

F Yj c`i h]cbÅfY`Ghi X]Y. `K]Y`_Øbgh`]WXY
DYdh]XY`? fYVgd fchYUgYb`ghc d dYb
_ØbbYb`

8]Y`I b]j Yfg]hÅh`6cbb`dfÅgYbh]Yfh`Y]bY`bYi Y`Ghi X]Y`ni f
`bU_h]j]Yfi b[`j cb`9bnma Ybž`X]Y`GW`ØggY`fc`Y`]b`XYf
Hi a cfYbhk]W`i b[`gd]Y`Yb"



6cbbž`8Yi hgW`UbX`!`9]bY`U_hi Y`Y`Ghi X]YbUb`UmgY`Ub`XYf
I b]j Yfg]hÅh`6cbb`Ybh\Ø`h`gdUbbYbXY`bYi Y`9f_Ybbhb]ggY`ØVYf`X]Y
Fc`Y`j cb`DfchYUgYbž`]bgVYgcbXYfY`7Uh\Ydg]b`6ž`]a
Ni gUa a Yb\Ub[`a]h`? fYVg`8]YgY`9bnma Y`nY][Yb`Y]bY`_ca d`YI Y
K YW`gY`k]f_i b[`a]h`DYdh]XYbž`X]Y`Xi fW`_cj U`YbhY`6]bXi b[Yb
k Å`fYbX`XYf`DYdh]XV]bXi b[ggdU`hi b[`W`UfU_hYf]g]Yfh`g]bX`8]Y
Ghi X]Y`VYZUggh`g]W`a]h`XYa `A YW`Ub]ga i gž`k]Y`7Uh\Ydg]b`6`]b
X]Y`Hi a cfdfc[fYgg]cb`]bj c`j]Yfh]gh`i bX`Ybhk]W`Y`h[`Y]W`nY]h][
]bbcj Uh]j Y`b\]V]hcfYb`ni f`<Ya a i b[`X]YgYf`DfchYUgY`"A]h`XYa
N]Y`ž`Y]b`Ufh]Z]n]Y`Yg`DYdh]X`ni `gW`UZZYbž`XUg`X]Y` fYW`hYb
6]bXYhUgW`Yb`j cb`7Uh\Ydg]b`6`VYgYhnh`i bX`X]Y`9bnma U_h]j]hÅh

V`cW_]Yfhž`k i fXYb`- %j YfgW\]YXYbY`9bXdfcXi`_hY`gmbh\Yh]g]Yfh
i bX`V]cWYa`]gW\`[YhYghYh" F Òbh[Yb_f]ghU`ghfi`_hi`fUbU`mgYb
`]YZYfhYb`Y]bY`gc`]XY`6Ug]g`ni`f`5Vg]W\Yfi`b[`X]YgYf`A YW\Ub]ga`Yb`

7Uh\Ydg]b`6ž`Y]bY`7mghY]bdfchYUgYž`gd]Y`h`Y]bY`g][`b]Z]_UbhY`F`c`Y`
]b`j`YfgW\]YXYbYb`D\UgYb`XYf`a`U`][`bYb`Hi`a`cfYbhk`]W`i`b[``8]Y`
Ghi`X]Yb`nY][`Ybž`XUgg`c\`Y`Gd]Y[`Y`j`cb`7Uh\Ydg]b`6`]b`
nU\`fY]W\Yb`a`YbgW\`]W\Yb`?fYVgYf`_fUb`_i`b[`Yb`ni`Z]bXYb`g]bXž`
cZha`U`g`Uggcn]]Yfh`a`]h`XYf`NY`a`Ya`VfUb`j`cb`Hi`a`cfnY`Yb`" `b`
hfUbg[`YbYb`A`cXY`Yb`UVYb`:`cfgW\i`b[`Yb`Y]bY`_Ui`gU`Y`F`c`Y`j`cb`
7Uh\Ydg]b`6`VY]`XYf`b`h]Uh]cbž`XYa`K`UW\ghi`a`ž`XYf`5b[`]c[`YbYgYž`
gck`]Y`XYf`b`j`Ug]cb`i`bX`A`YhUghUg]Yfi`b[`bUW\`[`Yk`]YgYb`"8]YgY`
9f`_Ybbhb]ggY`i`bhYfghfY]W\Yb`X]Y`6YXYi`hi`b[`]cb`7Uh\Ydg]b`6`U`g`
dchYbn]Y`Yg`h\YfUdYi`h]gW\Yg`N]Y`]b`XYf`?fYVgVY\UbX`i`b[``

8]Y`F`c`Y`j`cb`7Uh\Ydg]b`6`

8]Y`:`cfgW\i`b[`ni`f`8mgfY[`i`Uh]cb`j`cb`DfchYUgYb`\Uh`6YXYi`hi`b[`
Z0f`X]Y`?fYVgV]c`c[`]Y`i`bX`h\YfUd]Ya`Ò[`]W\Y`5bg`ÀhnY`"7Uh\Ydg]b`6`
]gh`Ub`XYf`5dcdhcgY`VYhY]]][`hž`]bXYa`Yg`gck`c\`dfc!Udcdhc]h]gW\Y`
U`g`Ui`W\`Ubh]!Udcdhc]h]gW\Y`DfchY]bY`gdU`hYh" `b`j`]j`c!A`cXY`Y`
nY][`Ybž`XUgg`7Uh\Ydg]b`6`Y]bY`YbhgW\Y]XYbXY`F`c`Y`k`A`fYbX`XYf`
Hi`a`cfYbhk`]W`i`b[`]gd]Y`hž`k`cVY]`X]Y` ,`VYfYI`dfYgg]cb`X]YgYf`
DfchYUgY`\Ài`Z][`a`]hY]bYf`U[`]fYgg]j`YfYb`Hi`a`cfV]c`c[`]Y`_cffY`Y]Yfh`
]gh`8Yg`K`Y]hYfYb`_Ubb`X]Y`c`_U`Y`gUi`fY`A`_]fci`a`[`YVi`b[`]i`a`
Hi`a`cfYb`X]Y`5_h]j`]h`h`j`cb`7Uh\Ydg]b`6`Z0f`XYfbž`k`Ug`gY]bY`F`c`Y`
]b`XYf`Hi`a`cfdfc[`]fYgg]cb`k`Y]hYf`j`Yfgh`Àf`_h`

