

K]`Zf]YX`5dY`k]fX`bYi Yf`J c fg]hnYbXYf XYg`? fY]ggYb]cfYbVY]fUhg`

K]`Zf]YX`5dY`]gh`bYi Yf`J c fg]hnYbXYf`XYg`
? fY]ggYb]cfYbVY]fUhg`]b`J Y`a Uf`i bX`gYhnh`g]W`ZØf`X]Y
J YfVYggYfi b[`XYf`GYb]cfYbj YfhfYhi b[`Y]b"



J Y`a Uf`ž`8Yi hgW`UbX`!`a` `? fY]g`? UggY`[]Vh`Yg`Y]bYb`bYi Yb
K]bX`]a` `? fY]ggYb]cfYbVY]fUh`K]`Zf]YX`5dY`Ui g`J Y`a Uf`U`h`XUg
5a`h`XYg`J c fg]hnYbXYb`ØVYfbca`a`Yb`"8Yf`+) !`À`f][`Y`Zc`[`h`Ui`Z
< c f g h < Yi gbYfž`XYf`Ui g`[`Ygi`bX`Y]h`]W`Yb`;`fØbXYb`ni`fØW`hfUH`
5dY`ž`XYf`Ui`W`J`c fg]hnYbXYf`XYg`GYb]cfYbVY]fUhYg`]b`J Y`a Uf`]ghž
a`ØW`hY`]b`gY]bYf`bYi`Yb`F`c`Y`a`Y`f`5b[`YV`chY`ZØf`GYb]cfYb
gW`UZZYb`i`bX`g]W`YfghY`Ybž`XUgg`U`Y`?`ca`a`i`bYb`]a``6Y]fUh
j`YfhfYhYb`g]bX`"5_hi`Y`n`A`h`XYf`?`fY]ggYb]cfYbVY]fUh`&(
A`h[`Y`XYfž`k`Ug`VYXYi`hYhž`XUgg`?`ca`a`i`bYb`k`]Y`6fYi`bUž`<`Y`gUž
7U`XYb`i`bX`F`Y]b`UfXg`U[`Yb`XYfnY]h`b]W`h`j`YfhfYhYb`g]bX`"<`]Yf
VYghY`h`bcW`i`<`UbX`i`b[`gVYXUfž`i`a`X]Y`J`YfhfYhi`b[`ni`gh`Af`_Ybž
[`YfUXY`]b`5bVYhfUW`h`XYf`<`YfUi`gZc`fXYfi`b[`Ybž`X]Y`X]Y
8][`]hU`]g]Yfi`b[`ZØf`j`]Y`Y`À`hYfY`A`YbgW`Yb`a`]h`g]W`Vf]b[`h`

9]bgUa Y`GYb]cfYb`g]bX`Y]b`H\Ya Už`XUg`Ui W\`5dY`Ua`<YfnYb
`Y]Y[h"8Yf`bYi Y`J cfg]hnYbXY`k Y]gh`XUfUi Z`]bž`XUgg`j]Y`Y`A`hYfY
A YbgW\Yb`cZi]b`[fc»Yb`<Ai`gYfb`YVYbž`k`c`g]Y`hfc`h`U`Yf
F`Ai`a`]W\`_Y]hYb`X]Y`9]bgUa`_Y]h`Ya`dZ]bXYb`Ni`XYa`k`c`bYb`]\fY
?]bXYf`Å`Ai`Z]`k`Y]h`k`Y[ž`k`Ug`XUg`; YZØ`X`Yf`g`c`Uh]cb`j`Yfgh`Å`f`_h"
5dY`gY`hnh`g]W\`XUZØ`f`Y]bž`X]Y`b]h]Uh]j`Y`XYg`@UbX`_fY]gYg`ni
i`bhYfghØ`hnYbž`Y]bYb`GYb]cfYbd`Ub`ni`YfUfVY]hYbž`XYf
A`Ô[`_Y]W\`_Y]hYb`]b`XYf`GYb]cfYbUfVY]h`Ui`ZnY][`h"8`Ug`N]Y`]ghž`XUgg
Y`XY`?`ca`a`i`bY`Y]bY`GYb]cfYbj`Yf`hY`hi`b[`\`Uhž`Å`b`]W\`XYf
š`[`YbXUfVY]h"9`f`k`]fX`\]Yf`Ui`Z`X]Y`K`]W\`h][`_Y]h`XYf`gc`n]U`Yb
HY]`\UVY`gW\]Y`Yb`i`bX`j`Yf`gi`W\Ybž`XYb`?`fY]ggYb]cfYbVY]fUh
Y]ba`U`]a`š`f`ni`gUa`a`Ybni`Vf]b[`Yb"

