

GUUf!GD8 'hfUi Yfh'i a '5`VfYWX h'< Yfc`X.
9]b '@YVYb 'ZØf`X]Y`F Y[]cb °

5`VfYWX h'< Yfc`Xž`Y\Ya U`][Yf`@UbXhU[gdfÄg]XYbhž`]gh`a '5`hYf
j cb`-) `ſ\fyb`j YfghcfVYb""9f`dfÄ[hY`X]Y`gUUF`ÄbX]gWXY
Dc`]h]_`YbhgWXY]XYbX"



Gh" `b [VYfhž`8Yi hgWX`UbX`!`K`Ä\fybX`X]Y`GcbbY`ØVYf
GUUfvfØW_Yb`Ui Z[Y\hž`hfUi Yfh`X]Y`dc`]h]gWXY`@UbXgWX`UZh`XYg
GUUF`UbXYg`i a `Y]bY`]\fYf`dfÄ[YbXghYb`DYfgØb`]WX`_Y]hYb. `5`VfYWX h
< Yfc`X""8Yf`Y\Ya U`][Y`@UbXhU[gdfÄg]XYbh`i bX`Ub[Y`ſ\fy`U_h]j Y
GD8!Dc`]h]_Yf`]gh`a '5`hYf`j cb`-) `ſ\fyb`j YfghcfVYb""8]Yg`k`i`fXY
\Yi`hY`j`cb`XYf`GUUf!GD8`VY`_Ubbh[Y[YVYbž`X]Y`g]WX`]b`Y]bYf
cZZ]n]Y`Yb`A`Y`Xi`b[`Ub`X]Y`²`ZZYbh]WX`_Y]h`k`UbXhY""< Yfc`Xž`XYf
%-`&-`]b`Gh" `b [VYfh[YVcfYb`k`i`fXYž`\]bhYf`Äggh`Y]bY
VYY]bXfi`W_YbXY`dc`]h]gWXY`?`Uff]YfY"

A`j]h`&-`ſ\fyb`U`g`@UbXhU[gUV[YcfXbYhYf`i`bX`%(`ſ\fyb`U`g
DfÄg]XYbh`XYg`gUUF`ÄbX]gWXYb`@UbXhU[g`\Uh`< Yfc`X`X]Y`;`YgWX`jW_Y
XYf`gUUF`ÄbX]gWXYb`Dc`]h]_`a`U» [YV`]WX`[YdfÄ[h""9f`k`Uf`b]WX`h`bi`f

Y]b`Yb[U[]YfhYf; Yk Yf_gWk UZhYfž'gcbXYfb`Ui Wk`Y]b
`Y]XYbgWk UZh]Wk Yf'Gcn]U`XYa c_fUhž'XYf'gY]h'%- (*`)]b`XYf'≐ `A YhU`
U_h]j `k Uf""5`g`YfghYf'6Yj c``a`ÅWk h][hYf'XYf'≐ `A YhU`"GUUfVfØW_Ybž
Y]b`5a hž'XUg`Yf'ØVYf'` \$`đ\`fY`]bbY\UhhYž`\Uh`Yf'g]Wk`VYgcbXYfg
ZØf`X]Y`≐hY[fUh]cb`XYf'5fVY]hg_f`ÅZhY`]b`X]Y`dc`]h]gWk Y`K`Y`h
Y]b[YgYhnh`i bX`k Uf`Y]b`ghUf_Yf`J YfZYWk hYf'XYf'6Y`Ub[Y`XYf
5fVY]hYf"

9]b`A`Ub`b`XYf`HUhYb

<Yfc`X`k Uf`ni XYa`ØVYf`XfY]`đ\`fnY\`bhY`i`bhYfVYn]f_gj`c`fg]hnYbXYf
XYf`GD8`]b`Gh"≐[VYfh`i bX`]a`GUUfdZU`n!`?fY]g"≐`X]YgYf`NY]h`\Uh
Yf`b]Wk`h`bi`f`X]Y`GD8`!`fU_h]cb`]a`?fY]ghU[`j`cb`%-`*`\$`V]g`%-`+`
[YZØ\`fhž`gcbXYfb`Ui Wk`U`g;`fØbXi`b[gj`c`fghUbX`XYf
6Ui [YbcggYbgWk UZh`GUUf`UbX`Y]bY`k`]Wk h][Y`F`c``Y`[Ygd]Y`h"≐
gY]bYf`<Y]a`UhghUXh`Gh"≐[VYfh`k`i`fXY`Yf`ni`a`9`fYbVØf[Yf
YfbUb`b`hž`k`Ug`gY]bY`h]YZY`J`Yfk`i`fnY`i`b[`]b`XYf;`Ya`Y]bgWk UZh
i`bhYfghfY]Wk`h"

GY]b`K`]f_Yb`k Uf`b]Wk`h`bi`f`c`_U`ž`gcbXYfb`Ui Wk`UbXYgk`Y]h]j`cb
6YXY`i`hi`b[""9`f`gYhnhY`g]Wk`XUZØf`Y]bž`XUgg`X]Y`5`hYb`GWk`a`Y`n`]b
Gh"≐[VYfh`i`8Y`i`hgWk`UbXg`Å`hYghY`5fVY]hYfg]YX`i`b[`Yf\`U`hYb
V`]YV""GY]bY`J`YfX]YbghY`i`a`X]Y`gUUf`ÅbX]gWk`Y`GhU`\`]bXi`ghf]Y
k`i`fXYb`j`cb`j`]Y`Yb`[Yk`ØfX][hž`XUfi`bhYf`X]Y`U`hi`Y`Y
@UbXhU[gdf`Åg]XYbh]b`<Y]_Y`K`]bnYb`hž`X]Y`]\`b`U`g
5i`gbU`a`YYfgWk`Y]bi`b[`]b`XYf`gUUf`ÅbX]gWk`Yb`Dc`]h]_
VYnY]Wk`bYhY""5i`Wk`A`]b]ghYfd`f`Åg]XYbh]b`5b`_Y`F`Y`\`]b[Yf`k`ØfX][hY
]\`b`]b`Y]bYa`VYk`Y[YbXYb`GhUhYa`Ybh`U`g`\`YfUi`gfU[YbXY
DYfgØb`]Wk`_Y]hi`bX`<YfnYbg!DUf`Ua`YbhUf]Yf"

