

; Ybc<chY`6Ui bUhU`. 'F Y_c fX `VY]
; fYYbG][b!NYfh]Z]n]Yfi b['YffY]W\ h°

; Ybc<chY`6Ui bUhU`j YfVYggYfh'gY]bY'; fYYbG][b!
NYfh]Z]n]Yfi b['i a '%(i ž Z0fXYfh'B UW\ \U`h][_Y]h'Xi fW\
7C &!A UbU[Ya Ybhi bX`fY[]cbU`Y`DUfhbYfgW\UZhYb"



6Ui bUhU`ž'8Yi hgW\ `UbX`!`8Ug'; Ybc<chY`6Ui bUhU`\Uh'; fi bX
ni f': fYi XY`8]Y`9]bf]W\hi b['_cbbhY`]\fY'; fYYbG][b!NYfh]Z]n]Yfi b[
i a '%('DfcnYbh'ghY][Yfb`i bX`YffY]W\hibi b`VYY]bXfi W_YbXY', *
DfcnYbh]b`XYf'; YgUa hVYk Yfhi b["'; YgW\`ÀZhgz0\ fYf`A Uf_i g`A U]Yf
\YVh`XUg`9b[U[Ya Ybh'gY]bYg`HYUa g`Z0f`B UW\ \U`h][_Y]h`\Yfj c fž
XUg`g]W\`b]W\`hi bi f`]b`K c fhYbž`gcbXYfb`Ui W\`]b`HUhYb`nY][h`' K]f
gYhnYb`i bg`U_h]j `Z0f`Y]bYb`i a k Y`hžfYi bX`]W\YfYb`6Yhf]YV`Y]b ž
gU[h`A U]Yfž`i bX`VYhcbh`X]Y`fY[`Y`a `À»][Y`9fghY`i b[`Y]bYg
7C &!; i » UVXfi W_g`gck]Y`X]Y`C dh]a]Yfi b[`XYg`9]b_Ui Zg_cbnYdhg"

8]Y`<C; 5D5; 9`VYf]W\ hYhž`XUgg`X]Y'; fYYbG][b!NYfh]Z]n]Yfi b[
Y]bY`k]W\h][Y`F c`Y`gd]Y`hž`k Ybb`Yg`XUfi a` [Y\hž`0_c`c[]gW\Yž
gcn]U`Y`i bX`0_c`bca]gW\Y`?f]hYf]Yb`]b`XYf`<chY`Yf]Y`ni `VYk YfhYb"

A Y\ f`U`g`%` \$`? f]hYf]Yb`]b`nY\`b`? YfbVYfY]WYb`k` YfXYb`XUVY]
UV[YXYW`h`"8]YgY`i` a` ZUggYb`i` bhYf`UbXYfYa` `XUg`A` UbU[Ya` Ybh
i` bX`X]Y`? ca` a` i` b]_Uh]cbž`XYb`i` a` k` Y`hVYfY]W`gck`]Y`X]Y
V]c`c` []gW`Y`J`]Y`ZU`h`"8]Y`NYfh]Z]n]Yfi` b[`k`]fX`j` ca` `;` fYYbG][b
`bgh]hi` h]b`6Yf`]b`j` Yf`]Y`Yb`i` bX` [UfUbh]Yfh`HfUbgdUfYbn`]b`6Yni` [U
i` ZBUW\`U`h][_Y]hgdFU`h]_Yb`"

B UW\`U`h][Y`b`h]Uh]j` Yb`]a` `;` Ybc<`chY`

Ni` `XYb`_cb`_fYhYb`A`U»`bU\`a` Yb`XYg`;` Ybc<`chY`g`n`A\`Yb`X]Y
FYbcj`]Yfi` b[`XYf`?`ØW`Y`i` bX`XYg`FYghUi` fUbhg`a`]h`bUW\`U`h][Yb
A`UhYf]U`]Yb`i` bX`DfcXi`_hYb`"6YgcbXYfg`\Yfj`cfni` \YVYb`]gh`X]Y
`bghU`U]cb`Y]bYf`Gd`Ø`ghfU»`Y`a`]h`K` Åfa` YfØW`[Yk`]bbi` b[`i` bX
YZ]n]YbhYa` `K` UggYfY]bgUhm`"Ni`XYa` `k` i` fXY`Y]bY`;` YgW`]ffgYf]Y`Ui` g
fYWmW`hYf`?`YfUa`]_`bUW\`XYa` `7fUX`Y!`hc!`7fUX`Y!`Df]bn]d
Ub[YgW`UZZh`"8]YgY` :`cfhgW`f]hhY`]a` `6YfY]W`XYf`i` a` k` Y`h` `9bYf[]Y
i` bX`5VZU`a` UbU[Ya` Ybhig]bX`HY]`XYg`[Ubn\`Y]h`]WYb`?`cbnYdHg
XYg`<`chY`gž`XUg`b]W`h`bi` f`XYb`Y][YbYb`6Yhf]YVž`gcbXYfb`Ui` W`X]Y
`c`_U`Y`K`]fhgW`UZh`ZØfXYfh`"

