

K c `g]Yf`YfghfU\ `h`VU`X`U`g`GhYfbYb_]fWk Y
]a `< Uj Y``UbX`

=a `< Uj Y``UbX`k]fX`X]Y`GhYfbYb_]fWk Y`]b`K c`g]Yf`gUb]Yfhž`i a
g]Y`ZØf`_i`hi fY``Y`9j Ybhg`]a`GhYfbYbdUf`_ni`fYj]hU`]g]YfYb`



K c`g]Yfž`8Yi hgWk`UbX`! : Øf`X]Y`6Yk c`bYf`j cb`K c`g]Yf`[]Vh`Yg
YfZfYi`]Wk Y`BYi][_Y]hYb.`8]Y``Ub[Y`j YfbUWk`Ägg][hY`?]fWk Y`]a`C fh
gc``k]YXYfVY`YVhi bX`]b`Y]bY` GhYfbYb_]fWk Y`i a [Yk UbXY`h
k YfXYb``8]Y`@YUXYf`5fVY]hg[Ya Y]bgWk UZhif@5; Ł< Uj Y``UbX`\Uh
nU`\fY]Wk Y`Dfc`Y`_hY`Ui g[Yk`Ä`hž`i a`9i`! : ØfXYfa]hY`ni
VYUbhfU[Yb``9]b`VYgcbXYfg`\Y]» Yg`9]gYb`]gh`X]Y`GUb]Yfi b[`XYf
?]fWk Yž`X]Y`gY]h`\fYf`YmhYb`Bi hni b[`]a`< YfVgh`&\$%,`ghUf`_]b
A]hY]XYbgWk UZh[Ync[Yb`k i fXYž`k]Y`a **Un!cb`bY`XY`VYf]Wk hYh`**

8Yf`6Øf[Yfa Y]ghYf`j cb`< Uj Y`Ui Y`i bX`C fhg] cfghY`Yf`j cb`K c`g]Yfž
6]``BYi VØgYfž`\Uh`XUg`J cf`\UVYb`j cb`6Y[]bb`Ub`i bhYfghØhnh`I a
XUg`Dfc`Y`_hj cfUbni hfY]VYbž`\Uh]g]Wk`XYf`J YfY]b` ?]fWk Y`i bX`8cfZ
K c`g]Yf`[Y[fØbXYhž`XYggYb`J cfg]hYbXYž`A Yf]h`GWk Ua`VUWk`ž`X]Y

6YXYi hi b['XYf': ÒfXYfa]hY`ZØf'X]Y`K]YXYfVY`YVi b['XYf'?]fWXY
i bhYfghfY]Wxh"5`Y`6YhY'] [hYb`g]bX`g]Wx`Y]b][.`8]YgY`?]fWXY`[Y\ Òfh
ni`XYb`_i`hi fY`Yb`K i fnY`b`XYf'; Ya Y]bXY"

? i `hi fY`Yg`9fVY`]a `: c`_i`g

8]Y'; YgWx]WxhY`XYf`K c`g]YfYf'?]fWXY`]ghj`]Y`ZÀ`h][`i bX`_Ubb`V]g`]bg
\f`%) &`*`ni fØW`_j YfZc`[h`k YfXYbž`U`g`Y]bY'; `cW`_Y`a`]h`XYf
bgWx]Zhi` 8`=A` =< 9669B`'8C`9B`'A`5?`9B`; C`8`'@59HG9
B`<`9A`9@F`'7?`; <`9F`5?`9B`"5B`BC`'8CA`B`=A`77777LLJ`=`]a`'Hi`fa`
]bghU`]]Yfh`k`i`fXY`ž`k`]Y`Ui`Z`k`c`g]Yf`"XY`ZYgh[Y\U`hYb`]gh`"8Yf
DUhfcbgWxUZhj`cb`'5`VfYWxh`@`Xk`][`j`cb`XYf`<`U[Yb`k`i`fXY`%`+%`\$`]a`
?]fWXYb`fYWx`bi`b[gVi`Wx`j`Yfa`Yf`_hž`i`bX`X]Y`A`Ui`Yfb`Yfn`À`Yb`j`cb`
j`]Y`Yb`<`Ø`Yb`i`bX`H]YZYb`ØVYf`X]Y`\f`i`bXYfhY"

