

7\Ya]Y!6YVYb`]b`A]hhY`XYi hgW\`UbX.`)) \$
œVg`]b` ; YZU\`f°

6Ò\`Ybg`7\Ya]Y]bXi ghf]Y`]gh`]b` ; YZU\`f.`8ck`_ØbX][h
GW\`]Y»i b[Yb`Ub" `K Ug`VYXYi hYh`XUg`ZØf`5fVY]hgd`ÀhnY`]b
A Y]»Yb3



A Y]»Ybž`8Yi hgW\`UbX`!`8]Y`7\Ya]Y]bXi ghf]Y`]b
A]hhY`XYi hgW\`UbX`ghY`hj`cf`Y]bYf`YfbghYb`6Yk`À\`fi b[gdfcVY"
8ck`7\Ya]WU`\`Uh`Ub[Y_ØbX][hž`a`Y`fYfY`5b`U[Yb`]b`6Ò\`Ybž
GUW`gYbž`i bX`GW\`_cdUi`ž`GUW`gYb!5b`U`hž`V]g`9bXY`&\$&+`ni
gW\`]Y»Yb" `þg[YgUa`h`g]bX`XUVY]`fi bX`)) \$`5fVY]hgd`ÀhnY
VYhfcZZYbž`k Ug`X]Y`Øfh`]W\`Y`K]fhgW`UZh`ghUf`_`VY`UghYb`_ØbbhY"
GÅW`g]gW`Y`VYf]W`hYhž`XUgg`

8]YgY`XfUgh]gW`Y`9bhgW`Y]Xi b[`j`cb`8ck`k]fX`j`cf`U`Ya`Xi`fW
\`c\`Y`9bYf[]YdfY]gYž`ghY][YbXY`7C`&!`?`cghYb`i bX
A`Uf`_hØVYf`_UdUn]h`hYb`Ub[Yhf]YVYb" `þgVYgcbXYfY`X]Y`[Yd`UbhY
GW\`]Y»i b[`XYg`GhYUa`!7FUW`Yfg]b`6Ò\`Ybž`XYf`À\`f]W`*`\$\$`\$\$\$
HcbYb`9h`mYb`i bX`DfcdmYb`dfcXi`n]Yfhž`_ØbbhY`k Y]hfY]W`YbXY

: c`[Yb` \UVYb"8]YgY; fi bXghcZy`g]bX`YggYbn]Y`ZØf`X]Y
?i bghghcZdFcXi _h]cb`i bX`k YfXYb`ØVYf`Y]b`%" \$ \$`?]`ca` YhYf
`Ub[Yg`D]dY`]bYbYh`k`Y]hYfj`YfUVY]hYh"8]Y`≡`679`k`Ufbh`VYfY]hg
XUj`cfž`XUgg`X]Yg`Y]bYb`8`ca`]bcYZZ`_h`bUW`g]W`n]Y`Yb`_ØbbhY
i bX`g]W`bY[Uh]j`Ui`Z`X]Y`]bXi`ghf]Y`Y`Ni`_i`bZi`XYg`7`Y`a`]YXfY]YW_g
Ui`gk`]f`_Yb`_ØbbhY" @UV`BYk`g`]bZcfa`]Yfh`ØVYf`X]Y`Gcf[Yb`]a
7`Y`a`]YVYfY]W`"

8Yf`5i`gV`]W`_`Ui`Z`?`i`fnUfVY]h`i`bX
9bYf[]YdfY]gg]hi`Uh]cb`

5_hi`Y`]gh`XUg`K`UW`Yf!7`Y`a`]Yk`Yf`_]b`B`Øb`W`f]h`n`b]W`h`X]fY`_h
VYhfcZZ`bž`_Ubb`Y`XcW`X]Y`5i`gk`]f`_i`b[Yb`XYf`a`Ugg]j`Yb
J`Yf`Å`bXYfi`b[Yb`]b`XYf`F`Y[]cb`gd`ØfYb" `A`ca`Ybh`Ub`g]bX`_]Yf`_Y]bY
?i`fnUfVY]h`gck`]Y`]b`XYf`J`Yf[Ub[Yb`Y]h`Yhk`U`%)`\$`6YgW`Å`Zh][`hY
j`cf`XYf`i`f`Ui`VgnY]h]b`?i`fnUfVY]h[YgW`]W`h`k`cfXYb`ž`k`Ug`fi`bX`%\$
i`XYf`6Y`Y[gW`UZh`Ybhgd]f]W`h"5V`GYd`hYa`VYf`k`]fX`Y`XcW`k`]YXYf
a`]h?i`fnUfVY]h[YfYW`bYh" <c`Y`9bYf[]YdfY]gY`k`i`fXYb`U`g`Y]b
nYbh`fU`Yf`Di`b`_h]XYbh]Z]n]Yfhž`XYf`X]Y`K`Yh`VYk`YfVg`Z`Å`][`_Y]h`XYf
6fUb`W`Y`[YZ`Å`fXYh"8]Y`9i`!`?`ca`a`]gg]cb`_`Uh`VYfY]hg`XYb`K`Y[`ZØf
Y]bYb`≠Xi`ghf]Yghfca`dfY]g[YVYbYhž`k`Ug`XYf`6i`bXYgfY[]Yfi`b[
Gd]Y`fUi`a`ZØf`<`]ZYb`ZØf`X]Y`≠Xi`ghf]Y`Yf`ØZbYh" A`8`F`_`Y`V`h
`Y`f`j`cfž`XUgg`X]Y`7`Y`a`]YVfUb`W`Y`i`bhYf`8`fi`W``ghY`h`"

