

F Yj c`i h]cb`ja` ; Ygi bX\Y]hgk YgYb. ; , (A]`]cbYb`9i fc`ZØf`? fYVgZc fgW\ i b[`

9fZU\ fYb`G]Yž`k]Y`Yi fcdÀ]gW\Y`GhUfh!i dg`ja` ` ðbcj Uh]cbgZY`X ?fYVgZc fgW\ i b[`i bX`HYW\bc`c[]Yb`bYi Y`FY`cfXY`gYhnYb i bX` ðj Ygh]h]cbYb`g]W\Yfb"



6Yf`]bž`8Yi hgW\`UbX`!` ð`XYf`di`g]YfYbXYb`K`Y`h`XYf HYW\bc`c[]Y`hi`h`g]W\`[YfUXY`gc`Y]b][Yg`"9]b`GhfU\`XYf`<cZbi b[k i fXY`Øb[gh`]a` `K`Y`h`Ui`Z[Y[Yb`XYb`? fYVg`g]W\hVUfž`k`À`fYbX XmbUa`]gW\Y`GhUfh!i dg`]\fY` :]bUbn]Yfi b[gUb`Yf`Ui`gk`YfZYb`"i`bhYf XYb`nU\`fY]W\Yb`B`UW\f]W\hYb`X]YgYf`K`cW\Y`ZU`Yb`Y]b][Y VYgcbXYfg`]bg`5i [Y` `j`cb`VU\`bVfYW\YbXYb ?fYVgX]U[bcgYd`UhhZcfa`Yb`V]g`\]b`ni`D`UhhZcfa`Ybž`X]Y`XYb ; YVfUi`W\hk`U[Yba`Uf`_h`fYj`c`i`h]cb]YfYb"

9]b`VYa`Yf`_Ybgk`YfhYf`GW\`f]h]a` `6YfY]W\`XYf`Cb`_c`c[]Y`]gh`X]Y` :]bUbn]Yfi b[gfi bXY`j`cb`BI`7@-8`= A`ž`X]Y`gUhhY` , (A]`]cbYb 9i fc`Y]bk`UfV`"8]YgY` ; Y`XYf`gc`Yb`j`Yfk`YbXYh`k`YfXYbž`i`a` `Y]bY h\YfUbcgh]gW\Y`D`UhhZcfa` `ZØf`X]Y`? fYVgVY\`UbX`i`b[`ni` `Yb`hk`]W`_Y`bž

X]Y`Ui Z`XYb`egchcdYb`?i dZYf!*%i bX`?i dZYf!*+`VUg]Yfh`5b[YZ0\fh
k i fXY`X]Y`:]bUbn]Yfi b[`j cb`bUa `UZhYb`#j YghcfYb`k]Y`?i fa U
; fck h\`Cddcfhi b]h]Yg`i bX`i bX`5b[Y`]b]`J Ybhi fYg`6YgcbXYfg
gdUbbYbX`]ghž`XUgg`X]YgY`HYW`bc`c[]Y`b]W`h`bi f`X]U[bcgh]gW`
Y]b[YgYhnh`k YfXYb`_Ubbž`gcbXYfb`Ui W`h\YfUdYi h]gW`Y`5bgÅhnY
j YfZc`[h`

8][]hU`Y`HfUbgZcfa Uh]cbggd]Y`fÅi a Y`]a
5i hca cV]`gY`hcf

9]b`k Y]hYfYg`<][\`][\h`X]YgYf`K cW`Y`]gh`X]Y`6Yf`]b!VUg]YfhY
D`Uhhžcfa `7UfC bGU`Yž`X]Y`a]h`, &`A]`]cbYb`I G!8c``Uf`]b`Y]bYf
GYf]Yg`7!:]bUbn]Yfi b[gfi bXY`Ui Zk UfhYhY``8Ug`I bhYfbY`a Ybž
[Y[f0bXYh`&\$%, ž\`Uh]g]W`U`g`6&6!5i _h]cbgd`Uhhžcfa `Z0f
[YVfUi W`hY`5i hcg`YhUV`]Yfh`i bX`VYUVg]W`h][h`bi bž`gY]bY`X][]hU`Y
#ZfUghfi _hi f`Ui gni VUi Yb`i bX`]b`bYi Y`A Åf_hY`ni `YI dUbX]YfYb`
A]h`X]YgYf`:]bUbn]Yfi b[gfi bXY`gi a a]Yfh`g]W`XUg`[YgUa hY
: i bX]b[`Ui Z`%`) `A]`]cbYb`9i fc``79C`Hca `?f0[Yf`VYgW`fY]Vh
X]YgYb`GW`f]h`U`g`YbhgW`Y]XYbXYb`A Y`]YbghY]b`Z0f`XUg`J YfhfUi Yb
]b`]f`; YgW`Åžga cXY``

