

B Yi Yg'8 @F ! ðgh]hi h']b 'N]hhUi . '' & A]``cbYb '9i fc 'Z0f' [f0bY 'Ni _i bZh°

9]b 'bYi Yg'8 @F ! ðgh]hi h'Z0f'7C !Ufa Y 'ðXi ghf]YdfcnYggY
YbhghY\h']b 'N]hhUi 'a]h' &'A]``cbYb '9i fc ': 0fXYfi b ['!V]g
9bXY '&\$&* 'ZYfh]["



N]hhUi ž'8Yi hgW\`UbX '! ð'N]hhUi ž]a ' <YfnYb 'XYf'CVYf'Ui g]hnž
k]fX']b 'X]YgYb 'HU[Yb 'Y]bY 'Äi » Yfgh'VYXYi hYbXY '9bhk]W_`i b [']b
; Ub [' [YgYmh '8Yf'6Ui 'Y]bYg' bYi Yb ' ðgh]hi hg'Z0f'7C !Ufa Y
ðXi ghf]YdfcnYggYžXUg'j ca '8Yi hgW\ Yb 'NYbhf i a 'Z0f'@i Zh!
i bX 'F Ui a ZU\ fh'fB @F Ł'j YfUbhk cfhYh'k]fX" ðg[YgUa h'Z]Y» Yb'' &
A]``cbYb '9i fc]b 'X]YgYg'Y\ f [Y]n][Y 'Dfc 'Y_hžXUg'j c`ghÄbX]['Xi fW\
: 0fXYfa]hhY`UV[YXYW_h]gh'8Yf'; fi bXghY]b 'k i fXY'VYfY]hg]ja 'ž b]
&\$&(' [Y'Y [hž i bX'X]Y'5fVY]hYb'gc`Yb'd'Uba Ä»]['V]g'9bXY'XYg
bÄW\ghYb 'Ä\ fYg'UV[YgW\`cggYb 'gY]b"8 Ug' bYi Y ' ðgh]hi h'YbhghY\h
Ui ZY]bYa ' [fc » n0 [] [Yb '5fYU'j cb '%ž) , ' <Y_hUf'nk]gW\Yb
GW\ fUa a !ž <cW\k U'X' i bX': f]YXf]W\!GW\ bY]XYf!GhfU» Y"

8 Ug'8 @F '\Uh'XUg' ðgh]hi h'ja 'Ä\ f'&\$%- ' [Y [f0bXYhž i a 'X]Y

8Y_UfVcb]g]Yfi b['j YfgW]YXYbYf'⊖Xi ghf]Yb'j cfUbni hfY]VYb"
5_hi Y''[]Vh'Yg'bYVYb'XYa 'GhUbXcfh]b'N]hhUi 'Ui W'Y]bYb']b
7chhVi gž'k c'VYfY]hg'' &'A]hUfVY]hYf']b': cfgW'i b['i bX'J Yfk U'hi b[
hÅh]['g]bX''8]Y'NU\`XYf'6YgW`ÀZh][hYb'gc``V]g'Ui Z*\$'ghY][Ybž'k Ug
b]W'h'bi f'Y]b['i hYg'<ÀbXWYb'ZØf'k]fhgW UZh]W'Y'9bhk]W`i b[Yb
nY][hž'gcbXYfb'Ui W'X]Y'Ni gUa a YbUfVY]h'a]h'fY[]cbU'Yb
DUfhbYfbž'k]Y'XYa 'GbUW`!<YfghY``Yf'@cfYbn'i bX'XYa
gdYn]U]g]YfhYb'DUd]Yf\YfghY``Yf': Y`I'GW`cY``Yfž'ghÅf_h"5i Z
X]YgY'K Y]gY'gc``X]Y'9bYf[]YYZ]n]Ybn']b'XYf'DfcXi _h]cb['YghY][Yfh
i bX'Zcgg]Y'6fYbbghcZZY']b'XYf'<YfghY``i b['j cb'@YVYbga]hY'bž
DUd]Yf'i bX'UbXYfYb'A UhYf]U`Yb'fYXi n]Yfh'k YfXYb"

