

F UXhci f'ghÄf_h'XYb'5i ghUi gWx .
; Ygi bX\Y]hgVfUbWxY'ja ' : c_i g°

7chhVi g. 'F ØW_V`]W_`Ui ZX]Y'F UXhci f'XYf'8; 6!?'fY]gj YfvÄbXY
ni f'GhÄf_i b['XYf'5fvY]hbY\ a Yf]bhYfYggYb']b'XYf
; Ygi bX\Y]hgVfUbWxY"



7c hhVi gž'8Yi hgWx`UbX'!'9]bY'gdUbbYbXY'F UXhci fž'X]Y'j ca '&' "
V]g'&*" 'A U]'&\$&) 'ghUhhZUbXž'vfUWxhY'Yb[U[]YfhY'6Yhf]YVgfÄhY' i bX
6YgWxÄZh][hY'Ui g'XYf'; Ygi bX\Y]hgVfUbWxY'ni gUa a Yb'i bX
ZÖfXYfhY'XYb'k]Wxh][Yb'5i ghUi gWx' i bhYfY]bUbXYf" 'C f[Ub]g]Yfh
k i fXY'X]Y'Hci f'j ca '?fY]gj YfvUbX'GdfYY!BY]» Yž'XYf'X]Y'Fci hY
j cb'7chhVi g'ØVYf': cfgh'i bX'; i VYb'V]g'bUWx': fUb_Zi fh'fC XYfł
d'UbhYž']bg[YgUa h'Yhk U'%+\$'?'ca YhYf" 'K Ug'g]Wx'Ui ZX]Yb'YfghYb
6`]W_`k]Y'Y]bY'gdcfh]WxY'< YfUi gZcfXYfi b['Ub\Öfhž'Ybhd i ddhY'g]Wx
U'g'k Yfhj c`Y'A Ö[`]Wx_Y]h'ni f'J YfbYhni b['i bX'8]g_i gg]cb'ØVYf
nYbhfU'Y'H\Ya Yb'ja ' : Ygi bX\Y]hggY_hcf"

9]b'VYgcbXYfg'VYa Yf_Ybgk YfhYf'< Ö\Ydi b_h'XYf'Hci f'k Uf'XUg
cZYbY'; YgdfÄWx'a]h'XYb'6Yhf]YVgfUhgj YfhYhYfb'XYg

?fUb_Yb\Ui gYg'GdfYa VYf["8]Y'6Ygi WXY'jb'XYf'@Ui g]hn_'b]_
: c fgh'i bX'ja 'BUYa]!K]_Y!Gh]Zh; i VYb'i bhYfghf]WXYb'X]Y
6YXYi hi b['XYg'dYfgÖb`]WXYb'5i ghUi gWXYg'j cf'Ch" <]Yf'_cbbhYb
k]Wxh][Y'H\Ya Yb'k]Y'X]Y'5fVY]hgg]hi Uh]cb'XYf'6YgW'ÄZh][hYb'i bX
X]Y'Ni gUa a YbUfVY]h'a]h'XYf'A YX]n]b]gWXYb' l b]j Yfg]hÄh'@Ui g]hn
_7Uf'H\]Ya 'fA l @7H£X]g_i h]Yfh'k YfXYb"8]YgY'X]fY_hYb
; Ygd'fÄWXY'g]bX'j cb'YbhgWXY]XYbXYf'6YXYi hi b[ži a 'bcW
YZZY_hj] Yf'Ui Z]X]Y' < YfUi gZcfXYfi b[Yb'jb'XYf'6fUbWXY'fYU[]YfYb
ni '_ÖbbYbž'gc'XYf'HYbc'f'i bhYf'XYb'HY]'bY\ a YbXYb"