8]Y`9bhk`]W`i`b[`]XYfUfh][`Yf`DYdh]Xca`]a`Yh]_Už`X]Y`U`g`b\]V]hc`fYb`
k`]f`_Ybž`]gh`Y]b`k`]W\h][`Yf`GW\f]h]b`XYf`df`À`_]b]gW\Yb`:`cfgW\i`b[``
BYVYb`XYf`:`c`_i`gg]Yfi`b[`]Ui`Z`7Uh\Ydg]b`6`k`]fX`Ui`W\`XUg`DchYbn]U`
UbXYfYf`DfchYUgYb`i`bhYfgi`W\hž`X]Y`Xi`fW\`À`b`]W\Y`A`YW\Ub]ga`Yb`
]b`XYf`?fYVgdfc[`]fYgg]cb`k`]f`_Yb`_ÒbbhYb`"9]b`k`Y]hYfYg`N]Y`g]bX`
NY`_i`hi`fa`cXY`Y`ni`f`7`UfU`_hYf]g]Yfi`b[`]XYf`V]c`c[`]gW\Yb`
5_h]j`]h`h`X]YgYf`b\]V]hc`fYbž`k`Ug`Z0f`X]Y`9bhk`]W`i`b[`]ni`_ØbZh][`Yf`
H\YfUdYi`h]_U`j`cb`YbhgW\Y]XYbXYf`6YXYi`hi`b[`]gh`

H\YfUdYi`h]gW\Y`5bg`ÀhnY`i`bX`

< YfUi gZc fXYfi b [Yb

8]Y': cfgW i b ['nY][hžXUgg'X]Y'< Yfi bhYffY[i 'Yfi b ['j cb
 7Uh\Ydg]b'6'X]Y'Hi a cfa ch]hÅh'i bX'!]bj Ug]cb'j Yff]b['Yfh"8]YgY
 9f_Ybbhb]ggY'XYi hYb'XUfUi Z'\bž'XUgg'Y]bY'?ca V]bUh]cb'j cb
 ð\]V]hc fYb'dchYbn]Y''YZZY_h]j Yf'gY]b'_ÒbbhY'U'g'Y]bY'H\YfUd]Yž
 X]Y'Ui ggW'Y»'jW'Ui Z'7Uh\Ydg]b'6'UVn]Y'h"8]Y'Yb['Y'5ggcn]Uh]cb
 j cb'7Uh\Ydg]b'6'a]h'XYf'Hi a cfnY''a Ya VfUb'ghY''h'Y]bY
 < YfUi gZc fXYfi b ['XUf": Øf'h\YfUdYi h]gWY'GhfUhY[]Yb']gh'Yg'XU\Yf
 k]W'h][ž'X]Y'A YW\Ub]ga Yb'ni 'j YfghY\Ybž'X]Y'ni f'Yf\Ò\hYb
 9l dfYgg]cb'j cb'7Uh\Ydg]b'6']b'Hi a cfYb'ZØ\ fYbž'gck]Y'XYfYb
 K]f_i b ['Ui Z'X]Y'Hi a cfV]c'c []Y"

8]YgY'gdUbbYbXY': cfgW i b [ž'X]Y'Ub'XYf'I b]j Yfg]hÅh'6cbb
 Xi fW [YZØ\fh'k i fXYž'YfÒZbYh'j]Y'j YfgdfYW\YbXY'DYfgdY_h]j Yb']b
 XYf'?fYVgZc ffgW i b ["G]Y'\YVh'X]Y'Bchk YbX][_Y]h'\Yfj cfž
]bbcj Uh]j Y'h\YfUdYi h]gWY'5bgÅhnY'ni 'Ybhk]W_Y'b'i bX'X]Y
 _ca d'Yi Yb'ðhYfU_h]cbYb'j cb'DfchYUgYb']a 'Hi a cfa]_fci a ZY'X
 VYggYf'ni 'j YfghY\Yb"N]Y''gh'Ygž]b'Ni _i bZh'YZZY_h]j YfY
 6Y\UbX'i b [gghfUhY[]Yb'ni 'Ybhk]W_Y'bž'X]Y'Ui Z'X]Y'gdYn]Z]gWYb
 V]c'c []gWYb'A YW\Ub]ga Yb'j cb'?fYVgYf_fUb_i b [Yb'UVn]Y'Yb"

: Øf'k Y]hYfY'ðZcfa Uh]cbYb'ni 'XYb'9f[YVb]ggYb'XYf'Ghi X]Y
 VYgi W\Yb'G]Y'V]hY'X]Y'K YVg]hY'XYf'I b]j Yfg]hÅh'6cbbž'XYb
 5fh]_Y''Ui Z'**Di VA YX'7YbhfU'**ž'gck]Y'XYb'6Y]hfU['ØVYf
 8mgfY[i 'YfhY'DfchYUgYb'Ui Z'**Di VA YX'7YbhfU'**"

8YhU]`g	
C fh	6cbbž'8Yi hgW\`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "i b]!Vcbb"XY • da WbW]"b`a "b]\ "[cj • da WbW]"b`a "b]\ "[cj

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