: cfhgW f]hh'Xi fW`⊖bcj Uh]cb

9]b'nYbhfU'Yg'5b`Y[Yb'XYg'bYi Yb'⊖gh]hi hg']gh'X]Y'9bhk]W`i b[
j cb'<cW'hYa dYfUhi f!K Åfa Ydi a dYb'ni f'5Vk Åfa Ybi hni b[ž'X]Y
ZØf'Y]bY'bUW\U'h][Y'9bYf[]Yj Yfgcf[i b['j b'XYf'⊖Xi ghf]Y
i bj Yfn]W'hVUf'g]bX''6Y]XYf']bXi ghf]Y``Yb'K Åfa Yj Yfgcf[i b['\Uh
X]Y'6fUbW'Y'Y]bYb'\c\Yb'6YXUfZ`Yhk U'+\$'i`XYf'VYbØh][hYb
9bYf[]Y'k YfXYb']b': cfa`j cb'K Åfa Y'VYbØh][hž'k cVY]'bi f'fi bX'%)
i`X]YgYf'K Åfa Y'Xi fW`YfbYi YfVUfY`HYW`bc`c[]Yb'VYfY]h[YghY``h
k]fX''8Yf'; fc»hY]'ghUa a h'k Y]hYf\]b'Ui g'Zcgg]Yb'6fYbbghcZZYbž
k Ug'\c\Y'A Yb[Yb'Ub'HfY]V\Ui g[UgYbž']bgVYgcbXYfY'7C ž
YfnYi [h''8Ygk Y[Yb'k YfXYb']bcbj Uh]j Y'@Øgi b[Yb'VYbØh][hž'i a
DfcXi _h]cbgd fcnYggY'a]h'a]b]a U'Yb'7C !9a]gg]cbYb'ni
[YghU'hYb''8Ug'8@F`VYgW`ÀZh][h'g]W`i bhYf'UbXYfYa`a]h'XYf
I a k UbX'i b['j cb'?c\Y_fUZhk Yf_Yb']b'7C !Ufa Y
9bYf[]Y']YZfUbhYb'i bX'\Uh'nU\`fY]W'Y'Dfc'Y_hY`]bg'@YVYb
[Yfi ZYbž'XUfi bhYf'X]Y'9bhk]W`i b['Y]bYf'8Yg][b!Zcf!7]fW`Uf]hm
A Yh\cX]_ni f'F ØW_ZØ\fvUf_Y]h'j cb'F c\ghcZZYb"

9]b][Y'XYf'k Y]hYfYb'Dfc'Y_hY'XYg'8@F`i a ZUggYb'X]Y'9bhk]W`i b[
j cb'9bYf[]Y'Øgi b[Yb'ZØf'gW`k]Yf][Y'⊖Xi ghf]Ybž'X]Y'b]W'h'Y]bZUW
Ui ZY`Y_hf]gW'Y'GmghYa Y'i a [YghY``h'k YfXYb'_ØbbYbž
]bgVYgcbXYfY'X]Y'GhU\`vUfUbW'Y''<]YfVY]``Y[h'XYf': c_i g'Ui ZXYf
9fgYhni b['j cb'?c\Y'i bX'?c_g'Xi fW`K UggYfghcZZ''8Yf'9]bgUhn
j cb'K UggYfghcZZ'_ØbbhY'Y]bY'k U\fy'FYj c'i h]cb']a`6YfY]W'XYf
9bYf[]Yj Yfgcf[i b['XUfghY``Ybž'XU'Yf'b]W'h'bi f'YZZ]n]Yb'h]ghž

