

F ØW__Y\ f'ni f'K Y\fdZ]W h3'I b]cb VYfY]hYh'8Yi hgW\`UbX`Ui Z'bYi Y'NY]hYb j cf°

›bg'GdU\`b`ZcfXYfh'Ghfi _hi f'ZØf'K Y\fdZ]W h!F ØW__Y\ f']b
8Yi hgW\`UbX" `A Y\ f\Y]h'VYZØfk cfhYh'bYi Y`A U» bU\`a Yb`ni f
6i bXYgk Y\ f!GhÅf_i b["



8Yi hgW\`UbX`!` ð`8Yi hgW\`UbX`k]fX`X]Y`8]g_i gg]cb`i a` `X]Y
K]YXYfY]bZØ\fi b[`XYf`K Y\fdZ]W h`i]a` a` Yf`Ui hYf" `›bg'GdU\`bž`XYf
I b]cbgZfU_h]cbgW\YŽ`\Uh`Øb[gh`[YZcfXYfhž`XUgg`X]Y`6i bXYgk Y\ f
g]W\`Ui Z]Y]bY`a` Ò[`]W\Y`F ØW__Y\ f'ni f'K Y\fdZ]W h]j cfVYfY]hYb
gc`hY" `9f`]gh`XYf`5bg]W hž`XUgg`X]Y`J YfhY]X][i b[gZÅ\][_Y]h`XYf
6i bXYgfYdi V`_]Y]bYb`Ghfi _hi fk UbXY`bchk YbX][`a` UW\h" `@Ui h
XYa` **6F** `ÖbbhYb`XUni`V]g`ni` *`\$`\$`\$`\$`ni`gÅh`]W\Y`Gc`XU]bbYb`i`bX
Gc`XU]b`VYbØh][h`k`YfXYb"

8]Y`Bchk YbX][_Y]h`Y]bYf`K Y\fdZ]W h`a` UW\h]g]W`]bgVYgcbXYfY
VYa`Yf`VUfž`i`a` `Y]bY`_f]h]gW\Y`Hfi`ddYbghÅf`_Y`ni`YffY]W\Yb" `6Y]

Y]bYf' VYf'Y[i b[]b'X]YgY'F]W hi b['VYn]Y\h'g]W 'GdU\ b
Ui gXfØW_]W 'Ui Z'À b bYfž'XU'X]Y'U'hY'K Y\fdZ]W h'bi f'ZØf'g]Y '[U'h
'Y]b' l a ghUbXž'XYf'ja ' ; fi bX[YgYhn'j YfUb_Yfh'gh" '9g'k]fX'YXcW
Ui W'ØVYf'X]Y'A Ø[]W _Y]h'X]g_i h]Yfhž'X]Y'K Y\fdZ]W h'Ui Z: fUi Yb
Ui gni k Y]hYbž'k Ug'j cb'5bbY[fYh'?fUa d!?'UffYbVUi Yf'f78 l Ł
i bhYfghØhnik]fX" 'ÀfY'5f[i a YbhUh]cb'VY'Ài Zh'g]W 'XUfUi Zž'XYb
XYa c[fUZ]gWYb'K UbXY''i bX'XYb'XUa]h'j YfVi bXYbYb
; YVi fhYb fØW_[Ub['ni 'VYfØW_g]W h][Yb"

2 ZZYbh']W Y'A Y]bi b['i bX'dc`]h]gW Y

l bhYfghØhni b[

ÀhYfYggUbhYfk Y]gY'VYZØfk cfhYh'Ui h'Y]bYf'U_hi Y''Yb' l a ZfU[Y'XYg
5F8!8Yi hgW'UbXHfYbX'+&'DfcnYbh'XYf'6Yj Ø'_Yfi b['X]Y
K]YXYfY]bZØ\fi b['XYf'K Y\fl'cXYf'N]j]'X]YbghYž'i bX'Ui W'X]Y
9]bVYn]Y\i b['j cb': fUi Yb'k]fX'j cb'j]Y'Yb'U'g'g]bbj c''YfUW'hYh"
8YbbcW'g]bX'X]Y'5bg]W hYb'ØVYf'X]Y'K Y\fdZ]W h'i bhYf'XYb
6Yj Ø'_Yfi b[ghY]'Yb'i bhYfgW]YX']W "Gc'VYZØfk cfhYb') , 'DfcnYbh
XYf'8Yi hgWYb'X]Y'K Y\fdZ]W hž'UVYf'i bhYf'XYb'%, !'V]g
&- !À\ f][Yb'g]bX'Yg'bi f' - 'DfcnYbhž'X]Y'XUZØf'g]bXž'k]Y'XUg'
Gd]Y[Y'VYf]W hYh"

