

9]b ' >U\ f ' 5 Zf]_Ub]gWk Y 'GWk k Y]bYdYgh.
< ÒWk ghY ' 5 `Ufa ghi ZY 'ZØf' < YggYb °

8]Y ' 5 Zf]_Ub]gWk Y 'GWk k Y]bYdYgh'VY `UghYh'8 Ufa ghUXh!8]YVi f[
gY]h'Y]bYa ' >U\ fž'a]h'c\Yb '?cghYb'i bX'k]fhgWk UZh'WkYb
Gcf[Yb 'ZØf'@UbXk]fhY"



8 Ufa ghUXh!8]YVi f[ž'8 Yi hgWk `UbX '! '9]b '[Ubnyg' >U\ f' `Ub[` \Uh
X]Y ' 5 Zf]_Ub]gWk Y 'GWk k Y]bYdYgh'X]Y 'F Y[]cb'GØX\YggYb 'ZYgh']a
; f]ZZ' 'a ' ?fY]g; ; fc»!; YfUi ž'k c'j cf'XYa ' 5i gVfi Wk 'bcWk 'ØVYf
' "\$\$\$' < Ui ggWk k Y]bY[]nA\ `h'k i fXYbž'g]bX']bnk]gWkYb' bi f'bcWk
fi bX'+\$\$'H]YfY'ØVf]["'8]Y'XfUgh]gWkYb'A U» bU\ a Yb '\UVYb']\fY
Gdi fYb '\]bhYf'UggYbž'i bX'j]Y'Y 'GWk k Y]bYVUi Yfb'ghY\Yb'j cf'XYa
5i gž'k]Y '\YggYb gWk Ui "XY 'VYf]Wk hYh"

8]Y ' 6Y_Àa dZi b['XYf'GYi WkY '_cghYh'X]Y '?ca a i bYb'A]`]cbYb"
8 Ug '@UbX' < YggYb '\Uh'VYfY]hg'&\$ž) 'A]`]cbYb'9i fc']b'X]Y' < UbX
[Ybca a Ybž'i a 'X]Y'A U» bU\ a Yb'k]Y'XYb'6Ui 'j cb'NÀi bYb'i bX
X]Y'9bhgcf[i b['j cb'K]'XgWk k Y]b_UXUj Yfb'i a ni gYhnYb"'& ghUf_
VYhfcZYbYb'; YV]YhYb'gc''Yb'À [Yf'Y]bY'bYi Y'D\UgY'ja ' ?Ua dZ

[Y [Yb`X]Y`GYi WXY`Y]b`Y]hYbž]bXYa`g]Y`j Yfgi WYbž`K]`XgWk Y]bY
bU\Yni`Ui gni fchYb" `a`?fY]g`6Yf[ghfU»Y`k i fXYb`ØVYf`%"\$\$\$
K]`XgWk Y]bY`dcg]h]j` [YhYghYhž`i bX`gY]h`5df]` \ UVYb`š`[Yf`VYfY]hg
a`Y`f`U`g`) \$\$\$`j`cb`]\bYb`YfgW`cggYb" `8]Y`?cghYb`ZØf`X]Y
GYi WYbVY`_`Äa`dZ`b[`_Öb`bYb`V]g`&\$\$`+`V]g`ni`%\$`A`]]`cbYb`9i`fc
YffY]WYb"

9]bY`6fUbWXY`]b`6YXfÄb[b]g

: Øf`j]Y`Y`@UbXk]fhY`g]Y`h`Yg`XØghYf`Ui`g" `F`U]bYf`F`ch`U`i`g
F]YXghUXh`K`c`Zg`_`Y`\`Yb`\`Uh`gY]bYb`GWk Y]bYghU``gY]h`š` `]&\$\$`(
b]W`h`a`Y`f`V`Y`Y[hž`b`U`W`X`Y`a`Y`f`%`+`,`G`W`k`Y]bY`[`Y`_`Yi` `h`U`gg`Y`b
a`i`gg`h`" `5i`W` `D`Y`h`Y`f`G`Y`Y[Yf`Ui`g`C`h`n`V`Y`f[`_`Ä`a`d`Z`h`a`]h
9i]ghYbnÄb[ghYbž`XU`Yf`&"`\$\$\$`G`W`k`Y]bY`]b`Y]bYf`GdYffncbY
\`U`h`Y`b`a`i`gg" `8]Y`ni`g`Ä`h`n`]W`Y`5`b`Z`U`f`h`ni` `Y]b`Y`a` `k`Y]h`Y`b`h`Z`f`b`h`Y`b
G`W` `U`W`h`c`Z`V`Y` `U`gh`Y`h`g`Y]b`6i`X[Y`h`Y`b`c`f`a` " `G`Y`Y[Yf`ghY`\`h`_i`fn
XUj`c`f`ž`g`Y]bY` `j`Y`f`g]W`Y`f`i`b[`ni` `j`Y`f`]Y`f`Y`b`ž`k`U`g`g`Y]bY`@U[Y`bc`W`
d`f`Y`_`Ä`f`Y`f`a`U`W`h"

