

G]W\ YfY 'F UXk Y [Y ']b 'F cghcW_ . 'I a VUi 'XYf 7Uf`! < c d d! GhfU» Y 'ghUfhYh°

7Uf`! < c d d! GhfU» Y ']b 'F cghcW_ 'k]fX 'i a [YghU`hYhž'i a
F UXZU\ fYf'ni 'gW\ ØhnYb''K]Y 'k]fX 'X]Y 'J Yf_ Y\ fgg]W\ Yf\ Y]h
j YfVYggYfh3



7Uf`! < c d d! GhfU» Yž'%, \$)) 'F cghcW_ ž'8 Yi hgW\ `UbX '!'8]Y '7Uf`!
< c d d! GhfU» Y ']b 'F cghcW_ 'ghY\h'i a ' : c_i g'j c b [Yd`UbhYb
I a VUi a U» bU\ a Ybž'X]Y 'XUfUi ZUVn]Y`Ybž'X]Y 'G]W\ Yf\ Y]h'ZØf
F UXZU\ fYf'i bX' : i » [Åb [Yf'ni 'Yf\ Ø\Yb''HÅ [`]W\ 'bi hnYb`Yhk U
%&'") \$\$: U\fnYi [Yž'i bhYf'\bYb`Ui W\ 'GW\ k Yf`Ughj Yf_ Y\ fž'X]YgY
GhfU» Yž'X]Y 'g]W\ 'XYfnY]h'Xi fW\ 'a Ub [Y`bXY 'G]W\ Yf\ Y]h'ZØf`b]W\ h
a chc f]g]YfhY 'J Yf_ Y\ fghY]'bY\ a Yf`Ui gnY]W\ bYh''F UXZU\ fYf'i bX
: i » [Åb [Yf'a ØggYb`g]W\ 'X]Y : U\ fVU\ b`hY]'Ybž'XU`gYdUfUHy
F UXk Y [Y 'ZY\ `Yb''8]Y 'GhUXh'\Uh'VYfY]hg`YfghY `A U» bU\ a Yb
Y]b [Y`Y]hYhž'XUfi bhYf`Y]bY`FYXi n]Yfi b [`XYf
< ØW\ gh [YgW\ k]bX] [_Y]h'Ui Z' \$'_a #ž'i a `X]Y 'G]W\ Yf\ Y]h'ni
j YfVYggYfb`i bX`X]Y 'J Yf_ Y\ fgg]hi Uh]cb`ni `Ybh`UghYb''8]YgY
]bZcfa Uh]cbYb`ØVYf`X]Y `FYXi n]Yfi b [`XYf'; YgW\ k]bX] [_Y]h

k i fXYb j cb BcfX_i f]Yf j YfÖZZYbh]W h"

8 Yf'GYbUhc f'ZØf' ðZfUghfi _hi fž' l a k Y`h'i bX`6Ui ž'<c`[Yf'A Uhh\Äi gž
VYhc bh'X]Y`K]W h][_Y]h'X]YgYf'; YgWk]bX][_Y]hgfYXi n]Yfi b['ZØf
X]Y`G]W Yf\Y]h'XYf'F UXZU\ fYbXYb" 9f[ÄbnYbX`ni f' bYi Yb
; YgWk]bX][_Y]hgfY[Y`i b['k]fX`Ui W`X]Y`6YgW]`XYfi b['Ub`X]Y
j YfÄbXYfhYb`6YX]b[i b[Yb`Ub[YdUggh" N]Y`]ghYgž`Y]bY`@ØW_Y`ja
F UXj Yf_Y\ fgbYhm`nk]gW Yb`XYf`K YfZhghfU» Y`i bX`XYa
?bcW Ybk Y['gck]Y`XYa `5`hYb`<UZyb`GØX`ni `gW`]Y» Yb" <]YfVY]
V`Y]Vh`YXcW`ni `VYUW hYbž`XUgg`X]Y`U_hi Y`Y` ðZfUghfi _hi f`_Y]bY
g]W YfYb`5b[YVchY`ZØf`F UXZU\ fYf`V]YhYhž`k Ug`X]Y`Xf]b[YbXY
Bchk YbX][_Y]h'ZØf`l a VUi hYb`i bhYfghfY]W h`F Uh\ Ui g`F cghc W_ "

; Yd`UbhY`l a [YghU`hi b[gj Uf]UbhYb

: Øf`X]Y`_cb_fYhY`l a [YghU`hi b[`XYf`7Uf`!<cdd!GhfU» Y`g]bX`XfY]
J Uf]UbhYb`ja `; YgdfÄW`"8]Y`YfghY`J Uf]UbhY`g]Y\h`[YhfYbbhY`; Y\!
i bX`F UXk Y[Y`Ui ZVY]XYb`GY]hYb`XYf`GhfU» Y`j cf" J Uf]UbhY`nk Y]
k ØfXY`Y]bYb`[Ya Y]bgUa Yb`K Y[`ZØf` : i » [Äb[Yf`i bX`F UXZU\ fYf
Yfa Ö[`]W Ybž`k Ä\ fYbX`X]Y`Xf]hY`J Uf]UbhY` : U\ffUXghfY]ZYb`Ui Z`XYf
: U\fvU\ b`a]h`; Y\k Y[Yb`ZØf` : i » [Äb[Yf`j cfg]Y\h"8]Y
J cfni [gj Uf]UbhY`XYf`GHUXh]gh`X]Y`YfghY`C dh]cbž`XU`X]YgY`Y]bY
g]W YfYfY`HfYbbi b[`XYf`J Yf_Y\ fghY]`bY\ a Yf`[Yk Ä\ f`Y]ghYh"5`Y
J Uf]UbhYb`n]Y`Yb`XUfUi Z`UVž`X]Y`XYfnY]h][Y`G]hi Uh]cbž`]b`XYf`fi bX
&) \$`F UXZU\ fYf`]b`XYf`Gd]hmYbghi bXY`X]Y`GhfU» Y`U`g`k]W h][Y
J YfV]bXi b[gUW gY`bi hmYbž`ni `j YfVYggYfb"

