

Ghi fa WX Ucg`]b`6Yf`]b.`6U\ b[`Y]gY
[YgdYffhž`nk Y]`Hc hYž`j]Y`Y`J Yf`YhnhY`°

Ghi fa h]YZ/ ei chN]fcg/ ei ch/`j Yfi fgUWX h]b`6Yf`]b`i bX
6fUbXYbVi f[`gWX k YfY`GWX`XYbž`h`OX`]WX Y`i bZ`A`Y`i bX
a Ugg]j Y`J Yf`_Y\fgVYY]bhf`WX h][i b[Yb"



6Yf`]bž`8Yi hgWX`UbX`!`9]b`ghUf`_Yg`Ghi fa h]YZ`Uh`Ua`GcbbhU[ž
XYb`&`" `† b]`&\$&) ž]b`6Yf`]b`i bX`6fUbXYbVi f[`Yf`YV`]WX Y
GWX`XYb`Ub[Yf]WX hYhi bX`XYb`6U\bj Yf`_Y\`f`XYf`FY[]cb
`U\ a [Y`Y[h`8Yf`Ghi fa žVY`Ubbh`U`g` N]fcg žVfUWX hY
K]bX[YgWX k]bX][_Y]hYb`j cb`V]g`ni`%\$,`_a`#`fK]bXgh`f`_Y`%`t`a]h
g]WX`i bX`ghY`hY`X]Y`9]bgUhn`f`Z`hY`j cf`Ybcfa Y
<YfUi gZcfXYfi b[Yb`" `† bYf`U`V`j cb`bi f`UbXYfh`U`V`Ghi bXYb
k i fXYb`ØVYf`%`&\$`\$`9]bg`Ä`hY`]b`6fUbXYbVi f[`fY[]ghf]Yfhž`k`Ä`fYbX
X]Y`:`Yi Yfk Y\`f`]b`6Yf`]b`a Y\`f`U`g`) \$\$`A`U`Ui gfØW`Yb`a i gghYž`i a
i a [YghØfnhY`6`Ä`i a Y`i bX`X]Y`XUa]h`j YfVi bXYbYb`; YZU`fYb`ni
VYgY]h][Yb`" `HfU[]gWX Yfk Y]gY`_Ua Yb`nk Y]`A YbgWX Yb`Ui Z[fi bX
i a [YghØfnhYf`6`Ä`i a Y`i a g`@VYb`" `9]bY`DYfgcb`k i fXY`]b`6Yf`]bž
Y]bY`k Y]hYfY`]b`GWX`Øbk U`XY`fk Uj Y`U`UbX`t`j cb`Y]bYa`ZU`YbXYb

6Ui a '[YhfcZZYb'i bX'ØVYf'YVh"

8]Y'5i gk]f_i b[Yb'XYg'Ghi fa g'VYgWÅb_hYb'g]WÅ'YXcWÅ'b]WÅ h
bi f'Ui Z'X]Y'GhfU» Yb" '5`Y'G!6U\!J YfV]bXi b[Yb']b'6Yf']b'k i fXYb
j cfØVYf[Y\YbX'Y]b[YghY`hž'XU'nU\`fY]WÅY'6Åi a Y'i bX'YghY'Ui Z
X]Y'; `Y]gY'[YZU`Yb'k UfYb" '5V'XYa 'A cbhU[UVYbXž'XYa '&(" 'ž b]ž
VY[]bbYb'nk Uf'YfghY'j YfY]bnY'hY'K]YXYfUi ZbU\`a Yb'XYg'6Yhf]YVgž
XYbbcWÅ'_Ua'Yg'ni'Yf\YV`]WÅYb'J YfgdÅhi b[Yb'i bX'5i gZÅ`Yb']a
6U\bj Yf_Y\`fž]bgVYgcbXYfY'Ui Z'XYf'GhfYW_Y'nk]gWÅYb'6Yf']b'i bX
<Ua Vi f[ž'X]Y'nk]gWÅYbnY]h]WÅ '[YgdYffh'k cfXYb'k Uf"@Ui h'**B 8 F**
k UfYb'Ua '8]YbghU[a cf[Yb'bcWÅ']a a Yf'Y]b][Y'Ni [j YfV]bXi b[Yb
VYhfcZZYb"

6Ygc bXYfY'K YhhYf`U[Y

Ghi fa h]YZ' N]fcg']gh'b]WÅh'XUg'YfghY'gY]bYf'5fh']b'XYf'Øb[YfYb
J Yf[Ub[Yb\Y]h"<]ghcf]gWÅ'[YgY\Yb'g]bX'gc`WÅY'gWÅk YfYb'GhØfa Y
]b'6Yf']b'Y\Yf'gY'hYbž'J Yf[`Y]WÅVUfY'9fY][b]ggY'k UfYb'Ghi fa
L Uj]Yf']a'ž\`f'&\$%+'i bX'Ghi fa '5b]hU']a'ž\`f'&\$%&ž'X]Y
YVYbZU`g'hfU[]gWÅY': c`[Yb'\UhhYb" '8]Y'YI hfYa Y'K YhhYf`U[Y'\Uh
X]Y'c\bY\]b'gWÅcb'Ub[YgdUbbhYb'J Yf\Å`hb]ggY']b'XYf'FY[]cb
j YfghÅf_h" , VYf'%%\$\$_a #`ghUf_Y'K]bXY'g]bX']b'6Yf']b!HYa dY'\cZ
[Ya YggYb'k cfXYb'i bX'ZØ\fhYb'XUni ž'XUgg'a Y\`fYfY'A YbgWÅYb
hY]'g'gWÅk Yf'j Yf'Yhnh'k i fXYbž'XUfi bhYf'Y]bY'F UXZU\`fYf]bž'X]Y'j cb
Y]bYa '6Ui a '[YhfcZZYb'k i fXY"

