

B Å \ ghi VY ']b ' < c mYfgk YfXU. ' ? fYUh]j]hÅh
V`Ø\h'ja ' : Ua]`YbdUf_°

9bhXYW_Yb`G]Y`X]Y`_fYUh]j Y`BÅ\ghi VY`]b`<c mYfgk YfXU.
k ÒWYbh]WY`HfYZZYbž`BÅ_i fgY`i bX`J Yf_Ui Z
gY`Vgh[YbÅ\hYf`6Yi hY`Ua ' &&" ' † b]"



< c mYfgk YfXUž`8 Yi hgWÅ`UbX`!` ð`< c mYfgk YfXU`k]fX`X]Y
BÅ_i bgh`cWÅ [YgWÅ`Åhhi bX`Xi fWÅ`j YfgWÅ]YXYbY` ð]h]Uh]j Yb
`YVYbX][' [Y\U`hYb" ' 8]Y`c`_U`Y`BÅ\ghi VY`XYg
BUW`VUfgWÅ`UZhg\`]ZYj YfY]bg`fB< J Łzi bhYf`XYf`@Y]hi b[' j cb`F cgY`
6i bhfcW_ž`]gh`Y]b`VY`]YVhYf`HfYZZdi b_h`ZØf`_fYUh]j Y
< cVVmbÅ\Yf]bbYb" '<]Yf`hfYZZYb`g]WÅ`YXYb`A]hkh cWÅ`j cb`%('V]g`%,
l \f`i bX`8 cbbYfghU[' j cb`%\$`V]g`%` l \f`]'bg[YgUa`h`%
6Y[Y]ghYfhYž`i a`g]WÅ`Ui gni hUi gWÅYb`i bX`[Ya`Y]bgUa`ni`bÅ\Yb"
6YfY]hg`gY]h]j]Y`Yb`š\`fYb`V]YhYh`X]Y`BÅ\ghi VY`Y]bY`k Yfhj`c`Y
D`Uhhžcfa`ž`i a`9fZU\`fi b[Yb`ni`hY]`Yb`i bX`BYi Yg`ni`"YfbYb" `5WÅh
[YgdYbXYhY`BÅ\`a`UgWÅ]bYb`ghY\Yb`XYb`HY]`bY\`a`Yf]bbYb`ni`f
J YfZØ[i b[ž`k`Å\`fYbX`F cgY`6i bhfcW`_Ui WÅ`BÅ_i fgY`ZØf`BYi`]b[Y
UbV]YhYh" `BUWÅ`bi`f`j]Yf`HU[Yb`¼`XfY]`Ghi bXYb`_ØbbYb`X]Y

HY]bY\ a Yf]bbYb'g]WXYf'a]h'XYf'BÅ\ a UgW]bY'i a [Y\Yb"

8]Y'BÅ\ghi VY'V]YhYh'Ui W\Y]bY'VYgcbXYfY'A Ò[']W\ _Y]hž'X]Y
Y][YbY'fYUh]j]hÅh'Ui gni 'YVYb"'5a 'GcbbhU[ž'XYb'&&"'ž b]ž'k]fX
X]Y'; fi ddY'gY'Vgh[YbÅ\hY'9]b_Ui Zg!'cXYf?'Ua a YfVYi hY'VY]a
9j Ybh' FYa a]!8Ya a]]a 'Duf_ 'j Yf_Ui ZYb"'8]Y'GhcZZ'\]YfZØf
k YfXYb'j cb'XYf'6Yj Ò'_Yfi b['[YgdYbXYh'i bX'X]Y'9]bbU\ a Yb
Z]Y»Yb']b'XYb' ?Ui Zj cb'BÅ\ [Ufb'cXYf'6Ø[Y'j ']Yg"'8 Ug': YghZ]bXYh
UV'%('I \f'ja ' : Ua]]YbdUf_ 'fGhfU»Y'XYg': f]YXYbgk']b'XYf
<cmYfgk YfXUYf'BYi ghUXh'ghUhh'i bX'\Å'hj]Y'Y'5_h]j]hÅhYb'k]Y
<ØdZVi f[Yb'i bX'6UghY'ghUh]cbYb'VYfY]h"

8 Ug'bYi Y'GhcZZ[YgWÅZh' 9''Yb`Ub [

9]bY'Zf]gWY'6f]gY'k Y\h'Ui W\Xi fW'X]Y'?'fW'ghfU»Yž'k c'5bXfYU
GY]Vh_Øfn']W\]\f'; YgWÅZh' 9''Yb`Ub['YfØZbYh'\Uh"'5b'XYf'9W_Y
ni f'@Ub[Yb'GhfU»Y'Z]bXYb'HUgWYb']YV\UVYf'i bX
A cXYVY[Y]ghYfhY'Y]bY' [fc»Y'5i gk U\''Ub'GhcZZYbž'j cf'U''Ya
žfgYmi bX'6Ui a k c''Yž'X]Y'XYb'_fYUh]j Yb'<i b[Yf'gh]'Yb"'GY]Vhž
X]Y'ni j cf'Y]b'Å\ b']WYg'; YgWÅZh']b' ?Ua Ybn'VYhf]YVYb'\Uhž'\Uh
Ui W\Y]b][Y']\fYf'b]YXYf'ÅbX]gWYb'i bX'i b[Uf]gWYb'GhcZZY
a]h[YVfUW hž'i a 'X]Y'5i gk U\''UVni fi bXYb"'J]Y'Y'?'i bX]bbYb'Ui g
<cmYfgk YfXU'\UVYb'ni j cf'XYb'k Y]hYb'K Y['bUW' ?Ua Ybn'Ui Z
g]W\ [Ybca a Ybž'i a 'g]W\ a]h'A UhYf]U']Yb'Y]bni XYW_Yb"'Bi b
_ØbbYb'g]Y'g]W\Ui Z'\cWk Yfh][Y'GhcZZY'X]fY_hj cf'XYf'<Ui ghØf
ZfYi Yb"

