

A Ug_Yb!F Ydcfh'a]h'; Y\Y]a b]ggYb.
K Uf_Yb`k]``K U\ f\ Y]hYb`Yb hgWk`Y]Yfb`

6i bXYg[Ygi bX\Y]hga]b]ghYf]b`K Uf_Yb`Y[h[YgWk`ÅfnhYb
A Ug_YbVYf]Wk`h] cfž`XYf`J cfk ØfZY`ni`A Ug_Yb_Åi ZYb
k Å\ fYbX`XYf`DUbXYa]Y`VY\UbXY`h"



Nk]W_Ui ž`8 Yi hgWk`UbX`!`8]Y`7cfcbU!DUbXYa]Y`\Uh]b
8 Yi hgWk`UbX`b]Wk`h`bi f`[Ygi bX\Y]h]Wk`Yž`gcbXYfb`Ui Wk`dc`h]hgWk`Y
J YfÅbXYfi b[Yb`a]h]g]Wk`[YVfUWk`h`9]bY`U_hi Y`Y`8 YVUhY
YbhVfYbbhi a`X]Y`A Ug_YbVYgWk`UŽi b[Ybž`X]Y`]a`Ni [Y`XYf
DUbXYa]Y [YhfcZZYb`k i fXYb`"BYk g"XY`VYf]Wk`hYhž`XUgg
6i bXYg[Ygi bX\Y]hga]b]ghYf]b`B]bU`K Uf_Yb`d`Ubhž`Y]bYb`V]g\Yf
[Y\Y]a`[Y\U`hYbYb`i bhYfgi Wk`i b[gVYf]Wk`h`ni f
A Ug_YbVYgWk`UŽi b[`XYa`<Ui g\U`hgUi ggWk`i gg`XYg`6i bXYghU[Yg
j cfni`Y[Yb`"8]YgYf`6Yf]Wk`hž`XYf`]b`XYf`_ca`a YbXYb
G]hni b[gk`cWk`Y`XYa`5i ggWk`i gggY`fYhUf]Uh`ni [Y`Y]hYh`k]fXž
Ybh`Å`h`U`YfX]b[g[YgWk`k`ÅfnhY`DUggU[Ybž`i bX`nk Uf`Ui g
8 UhYbgWk`i hm[fØbXYb``XUfi bhYf`dYfgcbYbVYnc[YbY
A]hUfVY]hYfXUhYb`i bX`; YgWk`Åžhg[Y\Y]a b]ggY"

K Uf_Yb'gY`Vgh`Ai » YfhY`6YXUi Yfbž`XUgg`XYf`6Yf]W`h`b]W`h
j c`gh`AbX][`j Yf`ÖZY`bh]W`h`k YfXYb`_Ubbž`i bX`VY`hcb`hž`XUgg`Yf
V]g`Ub[`U`g`J YfgW`i`gggUW`Y`Y]b[Yghi`Zi`V`Y]Vh`8Yf`b`U`hž`YfghY`h
j cb`XYf`GcbXYfYfa`]h`Yf]b`A Uf[UfYh`U`Gi`X`c`Z`VY`U`b`XY`h`X]Y
i a`ghf]h`Y`b`Y`b`A Ug_Yb_`Ai`ZY`ni`Y]b`Ya`NY]hdi`b`hž`U`g`X]Y`DfY]gY`]b
gW`k`]b`XY`YffY[YbXY`<`Ö`Y`b`g`W`c`ggYb`"A`YX]Yb`VYf]W`h`Y`bž`XUgg
XYf`X`Ua`U`][`Y`Ygi`b`X`Y]hga`]b]ghYf`>bg`GdU`b`Y]b`Y`:]fa`U`Ui`g
gY]b`Yf`<`Y]a`Uh`VY]`X]YgYb`6YgW`UZZi`b[Yb`VY[`Øbgh][`h`U`VY`b`gc`"
5i`W`GdU`b`gY`Vgh`U`h`VYfY]hg`Yf`_`Å`fhž`XUgg`Yf`a`]h`XYa`6Yf]W`h
b]W`h`j`Y`fhf`Ui`h`gY]ž`gdf]W`h`g]W`Y`Xc`W`Z`Øf`Y]b`Y`j`c`gh`AbX][`Y
J`Yf`ÖZY`bh]W`i`b[`Ui`g"

Dc`h]gW`Y`F`Y`U`_`h]c`b`Y`b`i`b`X`8`fi`W`_`Ui`Z`GdU`b`

8]Y`dc`h]gW`Y`@`Ub`XgW`U`Zi]gh`Ub[Ygd`Ubbh`i`b]cbgZfU`h]cbgW`YZ
GdU`b`g]Y`h`g]W`i`bhYf`8fi`W`ž`j`cf`U`Ya`Xi`fW`b`Yi`Y`8Y`hU]`g`ni`f
7cfc`b`U!`A`Ug_Yb!`5`Z`Å`fY`"K`Uf_Yb`f`Åi`a`h`Y]bž`XUgg`GdU`b`[`Yfb`Y`j`cf
XYf`ÖZY`bh]W`Yb`8]g_i`gg]cb`ØVYf`XYb`6Yf]W`h]b`Zcfa`]Yfh`k`cfXYb
k`ÅfY`ž`Xc`W`g]Y`ghY`h`_`Ufž`XUgg`U`Y`5V[`Ycf`X`b`Y`h`Y`b`X]Y`[`Y]W`Y`b
F`Y`W`h`Y`U`VY`b`gc`h`Y`b`"8]Y`G`Ø`X`X`Y`i`hg`W`Y`U`V`h`Y`f]c`fž`XUgg`X]Y
I`b]cb`i`b`X`X]Y`GD8`j`cfYfgh`VY`gW`Y]Y»`Yb`U`VY`b`ž`XYb`j`c`gh`AbX][`Yb
6Yf]W`h`b]W`h`Ubni`Zc`f`XY`fb`ž`k`c`VY]Y`g]bb`Yf`U`V`X`Yf`GD8`X`Y`b`bc`W`
i`bhYf`gW`Y]X`W`Y`A`Y]bi`b[Yb`[`]V`h`i`b`X`X]Y`C`ddc`g]h]cb`Ui`gh`Uf`_`
Y]b`Y`<`Yf`Ui`g[`U`VY`X`Y`g`6Yf]W`hg`Zc`f`XY`fh`"

