

GWX `YWX hYf`GWX `UZ3`7\ fcbcYfbÀ\ fi b [
_Òb bhY `=À fY `B ÀWX hY `fY hhY b °

8]Y`@ <`gi WXh`HY]`bY\`a Yf`ZØf`Y]bY`Ghi X]Y`ni f`J YfV]bXi b [
j cb`9ggYbgnY]hYb`i bX`GWX`UZeI U`]hÀh" `≠Zcfa Uh]cbYb`Ui Z`XYf
K YVgY]hY"



@Y]Vb]n`l b]j Yfg]hÀh`< Ubbcj Yfž' \$%* +`< Ubbcj Yfž
8Yi hgWX`UbX`!`9]bY`U_hi Y`Y`Ghi X]Y`Ua` `≠gh]hi h`ZØf`: ccX`UbX
CbY`<YU`h`XYf`@Y]Vb]n`l b]j Yfg]hÀh`< Ubbcj Yf`i bhYfgi WX`h`XYb
9]bZi gg`j cb`9ggYbgnY]hYb`Ui Z`X]Y`GWX`UZeI U`]hÀh" `GWX`YWX`hYf`
GWX`UZeI bX`i bfY [Y`a`À»] [Y`9ggYbgnY]hYb` \`Àb [Yb`Yb [`ni gUa` a`Ybž
k Ug`Ub [Zf]gh] [`Ygi bX`Y]h]WX`Y`: c` [Yb`k`]Y`; Yk`]WX`hgni bU`a`Yž
Ghc`Zk`YWX`gY`ghØfi b [Yb`i bX`Yf` \`Ò\`hY`GhfYggUb`ZÀ`] [_Y]hni f`: c` [Y
 \UVYb`_Ubb" `8]Y`: cfgWX`i b [`Y`h`XUj`cb`Ui`gž`XUgg`5bdUggi b [Yb
XYf`9ggYbgnY]hYb`Y]bY`J`YfVYggYfi b [`XYf`GWX`UZeI U`]hÀh`VYk`]f`_Yb
_Òb bhYb" `8]YgY`5bbU`a`Y`ghØ`hnh`g]WX`Ui Z`XUg`?`cbnYdh`XYf`
7\ fcbcYfbÀ\ fi b [ž`XUg`nY]h]WX`VY [fYbnhY`B`U`fi b [gUi`ZbU`a`Yž
Ui`WX`VY`_Ubb`h`U`g`≠hYfj`U`ZUghYbž`VY]b`U`hYh"

HY]bY\ a Yb`_0bbYb`A YbgWYb`ja`5`hYf`j`cb`\$`V]g`*)`:\fYbž`X]Y
i bhYf`gW`YW`hYa`G`W`U`Z`Y]XYb`"8]Y`HY]bY\ a YbXYb`a`ØggYb
VYfY]h`gY]bž`\fY`9ggYbgnY]hYb`Ui`Z`Y]b`NY]hZYbghYf`j`cb`nY\ b
Ghi`bXYb`ni`VYgW`fAb`_Yb`i`bX`bUW`&\$`" ` \$`I` \`f`_Y]bY`?`U`cf]Yb
a`Y`f`Ui`Zni`bY\ a Yb`"8]Y`HY]bU\ a`Y`i`a`ZUggh`Y]bY`j`]Yfk`ØW`][`Y
I`a`ghY`i`b[`X`Yf`9ggYbgnY]hYb`gck`]Y`XUg`5i`gZØ`Yb`j`cb`C`b`]bY!
:`fU[`YVØ[`Yb`i`bX`X]Y`5V[`UVY`j`cb`GdY]W`Y`d`fc`VYb`ni`f
I`bhYf`gi`W`i`b[`X`Yg`GhfYgg`c`fa`cbg`7`cfh]gc`"8`UVY]`k`]fX`Y]b
Dfc`VYb`Yb`hb`U\ a`Y!`GYh`d`Yf`Dc`gh`ni`[`Yg`Ub`X`hi`bX`bUW`X`Yf`Ghi`X]Y
ni`fØW`_`[`Yg`W`]W`h`"8]Y`HY]bY\ a YbXYb`k`YfXYb`ni`ZÄ`][`Y]bYf`j`cb
nk`Y];`fi`ddYb`ni`[`YhY]`h`9]bY];`fi`ddY`ghUfhYh`gc`Zc`fhž`X]Y`UbXYfY
j`]Yf`K`c`W`Yb`gd`Ä`hYf`"

