

B Yi Yf`DfÄg]XYbh`XYf`@]cbg`]b ; Òf`]hn.
6]`Xi b[`]a `: c_i g°

; Yf\UfX`GWcW`k]fX`bYi Yf`DfÄg]XYbh`XYg`@]cbg`7`i Vg
; Òf`]hnž`gYhnh`g]W`ZØf`6]`Xi b[`i bX`gcn]U`Y`Dfc`Y`_hY`Y]b"
GWk]a a gWUZ]7i d`&\$&) `[Yd`Ubh"



; Òf`]hnž`8 Yi hgW`UbX`!`9]b`bYi Yf`K]bX`k Y`h`VY]a `@]cbg`7`i V
; Òf`]hn°; Yf\UfX`GWcW`ž`Y]b`VY`_Ubb`hYg; Yg]W`h]b`XYf`FY[]cbž
k i fXY`ni a `DfYg]XYbhYb[]Yk`À`h`i bX`k]fX`Ua `%"`ð`]'&\$&) `XUg
F i XYf`ØVYfbY`a`Yb`"GWcW`h`Uhg]W`ØVYf`X]Y`ð\`fY`U`g
Yb[U[]YfhYf`i bhYfghØhnYf`]b`XYf`; Ya`Y]bgW`UZi`d`fc`Z]Yfh`GY]h
&\$&`]gh`Yf`A`]h[`]YX`VY]a `@]cbg`7`i V`i bX`h`U`h`ØVYf`Y]b`ð\`fnY`b`h
U`g`7`i Va`UghYf`gck]Y`ni`Y`hnh`U`g`J]nYdfÄg]XYbh[]YX]Ybh`GY]b
VYfi`Z]W`Yf`K`YfXY[Ub[`VY[Ubb`%-`-\$`a`]h`XYf`; fØbXi b[`gY]bYf
:]fa`U`; Yf\UfX`!GWcW`!8fi`W`[]Y»`hYW`b]_ž`X]Y`Yf`&\$&`b`UW
; Òf`]hn`j`Yf`Y[hYž`k`c`Yf`gY]hXYa`k`c`b`U`Zhi`bX`h`Äh[`]gh`GY]bY
J`Yfvi`bXYb`Y]h`ni`f`GhUXh]gh`gdØfVUfž`i`bX`bi`b`a`ØW`hY`Yf`U`g
DfÄg]XYbh`Y]bYb`k`Y]hYfYb`6Y]hfU[`Y]ghYb"

: Øf`GWk cW`]gh`6`Xi b[`Y]b`nYbhfU`Yg`H\Ya Uži bX`gc`ghY`h`Yf
gY]bY`DfÅg]XYbhgWk UZh`i bhYf`XUg`A chhc` 6`Xi b[`.`<`]ZY`ni f
GY`Vgh\`]ZY "9f`\Uh`g]Wk`ZYgh`j cf[Ybca` a Ybž`gY]bYb`HY]`ni `Y]bYa
`YVYbg`Ub[Yb`@YfbYb`VY]ni hfU[Ybž`XUg`ZØf`]b`dYfg`Øb`]Wk
YbhgWk Y]XYbX`k Uf"9]b`YfghYg`<`][`\\`][`h`gY]bYf`5a`hgnY]h`k]fX`X]Y
8]ghf]_hj`YfgUa` a`i`b[`XYf`@]cbg`7`i Vg`Ui g`XYa` `CghYb
8Yi`hgWk`UbXg`gY]bž`X]Y`9bXY`GYdhYa` VYf`]b`;`Øf`]hn`ghUhhZ]bXYh"
8UfØVYf`\]bUi`g`k]fX`XYf`GWk`k]a` a`gWk`UZ`7i`dž`Y]b`VY`]YVhYg`9j`Ybh
]a`FU`a`Yb`XYg`;`Øf`]hnYf`5`hghUXhZYghYgž`ghUhhZ]bXYb`"8Yf`9f`Øg
X]YgYg`K`YhhVYk`YfVg`Z]Y»h]b`Y]b`Dfc`Y`_h`XYg`;`Øf`XYfj`YfY]bg`XYf
7`f]ghcd\!@ØXYfg!GWk`i`Y"

9b[U[Ya Ybh`ZØf`X]Y` ; Ya Y]bgWk UZh

8Yf`@]cbg`7`i V`;`Øf`]hn`\Uh`g]Wk`Ui`Wk`]b`X]YgYa` `Å\`f`k]YXYf
cfXYbh]Wk`]bg`NYi` [`]Y`Y[`hž`i`a`gc`n]U`Y`Dfc`Y`_h`Y`ni`i`bhYfghØ`hnYb"
=a`FU`a`Yb`]fYg`9b[U[Ya Ybh`g`j`Yf[]Vh`XYf`7`i V`&\$&) `YfbYi`h
XYb` ;`Øf`]hnYf`@Øk`YbdfY]g`ž`XYf`ZØf`GWk`i`Ybž`Gdcfhj`YfY]bY`i`bX
Yb[U[]YfhY`DYfgcbYb`XYf`?]bXYf!`i`bX`ž` [YbXUfVY]h]b`;`Øf`]hn
Ui`g[YgWk`f]YVYb`]gh"6Yk`YfVi`b[Yb`g]bX`V]g`ni`a`i`%"`Å]bi`Uf
a`Ø[`]Wk`ž`i`bX`XYb`;`Yk`]bbYfb`k`]b`_h`Y]b`DfY]g[Y`X`j`cb`fi`bX
%\$`\$\$\$`9i`fc`ž`a`]h`Y]bYf`A`]bXYghZØfXYfi`b[`j`cb`%`&` (`9i`fc`dfc
Dfc`Y`_h`8]YgY`A`]hY`ghUa` a`Yb`YVYbZU`g`Ui`g`XYa` `VYfY]hg
Yfk`Å`b`hYb`GWk`k]a` a`gWk`UZ`7i`dž`k`c`HY]`bY`a`Yf`Y]b
GWk`k]a` a`gWk`UZ`ZØf`Y]bYb`_`Y]bYb`GdYbXYbVYhfU[` `UXcdh]YfYb
_ØbbYb"

