

; fYbn_cbhfc`Yb. 'DYbX`Yf`Y]XYb`i bhYf
J Yf_Y\fg]bZUf_h`]b : fUb_Zi fh'fC XYfł

; fYbn_cbhfc`Yb`Ub`XYf`XYi hgW!dc`b]gWYb; fYbnY`]b
: fUb_Zi fh'fC XYfłZØ\ fYb`ni` J Yf_Y\fgdfcV`Ya Yb`i bX`gcf[Yb
ZØf`DYbX`YfUi Zfi`f"



: fUb_Zi fh'fC XYfłž`8Yi hgW`UbX`!`9]b`bYi Yg`?Ud]hY`]b`XYf
XYi hgW!dc`b]gWYb; fYbn[YgW]W`hY`]gh`Ui Z[YgW`U[Yb`"GY]h`XYa
%"'đ`]'&\$&) `cbhfc`]Yfh`X]Y`6i bXYgdc`]nY`]Ub`XYf`XYi hgW!
dc`b]gWYb; fYbnY`Y]b[YfY]ghY`DYfgcbYb`"8]Yg`a Uf_]Yfh`X]Y
FØW`_Y`f`ni`?cbhfc`Ybž`X]Y`gY]h`&\$+\$`b]W`h`a Y`f`b`ch`k`Yb`X][
k UfYb`"8]Y`A`U»b`U`a`Yb`k`i`f`X`Y`b`U`a`i`&(`"C`_`hc`V`Y`f`&\$&`'`j`c`b`D`c`Y`b`
Y`f`k`Y]h`Y`f`h`ž`b`U`W`X`Y`a``X]Y`X`Y`i`hg`W`Y`b`; fYbn_cbhfc`Yb`V`Y`f`Y]hg`g`Y]h
G`Y`d`h`Y`a`V`Y`f`&\$&`'`X]Y`F`Y]g`Y`i`gh`j`]Y`Y`f`D`Y`b`X`Y`f`h`f`Ø`V`Y`b`"8]Y
G]h`i`U`h]c`b`U`b`X`Y`f`; fYbnY`V`Y]V`h`U`b[Ygd`U`b`b`h`i`b`X`ZØ\`f`h`ni`Y]b`Y`a
f`Y[Y`f`Y`W`h`Y`b` J`Y`f`_`Y`f`g]b`Z`U`f`_`h``]b`C`f`h`Y`b`k`]Y`: fUb_Zi fh'fC XYfłž
k`]Y`G`h`U`X`h`j`Y`f`c`f`X`b`Y`h`Y`f`»b`5i`[`i`gh`m`b]U`_`V`Y`f]W`h`Y`h`"9`f`g`Y`V`gh`\`U`h
a`]h`Y]b`Y`a`'gh`]Y`b`D`f`c`h`Y`gh`[`Y[`Y`b`X]Y`d`c`b]g`W`Y`b`?`c`b`h`f`c`Y`b`U`i`Z
g]W`h`U`i`Z`a`Y`f`_`g`U`a`i`[`Y`a`U`W`h`ž`b`U`W`X`Y`a`Y`f`X]Y`b`Y[`U`h]j`Y`b`

5i gk]f_i b[Yb`Ui Z`X]Y`DYbX`Yf`j]b`XYf`F`Y[]cb`VYcVUW`hYb`a`i`gghY`
HÅ[`]W`dYbXY`b`Yhk`U`%("\$\$\$`Dc`Yb`bUW`6fUbXYbVi`f[`i`bX`("\$\$\$
k`Y]hYf`bUW`6Yf`bž`i`bX`X]Y`?`cbhfc`Y`b`Vf]b[Yb`XYb`J`Yf`_`Y`f`ni`a
9f`]Y[Ybž`k`]Y`Y`hmhY`6Yf]W`hY`nY][Yb`"GhUi`g`fY]W`Yb`c`Zh`V]g`ni`f
<Y]`Vfcb`bYf`GhfU»Y` `Y]bYa` `?`]`ca`Y`hYf`j`ca` `;`fYbnØVYf[Ub[
YbhZYfbh` `i`bX`XYf`F`Ø`_`ghUi` `Ui`Z`XYf`5i`hc`VU`b`nk`]gW`Yb`6Yf`]b
i`bX`K`UfgW`Ui` `Ub`b`V]g`ni``%\$`?`]`ca`Y`hYf`VYhfU[Ybž`k`Ug`ni
ni`gÅ`h`]W`Yb`:`U`f`hnY]hYb`j`cb`_`bUdd`&\$`A`]bi`hYb`ZØ`f`h`"

