

K c`Z[Ub['6YfbXh'V`Y]Vh'8; 6!7\YZ.
Gc`]XUf]hÅh'ZØf`X]Y`A UI \ØhhY`[UfUbh]Yfh°

K c`Z[Ub['6YfbXh'V`Y]Vh'8; 6!J cfg]hnYbXYf`5a VYf[!
Gi`nVUW/G]hni b['VYZUgghY`g]W`a]h[YgY`gWUZh]WYa
9b[U[Ya Ybhi bX`Gc`]XUf]hÅh"



5a VYf[!Gi`nVUW ž'8 Yi hgW`UbX`!'6Y]`Y]bYa`k]W]h[Yb
HfYZYb`XYg'8; 6! ?fY]gj YfVUbXg'5a VYf[!Gi`nVUW`]b`XYf
[Ya Øh]WYb'; UghghÅhhY` : i W`gVYW_`k i fXY`K c`Z[Ub['6YfbXh
YfbYi h'U'g'fY]gj cfg]hnYbXYf`VYghÅh[h"8]Y`Y]bgh]a a] [Y`K U\`
ZUbX`]a`FU\`a Yb`XYf`_cbgh]hi]YfYbXYb`G]hni b['ghUhhž`X]Y`a]h
Y]bYa`VYk Y[YbXYb'; YXYb_Yb`Ub`XYb`j YfghcfVYbYb
6i bXYgj cfg]hnYbXYb`XYg'8; 6ž`A]WUY`Gca a Yfž`VY[Ubb"BYVYb
6YfbXh`k i fXY`Ui W`GhYZub`8]Yh`j cb`J YfX]`U`g`bYi Yf
GhY`j YfhfYhYf`[Yk Å\`hž`k Å\`fYbX`A UbZfYX`GW`k]b[Yf`j cb`XYf
; 9K`gY]b`5a h'U`g`GW`f]ZhZØ\`fYf`YfZc`[fY]W`j YfhY]X][Yb`_cbbhYž
gc`VYf]W`hYh`cVYfdZU`nYW`c`"XY"

≠`gY]bYf`5bhf]hngfYXY`ghY`hY`K c`Z[Ub['6YfbXh`X]Y`_ØbZh][Yb

<YfUi gZcfXYfi b[Yb`XYf'; Yk Yf_gWUZhUfVY]h]b`XYb
JcfXYf[fi bX" K]f'a ØggYb`X]Y`6Yn]Y\i b[Yb`ni`i bgYfYb
A]h[`]YXg[Yk Yf_gWUZhYb`k Y]hYf`Ui gVUi Yb`i bX`i bgYfY
gc`]XUf]gWY`I bhYfghØhni b[`ZØf`X]Y`6Y`Y[gWUZh`XYf`A UI \ØhY
j YfghÅf_Yb žVYhc`bhY`6YfbXh`8Yf`8; 6!`fY]gj c fghUbX`a ØW`hY
ni XYa`Y]b`NY]WYb`[Y[Yb`F Ugg]ga i gž`5bh]gYa`]h]ga i g`i bX
fYW`hgfUX]_U`Y`HYbXYbnYb`gYhnYb`i bX`ZØfXYfh`Y]b`Zf]YX`]WYgž
gc`]XUf]gWYg`Ni gUa`a Yb`YVYb`]b`XYf`FY []cb`"5i W`X]Y
J YfbYhni b[`] [Yk Yf_gWUZh]W`cf[Ub]g]YfhYf`A UbXUhgfhÅ[Yf`Ui Z
_ca`a i bU`Yf`9VYbY`ghY`h[Ub`n`cVYb`Ui ZX`Yf`5[YbXU"

9b[U[Ya Ybh`ZØf`8Ya c_fUh]Y`i bX`[Y[Yb
9I hfYa`]ga i g

8Yf`8; 6`nY][h]g]W`b]W`h`bi`f`]b`5a VYf[!Gi`nVUW`U_h]j ž`gcbXYfb
VYhfUW`hYh`Ui W`X]Y`[YgY`gWUZh]WYb`F U`a`YbVYX]b[i b[Yb`"a
F U`a`Yb`XYf`5VhY]i b[`ZØf`A][fUh]cbg!`i bX`5bh]fUgg]ga i gdc`]h]
UbU`mg]Yfh`X]Y`; Yk Yf_gWUZh; YZU`fYb`ZØf`X]Y`8Ya`c_fUh]Y`gck]Y
X]Y`5b[f]ZY`Ui ZXUg`XYa`c_fUh]gWY`GmghYa`"I bhYfghØhnh`k YfXYb
A][fUbhYb`VY]`XYf`6Y`_Aa`dZ`b[`j`cb`5fVY]hgUi gVYi hi b[ž`XYbb
gcn]U`Y`; YfYW`h][_Y]h]gh`Y]b`nYbhfU`Yg`5b`]Y[Yb`XYg`8; 6ž`k]Y`Ui g
XYb`≠Zcfa`Uh]cbYb`j`cb`X[V`"XY`Yfj`cf[Y`h"

