

H\ Øf]b [Yf'8 Uh]b [. 'F ca Ubh]_ 'nk]gW\ Yb 6fUhk i fgh'i bX'K UbXYf`i gh°

9bhXYW_Yb`G]Y`X]Y`6YgcbXYf\Y]hYb`XYg`8 Uh]b [g`]b
H\ Øf]b [Yb. `W\ Ufa Ubhž`VcXYbghÅbX][`i bX`nk]gW\ Yb`HfUX]h]cb
i bX`A cXYfbY"



; c h\ Už'8 Yi hgW\ `UbX`!'8]Y`@]YVY`]b`H\ Øf]b [Yb`\ Uh]`fYb` [Ubn
Y][YbYb`7\ Ufa Y" <]Yf`k]fX`XUg`8 Uh]b [!@YVYb` [YdfÅ [hj cb
6cXYbghÅbX][_Y]hi bX`Y\`f`]W\ Yf`BÅ\Y" `ϕ`Y]bYf`U_hi Y`Yb
6YhfUW\ hi b [`k]fX`XYi h]W\ ž`XUgg`X]Y`DUf`bYf`gi W\ Y`]b`H\ Øf]b [Yb
_Y]b`ZYgh [YZU\ fYbYg`GW\ Ya U`Zc` [h`g]Y`gd]Y [Y`h`X]Y`ÅbX`]W\ Y
; Y`UggYb\Y]hi bX`ghÅXh]gW\ Y`C ZZb\Y]h`k]XYf" `6YgcbXYfg`]b
GhÅXhYb`k]Y`9fZi fhž`>`bU`i bX`K Y]a Uf`Yfk Y]gh`g]W\`XUg`8 Uh]b [`U`g
XmbUa]gW\`i bX`j]Y`ZÅ`h [ž`a]h`Y]bYf`A]gW\`i b [`Ui`g`Cb`]bY!
D`UhhZcfa Yb`i bX`_i`hi fY`Yb`9j Ybhgž`X]Y`XUg`? YbbYb`YfbYb
Ub`fY [Yb"9]b`6Yf]W\`h] cb ; **c h\ U`5`_hi`Y`nY** [h`Ui`Zž`XUgg`XYf
YfghY`? cb`hU`_h`c`Zi`X][]hU`Yf`Zc` [hž`Y\`Y`YW\`hY`BÅ\Y`c`ZZ]bY`Yb`hghY`h"

K Yf`Y]bY`h]YZYfY`J YfV]bXi b [`k ØbgW\`hž`Z]bXYh]b`XYf

?ca a i b]_Uh]cb`Ua`GhUa a h]gW`cXYf`VY]`Y]bYa`[Ya Y]bgUa Yb
GdUn]Yf[Ub[`gY]bYb`K Y[``9g`g]bX`X]Y`_Y]bYb`8]b[Yž`X]Y`XUg`< Yfn
`0\Yf`gW`U[Yb``UggYb.`; YgY``[_Y]h`VY]`8 cfZZYghYbž`cXYf`VY]a
[Ya Y]bgUa Yb`; f]``UVYbXž`k c`X]Y`H\0f]b[Yf`6fUhk i fgh[YfbY`U`g
; YgdF`AW`gh\Ya U`X]Yb`h``8]Y`YW`hY`B`A`Y`k`A`W`gh`c`Zi`0VYf`gc`W`Y
[Ya Y]bgUa Yb`9f`YVb]ggYž`k Ug`XUg`HYa`dc`XYg`?YbbYb`YfbYbg
Y\Yf``Ub[gUa`i bX`VYXUW`h`YfgW`Y]bYb``A`ggh``<]Yf`k]fX
6Ygh`AbX][_Y]h`\cW [YgW`A`hnhž`k`A`\fYbX`:`]fhYb`a`Y]gh`Ui`Z`Yhk Ug
@Ub[Zf]gh][Yg`UVn]Y`h`

Gh`AXh]gW`Yg`j`g```AbX`]W`Yg`8Uh]b [

K Ybb`a`Ub`Y]bYb`6`]W`_`Ui`Z`XUg`AbX`]W`Y`8Uh]b [`k]fZhž`A`ggh]g]W`
ZYghghY``Ybž`XUgg`X]Y`HfYZZYb`\]Yf`\`Ai`Z][`X]fY`_`hYf`i`bX`Ub[gUa`Yf
j`cbghUhhYb[Y\Yb``J`YfY]bg`YVYbž`Gdcfhj`YfUbghU`hi`b [Ybž`cXYf
Y]bZUW`Y]b`5i`gZi`[`]b`X]Y`BUhi`f`g]bX`[`YY][`bYhY`C`fhY`Z0f`j`]Y`Y
H\0f]b[Yfž`i`a`b`Yi`Y`6Y`_`UbbhgW`UZhYb`ni`gW`Y]Y»Yb```b`XYb
Gh`AXhYb`\]b[Y[Yb`Vcca`h`XUg`X][`]hU`Y`8Uh]b [ž`i`bX`5ddg`k`]Y
H]bXYf`i`bX`6i`a`V`Y`Z]bXYb`ni`bY`a`YbX`5b`_`Ub[``6YgcbXYfg`VY]
XYf`0b[YfYb`;`YbYfUh]cb` `]b`XYf`5`hYfg[fi`ddY`XYf`&)`!`V]g
` (!`A`\f][Yb` `g]bX`X]YgY`D`UhhZcfa`Yb`gY`f`VY`]YVh``@Ui`h`GhUh]ghU
\UVYb`fi`bX`)` `i`XYf``b`hYfbYhbi`hnYf`]b`8Yi`hgW`UbX`VYfY]hg`j`cb
Cb`]bY!8Uh]b [`;`YVfUi`W`[`Ya`UW`h`

