

; YZU\ fYb [i hhfUbgdcfhYf']b`K]Yb.
GWX cW_]YfYbXY`A`Àb [Y``Ui Z[YXYW_h°

5a ;, " ' & \$ &) `ghcddhY`X]Y`K]YbYf`J Yf_Y\fgVY\ÖfXY`Y]bYb
[YZU\ fYb [i hhfUbgdcfhYf']b` : Uj`cf]hYb`k Y [Yb`gWk YfYf
A`Àb [Y``



K]Yb!: Uj`cf]hYbž`2`ghYffY]Wk`!`5a ;, " ' & \$ &) `k i fXY`]b`K]Yb!
: Uj`cf]hYb`Y]b`g`ck Yb]gWYf'; YZU\ fYb [i hhfUbgdcfhYf']b`6YUa`hYb
XYf`@UbXYgj`Yf_Y\fgUVhY]i b [`K]Yb#`YZU\ fYb`_cbhfc`` [fi`ddY
[Yghcddh`8]Y`?`cbhfc``Y`cZybVUfhY` [fUj`]YfYbXY`A`Àb [Y``Ua
: U\fnYi [ž`X]Y`b]Wk`h`bi`f`X]Y`J Yf_Y\fgg]Wk`Yf`Y]h [YZ\ fXYhYbž
gcbXYfb`Ui`Wk`X]Y`bi`a`Yf]gWYb`J`cfgWk`f]ZhYb``Ui`h`9!`!
J`YfcfXbi`b [Ybž`X]Y`j`cf`U`Ya`b`UWk`Y`bXYfi`b [Yb`]a`GYdhYa`VYf
&\$%,`ghfYb [Yf [YZUggh`k i fXYb"J]Yb b U"Uh`VYf]Wk`hYhž`XUgg`X]Y
6YfY]Zi`b [`Ub`XYf`<]bhYfUWk`gY`]b`Y]bYa`VYgcf [b]gYffY [YbXYb
Ni`ghUbX`k`Uf`i`b`X`hY`]k`Y]gY`_Y]b`DfcZ]`a`Y`f`Ui`Zk`]Yg`"5VYf`XUg
k`Uf`b]Wk`h`U`Yg.`6Y]Y]bYf`hYWk`b]gWk`Yb`?`cbhfc``Y`Xi`fWk`X]Y`A`5`(
*`k i fXYb`Ui`Wk`A`Àb [Y``Ub`XYf` : U\fnYi [VY`Yi`Wk`h`i`b [`ZYgh [YghY`h"

8]Y'6YUa hYb`UhhYb`b`X]YgYa` : U``_Y]b`[i hYg`< ÅbXWYb`ZØf
G]WYf\Y]h`i bX`i bhYfgU[hYb`X]Y`K`Y]hYfZU\fh`XYg` : U\fnYi` [g"
BYVYb`XYf`G]WYfghY``i b[`XYf`?Yb`bnY]WYb`i bX` : U\fnYi` [dUd]YfY
k`i fXYb`ni XYa``%*`5bnY][Yb`[Ya`Å»`_fUZhZU\ffYW`h]WYb`i bX`
[YZU\fyb`[i hfYW`h]WYb`J`c`fgW`f]ZhYb`YfghUhhYh`Gc`W`Y
A`U»`bU`a`Yb`g]bX`_Y]b`9]bnY`ZU`ž`XYbb`X]Y`J`Yf`_Y`fgVY\ØfXYb
\UVYb`]b`XYb`Y`hnhYb`d\fyb`]\fY` , VYfd`fØZ` b[Yb`]bhYbg]j`]Yfh`XU
X]Y`?`cbgYei`YbnYb`ZØf`B]W`hY]b`U`hi` b[`ÅfhYf`[Yk`c`fXYb
g]bX`"9i fck U[`Yf`Åi`hYfh`ž`XUgg`\]Yf`c`Zh`Yf`YV`]W`Y
J`Yfk`U`hi` b[gghfUZ`Yb`Xfc`Yb`ž`]bgVYgc`bXYfY`VY]`gW`k`YfYb
hYW`b]gW`Yb`A`Åb[Y`b`i`bX`A`]ggUW`hi` b[`j`c`b
G]WYf\Y]hgghUb`XUfXg"

GhfYb[YfY`J`c`fgW`f]ZhYb`]a` : c`_i`g`

8]Y`Øb[ghYb`9b`hk`]W`_i` b[Yb`nY][Yb`ž`k`]Y`k`]W`h][`fY[Y`a`Å»][Y
hYW`b]gW`Y` : U\fnYi` []bgdY`_h]cbYb`g]bX`"8]YgY``ØgdY`_h]cbYb
YfZc`[Yb`]b`nk`Y]`Ghi`ZYb`ž`ni`Yfgh`Xi`fW`U`i`hc`f]g]YfhY`6YUa`hY`ž`X]Y
 : U\fnYi` [dUd]YfY`d`fØZYb`i`bX`U`bgW`Y]Y»`YbX`XYb`hYW`b]gW`Yb
Ni`ghUb`X`XYg` : U\fnYi` [g`Y]bYf`G]W`h`d`fØZ` b[`i`bhYfn]Y`Yb`"Gc`hY`Yg
\]YfVY]ni`VYgc`f[b]gYffY[YbXYb`9f[YVb]ggYb`_ca`a`Yb`ž`k`]fX`Y]bY
XYhU]`YfhY`ØgdY`_h]cb`b`chk`YbX][Gc`9i fck U["8]YgY`J`c`f[Åb[Y
g]bX`]b`XYf`9i`fcd`Å]gW`Yb`l`b]cb`a`]h`Yfk`Y]Y`GhUb`XUfX`i`bX`hfU[Yb
XUni`VY]ž`XUgg` : U\fnYi` [Y`b]W`h`bi`f`j`Yf`_Y`f`gg]W`Yf`g]bX`ž`gc`bXYfb
Ui`W`i`a`k`Y`hhYW`b]gW`Yb`5b`Zc`fXYfi` b[Yb`[Yb`Ø[Yb`"

