

: f]YXYbgVUbbYf!5i gghY`i b [']b
7\Ya b]hn. 'K Y`hfY_c fX`k]fX`Ub [YghfYVh°

7\Ya b]hn j YfUbgU`hYh`Y]bY`VYY]bXfi W_YbXY
: f]YXYbgVUbbYf!5i gghY`i b [' j ca ' & ' " † b] ' V] g , " ' 5i [i gh
& \$ &) ž < Ò \ Y di b_h'a]h' a U []bY! : Ygh]j U "



7\Ya b]hn ž 8 Yi hgW\`UbX`!`b`XYf`YV\UZhYb`GhUXh`7\Ya b]hn
ghY\Yb`gdUbbYbXY`9fY][b]ggY`VYj`cf`5V`XYa`' & ' " † b] `k`YfXYb`X]Y
5i`ZVUi`UfVY]hYb`Z0f`Y]bY`Y]bn][Ufh][Y`5i`gghY`i`b [`Ub`XYf
C`VYfgW\i`Y`Ua`' <`Ufha`Ubbd`Uhn`VY []bbYbž`X]Y`XYb`H]hY`
7\Ya b]hnYf: f]YXYbgVUbbYf`hfÄ [h`6]g`ni`a` , " ' 5i [i gh`k`YfXYb
Xcfh]bg [YgUa`h`&) \$`Vi`bh [YghU`hYh`Y`6UbbYf`ni`gY\Yb`gY]bž`X]Y
Y]bY [fc»Y: `ÄW\Y`j`cb`&%\$`\$`E`i`UXfUha`YhYfb`Y]bbY\`a`Yb`"8]Yg
a`UW`h`X]Y`5i`gghY`i`b [`ni`f [f0»`hYb`]\`fYf`5fh]b`7\Ya b]hn`"8]YgYg
_fYUh]j`Y`Dfc`Y`_h`k`]fX`j`cb`XYf`60f [Yf]b]h]Uh]j`Y`5_h]cb`|
cf [Ub]g]Yfhž`X]Y`gY]h`%) `Ÿ\`fYb`K`cf_g\`cdg]b`GW\i`Yb
Xi`fW [YZ0\`fh`\`Uhž [Y`Y]hYh]j`cb`XYa`Yb [U []YfhYb` ; YfU`X`F`]W`hYf`"

K`Ug`ghY`W`_h`\]bhYf`XYb` : f]YXYbgVUbbYf3`?]bXYf`i`bX`† [YbX`]W\Y

[YghU`hYb`Ui Zg]YVYb`A YhYf`Ub[Yb`GhcZZghØW_Yb`]\fY`6chgW\UZhYb
ZØf` : f]YXYbž`8Ya c_fUh]Y`i bX`Hc`YfUbn``8]YgY`VYY]bXfi W_YbXYb
6UbbYf`k YfXYb`gW\`Y»`]W`Ua`7\Ya b]hnYf` : f]YXYbghU[žXYf`Ua
) ``A`Àfn`[YZY]Yfh`k]fXž`Ua`F Uh\Ui g`Ub[YVfUW\h`5a`&*``ž`b`Z]bXYh
ni XYa`XUg`æ`U[]bY! : Ygh]j U`ghUhhž`XUg`XYb`<`Ø\Ydi b`_h`XYf
5i ZVUi UfVY]hYb`a Uf_]Yfh``<]Yf`k YfXYb`fi bX`&\$`\$`GW`Ø`Yf.]bbYb
Yfk UfhYhž`i a`[Ya Y]bgUa` ; fUZZ]h`Ub`6Ui n`Ai bYb`ni`[YghU`hYb`
XUg`N]Y`g]bX`ghc`nY``")`)\$`\$`A`YhYf`Ub`6UbbYfb`i bX`D`U`UhYb`ZØf
Y]bYb`K`Y`hfY`_cfX"

K`Y`hfY`_cfX`]a` :`c`_`i`g`

8]Y`K`cf_g\cdgž`X]Y`]b`X]YgYa` :`U`f`ghUhhZUbXYbž`\UVYb`&\$`bYi`Y
6UbbYf`\Yfj`cf[YVfUW\hž`gcXUgg`bi`b`]bg[YgUa`h``'`,`6UbbYf`ZØf
XYb` :`f]YXYb`Yi`]gh]YfYb```æ`XYf`5i`gghY``i`b[`k`YfXYb`%,`\$`6UbbYf
Ua` ;`YV`Ài`XY`i`bX`Yhk`U`*`\$`6UbbYf`]a``æ`bYfYb`XYf`GW`i`Y`ni
gY\Yb`gY]b``;`YfU`X`F]W`hYf`k`]fX`ni`XYa`gcbbhU[g`i`a`%(`i`\f
 :`Ø`fi`b[Yb`Xi`fW`X]Y`5i`gghY``i`b[`UbV]YhYbž`i`a`XYb`6Ygi`W`Yfb
X]Y`6YXYi`hi`b[`XYf`?`i`bghk`Yf`_Y`b`À\Yf`ni`Vf]b[Yb``8]Y
6chgW\UZhYbž`X]Y`X]YgY`6UbbYf`hfU[Ybž`gYhnYb`g]W\`ZØf` :`f]YXYbž`
 ;`YfYW`h][`_Y]hž`i`a`k`Y`hgW`i`hn`i`bX`XYb`9f`U`h`XYf`5fhYbj`]Y`ZU`h
Y]bž`k`Ug`nY`\bhUi`gYbXYb`6Ygi`W`Yfb`k`À`fYbX`XYf`Gca`a`YfZYf]Yb
ni`[`Àb[`]W`[`Ya`UW`h`k`]fX"

9]b`k`Y]hYfYf`gdUbbYbXYf`5gdY`_h`XYf`_i`hi`fY``Yb`æ`h]Uh]j`Y`]gh`XYf
 ;`fUZZ]h]!`i`bX`<]d`<cd!K`cf_g\cd`XYg`F`C`C`A`!HUbng`hi`X]cg``<]Yf`g]bX
Di`V`_]i`a`i`bX`Ni`gW`Ui`Yf.]bbYb`\Yfn`]W`k`]`_ca`a`Yb``;`YfU`X
F]W`hYfž`XYf`A`UghYfa`]bX`\]bhYf`XYb`K`cf_g\cdgž`k`]fX`Ua`&*``ž`b]
UV`%&``\$`i`\f`ZØf`æ`hYfj`]Yk`g`i`bX` :`fU[Yb`ni`f`J`YfZØ[i`b[`ghY\Yb```æ
Y]bYf`]bhYfbYb` :`Y]Yf`UV`%`i`\f`]b`XYf`<Ufha`Ubb! :`UVf`_`k`]fX
A`Umc`f`?`bi`h`?`i`bnY`XYb`K`Y`hfY`_cfX`k`ØfX][`Yb"

?`i`bgh`i`bX`Dc`]h]_`j`YfY]bh`

æ`i`?`cbhYi`h`XYf`U`_hi`Y``Yb`[`YgY`gW`UZh]W`Yb`8]g`_i`gg]cb`ØVYf
 :`f]YXYb`i`bX`?`f]Y[`]Vh`Yg`Ui`W`9]bV`]W`_Y`j`cb`Ui`»`Yb``8Yf
 [`f]YW`]gW`Y` :`chc`^`i`fbU`]gh`K`Ugg`]g`5gk`Yghc`dci`cgž`XYf`gY]h`&\$`,
i`bn`À`\][`Y`6]`XYf`j`cb` ;`YZØW`hYhYb`i`bX`A`][`fUbhYb`Xc`_i`a`Ybh]Yfh

\ Uhž'Yf]bbYfhXUfUbž'k]Y'k]W h]['Yg']ghž'6chgW UZhYb'ni
 hfUbgdcfh]YfYbž' [YfUXY']b'?'f]gYbnY]hYb"'8]Y'8f]b[']W _Y]h'XYg
 H\Ya Ug'nY][h'g]W ']b'gY]bYb'6]'XYfbž'X]Y'cZi'Ui g'_f]h]gW Yb
 ; YV]YhYb'k]Y'XYf'; fYbnY'nk]gW Yb' BcfXa UnYXcb]Yb'i bX
 ; f]YW Yb'UbX'ghUa a Yb"'6Øf[Yf'_ØbbYb'g]W 'Ui ZX]Y'K YVgY]hY
 XYg'7\Ya b]hnYf': f]YXYbghU[g'VYn]Y\Ybž'i a 'k Y]hYfY
 ðZcfa Uh]cbYb'ØVYf'gc`W Y'5i gghY''i b[Yb'i bX'XYfYb'6YXYi hi b[
 ni 'Yf\U'hYb"

Ni gÀhn`]W '[]Vh'Yg'Ui ZXYf'D`UhhZcfa 'XYf': f]YXYbgVYk Y[i b[
 Y]bYb'VfY]hYb'FUi a 'ZØf'8]g_i gg]cbYb'ØVYf': f]YXYb'i bX'X]Y
 U_hi Y''Yb' [Ycdc`h]gW Yb'GdUbbi b[Yb"'8]Y'6chgW UZh]gh'_Uf.
 : f]YXYb']b'9i fcdU'gh'bi f'ja '8]U`c['a Ø[']W "'8]YgY'k]W h][Yb
 H\Ya Yb'n]Y\Yb'g]W 'Xi fW 'X]Y'j YfgW]YXYbYb'J YfUbgH'hi b[Yb
 i bX'j YfXYi h]W Ybž'XUgg'?i bgh'i bX'9b[U[Ya Ybh'ZØf': f]YXYb
 i bhfYbbVUf'a]hY]bUbXYf'j YfVi bXYb'g]bX"

9]b'6Ygi W 'XYf'5i gghY''i b['k]fX'b]W h'bi f'Y]bY'5i [Ybk Y]XY'gY]bž
 gcbXYfb'Ui W 'X]Y'6Ygi W Yf'ni a 'B UW XYb'_Yb'ØVYf'X]Y'U_hi Y''Yb
 < YfUi gZcfXYfi b[Yb'UbFY[Yb"'K Y]hYfY' ðZcfa Uh]cbYb'gck]Y
 9f'Ài hYfi b[Yb'ni 'XYb'6UbbYfb'Z]bXYb' ðhYfYgg]YfhY'Ui Z'XYf
 cZZ]n]Y''Yb'K YVgY]hY 'W Ya b]hnYf!Zf]YXYbgVUbYf"XY"

8YhU]`g	
Cfh	7\Ya b]hnž'8Yi hgW `UbX
Ei Y''Yb	<ul style="list-style-type: none"> k k k "W Ya b]hn"XY W Ya b]hnYf!Zf]YXYbghU[!&\$&&"XY Zf]YXYbgVYk Y[i b["]bZc

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