

F Yj c`i h]cb`]a `?`]b]_i a `< UbUi .`B Yi Y A Yh\cXY`ZØf`< YfndUh]YbhYb`°

?`]b]_i a `< UbUi `ZØ\fh`&\$&) `Y]b`bYi Yg`a]b]a U`]bj Ug]j Yg
J YfZU\fyb`ni f`6Y\UbX`i b[`j cb`A]hfU`_`UddYb]bgi ZZ]n]Ybn
Y]b"



< UbUi ž`8Yi hgW\`UbX`!`a `?`]b]_i a `< UbUi `hi h`g]W\`[YfUXY`Y]bY
A Yb[Y`]a `6YfY]W\`<Yfn[Ygi bX\Y]h`°5V`gcZcfh`ghY\h`\]Yf`Y]b
bYi Ygž`a]b]a U`]bj Ug]j Yg J YfZU\fyb`ni f`6Y\UbX`i b[`XYf
A]hfU`_`UddYb]bgi ZZ]n]Ybn`ni f`J YfZØ[i b[`Y]b`YW\hYf`: c fhgW\ f]hh
]b`XYf`<Yfna YX]n]b`°8Yf`7\YZUfnh`XYg`<Ui gYgž`D8`8f`°a YX`
7\f]ghcd`K Y]bVfYbbYfž`\Uh`X]Y`]bbcj Uh]j Y`A Yh\cXY`j c fghY`Yb
`UggYbž`X]Y`Ui Z`XYa `9Xk UfXg`D5G75@HfUbg_Uh\YhYf!
F YdUfUhi fgmghYa `VUg]Yfh`°8]Yg`]gh`VYgcbXYfg`ZØf`DUh]YbhYb
[YY][bYhž`VY]`XYbYb`Y]bY`\Yf_Øa a `]W\Y`C dYfUh]cb`U`g`ni
f]g]_cVY\UžhYh`[]`h"

6Y]`XYf`A]hfU`_`UddYb]bgi ZZ]n]Ybn`gW\`Y» h`X]Y`<Yfn`_`UddY
nk]gW\Yb`°]b_Yf`<Yfn_Ua a Yf`i bX`°]b_Ya `J cf\cZb]W\h

j c`ghAbX]["8]Yg Z0\fhXUni žXUgg'gUi Yfghc ZfY]WYg'6'i h]b'X]Y
ZU'gWY'F]W]hi b['ghfÒa hž'k Ug'k]YXYfi a 'ni 'Gma dhca Yb'k]Y
?i fnUha][_Y]hž'9fgW ÒdZi b['i bX'<Yfn]bgi ZZ]n]Ybn'Z0\ fYb' _Ubb"
J cf'U`Ya 'À'hYfY'A YbgWYb'i bX'gc`WY'a]h'j cfVYghY\YbXYb
9f_fUb_i b[Yb'g]bX'VYhfcZZYb"8 Ug'bYi Y'J YfZU\ fYb'V]YhYh'X]YgYb
DUh]YbhYb'<cZbi b['Ui Z'6YggYfi b[ž'c\ bY'XUgg'g]Y'g]WY'Y]bYf
]bj Ug]j Yb'CdYfUh]cb'i bhYfn]Y\Yb'a ØggYb"

8 Yf'9]b [f]ZZ']a '8 YhU]'

6Y]'XYf'HfUbg_Uh\YhYf!A]hfU'_`UddYbYdUfUhi f'k]fX'XUg'æ d`UbhUh
ØVYf'Y]bYb'?Uh\YhYf']b'X]Y'i bX]WYhY'?`UddY'Y]b[YgYhnhž'c\ bY'XYb
6fi gh_cfV'ni 'ÒZbYb"8]YgY'J cf[Y\Ybgk Y]gY'j c`n]Y\h'g]WY'j]b
J c`bUf_cgY'i bX'XUi Yfhi b[YZÀ\ f'-\$'A]bi hYb"8 Ug'D5G75@
GmghYa '\UhXUVY]'X]Y'5i Z[UVYž'X]Y'GY[Y'XYf'A]hfU'_`UddY
ni gUa a Ybni \U'hYbž'k cXi fW'XYf'F ØW_Zi gg'XYg'6'i hYg'j Yff]b[Yfh
k]fX" '@Ui h'XYb'V]g\Yf][Yb'Ghi X]YbYf[YVb]ggYb'\UVYb'-' i 'XYf
DUh]YbhYb'_Y]bY'cXYf'bi f'a]'XY' i bX]WYh][_Y]h'a Y\ fž'k À\ fYbX';)
i 'k Yb][Yf'\YfnVYX]b[hY'?fUb_Yb\Ui gUi ZYbh\U'hY'dfc'š\ f
VYbÒh][Yb"

