

GYYUX`Yf\ cfgh]b`F ÒXYfbgW\ Yf`< Y]XY
[YZÀ`h` `BUhi fgW\i hn`gW\`À[h`5`Ufa °

⊕`A Y]» Yb`k i fXY`Y]b`GYYUX`Yf\ cfgh]b`XYf`F ÒXYfbgW\Yb
< Y]XY`[YZÀ`h`k Ug`ni `9fa]h`i b[Yb`i bX
BUhi fgW\i hnVYXYb`Yb`ZØ\fh"



F UXYVi f[ž`8Yi hgW\`UbX`!`⊕`XYf`F ÒXYfbgW\Yb`< Y]XY`VY]
F UXYVi f[`gcf[h`Y]b`J cfZU`ZØf`5i ZFY[i b[ž`XYf`BUhi fgW\ØhnYf`Ui Z
XYb`D`Ub`fi Zh`9]b`VYgYmhYf`GYYUX`Yf\ cfgh!6Ui a`k i fXY`[YZÀ`h`ž
k Ug`b]W`h`bi f`XYb`GW\i hn`XYf`H]YfY`]b`XYb`i`c`_i`g`fØW`h`ž`gcbXYfb
Ui W`X]Y`Ui ZYbXYb`D`Ubi b[Yb`ZØf`K`]bX`fUZhUb`U[Yb`]b`XYf
FY[]cb`]bg`J]g]Yf`b]a`a`h`8]Y`G]hi Uh]cb`]gh`VYgcbXYfg`XfUa`Uh]gW\ž
XYbb`Ui`h`6Yf]W`hYb`XYf`GÅW`g]gW\Yb`NY]hi b[`g]b`X`X]Y`GYYUX`Yf
[YfUXY`]b`XYf`gW\k`]Yf][Yb`D`UgY`XYf`6fi`hdZY[Y`VYhfcZYb`8]Y
ž`b[Yb`g]b`X`Y]XYf`h`h`ž`i`b`X`X]Y`5`hj`Ø[Y`g]b`X`[YZc`Yb`
GÅW`g]gW\Y`NY]hi b["

BUW`XYa`J cfZU`UVYb`BUhi fgW\ØhnYf`gcZcfh`X]Y`i`bhYfY
BUhi fgW\i hnVY\ØfXY`fi`B6Ł`VY]a`@UbXfUhgUa`h`A Y]» Yb`]bZcfa`]Yfhž

X]Y`XUfUi Z]b`Y]bY`GhfUZUbny][Y`VY]`XYf`GhUUhgUbk U`hgWk UZh
8fYgXYb`YfghUhhYh`Uh"8]YgY`A U»bU`a Y`]gh`b]Wk hi b[Yk Ò`b`]Wk ž
XYbb`j]b`j Yf[Ub[YbYb`i: A`Yb`j cb`6Ui a Z`i b[Yb`a]h`<cfghYb
[YgWk ØhnhYf`J c[Y`UfhYb`a i gghY`gWk cb`\Ai Z[`fYWk h]Wk
Y]b[Y[f]ZYb`k YfXYb"8 Ug`@UbXfUhgUa h]gh`XUVY]ž`nk Y]`k Y]hYfY
GYYUX`Yf\cfghY`j]b`XYf`FY[]cb`Ui gZ]bX][`ni`a UWk Ybž`k A`fYbX`X]Y
GYYUX`Yf!; Ya Y]bXY`j]b`XYb`YhnhYb`d\`fYb`_Y]bYb`6fi hYfZc`[`a Y`f
j YfnY]Wk bYhYž`hY]`k Y]gY`Ui Z[fi bX`j cb`GhØfi b[Yb`j]b`]\fYa
@YVYbgfUi a "

?f]h]_`Ub`K]bX_fUZhd`Ubi b[Yb

<]Yf`ghY`h`g]Wk`X]Y`i: fU[Yž`k]Y`X]Y`K]bX_fUZhd`Ubi b[`a]h`XYa
5fhYbgWk i hn`]b`9]b`_`Ub[` [YVfUWk h`k YfXYb`_`Ubb"8 Yf`B56I
fBUhi fgWk i hnVi bX`8Yi hgWk`UbX`E`\Uh`g]Wk`j]b`XYf`J Yf[Ub[Yb`Y]h
U`g`ghUf`_`Yf`; Y[bYf`j cb`K]bX_fUZhd`U[Yb`dcg]h]cb]Yfhi bX`k]fVh
ZØf`Y]bYb`j YfUbhk cfhi b[gVYk i gghYb`i a [Ub[`a]h`XYb
@YVYbgfAi a Yb`VYXfc`hYf`J c[Y`UfhYb"8 Yf`B56I !Df`Ag]XYbhi`Øf[!
5bXfYUg`?fØ[Yf`\YVh`\Yfj cfž`XUgg`X]Y`E i U`h`h`XYf`@YVYbgfAi a Y
]b`8Yi hgWk`UbX`UVb]a a hi bX`X]Y`i: cfXYfi b[Yb`bUWk`Y]bYa
a Ugg]j Yb`5i gVUi`YfbYi YfVUfYf`9bYf[]Yb[`Y]Wk nY]h][`X]Y
`bhYfYggYb`XYg`5fhYbgWk i hnYg`VYfØW_g]Wk h][Yb`a ØggYb`b!hj "

