

6UW_ \Ui g`k Ufbh. '9I !? Øfni b[Yb
[YZÀ \ fXYb '@UbXk]fhgW\ UZh`]b `A J °

5 [fUfa]b]ghYf`H]`6UW_ \Ui g`_f]h]g]Yfh'9I !? Øfni b[gd`ÀbY`ni f
5 [fUfZØfXYfi b[']b`A YW_`YbVi f[!J cfdca a Yfb`i bX`k Ufbh] cf
?cbgYei YbnYb"



A YW_`YbVi f[!J cfdca a Yfbž`8Yi hgW\`UbX`!`ϕ`A YW_`YbVi f[!
J cfdca a Yfb`gcf[h`@UbXk]fhgW\ UZhga]b]ghYf`H]`6UW_ \Ui g`ZØf
5i ZgY\Yb`a]hgY]bYb`_f]h]gW\Yb`Ÿi » Yfi b[Yb`ni`XYb`[Yd`UbhYb
FYZcfa Yb`XYf`9I`ni f`5 [fUfZØfXYfi b[" < Yi hYž`Ua`' - " ' & \$ &) ž \ Uh
Yf`gY]bY`6YXYb`_Yb`]b`Y]bYf`5b`ØbX][i b[' j cf`Y]bYf
GcbXYf`_cbZYfYbn`a]h`XYi hgW\Yb`5a hg`c``Y[Yb`]b`6Yf`]b
[YÀi » Yfh`6UW_ \Ui g`VYnY]W\ bYh`X]Y`; Ya Y]bgUa Y`5 [fUfdc`h]_
fl`5DÈ`U`g`Y]bY`XYf`k]W\h][ghYb`GÀi`Yb`XYf`Yi fcdÀ]gW\Yb
Ni gUa a YbUfVY]hi bX`VYhcbh`]\fY`Fc``Y`VY]`XYf`; Yk À \ f`Y]ghi b[
Y]bYf`ghUV]`Yb`@YVYbga]hhY`j Yfgcf[i b[`gck]Y`ZU]fYf`9]b`_ca a Yb
ZØf`X]Y`@UbXk]fhY"

8]Y`fYZcfa]YfhYb`D`ÀbY`XYf`9I !?ca a]gg]cb`ZØf`X]Y`; ØfXYfdYf]cXY

j cb'&\$&, 'V]g'&\$' ('a UWXYb'XYa 'A]b]ghYf'Gcf[Yb''9]bY'a Ò[']WXY
5i g'U[Yfi b['XYf'ÀbX']WXYb'9bhk]W_ 'i b['Ui g'XYa
5[fUfdfc[fUa a 'gck]Y'XfUgh]gWXY'6i X[Yh_Øfni b[Yb'_ØbbhYb
k Y]hfY]WXYbXY': c[Yb'ZØf'A YW_ 'YbVi f[!J cfdca a Yfbž'Y]b
: 'ÀWXYb'UbXž'\UVYb" 'GY]h%- - \$'\Uh'XUg'6i bXYg'UbX'VYfY]hg'fi bX
&+ 'A]''UfXYb'9i fc'Ub'9i !A]hhY'b'Ui g'XYb'; 5D!: cbXg']b
@UbXk]fhgWUZh'i bX'ÀbX']WXY'9bhk]W_ 'i b[']bj Ygh]Yfh''6UW_ \Ui g
k Y]gh'XUfUi Z\]bž'XUgg'X]YgY' ðj Ygh]h]cbYb'YbHgWXY]XYbX'ZØf'X]Y
HfUbZcfa Uh]cb'XYf'cghXYi hgWXYb '@UbXk]fhgWUZh'k UfYb''Ni XYa
a UWXYb'NU\ 'i b[Yb'Ui g'6fØggY'ØVYf'Y]b'8f]hhY'XYg'9]b_ca a Ybg
XYf '@UbXk]fhY']b'A YW_ 'YbVi f[!J cfdca a Yfb'Ui gž'k Ug'X]Y
8f]b[']W_X]h'XYf'G]hi Uh]cb'j YfXYi h]W'h"

: cfXYfi b[Yb' bUWX 'Y][YbghÀbX][Ya '6i X[Yh
i bX'a Y\ f'J YfhfUi Yb

I a 'X]Y'G]hi Uh]cb'ni 'j YfVYggYfbž'ZcfXYfh'6UW_ \Ui g'Y]b
Y][YbghÀbX][Ygž'Ui g_Òa a ']WXYg'6i X[Yh'ZØf'X]Y'_ca a YbXY
: ÒfXYfdYf]cXY' i bX'Y]bY' [UfUbh]YfhY'fY[]cbU'Y'A]hhY'j Yfk U'hi b["
9f''Y[h'VYgcbXYfYg'5i [Yba Yf_ 'Ui Z'Y]bY'dfUI]gbU\Y
J YfY]bZUW i b['XYf': ÒfXYff]W'h]b]Yb' i bX'a Y\ f'J YfhfUi Yb']b'X]Y
9][Ybj YfUbhk cfhi b['XYf'6Yhf]YVY'' @UbXk]fhY'VfUi WXYb
K U\ 'a Ò[']W_X]hYbž'_UfY'Ghfi _hi fYb' i bX'j Yf'Àgg']WXY'Ni gU[Yb ž
gc'gY]bY'K cfhY''Ni gÀh']W'gc''hYb'5bfY]nY'ZØf'I a k Y'h' i bX
']a UgW'i hna U» bU\ a Yb']a 'J cfXYf[fi bX'ghY\Ybž'UbghUhh
i bbÒh][Y'5i ZU[Yb'ni 'gW_UZZYb"

