

: ØbZ'5Z8!5V[YcfXbYhY']b'6fUbXYbVi f[
U`g`F YW\ hgYI hfYa]ghYb`Y]b[Yghi Zh°

: ØbZ'5Z8!5V[YcfXbYhY']b'6fUbXYbVi f[`k i fXYb`j ca
J YfZUggi b[ggW\i hn`U`g`fYW\ hgYI hfYa]gh]gW\`Y]b[Yghi Zh`8]Y
NU\`XYf`9i hfYa]ghYb`ghY][h"



6fUbXYbVi f[ž'8Yi hgW\`UbX`!`8]Y`dc`]hgW\Y`@UbXgW\UZh]b
6fUbXYbVi f[`k]fX`ni bY\`a YbX`j cb`XYf`8]g_i gg]cb`ØVYf
fYW\ hgYI hfYa]gh]gW\Y`GhfÒa i b[Yb`[YdfÀ[h"5_hi Y``g]bX`ZØbZXYf
]bg[YgUa h" \$'5Z8!5V[YcfXbYhYb`]a `6fUbXYbVi f[Yf`@UbXhU[`U`g
fYW\ hgYI hfYa]gh]gW\`Y]b[Yghi Zh`k cfXYb``8]Yg`[Y\`hiUi g`Y]bYa
6Yf]W\h`XYg`J YfZUggi b[ggW\i hnYg`\Yfj cfž`XYf`j cb`HU[Yggd]Y[Y`
[Ya Y`XYh`k i fXY``Ni `XYb`VYhfcZYbYb`5V[YcfXbYhYb`nÀ\`Yb`i bhYf
UbXYfYa `XYf`: fU_h]cbgW\YZ<Ubg!7\`f]ghcd\`6YfbXh`gck]Y`XYf
dUf`Ua YbhUf]gW\Y`; YgW\`ZhgZØ\`fYf`8Ybb]g`<c\`cW``BYi`]b`X]YgYf
@]ghY`]gh`XYf`5V[YcfXbYhY`>Ub!DUgWU``<c\`a "

8]Y`UbXYfYb`XfY]`5V[YcfXbYhYb` `@Ufg; Øbh\Yfž'8Ub]Y``: fY]\Yff
j cb`@Øhck`i bX`XYf`VYfY]hg`Àb[Yf`U`g`fYW\ hgYI hfYa]gh]gW\

Y]b[YcfXbYhY'8Ybb]g'<c\`cW\` [YVYb'XYf'8]g_i gg]cb
ni gÀh\`]WYb'NØbXghcZZ'5I Y`<Y]Xf]Wž`_ca a]ggUf]gWYf'@Y]hYf
XYg'J YfZUggi b[ggW\i hnYgž'VYghÀh][hY'X]YgY'9]bgW\Àhni b[Yb'i bX
k]Yg'XUfUi Z\]bž'XUgg'X]YgY'9]bghi Ž b[Yb'Ui Z'Y]bYf'gc`]XYb
fYW\h]WYb'6Ug]g'VYfi \Ybž'X]Y'j ca'`bYba]b]ghYf]i a'XYg
@UbXYg'i bhYfghØhnh'k]fX"

F YW\ hgYI hfYa]gh]gW\ Y'6YghfYVi b[Yb']a 5i Zk]bX

⊖hYfYggUbh']gh'Ui W\X]Y'9]bcfXbi b['XYg'5Z8!@UbXYgj YfVUbXg
gY'Vghž'XYf'a]hhYfk Y]'Y'U'g'fYW\hgYI hfYa 'Y]b[Yghi Zh'k]fX"'8]YgY
9]bghi Ž b['Y]Y[h'U'YfX]b[g'Ui Z'9]gž'XU'X]Y'5Z8 '[Y[Yb'X]YgY
9bhgW\Y]Xi b['f]gh]gW\Y'GW\f]hhY'Y]b[Y'Y]hYh'\Uh" **F 66** 'VYf]W\hYhž
XUgg']b'XYf'j cf\Yf][Yb'K U\`dYf]cXY'VYfY]hg'dfca]bYbhY'5Z8!
J YfhfYhYf'k]Y'@Ufg'GW\]Yg_Y'i bX'5bXfYUg'?U'V]hn'U'g
fYW\hgYI hfYa 'Y]b[Yghi Zh'k cfXYb'k UfYb"'?U'V]hn'\Uh'a]hhYfk Y]'Y
gY]bY'dc`]h]gW\Y'?Uff]YfY'ja '@UbXhU['VYYbXYhž'YXcW\`V'Y]Vh'gY]b
9]bZi gg']b'XYf'GnYbY'VYghY\Yb"

