

8fUa U]b ; c \ f]gW \ Y]XY. 'K U`XVfYbbYb
VYXfc \ h'8 ÒfZYf'i bX`B Uhi f°

9]bgUhm_fÄZhY`_Äa dZYb`[Y[Yb`Y]bYb`K U`XVfUbX`]b`XYf
; c \ f]gW \ Y]XYž6fUbXYbVi f[žk Ä \ fYbX`9j U_i]Yfi b[Yb`i bX
F Y[Yb`Ub[Y_ØbX][h'k YfXYb"



; c \ f]gW \ Y]XYž'8Yi hgW \ `UbX`!`GY]h`ZØbZ`HU[Yb`_Äa dZYb`X]Y
9]bgUhm_fÄZhY`[Y[Yb`Y]bYb`j Yf\YYfYbXYb`K U`XVfUbX`]b`XYf
; c \ f]gW \ Y]XYž`Ub`XYf`; fYbnY`nk]gW Yb`GUW`gYb`i bX
6fUbXYbVi f["K]Y`X]Y`GØXXYi hgW`Y`VYf]W`hYhž`g]bX`X]Y
@ØgW`UfVY]hYb`Xi fW`X]Y`a i b]h]cbgVY`UghYhY`9fXY`i bX`XUg
ghÄbX][Y`Y`Yb`j cb`FY[Yb`Yf\YV`]W`YfgW`k Yfh`Hfch`XYf
Ub[YgdUbbhYb`@U[Y`k UfYb`X]Y`Y`hYb`BÄW`hY`fY`Uh]`fi \]["

⊕g[YgUa h]g]bX`Yhk U`* \$\$`9]bgUhm_fÄZhYž`XUfi bhYf`Yi Yfk Y \ fž
HYW`b]gW`Yg`<`]Zgk Yf`_i bX`6i bXYgk Y \ fž`j cf`C fh`ja`9]bgUhm`
I bhYfghØhni b[`Yf\U`hYb`g]Y`j cb`Y]bYa`@ØgW` \ i VgW`fUi VYfž`XYf
XUg`Yi Yf`VY]`HU[Yg`]W`h`VY`_Äa dZh`8YbbcW`V`Y]Vh`X]Y`G]hi Uh]cb
\YfUi gZcXYfbXž`XU` ; `i hbYghYf`Ui Z[fi bX`XYg`fUi Yb`K]bXYg

Ja a Yf'k]YXYf'Ui ZZUa a Yb"A]b]ghYfdfÅg]XYbh'A]W\UY`
?fYhgW\ a Yf'f7 8 l ĚVYgi W\hY'XUg'6fUbX[YV]Yh'i bX'XUb_hY'XYb
9]bgUhn_fÅZhYb'ZØf']\fYb'i bYfa ØX`]W\Yb'9]bgUhn']b'X]YgYf
gW\k]Yf][Yb'G]hi Uh]cb"8]Y'F Y[]cb']gh'ghUf_`a i b]h]cbgVY`UghYhž
k Ug'X]Y'6Y_Åa dZi b['XYg': Yi Yfg'ni gÅhn`]W\ [YZÅ\`f`]W\`a UW\hž'k]Y
HU[&(']bZcfa]Yfh"

9j U_i]Yfi b[Yb'i bX'6YXfc\i b[Yb

8]Y'@U[Y'\Uh'Ui W\`ni f'9j U_i]Yfi b['j cb'5bk c\`bYfb'[YZØ\`fh"5a
: fY]hU[UVYbX'a i gghYb' () `DYfgcbYb'Ui g'ÅW\cVgh\U'6U\`b\`cZ']b
XYf'; Ya Y]bXY'NY]h\U]b'\fY' < Åi gYf'j Yf'UggYbž'k Å\`fYbX'Ua
A]hk cW\UVYbX'fi bX'%%\$ \$'A YbgW\Yb'Ui g'XYa 'C fhghY`
<Y]XY\Åi gYf'Yj U_i]Yfh'k i fXYbž'XU'XUg': Yi Yf'bi f' '\$'A YhYf'j cb
XYf'K c\`bUb`U[Y'YbhZYfbh'k Uf"Ni fnY]h'V'Y]Vh'Y]bY'6U\`bghfYW_Y']b
XYf'BÅ\Y'XYg'6fUbXUi gVfi W\g'j cb'XYb': `Ua a Yb'VYXfc\`h"5i W\
]a 'FUi a 'BYi XcfZ#@]W\hYbgYY'V'Y]Vh'X]Y'G]hi Uh]cb'Ub[YgdUbbhž
cVkc\`X]Y'9j U_i]Yfi b[Yb'Xcfh'a]hhYfk Y]Y'Ui Z[Y\`cVYb'k i fXYb"