8cW`k`Ug[YgW`]Y`h`Y][Ybh]W`VY]`X]YgYb`?`cbhfc`Y`b`3`8`]Y
J`cf[Y`Y`Ybgk`Y]gY`Yf]bbYfh`ghUf`_`Ub`X]Y`XYi`hgW`Yb`?`cbhfc`Y`b`.
:`U`f`ni`Yi`[Y`a`ØggYb`_`Ub[gUa` `j`cfVY]ZU`fYbž`XUVY]`YfZc`[h`Y]bY
G]W`hdfØZ`b[`XYf`f`gUggYb`"9g`nY][h`g]W`Y`XcW`Y]b`VYXUi`Yf`]W`Yf
l`bhYfgW`]YX`]b`XYf`6Y`U`b`X`i`b[.`K`Å`fYbX`k`Y]»Y`8Yi`hgW`Y`i`b`X
Dc`Yb`a`Y]gh`d`fc`V`Ya` `cg`X`i`fW`[Yk`i`b`_`Yb`k`YfXYbž`g]b`X
Xi`b`_`Y`Å`i`h][Y`c`XYf`g`Ø`X`Å`b`X]gW` `Ui`ggY`Y`b`XY`DYf`gc`b`Yb`g`ck`]Y
:`fUi`Yb`a`]h`?`cd`Zh`Ø`W`Yfb`Å`i`Z][`N]Y`]b`hYb`g]j`YfYf`5b`Å`Øfi`b[Yb`"
Ni`XYa` `VYf]W`hYb`DYbX`Yf`j`cb`ghUf`_`j`YfVYggYfi`b[gk`ØfX][Yb
6YX]b[i`b[Yb` `Ui`Z`dc`b]gW`Yf`GY]hY`ZØ`f`h`Y]bY`Y]bgdi`f][Y`GhfU»Y
ni`hY]`g`i`bYfhfÅ[`]W`Yb`K`UfhYnY]hYbž`X]Y`?`cbhfc`Y`Y`]bYg
F`Y]gYVi`ggYg`_`Ub`b` `V]g`(`A`]bi`hYb`]b`5b`gd`fi`W`b`Y`a`Ybž`k`Å`fYbX
X]Y`GhfU»Ybj`Yf`Å`h`b]ggY`U`Y`g`Ub`XYfY`U`g`c`d`h]a`U`g`]b`X`"

8]Y`F`YU`_`h]cbYb`i`bX`a`Ø[`]W`Y`@Øgi`b[Yb

6fUbXYbVi`f[g`f`bYba`]b]ghYf`K`]`_`Y`nY][h`g]W`VYgc`f[h`ØVYf`X]Y
:`c`[Yb`XYf`?`cbhfc`Y`b`ž`b]W`h`bi`f`ZØf`X]Y`DYbX`Yfž`gc`b`XYfb`Ui`W`
ZØf`XYb`HfUbgdc`f`hi`bX`X]Y`K`]f`hgW`UZh`]bg[YgUa`h`"8]Y`f`Xi`ghf]Y!
i`bX`<UbXY`g`_`Ua`a`Yfb`k`UfbYb`j`cf`XYb`k`]f`hgW`UZh`]W`Yb
9]bVi`»Ybž`X]Y`Xi`fW`X]Y`J`YfnØ[Yfi`b[Yb`VY]a` `;`fYbnØVYf`hf]hh
YbhghY`Yb`_`ØbbYb`"J`]Y`Y`8Yi`hgW`Y`bi`hnYb`X]Y` `;`fYbnfY[]cb`ZØf
U`hÅ[`]W`Y`6Ygc`f[i`b[Ybž`gY]`Yg`i`a`ni`hUb`_`Yb`c`XYf`Y]bni`_`Ui`ZYb`"
8]YgY`[Yk`c`b`hY`A`cV]`]hÅ`h`_`ØbbY`Xi`fW`X]Y`ni`bY`a`YbXYb
?`cbhfc`Y`b`ghUf`_`Y]b[YgW`fÅ`b`_`h`k`YfXYb`"

@UbXhU[gUV[Yc`f`X`b`Y`hYf`?`i`fh`:`]gW`Yf`fGD8`Ě`U`h`VYfY]hg`Y`Y`b`ni`f
9b`hgd`Ubbi`b[`XYf`G]hi`Uh]cb`j`cf[YgW`U[Yb`"9f`g]Y`h`]b
[Ya`Y]bgUa`Yb`?`cbhfc`Y`b`Xi`fW`X]Yi`hgW`Y`i`bX`dc`b]gW`Y`6YUa`hY

