`XYf`FY]gYb
 g]W`Yfni`ghY`Yb"

5bXfYUg`8Ua`gcb`\Uh`bcW`j`]Y`Y`FY]gYn]Y`Y`Ui`Z`gY]bYf
 K`i`bgW`]ghYž`XUfi`bhYf`X]Y`HfcVf]UbX!`b`gY`b`VY]`DUdi`U!
 BYi`[`i`]bYUž`X]Y`Yf`V]g`Yf`bcW`b]W`h`VYgi`W`h`\Uh`8]Y
 @Y]XYbgW`UZh`Z0f`FY]gYb`i`bX`XUg`GhfYVYb`bUW`Y]bn][`Ufh][`Yb
 9f`YVb]ggYb`V`Y]VYb`i`bj`Yf`AbXYfh`i`gck`c`\`Z0f`]\b`U`g`Ui`W`Z0f`X]Y
 j`cb`]`a``Ui`g[`YV]`XYhYb`FY]gY`Y]hYf"

A`Y`f`ni``XYb`æ`YYb`i`bX`?`cbnYdhYb`j`cb`5bXfYUg`8Ua`gcb`Z]bXYb
 G]Y`b`gY]bYa``b`hYfj`]Yk``Ui`Z`@]ZYDF`"8]Y`i`a`ZUggYbXYb
 5i`Z[`UVYb`i`bX`5bZcfXYfi`b[`Yb`Ub`FY]gY`Y]hYf`g]bX`XYhU]`Y]Yfh`Ui`Z`
 A`mgh]dYbX]i`a``VYgW`f]YVYb"

8YhU]`g	
C`f`h	DUdi`U!BYi`[`i`]bYU
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"`]ZYdf"XY • k`k`k`"a`mgh]dYbX]i`a`"XY

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