

≥c]b'h\Y'7cbjYfgUh]cb.'DU`a'7cUgh'Hckb
<U`g'?]W_`CZZ'HcXUm°

DU`a'7cUgh'fYg]XYbhg'WUb'Yb[U[Y'k]h\7]hm7ci bW]'Uh'hckb
\U`g'ghUfh]b['hcXUm"8]gW'gg'Wca a i b]hm'WcbWfbgž'g\UfY
ZYYXVUW_ž'UbX'dUfh]WjdUhY°



DU`a'7cUghž':`cf]XUž'I G5'!'H\Y'7]hm'cZDU`a'7cUgh]'g'fc`b[
ci h'U'gYf]Yg'cZ'hck b'\U`a YYh]b[gž']bj]h]b['fYg]XYbhg'hc'Wcb bYWh
X]fYWh'mik]h\7]hm7ci bW]'A Ya VYfg"H]h'YX' @Yhg'HU_`DU`a
7cUghž' h\]g']b]h]Uh]j Y']g'XYg][bYX'hc'WfYUhY'Ub'cdYb'Zcfi a 'k \YfY
Wca a i b]hm'a Ya VYfg'WUb'j c]W' h\Y]f'WcbWfbg'UbX'g\UfY
ZYYXVUW_"`h'U`_]W_g'cZZ'k]h\`Ub'Yj Ybh'\cghYX'Vm'J]W'A Umc f
H\YfYgU'Dcbh]Yf]'hcXUmUh*'d"a "`]b'h\Y'K UhYfZfcbh'Fcca 'Uh'h\Y
DU`a'7cUgh'7ca a i b]hm7YbhYf'"H\]g'a YYh]b['g'U['fYUh
cddcfhi b]hm'Zcf'W]h]nYbg'hc'Yb[U[Y']b'Wcbj YfgUh]cb'k]h\h\Y]f
Y'YWhYX'cZZ]W]U'g'UbX'hc'X]gW'gg'`cWU`]ggi Yg'h\Uh'a UhhYf'hc'h\Ya "

≠'UXX]h]cb'hc'hcXUm g_]W_!cZZ'a YYh]b[ži dWca]b['gYgg]cbg'UfY
U'fYUXmicb'h\Y'WU'YbXUf"'7ci bW]'A Ya VYf'Hm'A]`Yf'k]`'\cgh'h\Y

gYWŁbX`Yj Ybh'cb`H\i fgXUmž`đ`m'&(ž`Uh') `d"a "`]b`h\Y`Gci h\Yfb
F YWfYUh]cb`7YbhYf g`gYWŁbX`Zccf": c``ck]b[`h\Uhž`cb`H\i fgXUmž
5i [i gh`&%ž`7ci bWj`A Ya VYf`8Uj]X`Gi ``]j Ub`k]``\c`X`U`a YYh]b[`Uh
h\Y`gUa Y`h]a Y`UbX``cWUh]cb":]bU``mž`7ci bWj`A Ya VYf`7\Uf`Yg
; Ua VUfc`ž`"]g`gYh`hc`k fUd`i d`h\Y`gYf]Yg`cb`GYdhYa VYf`%, ž`U`gc
Uh') `d"a "`Uh`h\Y`Gci h\Yfb`F YWfYUh]cb`7YbhYf g`gYWŁbX`Zccf""BchY
h\Uh`A Umcf`A]_Y`Bcff]g`k]``bch`VY`dUfh]WjdUh]b[`]b`h\]g`gYf]Ygž`Vi h
fYg]XYbhg`UfY`YbWŁi fU[YX`hc`UhYbX`Ubma`YYh]b[g`h\Uh`Z]h`h\Y]f
gWXYXi`Y""H\cgY`]bhYfYghYX`]b`UhYbX]b[`WUb`fYgYfj Y`h\Y]f`gdc`hg
Vmij]g]h]b[`k k k "dUf_gUbXfYWZi b`UbX`gYUfWŁ]b[`Zcf` hck b`\U""

