

GhUUhgUfWx]j `6fYa Yb. :]bUbn]Yfi b[g_f]gY VYXfc \h'A]`]cbYbdfc ^_h°

6i bX`i bhYfghØhnh`6fYa Yf`?i `hi fdfc ^_hY`a]h`ØVYf`(+
A]`]cbYb`9i fcž`XcWx`XUg`GhUUhgUfWx]j `VYb`Øh][h`Xf]b[YbX
ni g`Ähn`]Wx`Y`A]hY`ZØf`XYb`5i gVUi "



6fYa Ybž`8Yi hgWx`UbX`!`#`6fYa Yb`[]Vh`Yg`XYfnY]h[fc»Yb
8fi W_\]bhYf`XYb`?i`]ggYbž`k Ybb`Yg`i a`X]Y` :]bUbn]Yfi b[
k]Wx]h[Yf`?i `hi fdfc ^_hY`[Y`h`"6YgcbXYfg`XUg`5i gVUi dfc ^_h`XYg
GhUUhgUfWx]j gž`XUg`a]h`%`A]`]cbYb`9i fc`j YfUbgWx`U[h]ghž`ghY`h
]a` : c`_i g`"8Yf`6i bX`\Uh`VYfY]hg`(`ž`%`A]`]cbYb`9i fc`ni [YgU[h`i bX
Ui W`df]j Uh`Y`GdYbXYf`\UVYb`g]Wx`a]h)` \$\$\$`\$\$\$`9i fc`VYhY`][h`
8cWx`XYf`6fYa Yf`GYbUh`\Uh`V]g\Yf`_Y]bYb`7Ybh`VYfY]h[YghY`ž
k Ug`ZØf`6Ygcf[b]g`gcf[hž`k]Y`**Vi hYbi bV]bbYb`XY`VYf]Wx`hY`h**

8]Y`8f]b[`]Wx`_Y]h`XYg`Dfc`^_hg`k i fXY`Øb[gh]j cb`?`cbfUX
9`a g`Äi gYfž`XYa`@Y]hYf`XYg`GhUUhgUfWx]j gž`]b`XYf
?i `hi fXYdi hUh]cb`YfbYi h`VYhcbh`"5`_hi Y`"g]bX`X]Y`Z]bUbn]Y`Y`@U[Y
i bX`X]Y`UbghY`YbXYb`9bhgWx]Xi b[Yb`U`Yg`UbXYfY`U`g`g]Wx`Yf`/Yg

YI]gh]Yfh`_Y]b`D`Ub`6ž`ZU`g`XUg; Y`X`b]W`h`VYfY]h[YghY`h`k]fX`"8]Y
5i ZgW`ØggY`i b[`XYf`A]hhY`nY][hž`XUgg`XYf`F`Ygh`XYg`6i X[Yhg`Ui g
Y]bYa `GcbXYfj`Yfa`Ø[Yb`i bX`XYa`?i`hi`fYhU`hghUa`a`Yb`gc`""9]bY
6i bXYggY]hY`U`hhY`VYfY]hg`Y]bY`f]ghj`Yf`Ab[Yfi b[`ZØf`X]Y
6YfY]hgY`i b[`X]YgYf`A]hhY`Y]b[YfAi`a`h"

:]bUbn]Yfi b[gXYVUhhYb`i bX
Ni`_i bZhgj]g]cbYb

DUFU`Y`XUni`a`ØggYb`g]W`X]Y`ni`gh`AbX][Yb`GhY`Yb`Ui`W`i`a`X]Y
U`[Ya`Y]bY`?i`hi`fZ]bUbn]Yfi b[`_Øa`a`Yfb`"Gc`U`h`XYf`X]Y
6i bXYghU[gUV[YcfXbYhYb`9]gUVYh`A`chgW`a`Ubb`f78I`Łi`bX
GUfU`F`m[`Yk`g_]`fGD8`Łi`g]W`Yf[YghY`hž`XUgg`6fYa`Yb`ØVYf`(+
A`)]cbYb`9i`fc`ZØf`j`YfgW]YXYbY`?i`hi`fdfc`Y`_hY`Yf`A`h`"5`YfX]b[g
V`]YV`XUg`GhUUhgUfW]j`_`Y]fVY]`Ui`g[Ybca`a`Yb`ž`k`Ug`9`a`g`Ai`gYf
gY`f`Yb`hhAi`gW`hY`ž`Y`XcW`c`bY`;`fc`"Ai`»`YfhY`"8]YgY`8]g_i`gg]cbYb
g]bX`HY]`Y]bYf`[fØ»`YfYb`8YVUhhY`i`a`X]Y`:]bUbn]Yfi b[`XYf
6fYa`Yf`?i`hi`f`i`bX`k`]Y`6fYa`Yb`Y][YbY`A]hhY`Yf[`AbnYb`_Ubb`"Gc
d`Ubh`7Ufa`Yb`9a`][`c`nž`?i`hi`fghU`Uhg`f`Ah]b`j`cb`6fYa`Yb`ž`Y]bY
[fc»`Ub[Y`Y[hY`GdYbXYbU`_h]cb`ž`i`a`a`Y`f`A]hhY`ni`[YbYf]YfYb`
5i W`X]Y`i`a`[YghU`hi`b[`XYg`K`U`fnY]W`Yb`gž`XYf`;`c`W`Y`ž`k`]fX
Ub[YghfYVhž`k`cVY]`6fYa`Yb`Y`hk`U`X]Y`<`A`žhY`XYf`[YgW`A`hhYb`;`\$
A`)]cbYb`9i`fc`Ui`Zf]b[Yb`a`i`gg"

