

8]Y`gUhUb]gWk Y`l a _Y`fi b[.`K]Y`i bg`Y]bY 9`]hY`a Ub]di`]Yfh`

C`j] Yf`j]b]Wk`i bhYfgi Wk`h`X]Y`gUhUb]gWk Y`l a _Y`fi b[`i bX
]lfY`9]bZi ggbU`a Y`Ui Z; YgY`gWk UZh`i bX`Dc`h]_`"9f
VY`Yi Wk`h`h`X]Y`F c`Y`XYf`9`]hY`i bX`X]Y`K U`f`Y]hgZ]bXi b["

b]Wk`h`Ub[Y[YVYb`!`8]Y`U`_hi Y`Yb`8]g_i gg]cbYb`ØVYf`X]Y`F c`Y`
XYg`GUhUb]ga i g]b`XYf`a cXYfbYb` ; YgY`gWk UZh`k YfZYb`_ca d`Yi Y
: fU[Yb`ØVYf`A cfU`i bX`X`Yc`c[]Y`Ui Z`C`j] Yf`j]b]Wk`ž
=j Ygh][Uh] `ci fbU`]ghi bX`5i hc`f`XYg`6i Wk`Yg` 8 Ug`c ZYbY
; Y`Y]a b]g ž ZØ`fhi bg`]b`XUg`?cbnYdh`XYf` gUhUb]gWk Yb
l a _Y`fi b[`Y]b`"8]YgY`l a _Y`fi b[`VYgWk fY]Vh`X]Y`A Ub]di`Uh]cb
j cb`K U`f`Y]hYb`ž`k cXi fWk`A YbgWk Yb`XUni` [YVfUWk`h`k YfXYb`ž`g]Wk
gY`Vghni`gWk UXYb`"j]b]Wk`Uf[i a Ybh]Yfh`ž`XUgg`dgmWk`c`c[]gWk Y
9ZY`_hY`Yg`Yfa Ò[`]Wk Yb`ž`XUgg`A YbgWk Yb`"Y]Wk`h`Yf`XUg` ; Y[YbhY]
XYf`K U`f`Y]h`U`nYdh]YfYb`ž`i bX`j Yfk Y]gh`Ui ZD`Àbca YbY`k]Y`X]Y
8 UfghY`i b[`XYf`5Z8`U`g`j YfZUggi b[gZY]bX`]Wk`ž`cVk c`X`X]Y`DUfhY]
g]Wk`ZØf`X]Y`9]b`U`hi b[`XYf`J YfZUggi b[`Y]bgYhnh`"8]Yg`gY]`Y]b
6Y]gd]Y`ZØf`XUg`U`hVY`_UbbhY`A i ghYf`ž`XUgg`DgmWk`cdUh`Yb`c`Zh`XYb
UbXYfYb` [YbUi`XUg`j cfk YfZYb`ž`k Ug`g]Y`gY`Vgh`hi b`ž`gc`j]b]Wk
k Y]hYf`"

9]b`nYbhfU`Yg`H`Ya U`gY]bYf`5f[i a YbhUh]cb`]gh`X]Y`UVg]Wk`h`]Wk Y
J YfgWk`YWk`hYfi b[`XYg`?Ufa Ug`XYf`A YbgWk Yb`Xi fWk`Y]bY`c`__i`hY
9`]hY`ž`X]Y`X]Y`F YU`]h`h`gmghYa Uh]gWk`j YfXfY`h`"9]b`6Y]gd]Y`ž`XUg`Yf
UbZØ`f`h`ž`]gh`X]Y`8 YVUhY`i a `XYb`?`]a Uk UbXY`ž`k c`Yf`ghYW`h`ž`XUgg
A U» bU`a Yb` [Y[Yb`XYb`?`]a Uk UbXY`]b`K]f`_]Wk`_Y]h`XYf`B Uhi f
gWk UXYb`_ØbbhYb`"8]Y`J YfV]bXi b[`ni f`@]hYfUhi f`k]fX`Xi fWk
F YZYfYbnYb`Ub`XYb`DU`_h`nk]gWk Yb` : Ui`gh`i bX`A Yd`]ghc
j YfXYi h]Wk`h`ž`k Yg`U`V`j]b]Wk`X]Y`6YXYi hi b[`XYf`K U`f`Y]h`i bX`X]Y
J YfdZ]Wk`hi b[`ni f`Gi Wk`Y`bUWk`]`f`i bhYfghfY]Wk`h`"

GUhUb]ga i g'U`g'GUa a Y`VY[f]ZZ

GUhUb]ga i g']gh`Y]b`k`Y]h[YZUgghYf`6Y[f]ZZ`XYf`j`YfgWk]YXYbY`c`__i`h[
]XYc`c`[]gWkY`F]Wk`hi`b[Yb`i`bX`DfU`h]_Yb`i`a`ZUggh`"8]Y`\\Ai`Z[ghYb
?`]gWkYYg`g]bX`gWk`Ufna`U[]gWkY`F]hi`U`Y`i`bX`[Y`\\Y]a`Y
; YgY`"gWk`UZhYb`"@Ui`h`9NK`"UggYb`g]Wk`j`YfgWk]YXYbY
5i`gdfA`[i`b[Yb`XYg`GUhUb]ga i g`Z]bXYb.`j`ca`icf[Ub]g]YfhYb
CfXYb`ggU]hUb]ga i g`i`bX`Yi`dYf]a`YbhY`"cf]Ybh]YfhYb
`[YbXgU]hUb]ga i g`V]g`\\]b`ni`i]bX]j`]Xi`Y`"dfU`h]n]YfhYb`i`cfa`Yb`z`c`Zh
]a`i`hYfbYh`"8Yf`GUhUb]ga i g`k`]fX`Ui`Wk`]b`VYgh]a`a`hYb
A`i`g]_gnYbY`U`g`A`Uf`_Yh]b[]bghfi`a`Ybh[Ybi`hnh`i`bX`\\Uh`z`Y`b`UWk
Gk`A`hni`b[z`nk`]gWkYb`" "\$\$\$\$`i`bX`%\$\$\$"\$\$\$`5b`\\Ab[Yf`k`Y`hk`Y]h`

