

I bk YhhYfk Ufbi b[. ; Yk]hhYf'i bX
Ghi fa VÒYb 'Xfc\Yb '6Yf`]b'i bX
6fUbXYbVi f[°

; Yk]hhYf'i bX'GWUi Yf'Vf]b[Yb'i b[Ya Øh]WXYg'K YhhYf'bUW
6Yf`]b'i bX'6fUbXYbVi f['Ua ' & " \$ * " & \$ &) ž'hfchn
gca a Yf`]WXYf'HYa dYfUhi fYb"



6Yf`]bž'8Yi hgW`UbX '!8Yf'Gca a Yf`]gh'XUž'XcW`XUg'K YhhYf
nY][h'g]W`]b'6Yf`]b'i bX'6fUbXYbVi f[`Ui b]gW`" 'BUW`Y]bYa
\Yff`]WYb'K cWYbYbXYž'XUg'XYb'A YbgWYb`]b'XYf'FY[]cb
HYa dYfUhi fYb'V]g'ni ' & - ; fUX`VYgWYfh'\Uhž'_ØbX][h'g]W`ZØf'XYb
\Yi h][Yb'A cbhU['Y]bY'K YbXY'Ub"² fh]WXY'GWUi Yf'i bX; Yk]hhYf
k YfXYb'Yfk UfhYhž'k Å\fybX'X]Y'HYa dYfUhi fYb'Xi fWUi g
gca a Yf`]W`V'Y]VYbž'k]Y'HU[Yggd]Y[Y`'VYf]W`hYh"

8]Y';]dZY'k YfhY`]Y[Yb'nk]gWYb'&) 'i bX'&- ; fUXž'k Ug'XYb
gca a Yf`]WYb'7\Ufa Y'b]W`h['Àbn`]W`j Yfa]ggYb'`Àggh"8cW`X]Y
K YhhYf'U[Y`]gh'Ub[YgdUbbh.'9]b'_fÀžh][Yg'H]YZ'ØVYf'XYa

BcfXa YYf\UhY]bY`YV\UZhY`k Ygh]WXY`GhfOa i b[`bUW
8Yi hgW\`UbX`[YVfUW hz`X]Y`Y]»Y`5h`Ubh]_`i Zh]b`XYb`BcfXYb`i bX
K YghYb`n]Y`h" `a `GØXYb`i bX`XYf`Øgh]WXYb`A]hhY`XYg`@UbXYg
_ØbbYb`Ui h`K YhhYf[YZU`fYb`Y`Zh]Y`Y; Yk]hhYf`a]h`GhUf`fY[Yb
V]g`ni `&) `#e a ž`<U[Y`i bX`gc[Uf`Ghi fa VØYb`fbZh`- Ł`Ui ZhfYhYb" `a
GØXcghYb`g]bX`gc[Uf`l bk YhhYf`a]h`ghUf`Yf`<U[Y`V]`Xi b[`i bX
Y`Zh]Y`a`FY[Yb`i a` ` \$`#e a`a` Ò[`]W`ž`X]Y`ZØf`X]Y`6Yj`Ò`_Yfi b[
Xi fW`Ui g`[YZ`f`]W`k YfXYb`_ØbbhYb"

6Yfi \][i b[`]b`XYf`BUW`h

A]h`9]bVfi W`XYf`BUW`h`ni a` `8]YbghU[`VYfi \][h`g]W`X]Y
K YhhYf`U[Y`k]YXYfž`i bX`Yg`V`Y]Vh`a`Y]gh`b]YXYfgW`U[gZfY]"`8]Y
HYa`dYfUhi`fYb`ZU`Yb`Ui`ZUb[YbY`a`Y`K`YfhY`nk]gW`Yb`%(`i bX`%%
; fUX" `5VYf`XYf`8]YbghU[`Vf]b[h`Y]bYb`k`c`_][Yb`<]a`a`Y`a`]h
j`YfY]bnY`hYa` `FY[Yb`"8Yf`K]bX`k`Y`h`a`À»][`V]g`Zf]gW`Ui`g
GØXk`Ygh`V]g`K`Yghž`i bX`Ua` `BUW`a`]hU[` _ØbbhYb`ghØfa`]gW`Y`6ØYb
Ui`Z`ca`a`Ybž`k]Y`Ui`g`XYb`U`_hi`Y`Yb`K`YhhYfVYf]W`hYb`ni
YbhbY`a`Yb`]gh"