8]Y'F c`Y'j cb'6Yhf]YVgfUh'i bX'; Yk Yf_gWUZh

≠8Yi hgW'UbX'gd]Y'Yb'6Yhf]YVgfÄhY'i bX'; Yk Yf_gWUZhYb'Y]bY
nYbhfU'Y'F c`Y'jb'XYf'≠hYfYggYbj YfhfYhi b['XYf'5fVY]hbY\ a Yf"
6Y]XY'≠gh]hi h]cbYb'gYhnYb'g]W'XUZØf'Y]bžX]Y'FYW'hY'i bX
≠hYfYggYb'XYf'6YgW'ÄZh][hYb'ni 'k U\fyb"5VYf'k c`]Y[Yb'X]Y
[YbUi Yb' l bhYfgW]YXY'i bX'X]Y'; Ya Y]bgUa _Y]hYb3

6Yhf]YVgfÄhY'g]bX'X]Y'[Yk Ä\hYb'j YfhfYhYf'Y]bYf'6Y'Y[gWUZh
]bbYf\U'V'Y]bYg' l bhYfbY\ a Ybg" G]Y'\UVYb'XUg'F YW'hž'Ub
9bhgWY]Xi b[gdfcnYggYb'ni 'UfVY]hYbž'X]Y'5fVY]hgVYX]b[i b[Ybž
5fVY]hgnY]hYb'i bX'j Yf[Øhi b[Yb'VYhfYZZYb"8Ug
6Yhf]YVgj YfZUggi b[g[YgYhn'f'Yhfj; £'fY[Y'h'XUVY]'X]Y
A]hVYgh]a a i b[gfYW'hY'XYf'6Yhf]YVgfÄhYž'X]Y'cZh'Yb['a]h'XYb
; Yk Yf_gWUZhYb'ni gUa a YbUfVY]hYbž'i a 'X]Y'≠hYfYggYb']\fYf
?c`Y[Yb'ni 'j YfhfYhYb"6YgcbXYfg'k]Wxh]['g]bX'XUVY]'X]Y
fY[Y'a Ä»][Yb'GW'i 'i b[g! 'i bX'6YfUhi b[gUb[YVchYž'X]Y
6Yhf]YVgfÄhY'j cb'XYb'; Yk Yf_gWUZhYb'Yf\U'hYb"8]YgY
Ni gUa a YbUfVY]h'gcf[h'XUZØfž'XUgg'VY]XY'GY]hYb'j cbY]bUbXYf
dfcZ]h]YfYb'i bX']\fY'[Ya Y]bgUa Yb'N]Y'Y'YZZ]n]YbhYf'j YfZc`[Yb
_ÖbbYbž'k]Y' **ga Ufh!Vf"bYh**ZYghghY`h"

; Yk Yf_gWUZhYb'\]b[Y[Yb'U[]YfYb'Ui Z'Y]bYf'ØVYfVYhf]YV`]WXYb
9VYb'Y'i bX'g]bX'j YfUbhk cfh]W'X'Øf'HUF]ž] Yf\UbX'i b[Yb"G]Y
gYhnYb'g]W'X'Øf'X]Y'≠hYfYggYb'Y]bYf'VYgh]a a hYb'6fUbWXY'cXYf
6Yfi Zg[fi dd'Y'Y]b'i bX'_ÖbbYb'Y]b'GhfY]hVY]'Y[i b[gj YfZU\fyb
Y]b'Y]hYbž'Yhk U']b': cfa 'j cb'GhfY]_g"9]b'k Y]hYfYf'k]Wxh][Yf
5gdY_h]gh'X]Y' l bhYfghØhni b['XYf'A]h['j]YXYf'jb'fYW'h]WXYb

6Y`Ub[Yb"K Å\fybX`XYf`6Yhf]YVgfUh]a` ðbYfYb`Y]bYg
 I bhYfbY\ a Ybg`UfVY]hYhž`]gh`X]Y` ; Yk Yf_gWÅ UZh`XUfUi Z Zc_i gg]Yfhž
 Ui ZVfY]hYfYf`9VYbY`ni`U[]YfYb`i bX`VY]gd]Y`gk Y]gY`HUf]Z] YfhfÅ[Y
 Ui gni` \UbXY`b"

