

: f]YfcW_`&\$&) . `F cW_ž`Di b_`i bX
: Ua]`]YbZYgh` `>Yhnh`H]W_Yhg`g]W\Yfb`°

9f`YVYb`G]Y`XUg`&) "": f]YfcW_`: Ygh]j U``]b`: f]YgUW_`Ua` , "i bX
- "5i [i gh`&\$&) ` `F cW_ž`Di b_`i bX`_fYUh]j Y`5_h]cbYb`hfchn
6U\bgdYffi b[`°



: f]YgUW_ž`8Yi hgW\`UbX`!`ž`XYf`_`Y]bYb`GhUXh: f]YgUW_`XfY\`h
g]W\`U`Yg`i a` `F cW_ž`Di b_`i bX`<UfXW`fY`°5a` , "i bX`- "5i [i gh
&\$&) `k]fX`X]Y`: fY]`]W`hVØ`bY`YfbYi h`ni a` `GW\Ui d`Uhn`XYg
VY`]YVhYb`: f]YfcW_`!`: Ygh]j U`gž`XUg`\Yi Yf`VYfY]hg`gY]b`&) "ž`V]`Äi a
ZY]Yfh`°8]Y`J`cfZfYi XY`]gh`[fc»ž`Ui W\`k Ybb`XUg`: Ygh]j U``]b`X]YgYa
š\`f`a`]hY]bYf`_`Y]bYb`<ØfXY`_`cbZfcbh]Yfh`]gh`°8]Y`6U\b`]b]Y`F`9,
nk]gW\Yb`K`]hhYbVYf[Y#K`]ga Uf`i bX`XYa` :`i [\UZyb`GW\ÖbYZY`X
k]fX`k`Ä`fYbX`Y]bYf`; YbYfU`gUb]Yfi b[`[YgW\`cggYb`"8Yb`bcW\`
a`ØggYb`g]W\`X]Y`: Ubg`_`Y]bY`Gcf[Yb`a` UW\Yb`"8]Y`8Yi hgW\Y`6U\b
\Uh`Y]bYb`\U`VghØbX`]W\Yb`GW\]YbYbYfgUhnj Yf`_`Y\`f`Y]b[Yf]W\`hY`hž
i bX`X]Y`J`YfUbghU`hYf`\UVYb`ni`gÄhn`]W\Y`5`hYfbUh]j Yb`Ui`Z`X]Y
6Y]bY`[YghY`h`°8Uni`nÄ`\Yb`Y][YbY`G\i`hhYgž`Y]bY`_`ccfX]b]YfhY
A]hZU\`fVÖfgY`gck`]Y`: U\`ffUX!7fYk`gž`i a` `g]W\Yfni`ghY`Y`Ybž`XUg

b]Ya UbX`Ui ZXYf`GhfYW_Y`V`Y]Vh"

8 Ug`Dfc[fUa a `V]YhYh`Y]b`Vi bhYg`A]l `Ui g`F cW_ž`Di b_ž`G_U`i bX
< UfXW`fY`"Ni `XYb`Yfk UfhYhYb`6UbXg`[Y\ŌfYb`i bhYf`UbXYfYa `@Ugh
@]bYž`Di bW`l d`Dc[cgž`7]fW`g`F\UdgcXmž`Fcb[`?`cb[`?`ca Už`H\Y
CZYbXYfg`gck]Y`; cXg`YYdž`Y]b`Y]bhYfbUh]cbU`[YZY]YfhY`6UbX`Ui g
5h\Ybž`X]Y`XUg`@]bY!l d`UVfi bXYb`k]fX`"æ`j Yf[Ub[YbYb`š\`f
Xi fZhYb`g]W`X]Y`J YfUbghU`hYf`ØVYf`Yhk U`,\$\$`6Ygi W`Yf`ZfYi Yb`"A]h
Y]bYf`9]bhf]hgcVYf[fYbnY`Ui ZXYf`fY`]W`hVØ`bY`k]fX`Ya dZc`\`Ybž
H]W_Yhg`]a`J cfUi g`cb`]bY`ni`g]W`Yfb`"8Yf`H]W_YhdY]g`VYhfÀ[h`V]g
Y]bY`K cW`Y`j cf`XYa`:`Ygh]j U`" \$`9i fcž`Ub`XYf`5VYbX_UggY`")
9i fcž`k cVY`]f]YgUW_Yf`6Øf[Yf`VY]`J cf`U[Y`XYg
DYfgcbU`Ui gk Y]gYg`Y]bYb`F UVUhh`j cb`%\$`9i fc`Yf`U`hYb`"