9b[U[]b[`h\Y`7ca a i b]hm

H\Y`hck b`\U""a YYh]b[g`UfY`dUfh`cZ`U`VfcUXYf`YZZcfh`hc`Yb[U[Y
fYg]XYbhg`UbX`ghfYb[h\Yb`WŁa a i b]hm`h]Ygž`U][b]b[`k]h\`h\Y`W]hm g
GhfUhY[]W5WŁ]cb`D`Ub`dfcWŁgg""5WŁcfX]b[`hc`h\Y`7]hm`cZ`DU`a
7cUghž`h\]g`]b]h]Uh]j Y`WŁa Yg`Uh`U`Wfi WjU`h]a Y`k`Yb`dUfh]WjdUh]cb
]b``cWŁ``[cj YfbUbWŁ`]g`a cfY`]a dcfhUbh`h\Ub`Yj Yf""9Uf`Yf`Yj Ybhg
]bWi`XYX`U` 7ci fhg]XY`7\Uh`ZYUh`f]b[`7]hm`7ci bWj`A Ya VYf`B]W_
?`i ZUgž`k`YfY`Ub`]bhfcXi`WŁ]cb`hc`h\Y`]bWfYUg]b[`midcdi`Uf`gdcfh`cZ
d]W_`YVU``k Ug`cb`h\Y`U[YbXU""H\]g_]bX`cZ`WŁgi U``Yj Ybh`ZcghYfg`U
k Y`WŁa]b[`Uha`cgd`YfY`k`YfY`fYg]XYbhg`WUb`ZY`Y`a cfY`Uh`YUgY
X]gW`gg]b[`h\Y]f`]XYUg"

A cfYcj Yfž`h\Y`i dWŁa]b[`Hck b`<U``@ bWŁ`UbX`@YUfb`k]h\`J]WŁ
A Umcf`9X`8Ub_c`cb`A UfWŁ`&&`Uh`%%`U"a "`k]``]bWi`XY`U
WŁa d`]a YbhUfm`i bWŁž`a U_]b[`]h`bch`f gh`U`a YYh]b[ž`Vi`h`U
WŁa a i b]hm[Uh\Yf]b[`k`YfY`a`YUb]b[Zi`WŁbj YfgUh]cb`WUb`hU_Y
d`UWŁ""A YUb`k`Y`Yž`7ci bWj`A Ya VYf`H\YfYgU`7Uf`]Dcbh]Yf`]g`gYh
hc`Yb[U[Y`h\Y`WŁa a i b]hm`Uh`h\Y`@Y\][`HfU]`YUX`8c[`DUf`_`cb
5df`]`%`Zcf`WŁgi U`WŁ`ZZY`WŁUhg""H\]g`gYh]b[`k]``dfca`chY`U
fY`Ui`YX`]bhYfUWŁ]cb`VYhk`YYb`fYg]XYbhg`UbX`h\Y]f`fYdfYgYbhUh]j Yg"

6Ygh`DfUWŁ]WŁg`Zcf`≠bWi`g]j Y`9b[U[Ya Ybh

H\Y`gi WŁŁgg`cZ`h\YgY`hck b`\U`g`]g`i bXYf`]bYX`Vm`fYgYUfWŁ
]bX]WŁh]b[`h\Uh`UfYUg`k]h\`fY[i`Uf`WŁa a i b]hm`Yb[U[Ya Ybh
fYdcfh]g[b]Z]WUb`h`m`\][`Yf`Wj]WgUh]gZUWŁ]cb` i d`hc`&&i`a cfY"

