

8 Yf`VfUg]`]Ub]gWk Y : UbhfUi a .`5bU`HcffYg i bX`XYf`9< 7`A ØbWk Yb`°

5bU`HcffYgž`VfUg]`]Ub]gWk Y`9]g`cW_Ym: Ub`XYg`9< 7
A ØbWk Ybž`hY]`h]`fY`@Y]XYbgWk UZh`i bX`9a`ch]cbYb`]b`XYf`8 9@
HfUbgZYfgU]gcb`&\$&) "



A ØbWk Ybž`8 Yi hgWk`UbX`!`ž`Y]bYf`Ui » Yf[Yk`Ò\`b`]Wk Yb
J YfV]bXi b[`j`cb`@Y]XYbgWk UZh`i bX`Gdcfh`Uhg]Wk`5bU`HcffYgž`Y]bY
VfUg]`]Ub]gWk Y`H]Yf`Äfnh]b`i bX`Yb[U[`]YfhY : Ub[Ya`Y]bgWk UZh`Yf]b
XYg`9< 7`FYX`6i`""A ØbWk Ybž`Yfj`cf[YhUb`"9]g`cW_Ymž`]b`6fUg]`]Yb
Y\Yf`Y]bY`F`UbXYfgWk Y]bi b[ž`YbhXYW`hY`g]Y`k`Ä`fYbX`]`fYg
5i`ZYbh`U`hg]b`XYb`i`G5`"`Ä`fY : Ugn]bUh]cb`ZØf`XYb`Gdcfh`bU`a
]`fYb`5bZUb[ž`U`g`g]Y`"j`Y`Y]b`Gd]Y`XYg`9< 7`FYX`6i`""A ØbWk Yb
gU`"`ž`nk`]gWk Yb`hY]`hg]Y`]`fY`9f`YVb]ggY`Ui`Z`ž`ghU[`fUa`i`bX
VY[Y]ghYfh`XUa`]hj`]Y`Y : c`ck`Yf`"K`]Y`hn`"XY`VYf]Wk`hY`hž`VYgWk`fY]Vh
g]Y`X]Y`hY`Wk`b]gWk Y`F`UZZ]bYggY`i bX`X]Y : YgWk`k`]bX][`_Y]h`XYf
Gd]Y`Yfž`X]Y`]`f`U`g : Ub`VYgcbXYfg`[YZU`Yb`"

5`g`VYgcbXYfg`k`]Wk h][`Y`a`dZ]bXYh`HcffYg`X]Y`5ha`cgd`Ä`fY`]b`XYf

5fYbU'i bX'X]Y'; Ya Y]bgW\UZh'i bhYf'XYb': Ubg" ÆfY'6Y[Y]ghYfi b[
ZØ\fhY'XUni ž'XUgg'g]Y'X]Y'; YgÀb[Y'XYf'BcfX_i fj Y'Yf'YfbhY'i bX
g]W\h]YZ]b'X]Y'?i'hi'f'fi bX'i a'X]Y'Gd]Y'Y'Y]bhUi W\hY" ÆfY'YfghYb
@]YV`]b[ggd]Y'Yf'k UfYb'6Yb'GhfYh'i bX'6Yb'Ga]h\ž'[YZc`[hj cb
k Y]hYfYb'Gd]Y'Yfb'k]Y'DUf_Ygž'c fhY[Už'A W?]YfbUbž'6'i a' i bX
FYXa cbX" '9a ch]cbU'VYfØ\fh'k Uf'g]Y'j cb'XYb'5V[Àb[Yb
VY`]YVhYf'Gd]Y'Yf'k]Y'FmUj'A W?]YfbUb'i bX'HfYj cf'DUf_Ygž'k Ug'X]Y
Yb[Y'JYfV]bXi b['nk]gW\Yb': Ubg'i bX'Gd]Y'Yfb'i bhYfghfY]W\h"
HcffYg'fYZY_h]Yfh'Ui W\ØVYf'X]Y' < YfUi gZcfXYfi b[Ybž'X]Y'XUg': Ub!
8UgY]b'a]h'g]W\Vf]b[hž'i bX'gW\Àmh'X]Y'@Y]XYbgW\UZh'i bX'X]Y
Ya ch]cbU'Y'6]bXi b['ni f'A UbbgW\UZh"

