

5bbU!A Uf]U`N]a a Yfa Ubb`H\ f]j Yg`]b
A U``cfWU. '5`8fYUa '7ca Yg`Hfi Y`

5bbU!A Uf]U`N]a a Yfa Ubbž`A U``cfWU/ , \$' - /g`a i g]WghUfž
Ya VfUWg`WU Ub[Y`Ug`g\Y`YUj Yg`6]Yf_Öb][`Zcf`A Y[UdUf_ž
VU`UbW]b[`WUfYYf`UbX`ZUa]`m"



A U``cfWUž`GdUb]Yb`!`ē`U`j]VfUbh`hk]gh`Zcf`h\Y`A U``cfWU`a i g]W
gWbYž`5bbU!A Uf]U`N]a a Yfa Ubb`\Ug`g\UfYX`\Yf`\YUfhZY`h
`ci fbYm`UbX`i dW`ca]b[`WU Ub[Yg`h\Uh`dfca]gY`hc`fYg\UdY`\Yf
WUfYYf``5h` *ž`h\]g`VY`cj YX`g]b[Yf`\Ug`WUdh] UhYX`Ui X]YbWg`Zcf
hk c`XYWUXYgž`UbX`bck`g\Y`Yl dfYggYg`h\Uh`g\Y`]g`hfi `m` `]j]b[`Yf
XfYUa " `ē`U`fYW`bh`]bhYfj]Yk`k]h`F H@ž`N]a a Yfa Ubb`fYZYWHYX
cb`\Yf`Vi gm`]ZYghm`Yž`k \]WU`cZhYb`_YYdg`\Yf`Uk Um`Zfca `ca Yž
X]j]b[`]bhc`h\Y`ZYgh] Y`gd]f]h`cZA U``cfWU`k \YfY`g\Y`ZY`g`a cgh
U`]j Yž`ghUh]b[ž` =`]j Y`a m`XfYUa `fl_ghU"XYŁ"

K \]Y`↑ [[`]b[`Yf`fYgdcbg]V`]h]Yg`Ug`U`a ch\Yf`cZ`hk cž`5bbU!
A Uf]U`Z]bXg`ē`m]b`\Yf`dUW_YX`dYfZcf`a UbW`WU`YbXUfž`gYY]b[`]h`Ug
h\Y`fYU`]nUh]cb`cZ`cj Yf`%ž\$\$\$`XfYUa g``ē`g`WYUf`h\Uh`h\Y`gi ddcfh

Zfca` \Yf`ZUbg` k` \c`g]b[` \Yf`WUhw`mhi` bYg`i` bXYf`h`Y`A` U`c`fWU`b`
gi` b` Z` Y`g` \Yf`dUgg]cb`"5XX]h]cbU`mž`g`Y`WUf]Z]YX`h`Uh`g` \Y`
fYa` U]bg`cb`Ua`]WUV`Y`hYfa` g`k`]h` \h`Y`6]Yf_Öb][` j` Ybi` Yž`k` \YfY`g` \Y`
dYfZcfa` YX`Zcf`Ub`ja` dYfgg]j` Y`%(` mYUfgž`b`ch]b[` ž` =\Uj` Y`bc`
W`b`Z]W`h`k`]h` \h`Ya` " <ck` Yj` Yfž`]b`Ub`i` bYI` dYW`h`YX`a` cj` Yž`g` \Y`
Ubbci` bW`X` \Yf`XYdUfhi` fY`Zfca` 6]Yf_Öb][` hc`Ya` VfUW`U`b`Yk`
VY[]bb]b[` Uh`A` Y[UdUf_ž`U`g` \Zh`h`Uh`k` Ugb` h`d`Ubb`YX`Vi` h`
i`h]a` UhY`m`ZY`g`f][` \h`Zcf` \Yf`f`gW`X`U[Yf`"XY`Ł"