K \]Y`h\YgY`a YYh]b[g'dfcj]XY`Ub`YI W`Ybhd`UhZcfa`Zcf`X]U`c[i Yž
h\Y`W\U`Yb[Y`Yg`]b`Ybgi f]b[`h\Uh`U`XYa`c[fUd\]Wg`UfY
]bWi`XYX`5g'dc]bhYX`ci h]b`U`fYW`bh`Ufh]WY`cb`Wca`a`i`b]hm
Yb[U[Ya`YbhžghfUhY[]Yg`gi W\`Ug'dfca`ch]b[`a`YYh]b[gž`Yj YfU[]b[
gcW]U`a`YX]Už`UbX`cZZYf]b[`j`]fhi`U`cdh]cbg`WUb`Y`Yj`UhY
dUfh]W]dUh]cb`fUhYg": i fh\Yfa`cfYž`i`h]`n]b[`hYW\bc`c[m`Zcf`cb`]bY
Yb[U[Ya`Ybh`Ybgi`fYg`VfcUXYf`fYUW\Ygž`dUfh]W`Uf`m`k`j`h`mci`b[Yfž
X]j`YfgYž`UbX`ck`Yf!]bWca`Y`[fci`dg`k`c`a`][\h`ZUW`VUff]Yfg`hc
dUfh]W]dUh]cb"

; fYUhYf`]bWi`g]j`]hm`WUb`U`gc`VY`UW\]Yj`YX`h\fc`i`[\`dUfhbYfg\]dg
k`j`h\`cWU`cf[Ub]nUh]cbg`UbX`hU]`cf]b[`ci`hfYUW\`ghfUhY[]Yg`hc
fYZYWh`Wca`a`i`b]hm`bYYXg"G]a`d`Y`UWh]cbgž`gi W\`Ug`hfUb`g`Uh]b[
a`YYh]b[`a`UhYf]U`g`]bh`a`i`h]d`Y`Ub[i`U[Yg`cf`dfcj`X]b[
W\]`XWUfYž`WUb`XfUa`Uh]WU`m]bWfYUgY`UhhYbXUbW`"H\Y`Ufh]WY
\][\][\hg`h\Uh`Yb\UbW]b[`hfUb`gdUfYbW`h\fc`i`[\`fY[i`Uf`hc`k`b
\U`a`YYh]b[g`bch`cb`m`W`h]j`UhYg`hfi`gh`VYhk`YYb`fYg]XYbhg`UbX
`cWU`Ui`h\cf]h]Yg`Vi`h`U`gc`Ya`dck`Yfg`fYg]XYbhg`hc`hU`Y`UWh]j`Y
fc`Yg`]b`XYW]g]cb!a`U_]b[`dfcW`ggYgž`gi W\YX]b[`]b`bi`fhi`f]b[`U
W`hi`fY`cZ`UW`ci`bhUV]`]hm`UbX`Yb[U[Ya`Ybh"

K`j`h\`h\YgY`YZZcfhgž`DU`a`7cUgh]g`cb`h\Y`f][\h`hfUW`hc`ZcghYf
ghfcb[Yf`WcbbYWh]cbg`VYhk`YYb`]hg`fYg]XYbhg`UbX`cWU`
[cj`Yfba`Ybh`H\Y`i`dWca`]b[`a`YYh]b[g`UfYb`h`gh`UVci`h`g\Uf]b[
]bZcfa`Uh]cb/h\YmfY`UVci`h`Vi`]X]b[`Wca`a`i`b]hm`gca`Yh\]b[`h\Uh
fYgcbUhYg`XYd`m`k`j`h\]b`h\Y`\YUfhcZ`DU`a`7cUgh"K`Yh\Yf`mci`fY
U`cb[!h]a`Y`fYg]XYbh`cf`bYk`hc`h\Y`UfYUž`h\YfY`g`gca`Yh\]b[`hc`VY
gU]X`Zcf`Wca`]b[`hc[Yh\Yf`hc`X]gW`gg`h\Y`Z`hi`fY`cZ`ci`f`W]hm"

8YhU]`g	
Cfh	DU`a`7cUghž: `cf]XUž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none"> • ZU[`Yf`]j`Y`Wca • k`k`k`"dU`a`WcUgh"[`cj • V`c["\UfV]b[Yf`UbX`Wca

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