

ZØf'j]Y`Y`J YfvfUi W\Yf`]b`X]Y`< Ò\Y`hfY]VYb`k YfXYb``9f`VY ZØfW\ hYh
ni XYa žXUgg`X]Y`5b\YVi b[`XYg`A]bXYghc`bg`XYb`5VghUbX`ni
\Ò\Yfei U`]Zn]YfhYb`6Yfi ZYb`j Yff]b[Yfhi bX`† b[Yb`A YbgW\Yb`X]Y
5hhfU`hj]hÅh`j cb`5i gv`]Xi b[Yb`b]a`a`h``: Yi Yfvcb` \YVh`X]Y
gdYn]Y``Yb`< YfUi gZcfXYfi b[Yb`ZØf`X]Y`@UbXk]fhgW\ UZh`\Yfj cf.
< Ò\YfY`@Ò\bY`_ÒbbhYb`XYb`5bVUi`fY[]cbU`Yf`DfcXi`_hY
[YZÀ\fXYbž`k Ug`b]W\h`bi`f`X]Y`K]fhgW\ UZh`VY`UghYhž`gc bXYfb`Ui W\
X]Y`Ò_c`c[]gW\Y`i bX`gcn]U`Y`6`]Ubn`Y]XYh"

6 Y hf]Y V gk]fhgW\ UZh`]W\ Y`5 b g]W\ hY b

8]Y`H\Ya Uh]_` \Uh`XUg`DchYbn]U``ZØf`h]Y Z[fY]ZYbXY`k]fhgW\ UZh`]W\ Y
5i gk]f`_i b[Ybž`]bgVYgcbXYfY`ZØf`X]Y`?`Y]b!`i bX`A]hhY`VYhf]YVY"
9]bY`Ghi`X]Y`XYg`≠gh]hi hg`ZØf`5fVY]hga Uf`h!`i bX`6Yfi ZgZcfgW\i b[
f#56ĸ`nY][hž`XUgg`%- i`XYf`6Yhf]YVY`a]h`Y]bYa`F ØW_ [Ub[`XYf
6YgW\`ÀZh][i b[`fYW\ bYbž`ZU`g`XYf`A]bXYghc`b`Ub[Y`cVYb`k]fX"
, VYf`) \$i`_j cb`]\bYb`k ÅfYb`X]fY`_h`VYhfcZZYbž`j cf`U``Ya`_]b
C ghXYi hgW\`UbXž`k c`&) i`XYf`6Yhf]YVY`[fUj]YfYbXY
?cbgYei YbnYb`VY ZØfW\ hYb``8 UVY]`nY][Yb`i a ZfU[Ybž`XUgg`]b
K YghXYi hgW\`UbX`bi`f`%, i`XYf`:`]fa Yb`Y]bYb`A]bXYghc`b`nU`Yb
a ØggYbž`k Ug`X]Y`G]hi Uh]cb`ni gÅm`]W\`_ca`d`]n]Yfh`a UW\hž`k]Y`
a UbU[Yfv`Uhh`XY`VYf]W\ hYh"

8]YgY`Gcf[Yb`_ÒbbhYb`]b`gW\cb`VU`X`Y]bhfYhYbXY`dc`]hgW\Y
9bhgW\Y]Xi b[Yb`a ØbXYbž`XYbb`]bbYf`U`V`XYf`5a`dY`_cU`]h]cb
[]Vh`Yg`i bhYfgW\]YX`]W\Y`5bg]W\ hYb``K`À\fYbX`X]Y`GD8`i bX`X]Y
;`fØbYb`ZØf`Y]bY`9f`Ò\i b[`d`ÅX]YfYbž`a`ÒW\hY`X]Y`:`8D`Yfgh`Ui`Z`X]Y
9bhgW\Y]Xi b[`XYf`A]bXYghc`b`_ca`a`]gg]cb`k UfhYb``8]YgY`gc``V]g
A]hhY`&\$&)]\f`J`cfgW\`U[`ZØf`XYb`A]bXYghc`b`UV`&\$&`*
dfÅgYbh]YfYbž`k Ug`VYfY]hg`Y`hnh`ZØf`YV`UZhY`8]g`_i`gg]cbYb`gcf[`h"