I`a` `X]Y`k`]fhgW`U`Z`h`]W`Y`b`G`W`Ä`X`Y`b`U`V`ni`a`]`X`Y`f`b`ž`Z`U`b`X`_`Ø`f`n`]W` `Y]b
nk`Y]h`Y`g`6`f`U`b`W`Y`b[Y`g`d`f`Ä`W` `ni`f`5`Z`f`_`U`b]g`W`Y`b`G`W`k`Y]bY`d`Y`g`h`g`h`U`h`ž
X`U`g`j`c`a` `B]Y`X`Y`f`g`Ä`W`g]g`W`Y`b`@`U`b`X`k`]fhgW`U`Z`h`g`a`]b]ghYf]i`a` `]b]h]Y]f`h
k`i`f`X`Y" `F`i`b`X` ` \$`j`Y`f`h`Y`h`Y`f`U`i`g`X`Y`f`@`U`b`X`!`i`b`X
9`f`b`Ä`\`fi`b[gk`]fhgW`U`Z`h`ž`6`Y`\`Ø`f`X`Y`b`i`b`X` `j`Y`f`a`U`f`_`hi`b[`k`U`f`Y`b`U`b`X`Y`f
8]g`_i`gg]c`b`V`Y`h`Y`] [h" `G]Y`Y`f`U`f`V`Y]h`Y`h`Y`b`5`bg`Ä`h`n`Y`ž`i`a
j`Y`f`a`U`f`_`hi`b[ga`Ö[`]W`_`Y]h`Y`b`ZØf` : `Y]g`W` `j`c`b` [Y`gi`b`X`Y`b
G`W`k`Y]bY`b`U`i`g`5`GD!`G`d`Y`f`f`n`c`b`Y`b`ni` `j`Y`f`V`Y`g`g`Y`f`b" `Ni`X`Y`a` ` []V`h`Y`g
6`Y`g`h`f`Y`V`i`b[Y`b`ž`X]Y`G`h][a`U`h]g]Y`f`i`b[`X`Y`g` : `Y]g`W`Y`g`]b`X`Y`b` ;`f]Z`ni
V`Y`_`ca`a`Y`b`i`b`X`j`Y`f`Ä`gg`]W`Y`5`V`b`U`a`Y`d`Y`f`g`d`Y`_`h]j`Y`b`ZØf
V`Y`h`f`c`Z`Y`b`Y`6`Y`h`f]Y`V`Y`ni` `g`W`U`Z`Y`b`ž`X`U`a`]h`X]Y`g`Y`]\`f`Y`k`]fhgW`U`Z`h`]W`Y`
6`U`g]g`b]W`h`j`Y`f`]Y`f`Y`b"

8Yf`K`Y[`bUW` `j`c`f`b

9]b`k`]W`h][Y`g`N]Y`X]Y`g`Y`f` ;`Y`g`d`f`Ä`W`Y`]g`h`X]Y`9`b`h`k`]W`_`i`b[`j`c`b
?`f]g`Y`b`d`Ä`b`Y`b`ž`X]Y`g]W`Y`f`g`h`Y`Y`b`gc`Y`b`ž`X`U`gg`X]Y`5`V`Ä`i`Z`Y`V`Y]
G`W` `U`W`h`i`b[ž`j`Y`f`U`f`V`Y]h`i`b[`i`b`X` `j`Y`f`a`U`f`_`hi`b[`]a
GYi WYb[YgW`Y`Y`b`f`Y]V`i`b[g`c`g`Z`i`b`_`h]c`b]Y`f`Y`b" `5i`W` `X]Y

