

DYfgdY_hj] Y`ni`Ybhk]W_Y`bži a`X]Y`6YXYb_Yb`XYf`6YgW`ÄZh][hYb
Yfbgh`ni`bY\`a Yb`i`bX`X]Y`F`Y []cb`UVni`g]W`Yfb`"9]b`A`UghYfd`Ub`ZØf
GØXk`YghgUW`gYb`k`]fX`XYfnY]h`YfUfVY]hYhž`XUa`]h`X]Y`F`Y []cb`]a
UbghY`YbXYb`Ghfi`_hi`fk`UbXY`b]W`h`\]bhYbØVYfZ`Ä`h`<]bhYf[fi`bX
X]YgYf`8]g_i`gg]cbYb`]gh`X]Y`HUhgUW`Yž`XUgg`J`c`_gk`U[Yb`d`Ubhž`UV
&\$\$+`a`Ò[`]W`Yfk`Y]gY`bi`f`bcW`Y]bY`DfcXi`_h]cbg`]b]Y`ni
VYhfY]VYb`i`bX`g]W`j`Yfgh`Äf`_h`Ui`Z`X]Y`5i`ZVYfY]hi`b[`j`cb
5`hZU`fnYi` [Yb`ni`_cbnYbhf]YfYbž`k`]Y`F`UX]c`Nk`]W`Ui` `VYf]W`hYh`

K`Ug`]gh`XUg`6YgcbXYfY`Ua` `J`c`_gk`U[Ybk`Yf`_Nk`]W`Ui`3`GY]h`gY]bYf
;`fØbXi`b[`Ua` `&*"`GYdhYa`VYf`%-`-\$`]a`GhUXhhY]`A`cgY``\`Uh`XUg
K`Yf`_Y]bY`nYbhfU`Y`GhY`i`b[`]b`XYf`g`ÄW`g]gW`Yb
5i`hca`cV`]bXi`ghf]Y`]bbY` `i`bX`XUg`b]W`h`c`\`bY`;`fi`bX`"8]Y`:``ÄW`Y
XYg`K`Yf`_g`YfghfYW`_h]g]W`ØVYf`%",`\$\$"\$\$\$`a`±i`bX`VYgW`ÄZh][`h
XYfnY]h`-`"&\$\$`A`]hUfVY]hYf`" `b`XYb`Y`h`hYb``Ä\`fYb``\`Uh`XUg`K`Yf`_
Y]bY`VYa`Yf`_Ybgk`YfhY`HfUbgZcfa`Uh]cb`Xi`fW`Ui`ZYb`8]Y
DfcXi`_h]cb`j`cb`:`U`fnYi` [Yb`a`]h`J`YfVfYbbi`b[ga`chcf`k`i`fXY`]a
`b`]&\$\$`Y]b[YghY`hi`bX`gY]hXYa` `]Y[h`XYf`:`c_i`g`j`c`Ui`Z
9`Y`_hfcUi`hcg`"HUhg`ÄW`]W`_cbbhY`XUg`K`Yf`_]a` `Ä\`f`&\$\$(`Yhk`U
&\$(`"\$\$\$`:`U`fnYi` [Y`YfghY`Ybž`k`]Y`X]Y`K`_]dYX]U`Ui`gZØ`f`]W`
XUf`Y[`h`