6YXYi`hgUa`Y`i`][i`fYb`]b`XYf`i`YgWk]Wk`hY`XYg`GUhUb]ga i g`g]bX
5`Y]ghYf`7fck`Ymi`bX`5b`hcb`GnUbXcf`@UJ`Ym`"7fck`Ymi`[f0bXYhY
XYb`CfXc`HYa`d`]Cf]Ybh]g`i`bX`j`Yf0ZZYbh]Wk`hY`XUg`@]VYf`J`Y`U`
@Y[]g`" @UJ`Ym`\\]b[Y[Yb`[f0bXYhY`%-`*`*`X]Y`7`\\i`fWk`icZ`GUhUb
i`bX`Y[hY`a`]h`XYf`GUhUb]gWkYb`6]VY`X]Y`i`fi`bX`U[Yb`Z0f`Y]bYb
GUhUb]ga i g`z`XYf`fUX]_U`Yb`i`hX]j`]Xi`U`]ga i g`VYhcb`h`z`c`\\bY
a`YhUd`\\mg]gWkY`GdY`_i`Uh]cbYb`"8]YgY`i`fi`ddYb`\\UVYb`ic`Zh`k`Yb][
A`h[`]YXYfi`bX`Yi`]gh]YfYb`\\Yi`hni`hU[Y`\\Ui`d`hg`A`Wk`]Wk`icb`]bY`

8Yf`9]bZ`i`gg`a`cXYfbYf`Ghf0a`i`b[Yb

9]bY`k`Y]hYfY`i`UWk`hY`XYg`GUhUb]ga i g`g]bX`j`0_]gWkY`i`bX
fYWk`hgYi`hfYa`Y`9]bZ0ggY`"8]Y`]b`XYb`%-`+\$Yf`\\U`fYb`dc`di`A`fYb
6Yf]Wk`hY`0VYf`gU]hUb]gh]gWk`f]hi`Y`Y`b`A`]ggVfUi`Wk`Yb`hk`]W`_Y`hYb`g]Wk
ni`Y]bYa`i`a`ghf]hhYbYb`H`\\Ya`U`z`XUg`ic`Zh`a`]h
J`YfgWk`k`0fi`b[gh`Ycf]Yb`]b`J`YfV]bXi`b[`]YVfUWk`h`k`]fX`"i`h`X]YgYf
NY]h`hfUhYb`j`]Y`Y`i`fUi`Yb`Ui`Z`z`X]Y`j`cb`]fYb`9fZU`fi`b[Yb`VYf]Wk`hYh
\\UhYb`z`Y`Xc`Wk`ic`\\bY`VY`UghVUfY`6Yk`Y]gY`"9g`]gh`Ubni`a`Yf`_Yb`z
XUgg`XYf`a`cXYfbY`GUhUb]ga i g`c`Zh]a`k`]XYfgd`fi`Wk`ni`a
Wk`f]gh`]WkYb`i`Ui`VYb`ghY`\\h`z`]b`gVYgcbXYfY`VYn0[`]Wk
Ub`h`fcd`c`c`[]gWkYf`i`bX`Yh`\\]gWkYf`i`VYfnYi`[i`b[Yb`"

8]Y`i`Ugn]bUh]cb`Z0f`XUg`60gY`z`X]Y`Ui`Wk`]a`i`?`cb`hYi`h`j`cb
C`__i`h]ga i g`i`bX`Gd]f]h]ga i g`ni`Z]bXYb`]gh`z`gd]Y[Y`h`g]Wk`]b`XYf
Ub`\\U`hYbXYb`8YVUhY`i`a`X]Y`F`c`Y`XYg`GUhUb]ga i g`]b`XYf

; YgY`gW UZh:k]XYf"8]Y`J]Y`ZU`h`XYf`HfUX]h]cbYb`i` bX`X]Y
 XmbUa]gWY`9bhk]W`i` b[`XYf`gUhUb]gh]gWYb`≠Yc`c[]Yb`nY][Ybž
 k]Y`h]YZ[fY]ZybX`X]Y` : fU[Yb`j` cb`K U\`f\Y]hž`A cfU`i` bX`≠Ybh]hÅh`b
 Y]bYf`g]W`ghÅbX][`k UbXY`bXYb`K Y`h`j` YfUb`_Yfh`g]bX`i` bX`k]Y
 k]W`h][`Yg`]ghž`X]Y`F`YU`]hÅh`_f]h]gW`ni` ` \]bhYfZfU[Yb`"BYhnk`Yf`_
 @YfbYb`h\Ya`Uh]g]Yfh`YVYbZU`g`X]YgY` : Ugn]bUh]cb`i` bX`XYfYb
 _i`hi`fY`Y`≠a`d`_Uh]cbYb"

8YhU]`g	
Cfh	b]W`h`Ub[Y[YVYb
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "W`a`d`UW`h`!`c`b`>`]bY"XY • k k k "Ynk`!`VYf`>`]b"XY • k k k "bYhnk`Yf`_`!`YfbYb"XY

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