

: Ua]`Ybi f`Ui V`YbXYh`b`HfU[ÒX]Y. '8`V]
bUW`K UggYfgdcfh! I bZU```cdYf]Yfh`

5bbU!A Uf]U': YfW`jW`i bX`6i g\]Xc`VYf]W`hYb`ØVYf`XYb
cdYfUh]j Yb`9]b[f]Z`]\fYg`Gc`bYg`bUW`Y]bYa`hfU[]gW`Yb
I bZU```a`I f`Ui V`



F Ug`U`? \ U]a U\ž`J YfY]b][hY`5fUV]gW`Y`9a]fUhY`!`8]Y': Ua]`Y
j cb`5bbU!A Uf]U': YfW`jW`i bX`6i g\]Xc`ghY`h`U`hi Y``j cf`Y]bYf
gW`k YfYb`NY]h` Æf`%`!`Å`f][Yf`Gc`b`8`V]`a i gghY`bUW`Y]bYa
gW`k YfYb`K UggYfgdcfh! I bZU```bchcdYf]Yfh`k YfXYb``8Yf`J cfZU``
YfY][bYhY`g]W`k Å`fYbX`Y]bYg': Ua]`Ybi f`Ui Vg`b`F Ug`U`? \ U]a U\ž
J YfY]b][hY`5fUV]gW`Y`9a]fUhY``@Ui h'; U`U`k Uf`8`V]`Ui ZY]bYa
K UggYf!GcZU`i bhYfk Y[gž`XUg`j cb`Y]bYa`6cch`[Ync[Yb`k i fXYž
U`g`Yf`]bg`K UggYf`Z]Y``8UVY]`Xi fW`hfYbbhY`XUg`GY]`XYg`6cchg
bU\Yni`gY]bYb`[YgUa hYb`5fa`i bhYf`XYf`5W`gY`

8]Y`J Yf`Yhni b[Ybž`X]Y`8`V]`Yf`]hž`g]bX`[fUj]YfYbX.`9f`\Uh`Y]bYb
[Yf]ggYbYb`Hf]nYdgž`j Yf`YhnhY`GY`bY`i bX`a Y`fYfY`VYgW`ÅX][hY
BYfj Yb``BUW`XYa`I bZU```k i fXY`X]Y`K i bXY`i a [Y`YbX`j cf`C`fh

j YfgW`cggYbž'i a `]b`UbgW`Y»YbX'ni f`C dYfUh]cb`bUW`8i VU]ni
Vf]b[Yb"5bbU!A Uf]U': YfW]W]`hY`hY`]b`Y]bYf`đghU[fUa !Ghcfm'a]hž
XUgg`]\f`Gc`b`nk Y]'8fU]bU[Yb`ja`5fa`bUW`XYf`C dYfUh]cb`Uh
i bX`VYhcbhYž`XUgg`X]Y': Ua]]Y' [Ubn`_bUdd`Ub`Y]bYf`HfU[ÒX]Y
j cfVY][Y_ca a Yb`gY]"

8]Y`a`YX]n]b]gW`Y`6YXY`i`hi`b[

J Yf`Yhni b[Yb`XYg`Hf]nYdg`g]bX`Yfbghni bY`a`YbXY`J Yf`Yhni b[Ybž
X]Y`Y]bY`gcZcfh][Y`a`YX]n]b]gW`Y`6Y`UbX`i`b[`YfZcfXYfb" `Hf]nYdg!
J Yf`Yhni b[Ybž`k]Y`g]Y`8`V]`Yf`]hž`_ÒbbYb`NYffi b[Yb`cXYf
F`i`dhi`fYb`XYg`A`i`gW`i`g`hf]W`dg`VfUW]]`i`a`ZUggYbž`k]Y`ja`
: `YI]_cb`VYgW`f]YVYb" `Hmd]gW`Y`Gma`dhca`Y`g]bX`GW`a`YfnYb`ja`
cVYfYb`5fa`gck]Y`Y]bY`Y]b[YgW`f`Àb`_hY`9`YbVc[YbYI`hYbg]cb"

