

; Ycf['6f0gUb`k]fX`VY]a `8cfZZYgh`]b
Gc``gWk]hn`U`g`9\ fYbUa h`Yf`[YY`fh`

; Ycf['6f0gUb`Ui g`Gc``gWk]hn`k]fX`a]h`XYa ` 9\ fYbUa h`XYg
A cbUhg `Ui g[YnY]Wk bYh` `[YZY]Yfh`VY]a `8cfZZYgh`]b
K]hh]Wk YbUi "



⊕`Y]bYa `ZY]Yf`]Wk Yb`F U\ a Yb`k i fXY`; Ycf['6f0gUb`ž`Ui Wk `VY`Ubbh
U`g` GhcddY` ž`VY]a `X]Yg`Ä`\f][Yb`8cfZZYgh`]b`Gc``gWk]hn`ni a
9\ fYbUa h`XYg`A cbUhg `[Y`_0fh`'8]Y`5i gnY]Wk bi b[ž`X]Y`@UbXfUh
l Xc`K]hgWk Ug`a]h`Ghc`n`0VYffY]Wk hY`ž`k 0fX][h`6f0gUb`g
i bYfa 0X`]Wk Yg`9b[U[Ya Ybh`Z0f`X]Y; Ya Y]bXY`"9f`]gh`b]Wk h`bi f
Z0f`gY]bY`<`]ZgVYfY]hgWk UZhi bX`gY]b`c`ZZYbYg`C`f`Z0f`X]Y`6Yk`c`bYf
VY`Ubbh`ž`gcbXYfb`Ui Wk`XU`Z0f`ž; YbYfUh]cbYb`ni`j`YfV]bXYb`i`bX
U`_h]j`bUWk`@0gi b[Yb`Z0f`"c`_U`Y`<YfUi gZcfXYfi b[Yb`ni`gi`Wk Yb`"
GY]b`9b[U[Ya Ybh`i`a`ZUggh`Ui Wk`X]Y`6YgWk`UZZ`b[`j`cb
: 0fXYfa]hhY`b`ž`i`a`X]Y`9b`hk]W`_i b[`XYf`; Ya Y]bXY
j`cfUbni`hfY]VYb`"8 Ug`8cfZZYgh`ž`Y]b; Ygh`XYf; Ya Y]bgWk`UZh`i`bX`XYf
HfUX]h]cb`ž`]gh`Y]bYg`XYf`[f0»`hYb`X]YgYf`5fh`]b`i`bX`i`a`K]hh]Wk YbUi
i`bX`ZUbX`]b`X]YgYa``J`\f`i`bhYf`VYgcbXYfg`fY[Ya`Ni`gdfi`Wk`gh`Uhhž

k]Y`K]hh]Wx YbUi "XY`VYf]Wx hYh"

8 Ug`XfY]hÅ[][Y`8cfZZYgh`k Uf`VYgcbXYfg`Ua`GcbbhU[bUWx a]hhU[
j cb`fY[Ya`HfY]VYb`[YdfÅ[h`A cXYfUhc f`<Y]_c`<Uf][`∅bX][hY
Y]bY`VYY]bXfi W_YbXY`8cfZk YhhY`Ub.`8Yf`C fhgj`cfghY`Yf`gc`hY
]bbYf\U`V`Y]bYf`Ghi bXY`%)`<c`nZÅ`Yf`]b`j`c`Yf`A cbhi`f`a`]h
?YhhYbgÅ[Yb`Ui Z`X]Y`6∅\bY`Vf]b[Yb`"i bhYfgh∅hnh`k i fXY`Yf`\]YfVY]
j cb`Z∅bZ`<c`nZÅ`YfZfUi Ybž`X]Y`b]Wx h`bi f`hUh_fÅZh][`U`ZYbž`gcbXYfb
Ui Wx`%)`<c`nZÅ`YfghYU_g`a`]hVfUWx hYb`"8]Y`i fgdf∅b[`]Wx
[YZcfXYfhY`5bnU\`j cb`&\$`<c`nZÅ`Yfb`k i fXY`fYXi n]Yfhž`XU`]b
Gc`gWx k]hn`[f∅» hYbhY]`g`a`]h; Ug`[Y\Y]nh`k]fX`"K Å\fybX`XYf
K YhhY`gcf[hY`Gh]a`a i b[ga`i`g]_`ja` : YghnY`h`Z∅f`[i hY`@Ui bYž`i bX
Ui Wx`X]Y`6Yk c\`bYf]b`Ca`U; Yfhfi X`k Uf`a`]h]\fyb`; YgWx]Wx hYb
Y]b`VY`]YVhYf`i bhYf\U`hi b[ga`U[bYh`"8]Y`K YhhY`k Uf`Y]bY`k]hn][Y
i bX`Wx Ufa`UbhY`5fhž`Ui Z`X]Y`c`_U`Y`<Y]ni b[gdc`]h]_`Ui Za`Yf_gUa
ni`a`UWx Yb`"Y]b`Z∅bZ`A YhYf`\c\`Yf`GWx cfbghY]b`X]Yb hY`U`g`G][bU`ž
i a`X]Y`8]g_i`gg]cb`∅VYf`<Y]na`Yh\cXYb`bUWx`6Yf`]b`ni`hfU[Yb`
8]YgY`5_h]cbYb`\UVYb`Y]ba`U`a`Y`f`[YnY][hž`k Ug`X]Y
; Ya`Y]bgWx UZhi]b`Gc`gWx k]hn`ni`gUa`a`YbVf]b[hž`k]Y`
GÅWx g]gWx Y`XY`VYf]Wx hYh"