8]Y`U`_hi`Y`Y`G]hi`Uh]cb`b`

B]W`hgXYghc`hfc`hn`g]Y`\`h]g]W` `J`c`_gk`U[Yb`]b`Nk`]W`Ui` `a`]h
<YfUi`gZc`fXYfi`b[Yb`_cbZfc`bh]Yfh`"?Øfn`]W`k`i`fXY`X]Y`DfcXi`_h]cb
fYXi`n]Yfhž`k`Ug`6Ygcf[b]g`Ui`g`ØghYž`XUgg`(`\$`i` `XYf`)`"\$\$\$
5fVY]hgd`ÄhnY`]b`XYf`g`ÄW`g]gW`Yb`5i`hca`cV`]ni` `]YZf]bXi`ghf]Y
[YZ`Ä`fXYh]g]bX`"9]b`?`f]gYb[]dZY`ž`XYf`ZØf`XYb`%`" `A`Äfn`[Yd`Ubh`]ghž
gc`"@Øgi`b[gUb`g`ÄhnY`YfUfVY]hYb`"A`]b]ghYfd`fÄg]XYbh`?`fYhgW`a`Yf
i`bX`XYf`K`]fhgW`UZhga`]b]ghYf`DUbhYf`_ca`a`Yb`ni`gUa`a`Yb`a`]h
J`YfhfY`hYfb`XYf`Ni` `]YZf]bXi`ghf]Y`gck`]Y`j`cb`J`c`_gk`U[Ybž`i`a`ØVYf
X]Y`Ni`_i`bZh`XYf`5fVY]hgd`ÄhnY`ni` `X]g_i`h]YfYb`"A`Ui` `Äb`_ck`g_mž
DfÄg]XYbh`XYf`7`Y`a`b]hnYf`≡`?`ž`VYhfUW`hYh`X]YgYb`;`]dZY`U`g
VYXYi`hYbXYb`YfghYb`GW`f]h`ni`f`5fVY]hgd`Uhng]W`Yfi`b[`i`bX
:`ØfXYfi`b[`XYf`K`]fhgW`UZh]b`XYf`F`Y []cbž`k`]Y`N8`:`VYf]W`hYh`

6YgcbXYfg`VYhcbh`XYf`6Yhf]YVgfUh]`cb`J`c`_gk`U[Yb`]b`Nk`]W`Ui`

X]Y`bY[Uh]j Yb`5i gk]f_i b[Yb`XYf`i bg]W\YfYb
 Ni _i bZhgdyfgdY_h]j Y`Ui ZX]Y`FY[]cb`i bX`X]Y`6Y`Y[gW\UZh`5i W
 X]Y`≠ `A YhU``]gh`U_h]j `i bX`gYhnh`g]W\`ZØf`X]Y`FYW\hY`XYf`Ni `]YZfYf
 Y]bž`X]Y`cZh`b]W\h`Xi fW\`YbhgdFYW\YbXY`HUf]Z] Yfhf`À[Y`UV[Yg]W\Yfh
 g]bX`" `b`X]YgYa `gW\k]Yf][Yb`k]fhgW\UZh]W\Yb`l a ZY`X`VYf]W\hYb
 l bhYfbY`a Yb`k]Y`XYf` : U\fnYi [hYW\b]_ni `]YZfYf`A : H`Ui g
 7i bYk U`XY`j cb`XfUgh]gW\Yb`DfcXi _h]cbgfØW_[`Àb[Yb`j cb`" \$`V]g
 ') `DfcnYbž`k Ug`ni f`9]bZØ\fi b[`j cb`?i fnUfVY]h`[YZØ\fh`Uh"
 9fghUi b`]W\Yfk Y]gY`a i gghY`gc [Uf` : cfX`A]hUfVY]hYf`]b`XYf`9!5i hc!
 DfcXi _h]cb`Ui Z[fi bX`gW\`YW\hYf`J Yf_Ui ZgnU\`Yb`]b`?i fnUfVY]h
 gW\]W_Ybž`k Ug`X]Y`dfY`_ÁfY`@U[Y`j YfXYi h]W\h"

8]Y`8]g_i gg]cb`fi bX`i a `XUg`Jc`_gk U[Ybk Yf_]b`Nk]W_Ui `nY][h
 XYi h]W\ž`k]Y`gY`f`X]Y`Ni _i bZh`XYf`FY[]cb`j cb`dc`]h]gW\Yb
 9bhgW\Y]Xi b[Yb`i bX`l bhYfbY`a YbgghfUhY []Yb`UV`Àb[h`8Yf
 8fi W_Ui ZX]Y`J YfUbhk cfh]W\Yb`]gh`Ybcfa ž`XYbb`\]Yf`[Y`h`Yg`i a
 5fVY]hgd`ÀhnYž`9l]ghYbn`Àb[ghY`i bX`X]Y`k]fhgW\UZh]W\Y`GhUV`]h`Ah
 Y]bYf`[Ubnyb`FY[]cb"

8YhU]`g	
Cfh	A cgY`ž`Nk]W_Ui ž`8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "fUX]cnk]W_Ui "XY • XY"k]_]dYX]U"cf[• k k k "nXZ\Yi hY"XY

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