K`ØfX][`i`b[`i`bX`5VgWk`]YX

8]Y`F`YU_h]cbYb`Ui`Z`<Yfc`X`g`HcX`g]bX`Xi`fWk`k`Y[`j`cb`F`YgdY`_h`i`bX
5bYf`_Yb`bi`b[`]`[Ydf`Å[`h`DUhf]W`GY`nYfž`XYf`U`_hi`Y`Y`Y`YfghY
6Yj`c``a`ÅWk`h][hY`XYf'≐ `A`YhU`ž`VYhcbhY`X]Y`i`bYfa`ØX`]Wk`Yb
5bghfYb[`i`b[Yb`<Yfc`X`gž`X]Y`A`YbgWk`Yb`]a`GUUf`UbX`ni
i`bhYfghØhnYb""8]Y`GUUf!GD8`\`Uh`XYb`5b[Y\`Øf][Yb`]\`f`Ui`Zf]Wk`h][Yg
6Y]`Y]X`Ui`g[Ygdfc`Wk`Yb`i`bX`9gfU`@]a`VUWk`Yfž`X]Y

; YbYfU`gY_fYhÅf]bž`Wk UfU_hYf]g]YfhY`<Yfc`X`U`g`dfÅ[YbXY`:] [i f
XYf`DUfhY]ž`X]Y`g]Wk`ghYhg`ZØf`XYa c_fUh]gWk`Y`K`YfhY`i`bX`Gc`]XUf]hÅh
Y]b[YgYhnh`Uh`

5`VfYWk`h`<Yfc`X`g`J`Yfa`ÅWk`hb]g`k`]fX`]b`XYf`]; YgWk`]Wk`hY`XYf`
Gcn]U`XYa c_fUh]gWk`Yb`DUfhY]`8Yi`hgWk`UbXg`fGD8`Łž`XYf`Å`hY`ghYb`
bcWk`VY`ghY`Yb`XYb`DUfhY]`8Yi`hgWk`UbXg`ž`Y]b`Yb`V`Y]VYb`XYb`D`Uhn
Z]b`XYb`"8]Y`GD8`ž`X]Y`]a``%-`" `:J`f`i`b`XYfh`[`Y`[`fØb`XYh`k`i`f`XY`i`b`X
nU`f`Y]Wk`Y`VY`XYi`hY`b`XY`[`YgY`g`Wk`UZh]Wk`Y`9fi`b`[`Yb`g`Wk`UZh`Yb`
fYdf`Åg`Yb`h]Yfh`ž`k`]fX`X]Y`K`YfhY`j`cb`<Yfc`X`k`Y]hY`fhf`U`[`Yb`ž`X]Y`ZØf`
; YfY`Wk`h]`[_]`hi`b`X`; `Y]Wk`Y`h]`b`U`Yb`@YVYbgVYfY]Wk`Yb`ghY`Yb`"

8]Y`GD8`h`Uh`Ui`Wk`Y`i`hY`bc`Wk`a`]h`j`]Y`Yb`<Yf`Ui`gZc`f`XYfi`b`[`Yb`ni`
Åa`dZYb`ž`]bgVY`gcb`XYfY`]a`<]b`V`]W``Ui`ZX]Y`K`Å`Y`fj`Yf`Å`hb]ggY`
i`b`X`XYb`]bhY`fb`Yb`5i`gh`Ui`g`Wk`ØVYf`dc`]h]g`Wk`Y`Ghf`UhY`[`]Yb`"8Yb`bc`Wk`
V`Y]Vh`X]Y`<c`Zbi`b`[`Yb`ž`X`Ugg`X]Y`Df]bn]d]Yb`ž`ZØf`X]Y`5`VfY`Wk`h`
<Yfc`X`gh`Ub`X`ž`k`Y]hY`f`]b`]b`XYf`dc`]h]g`Wk`Yb`5`[`Yb`X`U`j`Yf`Ub`_`Yf`h`
V`Y]VYb`"

9]b`@YVYb`j`c`Yf`9b`[`U`[`Ya`Yb`h`Uh`bi`b`[`YYb`XYh`ž`Xc`Wk`<Yfc`X`g`
9]b`Zi`gg`Ui`ZX]Y`;`Ya`Y]bg`Wk`UZh`i`b`X`X]Y`dc`]h]g`Wk`Y`?`i`h`i`f`]a`
GUUf`Ub`X`V`Y]Vh`i`bj`Yf`[`YggYb`"8Yb`b`k`]Y`Y`XYf`k`Y]ž`[`i`hY`
dc`]h]g`Wk`Y`5fVY]h`nY][`h`g]Wk`]b`XYb`<Yfn`Yb`XYf`A`Ybg`Wk`Yb`i`b`X`]b`
XYb`HUhYb`ž`X]Y`a`Ub`j`c`Vf]b`[`h`"

8YhU]`g	
Cfh	Gh`" `b[VYfhž`8Yi`hgWk`UbX
Ei`Y`Yb	<ul style="list-style-type: none">• k k k "h]l`]c`XY• k k k "gf`XY• XY`k`_]`dYX]U`cf[

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