

DfchYghUg`Yb`A Uf__`YYVYf[. `t`cg`WcfhYg`G! 6U\ b`XUb`X]ghi fV]cg`

DfchYghUg`WcfhU`cg`fYWcfhYg`G!6U\ b`Yb`@Y]dn][ž`U`bi Yj U
WcfhU`Wf] b`XY`i b`gU`i b`XY`i gcg`a Ö`h]d`Yg`Yb`U`Y`YWf] b
XY`; f]a`a`U`m`Y`X]ca`U`Y`I`hfU`b`Y`fc`Y`b`U`9gW`Y`U`GYW`b`XUf]U
6cfbU"



A Uf__`YYVYf[ž`8Yi hgW\`Ub`X`!`9b`U`fY[]i b`U`fYXYXcf`XY
@Y]dn][ž`U`dfchYghU`WcfhU`cg`WJa`V]cg`d`Ub]Z]WUXcg`Yb`Y`hf½Z]Wcfh
G!6U\ b`Ygh½WfYW]Yb`Xc`"7Ug]`*`\$\$\$`d`YfgcbUg`\`Ub`Z]fa`UXc`i`bU
dYh]Wf] b`WcfhU`U`fYXi`Wf] b`d`Ub]Z]WUXU`Yb`Y`hf½Z]Wcfh`G!6U\ b`Yb
Y`GØXfUi`a`@Y]dn]["9ghU`dYh]Wf] b`hUa`V]Åb`UdfYbXY`Y`Udcmc`XY
`Ug`Ya`dfYgUg`cWU`Yg`"9`bi`Yj`c`\cfUf]cžei`Y`XYVY`YbhfUf`Yb`j`][cf
U`dUfh]f`XY`X]W]Ya`VfYž`gY`dYfW]V]f½Wca`c`i`b`WcfhY`g][b]Z]WU]h]c
dUfU`U`fY[]i b`"9b`YghY`WcfhY`I`hcž`YI`]ghY`i`bU`dfYcW`dUWf] b`dcf`U
WcfhY`i`b`ei`Y`Yg`XY`]a`dcfhU`b`W]U`Wfi`W]U`dUfU`a`i`W`Ug`dYfgcbUg`m
Ya`dfYgUg`@U`UW]hi`X`d`Ub]Z]WUXU`XY`U`"ÉbYU`(`G!6U\ bž`Wca`c`mU
gY`X]gW`h]i`Yb`i`bU`fYi`b]i`b`WcfhU`W`XYg`XY`j`Uf]Ug`Wca`i`b]XUXYgž
gY`Wcfh]XYfU`i`bU`XYgj`Yb`hU`U`g][b]Z]WU]h]j`U`dUfU`U`a`c]`j]XUX`XY

cgfYg]XYbhYgYbUgncbUgfi fUYg"9UWUXYXYHcf[Ui ž<Ybf]_G]a cbžYbZUh]nĭU' bYWg]XUX'XY' i bU'Vi YbU'WcbYI]i b'Yb'U ZfcbhYfU'XY'dUÉgdUfU'a UbhYbYf'U'Wc'dYfUW]i b'YbhfY'Ug fY[]cbYg'UXmUW'bhYg"@U'7½a UfU'XY'7ca YfW]c'Y' bXi ghf]U'XY @Y]dn]['fYgdU'XU'YghUg'dfYcW dUW]cbYg'mj Y'U'fYXi W]i b d'Ub]Z]WUXU'Wca c'i bU'WUfU'Ua YbUnU'dUfU'U'i V]WUW]i b'XY' bY[cW]c"

8Yi hgWY'6U\ b'U'Ubi bW]UXc'ei Y'XYgXY'&\$&* Yb'6Y]fcXY'gc`c i b'9I dfYgg'fY[]cbU'gY'Y'YW hUf½WUXU'Xcg'\cfUg'W UbXc'gY WUbW'Y'U'YghUW]i b'G!6U\ b"9ghc'g][b]Z]WU'ei Y'cg'fYg]XYbhYg h]YbYb'ei Y'YI dYf]a YbhUf'i bU'WcbYI]i b'g][b]Z]WU]h] Ua YbhY `]a]hUXU'Wcb'Y'hfUbgdcfhY'dÖV`]Wc"

b' i Yj U'Wcbghfi W]i b'Yb'; f]a a U'

5XYa ½g'XY'cg'XYgUffc'cg'UWhi U'Yg'Yb'Y'hfUbgdcfhY'cWU'ž`U W]i XUX'XY'; f]a a U'hUa V]Åb'd'UbYU'Wcbghfi]f'i b'bi Yj c'gU'ĭ b XYdcfh]j c'a i `h]dfcdĭ g]hc"@U'Z]bUbW]UW]i b'mU'\U'g]Xc'dfca Yh]XU dUfU'YghY'dfcmYWhc"9'UffYbXUa]Ybhc'YI]ghYbhY'Wcb'Y'cdYfUXcf XY'A i 'XYbhU'\U'Y'YI d]fU'Yb'hfYg'Uĭ cgž`c'ei Y'dcXfÉU'hfUYf W]f[Ug'Z]bUbW]YfUg'UX]W]cbU'Yg'dUfU'U'W]i XUX" Dcf'YghU'fUnĭ bž'Y' ; fi dc'XY'5mi bhUa]Ybhc'XY'78I 'GD8'd'UbYU'i b'5mi bhUa]Ybhc YgdYW]U'dUfU'UWUfUf'Y'YghUXc'UWhi U'XY'dfcmYWhc"

