

@Ugh!A]bi hY! ? fYi nZU\ fhYb . '9bhXYW_Yb
G]Y 'X]Y '5 =8 5!F Yghd`ÀhnY`ZØf`XYb`Gca`a`Yf°

5=8 5`V]YhYh`@Ugh!A]bi hY! ? fYi nZU\ fhYb`&\$&)`ni`UhhfU_h]j`Yb
DfY]gYb`]a`'A]hY`a`YYfž`Bcfk`Y[`Yb`i`bX` ;`fc»`Vf]hUbb]Yb`UV
XYi`hgW\Yb`<`ÀZYb`Ub"



< Ua`Vi`f[`ž`8`Yi`hgW\`UbX`!`GdcbhUbY`FY]gYbXY`_`ÒbbYb`U_hi`Y`
Ui`g`Y]bYf`J`]Y`nU\`j`cb`@Ugh!A]bi hY!5b[`YVchYb`XYg
?`fYi`nZU\`fhUbV]YhYfg`5=8 5`k`À`Yb`"6YgcbXYfg`ZØf`XYb`Gca`a`Yf
&\$&)`g]bX`nU\`fY]W\Y`FYghd`ÀhnY`j`YfZØ[`VUfž`X]Y`j`cb`Ui`ZfY[`YbXYb
F`ci`hYb`]b`XUg`A]hY`a`YYf`V]g`\]b`ni`VYY]bXfi`W_YbXYb` :`čfXYb`]b
B`cfk`Y[`Yb`i`bX`XYb`?`ØghYb` ;`fc»`Vf]hUbb]Ybg`ZØ\`fYb`"5=8 5`V]YhYh
nU\`fY]W\Y` :`YfbfY]gYb`UV`A`U`c`fWU`i`bX`A]b]!`?`fYi`nZU\`fhYb`UV
< Ua`Vi`f[`Ubž`X]Y`X]Y`FY]gYk`]`][`Yb`]b`]\`fY`k`c`\`j`YfX]YbhYb
I`f`Ui`Vgn]Y`Y`Vf]b[`Yb"

9]bY` ,`VYfg]W\h`XYf`U_hi`Y`Yb`@Ugh!A]bi hY!5b[`YVchY`nY][`hž`XUgg

X]Y`DfY]gY`j Uf]]YfYbž`Y`bUW`F Y]gYXUi Yf`i bX`N]Y`"Gc`VY[]bbh`X]Y
%\$!HU[Y!F ci hY` A YX]hYffUbY`<][\`][\hg`a]h`XYa`GW]ZZ
5=85ghY`U`VY]`%*+) `9i fc`dfc`DYfgcbž`k`À\`fYbX`X]Y`%\$!HU[Y!
F Y]gY` Bcfk Y[Ybg: `cfXY`a]h; Y]fUb[Yf`Ui Z`XYa`GW]ZZ
5=85df]a U`VYfY]hg`UV`%`- - `9i fc`dfc`DYfgcb`ni` \UVYb`]gh"
5VZU\fhYb`ZØf`VY]XY`F ci hYb`g]bX`VYfY]hg`]a`š`b]`&\$&)`[Yd`Ubh"

J]Y`gY]h][Y`F Y]gYc d h]c b Y b

6YgcbXYfg`]bhYfYggUbhig]bX`Ui W`X]Y`Y]bk ØW][Yb`?fYi nZU\fhYbž
X]Y`i bhYf`%\$\$\$`9i fc`dfc`DYfgcb`Ub[YVchYb`k YfXYb`"8Ufi bhYf
ZU`Yb.

-)`HU[Y`?i fnfY]gY`bUW`Bcfk Y[Yb`a]h`XYf` 5=85`i bU
UV`)+- `9i fcž`j ca`&+"`š`b]`V]g`&""`š`]`&\$&)"
- +`HU[Y` ; f]YWX`Yb`UbX`UV`?cfZ`a]h`XYf` 5=85V`i`ZØf
- &- `9i fcž`j ca`&*"`š`]`V]g`&""5i [i gh`&\$&)"
- +`HU[Y` Bcfk Y[Ybg: `cfXY`UV`K UfbYa`ØbXY`a]h`XYf
5=85X]j U ž`VY[]bbYbX`VY]`- (- `9i fcž`j ca`&,"`š`b]`V]g`*"
š`]`&\$&)"
- +`HU[Y` A YX]hYffUbY`GW`ÀhY`a]h`GUfX]b]Yb`ž`YVYbZU`g
j ca`&%`V]g`&,"`š`b]`&\$&)`ž`UV`%%- - `9i fc`