7\Ub[Yg`c`b`h`Y`<`c`f]nc`b`

H`Y`fYW`b`h`UX`†`gha` Yb`hg`]b` \Yf`dYfZcfa` UbW`gW`YX`i` Y` \Uj` Y`
Vfci[]h`UVci`h`gca` Y`b`chUV`Y`W`Ub[Yg`"5bbU!A`Uf]U`fYj` YU`YX`h`Uh`
 \Yf`g` \ck`h]a` Yg`Uh`6]Yf_Öb][` k` YfY`di` g`YX`Zfca` h`Y`dcdi` Uf`YUf`m`
Yj`Yb]b[` g`ch`g`hc`a`]Xb][` \hž`k` \]W`X`X`b`ch]Zh`k` Y`k`]h` \Yf`ZUa`]m`
W`ca` a`]ha` Yb`hg`"7cbgYe`i` Yb`h`mž`g` \Y`k`]h`U`_Y`U`VfYU`h`Yf`Zfca`
dYfZcfa`]b[` h`YfY`]b`&\$&(` ž`U`ck`]b[` \Yf`hc`ZcW`g`cb` \Yf`ZUa`]m`
UbX`ch`Yf`j` Yb`hi` fYg`"H` \]g`XYW]g]cb`]g`XYYa` YX`i` bXYfghUbXUV`Yž`
[]j` Yb` \Yf`cb[!ghUbX]b[` XYX]WU]cb`hc`h`Y`j` Ybi` Y`g]bW`&\$\$,
fgW`X`U[YfnY`]Y`"XY`Ł"

5XX]b[` hc` \Yf`UW`W`UX`Ygž`N]a` a` Yfa` Ubb`k` Ug`fYW`[]b]nYX`Uh`h`Y`
%*`h` 6U`Yfa` Ubb`5k` UfXgž`W`YVfUhYX`Ug`h`Y` C`gWUf`c`ZA`U`c`fWU`
ghUfg`"G` \Y`YUfbYX`Ub`Uk`UfX`]b`h`Y` 7i`h`<]hg`WU`hY[cfmž`Z`fh`Yf`
gc`]X]Zm]b[` \Yf`ghUhi`g`]b`h`Y`]bXi`ghfm`"H`Y`Uk`UfXg`W`fYa`cbm`
 \[\][` \hYX`j`Uf]ci`g`hU`Yb`hg`k`]h`]b`h`Y`fYU`a`c`ZA`U`c`fWU`g`a`i`g]Wž`
k`]h`C`]j`Yf`XYJ`]Y`hU_]b[` \ca`Y`h`Y`h]h`Y`c`Z`<]h`DfcXi`W`f`c`Z`h`Y`
M`Uf`UbX`B`UbW`m`fUbW`_k`]bb]b[` Zcf`6Ygh`@j`Y`G` \ck` :`Ya`U`Y`
fgW`X`U[Yf`"XY`Ł"

5`6f][` \h`i`i`hi`fY`

5g`h`Y`A`U`c`fWU`gW`bY`i` bXYf[cYg`d`cg]h]j`Y`hfUb`gZcfa`Uh]cb`gž`
]bWi`X]b[`fYbc`j`Uh]cb`g`Uh`Vch`6]Yf_Öb][`UbX`A`Y[UdUf_ž`h`YfY`
gYYa`g`hc`VY`Ub`YI`W]h]b[`Uha`cgd` \YfY`Uk`U]h]b[`Vch`Ufh]ghg`UbX`
ZUbg`U`]_Y`"5bbU!A`Uf]U`g`ZUbg`WU`b`cc`_Zcfk`UfX`hc` \Yf`Zi`hi`fY`
dYfZcfa`UbW`g`Uh`A`Y[UdUf_ž`k` \YfY` \Yf`j`]VfUb`h`gd]f]h`UbX`
Yb[U[]b[`dYfYgYbW`UfY`gi`fY`hc`_YYd`h`Y`dUf`m`U`]j`Y`"K`]h` \h`Y`

Yj c`i h]cb`cZ`Yf`WUfYYf`UbX`U`gi ddcfh]j Y`ZUbVUgYž`5bbU!A Uf]U
N]a`a`Yfa`Ubb`Wċbh]bi Yg`hc`h\`f]j Y`]b`h\Y`XmbUa`]Wk`cf`X`cZ
A U`cfWU`a`i`g]Wž`Vf]b[`]b[`bYk`YI`dYf]YbWg`hc`Yf`Ui`X]YbW`Ug
g\Y`Ya`VUf_g`cb`h\]g`bYk`WUdhYf`]b`Yf`a`i`g]W`ci`fbYm"

8YhU]`g	
Cfh	A U`cfWUž`GdUb]Yb
E i Y`Yb	<ul style="list-style-type: none">• k k k "_ghU"XY• k k k "gW\`U[Yf"XY• gW\`U[YfnY]`Y"XY

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