gcbXYfb`Ui W`k YgYbh]W`ni f`7C !FYXi _h]cb`VY]hfÅ[h`

: cfgW`i b[`i bX`@Y`fY`]a `: c_i g

BVYyb`XYf`: cfgW`i b[`V]YhYh`XUg`8@F`Ui W`nU`fY]W`Y
A Ò[`]W`_Y]hYb`ZØf`Ghi X]YfYbXYž`X]Y`g]W`ZØf`H\Ya Yb`k]Y`[fØbY
DfcnYggk`Àfa Y`cXYf`8Y_UfVcb]g]Yfi b[g_cbnYdhY`]bhYfYgg]YfYb"
6UW`Y`cf!`i bX`A UghYfUfVY]hYb`gck]Y`Dfca`ch]cbYb`ni`X]YgYb
]bbcj Uh]j Yb`H\Ya Yb`ghY`Yb`Ui Z`XYa`Dfc[fUa`a`"Gca`]h]gh`XUg
≠gh]hi`h`b]W`h`bi`f`Y]b`NYbhfi`a`ZØf`k`]ggYbgW`UZh]W`Y`9I`nY`Yb`nž
gcbXYfb`Ui W`Y]b`ni`_ØbZh][Yf`5i`gV]`Xi`b[gc`fh`ZØf`X]Y`: UW`_f`ÅZhY
j`cb`a`cf[Yb"

≠g[YgUa`h`Àggh]g]W`gU[Ybž`XUgg`XUg`bYi`Y`8@F`!≠gh]hi`h`b`N]hhUi
Y]b`k`]W`h][Yf`GW`f]hh]b`X]Y`f]W`h][Y`F]W`hi`b[`]ghž`i`a`X]Y`9bYf[]Y!
i bX`?`]a`Un]Y`Y`XYf`Ni`_i`bZh`ni`YffY]W`Yb`"8]Y`≠]h]Uh]j`Ybž`X]Y`Xcfh
Yb`hk`]W`_Y`h`k`YfXYbž`_ØbbhYb`b]W`h`bi`f`c`_U`Y`I`bhYfbY`a`Yb
i`bhYfghØhnYbž`gcbXYfb`Ui W`X`Yb`K`Y[`ni`Y]bYf`bUW`\U`h][YfYb
≠Xi`ghf]Y`YVbYb`i`bX`Y]b`NY]W`Yb`]a`?`Ua`dZ[Y[Yb`XYb
?`]a`Uk`UbXY`gYhnYb`"9]b`Dfc`Y`_hž`XUg`XU`Y[h`k`Ug`Ub`i`bX`XUg
b]W`h`bi`f`X]Y`F`Y[]cbž`gcbXYfb`X]Y`[YgUa`hY`6fUbW`Y`Ui`Z`cfW`Yb
`Àggh"

: Øf`a`Y`f`≠Zcfa`Uh]cbYb`VYgi`W`Yb`G]Y`V]hhY`X]Y`GY]hYb`XYg`8@F
i`bX`XYg`7`i`ghYfg`ni`f`8Y`_UfVcb]g]Yfi`b[ž`X]Y`k`Yfhj`c`Y`9]bV`]W`_Y`]b
X]Y`5V`Ài`ZY`i`bX`Dfc`Y`_hY`V]YhYb`"GÅW`g]g]W`Y`"XY`VYf]W`hYh`ØVYf
XYb`U`_hi`Y`Yb`GhUbX`XYg`6Ui`gž`k`À`fYbX`X`f`"XY`i`bX`Wi`ghYf!
XY`_UfVcb]g]Yfi`b["XY`h]YZfY`9]bV`]W`_Y`]b`X]Y`: cfgW`i`b[`i`bX
9b`hk`]W`_i`b[`X]YgYf`ni`_i`bZh`gk`Y]gYbXYb`HYW`bc`c[]Yb`[YVYb"

8YhU]`g	
C`fh	N]hhUi`ž`8Yi`hgW`\UbX
E`i`Y`Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]g]W`Y`"XY • k k k "X`f`XY • k k k "Wi`ghYf! XY`_UfVcb]g]Yfi`b["XY

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