Ni gÅhn']W\ ni 'XYb'GhcZZYb'V]YhYh'GY]Vh'Ui W\H]ddg'ni f
GhcZZUi gk U\ ž'5fVY]hgUb'Y]hi b[Yb'i bX'Ni VY\Øf'Ub"'6YgcbXYfg
Ub[YgdfcWYb'ZØ\h'ig]Y'g]W\ j cb'† b[Yb': fUi Ybž'X]Y'XUg'BÅ\Yb
k]YXYf'YbhXYW_Yb'a ÒW'hYb"'5i W\BÅ_i fgY'g]bX']b'D'Ubi b[ž'i a
XUg'?ØbbYb'k Y]hYfni [YVYb'i bX']b'X]Y'BÅ\ [Ya Y]bgWUZh
Y]bni ZØ\ fYb"

B Å_i fgY'ZØf'U''Y

: Øf'X]Yž'X]Y'XUg'BÅ\Yb'Yf'YfbYb'k c''Ybž'[]Vh'Yg'Y]bY'J]Y'nU\''j cb
A Ò[']W\ _Y]hYb"'ž'<cmYfgk YfXU'i bX'[Ubni8Yi hgW\Ub'X'g]bX

nU\`fY]WXY`BÅ_i fgY`j YfZØ[VUF"8]Y`?i fgY`V]YhYb`9]bghY][Yfb`X]Y
dYfZY`_hY` ; Y`Y[Yb\Y]hž`g]W`a`]h`B UXY`i` bX` : UXYb`j` YfhfUi` h`ni
a UWXYb`i` bX`XYb`i` a` [Ub[`a`]hj` YfgW`]YXYbYb`BÅ`a` UgW`]bYb`ni
Yf`YfbYb`"8Yf`GdU»`Ua` _fYUh]j` Yb`Hi` b`]gh[` UfUbh]Yfh` `gY]`Yg`VY]a
BÅ`Yb`j` cb`?`Y]Xi` b[` gghØW`_Ybž`5W`W`ggc]fYg`cXYf`VY]`]bX]j`]Xi` Y`Yb
Dfc`Y`_hYb`"

8]Y`BÅ_i fgY`g]bX`Ui` Z`j` YfgW`]YXYbY`B]j` YUi` g`Ui` g[` Y`Y[` hž`j` cb
5bZÅb[` Yfb`V]g`\`]b`ni` : cfh[` YgW`f]hhYbYb`"9]bghY][` Yf`_ØbbYb`g]W`
Ui` Z`Dfc`Y`_hY`k`]Y`?`]ggYbVYnØ[` Y`cXYf`Y]bZUW`Y`HUgW`Yb`ZfYi` Yb`
8]Y`?i` fgc`fhY`g]bX`Ui` h`Yb]h]gW`Y`BÅ`gW`i` `Yb`i` bX`BÅ`!5hY`^]Yfgž`k` c
A`UhYf]U`]Yb`]b`XYf`F`Y[` Y`VYfY]h[` YghY`h`k` YfXYb`"8`Ug`DfY]gb]j` YUi
]gh`VYbZU`g`YfZfYi` `]W`ž`i` bX`VYgcbXYfY`?i` fgY`g]bX`Ui` W`U`g
;` YgW`Yb`_[` i` hgW`Y]bY`Yf\`Å`h`]W`ž`i` a` `UbXYfYb`Y]bY` : fYi` XY`ni
a` UWXYb`"

<cmYfgk` YfXU`V`Ø`h`Ui` Z`k` Ybb`Yg`i` a` `XUg`_fYUh]j` Y`BÅ`\`UbXk` Yf`_
[`Y`h`"CV`]b`XYf`BÅ`gh`i` VY`XYg`B`<J`ž`]a` `bYi` Yb` ;` YgW`Å`Zh
`9`Yb`Ub[` `cXYf`]b`XYb`nU\`fY]WXYb`BÅ_i fgYb` `X]Y`GhUXh`V]YhYh
ZØf`YXYb`Y]bY` ;` Y`Y[` Yb\Y]hž`XYb`Y][` YbYb`_fYUh]j` Yb`5i` gXfi` W`_ni
Yb`hXYW`_Yb`i` bX` ;` Ya` Y]bgW`UZh`ni` `YVYb`"6`Y]VYb`G]Y`XfUb`ž`k` Y]hYfY
]b`hYfYggUb`hY`5`_h]j`]h`Å`hYb`fi` bX`i` a` `XUg`H`Y`a` U`BÅ`Yb`g]bX`VYfY]hg
]b`D`Ubi` b[` °`

8YhU]`g	
C`fh	<cmYfgk` YfXUž`8Yi` hgW` `UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k` "gUYW`g]gW`Y`"XY • k`k`k` "\`cmYfgk` YfXU`"XY • [`c`_`cbZYhh]"W`a

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