8Yf`HfYbX`nY][`hž`XUgg`X]Y`?ca`V]bUh]cb`Ui`g`Cb`]bY!`i`bX`C`ZZ]bY!
8Uh]b [`]b`H\0f]b[Yb`[`i`h`Z`b`_`h]cb]Yfh``J`cf`U`Ya` `:`fUi`Yb`gW`A`hnYb
Ygž`0VYf`5ddg`k`]Y`6i`a`V`Y`X]Y`b`h]Uh]j`Y`ni`Yf[`fY]ZYbž`k`A`\fYbX
XYf`5i`ghUi`gW`0VYf`YW`hY`9f`YVb]ggY`Z0f`j`]Y`Y`Yb`hgW`Y]XYbX
V`Y]Vh``8]YgY`:`YI`]V]`]h`A`hž`[`YdUUfh`a`]h`XYa`K`i`bgW`b`UW`
9`f`]W`_Y]h`i`bX`B`A`\Yž`gd]Y[`Y`h`XYb`NY]h[`Y]gh`k`]XYf`

8]Y`Ni`_`i`bZh`XYg`8Uh]b [g

A`h`XYf`ghY][`YbXYb`5bnU`\`j`cb`Cb`]bY!8Uh]b [!Bi`hnYfb`]gh`Ui`W`
Y]b`K`UbXY`XYf`Df`A`ZYfYbnYb`ni`VYcVUW`hYb``Hf`chn`XYf`dcg]h]j`Yb
Dfc[`bcgYb`Z0f`XYb`A`Uf`_`hž]b`XYa`XUg`J`c`i`a`Yb`V]g`&`\$`&`,`Ui`Z`fi`bX
`\$`-`A`]`]cbYb`9i`fc`UbghY][`Yb`gc``ž`nY][`Yb`g]W`j`]Y`Y`Bi`hnYf
Zfi`ghf]Yfh`0VYf`X]Y`J`]Y`ZU`h`XYf`5b[`YV`chY`i`bX`X]Y`XUa`]h`

j YfVi bXYbYb'cVYfZÅW`jWXYb' ðhYfU_h]cbYb"8]Y`NU\`XYf
 a cbUh]WXYb'6Ygi WXY`Ui ZH]bXYf'\Uh'g]WXY`gY]h'5bZUb[`&\$&&'a Y\ f
 U`g\U`V]Yfhž'i bX`Yg`[]Vh`Y]bY`g]b_YbXY`6YfY]hgWUZhž`ZØf`X]YgY
 8]YbghY`ni `nU\`Yb"

Hfchn`X]YgYf`<YfUi gZcfXYfi b[Yb`V`Y]Vh`X]Y`GY\bgi W`h`bUW
 fca Ubh]gWXYb'6Yn]Y\i b[Yb`i b[YVfcWXYb"8]Y`H\Øf]b[Yf`gi WXYb
]b`XYf`F`Y[Y`bUW`Ub[Zf]gh][Yb`DUf`h`b`YfgWUZhYbž`k`c`H`Ya`Yb`k`]Y
 Ni`_i bZhg`d`Yfg`d`Y`_h]j Ybž: Ua`]Y`i bX`[Ya` Y]bgUa` Yg`K`c`b`Yb`\`Åi`Z[
 X]g`_i h]Yfh`k`YfXYb"8]Y`6Yn]Y\i b[ga`cXY`Y`k`YfXYb`ZYI`]V`Yfž`UVYf
 XUg`GhfYVYb`bUW`Y]bYf`YW`hYbž`j`YfV]bX`]WXYb'6Yn]Y\i b[`V`Y]Vh
 Y]bY`?`cbghUbhY"

ðg[YgUa`h`nY][h`g]WXY`]b`H\Øf]b[Ybž`XUgg`X]Y`@]YVY`nk`]gWXYb
 HfUX]h]cb`i bX`A`cXYfbY`Y]bYb`VYgc`bXYfYb`D`Uhn`\Uh`<]Yfc`fhg`]gh
 X]Y`FYU`]hÅh`XYg`8Uh]b[g`gc`Vi`bh`i`bX`j`]Y`ZÅ`h][`k`]Y`XUg`@YVYb
 gY`Vgh` `i bX`k`Yf`Ui`Z`XYf`Gi`WXY`bUW`Y]bYf`bYi`Yb`6Y`_Ub`b`hgWUZh
]ghž`k`]fX`a`]h`G]WXYf\Y]h`ZØbX][`k`YfXYb"

8YhU]`g	
Cfh	; ch\Už`8Yi hgWU`UbX
EiY`Yb	<ul style="list-style-type: none"> • [ch\U!U`_hi`Y``"]bZc • k k k "XUh]b[!j`Yf[`Y]W "XY • XY"ghUh]ghU"W`a

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