

@UbXYgdc`nY]dfÅg]XYbhZcfXYfh
A YggYfj YfVch'bUWx`5a c_`Ui Z']b'; fUn

@]Yg]b[. '@UbXYgdc`nY]dfÅg]XYbhZcfXYfh'bUWx`5a c_Xfc\i b[
ghfYb[YfYg'K UZZYb[YgYhn'i bX'[YbYfY`Yg'A YggYfj YfVch'a
ÒZZYbh]WYb'FUi a "



@]Yg]b[ž² ghYffY]Wx`!`8]Y`Gh]a a i b[`]b`K]Yb`]gh`Y]b[YhfØvhž`gY]h
Y]b`5a c_`Ui Z]Ub`Y]bYa `; ma bUg]i a `]b'; fUn`Ua`%(" ' ð b] ' & \$ &)
h]YZfY`Gdi fYb`\\]bhYf`UggYb`\\Uh"8Yf`&!`Å\ f][Y`HÅhYf`YfgWx`cgg
bYi b`ð [YbX`]WY`i bX`Y]bY`@Y\ fYf]b`i bX`bU\ a `g]Wx`UbgWx`]Y» YbX
XUg`@YVYb"8]YgYf`gWx`fYW`_]WY`J`cfZU`\\`Uh`X]Y`8]g_i gg]cb`i a
G]Wx`Yf\Y]hga U» bU\ a Yb`]b`² ghYffY]Wx`Ub[Y\Y]nhž`]bgVYgcbXYfY`]b
6Yni [`Ui Z`XYb`6Yg]hn`i bX`X]Y`Bi hni b[`j`cb`K UZZYb"

@UbXYgdc`nY]dfÅg]XYbh; Yf\UfX`DØfgh`ZcfXYfh`Yhnh`Ui Wx`Y]b
[YbYfY`Yg'A YggYfj YfVch'a `ÒZZYbh]WYb'FUi a ži a `dchYbn]Y`Y
; YZU\ fYb`UVni k YbXYb" ð`Y]bYa `ðhYfj]Yk`a]h`a **Y]bVYn]f_`Uh**
Åi » YfhY`DØfghž`XUgg`X]Y`9fbgh\ UZh[_Y]h`XYf`6YXfc\i b[Yb
Yf_Ubbhi bX`[YY][bYhY`A U» bU\ a Yb`[YhfcZZYb`k YfXYb`a ØgghYb"

: Y`j| '?Ø\bž`Y]b`&%!`Å\`f][Yfž`XYf`gY]h`&\$%)`]b`XYb
G\Xi`dgm\Xc`c`[]g\X`Yb`8`]Ybgh`]b`K`]Yb`Y]b[YgYhnh`]ghž`_f]h]g]YfhY`]b
XYf`J`Yf[Ub[Yb\Y]h`]a` a` Yf`k`]YXYfž`XUgg`b]W\h`bi`f`X]Y`5i` Zg]W\h
ØVYf`[YZÅ\`fXYhY`ž` [YbX`]W\Yž`gc`bXYfb`Ui` W\`X]Y`J`YfbYhni`b[`XYf
6Y\`ØfXYb`j` YfVYggYfh`k` YfXYb`a` i` gg`8`]Yg`\`Uh`bUW\`XYf`HfU[`ØX]Y
]b` ;` fUn`bYi` Y`8f]b[`]W\`_Y]h`Yf\`U`hYb`"8`]Y`ØghYffY]W\`]g\W\`Y
FY[]Yfi`b[`d`Ub`h`A`U»`bU\`a` Yb`ni`f`J`YfgW\`ÅfZi`b[`XYf
K` UZZYb[YgYhnyž`X]Y`i` bhYf`UbXYfYa` `Y]b`\`Ø\`YfYg`A`]bXYghU`hYf`ZØf
XYb`K` UZZYbVYg]hn`gck`]Y`ghfYb[YfY`dgm\Xc`c`[]g\W\`Y`HYghg
i`a` ZUggYb`gc`Ybž`k`]Y`hU[YggW\`Ui` "XY`VYf]W\`hYh`"

