

< i b[Yfa UfgW\ `bUW\ `6i XUdYgh. `J UhYf
_Àa dZh`ZØf`A U`U`H" `Ui g`=gc`Uh]cbg\ UZh

K c`ZfUa `}\fcgW\ `ghUfhYh`Ua `%, "\$+ "&\$&) `Y]bYb
< i b[Yfa UfgW\ `j cb`8 fYgXYb`bUW\ `6i XUdYghž`i a `ZØf`X]Y
: fY]`Uggi b[`gY]bYf`HcW\ hYf`ni `dfchYgh]YfYb"



8 fYgXYbž`8 Yi hgW\ `UbX`!`K c`ZfUa `}\fcgW\ `]gh`Ua
8]YbghU[a cf[Yb`]b`Y]bYb`DfchYgha UfgW\ `j cb`8 fYgXYb`bUW\
6i XUdYgh`Ui Z[YVfcW\ Yb`"GY]b`N]Y`"gh`X]Y`ž gh]nj c`ni [gUbghU`hž`]b
XYf`gY]bY`HcW\ hYf`A U`U`H" `gY]h`ØVYf`Y]bYa `}\f`]b`=gc`Uh]cbg\ UZh
g]hnh`8 Yf`K Y[`VYhfÀ[h`gUhhY` , \$\$`?`]`ca YhYf`i bX`ghY`h`ZØf`}\fcgW\
b]W\ h`bi f`Y]bY`d`mg]gW\ Y`< YfUi gZcfXYfi b[`XUfž`gcbXYfb`Ui W\
Y]bY`GnYbYf]Y`XYg`dYfg`Øb`]W\ Yb`GWa YfnYg`i bX`XYg
[YgY`gW\ UZh]W\ Yb`DfchYghg" **bX!U_hi Y`"XY`VYf]W\ hYhž`XUgg`]`a
gY]bY`: fUi `HUb`U`Ui Z`XYa `: U\ffUX`ni f`GY]hY`ghY\hž`k`À`fYbX`Yf
XYb`gc`[YbUb`bhYb` < i b[Yfa UfgW\ `Xi fW\ ZØ`fhž`VY]`XYa `Yf`d`Ubhž
hÀ[`]W\ `bi f`; Ya ØgYgUZhž`6fØ`Yž`A]W\ `i bX`fi bX`" \$`; fUa a `<cb][
ni `_cbgi a]YfYb"**

A U'U'H" g'gWk]Yf][Y'G]hi Uh]cb

A U'U'H" _ca a h]b'XYb'BUWf]W hYb'\Ài Z]['ni f'GdfUWYžj cf'U''Ya
k Y[Yb'XYf'VYXfØW_YbXYb'J Yf\À'hb]ggY']b']\fYf' <UZh" '6Yf]W hYb
ni Zc`[Y''Y]XYh'g]Y'i bhYf'a Ugg]j Yb'\m[]Yb]gWYb'DfcV'Ya Ybž'X]Y
j cb'?U_Yf'U_Ybž'6Yh'k UbnYb'V]g'\]b'ni' j YfXcfVYbYa '9ggYb
fY]WYb"' Æf'Ni ghUbX']gh'U'Ufa]YfYbXž'XU'g]Y'VYfY]hg'ja' š b]Y]bYb
<i b[YfghfY]_ VY[Ubž'XYf'ZUgh'gYW'g'K cWYb'XUi YfhY'i bX'VY]
XYa'g]Y'%('?']c[fUa a' j Yf'cf"'GY]h']\fYf'5i g]YZYfi b['Xi fW
XYi hgWY'6Y\ØfXYb'Ub' i b[Ufb'ja' š b]'&\$&('g]mh'g]Y']b
=gc`Uh]cbg\UZh'i bX'_Àa dZi[Y[Yb'gWk YfY' j cfk ØfZYž'XUfi bhYf'X]Y
a i ha U»`]WY'A]h[']YXgWUZh']b'Y]bYf'_f]a]bY''Yb' Cf[Ub]gUh]cb
i bX'gWk YfYf'? ØfdYfj Yf'Yhni b["' Æf'Xfc\Yb'V]g'ni' '&('š\ \fY' <UZhž
cVkc\''Yg'V]g'Ub['Ub'6Yk Y]gYb'ZØf']\fY'GW' i 'X'a Ub[Y'h'
XYi hgW'UbXZi b_'XY'Yf'_Àfhž'XUgg'A U'U'H" 'U'g'bc b!V]bÅf
]XYbh]Zn]Yfh'k]fX' i bX'gmghYa Uh]gW']b' i b[Ufb'XfUb[gU']Yfh'k]fX'
Y]bY'G]hi Uh]cbž'X]Y']b'XYb'5i [Yb'j]Y'Yf'A YbgWYb'fYW'hYf'_Ui a
hfU[VUf']gh'

