

Ni _i bZh`XYg`? i `h`c`_U`g`Hi bbY`']b`K]Yb.
K Yf`fYhhYh`X]Y`→Jnn!HfUX]h]c b 3

<Ubg`@]hgUi Yf`d`Ubh`XYb`J Yf`_Ui ZXYg`_i `h][Yb`→Jnn`c`_U`g`
/ ei ch/Hi bbY`/ ei ch/']b`K]Yb`ž`bUW`XYa` `Yf`Yg`ØVYf`Y]b`
→\fnY`bh`Y]hYhY"



K]Yb`ž`² ghYffY]W`!`ā` `<YfnYb`K]Ybg`nY]W`bYh`g]W`Y]b`K UbXY`
VY]a` `?i`h`c`_U` `Hi bbY`'J]YbbU`@] Y `UV" `B UW`Y`Z`→\fYb`j`c`Yf`
→Jnn`i`bX` ; Ughfcbca]Y` \Uh`<Ubg`@]hgUi Yf`ž`XYf`XUg`@c`_U``&\$%(
ØVYfbU`a` ž`Ub[Y`_ØbX][hž`XUgg`g]W`XYf`[YgW`ÅhhY`6YhfY]VYf`]b`
XYb`Fi` \YghUbX`ni`fØW`_n]Y`Yb`a` ØW`hY" `Hi bbY`'J]YbbU`@] Y` ž`XUg`
%` , &`YfØZbYh`k`i`fXYž`k`Uf`]b`XYb`%`- , \$Yf!`i`bX`- \$Yf!`→\fYb`Y]b`
VY`]YVhYf`HfYZZdi`b`_h`XYf`K]YbYf`A`i`g]_gnYbY`i`bX`dfÅgYbh]YfhY`
nU` \fY]W`Y`bUa` \UZhY`?ØbghYf`k`]Y`A`Uf]U`6]`ž`Chc`@YW`bYf`i`bX`
9f]_U`D`i` \Uf" `9]b`<][\`][\h`V`Y]Vh`XYf`5i`Zh]hhj`cb`K`]` `F`YgYhUf]hgž`
XYf`bi`f`XfY]`A`cbUhY`j`cf`gY]bYa` `HcX`]a` `Hi bbY`'gd]Y`hYž`gc`
@]hgUi Yf" `8`cW`bi`b`k`]fX`XUg`@c`_U`c` \bY`→Jnn!`?`cbnYfhY`
k`Y]hYf[YZØ`fhž`k` Ug`XUg`9bXY`Y]bYf`Ÿ`fU`a` Uf_]Yfh"

@]hgUi Yfž'XYf'ni j cf'U'g'i bhYfbY\ a YbgVYfUHYf'i bX'@Y_hcf
UfVY]hYhY'i bX'_Y]bY'; Ughfcbca]YYfZU\ fi b['\UhhYž'gi W\hY'bUW
Y]bYf'bYi Yb'<YfUi gZcfXYfi b['i bX'ZUbX'XUg'@c'_U'ž'XUg'XUa U'g
j ca 'GW\']Y»Yb'VYXfc'h'k Uf''A]hj]Y''9b[U[Ya Ybhi bX'Y]bYa
> YgdØf'ZØf'X]Y'6YXØfZb]ggY'XYf'; ÅghYž'j ca 'Ghi XYbhYb'V]g'ni f
: Ua]'Y]ž'\UhYf'XYb' Hi bbY' 'fYj]hU']g]Yfh''Bi b'd'Ubh'XYf
) - !Å\ f][Yž'a]h'+\$'ž\ fYb'Y]bYb'GW'i gggf]W\ 'ni 'n]Y\Yb''5i Z
: UWVcc'_\UhYf'VYfY]hg'bUW\ 'bhYfYggYbhYb' [Ygi W\hi bX'YfghY
5bZfU[Yb'Yf\U'hYb''8YfnY]h'ghY\Yb'YXcW\bcW\ _Y]bY'ZYghYb
BUWZc'[YfY[Y'i b[Yb'ZYghž'k Ug'@]hgUi Yf'i a gc'a Y\ f'VYgW\ÅZh][h'
9f'\cZž'XUgg'X]Y'HfUX]h]cb'XYg'@c'_U'g'Zcfh[YZØ\fh'k]fX'i bX'Yg
b]W\h'j]b'UbXYfY'<ÅbXY'ZÅ'hž'X]Y'UbXYfY'D'ÅbY'j YfZc'[Yb''

