

? i bgh`]a `? cbZ`]_h. `Gc `Yf`YVh`Y]b
A i gYi a gk ÅfhYf`@cb[cg`Y]bXf]b[`]WXY
K Yf_Y

8Yf`5fh]_Y`VYgWfY]Vh`X]Y`9fZU\fi b[Yb`j cb`GÔfYb`< Ô[\ 7i VY`ž`A i gYi a gk ÅfhYf`]a `@ci]g]UbU`A i gYi a ž`a]h`F`cVYfh @cb[cg`VYY]bXfi W_YbXYf`?i bgh`



? cdYb\U[Ybž`8`ÅbYa Uf_`!`a `@ci]g]UbU`A i gYi a `cZA cXYfb`5fh]b`?cdYb\U[Yb`Yf`YVYb`6Ygi WXYf`X]Y`Y]bXfi W_gj c`Yb`K Yf_Y`XYg Ua Yf]_Ub]gWXYb`?Øbgh`Yfg`F`cVYfh`@cb[c` `gVYgcbXYfY`X]Y \mdYffYU`]gh]gWXYb`?c`YnY]W`bi b[Ybž`X]Y`Ui g`: chcj cf`U[Yb YbhghUbXYb`g]bX`i bX`j YfgW]YXYbY`[Y[Ybk Åfh][Y`H\Ya Yb fYZY_h]YfYbž`\UVYb`Y]bYb`ghUf_Yb`9]bXfi W` \]bhYf`UggYb`8Yf A i gYi a gk ÅfhYf`GÔfYb`< Ô[\ 7i VY`gW]`XYfhž`k]Y`Yf`a]h`@cb[cg ?i bgh`i a [Y\hž`i bX`\YVh`X]Y]bhYbg]j Yb`GW`k Ufn!K Y]»!`?cbhfUghY gck]Y`X]Y`[YgY`gW`UZhgd`c`]h]gWXYb`5i ggU[Yb`XYf`K Yf_Y`\Yfj cf` 8]YgY`5gdY_hY`j Yfk UbXY`b`YXY`6Ygi WXYfZØ\fi b[`]b`Y]bY h]YZ[fY]ZYbXY`5i gY]bUbXYfgYhni b[`a]h`?i bgh`i bX`XYf

]XYbh]hÀhggh]ZhYbXYb' fUZh]j cb'6]XYfb"8]YgY'9fZU\fi b[Yb'k YfXYb
j cb'ZUn"bYh'Ui gZØ\ f']W\h\Ya Uh]g]Yfh"

8]Y'nYbhfU'Y' < YfUi gZcfXYfi b['ZØf'7i VY''b'gY]bYf'F c''Y'U'g
A i gYi a gk ĀfhYf'VYghY\h'XUf]bž'X]Y'6YhfUW hYf'XUni 'ni 'Vf]b[Ybž
Y]bY'Ya ch]cbU'Y'J YfV]bXi b['ni f'?'i bgh'Ui Zni VUi Yb"6YgcbXYfg
\Yfj cfni \YVYb']gh'Y]b['fc» ZÅW][Yg'XfY]hY']][Yg'K Yf_ž'XUg'Y]b
VYXfc\']WYg'A Yf'XUfghY''hž'Ui ZXYa 'Y]b[_'Y]bYg': 'ØW'h]b[gVcch
a]h' b gUggYb'_Åa dZh"8]YgY'V]'X']WY'8UfghY''i b['k YW_h'b]W'h'bi f
j]gi Y''Ygž'gcbXYfb'Ui W'Ya ch]cbU'Yg' b hYfYggY'i bX'ZcfXYfh'X]Y
Ni gWUi Yf'XUni 'Ui Z'ØVYf'U_hi Y''Y'[YgY''gW UZh]WY
< YfUi gZcfXYfi b[Yb'bUW\ni XYb_Yb"

