

97c7'9Wxc. 'BYi b '@AbXYf'j YfY]bYb '? fAZhY
ZØf'bUW\U'h][Y'? i `hi f°

7\Ya b]hn'gh'HY]'XYf'Yi fcdÄ]gWYb' ð]h]Uh]j Y'97c7'9Wxcž'X]Y
X]Y'?i `hi f\Ui dhghÄXhY'ni f'bUW\U'h][Yb'fY[]cbU'Yb
9bhk]W_i b['j YfY]bh"



<Yi hY']gh'Y]b'gdUbbYbXYf'HU['ZØf'X]Y'?i `hi fgnYbYb']b'9i fcdU"
BYi b'Yi fcdÄ]gWY '@AbXYf'\UVYb'X]Y' ð]h]Uh]j Y'97c7'9Wxc']bg
@VYb' [Yfi ZYb"N]Y'X]YgYf' ð]h]Uh]j Y']gh'Ygž'X]Y'`Ub[Zf]gh][Yb
5i gk]f_i b[Yb'XYf'9i fcdÄ]gWYb'?i `hi f\Ui dhghÄXhY'f97c7'U'Z
X]Y'fY[]cbU'Y'9bhk]W_i b['ni 'ghÄf_Ybž'gY'Vgh'ØVYf'XUg'Y][Ybh']WY
H]hY'U\ f'\]bUi g" WX Ya b]hn"XY'VYf]W hYhž'XUgg' °

8]Y'97c7'9Wxc! ð]h]Uh]j Y'Vf]b[h'GhÄXhY'ni gUa a Ybž'X]Y'VYfY]hg
XUg'97c7!@UVY'`hfU[Yb'cXYf'hfU[Yb'k YfXYb"7\Ya b]hnž'XUg'g]W
&\$&) 'U'g'?i `hi f\Ui dhghUXh'dfcZ']Yfhž'V]'XYh'XUVY]'XUg'<YfngHØW_"
5i W'GhÄXhY'k]Y'@Yyi k UfXYbž'Bcj]'GUX'i bX'JYgndfÄa 'g]bX'HY]'
XYg'Dfc'Y_hgž'XUg'b]W'h'bi f'Ui ZXYb'5i ghUi gW'j cb'9fZU\fi b[Yb
UVn]Y'hž'gcbXYfb'Ui W'Ui ZX]Y'GWUZI b['Y]bYg'bUW\U'h][Yb

BYhmk Yf_g"

9]b`ghUf_Yg`B Yhmk Yf_

8 Ug`Dfc`Y`_h`k`]fX`j`cb`Y]bYa`i`6i`X[`Yh]`cb`fi`bX`&ž&+`A`]]cbYb`9i`fc`
i`bhYfghØhñž`Ui`Z[`YhY]`h`nk`]gWXYb`XYb`bYi`b`@ÀbXYfb`i`bX`nk`Ò`Z`
DUfhbYfcf[`Ub]gUh]cbYb""9g`g]Y\`h`X]Y`9]bVYn]Y\`i`b[``c`_U`Yf`5`_hYi`fY`
j`cfž`X]Y`]b`XYf`?`i`hi`fd`c`]h]_`Y]bY`GW`ØggY`fc``Y`gd]Y`Yb""8]Y`
F`Ydf`AgYbhUbh]b`j`cb`HUfhi`i`&\$&(`ž`G]`Y`HU`j`Yh!`i`bhž`\`YVh`\`Yfj`cfž`
k`]Y`k`]W`h]`[`X]Y`9bhk`]W`_`i`b[``b`UW`X`U`h][`Yf`GhfUhY[`]Yb`]ghž`X]Y`ØVYf`
XUg`đ`X`f`XYf`?`i`hi`f`U`i`d`hgh`UX`h`\]b`Ui`gfY]WXYb"

A`j]h`XYf`9bhk`]W`_`i`b[``j`cb`GhfUhY[`]Yb`k`c``Yb`X]Y`b]h]Uhc`fYb`
g]WXYfghY``Ybž`XUgg`XUg`]a`H]hY`U`f`YfnYi`[`hY`_`i`hi`fY``Y`9fVY`]b`
X]Y``c`_U`Yb`Ghfi`_`hi`fYb`Y]b[``YVYhhYh`k`]fX""8]Yg`ZØfXYfh`b]W`h`bi`f`
XUg`fY[``]cb`U`Y`K`UW`gh`i`a`ž`gc`b`XYfb`Ui`W`X]Y`6]`Xi`b[``b`Yi`Yf`
?`ccdYfUh]cbggmghYa`Y"