6i bhYf`K cW`Yb`hU[`i bX`GhUXhk YhhY

6YfY]hg`Y]bYb`hU[`j cf`XYa`:`Ygh]j U`ž`Ua`"+`"5i [i gh`&\$&) ž`Z]bXYh
XYf`6i bhY`K cW`Yb`hU[`ghUhhž`XYf`\Yi Yf`ni a`nY`b`hYb`A U`
[YZY]Yfh`k]fX`"5`g`: Ua`"]YbZYgh`Yfk UfhYh`X]Y`6Ygi W`Yf`Y]b
]bhYfYggUbhYg`Dfc[fUa a`a`]h`A`]ha UW`U_h]cbYbž`?`Y]b`_i bgh`i bX
Y]bYa`K Ufa`hUbnyb`"9]b`<][\`][\h`XYg`HU[Yg`k]fX`X]Y`GhUXhk YhhY
gY]bž`VY]`XYf`X]Y`J YfUbghU`hYf`[Y[Yb`X]Y`6Øf[Yf`j cb`:`f]YgUW_
k YhhYbž`XUgg`g]Y`a`]h`a`]bXYghYbg`%\$\$`A YbgW`Yb`Y]b`BYhn`_bØdZYb
_ØbbYb`"8]YgY`K YhhY`\Uh`Y]bYb`gma`Vc`]gW`Yb`<]bhYf[fi bX`:`æ
: f]YgUW_`k i fXY`Y]b`%\$`\$\$`š\`fY`U`hYg`:]gW`YfbYhn`[YZ`bXYbž`XUg
Y]bY`gdUbbYbXY`J YfV]bXi b[`ni`f`; YgW`W`hY`XYf`GhUXh`XUfghY`"h"

8]Y`:`Ygh]j U`cf[Ub]gUhc`fYb`gi W`Yb`ni XYa`l bhYfghØ`hni b[`j cb
`c_U`Yb`@AXYbž`9]bnY`dYfgcbYbž`J YfY]bYb`i bX`l bhYfbY`a`Ybž`i a
X]YgYg`9j Ybh`ni`Y]bYa`YW`hYb`9f`YVb]g`ni`a`UW`Yb`": Øf`X]Y
: Ygh]j U`VYgi W`Yf`[]Vh`Yg`Ui W`"æ`Zcfa`Uh]cbYb`Ui ZXYf`cZZ]n]Y`Yb
K`YVgY]hY`XYg`: f]YfcW`!`: Ygh]j U`gž`k c`X]Y`H]W_Yhg`VYei Ya`cb`]bY
[Y`Ui Zh`k YfXYb`_ØbbYbž`i a`"Ub[Y`K UfhYgW`Ub[Yb`Ub`XYf
5VYbX_UggY`ni`j Yfa`Y]XYb`"K`Y]hYfY`8YhU]`g`g]bX`Ui W`Ui Z`
**ZYgh]ZUb`"XY`ni`Z]bXYbž`X]Y`Y]bY`,"`VYfg]W`h`ØVYf`:`Ygh]j U`g`]b`XYf`
857<`!FY`[]cb`V]YhYh`i bX`\`]ZfY]W`Y`H]ddg`ZØf`Y]b`i bj`Yf[Ygg`]W`Yg
: Ygh]j U`Yf`YVb]g`VYfY]h`À`h"**

: Øf`U`Yž`X]Y`XUg': f]YfcW_!: Yghj U`&\$&) `b]W h j YfdUggYb
 a ÒW hYbž`c`b h`Yg`g]W ž`ZfØ`nY]h][`ni `d`UbYb" `hYfYggY `[Yk YW_h3
 8 Ubb`gWUi `XcW `a U`Ui Z`XYf`cZZ]n]Y`Yb': Yghj U`gY]hY`Zf]YfcW_!
 ZYghj U`"XY`j c fVY]`i bX`g]W YfY`X]f`XY]b`H]W_Yh`ZØf`XUg`GdY`hU`Y`°

8 YhU]`g	
C fh	: f]YgUW_ž`8 Yi hgW `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!c b`]bY"XY • k k k "Zf]YfcW_!ZYghj U`"XY • ZYgh]ZUb"XY

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