

@Y]dn]['ZY]Yfh'7G8.' K]f'V`Y]VYb`\"]Yf 'ZØf
ei YYfYfY ; YgY`gWÅ UZh°

@Y]dn]['ZY]YfhY`Ua ' &, " ' ð b] ' & \$ &) `XYb`7G8`i bhYf`XYa `A chhc
K]f'V`Y]VYb`\"]Yf "'%, "\$\$\$`HY`bY`a Yf`ZcfXYfb`G]WÅhVUf`_Y]h
i bX`5_nYdhUbn"



@Y]dn][ž'8Yi hgWÅ`UbX`!`@Y]dn][`nY][`h]g]WÅ`\"Yi hY`j cb`gY]bYf
VYghYb`GY]hY.`A]h`&, `; fUX`i bX`ghfU`\"YbXYa `GcbbYbgWÅY]b`ZY]YfhY
X]Y`GhUXh`XYb`7`f]ghcd`\"Yf`GhfYYh`8Um`f7`G8`ž`XYf`i bhYf`XYa
A chhc` K]f'V`Y]VYb`\"]Yf `ghY`h`'8]YgYg`@Y]ha`ch]j`]gh`b]WÅ`h`bi`f
Y]bY`<ca`a`U[`Y`Ub`X]Y`:`f]YX`]WÅY`FY`j`c`i`h]cb`j`cb`%`-` ,` -`ž`gcbXYfb
Ui`WÅ`Y]b`_fUZh]`c`Yg`GhUhYa`Ybh[`Y[`Yb`[`YgY`gWÅ`UZh`]WÅY
FØW`gWÅf]hY`]b`6Yni`[`Ui`Zei`YYfY`FYWÅ`hY`\"8Yf`Yfk`UfhY`hY`5bghi`fa
j`cb`&\$`\$\$`\$`HY`bY`a`Yf.]bbYb`k`i`fXY`j`cb`Y]bYa
G]WÅYf`\"Y]hgX]Ybgh`a`]h`i`a`]bXYghYbg`%,`\"\$\$\$\$`fY[`]ghf]YfhYb
A`YbgWÅYb`gWÅ`bY`\"ØVYfhfc`ZY`b`ž`k`Ug`X]Y`fY[`Y`HY`]bU`a`Y`Ub`XYf
J`YfUb`ghU`hi`b[`i`bhYfghfY]WÅ`h`'8]Y`Dc`nY]`VYgWÅ`fY]Vh`X]Y
J`YfgUa`a`i`b[`U`g`k`]f`_]WÅ`Zf]YX`]WÅ`ž`k`Ug`ZØf`Y]bY`d`cg]h]j`Y
5ha`cgd`\"ÅfY`gc`f`hY`ž]b`XYf`X]Y`J`Y`ZU`h`XYf`gYI`i`Y`Yb

C f]Ybh]Yfi b[Yb'i bX'ei YYfYb' ðYbh]hÀhYb [YZY]Yfh'k i fXY"

F YXbYf]b`VY]`XYf`J YfUbghU`hi b[ž`X]Y`Ui Z`XYa`5i [i ghi gd`Uhn
VY[Ubbž`k Uf`X]Y`@]b`_Yb!Dc`h]_Yf]b`<Y]X]`F Y]W`]bbY`_"G]Y`cV`X]Y
dc`h]gW`Y`8]a Ybg]cb`XYg`7G8`Yfj`cf`i bX`VYhcbhYž`k]Y`k]W`h][`Yg
]ghž`Ui W`]b`NY]hYbž`]b`XYbYb`5b[f]ZY`i bX`6YXfc`i b[Yb`[Y[Yb
ei YYfhY`J YfUbghU`hi b[Yb`ni bY`a Ybž`g]W`hVUf`ni`V`Y]VYb"
Dfca]bYbhY`I bhYfghØhni b[`Yf`Y`h`X]Y`J YfUbghU`hi b[`Xi fW`
GYVUgh]Ub`? fi a V]Y[Y`ž: fcbha Ubb`XYf`6UbX`8]Y`Df]bnYbž`XYf`XYb
7G8`U`g`_fUZh]c`Y`8Ya`cbghfUh]cb`ZØf`5_nYdhUbn`i bX`; `Y]W`Y]h
gU`"

9]b`6`]W`_`Ui Z`X]Y` ; YZU`fYb

8cW`Ui W`k Ybb`@]dn][`Yi hY`Y]b`NY]W`Yb`XYf`Gc`]XUf]hÀhi bX
G]W`hVUf`_Y]h`ZØf`X]Y`ei YYfY`7ca`a`i`b]hm`gY`hhYž`k YfZYb`X]Y
6Yf]W`hY`ØVYf`X]Y`ghY][YbXY`6YXfc`i b[`Xi fW`fYW`hY`? fÀZnY
Y]bYb`GW`UhhYb`Ui Z`X]YgY` : Y]Yf"@Ui h`HU[YggW`Ui`g]Y`h`g]W`XUg
ei YYfY`@YVYb`]b`C`ghXYi`hgW`_UbX`j`Yfgh`f`_h`fYW`hYb
8fc`[YV`f`XYb`Ui`gž`i bX`X]Y`5Z8`_Uh]b`j`]Y`Yb`FY[]cbYb`Y]bY
ghUf`_Y`Dcg]h]cb`"`a`_Ub[fYbnYbXYb`GW`ØbYVYW`ž`k`c`XYf`YfghY`7G8
XYf`Df]XY`GYUgcb`(`&\$&)`ghUhhZUbXž`a`i`gghY`X]Y`J YfUbghU`hi b[
j`cfnY]h][`UV[YVfcW`Yb`k`YfXYbž`XU`i`bni`fY]W`YbXYg
G]W`Yf`Y]hgdYfgcbU`ni`f`J`YfZØ[i b[`ghUbX"

