

5gm`UbhfÄ [Y `]b `8 Yi hgWx `UbX `g]b _Yb XfUa Uh]gWx ` `9]b `bYi Yg`9i fcdU3

8Yf`FØW_ [Ub [`XYf`5gm`UbhfÄ [Y `]b `8 Yi hgWx `UbX`&\$&' `i a
) \$i `nY][h`bYi Y`HfYbXg`]b`XYf`9i ž`a]h`GdUb]Yb`i bX
: fUb`fY]Wx `Ub`XYf`Gd]hnY"



8Yi hgWx `UbX `!`8]Y`NU\`XYf`5gm`UbhfÄ [Y `]b `8 Yi hgWx `UbX `Uh
Y]bY`VYa Yf`Ybgk YfhY`K YbXi b [[Ybca a Yb" `b`XYb`YfghYb`gYWx`g
A cbUhYb`XYg`j\`fYg`&\$&' [UV`Yg`Y]bYb`FØW_ [Ub [`i a `ZUgh) \$`i
]a `JYf[`Y]Wx`ni a `Jcf`U\`fž`k`Ä`fYbX`]bg[YgUa`h`*) "(-)
5gm`UbhfÄ [Y [YghY`h`k`i`fXYb`"8]YgY`NU\`Yb`VY`Y [Ybž`XUgg
8Yi hgWx `UbX`Yfgha`U`g`gY]h`j\`fYb`b]Wx`h`a`Y`f`XUg`@UbX`a`]h`XYb
a`Y]ghYb`5gm`UbhfÄ [Yb`]b`9i`fcdU`]gh`K`]Y`**NY**]h`**C`b`]**Y`VYf]Wx`hYhž
`Y [h`GdUb]Yb`bi`b`a`]h`+`*`"\$&\$`i`bX`:`fUb`fY]Wx`a`]h`+`)" (&
5bhfÄ [Yb`Ub`XYf`Gd]hnY"

8]Y [fØ» hYb`FØW_ [Äb [Y`j`YfnY]Wx`bYhY`8Yi hgWx `UbX`a`]h`Y]bYa
A`]bi`g`j`cb`('`i` [Y [YbØVYf`XYa`YfghYb`<`U`V`U\`f`&\$&`" `b`XYf`9i
]bg[YgUa`h`k`i`fXYb`j`cb`j`bi`Uf`V]g`ž`b`]&\$&' ` , , "&- -`5gm`UbhfÄ [Y

fY[]ghf]Yfhž'k Ug'Y]bYa 'FØW_[Ub['j cb'&' i 'ja 'JYf['Y]W'ni a
 Jcf'U\ f'Ybhgd]W'h" ð'XYb''YhnhYb' ð\ fYb''U['8Yi hgW'UbX
 Xi fW['Y\YbX'Ub'XYf'Gd]mY'XYf'Yi fcdÄ]gWYb'5gm'UbhfÄ[Yž'bi b
 \Uh'g]W'XUg'6'Uhh[Yk YbXYh"

< Yf_i b Zhg`Àb XYf'XYf'5b hfU[ghY`Yf

K Ug'j]Y'Y'b]W'h'k]ggYb.'8]Y'<Ui dhi fgdfi b[g`ÀbXYf'XYf
 5gm'UbhfU[ghY`Yf]'b'8Yi hgW'UbX'g]bX'5Z[\Ub]ghUb'a]h'&&'i ž
 X]W'h[YZc'[hj cb'Gmf]Yb'a]h'&\$'i 'i bX'XYf'HØf_Y]ž'Ui g'XYf'%'i
 XYf'5bhfU[ghY`Yf'ghUa a Yb''5i W'Ui g'Fi gg'UbX'_Ua Yb'' ž%i 'XYf
 5gm'gi WYbXYb'' ð'XYf'[YgUa hYb'9i 'k UfYb'Yg'j cf'U''Ya
 GW'i hngi WYbXY'Ui g'J YbYni Y'U'f(, "('% '5bhfÄ[Yž'5Z[\Ub]ghUb
 f('%"&+ž'i bX'Gmf]Yb'f&' "' \$+ž'X]Y]b'XYb'JcfXYf[fi bX'hfUhYbž'k]Y
 8YghUh]g'ZyghghY`h"