8Yf`@]cbg`7`i V`gWk`Yi`h`g]Wk`b]Wk`hž`Ui`Wk`]b`UbXYfYb`gc`n]U`Yb
6Y`Ub[Yb`U`_hj`ni`gY]b"6Y]gd]Y`gk`Y]gY`j`YfUbghU`h`h`XYf`@Yc`7`i V
;`Øf`]hn`Ua` `;`":`YVfi`Uf`Y]bY`GdYbXYbU`_h]cb`]a` `A`Uf`_h`Ui`Z
?Øb][`g`li`ZYbž`VY]`XYf`?`i`bXYb`\`U`h`UfY`@YVYbga`]hY`Yfk`YfVYb
i`bX`gdYbXYb`_ØbbYb"8]Y`[YgUa` hY`9fbhY`XYf`[YgUa` a`Y`hYb
GdYbXYb`k]fX`Ub`X]Y`;`Øf`]hnYf`Gi`ddYb`_ØWk`Y`k`Y]hYf[Y`Y]hYhž`i`a
VYXØfZh][`Yb`A`YbgWk`Yb`]b`XYf`F`Y[]cb`ni` `Y`ZYb"

K]Y`UbXYfY`@]cbg`7`i Vg`\Y`ZYb

8Ug`9b[U[Ya Ybh`XYf`@]cbg`7`i Vg`VYgWk`fÅb`_h`g]Wk`b]Wk`h`bi`f`Ui`Z

; Òf`]hn"5i W\XYf`@]cbg`7`i V`@UbXg\i h`U\Uh`_Øfn`]W\Y]bYb
 VYa Yf_Ybgk YfhYb`GWf]hi[Ya UW h`i bX`XYb`9f`Òg`gY]bYf
 5Xj Ybhg_U`YbXYf!5_h]cb`&\$&&]b`<Ò\Y`j cb`fi bX`" "\$\$\$`9i fc`Ub
 bYi b`[Ya Y]bbØhn][Y`÷gh]hi h]cbYb`i bX`6`]Xi b[g]b]h]Uhj Yb`]b`XYf
 FY[]cb`[YgdYbXYh"Dfc`Y`_hY`i a ZUgghYb`i bhYf`UbXYfYa`X]Y
 @]YZYfi b[`j cb`HUV`Yhg`ZØf`Y]b`?]bXYf\Y]a`cXYf`X]Y`i bhYfghØhni b[
 j cb`÷hY[fUh]cbgdY`_hYb`]a`BUW`VUfgW`UZhghfYZZ"Gc`W`Y
 ÷h]Uhj Yb`nY][Ybž`k]Y`k]W`h][`Yg`]ghž`g]W`U`g`; Ya Y]bgW`UZh
 [Y[YbgY]h][`ni`i bhYfghØhYb`i bX`j cfUbni Vf]b[Yb"

; Yf\UfX`GW`cW`i bX`XYf`@]cbg`7`i V`; Òf`]hn`ghY`Yb`gca`]h`b]W`h
 U`Y]b`XU`/g]Y`g]bX`HY`]Y]bYg`[fÒ» YfYb`BYhmk Yf_gž`XUg`g]W`U`_h]j
 ZØf`gcn]U`Y`6Y`Ub[Y`Y]bgYhnh"5i W`]b`NY]hYb`k UW`gYbXYb`6YXUfZg
 nY][h]g]W`ž`XUgg`; Ya Y]bgW`UZhgdY`_hY`k]Y`X]YgY`Y]bY
 YggYbh]Y`Y`Fc`Y`gd]Y`Ybž`i a`XYb`Ni gUa`a Yb`U`h`ni`gh`Àf`_Yb`i bX
 6YXØfZh][Y`ni`i bhYfghØhYb"

6`Y]Vh`UVni`k UfhYbž`k Y`W`Y`9fZc`[Y`GW`ØbW`i bX`gY]b`HYUa`]b
 gY]bYf`5a`hgnY]h`Yfn]Y`Yb`k YfXYb"

: Øf`k Y]hYfY`÷Zcfa`Uh]cbYb`ni`XYb`5_h]j]h`hYb`XYg`@]cbg`7`i Vg
 ; Òf`]hn`i bX`XYb`UbghY`YbXYb`J YfUbghU`hi b[Yb`_]W`_Yb`G]Y`Ui`Z
K`c`W`Y`b`_`i`f]Yfž`i bX`YfZU`fYb`G]Y`a`Y`f`ØVYf`XUg`gcn]U`Y
9b[U[Ya`Ybh]b`XYf`FY[]cb`Ui`Z`G`A`W`g]g`W`Y`"XY"Ni XYa`V]YhYh`
?`_`U`f`h`Y`I`h`]bhYfYggUbhY`9]bV`]W`_Y]b`À`b`]W`Y`Dfc`Y`_hY`XYf`@]cbg`
7`i`Vg"

8YhU]`g	
Cfh	; Òf`]hnž8Yi hgW`U`bX
EiY`Yb	<ul style="list-style-type: none"> • k k k "k cW`Y`b`_`i`f]Yf"]bZc • k k k "gUYW`g]gW`Y`"XY • _`U`f`h`Y`I`h`"U

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