8]Y'bYi Y': ÒfXYfdYf]cXY'XYf'; 5D'ghUfhYhi bhYf'gWk]Yf][Yb
6YX]b[i b[Ybž'k]Y'FY[]Yfi b['A !J 'VYf]W'hYh''8]YgYg' ð\ f
k YfXYb'fi bX'&*, 'A]''cbYb'9i fc'Ub'8]fY_mU\ 'i b[Yb
Ui g[YgW_ØhhYhž'X]Y'ZØf'X]Y'9]b_ca a Ybg[fi bXghØhmi b['ZØf
BUW_ \U'h][_Y]h'i bX'ZØf'gdYn]Y''Y '@Y]ghi b[Yb'ni f'J YfVYggYfi b[
j cb'I a k Y'h' i bX'K UggYfei U'hÀh]j cf[YgY\Yb'g]bX"

Ni _ØbZh][Y' < YfUi gZcfXYfi b[Yb' i bX
5bdUggi b[Yb

8]Y'<YfUi gZcfXYfi b['ZØf'X]Y'; 5D'V'Y]Vhž'g]WÅ'ghÅbX]['Ub'X]Y
 J YfÅbXYfi b[Yb'XYf'@YVYbgj Yf\À'hb]ggY']b'9i fcdU'Ubni dUggYb"
 8]Y'@UbXk]fhgWÅ UZh'g]Y\h'g]WÅ 'ja a Yf'a Y\f'ja 'GdUbbi b[gZY'X
 nk]gWÅ Yb'gcn]U'Yf'i bX'Ò_c`c[]gWÅ Yf'J YfUbhk cfhi b['i bX
 k]fhgWÅ UZh]WÅ Yb' Bchk YbX][_Y]hYb"K]Y'6A 9@'ZYghghY``hž'Yf[]Vh
 g]WÅ '\]Yf'Y]bY'XYi h]WÅ Y'Cf]Ybh]Yfi b['Ua 'A Uf_hž'k Å\fybX'X]fY_h
 Ni k YbXi b[Yb'Ub '[YgY`gWÅ UZh]WÅ Y'@Y]ghi b[Yb'[YVi bXYb'g]bX"
 , VYf') \$\$'A]`]cbYb'6Øf[Yf']b'XYb'&+'9I !A]h[`]YXghUUhYb
 dfcZ]h]YfYb'j cb'Y]bYa 'j]Y`ZÅ'h][Yb'BU\fi b[ga]hhY`Ub[YVchi bX
 Y]b\Y]h]WÅ Yb'E i U']hÅhgghUbXUfXg"

9g']gh'_Ufž'XUgg'X]Y'_ca a YbXYb'FYZcfa Yb'i bX'9bhk]W'_i b[Yb']b
 XYf'9I !5[fUfdc`]h]_j cb'Ybcfa Yf'6YXYi hi b['ZØf'X]Y'@UbXk]fhY']b
 A YW'_YbVi f[!J cfdca a Yfb' i bX'XUfØVYf'\]bUi g'g]bX"8]Y'K cfhY
 j cb'A]b]ghYf'6UW_\Ui g'gc`hYb'U'g'Y]b'_UfYf'5ddY``j YfghUbXYb
 k YfXYbž'X]Y'6YXØfZb]ggY'XYf'@UbXk]fhgWÅ UZh'b]WÅ h'Ui g'XYb'5i [Yb
 ni 'j Yf']YfYb' i bX']\bYb'[YfYWÅ hini 'k YfXYb"'9g'V'Y]Vh'UVni k UfhYbž
 k]Y'X]Y'8]g_i gg]cbYb'Ui ZXYf'GcbXYf_cbZYfYbn']b'6Yf']b' i bX'X]Y
 _ca a YbXYb'9bhgWÅ Y]Xi b[Yb'X]Y'Ni _i bZi'XYf'5[fUfZØfXYfi b[
 dfÅ[Yb'k YfXYb"

8YhU]`g	
C fh	A YW'_YbVi f[!J cfdca a Yfbž'8Yi hgWÅ `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "b!hj "XY • k k k "fY[]Yfi b[!a j "XY • k k k "Va Y`"XY

6Ygi WÅ Yb'G]Y'i bg'Ui Z.'b!U["bYh