

: `cf]XU/ , \$' - /g'89D'@Ui bW\Yg'B Yk 'Hcc`
hc'6fYU_ '@Ub[i U[Y'6Uff]Yfg']b
7ca a i b]WUh]cb

9I d`cfY': `cf]XU/ , \$' - /g'cb[c]b['Ybj]fcba YbhU''b]h]Uh]j Ygž
hfUbg`Uh]cb'hcc`gž`UbX'h\Y]f'ja dUWh'cb`Wca a i b]WUh]cb']b
X]j YfgY'gYWcfcg'Ug'cZ'† bY'&\$&) "



: `cf]XUž'I G5 '! † Ub']bWfYUg]b[`m]bhYfWcbbYWhYX'k cf`Xž'h\Y
]a dcfhUbW`cZ`Ub[i U[Y'hfUbg`Uh]cb`\Ug'g][b]Z]WUbh'mi[fck bž
dUfh]W`Uf`m]b`U'ghUhY``]_Y': `cf]XUž`_bck b'Zcf']hg'j]VfUbh
a i `h]W`hi fU`Uha cgd\YfY""H\Y': `cf]XU'8YdUfha Ybh'cZ
9bj]fcba YbhU`DfchYWh]cb'fB9DŁ`\Ug'fYWc[b]nYX'h\Y'bYYX'hc
dfcj]XY']hg'k YV`Wc`bhYbh']b`U'a UbbYf`UWWgg]V`Y'hc`U`ž'h\ci [\
W`ffYbh`mž'h\Y'a U]b`Wc`bhYbh']g'di V']g\YX'gc`Y`m]b'9b[`]g\`"K \]Y
h\YfY g`Ub`Ui hca UhYX'hfUbg`Uh]cb`ZYUhi fY`Uj U]UV`Y`cb'h\Y]f
k YVg]hYž']h`Wca Yg'k]h\`U`ZYk `WUj YUhg'k cfh\`bch]b[""H\Y
hfUbg`Uh]cbgž'dck YfYX`Vmi'h\Y'h\]fX!dUfmi'hcc`; hfUbg`UhYf ž`Xc`bch
Wcbj Yfh`Ubm`b_YX`Z]Ygž'gi W\`Ug'D8: gž`UbX'i gYfg`UfY`UXj]gYX'hc

hfYUX`WUfYZi ``m/h\YgY`hfUbg`Uh]cbg`UfY`bch`YbXc fgYX`Vm8 9D`UbX
WfUj]b`mXc`bch`fYd`UW`h\Y`UW`fUWm`cZ`i a Ub`hfUbg`Uhc fg"

h g`YggYbh]U`hc`i bXYfghUbX`h\Uh`Ui hca UhYX`hfUbg`Uh]cbg`WU
gca Yh]a Yg`ZU``g\cfh"; hfUbg`UhYf ``UW`g`h\Y`bi UbW`X
i bXYfghUbX]b[`h\Uh`i a Ub`hfUbg`Uhc fg`dcggYggž`YgdYW]U``m`k \Yb
]h`Wca Yg`hc`]X]ca g`UbX`W`hi fU`fYZ`fYbW`g"i gYfg`UfY`Zi ``m
fYgdcbg]V`Y`Zcf`k \UhYj Yf`Yffc fg`a][`h`Uf]gY`Zfca`fY`m]b[`cb
h\YgY`hfUbg`Uh]cbgž`Ug`h\Y`8 9D`UVgc`j Yg`]hgY`ZcZ`Ubm`]UV`]hm
fY[UfX]b[`h\YgY`X]gW`YdUbW]Yg"

H\Y`F`c`Y`cZ`HYW`bc`c[m]b`HfUbg`Uh]cb

H\Y`]bW`YUg]b[`WUdUV`]h]Yg`cZ`hfUbg`Uh]cb`hcc`g`WUbbch`VY
cj Yf`cc`_YX``5`fYdcfh`Zfca`**HfUbg`Uh]cb`DUf`hbYf`Ya**d\Ug]nYg
; cc[`Y`HfUbg`UhY`Ug`cbY`cZ`h\Y`a cgh`dcdi`Uf`cdh]cbg`Uj U]`UV`Y``h
Ya d`cmg`U`a Yh\cX`WU``YX`; cc[`Y`BYi fU`A UW`]bY`HfUbg`Uh]cb
fl BA Hk`k \]W`U]a g`hc`Yb\UbW`UW`fUWm`UbX`a]b]a]nYg
hfUbg`Uh]cb`Yffc fg`Vm`YUfb]b[`Zfca`]\]ghcf]WU`XUhU``<ck Yj Yfž`h\Y
d`UhZcf`a`]g`bch`k]h\ci h]hg`ZUi`hg``XYU`Zcf`ei]W`a YggU[Yg`UbX
Yj YfmXUm`hfUbg`Uh]cbgž; cc[`Y`HfUbg`UhY`ZU`hYfg`]b`gW`bUf]cg
fYei]f]b[`dfYW]g]cbž`gi W`Ug`a YX]WU`cf`W`h]WU`Vi g]bYgg
Wca a i b]WU]cbg"