5bdUggi b[j cb`F YnYdhi fYb`ZØf: `Y]gWkYfnYi [b]ggY`ja
 FYghf]_h]cbgZU``ghY\h`ni f`8YVUhhY``8Yf: c_i g``Y[h`XUfUi Z`X]Y
 k]fhgWkUZh]WkYb`5i gk]f_i b[Yb`gc`[Yf]b[`k]Y`a Ø[`]Wk`ni `U`hYb
 i bX`X]Y`h]YfgWk i hmfY`Yj UbhYb`5gdY`hY`b]Wk`h`Ui g`XYb`5i [Yb`ni
 j Yf`]YfYb``9]bY [Ya Y]bgUa Y`i bVYXYb`_]Wk`_Y]hgYf`_Åfi b[`XYg
 6i bXYg]bgh]hi hg`ZØf`F]g]_cVYk Yfhi b[`i bX`XYg: f]YXf]Wk!@cYZZYf!
 ðgh]hi hg`i bhYfghfY]Wk`h`XUgg: `Y]gWk`Ui g`F`Yghf]_h]cbg[YV]YhYb`U`g
 i bVYXYb`_]Wk`[`]h`k Ug`X]Y`Yfa Uf_hi b[`i bhYfghØhnYb`gc``ž`k]Y
 Ui Wk`gWk`k`Y]bY`"bYh`VYhcbh"

A]f]Ua `GhUi XhYž`X]Y`A]b]ghYf]b`ZØf`@UbXk]fhgWkUZh`i bX
 J YfVfUi WkYfgWk i hnž`_ØbX][hY`Ubž`g]Wk`ZØf`Y]bY`FYXi n]Yfi b[`XYf
 GdYffa U» bU`a Yb`Ui Z`9i !9VYbY`Y]bni gYhnYb``G]Y`d`Ubhž`XUgg`ja
 : fØ`U`f`&\$&) `Y]bY`_ Vi b[`ni f`GWk`UWk`hi b[ž`J YfUfVY]hi b[`i bX
 J Yfa Uf_hi b[`ghUhhZ]bXYb`gc````8]Y`9fZU`fi b[`Ui g`Y]bYa `Å`b`]WkYb
 : U``ja `9a g`UbX`_Øb`bY`Y`]YfVY]`Y]ZFY]Wk`gY]b``9g`V`Y]Vh`ni `c`ZYbž
 XUgg`X]YgY`A U» bU`a Yb`XUni `VY]hfU[Yb`k YfXYbž`X]Y`VYhfc`ZYbYb
 @UbXk]fhY`]b`Y`fYf`9i]ghYbn`ni`g]WkYfb`i bX`XUg`J YfhfUi Yb`]b`X]Y
 GWk`k`Y]bY`U`hi b[`]b`<YggYb`k]YXYf`Yfni ghY``Yb"

ðg[YgUa h`V`Y]Vh`X]Y`G]hi Uh]cb`Ub[YgdUbbhž`i bX`X]Y
 k]fhgWkUZh]WkYb` : c`[Yb`XYf`5Zf]_Ub]gWkYb`GWk`k`Y]bYdYgh`k YfXYb
 X]Y`6fUbWkY`bcWk`Ub[Y`VY[`Y]hYb``9]b`i bVYgWk`k`YfYf`HU[`c`bY
 dcg]hj`Y`k`]XgWk`k`Y]b`UXUj Yf`]gh`V]g`Ub[`]b`k`Y]hYf: YfbY``5VYf`X]Y
 6Ya Ø`i b[Ybž`X]Y`GdYffa U» bU`a Yb`ni `c`W`Yfb`i bX`X]Y
 J Yfa Uf_hi b[`ni`fYj]hU`]g]YfYbž`g]bX`Y]b`YfghYf`GWk`f]h]b`X]Y
 f]Wk`h][Y`F]Wk`hi b[ž`]bZcfa]Yfh`Ui Wk`a` ``b]YXYfgUWk`gYb`"XY"

8YhU]`g	
C fh	8Ufa`ghUXh!8]YVi f[ž`8Yi hgWk`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "`YggYb`gWk`Ui`"XY • k k k "gWk`k`Y]bY`"bYh • k k k "a` ``b]YXYfgUWk`gYb`"XY

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