9]b`6`]W`_`Ui`Z`X]Y`Z]b`Ubn]Y`Y`b`8]a`Ybg]cb`Y`b`X]Y`gYf`8Y`V`U`h`h`Y
c`ZY`b`V`U`f`h`Y`fb`Ø`W`h`Y`fb`XY`N`U`X`Y`b`"8`U`g
6i`b`XY`g[`Y`gi`b`X`Y]hga`]b]ghYf]i`a`U`h`Ø`VYf`+`\$\$`A`j`]cb`Y`b`9i`fc`U`b
X]Y`:]fa`U`9a`]i`Ø`VY`fk`]Y`g`Y`b`ž`X]Y`j`cb`@`W`U`G`h`Y`Z`Y`b`i`b`X`>]g`W`U
F`i`Xc`d`][`Y`Y]h`Y`h`k`]fX`"A`8`F`VYf]W`h`Y`h`Y`ž`XUgg`[`Y[`Yb`X]Y`VY]XYb
]b`XYf`G`W`k`Y]n`9fa`]h`i`b[Yb`k`Y[`Yb`K`i`W`Yf`U`i`ZYb`"b`h`Y`f`Y`gg`U`b`h
]gh`Ui`W`ž`XUgg`5`b`X`f`Y`U`H`U`b`X`Y`fž`Hc`W`h`Y`f`Y]b`Y`g`Y`Y`a`U`][`Yb`7`GI`!
Dc`h]_`Y`fg`ž`X]Y`Y`Y`g`W`Å`Z`h`Y`a`]h`XYa`Y`Y`gi`b`X`Y]hga`]b]ghYf]i`a
]b]h]Y`fh`U`h`i`b`X`Z`Øf`Y`f`Y`J`Y`fa`]h`i`b[`j`cb`G`W`i`h`ma`Ug_Yb`]b`X]Y
XYi`hg`W`Y`b`A`]b]ghYf]Yb`g`U`Zi][`Y`D`fc`j`]g]cb`Y`b`Y`f`U`h`Y`b`U`h`"

8]Y`8]g_i`gg]cb`i`a`X]Y`A`Ug_Yb`VY`gW`UZZi`b[

Hfc hn`X]YgYf`Z]bUbn]Y`Yb`Hi fVi`YbnYb`V`Y]Vh`X]Y`[YbUi Y
 FY_cbghfi`_h]cb`XYf`A Ug_YbVYgW UZI b[Yb`]a` : fØ\`U\`f`&\$&\$
 i b`_Uf``8Ya`6A ;` : [Y`Ub[`Yg`b]W hž`[YbUi Y`NU\`Yb`ni f`5bnU\`XYf
 VYghY`hYb`A Ug_Yb`ni` ``]YZYfb``9]bY`@]ghY`nY][h`YXcW ž`XUgg`V]g
 A]hhY`5df]`&\$&\$`ØVYf`j`]Yf`A]``]UfXYb`A Ug_Yb`VYghY`h`k i fXYbž
 j cb`XYbYb`YX][``]W`%ž+`A]``]UfXYb`]b`8Yi hgW`UbX`j`YfhY`]h
 k i fXYb``9]b`GcbXYfVYf]W hini f`A Ug_YbVYgW UZI b[`gc`hY
 Y][Ybh]W`5bZUb[`&\$&) `]a` \Ui g`U`hgdc`]h]gWYb`5i ggW i gg
 j cf[Y`Y[h`k YfXYbž`XcW`V]g`Ub[` []Vh`Yg`XUni`_Y]bY
 ðZcfa Uh]cbYb"

8]Y` ; fØbYb!5V[YcfXbYhY`DUi`U`D]YW`c`hU`_f]h]g]Yfh`X]Y
 ØVYf\`Ø`hYb`DfY]gY`i bX`X]Y`Yb[Yb`J`YfZYW`hi b[Yb`nk]gWYb`9a`]l
 i bX`XYf`78l`#7Gl` ``8Yf`8fi`W`_Ui`ZX]Y`6fUbW`Y`i bX`X]Y`Dc`]h]_`k]fX
 k Y]hYf`k UW`gYbž`ni`a`U`K`Uf`_Yb`i bX`UbXYfY`9bhgW`Y]Xi b[ghf`À[Yf
 Y]bY`hfUbgdUfYb`hY`5i`ZUfVY]hi b[`XYf`A Ug_Yb!5Z`fY`ZcfXYfb
 a`ØggYb``8]Y`8YVU`hYž`X]Y`Xi`fW`X]Y`A Ug_YbVYgW UZI b[`YbhZUW`h
 k i fXYž`k]fX`g]W`Yf`]W`bcW`Ub[Y`bUW`_]b[Yb"

8YhU]`g	
Cfh	Nk]W`_Ui ž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "gi YXXYi hgW`Y"XY • k k k "a Xf"XY

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