8]Y'A Yh\cXY'\Uh'g]WY'U'g'VYgcbXYfg'gWYcbYbX'Yfk]YgYbž'k Ug
Ui WY'UbXYfY'?`]b]_Ybž'k]Y'XUg'8Yi hgWY'<YfnnYbhfi a 'A ØbWYbž
VYghÀh][Yb"8 cfh'XYa cbghf]YfYb'<YfnWY]fi f[Yb'YVYbgc
a]b]a U']bj Ug]j Y'FYdUfUhi fYb'j cb'i bX]WYhYb'A]hfU'_`UddYb"
5bghY`Y'Y]bYg'[fc» ZÀWY][Yb'6fi gh_cfVgWYb]h'gž'k Ug]j b'XYf
J Yf[Ub[Yb\Y]h'ØV`]WY'k Ufž'gYhnh'a Ub'\Yi hY'Ui ZY]bYb'_Y]bYb
GWYb]hh'nk]gWYb'XYb'F]ddYb"8 Gc'WY'9]b[f]ZZY'Yf'Y]WYhYfb'XYb
<Y]i b[gdfcnYgg'i bX'j YfVYggYfb'X]Y'_cga Yh]gWYb'9f[YVb]ggY
Yf\YV'WY"

: Øf'k Yb']gh'XUg'J YfZU\ fYb' [YY][bYh3

DUh]YbhYbž'X]Y'i bhYf'Y]bYf'A]hfU'_`UddYb]bgi ZZ]n]Ybn`Y]XYbž
nY]WYbYb'g]WY'cZiXi fWY'Y]b[YgWYfÀb_hY'@Y]ghi b[gZÀ\][_Y]hž
@ Zhbch'cXYf'U`[Ya Y]bY'A ØX][_Y]h'Ui g"9g'[]Vh'nk Y]
<Ui dhZcfa Yb'X]YgYf'9f_fUb_i b[.X]Y'XY[YbYfUh]j Y': cfa ž'X]Y
Xi fWY'_fUb_\UZhY'J YfÀbXYfi b[Yb'Ub'XYb'?`UddYbgY[Y'b'cXYf

XYa ' < U`hYUddUfUhj Yfi fgUWk h'k]fXž'i bX`X]Y`Z b_h]cbY`Y': cfa ž
 X]Y`a Y]gh'Ui g'ni [fi bXY`Y]Y[YbXYb`< YfnYf_fUb_i b[Yb`fYgi `h]Yfh"
 ð j]Y`Yb': À`Yb`k]fX`Y]bY`ZfØ\ nY]h][Y`8]U[bcgY`Ya dZc`Ybž'i a
 Yfbgh\UžhY`GWk`Xb`Ua`< Yfna`i g_Y`ni`j Yfa Y]XYb"

: U`g`XYf`Ni ghUbX`XYf`A]hfU`_`UddY`_f]h]gWk`k]fXž`_Ubb`Yg
 bchk YbX][`gY]bž`Y]bYb`cdYfUh]j Yb`9]b[f]Z]j cfni bY\`a Yb"
 K À\`fYbX`VY]`\`Yf_`Òa`a`]\`WYb`J`YfZU\`fYb`j`]Y`]bj Ug]j Yf`\`Ubh]Yfh
 k]fXž`Yfa`Ò[`\`Wk`h`X]Y`a`]b]a`U`]bj Ug]j Y`HYWk`b]_`Y]bY`gWk`cbYbXY
 i bX`YZZ]n]YbhY`6Y\`UbX`i b["`8Yf`< Yfn_Uh\`YhYf!@UVcfVYfY]Wk`XYg
 ?`]b]_i a`g`< UbUi`ZØ\`fh`ni XYa`Ui`W`i bhYfgi`W`i b[Yb`XYg`< YfnYbg
 i bX`XYf`5XYfb`Xi`fWk`ž]a`d`Ubh]Yfh`< YfngWk`f]hha`UWk`Yf`i bX`gYhnh
 GhYbhg`Y]b"

K Ybb`G]Y`U`gc`gY`Vgh`cXYf`Ya`UbX`Ui`g`≠`fYa`i`a`ZY`X`a`]h
 < YfndfcV`Ya`Yb`ni`_`Àa`dZYb`\`Uhž`_`ÒbbhY`XUg`bYi`Y`5b[YVch]a
 ?`]b]_i a`< UbUi`[YbUi`XUg`gY]bž`k Ug`[YVfUi`Wk`h`k]fX`"9]b`GWk`f]hž
 XYf`b]Wk`h`bi`f`X]Y`@YVYbgei`U`]h`h`Yf\`Ø\`hž`gcbXYfb`Ui`W`Y]bY`[Ubn
 bYi`Y`DYfgdY`_h]j`Y`Ui`Z`X]Y`6Y\`UbX`i b[]`cb
 < Yfn`_`UddYbYf_fUb_i b[Yb`Yf`ØZb`Yh"

: Øf`k`Y]hYfY`ðZcfa`Uh]cbYb`ØVYf`X]Y`A`]hfU`_`UddYb]bgi`ZZ]n]Ybn`i`bX
 U_hi`Y`Y`6Y\`UbX`i b[gUbg`À`hY`Ya`dZY\`Yb`g]Wk`X]Y`GY]hYb`XYf`N8:
 \`Yi`hY`i`bX`X]Y`< Yfngh]Zhi`b["

8YhU]`g	
C fh	< UbUi ž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_]b]_i a !\`UbUi`"XY • k k k "nXZ\`Yi`hY`"XY • \`Yfngh]Zhi`b["XY

6Ygi`Wk`Yb`G]Y`i`bg`Ui`Z.`b`U[!\`YggYb`"XY