@Ui`h`Y]bYa`6Yf]W`h`Ui`Z` : c`WU`L`j`Uf]]YfYb`X]Y`J`c`f[UVYb`ZØf
 : U\fnYi` []bgdY`_h]cbYb`k`Y`hk`Y]h`Yf`YV`]W`"Ø`X`Yb`a`Y]ghYb
Yi`fcd`Å]gW`Yb`@ÅbXYfb`g]bX`fY[Y`a`Å»][Y`ØgdY`_h]cbYb
j`c`f[YgW`f]YVYb`ž`i`a`g]W`Yfni`ghY`Yb`ž`XUgg`X]Y` : U\fnYi` [Y`X]Y
b`chk`YbX][Yb`GhUb`XUfXg`YfZØ`Yb`"ØgdY`_hc`fYb`VYb`Øh][Yb`gdYn]Y`Y
E`i`U`]Z`_Uh]cbYb`i`bX`g]bX`j`Yfd`Z]W`h`Yh`ž`fY[Y`a`Å»][Y`G`W`i`i`b[Yb
ni`UVgc`j`]YfYb`ž`i`a`XYb`<YfUi`gZc`fXYfi` b[Yb`XYf
 : U\fnYi` [X]U[bcgh]_`[Yk`UW`gYb`ni`gY]b`"

8]Y`F`c``Y`XYf`HYW`bc`c`[]Y`

Ø`XYf`\Yi`h][Yb`NY]h`gd]Y`h`Ui`W`X]Y`HYW`bc`c`[]Y`Y]bY`]a`a`Yf`

k]W\h][YfY`F c`Y`VY]: U\fnYi []bgdY_h]cbYb"8 Ub_
 \cW\Ybhk]W_Y`hYf`5i gfØghi b[` _ÖbbYb': Y\`Yf`]b`Bi hnZU\fnYi [Yb
 gW\by`i bX`YZZ]n]Ybh`Yf_Ubb`h`k YfXYb"8]Y`9bhk]W_`i b[`j`cb`? ≠
 VUg]YfhYb`@Ögi b[Yb`gcf[h`ni XYa`XUZØfž`XUgg`b`gdY`hc`fYb
 8]U[bcgYb`]b`9W\hY]h`ØVYfk UW\Yb`_ÖbbYbž`k Ug`X]Y`9ZZ]n]Ybn`i bX
 DfÄn]g]cb`XYf`, VYfdFØZ b[Yb`Yf\`Ö\h"8]YgY`X][]hU`Yb': c`fhgW\f]hY
 hfU[Yb`b]W\h`bi`f`ni`f`J`Yf_Y\`fgg]W\Yf\Y]h`VY]ž`gcbXYfb
 j`YfY]bZUW\Yb`Ui`W`X]Y`9]b\U`hi`b[`]bhYfbUh]cbU`Yf
 J`cf[UVYb": c`WU`L`a`U\bh`Y`Xc`W`ž`XUgg`X]Y`J`YfU`bh`c`f`h`b[
 k`Y]hYf\]b`VY]`XYb': U\fnYi [VYhfY]VYfb`Y]Y[hž`X]Y`a`]h[fUj`]YfYbXYb
 fYW\h]W\Yb`?`cbgYei`YbnYb`fYW\byb`a`ØggYbž`k`Ybb`g]Y`[Y[Yb`X]Y
 J`c`fgW\f]Z`hYb`j`Yfghc»`Yb"

8 Ug`6Y]gd]Y`XYg;`YZU\`fYb[i`hfUbgdc`fhYfg`]b`K`]Yb`nY][`h`Y]ba`U`
 a`Y\`fž`k`]Y`k`]W\h][`X]Y`9]b\U`hi`b[`X]YgYf`F`]W\h`]b]Yb`]gh`B]W\h`bi`f
 X]Y`G]W\Yf\Y]h`Ui`Z`XYb`GhfU»`Yb`ghY\`h`Ui`Z`XYa`Gd]Y`ž`gcbXYfb
 Ui`W`X`Yf`F`i`Z`i`b`X`X]Y`k`]fhgW\U`Z`h]W\Y`9i`]ghYbn`XYf`6YhfY]VYf"9]b
 [i`hYg`<`ÄbXW\Yb`]b`XYf': U\fnYi [dZY[Y`i`b`X`]!`bgdY_h]cb`_Ubb`\]Yf
 k`U\`fY`K`i`b`XYf`k`]f`_Yb`i`b`X`\`Z`ž`gW\k`YfYb`?`cbgYei`YbnYb`i`b`X
 Z]bUbn]Y`Yb`J`Yf`i`ghYb`Ybh[Y[Ybni`k`]f`_Yb"8`Ybb`Y`h`h`Yb`X`]W\`[]`h
 G]W\Yf\Y]h[Y\`h]`c`fž`Ui`W`]a`GhfU»`Ybj`Yf_Y\`f"

8 YhU]`g	
C`fh	K`]Yb!:`Uj`c`f]hYbž`2`ghY`ffY]W\
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"j`]YbbU"Uh • XY`Yi`f`c`k`U["W`a • Zc`WU`i`"U]

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`a`Y]b!k`]Yb"bYh