;`Ygi`bX\Y]h`]W`Y`5i`gk`]f`_i`b[`Yb`j`cb
9ggYbgnY]hYb

8f`"A`Ub]bXYf`5\`i`k`U`]U`j`cb`XYf`7`UfX]Z`G`W`cc`c`Z`G`d`c`f`h`U`b`X
<`Y`U`h`G`W]Yb`W`\`U`h`Y`V`Y`b`Z`U`g`X]Y`5i`gk`]f`_i`b[`Yb`i`b`fY[`Y`a`Ä`][`Y`f
G`W`U`Z`i`bX`9ggYbga`i`ghYf`Ui`Z`X]Y];`Ygi`bX\Y]h`i`bhYf`gi`W`h`"8
a`c`X`Y`f`b`Y`b`;`Yg`Y`g`W`U`Z`h`Y`b`ZØ`f`h`Y]b`&(`#`!`5`f`V`Y]hg!`i`bX`G`c`n]U`Y`V`Y`b
\`Ä`i`Z[`ni`;`Ygi`bX\Y]hgd`fc`V`Ya`Yb`"I`b`fY[`Y`a`Ä`][`Y`9ggYbgnY]hYb
g]bX`bUW`k`Y]g`]W`a`]h`,`VYf[`Yk`]W`hž`G`h`c`Z`k`Y`W`g`Y`gh`Ø`i`b[`Yb`i`bX
<`Y`f`n`_`f`Y]g`Ui`Z`Yf`_`f`Ub`_i`b[`Yb`j`Yf`Vi`bXYb`"8]Y`]b`b`Y`f`Y`I`\`ž`X]Y`]a
<`m`d`c`h`U`U`a`i`g`j`Yf`Ub`_`Y`f`h`]gh`i`bX`Xi`f`W`Ä`i`»`YfY`i`U`_`h`c`f`Y`b`k`]Y`@]W`h
i`bX`HYa`d`Yf`U`h`i`f`f`Y[`i`Y]f`h`k`]f`X`ž`gd]Y`h`X`U`V`Y]`Y]b`Y`n`Y`b`h`f`U`Y`F`c`Y`"

@Ui`h`7\`f`c`b`c`V]c`c`[`]Y`ghYi`Yfb`?`Ø`fd`Yf`Zi`b`_h]cbYb`]`fYb`F`\`m`h`a`i`g
]b`5V\`Ä`b[`][`_Y]h`j`cb`HU[`i`bX`B`U`W`h`<`c`fa`cb`Y`k`]Y`#`gi`]bž
7`cfh]gc`i`bX`;`\fY]b`V`Y`Y]b`Zi`ggYb`<`i`b[`Yf`ž`G`Ä`h]`[`i`b[`i`bX
9`b`Y`f[`]Y`d`f`c`X`i`_h]cb`ni`V`Y`gh]a`a`h`Y`b`HU[`Y`gnY]hYb`"Ghi`X]Yb`V`Y`Y[`Ybž
X`U`gg`Y]b`Y`n`Y]h`]W`Y`6`Y[`f`Y`b`ni`b[`X`Y`f`B`U`\`fi`b[`g`U`i`Z`b`U\`a`Y`X`U`g
;`Yk`]W`h`f`Y`X`i`n]Y`f`h`i`bX`X]Y`a`Y`h`U`V`c`]g`W`Y];`Ygi`bX\Y]h`j`Yf`V`Y`gg`Y`f`h`
:`fØ`Y`f`Y`9ggYbgnY]hYb`k`]f`_Yb`g]W`X`U`V`Y]`j`c`f`h`Y]\`U`Z`h`Y`f`Ui`g`U`g
gd`Ä`hY`"

Ghi`X]Yb`Ui`Z`V`Ui`i`bX`?`c`b`h`U`_h]b`Z`c`f`a`U`h]c`b`Y`b

8]Y`Ghi X]Y`]b`<Ubbcj Yf`Yfa Ø[`]W`h`Yg`XYb`HY]`bY`a YbXYbž`U`Y
 GW`f]hhY`j cb`ni` `<Ui gY`Ui g`Xi fW`ni ZØ`fYbž`c`bY`XUgg`Y]b`6Ygi W
 j cf`C fh`YfZcfXYf`]W`]gh` `bhYfYgg]YfhY`_ØbbYb`Y]bYb`Yhk U
 nY`ba]bØh][Yb`i: fU[YVc[Yb`Ui gZØ`Ybž`i a `]\fY`9][bi b[`ni
 dfØZYb``: fU[Yb`ni f`Ghi X]Y`_ØbbYb`dYf`9!A U]`Ub`
 gW`UZh`i X]Y`4 Zc`\`"i b]!\Ubbcj Yf`"XY`cXYf`hY`YZcb]gW`i bhYf
 \$%+`+`) +(` ` % , %:[Y`_`Àfh`k YfXYb``K Y]hYfY` `bZcfa Uh]cbYb`g]bX`Ui Z
 XYf`K YVgY]hY`XYf`@Y]Vb]n`i b]j Yfg]h`Àh`<Ubbcj Yf`Yf`À`h]W`"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	@Y]Vb]n`i b]j Yfg]h`Àh`<Ubbcj Yfž`' \$%* + <Ubbcj Yfž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i b]!\Ubbcj Yf`"XY • ^ci fbU`"VXg]"XY • ZUW`dcfhU`![Ygi bX`Y]h"XY

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