

6Yf[VUi Yf'@Ycb\UfX. '@]YVYž
J YfUbhk cfhi b['i bX'Y]b '[Y\Y]a b]gj c``Yg
< Y]`k UggYf°

9fZ\ fYb'G]Y'a Y\ f'ØVYf'XYb'XYi hgWYb':]a ' / ei ch/8Yf
Gca a Yf'XYf'; Ui _Yf/ ei ch/a]h'Hca '6YW_ 'i bX'5bbU
8fYI `Yfž'XYf'&\$&) 'gd]Y`h"



8Yi hgW`UbX`!`K Ug`Ài ZhU_hi Y``]a `?]bcgca a Yf3'9]b'[Ubn
VYgcbXYfYf'Gd]Y`Z]`a `ghY`h]a `A]hhY`di b_h.` 8Yf'Gca a Yf'XYf
; Ui _Yf " `DfcXi n]Yfh]b`8Yi hgW`UbX`]a `]U\ f'&\$&\$žVf]b[h'XYf
:]a `X]Y`Ni gWUi Yf'Ui ZY]bY`Ya ch]cbU`Y`F Y]gYž'X]Y`g]W`b]W`h`bi f
a]h'XYf`Ni gUa a YbUfVY]h`nk]gWYb`A YbgWYbžgcbXYfb`Ui W`a]h
XYb`<YfUi gZcfXYfi b[Yb`XYg`@YVYbg`Ui gY]bUbXYfgYhnh`'Hca `6YW_
gd]Y`h`X]Y`<Ui dhfc``Y`XYg`@Ycb\UfXž`Y]bYa `6Yf[VUi Yfž'XYf`]b
Y]bYf'a U`Yf]gWYb`5`a ``YVhž`X]Y`Ui ZY]bYf'; c`XUXYf`g]mh`i bX`j cb
Y]bYf'[Y\Y]a b]gj c``Yb`i bhYf]fX]gWYb`E`i Y``Y`a]h`<Y]k UggYf
j Yfgcf[h`k]fX" `8]Yg`VYf]W`hYh`X]Y`5 F 8 `A YX]Uh\Y_ `i bX`nY]W`bYh
Y]b`YVYbX][Yg`6]`X`j cb`@Ycb\UfXg`@YVYbgg]hi Uh]cb"

@Ycb\UfX'\Uh'b]W'h'bi f'a]h'gY]bYb'[YgWkÅZi]WkYb
5b[Y`Y[Yb\Y]hYb'ni ` _Àa dZYbž'gcbXYfb'gY\bh'g]Wk`Ui Wk`bUWk
Y]bYf'DUf'hbYf]bž'X]Y'gck c\`'\b'U'g'Ui Wk`gY]bY`H]YfY`YVh`A]h'XYf
l f`Ui VYf]b`6YUhYž'[Ygd]Y`h'j cb`5bbU`8fYl`Yfž'Z]bXYh'Yf`Y]bY
gc`WkY`@YVYž'k cVY]`6YUhYž'X]Y`a]h'XYa`[Y]gh][Yb`GhUbX`Y]bYg
?]bXYg`U[]Yfhž'bUWk`Y]bYf`Y]XYbgWkUZh]WkYb`6Y[Y[bi b[
gWk k Ub[Yf`k]fX``8]Y`Y`hYf`]WkYb`Gcf[Yb`j cb`6YUhYž'[Ygd]Y`h'j cb
5bYhhY`: f]Yf`i bX`A Ufh]b`6fUa`VUWkž`Vf]b[Yb`ni gÅhn`]WkY
GdUbbi b[]b`X]Y`<UbX`i b["

: Ua]`Y]bXfUa Yb`i bX`<YfUi gZcfXYfi b[Yb

8cWk`b]Wk'h'bi f`X]Y`Fca Ubny`ghY`h`a`JcfXYf[fi bX``8Yf`:]`a
VY`Yi Wk`hYh'Ui Wk`XYb`ZUa]]ÅfYb`8fi W_ž]b`XYa`@Ycb\UfX`i bX
6YUhY`ghYW_Yb``@Ycb\UfXg`GWk k Å[Yf]bž: fUbn]g_Už`i bX`XYf
6øf[Yfa Y]ghYf`; fY[cf`C VYfa U]Yf`j Yfgi WkYbž`9]bZi gg`Ui ZXUg
DUUf`ni`bY`a Ybž`k Å\YbX`@Ycb\UfXg`7ci g]bž`5bhcb`; fi VYfž`Y]bY
i bhYfghØhnYbXY`F c`Y`gd]Y`h`9g`]ghY]b`YVYj c`Yg`i bX`ni [`Y]Wk
XfUa Uh]gWkYg`Ni gUa`a Ybgd]Y`ž`XUg`X]Y`6Yn]Y`i b[`nk]gWkYb`XYb
7\UfU`hYfYb`i bX`X]Y`<YfUi gZcfXYfi b[Yb`XYg`@YVYbg
h\Ya Uh]g]Yfh"