8]Y'i fgUWYb'ZØf': 'i W'h'g]bX'j]Y'ZÄ'h]['i bX'fY]WYb'j cb'?cbZ]_hYb
 ØVYf'; Yk U'hV]g'\]b'ni 'gW'k YfYb'A YbgWYb'fYW'hgj Yf'Yhni b[Yb"
 8]Y'ØVYfk]Y[YbXY'A Y\ f\Y]h'XYf': `ØW'hYbXYb'gi W'h]b
 BUWVUfghUUhYb'GW'i hž'k cVY]'Yhk U'+\$'i 'XYf'; YZØW'hYhYb']b
 @AbXYfb'a]h'b]YXf][Ya 'cXYf'a]h'YfYa '9]b_ca a Yb'Ni Zi W'h
 Z]bXYb''Bi f'&) 'i 'XYf'GW'i hngi WYbXYb'k YfXYb']b'fY]WYfYb
 @AbXYfb'Ui Z[Ybca a Yb"

9]b'6`]W_ 'Ui Z'X]Y'NU\ `Yb

8]Y'NU\ `Yb'gdFYWYb'ZØf'g]W''<]Yf'g]bX'Y]b][Y'XYf'5gm'UbhfÄ[Y']b
 9i fcdUž'X]Y'nY][Ybž'k]Y'g]Y'g]W'ØVYf'X]Y'ð\ fY'j Yf'ÀbXYfh'\UVYb.

@UbX	5bnU\`XYf'5gm'UbhfÄ[Y
GdUb]Yb	+*"\$&\$
: fUb_fY]W	+) "(&,
8Yi hgW'UbX	*) "(-)
≠U]Yb	* &)" ' (
; f]YWYb'UbX	&+"+%,
6Y`[]Yb	%+"&,)

5i W'X]Y'5bYf_Ybbi b[gei chYb'g]bX'i bhYfgW]YX`]W'ž'k Ug'g]W

XYb_VUf`ghUf`_Ui ZX]Y`@VYbgi a ghÅbXY`XYf`5bhfU[ghY`Yf`
 Ui gk]f`h`8Yi hgW`UbX`k Y]gh`Y]bY`5bYf`Ybbi b[gei chY`j cb`) &`i
 Ui Z`k Å\fybX`]b`GdUb]Yb`YX][`]W`%&`i` `XYf`5bhfÅ[Y`VYk`j`][h
 k YfXYb`"8 Ug`nY][hž`XUgg`X]Y`<YfUi gZcfXYfi b[Ybž`X]Y`a`]h`XYa
 5gm`dfcnYgg`j`YfVi bXYb`g]bXž`b]W`h`bi`f`]b`8Yi hgW`UbX`ž`gcbXYfb
]b`[`Ubn`9i`fcdU`i`bhYfgW`]YX`]W`Yf`YVhk`YfXYb`"

⊖g[YgUa`h`nY][h`X]Y`9bhk`]W`_i`b[`XYf`5gm`UbhfÅ[Yž`XUgg`g]W`X]Y
 G]hi`Uh]cb`]b`9i`fcdU`_`Ui`ZYbX`ÅbXYfhi`bX`Yg`5bnY]W`Yb`XUZØf`[`]Vhž
 XUgg`X]Y`A`][`fUh]cbgh`Ya`Uh]`_k`Y]hYf`b`_ca`d`YI`V`Y]Vh`8Yf
 FØW`_`[`Ub[`XYf`5bhfÅ[Y`]b`8Yi`hgW`UbX`_ØbbhY`gck`c`\`Y]bY
 FYU`_h]cb`Ui`Z`[`Ycdc`]h]gW`Y`J`YfÅbXYfi`b[`Yb`U`g`Ui`W`Y`]bY`:`c`[`Y
 ghfYb[`YfYf`5gm`[`YgYmY`gY]bž`k`]Y`XYf`9i`fcdÅ]gW`Y`DUf`Ua`Ybh
 ni`gUa`a`YbZUgg`h`8]Y`<YfUi`gZcfXYfi`b[`ž`Y]b`:`Y]W`[`Yk`]W`h
 nk`]gW`Yb`<`]ZY`i`bX`⊖hY[`fUh]cb`ni`Z]bXYbž`V`Y]Vh`Ui`W`ni`_ØbZh][
 VYghY`Yb`"

8YhU]`g	
C`fh	8Yi`hgW`UbX
E`i`Y`Yb`	<ul style="list-style-type: none"> • k k k "nY]h"XY • k k k "XYghUh]g"XY • k k k "Yi`fcdUf`"Yi`fcdU"Yi

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`b!U["bYh