

; Y\Y]a Y '[YbYh]gWXY'F]g]_Yb'VY]'K]`a g!
Hi a cfYb.'BYi Y'<cZZbi b['ZØf'?]bXYf°

9]b': cfgWxi b[ghYUa 'XYf'l b]'K ØfnVi f['i bhYfgi Wxh
[YbYh]gWXY': U_hcfYb'j cb'K]`a g!Hi a cfYb'VY]'?]bXYfbž'i a
j YfVYggYfhY'F]g]_cY]bgWÅhni b[Yb'ni 'Yfa Ò[']WXYb"



K ØfnVi f[ž'8Yi hgW`UbX'!'9]b': cfgWxi b[ghYUa 'XYf'l b]j Yfg]hÅh
K ØfnVi f['\Uh'U_hi Y`Y'9f_Ybbhb]ggY'ni 'K]`a g!Hi a cfYbž'Y]bYf
\Åi Z[Yb': cfa 'j cb'B]YfYb_fYVg'VY]'?'Y]b_]bXYfbž'j YfÒZZYbh]Wxh"
Å\ f]Wx'Yf_fUb_Yb']b'8Yi hgW`UbX'Yhk U%\$\$'?]bXYf'bYi 'Ub'X]YgYf
Hi a cfUfhž'X]Y'j cf'U`Ya '?']bXYf'i bhYf'ZØbZ'Å\ fYb'VYhf]Zh''8]Y
: cfgWXYf'_cbnYbhf]YfhYb'g]Wx'Ui ZX]Y'[YbYh]gWXYb'l fgUWXYb
X]YgYf'9f_fUb_i b[Yb'i bX'_cbbhYb'YbhgWXY]XYbXY': cfhgWxf]hY']b
XYf'F]g]_cVYk Yfhi b['i bX': fØ\Yf_Ybbi b['Yfn]Y`Yb''8]YgY
9f_Ybbhb]ggY'_ÒbbhYb'U'g'; fi bX'U[Y'ZØf'Y]b'[Yn]Y'hYg'GWfYb]b[
X]YbYb'i bX'X]Y'6Y\UbX'i b['j YfVYggYfb"

8]Y'Ghi X]Yž'X]Y']b'Ni gUa a YbUfVY]h'a]h'XYa 'K Y`Wca Y'GUb[Yf
=bgh]hi hY']b'7Ua Vf]X[Y'Xi fW [YZØ\ fh'k i fXYž'UbU'mg]YfhY'X]Y

[YbYh]gWYb`J YfUb`U[i b[Yb`ZØf`K]`a g!Hi a cfYb`Ub\UbX`j cb
DfcVYb`XYf`K]`a g!Hi a cf!6]cVUb`"8]YgY`6]cVUb`gUa a Y`hY`ØVYf
` \$`ſ\ſY`ſ]bk Y[`DfcVYb`j cb`fi bX`%", \$\$`VYhfcZYbYb`?]bXYfb`"8]Y
l bhYfgi W`i b[`]XYbh]Zn]YfhY`]bg[YgUa h`&\$`ZUa]`]ÅfY`Hi a cfYb`i bX
%\$- `V]`UhYfU`Y`Hi a cfYb`", VYf`- \$i `XYf` : Å`Y`k]YgYb`[YbYh]gWY
J YfUb`U[i b[Yb`Ui Z`8]YgY`F Ygi `hUhY`ghØhnYb`X]Y` Hk c!`ſ]h
<mdch\YgY` j cb`5`ZfYX`?bi XgYb`ni f`Hi a cfYbhghY`ſi b[ž`k Y`WXY
VYgU[hž`XUgg`gck c`ſ`Y]bY`[YbYh]gWY`DfÅX]gdcg]h]cb`U`g`Ui W`Y]bY
bUW`Zc`[YbXY`A i hUh]cb`]b`VY]XYb`?cd]Yb`Y]bYg`Hi a cfi ddfYggcf!
; Ybg`bchk YbX][`g]bXž`i a `Y]bYb`Hi a cf`ni `Yb`hk]W`Y`b"

; YbYh]gWY`Y` : U`_hc`fYb`i bX`XYfYb`6YXY`i hi b[

8]Y`ſ`Åi Z][ghY`A i hUh]cbž`X]Y`]XYbh]Zn]Yfh`k i fXYž`ſ]Y[h]a `K H%!; Ybž
Y]bYa `Hi a cfi ddfYggcf!; Yb`": Øf`X]Y`Hi a cfV]`Xi b[`]gh`X]Y
=bU`_hj]Yfi b[`VY]XYf`K H%!?cd]Yb`i bX`X]Y`5`_hj]Yfi b[`XYg
K UW`ghi a gZU`_hcfg`≠ : &`YbhgWY]XYbX`"6Y]`Yhk U`) \$i `XYf
DUh]YbhYb`_cbbhYb`[YbYh]gWY`Y`J YfÅbXYfi b[Yb`]b`XYf`?Y]a VU`b
bUW`[Yk]YgYb`k YfXYb`"9]bY`k Y]hYfY`VYa Yf`_Ybgk YfhY`9f`_Ybbhb]g
]ghž`XUgg`Y]b`8f]hhY`XYf`?]bXYf`a]h`K]`a g!Hi a cf`GhØfi b[Yb`XYf
[Ybca]gWYb`DfÅ[i b[`XYg`≠ : &!; Ybg`Ui Zk]YgYbž`X]Y`b]W`h
j YfYfVVUf`g]bX`"8]Yg`XYi hYh`Ui Z`X]Y`?ca d`Yi]hÅ`hXYf`[YbYh]gWYb
: U`_hc`fYb`ſ]bž`X]Y`ni f`Hi a cfV]`Xi b[`ZØ`ſYb`_ØbbYb"