Dc`]h]gW Y'8]a Ybg]cb' i bX'Dfc hYghY

B]W'h'bi f']b' i b[Ufbž'gcbXYfb'Ui W']b'8Yi hgW'UbX'V'Y]Vh'XYf': U''
j cb'A U'U'H" 'b]W'h'c\ bY'K]XYf\U''''BUW'XYf'6YYbX][i b[']\fYg
<i b[YfghfY]_g' [UV'Yg']b'ØVYf'nk Y]'8i hnYbX'Gh'XhYb'5_h]cbYb
n]j]Yb' i b[Y'c'fgUa g"' Æ'6Yf']b'VY]gd]Y`gk Y]gY'k i fXY'XUg'N8: !
<Ui dhghUXhghi X]c'_i fnnY]h]['V'cW_]Yfhž'i bX' : fYY'A U'U' !6UbbYf
k i fXYb'dfÀgYbh]Yfh"5i W']b'@Y]dn]['_Ua'Yg'ni'Y]bYf
<Ui gVYgYhni b[']b'Gc']XUf]h'À'h'a]h'XYf' Æ\UZh]YfhYb"' Æ'?]Y'k i fXY
Y]b'; YfØgh'Ua' @UbXhU['VYgYhnh"5''X]YgY'5_h]cbYb
i bhYfghfY]WYb'XYb'ØZYbh]WYb'8fi W_ž'XYf'Ui Z'X]Y'dc`]h]gWYb
9bhgWY]Xi b[ghfÀ[Yf'Ui g[YØVh'k]fX"' šf'cgW'Yf_Yb'bhž'XUgg'XUg
ÆhYfYggY'j cb'5i » Yba]b]ghYf'æ\Ubb'K UXYd\i''i bX'XYa
5i » YbUa h'Ub'XYf'5b[Y'Y[Yb\Y]h'Y]b'dcg]h]j Yg'G][bU'']ghž'V'Y]Vh
UVYf'_g_Ydh]gW'ž'XU'g]W'Ub'XYb'6YX]b[i b[Yb']b'XYf' <UZh'gY]bYf
HcW'hYf'V]g'Ub['b]W'hg' [Y'ÀbXYfh'\Uh"

9]bV`]W_Y']b'X]Y' <UZhVYX]b[i b[Yb' i bX'XYfYb

? cbgYe i YbnYb

8]Y`li a Ub]hÅfYb`6YX]b[i b[Ybž`X]Y`A U`U`H"]b`XYf`i b[Uf]gW`Yb
 <UZh`Yf`YVhž`k YfXYb`j cb`nU`fY]W`Yb`6Yf]W`hYb`U`g`i bni fY]W`YbX
 i bX`]bU`_nYdhUVY`VYgW`f]YVYb"Ua bYghm"XY`k Y]gh`XUfUi Z`\]bž
 XUgg`dc`]h]gW`Y` ; YZUb[YbY`cZhi bhYf`_UhUghfcd`U`Yb`6YX]b[i b[Yb
 `Y]XYb"9VYbgc`k]Y`]b`6Y`Ufi gž`k c`j]Y`Y`<ÀZh]b[Y`ZØf`]fY
 dc`]h]gW`Yb` , VYfnYi [i b[Yb`Ufh`VYghfUZh`k YfXYbž`gc`a Ub[Y`h`Yg
 Ui W`]b`i b[Ufb`Ub`ZU]fYb`Dfc`nYggYb`i bX`Ub[Ya YggYbYb
 <UZhVYX]b[i b[Yb"U`U`gW`]XYfhY`]b`Y]bYf`dYfgØb`]W`Yb
 9f`_`Åfi b[ž`XUgg`g]Y`dgmW`]gW`Y` ; Yk U`hi bX`XYb`9bmi [
 a YbgW`]W`Yf`B`Å`Y`Yf`Y]XYhž`k Ug`]fY`gW`cb`_f]gYb[YgW`ØhY`hY
 G]hi Uh]cb`ni gÅh`]W`j YfgW`ÅfZh"

5i gV`]W_

8]Y`G]hi Uh]cb`V`Y]Vh`Ub[YgdUbbhž`a]h`XYf`<cZZbi b[ž`XUgg`K`c`ZfUa
 >JfcgW`Xi fW`gY]bYb`A UfgW`Ui Z`X]Y`A]ggghÅbXY`Ui Za Yf_gUa
 a UW`h`K`Å`fYbX`XYf`DfchYgh`Ub`Å`hi bX`ž`f]ghYb`gck]Y`Dc`]h`_Yf
]b`XYf`J`YfUbhk`cfhi b[`ghY`Ybž`]gh`XUg`GW`]W_gU`j cb`A U`U`H"Y]b
 g][bU`\UZhYg`6Y]gd]Y`ZØf`X]Y`<YfUi gZcfXYfi b[Ybž`j cf`XYbYb`j]Y`Y
 U_hi Y``]b`UZh]YfhY`DYfgcbYb`ghY`Yb"9g`V`Y]Vh`ni`c`ZYbž`XUgg
 g]W`b]W`h`bi`f`X]Y`6YX]b[i b[Yb`ZØf`A U`U`H"j YfVYggYfbž`gc`bXYfb
 Ui W`ž`XUgg`X]Y`dc`]h]gW`Yb`Ghfi`_hi`fYbž`X]Y`gc`W`Y
 I b[YfYW`h][`_Y]hYb`ni`UggYbž`ØVYfXUW`hi bX`fYZcfa]Yfh`k`YfXYb"

8YhU]`g	
Cfh	8fYgXYbž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bX!U_hi Y``"XY • k k k "XYi hgW`UbXZi b_"XY • k k k "Ua bYghm"XY

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