Y]bY`A Ò[`]W_X]hž`X]Y`[fYbnØVYfgW`fY]hYbXY`Ni gUa a YbUfVY]h`ni
 j YfVYggYfb`i bX`X]Y`5V`Ai ZY`ni `cdh]a]YfYb``8]Y`Bcfa U`]g]Yfi b[
 XYf`@U[Y`]gh`YXcW`i b[Yk]gg` `X]Yg`]gh`Yb[`a]h`XYf`i a gYhni b[
 XYg`; Ya Y]bgUa Yb`9i fcdÀ]gW`Yb`5gm`gmghYa g`fl 95GŁ
 j YfVi bXYbž`XUg`j cfUi gg]W`h]W`UV`A]hY`ž b]`&\$&*`]b`?fUZ`h`f]hh
 i bX`U_hi Y``Y`5gm] YfZU`fYb`VYhfYZZYb`k]fX"

; fYbngW`]`XYf`i bX`Yi fcdÀ]gW`Yg
 J YfghÀbXb]g

HfchniU``Ya` []Vh`Yg`Ub`XYf`6fØW`Y`nk]gW`Yb` : fUb_Zi fh`fCXYfŁ`i bX
 Gi V]W`Ui W`NY]W`Yb`XYg`J YfghÀbXb]ggYg`ZØf`X]Y`gW`k]Yf][Y
 G]hi Uh]cb``5b`j YfgW`]YXYbYb`GhY``Yb`k Y`Yb`9i fcdUZU`bYb`i bX
 GW`]XYf`a]h`XYf`5i ZgW`f]Zi` : fUb_Zi fh`fCXYfŁ`i `Gi V]W`i `C`bY
 ; fYbnYb`i `6Yn[fUb]W`Yf]bbYfb`Ub`X]Y`\\]ghcf]gW`Y
 Ni gUa a YbUfVY]h`XYf`VY]XYb`Gh`XhYž`X]Y`gY]h`&) `žU`fYb`Ub`Y]bYf
 [Ya Y]bgUa Yb`Ni _i bZ`hUfVY]hYb``8cW`X]Y`bYi Yb`?cbhfc``Yb
 VYY]bhf`W`h][Yb`X]Y`ni j cf`[Y`YVh; fYbnZfY]`Y]h`Yf`YV`]W`"

ž`X]YgYa`GdUbbi b[gZY`X`nk]gW`Yb`G]W`Yf`Y]h`i bX`A`cV]`]h`h
 V`Y]Vh`Yg`UVni k UfhYbž`k]Y`g]W`X]Y`G]hi Uh]cb`Yb`k]W`Y`b`k]fX`i bX
 cV`X]Y`GhU`Y`c`XYf`Ub`VY]XYb`GY]hYb`XYf`; fYbnY`Y]bY`ZØf`U``Y
 hfU[VUfY`@Øgi b[`Z]bXYb`_ØbbYb``8]Y`_ca a YbXYb`K`cW`Yb`i bX
 A`cbUhY`k YfXYb`Yb`hgW`Y]XYbX`gY]bž`k Ybb`Yg`XUfi a` [Y`hž`X]Y
 5i gk]f_i b[Yb`XYf`?cbhfc``Yb`Ui Z`XUg`5``hU[g`YVYb`XYf`DYbX`Yf
 i bX`X]Y`k]fhgW`UZ]W`Yb`J YfV]bXi b[Yb`nk]gW`Yb`8Yi hgW`UbX
 i bX`Dc`Yb`ni `VYk YfhYb``8]Y`6`]W`Y`g]bX`Ui ZX]Y`dc`]hgW`Yb
 9bhgW`Y]Xi b[ghf`À[Yf`[Yf]W`hYhž`X]Y`bi b`[YZcfXYfh`g]bXž`Y]b`[i hYg
 <`ÀbXW`Yb`ni `UVYbž`i a`X]Y`9f`Y]W`hYfi b[`]a`J Yf`Y`f`ni
 [Yk`À`f`Y]ghYb"

8YhU]`g	
C fh	: fUb_Zi fh`fCXYfŁ`ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bX!U_hi Y``XY • k k k "gi YXXYi hgW`Y"XY • k k k "nXZ\Yi hY"XY

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