6Y]`XYf`DfcXi _h]cb`\UbXY`hY`Yg`g]Wk`i a`Y]bY`Ni gUa`a YbUfVY]h
nk]gWkYb`hU`Ybh]YfhYb`? ØdZYb``6YbYX]_h`F Øg`Ui`ØVYfbU`a
gck c\`X]Y`F Y[]Y`U`g`Ui Wk`XUg`6i Wk`ž`i bX`a]h`Y]bYf`dUgg[YbUi Yb
a i g]_U`]gWkYb`l bhYfa U`i b[]j cb`8Uj]X`F Y]WkY`h`k]fX`X]Y
Ya`ch]cbU`Y`H]YZY`XYf`; YgWk]Wk`hY`bcWk`j YfghÅf`_h`K`Y]hYfY
6YgYhni b[ga]h[`]YXYfž`XUfi bhYf`GhYZUb]Y`j cb`DcgYf`i bX`? Uhf]b
:]`nYbž`Yfk Y]hYfb`XUg`9bgYa`V`Y`i bX`nY][Ybž`k]Y`j]Y`ZÅ`h][`XYf
XYi hgWkY`:]`a`]b`XYf`Y`h`hYb`NY]h[Yk cfXYb`]gh"

9]b`6`]W_`]b`X]Y`:]`a [YgWk]Wk`hY

8]Y`; YgWk]Wk`hY`XYg`XYi hgWkYb`:]`a`g`]gh`fY]Wk`i bX`j]Y`gWk]Wk`h]["
6YfY]hg`a]h`XYa`:]`a`8Ug`7UV]bYh`XYg`8f``7U][Uf]`f%`-`&\$Ł
[Y`Ub[`Y]bY`ϕ]h]U`nØbXi b[ž`X]Y`Y]bY`6`ØhYd`UgY`XYg`XYi hgWkYb
:]`a`g`ni f`: c[Y`U`h`hY``ϕ`X]YgYf`NY]h`d`fcXi`n]YfhY`X]Y`XYi hgWkY
:]`a`k]fhgWkUZh)`\$`\$`:]`a`Yž`X]Y`gWkUfYbk Y]gY`X]Y`?]bcg`ZØ`hYbž`k]Y

X]Y`K]_]dYX]U`j Yfa Yf_h":]a [YbfYg`k]Y`5VYbhYi Yfž?`f]a]bU`!
 i bX`l bhYf\U`hi b[gZ]`a Y`ghUbXYb`XUbb`gck]Y`\Yi hY`\cW`]a `?i fg
 i bX`gdFYW`Yb`Y]b`VfY]hYg`Di V`_i a `Ub"

8]Y`k Yb][`VY`_UbbhYb`K i fnY`b`XYg`6Yf[Z]`a !; YbfYg`]b
 8Yi hgW`_UbXž`XUg]b`XYb`%- &\$Yf`š\`fYb`Xi fW`K Yf_Y`k]Y`DUi`
 K Y[YbYfg` 8Yf`; c`Ya ž`k]Y`Yf]b`X]Y`K Y`h`_Ua `f%- &\$Ł[YdfÀ[h
 k i fXYž`g]bX`VYVbZU`g`ZUgn]b]YfYbX" <]Yf`k YfXYb`H\`Ya Yb`k]Y
 5fVY]hž: fY]\`Y]hi bX`XYf`?Ua`dZ[Y[Yb`X]Y`BUhi f`VY\`UbXY`h"8 Ug
 6Yf[k Yf`_k Uf`b]W`h`bi f`Y]b`C`fh`ZØf`X]Y`5fVY]hž`gcbXYfb`Ui W`ZØf
 nU`\`fY]W`Y`nk]gW`Yba YbgW`]W`Y`?cbZ]_hYž`X]Y`V]g`\`Yi hY`]b
 :]a Yb`k]Y` 8Yf`Gca`a Yf`XYf`; Ui `_Yf`bUW`j c`n]Y\`VUf`g]bX`i bX
 XYa`6YhfUW`hYf`h]Y`ZYf`9]bg]W`hYb`]b`a YbgW`]W`Y`6Yn]Y\`i b[Yb
 i bX`[YgY`gW`UZh]W`Y`H\`Ya Yb`V]Y`hYb"

Gc`nY][h`XYf`U`_hi Y``Y`XYi hgW`Y:]a ž`XUgg`Yf`g]W`_Y]bYf`VfY]hYb
 DU`Y`hhY`Ub`H\`Ya Yb`Ubb]a`a`hi bX`XUVY][`Y]W`nY]h][`X]Y
 Ya`ch]cbU`Y`i bX`gcn]U`Y`F`YU]h`h`XYf`A`YbgW`Yb`Y]b`Z`b[h`9g`V`Y]Vh
 gdUbbYbX`ni `VYc`VUW`hYb`ž`k]Y`g]W`_X]Y`XYi hgW`Y:]a `UbXgW`UZh
]b`XYb`_ca`a`YbXYb`š\`fYb`k`Y]hYfYbhk]W`_Y`b`k]fXž`k`À\`fYbX`k]f
 X]Y`UhYa`VYfUi`VYbXYb`; YgW`]W`hYb`XYf`A`YbgW`Yb`Ui`Z`XYf
 @Y]bk`UbX`[Yb]Y»Yb"

8YhU]`g	
Cfh	8Yi hgW`_UbX
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "UfXa YX]Uh\Y_`"XY • k k k "a cj]Yd]`ch"XY • XY"a "k]_]dYX]U"cf[

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