: Øf`F Y]gYbXYž`X]Y`VYfY]h`g]bXž`Àb[Yf`Ui Z`GYY`ni`gY]bž`V]YhYh`5=85
Ui W`?fYi nZU\fhYb`V]g`ni`%(`HU[Yb`Ub`"8Uni`[Y\`Øfh`Y]bY
%\$!hÀ[] [Y`F Y]gY`UV`7]j]hUj YVW`U`Xi fW`GdUb]Ybž: fUb`_fY]W`i bX
=hU]Yb`UV`&`%\$`9i fc`gck]Y`Y]bY`%(!hÀ[] [Y` ; fc»Y`G`UbX]bUj]Yb!
F Y]gY`UV`?]Y`ZØf`&- +\$`9i fc`"9]bY`%- !hÀ[] [Y`F Y]gY`ni`XYb
<][\`][\hg`Ua`Dc`Uf`_fY]g`a]h`XYf` 5=85`i bU`]gh`UV`&`(- `9i fc
Vi W`VUf"

K]W`h][Y`=bZcfa Uh]cbYb`ni f`6i W`i b[

8]Y`6i W`i b[]_Ubb`V]g`ni`&(`Ghi bXYb`j cf`5VZU\fh`YfZc`[Ybž`Yg
Ya dZ]Y`hig]W`YXcW`ž`gW`bY`ni` \UbXY`bž`XU`X]Y`J YfZØ[VUf`_Y]h
j cb`@Ugh!A]bi hY!D`ÀhYb`gW`k Ub`_Yb`_Ubb`i bX`cZh`gW`bY`
Ui g[YVi W`h]`gh": Øf`X]Y`6i W`i b[]gc`hYb`F Y]gYbXY`Y]b][Y`k]W`h][Y
I bhYf`U[Yb`VYfY]h`\U`hYbž`XUfi bhYf`6i W`i b[gbi a`a Yf`i bX

NU\`i b[gbUWk Y]g"K]W h[]gh`Ui W ž`XUgg`XUg`GW]Zga Ub]ZY gh
 V]g`XfY]`HU[Y`j cf`5VZU\fh`Ui g[YZØ`h]gh`i bX`XYf`7\YW`!]b`ZØf
 bcfXXYi hgWY`<ÄZb`nk]gWYb`%) .` \$`i` \f`i bX`%*`i` \f`YfZc`[h`

5=85`?fYi nZU\fhYb`k YfXYb`]b`nk Y]`HUf]ZYb`Ub[YVchYb.`XYa
 DfYa]i a !HUf]Z`VY]`XYa`F Y]gYbXY`gY`Vgh`X]Y`?UV]bY`k Ä`Yb
 _ÖbbYbž`i bX`XYa`J Uf]c!HUf]Z`VY]`XYa`X]Y`?UV]bY`ni [YhY]`h`k]fX`
 8]Y`5b[YVchY`g]bX`]XYU`ZØf`gdc b hUbY`i bX`dfY]gVYk`i gghY
 F Y]gYbXYž`X]Y`Y]bY`Yf\c`gUa`Y`NY]h`Ui ZGY`j YfVf]b[Yb`a ÖW`hYb`

Ni gÄh`]W`[]Vh`Yg`GcbXYfU_h]cbYbž`k]Y`fYXi n]YfhY`:`i [h]W`Yhg`ZØf
 : YfbfY]gYb`]b`X]Y`?Uf]V]_ž`XUg`A]hY`a Yf`i bX`XYb`Cf]Yb`h`5=85
 V]YhYh`9fgdUfb]ggY`j cb`V]g`ni`) \$`i`cXYf`a Y`f`Ubž`UV`Äb[] []j cb
 5VfY]gYXUhi a ž`?UV]bYb`_UhY[cf]Y`i bX`F Y]gYn]Y`/]bgVYgcbXYfY
 Ui »Yf\U`V`XYf`:`Yf]YbnY]hYb`g]bX`j]Y`Y`[Øbgh][Y`F`Yghd`ÄhY
 j YfZØ[VUf`J cf`XYf`6i W`i b[`gc`hYb`Ui W`X]Y`Yb`hgd`fYW`Yb`XYb
 =a dZ`b[Ybž`Y]b`[Ø`h][Yf`F`Y]gYdUgg`i bX`Yj`Yb`hi Y`Y`YfZcfXYf`]W`Y
 J]gU`ØVYfdfØž`k YfXYbž`i a`Y]bYb`fY]Vi b[g`cgYb`l`f`Ui V`ni
 [Yk`Ä`f`Y]ghYb`"K`Y]hYfY`=bZcfa`Uh]cbYb`ni`XYb`5=85`@Ugh`A]bi`hY
 5b[YVchYb`g]bX`Ui ZXYb`GY]hYb`XYg`<Ua`Vi`f[Yf`5VYb`XV`Uhhg
 i bX`?fYi nZU\fhk`Y`Y`ni`Z]bXYb`

8YhU]`g	
C fh	<Ua`Vi`f[ž`8Yi hgW`UbX
E i`Y`Yb	<ul style="list-style-type: none"> • k k k "UVYbXV`Uhh"XY • k k k "_fYi nZU\fhk`Y`Y"XY

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