

A Ugg]j Y`B c`?]b[g`DfchYgh`F cW_g
@U_Y`UbX`Ug`5bh]!Hfi a d`A cj Ya Ybh
; fck g

C b`> bY`%) ž`&\$&) ž`@U_Y`UbXž: `cf]XUž`\cghYX`U`Uf[Y`Ubh]!
Hfi a d`dfchYgh`Ug`dUfh`cZ`h`Y`bUh]cbk]XY`/ ei ch`Bc
?]b[g`/ ei ch`/a cj Ya Ybhž`cddcg]b[`dYfW`]] YX
Ui h`cf]hUf]Ub]ga "



@U_Y`UbXž: `cf]XUž`I G5`!`C b`U`gk Y`hYf]b[`GUhi fXUm`UZhYfbccbž
Xck bhck b`@U_Y`UbX`VYWUa Y`U`j]VfUbh`\i V`cZX]ggYbh`Ug
\i bXfYXg`cZ`Ubh]!Hfi a d`dfchYghYfg`[Uh`YfYX`Zcf` Bc`?]b[g`8Umž
U`bUh]cbk]XY`]b]h]Uh]j Y`h`Uh`gdYU_g`ci h`U[U]bgh`k \Uh`a Ubm]j]Yk
Ug`h`Y`cj YffYUW`cZ`DfYg]XYbh`8cbU`X`Hfi a d`UbX`\]g
UXa]b]ghfUh]cb``H`Y`gd]f]hYX`UggYa V`m`W`a a YbW`X`]b`A i bb`DUf_ž
g\ck WUg]b[`U`X]j YfgY`hUdYghf`m`cZ`dUfh]W]dUbhg`k \c`WUa Y`Zfca
X]ZYfYbh`VUW_[fci bXgž`U[Ygž`UbX`Ub[i U[Yg`hc`j c]W`h`Y]f
W`bW`fbg`UbX`UXj cWUhY`Zcf`XYa cWfUW`m`C f[Ub]nYfg`YI dfYggYX
h`Y]f`YI W]hYa Ybh`UVci h`h`Y`WfYUh]j]hm`UbX`dUgg]cb`YI \]V]hYX`Vm
h`Y`W`ck Xž`k \]W`k Ug`dU`dUV`Y`h`fci [\ci h`h`Y`Yj Ybh`5hhYbXYg

gi W\`Ug`Zcfa Yf`hYUW\Yfg`Gi Y`æbYg`UbX`5bb`6YUVci h`g\UfYX
\\YUfhZY`h`k cff]Yg`cj Yf`h\Y`[fck]b[`X]j]g]cb`UbX`\cgh`]hm
dYfa YUh]b[`h\Y`bUh]cbž`YW\c]b[`Wc`YWh]j Y`gYbh]a Ybhg`cZ
Zfi ghfUh]cb`UbX`i f[YbWm"

: c``ck]b[`h\Y]f`[Uh\Yf]b[ž`XYa cbghfUhcfg`a UfW\YX`h\fc i [`h\Y
ghfYYhg`cZXck bhck b`@U`Y`UbXž`k \]`Y`dc`]W`k cf_YX`X`] [Ybh`m`hc
Ybgi fY`h\Y`gUZYhm`cZ`Vch\`h\Y`dUfh]W]dUbhg`UbX`h\Y`gi ffc i bX]b[
Wc`a`a`i`b]hm`Vm`V`cW_]b[`fcUXg`5a`cb[`h\Ya`k`Ug`6Yb`Ua`]b`F]cgž
U`dfchYghYf`k`c`X`cb`bYX`U`Wc`cb]U`Wcghi`a`Y`UbX`WUff]YX`U`g][`b
Ya`V`UncbYX`k`]h\`h\Y`a`YggU[Y`Bc`?]b[g`8Ygd]hY`[fUdd`]b[
k`]h\`\\YU`h\`]ggi Yg`Zfca`U`fYW`bh`ghfc_Yž`F]cg`XYhYfa`]bUh]cb`hc
ghUbX`i`d`U[U]bgh`dYfW`]j YX`]b`†`gh]W`g`fYa`U]bYX`i`bk`Uj`Yf]b["`H\Y
Yj`Ybh`k`Ugb`h`k`]h\`ci`h`]hg`W]h]Wgž`Ug`Wc`i`bhYf!`dfchYghYfg`Xfcj`Y`Vm
]b`d]W_]i`d`hfi`W_gž`dfci`X`m`X]gd`Um]b[`g][`bg`]b`gi`ddcfh`cZ
DfYg]XYbh`Hfi`a`dž`Ya`d`Ug]n]b[`h\Y`ghUf`X]j]g]cb`dfYgYbh`]b`h\Y
W`ffYbh`dc`]h]WU`W]a`UhY`"567`5Wh]cb`BYk`g`fYdcfhg`h\Uh`h\]g
`cWU`dfchYgh`k`Ug`a`YfY`m`U`d]YW`cZ`U`a`i`W\`Uf[Yf`hUdYghfm
k`cj`Yb`UW`cgg`h\Y`l`b]hYX`GhUhYg"