8]Y'NU\`Yb'Ui g'XYb'J YfZUggi b[ggW\i hnVYf]W\hYb'g]bX
U'Ufa]YfYbX"'⊖`U\`f'&\$&('k i fXYb']b'6fUbXYbVi f[' '*) \$
F YW\hgYI hfYa]ghYb'[YnÀ\`hž'k Ug'Y]bYb'5bgh]Y['j cb'_bUdd'&\$
DfcnYbh]a'J Yf['Y]W\`ni a'J cf'U\`f'VYXYi hYh"'9hk U'j]Yf'j cb'nY\`b
X]YgYf'DYfgcbYb'[Y'hYb'U'g[Yk U'hcf]Ybh]Yfhž'i bX'X]Y
6YXfc\i b[g'U[Y'nY][h'g]W\`Ui W\`]b'Y]bYa'5bgh]Y['XYf
fYW\hgYI hfYa]gh]gW\Yb'GhfUZhUhYb'i a'(+ž('DfcnYbh"

; YgY`gW\ UZh'i bhYf'8fi W_

8]Y'6fUbXYbVi f[Yf'6Yj Ò`_Yfi b['ghY\`hj cf'<YfUi gZcfXYfi b[Ybž
X]Y'j cb'X]YgYb'YI hfYa]gh]gW\Yb'6Yk Y[i b[Yb'Ui g[Y\Yb"'8Yf
J YfZUggi b[ggW\i hn'\YVh'\Yfj cfž'XUgg'fYW\hgYI hfYa Y
; fi dd]Yfi b[Yb'[YgY`gW\ UZh']W\Y'H\Ya Yb']bghfi a YbhU`]g]YfYbž
Yhk U'Xi fW\`5b[f]ZY'Ui Z5gmgi W\YbXY'cXYf'X]Y'@G6H⊖!
7ca a i b]hm'5i W\X]Y'NU\`XYf'[Yk U'hhÀh][Yb', VYf[f]ZY'Ui Z
5gmgi bhYf_ØbZhY']gh[Ygh]Y[Yb"'8]Y'Ya ch]cbU'Yb'FYU_h]cbYb'XYf

5Z8!5V[YcfXbYhYbžk]Y'<c\`cWg'6YnY]Wkbi b['gY]bYf'?c`Y[Yb
 U`g' bcfa U`Y`VYgcf[hY'6Øf[Yf žnYi [Yb'j cb'XYf'GdU`hi b['j]b'XYf
 ; YgY`gWk UZhž'X]Y`Xi fWk`XYb'9I hfYa]ga i g'bcWk`j YfghÄf_h'k]fX"

K]Y`Ub[Y`X]Y'dc`h]gWkYb`J Yf\Ä`hb]ggY`]b'6fUbXYbVi f['bcWk
 ghUV]'V`Y]VYbž']ghi b_Uf""9I dYfhYb`k UfbYb`XUj cfž'XUgg'X]Y'5Z8 ž
 hfchn']bhYfbYf'?cbZ]_hYž'U`g'GUa a Y`VYW_Yb`ZØf'fYWk hgYI hfYa Y
 HYbXYbnYb`Zi b[]Yfh'"8]Y`J YfVfY]hi b['fYWk hgYI hfYa]gh]gWkYf
 ðYc`c[]Yb`i bX`X]Y`A cV']g]Yfi b['XYf'K Ä`YfgWk UZh`_ÖbbhYb`XYb
 [YgY`gWk UZh`]WkYb`f]YXYb`Ya dZ]bX`]Wk`ghÖfYb"

ð`5bVYhfUWk h'X]YgYf'U`Ufa]YfYbXYb`9bhk]W_`i b[Yb`V`Y]Vh'ni
 \cZYbž'XUgg'X]Y'dc`h]gWkYb`9bhgWkY]Xi b[ghfÄ[Yf'YbhgWk`cggYb
 \UbXY`bž'i a `X]Y`g]Wk`UVnY]WkYbXYb` ; YZU\fyb`ZØf'X]Y
 ; YgY`gWk UZh'k]f_gUa `ni `VY[Y[bYb""ðZcfa Uh]cbYb`\]Yfni `V]YhYh
 Ui Wk`XYf'U_hi Y`Y`J YfZUggi b[ggWk i hnVYf]Wk hž'XYf'g]Wk`a]h'XYb
 fYWk hgYI hfYa]gh]gWkYb`6YghfYVi b[Yb`Ui gY]bUbXYfgYhnh'i bX
 i a ZUggYbXY`NU\`Yb`dfÄgYbh]Yfh"

8YhU]`g	
Cfh	6fUbXYbVi f[ž8Yi hgWk`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "fVV&("XY • k k k "j YfZUggi b[ggWk i hn"XY

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