Gcn]U`Y`i`b`X`k`]fhgW\ UZh`]W\ Y`B`c`hk`Y`b`X][`_Y]h

8]Y`:`fU[Yb`fi bX`i a`X]Y`A]bXYghc`b`Yf`Ò\i b[Yb`VYfØ`fYb`Ui W\
h]YZfY`[YgY`gW\ UZh`]W\Y`H\Ya`Yb``9g`k]fX`VYhc`bhž`XUgg`Y]bY
A]bXYghc`b`X]g`_i`gg]cb`ØVYf`fY]b`k]fhgW\ UZh`]W\Y`5gdY`_hY
\]bUi`g[Y`Yb`a`i`gg``Gc`[]Vh`Yg`Y]bY`_`UfY`:`cfXYfi b[`bUW\
9]b`_ca`a`Yb`gg]W\Yf`Y]hi`bX`gcn]U`Yf`HY]`\UVY`ZØf`

; Yf]b[j YfX]YbYbXY"J]Y`Y`J YfVfUi W`Yf`VYZØfW`hYbž`XUgg`g]Y
 Ui Z[fi bX`ghY][YbXYf`DfY]gYž`X]Y`a]h`\Ò\YfYb`@Ò\`bYb
 Y]b\Yf[Y\Yb`_ÒbbhYbž`\fYb`@YVYbgghUbXUfX`b]W`h`a`Y`f`\U`hYb
 _ÒbbYb"8]Y`B`c`h`k`Y`b`X][_Y]h`ni`f`G`W`U`Z`i`b[`d`f`U`_`h]_UV`Y`f
 5`h`Y`f`b`U`h]j`Y`b`ni`f`A`]b`X`Y`g`h`c`\`b`X]g`_i`g`g]c`b`k`]f`X`j`c`b`X`Y`f`7`8`I
 VY`_f`À`Z`h][hž`X`c`W`_V`Y]V`h`Z`f`U[`]W`ž`k`Y`W`Y`@Øgi`b[Y`b`h`U`h`g`À`W`_]W`
 d`f`À`g`Y`b`h]Y`f`h`k`Y`f`X`Y`b`_ÒbbYb"

5VgW`_]Y»YbX`V`Y]V`h`Z`Y`g`h`ni` \U`h`Y`b`ž`X`U`g`g`X`Y`f`G`h`f`Y]h`Ø`V`Y`f`X`Y`b
 A`]b`X`Y`g`h`c`\`b`b]W`h`b`i`f`Y]b`k`]f`h`g`W`U`Z`h`]W`Y`g`H`Y`a`U`]g`h`ž`g`c`b`X`Y`f`b
 Ui`W`_n`Y`b`h`f`U`Y`g`c`n]U`Y`:`f`U[Y`b`Ui`Z`k`]f`Z`h"8Yf`J`Yf`Ui`Z`X`Y`f`8`Y`V`U`h`Y
 k`]f`X`g]W`Y`f`]W`_X`U`ni`_V`Y]h`f`U[Y`b`ž`k`]Y`g]W`_X]Y`5`f`V`Y]h`g`a`À`f`_`h`Y`i`b`X
 X]Y`@YVYbgVYX]b[i`b[Y`b`j`]Y`Y`f`A`Y`b`g`W`Y`b`]b`X`Y`b`_c`a`a`Y`b`X`Y`b
 »\`f`Y`b`Y`b`h`k`]W`_Y`b`ž`i`b`X`X]Y`d`c`]h]g`W`Y`b`5`_`h`Y`i`f`Y`g]b`X`[Y`Z`c`f`X`Y`f`h`ž
 Ui`Z`X]Y`g`Y`<`Y`f`Ui`g`Z`c`f`X`Y`f`i`b[Y`b`_c`b`g`h`f`i`_`h]j`_ni`_f`Y`U[]Y`f`Y`b"

8YhU]`g	
Cfh	GUW`gYb!5b\U`hž`8Yi`hgW`_UbX
EiY`Yb	<ul style="list-style-type: none"> • \U`YgdY`hfi`a`"XY • a`UbU[YfV`Uhh"XY

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