Øb[ghY`Ghi`X]Yb`nY][Ybž`XUgg`Yi`hfYa`Y`K`YhhYfYfY][b]ggY`]b
8Yi`hgW`UbX`ni`bY`a`Yb" `b`gVYgc`bXYfY`<]h`nYk`Y`Yb`g]bX``Ài`Z][Yf
[Yk`cfXYbž`k`À`fYbX`ghfYb[Y`i`fØghY`UVbY`a`Yb" `@Ui`h`XYa
8Yi`hgW`Yb`K`YhhYfX]Ybgh]gh`X]YgY`9b`hk]W`_i`b[`Y]bXYi`h][`i`bX
k]ggYb`gW`UZh]W`UV[Yg]W`Yf`h" `8]Y`K`U`fgW`Y]b`]W`_Y]h`ZØf`bYi`Y
HYa`dYfUhi`ffY`_cfXY`k`À`W`gh`ghYh][ž`k]Y`8K`8`ZYghghY`h"

?`]a`Uk`UbXY`i`bX`gY]bY`:`c`[`Yb

8]Y`J`Yf`ÀbXYfi`b[`Yb`]a`?`]a`U`g]bX`b]W`h`ni`ØVYfgY`Yb`i`bX
VYY]bZi`ggYb`b]W`h`bi`f`X]Y`K`YhhYfVYX]b[`i`b[`Ybž`gc`bXYfb`Ui`W`X]Y
BUhi`f`i`bX`X]Y`A`YbgW`Yb`]b`XYb`VYhfc`ZYbYb`FY[]cbYb" `8]Y
FY[]cb`Uh]b`XYf`Øb[YfYb`J`Yf[Ub[Yb`Y]h`VYfY]hg`Yi`Ya`d`Uf]gW`
i`bhYf`XYb`:`c`[`Yb`j`cb`9i`hfYa`k`YhhYf`[Y`]hhYb`/]a` `U`f`&\$`%`k`i`fXY
BcfXf`Y]b!`K`YghZU`Yb`i`bX`F`Y]b`UbX!`DZU`n`j`cb
gW`UXYb`ghf`À`W`h][Yb`<`c`W`k`UggYfYfY][b]ggYb`Y`]a` [Ygi`W`h"

9g`V`Y]Vh`UVni`k`UfhYbž`k]Y`g]W`X]Y`K`YhhYf`U[Y`ØVYf`XYb`Gca`a`Yf

Ybtk]W_Y`h"9]bYg`]gh`YXcW`g]WYf.`8Yf`?`]a Uk UbXY`U`Uh`b]W`h
 bi f`X]Y`HYa dYfUhi fYb`j Yf`AbXYfh`gcbXYfb`Ui W`X]Y
 K U`fgW`Y]b`]W`_Y]hi bX`X]Y`b`hYbg]h`h`Yi hfYa Yf`K YhhYfYfY][b]ggY
 VYY]bZi ggh"8Ua]h`k]fX`Yg`Z0f`X]Y`A YbgW`Yb`Ub`XYf`NY]h`g]W`Ui Z
 k YW`gY`bXY`K]hhYfi b[gj Yf`A`hb]ggY`Y]bni ghY`Yb`i bX`j cfVYfY]hYh
 ni `gY]b"9]b`[i hYg`<`AbXW`Yb`ni `UVYb`Z`_Ubb`]b`X]YgYf`NY]h`Z0f
 j]Y`Y`Yb`hgW`Y]XYbX`gY]b"

8YhU]`g	
Cfh	6Yf`]b`ž8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "k YhhYf[YZU`fYb"XY • k k k "Xk X"XY

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