8]Y`?]fWXYž`X]Y`ØVYf`&`+`\$`\fY`U`h`]ghž`VYb`Øh][h`Xf]b[YbX
F`Ybcj`]Yfi`b[Ybž`Y]bgWx`Y»`]Wx`XYf`K`YghZUggUXY`i`bX`XYg`Hi`fa`g`
8]Y`[YgWx`À`hnhYb`?`cghYb`ZØf`XYb`YfghYb`6Ui`UVgWx`b]h`VY`Ui`ZYb`
g]Wx`Ui`Zfi`bX`%&`-`")`\$\$`9i`fc`"i`<`]YfVY]`_ØbbhYb`j`YfgWx]YXYbY`
: ÒfXYfdfc[fUa`a`Yž`k`]Y`X]Y`Z]b`Ubn]Y`Y`I`bhYfghØhni`b[`j`cb`
: ÒfXYfdfc[fUa`a`Yb`ZØf'?]fWXYb[YV`Ài`XYž`Y]bY`Yb`hgWx`Y]XYbXY`
F`c`Y`gd]Y`Yb`"6Y]gd]Y`gk`Y]gY`V]YhYh`X]Y`8Yi`hgWx`Y`Gh]Zhi`b[
8Yb`_a`U`gWx`i`hn`l`bhYfghØhni`b[`i`bX`Y]bY`6Yni`gWx`i`ggi`b[`j`cb`V]g`
ni`)`\$`i`'XYf'?`cghYb`VY]`XYf`F`YghUi`f]Yfi`b["`

5_hi`Y`g]bX`j`YfgWx]YXYbY`J`YfUbg`hU`hi`b[Yb`[Yd`Ub`hž`X]Y`bUWx`XYf`
GUb]Yfi`b[`]b`XYf'?]fWXY`ghUhhZ]bXYb`gc`Yb`"8Yb`_VUf`g]bX`Y]b`
?]bXYf!]?]bc`i`bhYf`XYa`'ghYfbYbØVYfg`À`hYb`<`]a`a`Y`ž`_i`hi`fY`Y`
J`YfUbg`hU`hi`b[Yb`gck`]Y`bUhi`fk`]ggYbgWxUZh]Wx`Y`9j`Yb`hgž`X]Y`X]Y`
FY[]cb`ZØf`6Ygi`Wx`Yf`bc`Wx`UhfU`_hj`Yf`a`UWx`Yb`_ØbbhYb`"8Yf`
J`YfY]b`U`h`VYfY]hg`GdYbXYbU`_h]cbYb`[YghUfhYhž`i`a`XYb`
9][YbUbhY]`ni`g]Wx`Yfb`"9]bY`5_h]cbž`XYf` 8fY]!]?]fWXYb!@Ui`Z`ž`
VfUWx`hY`VYfY]hg`%,`\$\$`9i`fc`ZØf`XUg`Dfc`Y`_h`Y]b`i`bX`nY][h`XUg`
[fc`»`Y`9b[U[Ya`Ybh]b`XYf'; Ya`Y]bgWxUZh"

8]Y`J`]g]cb`XYf`GhYfbYb_]fWXY

8]Y`YYž`X]Y`?]fWXY`U`g`GhYfbYb_]fWXY`ni`fYj`]hU`]g]YfYbž`gc`b]Wx`h`

bi f`XYf; Ya Y]bXY`ni [i hY_ca a YbžgcbXYfb`Ui W`Hci f]ghYb
 Ubn]Y\Yb`i bX`XUg`_i `hi fY`Y`9fVY`j cb`K c`g]Yf`Yf`YVVUf`a UW`Yb"
 8Uni`_`ÒbbhY`Ui W`X]Y`b`hY[fUh]cb`j cb`GW`UZa Ò[`]W`_Y]hYb`ZØf
 D][Yf`[Y\`ØfYb`"8Yf`J YfY]b`]gh`k Y]hYf\]b`U_hj`Ui Z`XYf`Gi W`Y`bUW
 k Y]hYfYb`GdYbXYbXYbž`i a`X]Y`F Ybcj`]Yfi b[`j cfUbni hfY]VYb`i bX
 X]YgYb`\]ghcf]gW`Yb`C fh`ZØf`[YbYfUh]cbgØVYf[fY]ZYbXY`Bi hni b[`ni
 VYk U`fYb"

C V`a]h`\]ghcf]gW`Ya`K Yfhž`_Øbgh`Yf]gW`Yb`J YfUbghU`hi b[Yb`cXYf
 U`g`C fh`XYf`6Yg]bbi b[`X]Y`K c`g]YfYf`?]fW`Y`\Uh`XUg`DchYbn]U`ž
 ni a`YVYbX][Yb`NYbhfi a`ZØf`?i`hi`fi`bX`; Ya Y]bgW`UZh`ni
 k YfXYb`"»hnh`\Y» h`Ygž`ni gUa`a Ybni`U`hYb`i bX`XUg`Dfc`Y_h
 hUh_f`ÄZh][`j cfUbni hfY]VYb`°

8YhU]`g	
C fh	K c`g]Yfž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "k c`g]Yf"XY • Z]bUbn]Y`Y!ZcYfXYfa`]hhY`"XY

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