8]Y`J`cfhY]`Y`XYg`97c7!Dfc[`fUa`a`g`

8 Ug`97c7!Dfc[`fUa`a`k`i`fXY`%-` ,`)`]bg`@VYb`[`Yfi`ZYb`i`bX`\`Uh`
gY]hXYa`a`Y`f`U`g`*`\$`Gh`X`hY`]b`XYf`9i`i`bX`XUfØVYf`\]b`Ui`g`
Ui`g[``YnY]W`bYh""8]Y`J`cfhY]`Y`X]YgYg`Dfc[`fUa`a`g`g]bX`j`]Y`Z`À`h][`"
Gh`X`hY`d`fc`Z]h]YfYb`j`cb`Y]bYf`Yf`À`hYb`G]W`hV`Uf`_`Y]hž`Y]bYa`
j`YfVYggYfhYb`GhUXh]a`U[``Y`i`b`X`Y]bYf`6Y`YVi`b[``XYf``c`_U`Yb`?`i`hi`f`
W`hi`fY`"YWYi`fcdU`Yi`VYgW`fY]Vhž`XUgg``X]Y`_`i`hi`fY``Y`
J]Y`ZU`h`i`b`X`XYb`FY]W`hi`a`XYf`Yi`fcd`À]gWXYb`?`i`hi`fYb`
\`YfUi`g[``YghY``h`k`YfXYb`gc`""

C`VYfghY`Df]cf]h`À`h`\`Uh`X]Y`:`ØfXYfi`b[``XYg`[``Ya`Y]bgUa`Yb`
`i`hi`fY``Yb`9fVYgž`k`Ug`Ui`W`X`Ug`Ni`[``Y`\`Øf][```Y]hg[``YZØ`\`XYf`
Yi`fcd`À]gWXYb`6Øf[``Yf`gh`À`f`_`h""Gc`g]bX`ZØf`&\$&)`[``Y]W`X`nk`Y]`Gh`X`hY`
U`g`9i`fcd`À]gWXY`?`i`hi`f`U`i`d`hgh`X`hY`[``Yd`U`b`hž`Y]b`Ui`ZfY[``Yb`XYg`
9fY][`b]gž`XUg`j`]Y`D`U`bi`b[``i`b`X`J`cfVYfY]hi`b[``YfZcfXYfh"

B`UW`X`U`h][``_`Y]h`]a`i`c`_`i`g`

@Ub[Zf]gh[Y`5i gk]f_i b[Yb`g]bX`VY_Ubbh`]W`gW`k Yf
 ei Ubh]Z]n]YfVUfž`XcW`Yg`[]Vh`Y]bYb`_`UfYb`HfYbX`\]b`ni
 bUW` \U`h][Yb`J Yfa` ÅW`hb]gd`Ubi b[Yb`"8]Yg`VYXYi hYhž`XUgg`GhÅXhY
 ni bY`a YbX`K Yfh`Ui Z`X]Y`Ub[Zf]gh[Yb`?cbgYei YbnYb`XYf
 _i`hi fY`Yb`A U»bU`a Yb`Y[Yb`"Yi fcdUf`"Yi fcdU"Yi`nY][h`Ui Zž
 XUgg`)%`- ,) ĽXUVY]`Ui W`]bbcj Uh]j Y`5bgÅhnY`ni f`A Yggi b[`XYg
 BUW` \U`h][_Y]hgYfZc`[g`Y]bY`F c`Y`gd]Y`Yb`a ØggYb`"

: Øf`X]Y`Ni _i bZh`]gh`Yg`Yb`hgW`Y]XYbXž`XUgg`GhÅXhY` `Ui W`bUW`
 XYb` : Y]Yf`]W`_Y]hYb`Y]bYf`?i`hi f`Ui dhghUXh` `]\fY`BYhmk Yf`_Y`U`h]j
 dZY[Yb`i bX`ZØfXYfb`"9]b`Y]b`Y]h]W`Yf`6Yk Yfhi b[gfU`a Yb`i bX
 j YfghÅf`_hY`Ni gUa` a YbUfVY]h`nk]gW`Yb`XYb`?i`hi f`Ui dhghÅXhYb
 _ØbbYb`XUVY]`Y`ZYbž`XUg`j c`Y`DchYbn]U`XYg`Dfc[fUa` a g
 Ui gni gW`ØdZYb`"

8]Y`9f[YVb]ggY`X]YgYf`ϕ]h]Uh]j Y`gc`Yb`&\$&,]b`6ci f[Yg
 dfÅgYb]Yfh`k YfXYbž`ni f[`Y]W`Yb`NY]hž`k Ybb`X]Y`bÅW`ghY
 ?i`hi f`Ui dhghUXh`YfØZZbYh`k]fX`"GY]Yb`k]f[YgdUbbhž`k Y`W`Y
 _fYUh]j Yb`@Øgi b[gUbgÅhnY`]b`XYb`_ca` a YbXYb`↵\fYb`Ybhk]W`_Y`h
 k YfXYb`°

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"> • k k k "W`Ya b]hn"XY • W`hi fY"YWYi fcdU"Yi • k k k "Yi fcdUf`"Yi fcdU"Yi

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