8Yf'9< 7'FYX'6i ``A ØbW\Yb']a'5i ZVfi W\

K À\fybX'5bU'HcffYg'U'g': Ub'X]Y'9fZc`[Y'i bX'A]ggYfZc`[Y']\fyg
HYUa g]j YfZc`[hž'd'Ubh'XYf'9< 7'FYX'6i ``A ØbW\Yb'ZØf'X]Y
_ca a YbXY'GU]gcb']bhYbg]j " Æ U_hi Y''Yb'HfUbgZYfa Uf_hž'XYf'j cb'
UVYbXnY]hi b[!a i YbW\Yb"XY']bhYbg]j 'VY['Y]hY'h'k]fXž'\Uh'XYf
9< 7'['Y]W\nk Y]'bUh]cbU'Y'Gd]Y'Yf'j YfdZ]W\hYh': UV]c'K U[bYf'i bX
@]g'GW\]b_c" 'K U[bYf'k]fX'j cb'j]Y'Yb'U'g'VYghYf'XYi hgW\Yf
J YfhY]X][Yf'Ub[YgY\Yb'i bX'_ca a h'j ca'9F7' Æ[c`ghUXh'8Yf
&- !À\f][Yž'XYf']b'gY]bYf'?Uff]YfY'+, '@ÀbXYfgd]Y'Y'ZØf
8Yi hgW\UbX'VYghf]hYb'\Uh'i bX'G]VYf'VY]'XYf'K A '&\$&' '[Yk Ubbž
\Uh'g]W\Yb'hgW\]YXYbž'bUW\A ØbW\Yb'ni'k YW\gY'bž'i a' bÀ\Yf'VY]
gY]bYf': Ua]]Y'ni'gY]b"GY]bY'8YZYbg]j ghÀf_Y'i bX'_ØfdYfVYhcbhY
Gd]Y'k Y]gY'k YfXYb'XYa'HYUa'g]W\Yf']W\ni [i hY'_ca a Yb"

GW\]b_cž'XYf'&(!À\f][Y'GhØfa Yf'j cb'XYb'; f]nn`mg'K c`ZgVi f[ž'\Uh
VYfY]hg']b'XYf'U_hi Y''Yb'GU]gcb'a]h'g]YVYb'HcfYb'Ui Z'g]W\
Ui Za Yf_gUa' [Ya UW\h'i bX'ØVYfnYi [hY'VY]a'8Yi hgW\UbX!7i d"
K À\fybX'XYf'9< 7'gY]b'VUmYf]gW\Yg'8fYUa !HYUa'k Y]hYf'Ui ZVUi hž
\Uh'XYf'9< 7!6cgg'7\]f]gh]Ub'K]b'_Yf'_Uf'i a f]ggYbY'N]Y'Y.'bUW\
nk Y]'J]nYa Y]ghYfgW\UZhYb'a]h'XYa'9F7'gc''XYf'H]hY'[Yk]b
FYU']hÀ'h'k YfXYb"Ni XYa'ghY\Yb'k Y]hYfY'bUh]cbU'Y'Gd]Y'Yf'k]Y
8ca]b]_6c__i bX'ž`']Ub'B UdFUj b]_Ui ZXYa'HfUbgZYfa Uf_h'ni f
J YfZØ[i b[ž'k Ug'X]Y'?cb_i ffYbn']b'XYf'8Yi hgW\Yb'9]g\cW_Ym'@[U
fB9@ž'k Y]hYf'Yf\Ø\h"