8] []hU`Y`A`]hhY` `[Y [Yb`9]bgUa`_Y]h

9]b`k`Y]hYfYg`H\Ya Už`XUg`K`]Z]YX`5dY`Ub`gd`f]W\`hž`]gh`X]Y`X][`]hU`Y
K`Y`h"8`Y]8`][`]hU`]g]Yfi`b[`\`Ubb`nk`Uf`U`g`Y]b`F`]g]_c`ZU`_hcf`ZØf
9]bgUa`_Y]h`i`a`5`hYf`k`U`f[`Ybca`a`Yb`k`YfXYbž`XcW\`5dY`i`bX
j`]Y`Y`9]dYf`hYb`g]bX`g]W\`Y]b][`G]Y`V]f[`h`Ui`W\`f]Yg][`Y`7`\UbW`b"
J]Y`Y`GYb]cfYb`\UVYb`GW\`k`]Yf][`_Y]hYb`a`]h`XYb`bYi`Yb
HYW\`bc`c`[`]Ybž`VYgcbXYfg`\cW\`U`hf][`Y`i`bX`V]`Xi`b[`gZYfbY
;`fi`ddYbž`k`]Y`Ui`g`Y]bYa`Øb[`ghYb`K`cf`_g`cd`ni`f`i`UW\`hU[`i`b[
~W`c`bbYW`h"8`?`ca`a`i`bU`Y`b]h]Uh]j`Yb`ZØf`k`Yb][`Yf`9]bgUa`_Y]h`i`a
5`hYf`"`\Yfj`cf[`Y`h"9`g`k`i`fXY`VY`hcb`hž`XUgg`X][`]hU`Y`A`YX]Yb`k`]Y
J]XYc`_cbZYfYbnYb`i`bX`j`]fhi`Y`Y`GY`Vgh`\`ZY[`fi`ddYb`ni`f
?`cb`hU`_hdZY[`Y`i`bX`XUa`]h`ni`f`6Y`_Åa`dZ]`b[`j`cb`9]bgUa`_Y]h
[`Ybi`hnh`k`YfXYb`_ØbbYb"9]b`5bgU`hž`XYb`5dY`Ui`Z]`fY]ZYb`a`ØW`hYž
i`a`GYb]cfYb`]a`@UbX`_fY]g`ni`i`bhYfghØ`hnYb"

8`Ug`bUh]cbU`Y`Dfc[`fUa`a`~W`c`bbYW`h"8`j`YfZc`[`h`XUg`N]Y`ž`X][`]hU`Y
i`bX`\`mVf]XY`5bg`Å`hnY`ni`]XYbh]Z]h]YfYbž`i`a`Y]bY`VYggYfY`gc`n]U`Y
Ni`gUa`a`Yb[`Y`Å`f][`_Y]h`ZØf`GYb]cfYb`ni`gW\`UZZYb"7`Ui`X]U`?`Ygg`Yfž
X]Y`@Y]hYf]b`XYg`Dfc[`fUa`a`gž`\YVh`\Yfj`cfž`XUgg`Yg`k`]W\`h][`]ghž
_ca`a`i`bU`Y`5b[`YVchY`ZØf`Å`hYfY`A`YbgW\Yb`]b`?`ca`V]bUh]cb`a`]h
X][`]hU`Yb`@Øgi`b[`Yb`Ui`gni`VUi`Yb"5dY`a`ØW`hY`g]W\`[`Ya`Y]bgUa
a`]h`UbXYfYb`?`ca`a`i`bYb`ZØf`gc`W\Y`\`mVf]XYb`5b[`YVchY
ghUf`_a`UW\Ybž`i`a`XYb`<YfUi`gZc`fXYfi`b[`Yb`XYf`X][`]hU`Yb`?`i`Zh
Ybh[`Y[`Ybni`k`]f`_Yb`i`bX`X]Y`g`c`Uh]cb`j`cb`GYb]cfYb`ni`fYXi`n]YfYb"

9]b`ni _i b Zhgk Y]gYbXYg`HYUa

A]h`K c`ZfUa `A Y]VUi a `Ui g`6Ui bUHU` \Uh`XYf`? fY]ggYb]cfYbVY]fUh
 ni XYa `Y]bYb`bYi Yb`ghY`j YfhfYhYbXYb`J cfg]hnYbXYbž`XYf
 ni gUa a Yb`a]h`5dY`i bX`XYa `fYgh`]WXYb`J c fghUbXž`XYf`U`Y`ZØbZ
 ↘\fY`[Yk Å`h`k]fXž`V]g`&\$&*`]a `5a h`V`Y]Vh`9g`]gh`_Ufž`XUgg`]b
 XYb`_ca a YbXYb`↘\fYb`j]Y`ni `hi b`gY]b`k]fXž`i a `X]Y
 Ub[Ydf]YgYbYb`YbXYfi b[Yb`ni `j Yfk]f`_]WXYb`"5dY`]gh
 cdh]a]gh]gW`i bX`Vf]b[h`Y]bY` : Ø`Y`j cb`9fZU\fi b[Yb`a]hž`i a `XYb
 GYb]cfYb`]a `@UbX_fY]g`? UggY`Y]bY`Gh]a a Y`ni `[YVYb`"

8]Y`DfcV`Ya Y`XYf`9]bgUa _Y]hi bX`X]Y`<YfUi gZcfXYfi b[Yb`XYf
 8][]hU`]g]Yfi b[`VYXØfZYb`Y]bYf`_fYUh]j Yb`i bX`]bhY[fUh]j Yb
 <YfUb[Y`Yb`gk Y]gY`"8Yf`? fY]ggYb]cfYbVY]fUh`\Uh`X]Y`7\UbWž`Y]bY
 J cffY]hYffc`Y`Y]bni bY`a Yb`i bX`YW`hY`J Yf`ÅbXYfi b[Yb`ZØf`X]Y
 @YVYbgei U`]h`h`XYf`GYb]cfYb`]a `? fY]g`? UggY`ni `VYk]f`_Yb`"K Yf
 a Y`f`ØVYf`X][]hU`Y`5bg`ÅmY`]a `5`hYf`YfZU`fYb`a `ØW`hYž`Z]bXYh`Ui Z
 XYf`K YVgY]hY`XYg`8][]hU`!DU_h`5`hYfg`k Y]hYfY`↔Zcfa Uh]cbYb`"

8YhU]`g	
Cfh	JY`a Ufž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "\bU"XY • gYb]cfk YV"W • k k k "X][]hU`dU_h!U`hYf"XY

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