8]Y'i b[YVfcW\Yb' [fc» Yb' < YfUi gZcfXYfi b[Yb'VY]'XYb
@ØgW\UfVY]hYb'k YfXYb'Xi fW\`XUg'a i b]h]cbgj YfgYi W\hY'; YV]Yh
i bX'X]Y'Ub\U'hYbXY'HfcW_Yb\Y]hj YfghÅf_`h"8]Y' HU[&('Yfk Å\`bhž
XUgg'GUhY``]hYbV]'XYf'XUg'5i ga U» 'XYg'K U'XVfUbXYg
Xc_i a Ybh]YfYb'i bX'XUg'Yi fcdÅ]gW\Y'6fUbXa Y'XYgmghYa ' 9: : €
X]Y'6fUbXghY``Yb'YfZUggh"

9]ba U`][Y'6]cX]] Yfg]hÅh']b'; YZU\`f

8Yf'6fUbX']b'; c\`f]gW\`Y]XY'VYXfc\`h'b]W\h'bi f'K c\`b[YV]YhYž
gcbXYfb'Ui W\`X]Y'k Yfhj c``Yb'@YVYbgfÅi a Y'gY'hYbYf'H]YfY'i bX
DZUbnyb']a 'j]Yfh[fØ» hYb'BUhi fgW\i hn[YV]Yh'j cb'GUW\gYbž'XUg'ZØf
gY]bY'V]c`c []gW\Y'J]Y'ZU'h'VY_Ubbh']gh"8]Y'Fi » _cbnybhfUh]cb']b
XYf'@ Zh'\Uh'VYfY]hg[YZÅ\`f`]W\Y'K YfhY'YffY]W\hž'k cVY]
A YggghUh]cbYb']b'F UXYVYi '!K U\bgXcfZi bX'8 fYgXYb!BcfX'j]Yfi!
Vnk "XfY]a U``\Ö\YfY'K YfhY'U'g'ØV`]W\`UbnY][hYb"8 cW\`X]Y
; fYbnk YfhY'k i fXYb'V]g\Yf'b]W\h'ØVYfgW\ f]hhYbž'gc'XUgg'X]Y
; Ygi bX\Y]hg'U[Y'ZØf'X]Y'6Yj Ö`_Yfi b['i bhYf'?cbhfc``Y'V'Y]Vh"

8]Y`K U`XVfUbX[YZU\`f`]b`GUW`gYb`V`Y]Vh`cW`z`VYgcbXYfg`]b
 5bVYhfUW`h`XYf`Ni bU`a Y`XYf`6fUbXZ`Y`]b`XYb`Y`hnhYb`d\`fYb`" `a
 d\`f`&`\$&&`k`i`fXYb`XYi`hgW`U`bXk`Y]h`&`" - +`6fÅbXY`fY[]ghf]Yfhz`X]Y
 Y]bY`:`ÅW`Y`j`cb`fi`bX`" "\$) , `<Y`_`hUf`K`U`X`]b`A`]h`Y]XYbgW`UZh
 nc[Ybž`k`Ug`a`Y`f`U`g`XfY]a`U`gc`j`]Y`]gh`k`]Y`]a`i`8`i`fW`gW`b]h`j`c`f
 %-`-`%"`8]YgY`NU`Y`b`i`bhYfghfY]W`Y`b`ž`k`]Y`k`]W`h][`Y`g`]ghz`Y`hnh
 gW`bY`i`i`bX`Y`b`hgW`c`ggY`b`ni`U`bX`Y`b`ž`i`a`X]Y`B`U`h`i`f`ni`gW`Ø`h`n`Y`b
 i`bX`X]Y`5`i`gk`]f`_`i`b[Yb`_`Ø`b`Zh][Yf`?`UhUghfcd`Y`b`ni`a`]b]a`]YfYb`"
 @Ui`h`I`a`k`Y`hX]U`c[`]gh`Ui`W`X]Y`a`i`b]h]cbgVYX]b[`hY
 6fUbXYbghY`i`b[`Y]b`YfbghYg`DfcV`Ya`ž`XU`Y`Z`DfcnYbh`XYf`6fÅbXY
 Ui`Z`gc`W`Y`9]bZØggY`ni`fØW`_`ni`ZØ`fYb`g]bX`"

8]Y`_`ca`a`YbXYb`HU[Y`g]bX`Yb`hgW`Y]XYbXž`XU`F`Y[YbZ`Y`ZØf
 A`cbhU[`i`bX`8]YbghU[`U`b[Y`_`Ø`b`X][`h`g]bXž`k`Ug`X]Y`<`c`Z`b`i`b[`U`i`Z
 Y]bY`J`YfVYggYfi`b[`XYf`G]hi`Uh]cb`k`YW`h`"8`cW`V]g`XU`]b`V`Y]Vh`X]Y
 @U[Y`]b`XYf`;`c`f]gW`Y]XY`U`b[YgdU`b`b`ž`i`bX`X]Y`9]bgU`h`_`f`Å`ZhY
 [YVYb`U`Y`gž`i`a`X]Y`:`U`a`a`Yb`i`bhYf`?`cb`h`f`c`Y`ni`V`f]b[Yb`"

8YhU]`g	
Cfh	; c`f]gW`Y]XYž`8Yi`hgW`U`bX
EiY`Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW`Y"XY • k k k "hU[&("XY • k k k "i a k Y`hX]U`c["XY

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