H\]g`fU]gYg`h\Y`ei Ygh]cb.`\ck`WU`bi gYfg`VYgh`Yj YfU[Y`h\YgY
hYW`bc`c[]WU`UXj UbW`a Ybhg3`K`]\`Y`a Ubm`dYcd`Y`hi fb`hc`; cc[`Y
HfUbg`UhY`Zcf`]hg`gdY`YX`UbX`Wcbj Yb]YbW`ž`d`fcZYgg]cbU`hfUbg`Uhc fg
WUi h]cb`U[U]bgh]hg`i gY`Zcf`Ubm`bi UbW`X`cf`gYbg]h]j Y`WcbhYb`h"
C ZhYbž]h`a Um`a]gg`h\Y`a Uf`_`k \Yb`ZUW`X`k]h\`]X]ca Uh]W
YI dfYgg]cbg`cf`W`hi fU`m`f]W`Ub[i U[Y`UfYUg`k \YfY`YI dYfh]gY
fYU``m`g\]bYg"

5`Dck`YfYX`HfUbg`Uh]cb.`6fYU_]b[`8ck`b 6Uff]Yfg

5W`cfX]b[`hc`**GWYbW`BYk`g`HcXUmž**UXj UbW`a Ybhg`]b`Ufh]Z]W]U`
]bhY``[YbW`UfY`fYj c`i h]cb]n]b[``Ub[i U[Y`hfUbg`Uh]cbž`a U_]b[

[`cVU`WŁa a i b]WU]cb`ga cch\Yf`h\Ub`Yj Yf" H\YgY`5=gmghYa g
`Yj YfU[Y`XYd`YUfb]b[`U`[cf]h\ a g`UbX`bYi fU`bYhk cf_g`hc
UW\Yj Y`fYa Uf_UV`m`i a Ub!`)_Y`hfUb g`Uh]cbg" K \`Y`h\]g
hYV\bc`c[m]g`a U_]b[`ghf]XYg`UWfcgg`j Uf]ci g`Z]Y`Xg Zfca
]bhYfbUh]cbU`Vi g]bYgg`hc`YU`h\WUfY`]h`U`gc`\][\`][\hg`h\Y
WŁa d`Yi]h]Yg`cZ`a U]bhU]b]b[`ei U`]hm`UbX`UWV fUWmžYgdYW]U`m
k]h\`Ygg`WŁa a cb`m`gdc_Yb`Ub[i U[Yg"

A cfYcj Yfž`5=hfUb g`Uh]cb`gmghYa g`\Uj Y`g\ck b`dfca]gY`]b
Yb\UbW]b[`UWVgg[V`]hm`UbX`U`ck]b[`fYU`!h]a Y`WŁa a i b]WU]cb"
=a U[]bY`VY]b[`UV`Y`hc`WŁbbYWh`k]h\`WŁ`YU[i Yg`cf`W]Ybhg`Zfca
X]ZYfYbh`]b[i]gh]WVUW_[fci bXg`gYUa`Ygg`m`h\]g]g`h\Y`Z`hi fY
k Y`UfY`\YUX]b[`hck UfXg`5`h\ci [\`h\Y`ci fbYm]g`bch`k]h\ci h
V\U`Yb[Ygž]bWi X]b[`dchYbh]U`V]UgYg`UbX`Yh\]WU`WŁbg]XYfUh]cbgž
h\Y`VYbYZ]hg`UfY`gi VghUbh]U`"9b\UbWVX`Wfcgg!W`hi fU`
i bXYfghUbX]b[`UbX`VYhhYf`Vi g]bYgg`WŁa a i b]WU]cb`ghfUhY[]Yg
WU]b`Um`h\Y`[fci bXk cf`_Zcf`ghfcb[Yf`]bhYfbUh]cbU`fY`Uh]cbg"

5g`:`cf]XU`WŁbh]bi Yg`hc`Uh`fUW`hX]j YfgY`WŁa a i b]h]Ygž`h\Y`89D g
YZcfhg`hc`ZUW]`hUhY`hfUb g`Uh]cb`UfY`WŁa a YbXUV`Y`"M`hž`Ug
hYV\bc`c[m`UXj UbWVgž`gc`a i gh`ci f`i bXYfghUbX]b[`cZ`\ck`hc
i h`]nY`h\YgY`hcc`g`YZZVh]j Y`m`k \`Y`fYa U]b]b[`U`Yfh`hc`h\Y]f
`]a]hUh]cbg" H\Y`V`YbX`cZ`Ui hca UhYX`gmghYa g`k]h\`i a Ub
Yi dYfh]gY`a][\`h`† gh`VY`h\Y`fYW]dY`Zcf`gi VWVgg`]b`h\Y`Yj c`j]b[
`UbXgWUdY`cZ`Ub[i U[Y`hfUb g`Uh]cb"

8YhU]`g	
Cfh	:`cf]XUž`I G5
EiY`Yb	<ul style="list-style-type: none"> • Zcf]XUXYd"[cj • hfUb g`Uh]cbdUfhbYf"WŁa • k k k "gV]YbWVbYk ghcXUm`cf[

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