@cb[cg'K Yf_Y'i bX'XYfYb'6YXYi hi b[

FcVYfh'@cb[cž[YVcfYb'%-)' ']b'BYk 'Mcf_7]hmž\Uh'a]h'gY]bYb
NY]W\bi b[Yb'Y]bY'i bj Yf_YbbVUfY'Gh]a a Y']b'XYf
nY]h[YbØgg]gWYb'?'i bgh[YZi bXYb"GY]b'&\$'\$' '[YgW UZZYbYg'K Yf_
Ghi Xm'Zcf'K Uj Y 'V]YhYh'VY]gd]Y'gk Y]gY'Y]bYb'9]bV']W_']b'gY]bY
_Øbgh'Yf]gWY' < YfUb[Y\Yb'gk Y]gY"8]YgYg'6]'Xž'XUg'U'g
J cfUb_ØbX][i b['gY]bYf'VYfØ\ a hYb'A cbghYfgYf]Y']hž
h\Ya Uh]g]Yfh'X]Y'K Y''Y'U'g'i bVYfYWYbVUfY'BUhi f[Yk U'h'Ui g'XYf
G]W'h'Y]bYg'Gi fZYfg"8]Y'HYW\ b]_XYg'Hi gWY!'i bX'?'c\Ya UhYf]U'g
Ui ZDYf[Ua YbhdUd]Yf'j Yf'Y]\h'XYf'?'ca d'cg]h]cb'Y]bY'Y]bn][Ufh][Y
H]YZY'i bX'8mbUa]_"8]Y'Dfcj Yb]Ybn'XYg'K Yf_Yg'i a ZUggh
fYbca a]YfhY'GhUh]cbYb'k]Y'XUg'Ghi X]c'FcVYfh'@cb[c]b'BYk 'Mcf_
i bX'X]Y'; U'Yf]Y'>UbbY]b'A ØbWYbž'i bX'Yg']gh'a]hh'Yfk Y]Y'HY]'
Y]bYf'Df]j UhgUa a 'i b[']b'8Yi hgW'UbX"K Y]hYfY' bZcfa Uh]cbYb
g]bX'Ui Z'Xcfch\Yi a "Wca 'j YfZØ[VUf"

8]Y'5i gY]bUbXYfgYhni b['a]h'?'i bgh'YfØZbYh'F Āi a Y'ZØf'_f]h]gWY
FYZYI]cb'i bX'ZØfXYfh'X]Y' [YgY''gW UZh]WY'HY]' \UVY"K]Y']b'XYf
_f]h]gWYb'?'i bgh']i bX'?'i 'hi fj Yfa]h'i b['Ui g[YZØ\ fhž'k]fX'X]Y
'?i bgh'b]W'h'bi f'U'g'gY'VghghÅbX][Y'9bh]h'VYhfUW hYhž'gcbXYfb
Ui W'U'g'Y]b'A]hY''ni f'<]bhYfZfU[i b['j cb'A UW'hj Yf\Å'hb]ggYb
i bX'ni f'9a Ubn]dUh]cb"'GhfUH]Y []Yb'ni f'6]'Xi b['ja '_i 'hi fY''Yb
'?cbhYI hž'k]Y'g]Y'j cb'7Ufa Yb'A ØfgW' i bX'UbXYfYb'VYgWf]YVYb
k i fXYbž'ghY''Yb'Y]bY'6Yk Y[i b['nk]gWYb'9a Ubn]dUh]cb'i bX

8]gn]d`b]Yfi b[`XUf" 8]Y`?i bgh`k]fX`XUXi fW`ni a `K Yf_nYi [ži a
 gcn]U`Y`8]gh]b_h]cbYb`ni `h\Ya Uh]g]YfYb" `8]Yg`k]fX`Ui W`U`g
 k]W`h][`Z0f`HfUbgZcfa Uh]cbgd fcnYggY`]bbYf\U`V`XYf"; YgY`gW`UZh
 j YfghUbXYb" `H\YcfYh]gW`Y`5bg`AmYž`X]Y`g]W`a]h: fU[Yb`XYf
 6]`Xi b[`i bX`?i bgh`Ui gY]bUbXYfgYhnYbž`Z]bXYb`g]W`Ui gZ0`f`]W`
 Ui Zk !_"gV["UWUh"

G0fYb`<0[\`7i VY`VYgW`fY]Vh`g]W`U`g[`0W`_]W`Yb
 A i gYi a gk `ÀfhYfž`XYggYb`5fVY]h]b`XYf`Gd`ÀhgW`]W`h]j cb`%* `V]g`&&
 I \f`Y]bY`dYfZY`_hY`6U`UbW`nk]gW`Yb`XYa ` \Y`_h]gW`Yb
 A i gYi a ghfi VY`i bX`XYb`fi \][Yb`J cfa]hhU[Yb`]b`gY]bYa
 Gca a Yf\Ui g`]b`XYf`BUhi f`gW`UZh" `8]YgY`J YfV]bXi b[`nk]gW`Yb
 ?i bghž`BUhi fi bX`XYf`Y][YbYb`9fZU\fi b[`hf`À[h`XUni `VY]ž`gY]bY
 6Y[Y]ghYfi b[`Z0f`X]Y`?i bgh]j cb`F cVYfh`@cb[c`ni `j Yfgh`Àf`_Yb`i bX
 XUXi fW`Ui W`X]Y`6Ygi W`Yf`Ui ZY]bYf`h]YZYfYb`9VYbY
 Ubni gdfYW`Yb"

8YhU]`g	
C fh	?cdYb\U[Ybž`8`ÀbYa Uf_
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • k k k "Xcfch\Yi a "W`a • k !_"gV["UWUh

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