8]Y 'Ni _i bZh'XYg' Hi bbY`

8]Y'Gi W\Y'bUW\ 'Y]bYa 'BUWZc'[Yf'[YghU'hYh'g]W\ 'U'g
<YfUi gZcfXYfi b["'@]hgUi Yfž'XYggYb'HcW\hYf'g]W\ 'Ui Z']\fY
U_UXYa]gW\Y'@Ui ZVU\ b'_cbnYbhf]Yfhž'a ØW\hY'g]W\YfghY''Ybž'XUgg
XUg'@c'_U'U'g'A i g]__Y''Yf'i bX'; Ughfcbca]YVYhf]YV'Yf\U'hYb
V'Y]Vh''6]g\Yf''Y[Yb'VYfY]hg'Y]b][Y'5b[YVchY'j cfž'YXcW\
VYn]Y\Yb'g]W\ 'X]YgY'a Y]gh'bi f'Ui Z'X]Y'6Yhf]YVgZÅW\Ybž'b]W\h'Ui Z
X]Y'_i 'hi fY''Y'5i gf]W\hi b["'9]bY': f]gh'V]g'9bXY'XYg'ž\ fYg'k i fXY
[YgYhnhž'i a 'Y]bYb'dUggYbXYb'BUWZc'[Yf'ni 'Z]bXYbž'UbXYfbZU`g
a ØggY'Yf'J Yf\UbX'i b[Yb'a]h'XYb'V]g\Yf][Yb'bhYfYggYbhYb
Ui ZbY\ a Ybž'X]Y'_Y]bY'F ØW_g]W\h'Ui Z'X]Y'hfUX]h]cbgfY]W\ Y
> YgW\]W\hY'XYg' Hi bbY' 'bY\ a Yb''

; Ughfcbca]gW\Y'9bhk]W'_i b[Yb'j]b'K]Yb'nY][Ybž'XUgg'XYf'HfYbX
]b'XYf'J]Y'ZU'h'i bX'fY[]cbU'hÅh''Y[hž'k]Y'U_hi Y''Y'6Yf]W\hY
Ui ZnY][Yb''@Ui h' [Ugh''Uh'k]fX'X]Y'_i 'j]bUf]gW\Y'Ni _i bZh'ghUf'_j cb
XYf'BUWZfU[Y'bUW\ 'd'Ubh'VUgYX'DfcXi _hYb' [YdfÅ[h''; 'Y]W\ nY]h][
k c''Yb'j]Y'Y'; ci fa Yhg'Ui Z'\cW\k Yfh][Y': 'Y]gW\ei U'hÅhYb'b]W\h
j Yfn]W\hYb'' fY[]cbU'gW\Å[h'6]c'k]fX'ni bY\ a YbX'ni 'Y]bYa
A UbhfU'j]b'XYf'ØghYffY]W\]gW\Yb'; Ughfcbca]Y''Gc'W\Y'HfYbXg
_ØbbhYb'XYf'; Ughfcbca]Y'ja ' Hi bbY' 'Zf]gW\Yb'K]bX'j Yf'Y]\Ybž
k Ybb'g]W\ 'Y]b'bYi Yf'6YhfY]VYf'Z]bXYhž'XYf'X]YgY'5gdY_hY'j]b'X]Y
?cbnYdhY']bhY[f]Yfh''

@]hgUi Yf`V`Y]Vh'cdh)a]gh]gW\.' ÆW` \cZYž'XUgg`k]f`Y]bY`@Øgi b[
 Z]bXYbž'X]Y`gck c\`XYa` '@c_U`U`g`Ui W\`XYb`hfYi Yb'; ÀghYb
 [YfYW\h`k]fX" `6Y]`Y]bYf`9bhgW\Y]Xi b[`ØVYf`X]Y`Ni _i bZh`XYg
 Hi bbY` `k]fX`V]g`9bXY`XYg`š\`fYg`?`Uf`Y]h`Yfk UfhYh" `5i Z`X]Y
 : fU[Yž`k]Y`Yg`bUW\`XYa` `5VgW\]YX`k`Y]hYf[Y\Yb`_ØbbhYž`V`Y]Vh
 `YXcW\`bcW\`j]Y`F`Ui a` `ZØf`GdY`_i` `Uh]cbYb" `J]Y`Y]W\h`_ØbbhY`g]W\
 Y]b`j]g]cbÀfYf`B`UW\`Zc`[Yf`Z]bXYbž'XYf`X]Y`@]YVY`ni f`A`i`g]_`i`bX
 ni a` [i`hYb`9ggYb`Zc`fhZØ\`fhi`bX`XUa`]h`X]Y`HfUX]h]cb`Y]bYg`K]YbYf
 ?i`hi`f[i`hg`Zc`fhgYhnh"

8YhU]`g	
C`fh	K]Ybž`2`ghYffY]W\
E`i`Y`Y`b	<ul style="list-style-type: none"> • _i`f]Yf"Uh • k`k`k`"a`Y]bVYn]f_"Uh • k`k`k`"[`Ugh"Uh

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