

GY`Ybg_m^]b`6Yf`]b. `< c W g]W Y f\ Y]h`ZØf
Yb hgW X Y]X Y b X Y g`Hf Y Z Z Y b`a]h`A Y fn

I _fU]b]gW Y f`DfÄg]X Y b h`GY`Ybg_m`hf]Z h`g]W`Ua`&, "A U]`&\$&)
]b`6Yf`]b`a]h`? U b n`Y f`A Y f n ž i a`Ø V Y f`; Y g d f Ä W Y`a]h
F i g g`U b X`n i`X]g_i h]Y f Y b"



6Yf`]b ž`8 Yi hgW`UbX`!`8Yf`i _fU]b]gW Y`DfÄg]X Y b h`K c`c X m a m f
GY`Ybg_m`k]fX`Ua`A]h r k c W ž`X Y b`&, "A U]`&\$&) ž`b U W`6Yf`]b
f Y]g Y b ž i a`g]W`a]h i 6 i b X Y g`U b n`Y f`: f]Y X f]W`A Y f n`f 7 8 I Ľ n i
h f Y Z Z Y b``8 U g`**6 i b X Y g d f Y g g Y U a h`**U h`X Y b`6 Y g i W`V]g`U b[`b]W h
c Z Z]n]Y``V Y g h Ä h][h`8 Y f`H Y f a]b`]g h j c b`V Y g c b X Y f Y f`6 Y X Y i h i b[ž`X U
Y g i a`a`Ò[`]W Y`G W f]h h`n i`k Y]h Y f Y b`h Y W b]g W Y b`; Y g d f Ä W Y b
n k]g W Y b`X Y f`I _fU]b Y`i b X`F i g g`U b X`[Y`h"

GY`Ybg_m`k]fX`Ua`A]h r k c W a c f[Y b`U b f Y]g Y b`i b X`U a
8 c b b Y f g h U[a c f[Y b`k]Y X Y f`U V Z]Y[Y b``5 i Z[f i b X`X Y f`c`Y b
G]W Y f\ Y]h g g h i Z Y`k]fX`6Yf`]b`k Ä`f Y b X`g Y]b Y g`5 i Z Y b h`U`h g`n i`Y]b Y f
< c W g]W Y f\ Y]h g n c b Y``8]Y`6Yf`]b Y f`D c`n Y]`V Y f Y]h Y h`g]W`U i Z Y]b Y b
; f c» Y]b g U h n j c f ž i a`X]Y`G]W Y f\ Y]h`X Y g`i _fU]b]g W Y b`D f Ä g]X Y b h Y b

ni [Yk Å\ fY]ghYb"8]Yg'k]fX'Ui W\ ni 'Yf\YV`]W\Yb
J Yf_Y\fgY]bgW\ fÅb_i b[Yb'ZØ\ fYbž'VYgcbXYfg']b'XYf'I a [YVi b[
XYg': 'i [\UZYbg'69Fž'XYf'GhUXhUi hcVU\ bYb'5%' 'i bX'5%\$\$'gck]Y
]a 'GhUXhnYbhfi a "

G]W\ Yf\Y]hgj cf_Y\fi b[Yb'i bX
J Yf_Y\fgY]bgW\ fÅb_i b[Yb

8]Y'Dc`nY]d`Ubh'k Y]hfÅi a][Y'5VgdYffi b[Yb'fi bX'i a 'XUg
6i bXYg_Ubn`YfUa hi bX'XUg'GW\`cgg'6Y`Yj i Y""5a
8]YbghU[j cfa]hU['k YfXYb'[YbUi YfY': ðZcfa Uh]cbYb'ni 'XYb
[Yd`UbhYb'GdYffi b[Yb'i bX'J Yf_Y\fgY]bgW\ fÅb_i b[Yb
VY_Ubbh[Y[YVYb"9g'k]fX'Ui W\ Yfk UfhYhž'XUgg'GY`Ybg_m^
a Ò[`]W\Yfk Y]gY']a ' < chY`K U'XcfZ'5ghcf]U'ØVYfbUW\ hYhž'k Ug
ni gÅh`n]W\Y'J Yf_Y\fgVY\]bXYfi b[Yb'bUW\`g]W\`n]Y\Yb`_ÖbbhY"

6i bXYg_Ubn`Yf'A Yfn'd`Ubhž'GY`Ybg_m^ØVYf`Y]b`bYi Yg'9I !
GUb_h]cbgdU_Yh[Y[Yb'Fi gg`UbX'ni `]bZcfa]YfYbž'XUg'XUfUi Z
UVn]Y`hž'XYb'8fi W`Ui ZFi gg`UbX'ni `Yf\Ø\Ybž'Yfbgh\UZhY
; Ygd fÅW\Y'ni 'ZØ\ fYb" A Yfn'i bhYfghØhnh'XYb'J cfgW\`U['XYf'9I !
?ca a]gg]cbž'XYb'6Yhf]YV'XYf'BcfX!GhfYUa !; Ugd]dY`]bYg']b'XYf
CghgYY`VY]bYi Yb'GUb_h]cbYb'ni `i bhYfV]bXYb"8]Yg'[YgW\]Y\hj cf
XYa ' <]bhYf[fi bX'Y]bYg'XfUa Uh]gW\Yb'I _fU]bYI?cbZ]_hgž'XYf'bUW\
k]Y'j cf'i b[Y`Ògh]gh"