8]Y`8i`fW`gW`b]hgg`_cghYb`ZØf`≠Xi`ghf]Y`Y]ghi`b[``U[Yb`]a
j`Yf[Ub[YbYb`≠\`f`VYfY]hg`ØVYf`%+`7Ybh`idfc`_K`_`ž`k`Å`fYbX
K`UW`Yf`Y]bYb`_Ub[Zf]gh][Yb`9bh`Ughi`b[gj`cfgW`U[`j`cb`(`7Ybh`idfc
K``Zc`fXYf`h"9]b[Yd`Ub`hYg`9bh`Ughi`b[g`_cbnYdh`XYg
6i`bXYgk`]fhgW`UZhga`]b]ghYf]i`a`g`_ØbbhY`_`]Yf`j`]Y`Y]W`h`VYfY]hg
VU`X`@]W`h]bg`8i`b`_Y`_Vf]b[Yb"5`Y`fX]b[g]gh`X]Y`NY]h`Xf`Å`b[YbXž
XYbb`X]Y`YbX[Øh][Y`9bhgW`Y]Xi`b[ØVYf`X]Y`GW`Y]Y»i`b[Yb`gc`
VYfY]hg`V]g`9bXY`ž`_`]&\$&)`ZU`Yb`"

8]Y`F`YU`_h]cb`Yb`Ui`g`XYf`F`Y[]cb`

8]Y`6Yhf]YVY`i`bX`J`YfUb`hk`cfh]W`Yb`j`cf`C`fh`Å`W`nYb`i`bhYf`XYa
8fi`W`_`6`Ø`_`Y`bg`6`Ø`f[Yfa`Y]ghYf`8]Yh`a`Uf`6Yfb`Xh`VYnY]W`bYh`X]Y

Xfc\YbXYb'GW\Y»i b[Yb'U`g' _UhUghfcd\U` ž'k Å\FYbX'GUWgYb!
 5b\U`hg'K]fhgWUZhga]b]ghYf'Gj Yb'GWi `nY'X]Y'8f]b[`]W_Y]h
 b]YXf][YfYf'9bYf[]YdfY]gY'ZØf'YbYf[]Y]bhYbg]j Y`i bhYfbY\ a Yb
 VYhc.bh"8Yf'A]b]ghYfdfÅg]XYbh'F Y]bYf' < UgY`cZZ\Uh'g][bU`]g]Yfhž
 XUgg'8ck`XYb'GhUbXcfh'ni bÅWgh'b]W'h[Åbn`]W`Ui Z[YVYb
 a ÒW'hYž'gcbXYfb'bUW'a Ò[`]WYb'DUfhbYfb'gi W'h" HfchnXYa
 V`Y]Vh'X]Y`Ni _i bZh'XYg'7\Ya]Yj YfVi bXg'ib'6Ò\`Yb'i b[Yk]gg"

8UfØVYf`\]bUi g_ÒbbhY'X]Y'a Ò[`]WY'GW\Y»i b['gck c\`X]Y
 6]chYWVfUbWYž'X]Y`Ui ZFc\ghcZZY`Ui g'XYf'FY[]cb'Ub[Yk]YgYb
]ghž'U`g'Ui W'XUg': cfgW'i b[gnYbhfi a `ZØf'hfUbgZcfa Uh]j Y'7\Ya]Y
]b'GW_cdUi `VYhfYZZYb"8]Y'5fVY]hg`cgYbei chY``]Y[h'i]b'GUWgYb!
 5b\U`h'VY]*ž`DfcnYbhž']b'GUWgYb'XU[Y[Yb'VY]*ž&DfcnYbhž'i bX
 X]Y'Xfc\YbXYb'9bhk]W`i b[Yb'_ÒbbhYb'X]YgY'NU\`Yb'k Y]hYf
 ghY][Yb`UggYb"i a gc'k]W'h][Yf']gh'XYf'[Yd`UbhY`Cgh!7\Ya]Y!
 ;]dZYž'XYf'XYb'8]U`c[`ZØfXYfb'i bX'@Øgi b[Yb'ZØf'X]Y
 \YfUi gZcfXYfbXY'G]hi Uh]cb']b'XYf'7\Ya]Y]bXi ghf]Y'Ybhk]W_Y`b
 gc`""

8YhU]`g	
Cfh	A Y]»Ybž'8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "gUYWg]gWY"XY • `UV!bYk g"XY • k k k "a Xf"XY

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