9]b`k` Y]hYfYf`k`]W`h][Yf`5gdY`_h`XYf`NYfh]Z]n]Yfi` b[`]gh`X]Y
GYbg]V`]g]Yfi` b[`i` bX` `bZcfa` Uh]cb`XYg`HYUa` g`"
BUW\`U`h][_Y]hgVYUi` ZhfU[hY`GUVf]bU`;` Ui` »`a` Ubb`VYf]W`hYh`j` cb
fY[Y`a` Å»][Yb` [fØbYb`Ghi` bXYb` `i` bX`Y]bYa`]bhYfbYb`BYk` g`YhhYfž
]b`XYa` `X]Y`5b[YghY`hYb`Y][YbY`J`cfG`W`Å`[Y`Y]bVf]b[Yb`_ØbbYb`"
8]YgY`A`U»`bU\`a` Yb`nY][Ybž`XUgg`YXYf`]a` `HYUa` `XUfUb`UfVY]hYhž
X]Y`E`i`U`]h`h`i` bX`X]Y`bUW\`U`h][Yb`DfU`h]_Yb`]a` `;` Ybc<`chY`k` Y]hYf
ni` `j` YfVYggYfb`"

;` fYYbG][b`i` bX`X]Y`Ni`_i` bZh`XYf`<`chY`Yf]Y

8]Y`;` fYYbG][b!`NYfh]Z]n]Yfi` b[`]gh`Y]b`;` ØhYg]Y[Y`ZØf`bUW\`U`h][Y
<`chY`gž`XUg`gY]h`&\$%)`Y`hUV`]Yfh`]gh`"@Ui` h`;` fYYb`DYUf`g`k`]fX`XYf
NYfh]Z]n]Yfi` b[g`_UhU`c` [`j` ca` `;` `c`VU`G`i` ghU]bUV`Y`Hci` f]ga` `7ci` bW`
f]`GH7`Ľ`UbYf`_Ubbhž`k` Ug`X]Y`6YXYi` hi` b[`i` bX` `b`hY[f]h`h`X]Yf
5i` gnY]W`bi` b[`i` bhYfghfY]W`h`"8i` fW`XYb`]bhY[f]YfhYb`5bgUhmž`XYf
Ø`c`c` []gW`Yž`gcn]U`Y`i` bX`k`]fhgW`UZh`]W`Y`5gdY`_hY`VYfØW`g]W`h][hž
k`]fX`XYi` h`]W`Yfž`XUgg`X]Y`BUW`ZfU[Y`bUW`bUW\`U`h][Yb`DfU`h]_Yb

VY]'F Y]gYbXYb'ghY][h'

; ÅghY '\ UVYb`Y]b`k UW\gYbXYg` ðhYfYggY`Ub`bUW\U`h][Yb
5b[YVchYb`i bX`gi W\Yb`ni bY`a YbX`bUW`j YfhfUi Ybgk ØfX][Yb
ðZcfa Uh]cbYb`ni `i a k Y`hZfYi bX`]W\Yb`l bhYf_ØbZhYb`"8]Y
; fYYbG][b!NYfh]Zn]Yfi b[`V]YhYh`b]W\h`bi f`C f]Ybh]Yfi b[ž`gcbXYfb
ZØfXYfh`Ui W\`X]Y`?ca a i b]_Uh]cb`ØVYf`bUW\U`h][Y`DfU_h]_Yb`"Gc
_ØbbYb`F Y]gYbXY`VYk i gghY`9bhgW\Y]Xi b[Yb`hfYZZYb`i bX`]\f
9b[U[Ya Ybh`ZØf`Y]bY`bUW\U`h][Y`Ni _i bZh`nY][Yb"

ðg[YgUa h`gYhnh`XUg`; Ybc<chY`6Ui bUhU`Y]bYb`hc`Yb`5_nYbh`]b
XYf`6fUbW\Y`i bX`nY][hž`k]Y`k]W\h][`B UW\U`h][_Y]h]a `<chY`gY`hc f
]gh`A]h`XYf`ghYh][Yb`K Y]hYfYb`hk]W_`i b[`gY]bYf`l a k Y`hghfUHY []Y
k]fX`XUg`<chY`b]W\h`bi f`XYb`Y][YbYb`5bgdfØW\Yb`[YfYW\hž
gcbXYfb`Y]ghYh`Ui W\`Y]bYb`k Yfhj c`Yb`6Y]hfU[`ni f`: ØfXYfi b[
bUW\U`h][Yf`ð]h]Uh]j Yb`]b`XYf`F Y []cb"

8YhU]`g	
C fh	6Ui bUhU`ž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\c [UdU[Y"W\ • nYfh]Zn]Yfi b["[fYYbg][b"XY • k k k "[fYYbdYUf`g"Wta

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!\YggYb"XY