9]b`6`]W_`Ui Z`XYb`XYi hgW\ Yb`9]g\cW_Yma Uf_h

8]Y`9bhk]W_`i b[Yb`]a`9]g\cW_Ym]g]bX`b]W\h`bi f`Ui Z`XYb`9<7`FYX
6i ``A ØbW\Yb`VYgW\ fÅb`h`8Yf`[YgUa hY`XYi hgW\ Y
9]g\cW_Yma Uf_h]gh]b`6Yk Y[i b[" `#`8Yi hgW\`UbX`[]Vh`Yg
]bg[YgUa h`j]Yf`@[Ybž`XUfi bhYf`X]Y`89@ž`X]Y`g]W\`VYgcbXYfg`Xi fW
X]Y`\c\Y`DfcZYgg]cbU`]hÅh`i bX`XYb`K YhVYk YfV`Ui gnY]W\ bYh`A]h
fi bX` " * \$ \$ `U_h]j Yb`Gd]Y`Yfbž`XUfi bhYf`%" \$ \$ `DfcZ]gd]Y`Yfbž`k]fX
X]Y`@[U`]a` a Yf`UhfU_h]j Yf`Ni gÅh`]W\ Y`J YfÅbXYfi b[Yb`gY]h`XYf
Gd]Y`nY]h`&\$&\$`#&%`ZØfXYfb`XYb`BUW\k i W\g`i bX`j Yf\Y`ZYb`† b[Yb
HU`YbhYb`ni `a Y\`f`9]bgÅhYb`]b`XYf`89@`

HfUbgZYfg`k YfXYb`]b`XYf`89@`bi f`XUbb`j YfØZYb`h]W\hž`k Ybb`g]Y
j cb`XYb`VYhfcZYbYb`7`i Vg`cZZ]n]Y``VYghÅh][h`g]bX`"8YbbcW``Åggh
g]W\`VYfY]hg`Yhnh`ZYghghY``Ybž`XUgg`X]Y`@[U`FY`_cfXi a gÅh`Y
j YfnY]W\ bYh`i bX`X]Yg`ni `Y]bYf`J]Y`nU\`Ub`HfUbgZYfg`i bX
Gd]Y`Yfk YW\gY`b`ZØ\fh`J YfY]bY`k]Y`X]Y`5X`Yf`A Ubb`Y]a`i bX
9]gVÅfYb`6Yf`]b`bi mYb`X]Y` ; Y`Y[Yb`Y]hž`i a`]\fY`? UXYf`ni
j YfghÅf`_Yb`i bX`Ui W\`c`_U`Y`HU`YbhY`ni `ZØfXYfb`" `#`Y]bYa
XmbUa]gW\Yb`l a ZY`X`k]Y`X]YgYa`]gh`Yg`ZØf`5bbU`HcffYg`i bX`X]Y
: Ubg`XYg`9<7`FYX`6i ``A ØbW\Yb`gdUbbYbX`ni `VYcVUW\hYbž`k]Y
g]W\`X]Y`A UbbgW\UZh`Ybhk]W_Y`b`k]fX`i bX`k Y`W\Y`bYi Yb`Gd]Y`Yf
XYa`HYUa`]a`?Ua`dZ`i a`XYb`H]hY`ni f`GY]hY`ghY`Yb`k YfXYb`

K Ybb`X]Y`bÅW\ghY`GU]gcb`VY[]bbhž`k YfXYb`gck c`\`X]Y`hfYi Yb
: Ubg`k]Y`5bU`HcffYg`U`g`Ui W\`X]Y`bYi Yb`Gd]Y`Yf`]a` : c`_i`g`ghY`Yb`"
8]Y`6]bXi b[`nk]gW\Yb`Gd]Y`Yfb`i bX`5b`Åb[Yfb`k]fX`k Y]hYf\]b
Y]bY`GW\`ØggY`X]a Ybg]cb`XYg`9]g\cW_Ym]g]b`A ØbW\Yb`V`Y]VYb`"

8YhU]`g	
J c f ZU``	Gcbgh][Yg
C fh	A ØbW\Ybž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "UVYbXnY]hi b[! a i YbW\Yb"XY • k k k "Y]g\cW_Ym!cb`]bY"WŁa

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