8Yf`; YgYhn[YVYf`\Uh`a]h`Yfk Y]`Y`Yb`hgd`fYWk`YbXY
5VghUbXfY[Y`i b[Yb`ni`GYYUX`Yf\cfghYb`j cb`) \$\$`A YhYfb
YhUV`]Yfž`i a`XYb`[YgWk ØhnhYb`5fhYb`VYggYf`ni`VY[Y[bYb"
8Ybb`cWk`i]Vh`Yg`ja a Yf`k]YXYf`?cbZ]_`hY`K]bXf`h`XYf`h`ØhYb`nk Uf
]bg[YgUa h`k Yb][Yf`J Ò[Y`U`g`VY]gd]Y`gk Y]gY`5i hc`c`XYf`?UhnYbž
XcWk`VYgcbXYfg`[YZ`fXYhY`5fhYb`YfZc`fXYfb`Y]bYb`gYbg]V`Yb
I a [Ub["i; YfUXY`X]Y`GYYUX`Yf`g]bX`Xi fWk`gh`AbX][Y`GhØfi b[Yb`j]b
]\fYa`@YVYbgfUi a`ghUf`_`[YZ`fXYhž`k Yg`U`V`g]Y`U`g``bX]_`Uhc`f`ZØf
X]Y`E i U`h`h`XYf`i a [YVYbXYb`@YVYbgfAi a Y`[Y`hYb"

K U`X[YV]Yh`i bhYf`8fi W_

9f[`AbnYbX`h`Aggh`g]Wk`Uba Yf`_`Ybž`XUgg`Ui Wk`UbXYfY`[YgWk ØhnhY
J c[Y`UfhYbž`Yhk U`XYf`GWk k Ufng`hc`fWk`i bX`XYf`F`cha`]`Ubž`Xi fWk
K]bX_fUZhd`U[Yb`j]b`]\fYf`i: cfhdZUbni b[` [YZ`fXYh`g]bX" `b

BcfXf\Y]b!K YghZU`Yb`Yhk U`[]Vh`Yg`bi f`bcW`fi bX`*\$`6fi hdUUfY
 XYf`GwX`k Ufngh`0fW`Yži bX`F`cha]`UbY`g]bX`Ui Z[fi bX`]\fYg
 :`i [j Yf\U`hYbg`VYgcbXYfg`UbZ`A``[ž`k Ug`X]Y`; YbY\`a][i b[`j cb
 K]bX`_fU`Zhd`fc`Y`_hYb`]b`XYf`B`A`\Y`]\fYf`6fi hd`À`hnY`ni`Y]bYa
 \Y]_`Yb`H\Ya U`a UW`h`8`Yi`hgW`Y`K]`Xh]Yf`Gh]Zhi b[" "

8]Y`U`_hi`Y``Yb`J`cf`_ca`a`b]ggY`]b`XYf`F`0XYfbgW`Yb`<Y]XY`k`YfZYb
 Y]b`GwX`U[`]W`h`Ui`Z`XYb`gh`A`bX][Yb`GdU[Uh`nk`]gW`Yb`B`Uhi`fgW`i`hn
 i`bX`XYb`5`bgdf`0W`Yb`Ub`YfbYi`YfVUfY`9`bYf[]Yb```b`XYf`b`A`W`ghYb
 G]hni`b[`XYg`F`Y[]cbU`Yb`D`Ubi`b[gj`YfVUbXYg`Ua`&`*```ž`b]k`]fX
 X]YgYf`: U``YfbYi`h`X]g`_i`h]Yfh`k`YfXYb``9`g`ghY\`h`ni` \`c`ZYb`ž`X`Ugg
 Y]bY`Y]bj`YfbY\`a` `]W`Y`@`0gi`b[`[YZi`bXYb`k`]fX`ž`X]Y`gck`c`\`XYb
 5`fhYbgW`i`hn`U`g`Ui`W`X]Y`B`ch`k`YbX][_Y]h`Z0f`YfbYi`YfVUfY
 9`bYf[]Yb`]b`9]b`_`Ub[`Vf]b[h`<`>Yf`]gh`Y]b`gYbg]V`Yg`J`cf[Y\`Yb
 [YZfU[hž`X`Ua`]h`gck`c`\`B`Uhi`f`U`g`Ui`W`A`YbgW`]b`Ni`_i`b`Zi`\fY
 K`0`bgW`Y`i`bX`6`YX`0f`Zb]ggY`fYgdY`_h]Yfh`gY\`Yb"

8YhU]`g	
C`fh	F`UXYVi`f[ž`8`Yi`hgW`\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"gUYW`g]gW`Y`"XY • k`k`k`"b!`hj`"XY • k`k`k`"XYi`hgW`Y`k`]`Xh]Yf`gh]Zhi`b[`"X`Y

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