≠gVYgcbXYfY`X]Y`K U`Yb`]a`Gi`dYfk U`Y`U`f`&\$&(`k`YfZYb`]fY
GW`UhhYb`]cfUi gž`XU`a`Y`f`U`g`j]Yf`A`j`]UfXYb`A`YbgW`Yb`]b`ØVYf
XfY]`8i`hnYbX`@ÅbXYfb`]fY`Gh]a`a`Yb`UV[YVYb`k`YfXYb`"8Yf
≠hYfbUh]cbU`Y`; Yk Yf_gWUZh]gVi bX`f≠; 6Ě`ghUfhYh`X]Y`?Ua`dU[bY
: Øf`8Ya`c_fUh]Y`ž`i`a`5fVY]hbY`a`Yf]]bbYb`fYW`hY`ni`j`YfhY]X][Yb
i bX`XYa`ni`bY`a`YbXYb`5i`hc]f]hUf]ga i g`Ybh[Y[Ybni`hfYhYb`
5b[f]ZY`Ui ZX]Y`F`YW`hY`XYf`5fVY]hbY`a`Yf]]bbYb`i`bX
k]fhgWUZh]WY`I`b[`Y]W`Y]h]g]bX`<Ui`dhi`fgUW`Yb`ZØf`ØZYbh]WY
I`bni`Zf]YXYb`Y]h`ž`k`Ufbh`≠; 6!; YbYfU`gY`fYhÅf`@`WHF]Ub[`Yž`k]Y`]b
Y]bYa`6Yf]W`h]j`cb`X[V!V]`Xi`b[gk`Yf`"XY`ni`YgYb`]gh"

Ni`_i`b`Zhgc`f]Y`b`h]Y`fhY`J`Y`fb`Y`hni`b`[

B`YVYb`XYf`K`U`Y`XYf`J`cfghUbXga`]h[`]YXYf`]gh`Ui`W`X]Y

Ni gUa a YbgYhni b[`XYg`bYi Yb`8; 6!`fY]gj cfghUbXg`j cb
 =bhYfYggY"6YghÅh][hY`A]h[`]YXYf`g]bX`i bhYf`UbXYfYa `8]YhYf
 8Y]bnYf`f# `A YhU`Ł`GUgWÅU`8ÖfbYf`f# `679Ł`H\ca Ug`5i Yf`f9J; Ł
 i bX`Øf[Yb`K Ybn`_]fi XDŁ"8]Y"; fi ddY`; fUi Yb`k]fX`Xi fWÅ`DYhfU
 GWÅ]``b[`j YfhfYhYbž`X]Y`U`g`cfXYbh`]WÅYg`A]h[`]YX`U_hj `]gh`8]YgY
 j]Y`gY]h][Y`Ni gUa a YbgYhni b[`gc``XYb`i bhYfgWÅ]YX`]WÅYb
 5b`Y[Yb`i bX`<YfUi gZcfXYfi b[Yb`XYf`; Yk Yf_gWÅUZhga]h[`]YXYf
 FYWÅbi b[`hfU[Yb`i bX`X]Y`Gh]a a Y`XYf`5fVY]hbY\ a Yf]]bbYb`]b`XYf
 FY[]cb`ghÅf_Yb"

8 Ug`9b[U[Ya Ybh`ZØf`X]Y"; YgY`gWÅUZh`i bX`X]Y`6Y_Åa dZi b[`j cb
 F Ugg]ga i g`i bX`8]g_f]a]b]Yfi b[`V`Y]Vh`Y]bY`nYbhfU`Y
 <YfUi gZcfXYfi b[`ZØf`X]Y"; Yk Yf_gWÅUZhYb"K c`Z[Ub[`6YfbXh`i bX
 gY]b`bYi `[Yk Å\`hYf`J cfghUbX`g]bX`ZYgh`YbhgWÅ`cggYbž`X]YgY
 H\Ya Yb`]b`XYb`_ca a YbXYb`š\`fYb`U_hj] `ni `VY`Yi WÅhYb`i bX`X]Y
 Gc`]XUf]hÅh`]b`XYf`FY[]cb`ni `ZØfXYfb"

8YhU]`g	
C fh	5a VYf[!Gi `nVUWÅž`8Yi hgWÅ`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cVYfdZU`nYWÅc"XY • k k k "X[V"XY • k k k "X[V!V]`Xi b[gk Yf_"XY

6Ygi WÅYb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY