

5i Zgh]Y[gfYZcfa . 'GWX U`_Y / Ua d/
A U[XYVi f['ZcfXYfb 'Y]b '9bXY 'XYf
I b[YfYWX h][_Y]h°

8]Y' ð]h]Uhj Y / ei ch/5i Zgh]Y[gfYZcfa ' &\$&) / ei ch']b
7 \ Ya b]hn'ZcfXYfhZU]fY'FY[Y'i b[Yb'ZØf'XYb'5i Zgh]Y[']b'X]Y
' "'@[U'i bX'j YfY]bh(\$?' 'i Vg"



7 \ Ya b]hnž'8Yi hgWX`UbX'!' ð'XYf'K Y'h'XYg': i » VU`g'VfcXY'h'Yg
XYfnY]h'c'fXYbh]WX`'8]Y' ð]h]Uhj Y' 5i Zgh]Y[gfYZcfa ' &\$&) 'ghØ» h
Ui Z[fc»Yg' ðhYfYggYž'bUWX'XYa 'dfca]bYbhY'?'i Vg'k]Y'XYf': 7
GWXU`_Y'\$('i bX'XYf'%": 7'A U[XYVi f['g]WX'XYa 'Dfc'Y_h
Ub[YgWX`cggYb` \ UVYb" 'K]Y' **F UX]cWX'Ya b]hn'**VYf]WX'hYhž'j YfZc`[h
X]Y' ð]h]Uhj Y'XUg'N]Y'ž'Y]bY'j YfV]bX`]WX'Y'i bX'ZU]fY'FY[Y'i b['ZØf
XYb'5i Zgh]Y[']b'X]Y' "'@[U'Ui g'U`Yb'ZØbZ'FY[]cbU`]] [Yb'ni
gWX'UZZYb" 'HUhgÅWX`]WX'ghY][h'U_hi Y`'bi f'Y]b'HY]'XYf'A Y]ghYf'X]fY_h
Ui Zž'k Å \ fYbX'j]Y'Y']b'bYfj YbUi ZFY]VYbXYb'FY'Y[Uh]cbggd]Y'Yb']\f
; `ØW`_j Yfgi WX'Yb'a ØggYb"

8Yf'GWU`_Y!Gdcfhj cfghUbX': fUb_`6Ui a Ubb`Ai »YfhY`]b`X]YgYa
Ni gUa a Yb\Ub[žXUgg`A Y]ghYfh]hY`i bVYX]b[h`ZØf`XYb`5i Zgh]Y[
nÅ\`Yb`gc`hYb"8Yf`XYfnY]h[Y`5i Zgh]Y[ga cXi g`k]fX`U`g`i b[YfYWX h
k U\f[Ybca a Ybž`i bX`XUg`b]W`h`c`b`Y` ; fi bX.` , VYf`" \$`J`YfY]bY
\UVYb`g]W`a`]h`Yfk Y]`Y`ni gUa a Yb[YgW`cggYbž`i a `X]Y`F`Y`Zc`fa
j`cfUbni hfY]VYb"GdcfhX]fY`_`h`c`f`7`\f]g`@Øk Y`j`ca `7`\Ya b]hnYf` : 7
Vf]b[h`gY]bY`i` bni Zf]YXYb\Y]h`a`]h`XYb`U`_`hi Y`Y`b`F`Y[Y`i` b[Yb
XYi h]W`ni a `5i gXfi W`_`i bX`ghY`h`_`Ufž`XUgg`XUg`GmghYa `Xf]b[YbX
Y]bYf` , VYfUfVY]hi b[`VYXUfZ`

B Yi Y`DUf`hb`Yf`i` bX`XYf`F`i` Z`b`UW` J`Yf`Å`b`XYfi` b[

A]h`XYf`i` bhYfghØhni b[`j`cb`k`Y]hYfYb`?`i` Vg`k`Y`X`Ya` `%"` : 7
GW`k`Y]bZ`fh`i` bX`X`Ya` `HGJ`GW`k`UVYb`5i` [gVi`f[`k`ÅW`gh`X]Y
-b]h]Uhj`Y`f`Ug`Ub`h`K`]Y`X]Y`N8: `<`Yi`hY` \Yfj`cf\YVhž`g]bX`Ui`W`
8f]hh[]ghYb`k`]Y`<`UbgU`F`cghc`W`_`i` bX`9bYf[]Y`7`chhVi`g`gck`]Y`XYf`
6i`bXYg`][U!`?`i`V`%"` : 7`i`b]cb`6Yf`]b`HY]`XYf`F`Y`Zc`fa`VYk`Y[`i`b["
8]Y`[Ya`Y]bgUa`Y`Gh]a`a`Y`k`]fX`Ui`hYfž`i`bX`X]Y` : cfXYfi`b[`bUW`
ZU]fYb`i`bX`hfUb`gdUfYb`hYb`5i`Zgh]Y[gfY[Y`i`b[Yb`[Yk`]bb`h`Ub
; Yk`]W`h`

8]Y`-b]h]Uhj`Y` 5i`Zgh]Y[gfY`Zc`fa``&\$&) `k`]`VY]a`8: 6!6i`bXYghU[
&\$&) `Y]bY`c`ZZ]n]Y`Y`5fVY]hg[fi`ddY`]bg`@YVYb`fi`ZYbž`i`a`_`cb`_`fYhY`
J`cf`g`W`Å[Y`ni`YfUfVY]hYb`"Hca`a`m`<`UYXYfž`GdfYW`Yf`XYf`
-b]h]Uhj`Y`ž`VYh`c`b`h` 8]Y`B`chk`YbX][_Y]h`XYf`F`Y`Zc`fa` `]gh
i`bi`a`ghf]hhYb`" `J]Y`Y`VYhY`][hY`?`i`Vg`_`U[Yb`ØVYf`XUg`U`_`hi`Y`Y`
GmghYa`ž`XUg`i`b[`Y]W`\Y]hi`bX`A`]gghfUi`Yb`ZØf`XYfh`

8]Y`U`_`hi`Y`Y`5i`Zgh]Y[gfY[Y`i`b[`i`bX`X]Y <`YfUi`gZc`fXYfi`b[Yb

8]Y`A`c`XYfUh]cb`XYf`5i`Zgh]Y[gfY[Y`i`b[Yb`V`Y]Vh`Y]bY`N]hhYfdUfh]Y`
8Yf`8: 6!6i`bXYghU[`U`h`Øb[gh`VYgW`cggYbž`XUgg`X]Y
F`Y[]cbU`][U`j`cfYfgh`Ui`g`ZØb`Z`Gh`U`Z`Y`b`VYghY`h`i`bX`Å`f`]W`j`]Yf`
A`Ubb`g`W`U`Z`h`b`]b`X]Y`" `@[U`Ui`Zgh]Y[Yb`_`Øb`b`Yb`"8Yf`A`Y]ghYf`XYf`
F`Y[]cbU`][Yb`K`Ygh`i`bX`GØX`k`Ygh`gck`]Y`X]Y` , VYf`YVYb`XYb`XYf`

A Y]ghYfgW UZhYb hgW Y]Xi b[Yb'XYf'fYgh]W Yb'GhUZZY'b'k YfXYb'i a
 X]Y'5i Zgh]Y[gd`ÀhnY'gd]Y`Ybž'k]Y'?']W_Yf'ZY ghghY`h"8]YgY
 FY[Y'i b['gcf[h'Z]bUbn]Y``i bX'gdcfh]W`ZØf'l bg]W Yf\Y]hYbž'j cf
 U`Ya`ZØf'J YfY]b Yž'X]Y']b'XYf'j]YfhYb'@[U'ZY ghghY W_Yb"

9]bY'X]YgYf'A UbbgW UZhYb`]gh'@c_ca ch]j Y'@Y]dn][ž'X]Y'_Øfn`]W`]b
 XYb'FY`Y[Uh]cbggd]Y`Yb'i a`XYb'5i Zgh]Y['[YgW Y]hYfh`]gh'i bX
 gca]h'k Y]hYf\]b'j]Yfh_'Ugg]['V`Y]Vh"8 Yf'J YfY]b'dfYa]]YfhY'X]Y
 j Yf[Ub[YbY'GU]gcb'a]h'Y]bYf'VYUW'h]W Yb'6]Ub nž'UVYf'XUg'U`Y]b
 fY]W hY'b]W h'ZØf'XYb'5i Zgh]Y[""8]Y'8]g_i gg]cb'i a`X]Y
 i b[YfYW hYghY'FY[Y`]a` : i » VU`` \Y]nh'X]Y'8 YVUhY`i a`Xf]b[YbX
 YfZcfXYf`]W Y'J YfÀbXYfi b[Yb'k Y]hYf'Ub"

8]Y'FY[]cbU``][Yb'VYZ]bXYb'g]W`U'gc']a`l a Vfi W""8]Y' ð]h]Uh]j Y
 5i Zgh]Y[gfY Zcfa`&\$&) ` _ØbbhY`XYb'Yb hgW Y]XYbXYb'Di g\
 Vf]b[Ybž'i a`]b'XYb'bÀW ghYb' ð\ \fYb'Y]bY'[YfYW hYfY`i bX
 hfUb gdUfYb hYfY'Ghfi _hi f'ni`YhUV`]YfYb"CV'g]W`X]YgY'J]g]cb'&\$&*

]b'XYb'bYi Yb'@Øgi b[Yb'ZØf'X]Y'GU]gcb'&\$&+ #&, 'j Yfk]f_]W Yb

 `Àgghž'V`Y]Vh'a]h'GdUbbi b['UVni k UfhYb"

8YhU]`g	
C fh	7\Ya b]hnž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fUX]c W Y a b]hn"XY • k k k "nXZ\Yi hY"XY • k k k "_]W_Yf"XY

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