žg[YgUa h]gh'XYf'Ghi fa 'Y]b'K YW_fi ZUb'X]Y'BchZU`! 'i bX
F Yhhi b[gX]YbghYž'X]Y']b'XYb'`YhnhYb'HU[Yb'Ub']\`fY'; fYbnYb
[Yghc» Yb'g]bX" 'Hfchn'XYf'_f]h]gWÅYb'@U[Y'[UV'Yg'Ui WÅ'dcg]h]j Y
B UWÅf]WÅhYb. '8]Y'k]YXYf\`c'hY'Ni gU[Y'XYf'GhUXhž'g]WÅ'VYggYf'Ui Z
gc`WÅY'B Uhi fYfY][b]ggY'j cfni VYfY]hYbž'`Àggh'\cZZYbž'XUgg'X]Y
žZfUghfi _hi f']b'Ni _i bZ'h'k]XYfghUbxgZÅ\][Yf'[Ya UWÅh'k]fX"

5i gk]f_i b[Yb'i bX'5i gV`]W_

8Yf'Ghi fa '\Uh'b]WÅh'bi f'XUg'@VYb'j]Y'Yf'A YbgWÅYb'VYY]bZi gghž
gcbXYfb'Ui WÅ'XYb'ØZZYbh]WÅYb'J Yf_Y\`f'i bX'X]Y'žZfUghfi _hi f
Yf\YV`]WÅ'VYY]bhfÅWÅh][h'K Yf'g]WÅ'U'gc'ZØf'X]Y'_ca a YbXYb'HU[Y

Ui Z: U\fhYb`ja`G!6U\`b!BYhn`cXYf`k Y]hfY]W\YbXY`Ni [fY]gYb
 j cfVYfY]hYb`a`ØW\hYž`gc`hY`g]W\`ghYhg`ØVYf`U`_hi`Y`Y`Y`Zcfa`Uh]cbYb
]bZcfa`]YfYb`i`bX`Yb`hgd`fYW\YbXY`J`c`f`g]W\`hga`U»`bU\`a`Yb`hfY`ZYb`"
 8]Y`8Yi`hgW\Y`6U\`b`[`[Vh`X]YgVYnØ[`]W\`Ui`Z]\`fYf`K`YVg]hY`Ui`ZYb`X
 l`dXU`hYg`VY`_Ubb`hž`i`a`f`Y]gYbXYb`Y]bY`[`i`hY`D`Ubi`b`[`ni
 Yfa`Ø[`]W\Yb`"

8Yf`5i`ZYb`h\U`h`]b`Y]bYa`X`Yf`VY`hfc`ZYbYb` ;`YV]YhY`Yf`ZcfXYfh`i`b
 Yf\`Ø\`hY`K`UW\`gUa`_Y]h`8]Y`Ghi`fa`k`Ufbi`b`[`Yb`XYg`K`YhhYfX]Yb`ghY`g
 g]bX`bUW\`k`]Y`j`cf`[`Ø`h][`ž`i`bX`Yg`]gh`XUa`]h`ni`fYW\`bYb`ž`XUgg`Ui`W\`
]b`XYb`b`ÅW\`ghYb`HU[`Yb`a`]h`k`Y]hYfYb`l`bk`YhhYfYfY][`b]ggYb`ni
 fYW\`bYb`]gh`5b`[`Yg]W\`hg`XYf`BUhi`f`[`Yk`U`hYb`ž`X]Y`]b`XYf`Y`hnhYb
 NY]h`ØVYf`8Yi`hgW\`U`bX`\`YfY]b`[`YVfc`W\Yb`g]bXž`]gh`Y]bY`gc`f`[`gUa`Y
 ,`VYfk`UW\`i`b`[`i`bX`Df`Åj`Yb]cb`[`YV`chYb`"

6]g\Yf][`Y`Gh`Øfa`Yž`k`]Y`Yhk`U`XYf`C`f`_Ub`K`]YV`_Y`]a``X\`f`%-`-`\$`cXYf
 XYf`C`f`_Ub`B`_]`Ug`]a``X\`f`&\$%)`ž`\UVYb`gW\`cb`j`]Y`Y
 A`YbgW\Yb`YVYb`[`Y`ZcfXYfh`i`bX`nY][`Yb`XYi`h]W\`ž`XUgg`gc`W\Y
 K`YhhYfd`\`Åbca`YbY`]a`a`Yf`Yfbgh`[`Ybca`a`Yb`k`YfXYb`gc`hYb`"
 8]YgY`U`_hi`Y`Y`G]hi`Uh]cb`i`bhYfghfY]W\`h`X]Y`B`chk`YbX][`_Y]hž
 J`cfVYfY]hi`b`[`Yb`ZØf`_Øb`Zh][`Y`B`Uhi`fYfY][`b]ggY`ni`hfY`ZYb`ž`i`a`X]Y
 G]W\Yf\Y]h`XYf`6Øf`[`Yf`ni`[`Yk`Å\`f`Y]ghYb`"9]b`gc`W\Yf`Ghi`fa`]gh
 a`Y\`f`U`g`bi`f`Y]b`K`YhhYfd`\`Åbca`Yb`/Yf`VYY]bZi`ggh`XUg
 5`hU[`g`YVYb`i`bX`Vf]b`[`h`a`YbgW\`W\Yg`GW\]W`gU`a`]h`g]W\`ž`k`]Y`X]Y
 Øb`[`ghYb`9fY][`b]ggY`Y]bXfi`W`_gj`c`VY`Y`[`Yb`"

8YhU]`g	
C`fh	6Yf`]bž`8Yi`hgW\`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "hU[YggW\Ui "XY • k k k "U``[UYi Yf!nY]hi b["XY

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