5i ghUi gWÅ`U`g`GWÅ`ØggY`ni a`9fZc`[

8]Y`9f_Ybbhb]ggY`Ui g`XYf`F UXhci`f`j YfXYi`h]WÅYbž`k]Y
 i`bj Yfn]WÅ hVUf`XYf`X]fY`_hY`?cbhU`_h`nk]gWÅYb`6Yhf]YVgfÅhYb`i bX
 ; Yk Yf_gWÅ UZhYb`ZØf`Y]bY`YfZc`[fY]WÅY` ðhYfYggYbj YfhfYhi b[`]gh"
 GmbYf[]Yb`k YfXYb`Xi fWÅ`X]Y`Yb[Y`Ni gUa` a`YbUfVY]h[]YgWÅ UZZYbž
 X]Y`b]WÅ h`bi`f`X]Y`?ca` a`i`b[_Uh]cb`]bbYf\U`V`XYf`6Y`Y[gWÅ UZh
 j YfVYggYfhž`gcbXYfb`Ui WÅ`X]Y`5fVY]hbY\ a`Yfni`Zf]YXYb\Y]h`i bX
 !a`ch]j Uh]cb`ghY][Yfh`Ni`_ØbZh][`]gh`Y]bY`J YfUbgH`hi b[`bUWÅ`XYb
 Gca` a`YfZYf]Yb`[Yd`Ubhž`X]Y`k Y]hYfY`8]g_i`gg]cbYb`i bX`XYb
 5i ghUi gWÅ`nk]gWÅYb`XYa`8;`6!`?fY]gj YfVUbX`GdfYY!BY]»Y`i bX
 XYb`6Yhf]YVgfÅhYb`XYf`XfY]`?fUb`_Yb`Åi`gYf`Yfa` Ò[`]WÅYb`gc`""
 <]YfVY]`ghY`Yb`X]Y`5fVY]hg]hi Uh]cb`XYf`6YgWÅ`ÅZh][hYb`i bX`X]Y
 ghfUhY[]gWÅY`Ni`gUa` a`YbUfVY]h`a`]h`XYf`A`98`≠B`≠G7`<`9
 I`B`≡`9F`G`≠ÿ`H`@5I`G`≠N`]a` `:`c`_i`g"

8]YgYg`Yb[U[]YfhY`BYhmk`Yf`_j`cb`6Yhf]YVgfÅhYb`i bX
 ; Yk Yf_gWÅ UZhYb`nY][hž`XUgg`XYf`5i ghUi gWÅ`i bX`X]Y
 Ni`gUa` a`YbUfVY]h`b]WÅ h`bi`f`k]WÅ h][`g]bXž`gcbXYfb`Ui WÅ
 hUhgÅWÅ`]WÅ`Yhk`Ug`VYk`Y[Yb`_ØbbYb";`YfUXY`]b`NY]hYb`XYg
 : UWÅ`_f`ÅZhYa`Ub[Y`g`]gh`Yg`Yb`hgWÅ`Y]XYbXž`XUgg`X]Y`Gh]a` a`Yb`XYf
 6YgWÅ`ÅZh][hYb`[Y\`Øfh`k`YfXYb`i bX`] \fY`6YXØfZb]ggY`]b`XYb
 9bhgWÅ`Y]Xi`b[gdfc`W`ggYb`6YfØW`_g]WÅ h][i`b[`Z]bXYb"

8YhU]`g	
C fh	7chhVi`gž`8Yi`hgWÅ`UbX
E i`Y`Yb	<ul style="list-style-type: none"> • gi`YXVfUbXYbVi`f[`!`Ui`g]hn`X[`V`XY • k`k`k`"ga`Ufh!Vf`"bYh •]Vd!a`U[`Un]b`"XY

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