8]Y`?cghYb`ZØf`XYb`l a VUi `k i fXYb`Ui Z`Yhk U`*ž) `A]`]cbYb`9i fc
[YgW Ämhž`]bVY[f]ZZYb`g]bX`Ui W`VUff]YfY ZfY]Y`<U`hYghY`Yb"
5_hi Y``]gh`X]Y` :]bUbn]Yfi b[`X]YgYf`A U» bU\ a Yb`YXcW`i b`_Ufž
i bX`XU`X]YgY`b]W h`X]Y` \ ÖW ghY`Df]cf]hÄh]a `8cddY`\Ui g\U`h
&\$&* #&\$&+` \Uhž`V`Y]Vh`X]Y`k Y]hYfY`J YfZc`[i b[`XYg`J cf\ UVYbg
ghUf`_j cb`XYf`J YfZØ[VUf`_Y]h`Z]bUbn]Y`Yf`A]hY`UV\ Äb[] [`
BcfX_i f]Yf"

F UXj Yf_Y\ f`U`g`HY]`XYf`J Yf_Y\ fgk YbXY

8]Y` ð]h]Uh]j Y`ni f`J YfVYggYfi b[`XYf`F UX]bZfUghfi _hi f`]b`F cghc W_

k]fX`ja`?cbhYI h`Y]bYf`VfY]hYfYb`6Yk Y[i b[`VYhfUW hYh`X]Y`XUfUi Z
 UVn]Y`h`YVYbgk YfhY`i bX`ZU\ffUXZfYi bX`]WY`Gh`XhY`ni`Z0fXYfb" `b
 j]Y`Yb`?ca`a`i`bYb`Z`Y]bgW`Y]Y»`]W`F`cghcW`Z`k]fX`XYf`F`UXj`Yf`Y`f`
 U`g`nYbhfU`Z0f`Y]bY`bUW`U`h][`Y`J`Yf`Y`f`gk`YbXY`Ub[`YgY`Yb"8]Yg
 VYhf]Zh`b]W`h`bi`f`X]Y`G]W`Yf`Y]hi`bX`X]Y`E`i`U`]h`h`XYf`
 F`UX]b`ZfUghfi`_hi`f`Z`gcbXYfb`Ui`W`XYb`U`h]j`Yb`_ca`a`i`bU`Yb
 ?`]a`UgW`i`h`Z`XYf`Xi`fW`Y]bY`j`Yfgh`f`_hY`Bi`hni`b[`U`Yf`
 J`Yf`Y`f`ga`]hhY`Z`Y]bgW`Y]Y»`]W`XYg`:`U`ffUXg`Z`i`bhYfgh`0hnh`k`]fX`"
A`c`V`]`]h`h`g`Z`c`f`i`a``\`YVh`\`Yfj`c`f`Z`XUgg`60f[`Yf]bbYb`i`bX`60f[`Yf`
 ni`bY`a`YbX`j`cb`XYf`?`ca`a`i`bU`dc`]h]_`Y]bY`Gh`f`_i`b[`XYg`
 F`UXj`Yf`Y`f`g`Z`c`f`XYfb"

⊖g[`YgUa`h`j`YfXYi`h]W`Yb`X]Y`[`Yd`U`bhYb`A`U»`bU`a`Yb`Ub`XYf`7Uf`!
 <cdd!GhfU»Y`X]Y`6YghfYVi`b[`Yb`Z`Y]b`g]W`YfYg`i`bX`Z`b`_h]cbUYg`
 F`UXj`Yf`Y`f`gbYhn`]b`F`cghcW`_ni`YhUV`]YfYb"8Yf`I`a`VUi`ghY`h`
 Y`XcW`Z`k`]Y`j`]Y`Y`gc`W`Yf`Dfc`Y`_hY`Z`j`c`f`<`YfUi`g`Z`c`f`XYfi`b[`Yb`Z`
]bgVYgcbXYfY`]b`XYf`:`]bUn]Yfi`b[`Z`X]Y`Z0f`X]Y`I`a`gYhni`b[`X]YgYf`
 k`]W`h][`Yb`⊖ZfUghfi`_hi`fa`U»`bU`a`Yb`Yb`hgW`Y]XYbX`gY]b`k`]fX"

8YhU]`g	
C`f`h`	7Uf`!<cdd!GhfU»Y`Z`%,`\$`)`F`cghcW`_Z` 8Yi`hgW`U`b`X`
G`W`U`X`Y`b`_]b`	*)`\$\$\$\$`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"bc`f`X`_i`f]Yf`"XY` • f`U`h`\`U`i`g`"fc`g`h`c`W`_`XY` • k`k`k`"a`c`V`]`]h`U`Y`h`g`Z`c`f`i`a`"Vi`b`X`"XY`

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