

9I !A]b]ghYf'8i`][`_f]h]g]Yfh'GD8!: Ø\fi b[.
DUfhY]`ni f'6Yi hY3

9I !K]fhgWk UZhga]b]ghYf'8i`][`_f]h]g]Yfh'X]Y`gÅWk]gWkY`GD8!
: Ø\fi b[`Ui ZXYa`DUfhY]hU[`]b'8fYgXYb`i bX`ZcfXYfh
ghfUhy[]gWkY`JYfÅbXYfi b[Yb"



8fYgXYbž'8Yi hgWk`UbX`!`5a`K`cWkYbYbXY`ZUbX`ja`8fYgXbYf
DYbW`_`<chY`XYf`@UbXYgdUfhY]hU[`XYf`gÅWk]gWkYb`GD8`ghUhhž`k`c
Y]bY`_Y]bY`FYj`c`i`h]cb`]b`XYb`FY]\Yb`XYf`DUfhY]`g_]nn]Yfh`k`i`fXY"
9I !K]fhgWk UZhga]b]ghYf`A`Ufh]b'8i`][`_Y]»`_Y]b[`i`hYg`<`Uuf`Ub`XYf
a`ca`YbhUbYb`DUfhY]ZØ\fi b[`i`bhYf`XYa`8i`c`?`Uh\fb`A`]WkY`i`bX
<Ybb]b[`<ca`Ubbž`X]Y`VY]XY`ja`5a`h`VYghÅh[`h`k`i`fXYb`" `9]bY
_Y]bY;`fi`ddY`a`UWk`h]g]Wk`X]Y`DUfhY]`ni`f'6Yi`hY`ž`gc`8i`][`]b
gY]bYf`Y]XYbgWk UZh]WkYb`5bgdfUWkYž`X]Y`XYi`h]Wk`a`UWk`hYž`XUgg
XYf`i`ba`i`h`ØVYf`X]Y;`Ø\fi b[`k`Y]hj`YfvfY]hYh]`gh`8]YgY
A`jhY]`i`b[Yb`Yb`hghUa`a`Yb`Y]bYa`6Yf]Wk`h]`cb`**FUX]c`7\Ya`b]hn"**

8]Y`K`U\`j`cb`A`]WkY`i`bX`<ca`Ubb`ZUbX`i`bhYf`XYb`5i`[`Yb`j`cb`%&)
8Y`Y[]YfhYbž`X]Y`-`*`i`bX`%\$,`!Gh]a`a`Yb`ZØf`X]Y`VY]XYb`UV[`UVYbž`

ghUhh"; `ØW_`jW\`XUfØVYfž`c\`bY'; Y[Yb_UbX]XUhYb`k]YXYf[Yk Å\`h
ni`k YfXYbž`gc`hY`Y]bYa`a`i bhYfYb`5i ghUi gW\`i bX`Y]bYf
8YVUhhYb`_i`hi`fž`b`XYf`?`f]h]_`D`Uhn`\`Uhž`b]W\hg`]a`K`Y[Y`ghY\`Yb"
8cW\`X]Y`K`U\`[Yf]Yh`fUgW\`]b`XYb`GW\UhhYb`XYf
gW\k Yfk]Y[YbXYb`J`cfk`ØfZY`8i`][g`9f`ghY`hY`XYb`A`Ub[Y`Ub
GhfUhY[]Yb`ni`f`@UbXhU[gk`U\`&\$`-`Ui`ZXYb`DfØZghUbX`i`bX`k`UfZ
gY]bYa`DUfhY]_c`Y[Yb`<ca`Ubb`J`YfgÅi`a`b]ggY`VY`XYf
FY[]Yfi`b[gV]`Xi`b[`i`bX`XYb`J`Yf\`UbX`i`b[Yb`ni`a`8cddY`\`Ui`g\`U`h
j`cfž`k`]Y`Ui`W`6`]W`VYf]W\hYh"

9fbYi Yfi b[`bchk YbX][

A]W\Y`gY`Vgh`UddY`]YfhY`Ub`X]Y`B`chk`YbX][`_Y]h`Y]bYf`YW\hYb
9fbYi Yfi b[`]bbYf\`U`V`XYf`DUfhY]"; Yd`Ubh]gh`Y]bY`8]g_i`gg]cb
ØVYf`Y]bYb`@Y]hUbhfU[`ni`f`]bhYfbYb`5i`ZUfVY]hi`b[`XYf
K`U\`Yf[YVb]ggYž`a`]h`XYa`N]Y`ž`bYi`Y`A`]h[`]YXYf`ni`[Yk`]bbYb`i`bX
X]Y`GD8`ghÅf`_Yf`U`g`BYhmk`Yf`_dUfhY]`ni`dcg]h]cb]YfYb`9]b`k`Y]hYfYg
N]Y`j`cb`<ca`Ubb`]gh`Ygž`X]Y`GD8`]b`GUW\gYb`k`]YXYf`Ui`Z
nk`Y]ghY`][Y`9f[YVb]ggY`ni`Vf]b[Yb`Y]b`Ua`V]h]cb]YfhYg
J`cf\`UVYbž`k`Ybb`a`Ub`X]Y`6i`bXYghU[gk`U\`&\$`&`a`]h`Y]bYa
a`U[YfYb`9f[YVb]g]j`cb`%`ž`i`i`bX`X]Y`@UbXhU[gk`U\`&\$`&`(`a`]h
bi`f`+ž`i`VYhfUW\hYh"