A]hj YfUbghU`hYf` : U`_c`>bhgW`_f]h]g]YfhY`]b`X]YgYa
Ni`gUa`a`Yb`Ub[`X]Y`VØfc`_fUh]gW`Yb`<ØfXYbž`X]Y`X]Y
J YfUbghU`hi b[`YfgW`k`YfhYbž`i bX`VYhcbhYž`XUgg`X]Y`Dc`]nY]`Ui Z`X]Y
`dc`h]gW`Y`5i`ggU[Y`X`Yg`7G8`_`]bk`]Yg`"9]b`g]W`j`Yfgh`f`_YbXYg
DfcV`Ya`_]gh`X]Y` ; YZU`f`Xi`fW`fYW`hY` , VYf[f]ZYž`X]Y`gdYn]Y``]b
GUW`gYb!5b`U`hi bX`H`Øf]b[Yb`ni`f`hÀ[`]W`Yb`FYU`]hÀh[Yk`cfXYb
]ghi bX`bi`f`Xi`fW`j`Yfgh`f`_hY`G]W`Yf`Y]h]j`cf`_Y`fi b[Yb`VY`_`Aa`dZh
k`YfXYb`_Ubb"

; Ya Y]bgW`UZh`i bX`K`]XYfghUbX

Hfchn`X]YgYf`<YfUi`gZcfXYfi b[Yb`V`Y]Vh`X]Y`ei YYfY`7ca`a`i`b]hm
cdh]a`]gh]gW`"C`W`Ub`<U`Y`A`Y]»bYfž`C`f[Ub]gUhc`f`XYg`7G8`]b

8 ØVY`bž`VYf]W`hYhY`j`cb`d`cg]h]j`Yb`F`ØW`_a`Y`Xi`b`[`Yb`XYf`
 HY]`bY`a`YbXYb`i`bX`XYa`a`YbgW`]W`Yb`Ni`gUa`a`Yb`U`hž`XYf`]b`
 XYb`Y`hnhYb`Y`fYb`[`Ygh`Åf`_h`k`i`fXY`"5i`W`X]Y`U`[`Ya`Y]bY`
 J`YfbY`hni`b`[`]b`bYf`U`V`XYf`7`ca`a`i`b]hm`k`]fX`]a`a`Yf`k`]W`h][`Yfž`i`a`
 XYb`<`YfUi`gZc`fXYfi`b`[`Yb`ni`VY`[`Y`[`bYb`i`bX`a`Y`f`G]W`hVUf`_Y]h`ni`
 YffY]W`Yb`"U_k`YV`k`Y]gh`XUfUi`Z`\\bž`XUgg`a`]h`Yfk`Y]Y`gc`[`Uf`
 6i`W`U`_h]cbYb`i`bX`_i`hi`fY`Y`J`YfU`bghU`hi`b`[`Yb`]b`Å`bX`]W`Yb`
 ;`YV]Y`hYb`Ui`Z`[`YgY`hnh`k`YfXYbž`i`a`X]Y`G]W`hVUf`_Y]h`ei`YYfYb`
 @YVYbg`ni`Z`ØfXYfb`"

8]Y`Gh]a`a`i`b`[`Ua`Y`i`h][`Yb`7`G8`]b`@Y]dn][`k`Uf`[`Ydf`Å`[`h]j`cb`
 Y]bYf`A`]gW`i`b`[`Ui`g`:]Y]Yf`Ui`bY`i`bX`b`UW`XYb`_]W`Yf`F`YZYI`]cb`
 ØVYf`X]Y`<`YfUi`gZc`fXYfi`b`[`Yb`XYg`ei`YYfYb`@YVYbg`]b`
 8Yi`hgW`U`bX`"8]Y`ghUf`_Y`HY]`bU`a`Y`i`bX`X]Y`d`cg]h]j`Y`F`YgcbU`bn`
 Ui`g`XYf`6Yj`Ø`_Yfi`b`[`nY][`Ybž`XUgg`X]Y`ei`YYfY`7`ca`a`i`b]hm`b]W`h`
 VYfY]h]ghž`Ui`Zni`[`YVYb`i`bX`k`Y]hYf`]b`Z`Øf`G]W`hVUf`_Y]h`i`bX`
 5_nYd`hU`bn`ni`_`Åa`dZYb`"9]b`_`UfYf`5`ddY`U`b`U`Y`ž`g]W`b]W`h`
 UVgW`fYW`_Yb`ni`UggYbž`gcbXYfb`[`Ya`Y]bgUa`Z`Øf`Y]bY`VYggYfY`
 Ni`_i`bZ`ni`ghY`Yb`"

8YhU]`g	
Cfh	@Y]dn][`ž`8Yi`hgW`U`bX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "j`n"XY • k k k "hU[`YggW`Ui`"XY • k k k "U_k`YV"XY

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