8]Y`8]U[bcgY`X]YgYf`J Yf`Yhni b[Yb`YfZc`[h`Xi`fW`_`ÒfdYf`]W`Y
I`bhYfgi`W`i`b[Yb`i`bX`V]`X[YVYbXY`J YfZU`fYbž`k`cVY]`X]Y
A`U[bYhfYgcbUbnhca`c[fUd`]\Y`fA`F`H`E`X]Y`VY]`cfni`[hY`A`Yh`cXY`]gh"
đgVYgcbXYfY`VY]`fi`dhi`f]YfhYb`A`i`g`_Y`ZUgYfb`]gh`Y]bY`[YbUi`Y
8]U[bcgh]_`Yb`hgW`Y]XYbXž`i`a`X]Y`GW`k`YfY`XYf`J Yf`Yhni b[
ZYghni`ghY`Yb`i`bX`Y]bY`[YY][bYhY`H`YfUd]Y`ni`k`À`Yb" `đ
gW`k`YfYb`i`À`Ybž`k]Y`VY]`8`V]ž`k]fX`c`Zi`Y]bY`W`]fi`f[]gW`Y
F`YdUfUhi`f`bch`k`YbX]["

I`bZU`d`f`À`j`Y`b`h]`c`b`]`a`G`d`c`f`h`

Gc`W`Y`gW`k`YfYb`I`bZ`À`Y`g]bX`b]W`h`bi`f`]a`DfcZ]!`cXYf
@Y]ghi`b[ggdcfh`Y]b`H`Y`a`U" `@Ui`h`G]W`Yf`Y]h`Gdcfh]`Yf`YhnYb`g]W
]b`8Yi`hgW`UbX`À`f`]W`Y`hk`U`&`A`]]`cbYb`A`YbgW`Yb`VY]a`Gdcfh"
8]Y`I`fgUW`Yb`g]bX`j]Y`Z`À`h][i`bX`fY]W`Yb`j`cb`I`bUW`hgUa`_Y]h`V]g
\]b`ni`a`Ub[Y`bXYf`_ÒfdYf`]W`Yf':]hbYgg"6YgcbXYfg]a`i`fY]nY]h!
i`bX`J`YfY]bggdcfh`_ÒbbYb`Xi`fW`VYk`i`gghY
Df`À`j`Y`b`h]`c`b`ga`U»bU`a`Yb`j]Y`Y`I`bZ`À`Y`j`Yfa`]YXYb`k`YfXYb"

Ni`f`I`bZU`j`Yf`Ø`hi`b[`Ya`dZ]Y`h`Yg`g]W`ž`g]W`Yf`Y]hgY`Y`Y`Ub`hY
,`Vi`b[Yb`ni`i]bhY[f]YfYb`gck]Y`?`f`À`Zh][i`b[g!`i`bX
GhU]V]]gUh]cbghfU]b]b[`Xi`fW`ni`Z`Ø`fYb" `F`]W`UfX`i`YfW`]W`]`bi`hnh`X]Y
;`Y`Y[Yb`Y]hž`i`a`UbXYfY`9`hYfb`j`cf`XYb`;`YZU`fYb`VY]a`

K UggYfgdcfh'ni 'k UfbYb'i bX'XUfUi Z'\]bni k Y]gYbž'XUgg'gc`WXY
 I bZÀ`Y'YXYfnY]hidUgg]YfYb'`_ÒbbYb"'G]Y'i bX']\f'A Ubb'k ØbgWXYb
 g]Wxž'XUgg'b]Ya UbX'À\b`]WXY'9fZU\fi b[Yb'a UWXYb'a i gg"

8YhU]`g	
J c fZU``	J Yf_Y\ fgi bZU``
I fgUWXY	K UggYfgdcfh!I bZU``
C fh	F Ug'U``?\U]a U\ž'J YfY]b][hY'5fUV]gWXY 9a]fUhY
J Yf`YhnhY	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "[U`U"XY • Z'YI]_cb"XcWXYW_"WŁa • k k k "g]WXYf\Y]h"gdcfh

6Ygi WXYb'G]Y'i bg'Ui Z.'b!U["bYh