H\Y`B Uh]cbU`A`cj Ya`Ybh

H\Y`Bc`?]b[g`dfchYghg`i`bZc`XYX`]b`hUbXYa`k`]h\`U`a`]`]hUfm
dUfUXY`cb`h\Y`B Uh]cbU`A`U`]b`K`Ug\]b[`hcb`8`7`ž`W`YVfUh]b[`h\Y
&)`\$h`5bb]j`YfgUfm`cZ`h\Y`l`"G`5fa`m`UbX`Wc`]bW]X]b[`k`]h\`Hfi`a`d`g
+-`h\`V]fh\XUm`K`\]`Y`hYbg`cZ`h\ci`gUbXg`UhhYbXYX`h\Y`dUfUXYž
a`]`]cbg`hcc`_`hc`h\Y`ghfYYhgž`k`]h\`W`Ubhg`cZ`Bc`?]b[g`fYgcbUh]b[
]b`W]h]Yg`UW`cgg`h\Y`Wc`i`bhfm`H\Y`a`cj`Ya`Ybh`Yl`dfYggYg`U
Wc`YWh]j`Y`X]gWc`bhYbh`k`]h\`h\Y`dfYg]XYbh]U`i`gY`cZ`dck`Yf`UbX
a`]`]hUfm`ZcfW`ž`]bg]gh]b[`c`b`UW`Wc`i`bhUV`]`hm`UbX`fYgdYWh`Zcf
XYa`cW`UWm`H\]g`ci`hW`m`fYdfYgYbhg`h\Y`a`cgh`g][`b]Z]WUbh
cddcg]h]cb`hc`Hfi`a`d`g]bW`W`Y`hcc`_`cZ]W`ž`Ug`XYa`cbghfUhcfg
UggYa`V`YX`]b`W]h]Yg`]Y`D\]UXY`d\]Už`BYk`Mcf`_`7]hmž`@cg`5b[Y`Ygž
UbX`7\]WU[cž`k`]h\`Ygh]a`UhYg`gi`[[Ygh]b[`dUfh]W]dUh]cb`bi`a`VYfg
fYUW\YX`%\$ž\$ž\$`]b`D\]UXY`d\]U`U`cbY`"H]a`Y`g\YXg`i][`h`cb`\ck
h\YgY`dfchYghg`\][`\][`h`]ggi Yg`gi W\`Ug`h\Y`]bh]a`]XUh]cb`cZ
cZ]W]U`gž`di`f[]b[`c`Z`k`UhW\Xc[gž`UbX`V`cW_]b[`c`Z`YggYbh]U`U[YbWm
Ž`bX]b["

H\Y`j Ugh'gWU`Y`cZ`GUhi fXUm'g'dfchYghg`XYa`cbghfUhYg`U`dU`dUV`Y
Zfi ghfUh]cb`k`j]h`k` \Uh'a Ubmij`jYk`Ug`Ui h\cf]hUf]Ub]ga`UbX`h\Y
]bZi YbW`cZ`k`YU`h\m]bX]j`jXi U`g`]b`dc`]h]Wg`"H\Y`Bc`?)b[g
a`cj Ya`Ybhž`W\Ua`d]cbYX`Vm'h\Y`) \$)`\$%`A`cj Ya`Ybhž`U]a`g`hc
Wci bhYf`Hfi`a`d`g`dYfW`j`jYX`Y[`c`Vccgh`cb`\]g`V]fh\XUm`UbX`hc
Ya`VcXm`U`gd]f]hYX`fY`YW]cb`cZV`]]cbU]fY!Z]fgh`dc`]h]Wg`"H\Y`bUa`Y
) \$)`\$%` `gma`Vc`]nYg`h\Y`YZZcfh`hc`i`b]Zm)`\$`ghUhYg`]b`)`\$`dfchYghg
Zcf`cbY`i`bX]j`jXYX`a`cj Ya`Ybh`U[`U]bgh`h\]g`dYfW`j`jYX`hmf`Ubbm`"5g
h\Y`XUm`i`bZc`XYXž`dfchYghg`k`YfY`cf[`Ub]nYX`]b`bYUf`m`&ž`\$`\$`
`cWU]cbg`bUh]cbk`jXYž`U`h\ci`[`\`bchUV`m`UVgYbh`Zfca`h\Y`8`"7`" \i`V
k` \YfY`h\Y`a`j`]hUfm`gdYW`UWY`hc`c`_`W`bYf`ghU[`Y`"5D`BYk`g
 \][`\][`\hg`h\Uh`dUfh]W]dUbhg`]b`@U`_Y`UbX`UbX`VYmc`bX`Wca`a`]hhYX
hc`bcbj`]c`Ybh`UW]cbž`a`UfW\]b[`UbX`WUffm]b[`g][`bg`k`\]`Y
Yb[`U[`]b[`]b`gdYYW\Yg`hc`fYgcbUhY`h\Y]f`WU``Zcf`W\Ub[`Y`"

H\Y`Bc`?)b[g`8Um`gYfj`Yg`Ug`U`fYa`]bXYf`h\Uh]b`U`XYa`cWfUWmž
h\Y`dYcd`Y`g`j`c]W`g`a`i`gh`VY`\YUfX`"5g`Wfck`Xg[`Uh\Yf`UbX`W\Ubhg
cZ`X]ggYbh`Z]]`h\Y`U]fž`cbY`h\]b[`VYWca`Yg`WYUf.`dYcd`Y`UfY
XYhYfa`]bYX`hc`ghUbX`i`d`U[`U]bgh`k`\Uh`h\Y`midYfW`j`jY`Ug`U`Xf]Zh
hck`UfXg`Ui`hcWfUWmž`Ybgi`f]b[`h\Uh`h\Y]f`WcbWfbg`UbX`j`Ui`Yg`UfY
Zfcbh`UbX`W`bYf`]b`h\Y`dc`]h]WU`X]gWci`fgY`"

8YhU]`g	
Cfh	@U`_Y`UbXž: `cf]XUž`I`G5
EiY`Yb	<ul style="list-style-type: none">• k k k "UVWUW]cb bYk g"Wca• h]a Y"Wca• UdbYk g"Wca

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