Hfi a d`A YX]U`ghUfhYh`6]hWc]b!F Yj c`i h]cb.
&ž) `A]``]UfXYb`ZØf` : fY]\Y]h°

Hfi a d`A YX]U`d`Ubhž`&ž) `A]``]UfXYb`8c``Uf`ZØf`6]hWc]b`ni
gUa a Y`bž`i a `Y]bY`6]hWc]b!HfYUgi fm`Ui Zni VUi Yb`i bX`]b
:]bUbnX]Ybgh`Y]ghi b[ Yb`ni `X]j Yfg]Z]n]YfYb"

Hfi a d`A YX]U`UbX`HYWkbc`c[m; fci dž`I G5`!Hfi a d`A YX]U
UbX`HYWkbc`c[m; fci d`fHA H; ěd`Ubhž`Yf`YV`]WkY`ϕj Ygh]h]cbYb`]b
X]Y`?fmdhck Ā\fi b[ `6]hWc]b`ni `hÅh][Ybž`]bXYa`g]Y`fi bX`&ž)
A]``]UfXYb`8c``Uf`Xi fWk`XYb`J Yf`_Ui Zj cb`5\_h]Yb`i bX`k UbXY`VUfYb
5b`Y]\Yb`Ui Zvf]b[Yb`"HA H; `Uh`J YfY]bVUfi b[ Yb`a]h) \$
ϕj YghcfYb`[ YhfcZZYbž`i a `Yhk U`%ž) `A]``]UfXYb`8c``Uf`]b
GhUa a U_h]Yb`i bX`%A]``]UfXY`8c``Uf`]b`k UbXY`VUfYbž`n]bg`cgYb
5b`Y]\Yb`ni `U\_ei ]f]YfYb`"8]YgY`ϕ]h]Uhj Yž`X]Y`Y]bY`XYf`[fØ» hYb
6]hWc]b!HfYUgi fm`8YU`g`Y]bYg`VØfgYbbch]YfhYb`l bhYfbY`a Ybg
XUfghY`hž`gc``Ua`i &- "A U] &\$&) `UV[YgWk`cggYb`k YfXYbž`k ]Y`Ui g
6Yf]Wk hYb`j cb`5`>UnYfFu`i bX`7 fmdhc6f]YZ]b[ `Yfj cf[Y`h"

8 Ug`[ YgUa a Y`hY`? Ud]hU`k]fX`j Yfk YbXYhž`i a `Y]bY`6]hWc]b!
HfYUgi fm`Ui Zni VUi Ybž`X]Y`]b`X]Y`6]`Ubn`XYg`l bhYfbY`a Ybg
Ui Z[Ybca a Yb`k YfXYb`gc``"79C`8Yj ]b`Bi bYg`VYnY]Wk bYhY
6]hWc]b`U`g` nYbhfU`Yg`ϕghfi a Ybh`Z]bUbn]Y``Yf` : fY]\Y]h`i bX`Y]bY
k]Wk h][Y`J Yfa Ò[ Ybg`_UggY`ZØf`HA H; ``6YfY]hg`Ua`9bXY`XYg
YfghYb`E i UfhU`g`&\$&) j YfZØ[ hY`XUg`l bhYfbY`a Yb`ØVYf`+) -
A]``]cbYb`8c``Uf`]b`6UffYgYfj Yb`i bX`_i fn`Ui ZYbXYb`ϕj Ygh]h]cbYbž
k Ug`Y]bY`gc`]XY` ; fi bX`U[ Y`ZØf`X]YgY`bYi Yb`Z]bUbn]Y``Yb
l bhYfbY`a i b[ Yb`V]YhYh"

9I dUbg]cb`]b`XYb`? fmdhck Ā\fi b[ga Uf_h

HA H; `VYUVg]Wk h][ hž`XYb`6]hWc]b!6Yg]hn`Xi fWk`DUfhbYfgWk UZhYb`a]h

XYb`? fmdhc!D`UhhZcfa Yb`5bWcfU[ Y`8][]hU`i bX`7fmdhc"Wca`ni
g]WXYfb``8]YgY`i bhYfbY\`a Yb`k YfXYb`X]Y`J Yfk U\`fi b[`XYf`6]hWc]b!
6Ygh`AbXY`ØVYfbY\`a Yb``J Yfgh`Af`_h`k`i fXY`X]Y`8]g_`i gg]cb`ØVYf`X]Y
8]j Yfg]Z]n]Yfi b[`XYg`i bhYfbY\`a Ybg`]b`8]Ybgh`Y]ghi b[Yb`]a
:]bUbngY`\_hcf`ž`X]Y`]b`bU\`Yf`Ni`_`i bZh`Ub[Y`ØbX][ `h`k`YfXYb`gc``"
J]Y`Y`XYf`bYi Yb``≠]h]Uh]j Yb`g]bX`U`g`FYU`\_h]cb`Ui ZX]Y
k U\`f[ Ybca`a YbY`8]g\_`f]a]b]Yfi b[`Xi`fW`:`]bUbn]bgh]hi hY`[ YXUW`h
i bX`gc``Yb`GmbYf[ ]Yb`ZØf`5VcbbYa Ybhg`i bX`UbXYfY
HfUbgU`\_h]cbYb`gW`UZZYb`ž`k ]Y`X]Y`BUW`f]W`hYb`j cb`K Ug\`]b[hc b
9I Ua]bYf`VYf]W`hYb"