B`Yi`Y`F`Y[Y`b`ZØf`X]Y`G]W\`Yf\`Y]h`]a ØZZYb`h`]W\`Yb`F`Ui`a`

8]Y`Ua`c`_`Ui`ZVYX]b[hYb`l`bg]W\`Yf\`Y]hYb`gc`f[Yb`XUZØfž`XUgg
gck`c`\`X]Y`Dc`nY]`U`g`Ui`W\`X]Y`F`Y[]Yfi`b[]g]W\`]bhYbg]j`a`]h`XYa
H\`Ya`U`K` UZZYb[YgYhny`Ui`gY]bUbXYfgYhnyb`"DØfgh`\`YVh`\`Yfj`cfž
XUgg`]a` `U\`f`&\$&&`]b` :`Uj`cf]hYb`]bg[YgUa`h`%+)` [YZÅ\`f`]W\`Y
;`Y[Ybgh`ÅbXYž`XUfi`bhYf`Yhk`U`%&\$`A`YggYfž`g]W\`Yf[YghY`h`k`i`fXYb`"
K`Ufi`a` `gc`hY`Ya`UbX`]a` `ØZZYb`h`]W\`Yb`F`Ui`a` `Y]b`A`YggYf`VY`]g]W\`
hfU[Yb3`ž`ZfU[h`XYf`@UbXYgcd`nY]df`Åg]XYbh`"@Ui`h`DØfgh`g]b`X
A`YggYf`]b`i`fVUbYb` ;`YV]YhYb`Y]b` [fc»`Yg`G]W\`Yf\`Y]hg]g]_c`i`b`X`Yf
ZcfXYfh`Xf]b[YbXY`A`U»`bU\`a` Yb`ZØf`XYfYb`J`YfV`ch`"

8]Y`Ub[YghfYVhY`J`YfgW\`ÅfZi`b[`XYg`K` UZZYb[YgYhnyg`_`ØbbhY`bYi`Y
A`U»`gh`ÅVY`gYhnyb`"Gc`\`Uh`6i`bXYg`_`Ub`n`Yf`7`\`f]gh]Ub`Ghc`W`_`Yf
Ub[Y`_`ØbX][hž`XUgg`A`U»`bU\`a` Yb`k`]Y`X]Y`9f\`Ø\`i`b[`XYg
A`]bXYghU`hYfg`ZØf`XYb`K` UZZYbVYg]hn`VU`X`VYgW\`cggYb`k` YfXYb
gc`Yb`"K`]f`a` ØggYb`df`Åj`Ybh]j` \`UbXY`b`i`bX`XØfZYb`X]Y`ž` [YbX
b]W\`h`]a` `FY[Yb`ghY\`Yb`UggYb`ž`Yf`_`Åfh`DØfgh`]b`Y]bYa` `k`Y]hYfYb
GhUhYa`Ybh`Ui`Z`\`Yi`hY`"Uh`"

9ZZ]n]YbhYfY`F`Yggci`fW`bbi`hni`b[`XYf`Dc`nY]

8]Y`Dc`nY]`gY`Vgh`k`]fX`]b`XYf`[Yd`UbhYb`l`a`ghfi`_`hi`f]Yfi`b[
YVYbZU`g`VYfØW`g]W\`h][h`9]bY`F`YXi`n]Yfi`b[`XYg`DUfhY]Ybj`Yf`_`Y\`fg
]b`Dc`nY]]bgdY`_`h]cbYb`Ub`Gc`bb!`i`b`X` :`Y]YfhU[Yb`gc`X]Y`Df`ÅgYbn`

]a`GhfY]ZYbX]YbghYf\Ò\Yb" GhUh]gh]_Yb`nY][Ybž`XUgg`Ub`X]YgYb
 HU[Yb`ja`8i fWAgWb]hnik Yb][Yf`U`g`Y]bY`DYfgcb`dfc`ϕgdY_]cb
 ni f`9f`YX][i b[`j cb`J Yfk U`hi b[gUb[Y`Y[Yb\Y]hYb`YfgWY]bh"
 DØfgh`Z]bXYhž`XUgg`Yg`g]bbj c``Yf`]ghž`X]Y`6YUa`hYb`Xcfh
 Y]bni gYhnYbž`k c`g]Y`[YVfUi W`h`k YfXYb` `Ui Z`XYf`GhfU»Yž`VY]`XYb
 6Øf[Yfb"

K`À`fYbX`g]W`X]Y`D`ÀbY`_cb`fYh]g]YfYbž`V`Y]Vh`UVni k UfhYbž`k]Y
 gW`bY``i bX`YZZY`_hj] `X]YgY`A U» bU`a`Yb`i`a` [YgYhnh`k YfXYb
 _ØbbYb" DØfgh`]gh`YXcW`cdh]a`]gh]gW`i bX`g]Y`h`X]Y`Yb[Y
 Ni gUa`a`YbUfVY]hj`cb`Dc`]nY]`i bX`6]`Xi b[gX]fY`_h]cb`U`g`GW`ØggY`
 ni f`G]W`Yf`Y]h" ϕ`X]YgYf`_f]h]gW`Yb`NY]h]gh`Yg`k`]W`h][ž`XUgg`X]Y
 6Yj`Ò`_Yfi b[`j cb`XYb`ni gh`ÀbX][Yb`GhY`Yb`[i`h]bZcfa`]Yfhi bX
 [YgW`Øhnh`k]fX"

8YhU]`g	
Cfh	@]Yg]b[ž`2 ghYffY]W
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_"Uh • k k k "hU[YggWUi "XY • k k k "\Yi hY"Uh

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