8]Y`i`a`[YghU`hi`b[`XYg`GhUUhgUfW]j`g`gY]`Ui`h`9`a`g`Ai`gYf`X]Y
VYXYi`hYbXghY`5fW]j`bYi`VUi`!A`U»`bU`a`Y`XYf`B`UW`_f]Y[gnY]h`"b
Y]bYa`ghUf`_i`a`_Aa`džhYb`:]Y`X`k`]Y`XYf`?i`hi`fZ]bUbn]Yfi b[`_ØbbhY
Y]bY`9]bcfXbi`b[`]b`XYb`6fYa`Yf`?cU`h]cbgj`YfhfU[`Yb`hgW`Y]XYbX
gY]bž`i`a`X]Y`b`Øh][Yb`Ni`gW`ØggY`ni`Yf`U`hYb`"I`bX`XUg`[Y`h`<`UbX
]b`<`UbX`a`]h`XYb`U`[Ya`Y]bYb`6YghfYVi`b[Ybž`XYb`?i`hi`f`Ui`g`U`h
ZØf`&\$&) `Ui`Z`%\$,`A`)]cbYb`9i`fc`ni`Yf`Ø`Yb`ž`i`a`X]Y`9I`]ghYbn`XYf
_i`hi`fY`Yb`"b`ZfUghfi`_hi`f`k`]Y`H`Y`UhYfž`A`i`gY`Yb`i`bX`6]V`]ch`Y`_Yb
ni`g]W`Yf`b"

?i`hi`f`U`g`HY]`XYf`;`Ya`Y]bgW`UZh

; YfUXY`]b`NY]hYb`k`]fhgW`UZh]W`Yf`i`bg]W`Yf`Y]hYb`k`]fX`X]Y

_i`hi fY`Y: ØfXYfi b[`]b`6fYa Yb`]bhYbg]]`X]g_i h]Yfh`8Yf
 ?i`hi fUi ggWxi gg`VYhcbh`X]Y`Bchk YbX][`_Y]hž?i`hi f`U`g`Y]bYb
 k]W.h][`Yb`6Y]hfU[`ni f`; YgY`gW UZhi bX`K]fhgW UZhi`gY`Yb`9]b
 5i [`Yba Yf_ [`]h`Ui W`XYf`gcn]U`Yb`6Uff]YfYžfY]\Y]hi bX`XYf
 5bk YfVi b[`bYi Yf`6Ygi W`Yf` a a Yf\]b`\UhhY`XUg`H\YUhYf
 6fYa Yb`]a `j Yf[Ub[YbYb`d\`f`%- \$\$\$\$`6Ygi W`Yfž`k Ug`nY][`hž`XUgg
 _i`hi fY`Y`5b[YVchY`bUW`k]Y`j cf`\`cW`]a `?i fg`g]bX`"5`YfX]b[g
 k UfbYb`9l dYfhYb`XUj cfž`XUgg`9]bgdUfi b[Yb`]a `?i`hi fVYfY]W
 [fUj]YfYbXY`bY[Uh]j Y`5i gk]f_i b[Yb`Ui Z`6]`Xi b[ž`?f]a]bU`]hÅhž
 K]fhgW UZhi`bX`Hci f]ga i g`UVYb`_ØbbhYbž`k]Y`X]Y`5bU`mgY`Ui Z`
 dc`]h]__i`hi f`XY`j Yff`h"

: Øf`X]Y`6fYa Yf`c`\bh`g]W`XU`Yf`XUg`9b[U[Ya Ybh` B]W`h
 Ui Z[YVYbž`Øf`X]Y`?i`hi f`ni`_Aa dZYb` `Ui hYh`XUg`A chc`"9g`V`Y]Vh
 gdUbbYbX`ni`VYc`VUW`hYbž`k]Y`g]W`X]Y`9b`k]W`_i b[Yb`i a`XUg
 GhUUhgUfW`j `i bX`X]Y`VfY]hYfY`?i`hi fZ]bUbn]Yfi b[`]b`XYb
 _ca a YbXYb`K cW`Yb` [YghU`hYb`k YfXYb`"8]Y`b`ÅW`ghY
 GybUhgg]hni b[`bUW`XYf`Gca a YfdUi gY`k]fX`Yb`hgW`Y]XYbX`gY]bž
 c`V`X]Y`bchk YbX][`Yb`GW`f]hY`Y]b[Y`Y]hYh`k YfXYb`_ØbbYb"

8YhU]`g	
C fh	6fYa Ybž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vi hYbi bV]bbYb"XY • k k k "k YgYf!_i f]Yf"XY • dc`]h]__i`hi f`XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`X]Y!bUW`f]W`hYb`W`a