8]Y`UbghY\`YbXYb`K`U\`Yb`g]bX`ZØf`X]Y`gÅW\g]gW\Y`GD8`j`cb
nYbhfU`Yf`6YXYi`hi`b[ž`b]W\h`ni`Y`hnhž`k`Y]`g]Y`XYfnY]h`U`g
A`]bXYf\`Y]hgfy[]Yfi`b[`a`]h`XYf`78I`U[]Yfh`I`a`g]W\`ZØf`X]Y
bÅW\ghYb`K`U\`Yb`ni`dcg]h]cb]YfYbž`k`]fX`X]Y`@UbXhU[gk`U\`Ua`%"
GYdhYa`VYf`&\$`&`(`Y]bY`VYgcbXYfY`<YfUi`gZcfXYfi`b[`XUfghY`Yb"
,`VYf`XfY]`A`j`]cbYb`K`Å\`Yf]bbYb`i`bX`K`Å\`Yf`k`YfXYb`XUbb`]b
GUW\gYb`]fY`Gh]a`a`Y`UV[YVYb`_ØbbYbž`i`bX`Yg`]Y[h`Ub`XYf`GD8`ž
g]Y`j`cb`]fYa`Dfc[fUa`a`ni`ØVYfnYi`[Yb`8Yf`c`_i`g`XYf`DUfhY]
`]Y[h`XUVY]`Ui`ZXYb`H\`Ya`Yb`K`]fhgW\UZhž`6]Xi`b[ž;`Ygi`bX\`Y]hi`bX
8Ya`c`_fUh]Yž`k`]Y`g]Y`Ui`Z`]fYf`c`Z]n]Y`Yb`GY]hY`gUW\gYb`gdX`XY
XUf`Y[h"

N]Y`Y`i`bX`J`]g]cbYb`XYf`GD8

9]b`nYbhfU`Yg`5b`]Y[Yb`]a`K`U\`dfc[fUa`a`]gh`Ygž`X]Y

F U\ a YbVYX]b[i b[Yb`ZØf` : Ua `]Yb`ni` j YfVYggYfb` `gY]`Yg`Xi fW
 VYnU\`VUfYb`K c\b fUi a `cXYf`[YVØ\ fYbZfY]Y`?]bXYfVYhfYi i b["
 5VYf`Ui W\`X]Y` : ØfXYfi b[`j cb`6`]Xi b[`i bX
 ; Ygi bX\Y]hgj Yfgcf[i b[` \Uh`Y]bYb` \c\Yb`GhY`Ybk Yfh`A]h`XYf
 Gd]hnYb`_UbX]XUH]b`DYhfU`? Ødd]b[`Ub`XYf`Gd]hnY`g]bX`_`UfY
 5bgU[Yb`ni` H\Ya Yb`k]Y`@Ø\ bY`i bX`5fVY]hgVYX]b[i b[Yb`Ub`XYf
 HU[YgcfXbi b["` 8 Ug`]gh`X]Y`F]W`hi b[ž]b`X]Y`k]f`a ØggYb` žVYhcbh
 ? Ødd]b[`i bX`ÅXh`U`Y` ðhYfYgg]YfhYb`ni
 8]g_i gg]cbgj YfUbghU`hi b[Yb`Y]bž`i a`X]Y`HfUbgdUfYbn`ØVYf`X]Y
 Dcg]h]cbYb`XYf`GD8`ni`ZØfXYfb`"

8]Y`<YfUi gZcfXYfi b[`ZØf`X]Y`gÅW`g]gW`Y`GD8`V`Y]Vh`U`gc`[fc» ž
 VYgcbXYfg`]a`<]bV`]W`_`Ui ZX]Y`VY]c fghY\YbXYb`K U\`Yb`i bX`XYb
]bbYfdUfhY`]W`Yb`8]U`c["`C V`X]Y`bYi Y`DUfhY]ZØ\fi b[`X]YgYb
 <YfUi gZcfXYfi b[Yb`[Yk UW`gYb`]ghž`k]fX`X]Y`Ni`_i bZ`h`nY][Yb` `]a
 : c_i`g`ghY`h`YXYbZU`g`Y]bY`ghÅf`_YfY`9]b\Y]hi bX`XYf`K]`Y`ni`f
 JYfÅbXYfi b["`>hnh`Y[h`Yg`Ub`XYf`6Ug]gž`X]Y`K Y]W`Yb`ZØf`X]Y
 _ca`a`YbXYb`>\fY`ni`ghY`Yb`i bX`X]Y`DUfhY`]b`X]Y`9fZc`[ggdi`f`ni
 Vf]b[Yb`"

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`_UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fUX]c W`Ya`b]hn"XY • k k k "V`]W`_`XY • gUW`gYbgdX"XY

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