9\fybUa h`i bX` : ∅fXYfi b[

9\fybUa h]Wx Y`5fVY]h`]gh`Y]bY`hfU[YbXY`GÅi`Y`XYg`gc n]U`Ybž
_i`hi`fY`Yb`i bX`∅_c`c[]gWx Yb`@VYbg`]b`8Yi`hgWx`UbX`"6f∅gUbg
9b[U[Ya`Ybh`fY]\`hg]Wx`bU\`h`cg]b`X]Y`J]Y`nU\`XYf`6∅f[Yf`Y]bž`X]
g]Wx`Z∅f`XUg; Ya`Y]bk`c\`Y]bgYhnYb`"a`"U`f`&\$`%`k UfYb`]b
8Yi`hgWx`UbX`VYfY]hg`" %A`j`]cbYb`A`YbgWx Yb`Y`fYbUa`h]Wx`hÅh]["
8]YgY`i bVYnU\`hY`5fVY]h`j`YfVYggYfh`b]Wx`h`bi`f`X]Y`@VYbgei`U`]hÅhž
gcbXYfb`ghÅf`_h`Ui Wx`XUg`gc n]U`Y; YZ∅[Y`]b`i bgYfYb; Ya`Y]bXYb`"
: ∅fXYfa`]hhY`Z∅f`9\fybUa`h]Wx Y`g]bX`Yb`hgWx Y]XYbXž`i a`X]YgY
k]Wx h][Yb`Dfc`Y`_hY`Z]b`Ub n]Y`ni`i bhYfgh∅hnYb`"J`YfgWx]YXYbY
Dfc[fUa`a`Y`Ui Z`6i bXYg!ž`@UbXYg!`i bX`_ca`a`i bU`Yf`9VYbY
ghY`Yb`VYfY]hž`i a`[Ya`Y]bb∅hn][Y`C`f[Ub]gUh]cbYb`i bX`ZfY]k`j`][
9b[U[]YfhY`VY]`]\fyb`"b]h]Uh]j`Yb`ni`i bhYfgh∅hnYbž`k]Y`Ui Z`F]Wx h][!
VYUb`hfU[Yb`"XY`bUWx`ni`YgYb`]gh"

8]Y`6YUb`hfU[i b[`j`cb`Ni`gWx`∅ggYb`Z∅f`Y`fYbUa`h]Wx Y`HÅh][`_Y]hYb

VY]b\U`hYh'GWf]hhY`k]Y`X]Y`8YZ]b]h]cb`XYg`Dfc`Y`_hn]Y`gž`X]Y
5i gk U\`XYg`dUggYbXYb` : ÒfXYfdfc[fUa a g`gck]Y`X]Y`9fghY``i b[
Y]bYf`XYhU]``YfhYb`Dfc`Y`_hVYgW`fY]Vi b[`i bX` :]bUbnd`Ubi b["
8UVY]`g]bX`Ui W` j YfgW]YXYbY`i bhYf`U[Yb`k]Y`XYf
:]bUbn]Yfi b[gd`Ubž`Y]b`HÀh][_Y]hgbUW`k Y]g`i bX`X]Y`GUhni b[`XYf
Cf[Ub]gUh]cb`bchk YbX]["C`bY`Nk Y]Z`d`dfcZ]h]YfYb`b]W`h`bi`f`X]Y
9\fYbUa h]W`Yb`gY`Vghj`cb`X]YgYb`Dfc[fUa a Ybž`Ui W`X]Y
; Ya Y]bgW`UZh`U`g; Ubnyg`k]fX`[YghÀf`_hi bX`d`dfcZ]h]Yfhj`cb`Y]bYf
J]Y`nU\`Ub`5_hj]]hÀhYbž`X]Y`Ui g`X]YgYa`9b[U[Ya Ybh`Yb`hgh\`Yb"

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"> • k]hh]W`YbUi "XY • k k k "gUYW`g]gW`Y"XY • k k k "f]W`h][!VYUbhfU[Yb"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!gUW`gYb"XY