9I !GUb_h]cbYb'i bX'[Ycdc`]h]gW\Y
9b hk]W`i b[Yb

ð'XYf'U_hi Y`Yb'[Ycdc`]h]gW\Yb'@U[Y`\Uh'X]Y'I _fU]bY`Y]b
; Ygd fÅW\gUb[YVch'Ub'Fi gg`UbX'i bhYfVfY]hYh"8cW\`DfÅg]XYbh
Di h]b`\Uh`V]g\Yf'b]W\h'XUfUi ZfYU[]Yfh" A Yfn`\Uh'Ub[Y_ØbX][hž
XUgg'Yf'Fi gg`UbX'a]h'k Y]hYfYb'9I !GUb_h]cbYb'Xfc\Yb'k]fXž'ZU`g
V]g'9bXY'XYf'K cW\Y`_Y]bY': cfhgW\ f]hhY']b'XYb'J Yf\UbX'i b[Yb
Yfn]Y'h'k YfXYb"9f'VYhcbh'X]Y'Bch'k YbX][_Y]h'ZØf'Fi gg`UbXž'XYb
Yi fcdÅ]gW\Yb'J cfgW\`À[Yb'ni ni gh]a a Ybž'X]Y'Ua 'j Yf[Ub[YbYb
GUa ghU[`]b'?]Yk 'i bhYfVfY]hYh'k i fXYb"6Y]j YfgÅi a hYb
: cfhgW\ f]hhYb`_ÖbbhY`Y]bY'J YfgW\`fZi b['XYf'GUb_h]cbYb'Ui Z

Yi fcdÄ]gWXYf'9VYbY'Ub[YghfYVh'k YfXYbž'k Ug]bgVYgcbXYfY'Ui WX
 GUb_h]cbYb'[Y[Yb'X]Y'fi gg]gWXY'GWXUhhYbZchY'i a ZUggYb'_ÖbbhYž
 X]Y'XUg'² `Ya VUf[c'i bhYf'Äi Zh:VYf]WX hYh"

8]YgY'GUb_h]cbYbž'X]Y'ja `F U\`a Yb'Y]bYg'%"`"A U» bU\`a YbdU_Yhg
 XYf'9I `VYgW`cggYb'k i fXYbžVY]b\U`hYb'i bhYf'UbXYfYa `9I dcfh!
 i bX`a dcfhj YfVchY'gck]Y'XYb'5i ggW`i gg'fi gg]gWXYf'6Ub_Yb'Ui g
 XYa `Gk]Zh!GmghYa "`N]Y`]gh'Ygž'XYb'8fi W`Ui Z'Di h]b'k Y]hYf'ni
 Yf\Ö\Ybž'k Ä\fybX'Fi gg`UbX'gY]h': YVfi Uf'&\$&'Y]bYb
 5b[f]Zzg_f]Y[` [Y[Yb'X]Y'I _fU]bY'ZØ\fh`Ui h`Y]bYf'5bU`mgY"

A Yfn'g]WXYfh'Ub\U`hYbXY'a]]hÄf]gWXY'I bhYfghØhni b[`ZØf'X]Y
 I _fU]bY'ni `i bX`\YVh'\Yfj cfž'XUgg'XYf'6U`'bi b'VY]'Di h]b`]Y[hž'XYf
 XYa `JYf\UbX'i b[gUb[YVchini gh]a a Yb'i bX'Y]bYb
 K UZZYbgh]'ghUbX'Yf_`ÄfYb'a ØggY"8]Y'JYf\UbX'i b[Yb']b'ghUbVi `ž
 Ub'XYbYb'a Ö[`]WXYfk Y]gY'Ui WX'I G!DfÄg]XYbh'Hfi a d'hY]'bY\`a Yb
 _ÖbbhYž'ghY\Yb'\Yf']b'ghUf_Ya `?cbhfUghni `XYb'9bhk]W`i b[Yb']b
 XYf'I _fU]bYž'X]Y'g]WXY'Ui Z[fi bX'XYf'Ub\U`hYbXYb
 6ca VUfX]Yfi b[Yb']bnk]gWXYb'b'Y]bYf'\i a Ub]hÄfYb'?f]gY
 VYZ]bXYh"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	6Yf`]bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "nXZ"XY • k k k "XYi hgW`UbXZi b_"XY

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