8]Y`Ni gUa a YbUfVY]h`a]h`#j YghcfYb`k]Y`Bcfh\NcbY`i bX`<J
7Ud]hU`nY][hž`XUgg`7UfC bGU`Y`Y]b`[i hYg`<ÅbXW`Yb`Z0f`K UW`ghi a
\Uh`8]Y`HfÅi a Y`Z0f`9i fcdU`ghY`Yb`]b`XYb`GhUfh`0W`Yfb.` K]f
k YfXYb`i bgYfY`?Yfba Åf_hY`k Y]hYf`j Yfh]YZb`i bX`Xi fW`
]bbcj Uh]j Y`HYW`bc`c[]Yb`k]Y`?`=XYb`5i hca cV]`j Yf`Ui ZgdfcnYgg
k Y]hYf`cdh]a]YfYb`ž`gU[hY`?f0[Yf``8]Yg`]gh`Y]b`_`UfYf`#X]_Uhc f
XUZ0fž`XUgg`X][]hU`Y`@0gi`b[Yb`]b`XYf`5i hca cV]`VfUbW`Y`\cW`]a
?i fg`ghY`Yb`

9]b`6`]W`_]b`X]Y`Ni _i bZh`XYf`?fYVgZc f gW`i b[

8cW`b]W`h`bi f`XYf`; YVfUi W`hk U[Yba Uf_h`nY][hž`k]Y`a cXYfbY
HYW`b]_i a `g]W`[fY]Zh`5i W`]b`XYf`?fYVgZc f gW`i b[`g]bX
Yi fcdÅ]gW`Y`GhUfh`i dg`Ub`j cfXYfghYf`; fcbh``9]bY`Ghi X]Y`XYg`
**9i fcdÅ]gW`Yb`DUhYbhUa hg`YVh`X]Y`6YXYi hi b[`X]YgYf`
I bhYfbY`a Yb`\Yfj cf`i bX`VY`Yi W`hYh`X]Y`I bhYfgW`]YXY`]b`XYf`**

ðbcj Uh]cbg_fUZhink]gWYb'9i fcdUž'XYb'I G5'i bX'7\]bU"K Å\fybX
]b'9i fcdU'ZUgh%") \$\$ 'GhUfh!i dg]b'XYf'?fYVgZc'fgWxi b['U_h]j 'g]bXž
]gh'XYf'K Y['V]g'ni f'A Uf_hfY]ZY'ZØf'Yi fcdÅ]gWY':]fa Yb'a]h'&('i
 XYi h]W\ghY]b][Yf'U'g'ZØf']\fy'Ua Yf]_Ub]gWYb'DYbXUbhgž'j cb
 XYbYb'bU\Yni '(\$'i 'X]Y'F Y]ZYd\UgY'YffY]WYb"

8]Y'5bU`mgY'j cb'DUhYbhUba Y`Xi b[Yb'nY][hž'XUgg'X]Y'I G5'bUW
 k]Y'j cf'ZØ\fybX']b'XYf'5bnU\`'_fYVgVYnc[YbYf'9fZ]bXi b[Yb'g]bX
 i bX'XUgg'7\]bU'Y]bYb'VYUW\h]WYb'5bgh]Y['XYf'ðbcj Uh]cbYb
 j YfnY]W\byh"8]Y'Ghi X]Y'nY][hini XYa 'X]Y'nYbhfU'Yb'Fc`Yb'j cb
 <cW\gWxi 'Yb'i bX': c'fgWxi b[gY]b]f]W\hi b[Yb']b'XYf'Yi fcdÅ]gWYb
 ðbcj Uh]cbg`UbXgW\UZh'Ui Z'8]YgY'ðgh]hi h]cbYb'g]bX'ZØf'ZUgh'X]Y
 <Å`ZhY'U`Yf'DUhYbhUba Y`Xi b[Yb']b'XYf'9i 'j YfUbhk c'fh]W" "Gc
 V'Y]Vh'Yg'gdUbbYbX'ni 'VYcVUW\hYbž'k]Y'g]W'X]Y'@UbXgW\UZh'XYf
 a YX]n]b]gWYb'HYW\bc`c[]Y'k Y]hYf'Ybhk]W_Y'b'k]fX'i bX'k c'X]Y
 bÅW\ghYb' [fc» Yb'8i fW\vfØW\Y'YbhghY\Yb"

8]Y'?ca V]bUh]cb'Ui g'ðj Ygh]h]cbYb']b'HYW\bc`c[]Yb'i bX'XYa
 GhfYVYbž'g][b]Z]_UbhY' [YgY`gW\UZh]WY'<YfUi gZcfXYfi b[Yb'ni
 VYk Å'h][Ybž'_ØbbhY'XYf'GW\`ØggY`ni 'Y]bYf'Ni _i bZh'gY]bž'X]Y
 gck c`\']bbcj Uh]j Y'@Øgi b[Yb'U'g'Ui W\ 'bUW\U'h][Yb': c'fhgW\fh
 j Yfgdf]W\h" ð'Y]bYf'K cW\Yž'X]Y'Xi fW\ 'gc`WY
 ðbcj Uh]cbga Y`Xi b[Yb' [YdfÅ[h]ghž'XUfZ'a Ub' [YgdUbbh'gY]bž'k Ug
 U`g'bÅW\ghYg'_ca a h"

8YhU]`g	
C fh	6Yf']bž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • g]]W\ b WU b U`g"W\ a • U]a [fci d"W\ a • k k k "Ydc"cf[

6Ygi W\ Yb'G]Y'i bg'Ui Z.'k ca , +"XY