Ni gÅhn`]W`nY][Yb`?]bXYf`a]h`Y]bYf`Yd][YbYh]gWYb`DfÅX]gdcg]h]cb
ſ`Åi Z][`Y]b` A cgU]_ `Ui g`bcfa U`Yb`i bX`[YghØfhYb
≠ : &!DfÅ[i b[Ybž`k Ug`ni `A i hUh]cbYb`]b`B]YfYbnY`Yb`ZØ`ſYb`_Ubbž
X]Y`Y`hnh`]W`Hi a cfYb`Yb`hk]W`Y`b`"8]YgY`9f[YVb]ggY
j YfXYi h`]WYbž`XUgg`bVYb`XYb`[YbYh]gWYb`A i hUh]cbYb`Ui W`
Yd][YbYh]gWY`Y` : U`_hc`fYb`Y]bY`F c`Y`VY]`XYf`9bhghY`ſi b[`j cb`K]`a g!
Hi a cfYb`gd]Y`Yb"

K]W`h][Y`9a dZY`ſ`i b[Yb`ni f` : fØ`ſYf`_Ybbi b[

8]Y` : cfgWYf`Ya dZY`ſ`Yb`a c`Y`_i`UfY`l bhYfgi W`i b[Yb`j cb`6`i h!
i bX`Hi a cfdfcVYbž`i a `F]g]_cZÅ`Y`ZfØ`ſnY]h][`ni`]XYbh]Zn]YfYb`"8]Y
9f`_Ybbhb]ggY`ſ`UVYb`Ui W`k]W`h][Y`=a d`]_Uh]cbYb`ZØf`X]Y
F]g]_cY]bgW`Åhni b[`j cb` ; YgW`k]ghYfb`VYhfcZYbYf`?]bXYfž`XU

X]YgY`Y]b`Yf\Ö\hYg`F`]g]_c`ZØf`Nk`Y]hhi`a`cfYb`cXYf`ZfØ\`nY]h][`Yg`
 B]YfYbj`YfgU[`Yb`\UVYb`_ÖbbYb``8]Y`9f[`YVb]ggY`XYf`Ghi`X]Y`Y[`Yb`
 bU\Yž`XUgg`a`U»[`YgW`bY]XYfhY`6Y\UbX`i`b[`gghfUhY[`]Yb`
 YfZcfXYf`]W`g]bXž`i`a`BYVYbk`]f`_i`b[`Yb`ni`a`]b]a`]YfYb`i`bX`
 [`Y]W`nY]h][`X]Y`9ZY`_h]`]hÅh`XYf`6Y\UbX`i`b[`Yb`ni`i`[`Yk`Å`f`Y]ghYb`"

Ni`gUa`a`Yb[`YZUggh`ghY`hY`X]Y`i`c`fgW`i`b[`Y]b`VYXYi`hYbXYg`
 :`c`fhgW`f]hhi`b`XYf`i`bhYfgi`W`i`b[`j`cb`K`]`a`g!Hi`a`cfYb`XUf``A`]h`
 X]YgYb`9f`_Yb`hb]ggYb`_ÖbbhY`b]W`h`bi`f`X]Y`i`fØ`X]U[`bcgY`
 j`YfVYggYfhž`gcbXYfb`Ui`W`XUg`A`UbU[`Ya`Ybh`XYf`9f`_fUb`_i`b[`
 Ub[`YdUggh`k`YfXYb``8]Y`C`f][`]bU`di`V`_Uh]cb`YfgW`]Yb`]b`XYf`
 :`UW`nY]hgW`f]Zh`7`Ub`W`f`8]gW`ç`j`Yfm`"

8YhU]`g	
J`c`f`ZU``	Hi`a`c`f`
I`f`g`U`W`Y`	[`YbYh]gW`Y`J`YfUb`U[`i`b[`ž`gdc`bhUbY` [`YbYh]gW`Y`J`YfÅbXYfi`b[`Yb`
C`f`h`	K`ØfnVi`f[`ž`8Yi`hgW`UbX`
E`i`Y``Yb`	<ul style="list-style-type: none"> • k k k "i b]!k i YfnVi f["XY • k k k "bUhi fY"Wç`a` • k k k "a YX"i b]!k i YfnVi f["XY

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