9'YW]i b'XY']X]ca Ug'YI hfUb'Yfcg'Yb'U YgW Y'U'gYW bXUf]U'6cfbU'

C hfc'hYa U'ei Y'a i Yj Y'U'cg'dUXfYg'mYghi X]UbhYg'Yg'U'Y'YW]i b XY']X]ca U'YI hfUb'Yfc'Yb'U'YgW Y'U'gYW bXUf]U'6cfbU"@cg Yghi X]UbhYg'hYbXf½b'ei Y'UdfYbXYf'fi gc'XYgXY'Y'dfĭ I]a c j YfUbcž'U'dYgUf'XY'ei Y'cf][]bU'a YbhY'Y][]Yfcb'YgdUĭ c`c ZfUbWÅg"@U'XYW]g]i b'Zi Y'hca UXU'dcf'i b'dfcW]X]a]Ybhc'XY'chYfÉUž ei Y'gY'fYi b]i 'Wcb'W'Éh]WUg'a Ug]j Ug'YbhY'cg'dUXfYg"A i W\cg'mU \Ub'YI dfYgUXc'gi g'dfYcW dUW]cbYg/< Um'ei Y'Ug'midcg]V'Ya YbhY ei Y'Ug'Yb'U'\UV]hUW]i b"

'gi a]b]ghfc 'Yb 'Y`'X]ghf]hc 'XY ': i W\ g\ U]b`

'9b'Y`'X]ghf]hc 'XY ': i W\ g\ U]bž\ Umii bU`ZU`hU`XY`h]YbXUg`m'gYfj]W]cg
Yb`'U`j]XU`W`h]X]UbU`"i bU`UgcW]UW]i b`cWU`d`UbYU`W`bj Yfh]f`Y`
Ubh][i c`YX]Z]W]c`XY`W`bgi a c`Ubh][i c`Yb`i bU`"WUgU`a`Ö`h]d`Y`"
5Zcfhi bUXUa`YbhYžmU`gY`\Ub`dfc`dcfW]cbUXc`Y`df]a`Yf
Z]bUbW]Ua`]Ybhc`dUfU`"U`fYbcj UW]i b`Yghfi Whi fU`ž`dYfc`"U
]a`d`Ya`YbhUW]i b`"Yj Uf½U`[Öb`h]Ya`dc"

'C dW]cbYg`XY`j UWW]cbYg`W`fhUg`V UfU`hUg`Yb
Bi Yj U`NY`UbXU`

'DUfU`Uei Y`cg`ei Y`Vi gWU`b`fY`U`UW]i bž`UWhi U`a`YbhY`\Umii bU
c`dcfhi b]XUX`UhfUWh]j U`dUfU`i bUg`j UWW]cbYg`W`fhUg`Yb`Bi Yj U
NY`UbXU`W`fWU`XY`@Y]dn]["8cg`j YW`g`Ug`YghUXÉUg`XY`"U`bcW`Y
dUfU`Xcg`UXi`hc`g`mU`Ygh½`b`X]g`dcb]V`Yg`d`c`f`a`Ybcg`XY`%\$`\$`Yi`fcg`
5XYa`½gž`gY`X]g`dcbY`XY`j Uf]Ug`c`dW]cbYg`XY`WUa`dUa`Ybhc
YW`b`i`a`]WUgž`UgÉW`a`c`U`hYfbUh]j Ugž`W`a`c`Ui`hc`WUfUj`UbUg`m`WUgUg
ZchUbhYg`"9I]ghYb`bi`a`YfcgUg`UWh]j]XUXYg`Yb`Y`½fYUž`]bWi]Xcg
`cg`XYdcfhYg`UW`½h]W`c`m`cg`fYW`ff]Xcg`Yb`V]W]WYhU`ei`Y`gY
di`YXYb`c`ZfYW`f`XY`VU`c`W`c`ghc`c`]bWi`cg`XY`Zcfa`U`[fUhi`]hU`"

'9b'Y`'W`b`hYI`hc`XY`"U`X]gW`g]i b`G!6U`bž`ei`YXU`d`c`f`j`Yf`W`a`c`cg
fYg`d`c`b`g`U`V`Y`g`f`Y`U`W`W]c`b`U`b`h`Y`"U`g`YI`h`Y`b`g`U`g`W`f`Éh]WUg`"9gh½`WUfc
ei`Y`"U`W`b`YI`]i b`XY`"U`f`Y`[]i b`Y`g`i`bU`d`f`Y`c`W`dUW]i b`W`b`h`f`U`d`U`f`U
a`i`W`U`g`d`Y`f`g`c`b`U`g`Y`]b`h`Y`f`j`]Y`b`Y`d`f`c`Z`b`X`U`a`Y`b`h`Y`Y`b`"U`j`]X`U`X`]U`f`]U`"

'A`½g`Yb`Y`Zc`b`Xc`XY`"U`g`d`f`c`h`Y`ghUg`m`cg`d`Ub`Y`g`G!6U`b`gY`di`YXYb
YbW`c`b`h`f`U`f`Y`b`

8YhU]`g	
J`c`f`ZU`"	DfchYgh
C`f`h`	A`U`f`__`Y`Y`V`Y`f`[`ž`8`Y`i`hg`W`X`"U`b`X`
E`i`Y`"Y`b`	<ul style="list-style-type: none"> • k k k "j n"XY • k k k "VU\bV]`XYf"XY • k k k "a Xf"XY

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