8]Y'dc`]h]gW Y '@UbXgW UZh']b'8Yi hgW'UbX'nY][h'Y]b'À\ b`]W Yg'6]`X.
6i bXYghU[gdfÀg]XYbh]b'ž]U'?`ØW_bYf'i bX'UbXYfY]b'XYf' l b]cb
i bhYfghØhniYb'X]Y'ÀXY'Y]bYg'8]YbghYg'Ub'XYf'5''[Ya Y]b\Y]h"
; 'Y]W'nY]h]['U'h'j YfhY]X][i b[ga]b]ghYf'6cf]g'D]ghcf]i g'fGD8Ł'X]Y
DfØZ b['Y]bYf'FYZcfa 'XYg'K Y\fX]YbghYg']b'5i gg]W h[YghY'hž'i a
Y]bYb'; YgYhnYbhk i fZ'ni f'K]YXYfY]bZØ\fi b['j cfni VYfY]hYb"
8]YgYf'; YgYhnYbhk i fZ'k]fX'j cfUi gg]W h']W 'Y]b'Nk Y]!Ghi ZYb!
A cXY''Ybh'U'hYbž'XUg'ni Yfgh'Ui Z: fY]k]''[_Y]h'gYhni bX'Y]bY
gdÀhYfY'5Vgh]a a i b['ØVYf'X]Y'FØW_Y\ f'ni f'K Y\fdZ]W h
j cfgY\Yb' _ØbbhYž'ZU`g'X]Y'N]Y'Y'b]W h'YffY]W h'k YfXYb"

5i gg]W hYb' i bX' < YfUi gZcfXYfi b[Yb

8]Y'U_hi Y''Y'8YVUhhY'ØVYf'X]Y'K Y\fdZ]W h'\Uh']\fYb' l fgd fi b[']b
XYb' [YÀbXYfhYb'g]W Yf\Y]hgd c`]h]gW Yb'FU\ a YbVYX]b[i b[Ybž

]bgVYgcbXYfY`gY]h`XYa`5b[f]ZZ`Fi`gg`UbXg`Ui`Z`X]Y`I`_fU]bY`]a``>\f
 &\$&&"`K`]Y`X]Y`HU[`YggWX`Ui`VYf]WX`hYhž`ghY`Yb`X]Y`DUfhY]Yb`bi`b`]b
 ?cU`]h]cbgj`Yf\`UbX`i`b[`Ybž`i`a`X]Y`ni`_ØbZh][`Y`:`cfa`X`Yf
 K`Y`fdZ]WX`h`ni`_`ÀfYb`"8`UVY]`k`]fX`Ui`WX`ØVYf`X]Y`9]bZØ\`fi`b[`Y`]bYf
 ?cbh]b[`Yb`hk`Y`fdZ]WX`h`bUWX`[`YXUWX`h"

?f]h]gWX`Y`Gh]a`a`Yb`[`]Vh`Yg`Y`XcWX`Ui`WX`Ui`g`j`YfgWX`]YXYbYb
 6YfY]WX`Ybž`]b`_`i`g]j`Y`X`Yf`_]fWX`]WX`Yb`ž`[`YbXj`YfV`ÀbXY`"8`Yf
 K`Y`fVYUi`Zh`U[`hY`<`Ybb]b[`C`hY`g]Y`h`X]Y`F`ØW`_`Y`f`ni`f
 _`Ugg]gWX`Yb`K`Y`fdZ]WX`h`U`g`b]WX`h`gY`f`g]bbj`c``Ub`i`bX`d`ÀX]Yfh`ZØf
 Y]bYb`gWX`f]h`k`Y]gYb`5i`ZVUi`X`Yg`YfZc`fXYf`]WX`Yb`DYfgcbU`g`5`hi`Y`
 ZY`Yb`XYf`6i`bXYgk`Y`f`fi`bX`%\$`\$`\$`\$`Gc`XUhYbž`k`Ug`]\`fY
 9]bgUhmVYfY]hgWX`UZh`[`YZ`À`fXYh`9]b`j`YfdZ]WX`hYbXYg`8]Ybgh`U`f`ZØf
 U`Y`ž`gck`c``A`ÀbbYf`U`g`Ui`WX`:`fUi`Ybž`k`]fX`j`cb`XYf`l`b]cb
 Ub[`YfY[`hž`k`À`fYbX`X]Y`GD8`n]Y`hž`Y]bYb`bYi`Yb`K`Y`fX]Ybgh`Ui`Z
 :`fY]k`]``[`_Y]hgVUg]g`Y]bni`ZØ`fYb"

5VgWX`]Y»`YbX`V`Y]Vh`ZYghni`U`hYbž`XUgg`X]Y`8]g`_i`gg]cb`i`a`X]Y
 K`Y`fdZ]WX`h]b`8Yi`hgWX`UbX`k`Y]hfY]WX`YbXY`[`YgY`gWX`UZh]WX`Y`i`bX
 dc`]h]gWX`Y`a`d`_]Uh]cbYb`U`h`9g`V`Y]Vh`UVni`k`UfhYbž`k`Y`WX`Y
 9bhgWX`Y]Xi`b[`Yb`]b`XYb`_ca`a`YbXYb`A`cbU`hYb`[`Yhfc`ZZYb`k`YfXYb
 i`bX`cV`X]Y`K`Y`fdZ]WX`h]b`]f[`YbXY]bYf`:`cfa`hUhg`À`WX`]WX`k`]YXYf
 Y]b[`YZØ`fh`k`]fX"

8YhU]`g	
C`f`h	8Yi`hgWX`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"Vf"XY • k`k`k`"gd]Y[`Y`"XY • k`k`k`"hU[`YggWX`Ui`"XY

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