

›UbbU`9bgh\ U`Yf. `8fY]ZUW\ Y`A i hhYf
YfcVYfh`U`g`A cXY`X]Y`@Ui ZghY[Y`

›UbbU`9bgh\ U`Yfž`VY_Ubbh`Ui g`/ ei ch/8]Y`< Ò\`Y`XYf
@Òk Yb/ ei ch/ž`ghUfhYh`a]h`(\$`›\fYb`]\fY`A cXY`_Uff]YfY`VY]
A ; A`A cXY`g"



< Ua Vi f[ž`8Yi hgW\`UbX`!›UbbU`9bgh\ U`Yfž`X]Y`Ui g`XYf
VY`]YVhYb`J CL!G\ck` `8]Y`< Ò\`Y`XYf`@Òk Yb`VY_Ubbh`]ghž
ghUfhYh`]b`Y]bY`bYi Y`VYfi Z]W\Y`D\UgY`U`g`A cXY`"8]Y`(\$!›\f][Y
\Uhj cf`_i fnYa`Y]bYb`J YfhfU[`VY`XYf`< Ua Vi f[Yf`A cXY`U[Ybhi f
A ; A`A cXY`g`i bhYfgW\ f]YVYbž`Y]bYf`5 [Ybhi fž`X]Y`fYbca`a]YfhYb
@i I i ga Uf_Yb`k]Y`@ci]g`J i]hcbž`7\UbY`i bX`8]cf`X]Ybh`"8]YgY
ØVYffUgW\YbXY`K YbXi b[`]b`]\fYf`?Uff]YfY`YfZØ`h`Y]bYb
?]bX\Y]hghfUi a`j cb`9bgh\ U`Yf"

6]g`Ub[`\UhY`›UbbU`9bgh\ U`Yf`b]Y`ni j cf`U`g`A cXY`[YUfVY]hYh`"8Yf
?cbhU`h`ni f`5 [Ybhi f`_Ua`ØVYf`›ghU[fUa`ni ghUbXYž`k`c`g]Y`j cb
A UfWc`G]bYfj cž`XYa`7\YZj cb`A ; A ž`YbhXYW`h`k`i fXY`"8]YgYf
Ài ›YfhY`g]W\ØVYfUi g`dcg]h]j`ni`]\fYf`DYfgcb`i bX`\cV`]\fYb

Zf]gW\Yb'@cc_gck]Y'\fYb'† [YbX`]W\Yb'GYI !5ddYU`\\Yfj cf" 8]Y
 BUW ZFU[Y'bUW `9bgh\U`Yf'gY]'`Ui h'G]bYfj c' VYY]bXfi W_YbX žk Ug
]\fY`bYi Yb'A Ò[`]W_Y]hYb`ja `A cXY`[YgW`ÀZhi bhYfghfY]W`h"

: Ua]`Y`i bX` :]hbYgg

›UbbU`9bgh\U`Yf`]ghXfY]ZUW\Y`A i hhYf`i bX`a i gg`XU`Yf`]\fY`NY]h
 nk]gW\Yb` : Ua]`Yž`]\fYf`F c`Y`U`g` ðj Yghcf]b`i bX`i bhYfbY\`a Yf]b
 gck]Y`]\fYf`bYi Yb'A cXY`_Uff]YfY``cb[`]YfYb" 8YbbcW` [Y`]b[h`Yg
]\fž`g]W`Z]hni `U`hYb`Xi fW`D]UhYg`i bX`?fUZhgdcfh" G]Y`Y[h
 [fc›Yb`K Yfh`Ui Z`Y]bY` [Ygi bXY`9fb`À\fi b[/`9bgh\U`Yf`hf]b`_hj]Y`
 K UggYfž`]ggh`j]Y``; Ya ØgY`i bX`DfchY]bY`i bX`j Yfa Y]XYh`K Y]nYb
 i bX`Ni W_Yfž` [Òbb`h`g]W`YXcW`Ui W` \]b`i bX`k]YXYf`Y]bY`D]nnU"

8Yf`GW`UZ]gh`ZØf`9bgh\U`Yf`YVYbZU`g`k]W`h][ž` [YghU`hYh`g]W`
 YXcW`U`g`<YfUi gZcfXYfi b[`ZØf`Y]bY`A i hhYf`j cb`XfY]?]bXYfb"
 Hfch`X]YgYf`5bZcfXYfi b[Yb`VYhc`bh`g]Yž`XUgg`g]Y`]\f`K c`\\VYZ]bXYb
 i bX`]\f`5i ggY\Yb`gY`f`gW`Àmh`i bX`VYgW`fY]Vh`]\fY`U`_hi Y`Y
 @YVYbgd\UgY`U`g`Ài ›Yfgh`d`cg]hj` "

6YfY]hg`gY]h`&\$&' `]gh`9bgh\U`Yf`HY]`XYg` < Ò\`Y`XYf`@Øk Yb
 !HYUa`g`i bX`\Uh`g]W`]bbYf\U`V`_i fnYf`NY]h`U`g`YfZc` [fY]W`Y
 ðj Yghcf]b`YhUV`]Yfh" G]Y`]gh`Ub`ØVYf`%\$`\$` :]fa Yb`VYhY]`][h`i bX
 Vf]b[h`XUa`]h`Y]b`i bhYfbY\`a Yf]gW`Yg` ; YgW`]W`_]b`]\fY`ni _ØbZh][Y
 A cXY`_Uff]YfY`a`]h"

›UbbU`9bgh\U`Yfg`9]bgh]Y[`]b`X]Y`A cXY`k Y`h`nY][hž`XUgg`Yg`b]Y`ni
 gd`Àh`]ghž`gY]bY`Hf`Ài a` Y`ni`j Yfk]f`_]W`Yb" `ÀfY` ; YgW`]W`hY`k]fX
 g]W`Yf`]W`j]Y`Yb`U`g` ðgd]fUh]cb`X]YbYb"

8YhU]`g	
J cfZU`	Gcbgh][Yg
C fh	< Ua Vi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "[U`U`XY • k k k "Vi bhY"XY • k k k "YW`bghcf"Yi

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