8]YgY`A U» bU\`a Yb`\_ca`a Yb`ni`Y]bYf`NY]hž`]b`XYf`Hfi a`d`A`YX]U
i bX`X]Y`Hfi h\`GcW]U`!D`UhhZcfa`i bhYf`j Yfgh`Af`\_hYf`6YcVUW`hi b[
j cb`:`YgYhn[YVYfb`ghY\`Yb``?`f]h]\_Yf`k]Y`GYbUhc`f`9`nUVYh\`K UffYb
\UVYb`6YXYb`_Yb`VYnØ[ `]W`XYf`5i Zg]W`h`ØVYf`9H: g[ Y`Äi » Yfhž
k`Ä\`fYbX`:`Y[bYf`Hfi a`d`j`cfk`YfZYb`ž`dchYbn]Y``Y
≠hYfYggYb`\_cbZ]`_hY`ni`gW`UZZYb`ž`]bgVYgcbXYfY`bUW`Y]bYa
8]bbYfž`XUg`Yf`ZØf`<`Ui`dh]bj`YghcfYb`gY]bYg`~`HF`I`A`D`A`Ya`Y`7c]bg
j`YfUbgU`hYhY``GYbUhc`f`æ`b`C`ggc`Z`fB`!;`5E`\`cV`\`Yfj`cfž`XUgg`Yg
a`Ø[ `]W`Yfk`Y]gY`Y]b`ghfUZVUfYg`J`Yf\`U`hYb`XUfghY``hž`k`Yb`b`Hfi`a`d
Ni`[`Ub[`ni`d`f`Äg]X]U`Yb`≠Zcfa`Uh]cbYb`j`Yf`_Ui`Zh"

F`YU`_h]cb`Ui`Z`A`Uf`\_hj`Yf`ÄbXYfi`b[`Yb

B`UW`XYf`6Y`_Ubbh[UVY`XYf`HfYUgi`fmD`ÄbY`Yf`YVhY`6]hWc]b`Y]bYb
?`i`fgUbgh]Y[`i`bX`YffY]W`hY`\_`i`fnZf]gh][`%%\$`+`\$\$`8`c``Uf``8]YgY
9b`hk`]W`\_`i`b[ `V]YhYh`Y]bYb`k`Y]hYfYb`5b`fY]n`ZØf`X]Y`≠j`YghcfYb`i`bX
_Øb`bhY`XUg`≠hYfYggY`Ub`?`fmdhc`k`Ä\`fi`b[Yb`k`Y]hYf`ghY][`Yfbž
ni`a`U`XUg`i`bhYfbY\`a`Yb`Ui`W`d`Ubhž`5a`Yf]W]!Z]fgh!`?`fmdhc!`9H: g
Ui`Z`XYb`A`Uf`\_h`ni`Vf]b[Yb``Bi`bYg`VYhcbhY`X]Y`ghfUhY[ ]gW`Y`F`c``Y
j`cb`6]hWc]b`U`g`9]bZi`ggU\`a`Y`Ui`ZX]Y`:`]bUbn]Yfi`b[ ga`cXY``Y`j`cb
HA`H;`i`bX`X]Y`:`fi`bX`U[Y`ZØf`ni`\_ØbZh][`Y`K`UW`ghi`a`gghfUhY[]Yb"

Hfi`a`d`gY`Vgh`\`Uh`Y]bY`k`YW`gY`j`c``Y`:`YgW`]W`hY`]b`6Yni`[ `Ui`Z
?`fmdhc`k`Ä\`fi`b[Yb``9f`\`UhhY`g]Y`ZfØ\`Yf`U`g`_`Y]b`:`Y`X`\_`f]h]g]Yfhž
gW`Y]bVUf`YXcW`gY]bY`<`U`hi`b[ `i`[ Y`ÄbXYfhž`]bgVYgcbXYfY`bUW
Ni`g]W`Yfi`b[ Yb`j`cb`?`fmdhc!`I`bhYfgh`Ø`hnYfb`k`Ä\`fYbX`gY]bYf
?`Ua`dU[bY`ni`f`K`]YXYfk`U\``&\$`&(` ``8]YgY`9b`hk`]W`_`i`b[Yb`nY][`Yb

b]W h'bi f'HA H; g'5a V]h]cbYbž'gcbXYfb'Ui W'XYb'Ub\U'hYbXYb
 9]bZi gg'i bX'X]Y'ca d'YI]h'Ah'XYf'6Yn]Y\i b[Yb'nk]gWYb
 ?fmdhck Å\fi b[Yb'i bX'dc`h]gWYf'9]bZi ggbU\ a Y']b'XYb'I G5"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	Hfi a d'A YX]U'UbX'HYWbc`c[m; fci džI G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "U`^UnYYfU"WŁa • k k k "k Ug\]b[hc bYI Ua]bYf"WŁa • Wfmd hc Vf]YZ]b ["WŁa

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