

8 Ug`8 Yi hgWk Y`@]hYfUhi f]bgh]hi h`@Y]dn][.
' \$`>U\ fY`_fYUh]j Y`=a di`gY`

@Y]dn][`ZY]Yfh`X]Y`9bhk]W`i b[`XYg`8 Yi hgWk Yb
@]hYfUhi f]bgh]hi hg`gY]h`%- -) žY]bYf`bgh]hi h]cb`ZØf
`]hYfUf]gWk Yg`GWk UZZYb`i bX`5i ghUi`gWk "



@Y]dn][ž`8 Yi hgWk`UbX`!`=a`<YfnYb`XYf`XYi hgWk Yb`@]hYfUhi f`YVh
Y]bY`VYY]bXfi W`YbXY`bgh]hi h]cbž`X]Y`ZØf`j]Y`Y`Ub[Y`YbXY
GWk f]ZhghY`Yf`Y]b`Gdfi b[Vfyhh]b`X]Y`_fYUh]j Y`K Y`h`XUfghY`h`XUg
8 Yi hgWk Y`@]hYfUhi f]bgh]hi h`@Y]dn][`fB`@`L"; Y[fØbXYh]a`>U\ f`%- -) ž
[Y`h`XUg`8`@@`Ui ZY]bY`Ub[Y`HfUX]h]cb`ni fØW`ž`X]Y`VYfY]hg`%-))
a]h`XYa`bgh]hi h`ZØf`@]hYfUhi f`>U\`UbbYg`F`"6YWk Yf`VY[`Ubb"
8]YgYg`k`Uf`b]Wk`h`bi f`XUg`YfghY`@]hYfUhi f]bgh]hi h`gY]bYf`5fh]b
K`YghYi fcdUž`gcbXYfb`Ui Wk`Y]b`C`fhž`k`c`X]Y`]XYc`c`[]gWk Y`i`bX
_Øbgh`Yf]gWk Y`5i`gV`]Xi b[]`cb`5i`hc`fYb`]a`G]bbY`XYg
Gcn]U`]gh]gWk Yb`F`YU`]ga`i`g[YZØfXYfh`k`i`fXY`"8]YgY`b`Zcfa`Uh]cb
`Uh`A`8`F`ni f`J`YfZØ[`i`b[]`YghY`h`"

8Yf`J`cf`Ai`ZYf`XYg`8`@@`Vch`Ghi`X]Ybf]Wk`hi`b[`Yb`]b`@mf]_ž`DfcgU`i`bX

8fUa Uh]_Ub'i bX'k Uf'Y]b'C fhž'Ub'XYa 'Y[YbXÀfY'@Y\fyf'k]Y'XYf
@mf]_Yf'; Ycf['A Ui fyf'k]f_hYb''BUW'XYf'5i ZÒgi b['XYg' ðgh]hi hg
%- - \$'Ui Z[fi bX'Y]bYg'6YgW'ì ggYg'XYg': fY]ghUUhYg'GUW'gYbžXYf
ZYghghY''hYž'XUgg'XUg'Ghi X]YbUb[YVch'b]W'h'XYb'5bZcfXYfi b[Yb
Y]bYf'XYa c_fUh]gW'Yb'; YgY''gW'UZh'YbhgdFUW'ž'Zc'[hYb'\YZh][Y
DfchYghY'XYf'Ghi X]YfYbXYb''8]YgY'ZØ\fhYb'gW'Y]Y»'W'ni f
BYi [fØbXi b['XYg'8@@ž'XUg'gY]hXYa 'HY]'XYf'I b]j Yfg]hÀh'@Y]dn][
]gh''8Yf'YfghY'8]fY_hcfž'6YfbX'ž'bhngW'ž'k i fXY'j cb'< Ubg!l 'f]W
HfY]W'Y''i bX'æ'gYZ'< Ug'b[Yf'UV[Y'Øghž'X]Y'XUg' ðgh]hi h'k Y]hYf
dfÀ[hYb''

J]Y`ZU`h'i bX`5i ghUi gW

<Yi hY'V]YhYh'XUg'8@@Y]bY'VfY]hY'DU'YhY'j cb'Ghi X]Yb[Àb[Yb']b
DfcgUž'@mf]_i bX'GnYb]gW'Ya 'GW'fY]VYb'Ub''8]Y'Ghi X]YfYbXYb
'YfbYb']b'_fYUh]j Yb'GW'fY]Vk Yf_ghÀhhYbž'X]Y'5i ghUi gW'ì bX
_cbghfi _hj Y'?f]h]_ZØfXYfb''8Yf'Ghi X]Yb[Ub['\Uh'g]W'b]W'h'bi f
]a'<]bV']W'_Ui ZXUg'@Y\fUb[YVch'k Y]hYfYb'k]W_Y'h'Ui W'X]Y
H\Ya Yb'XYf'ghi XYbh]gW'Yb'5fVY]hYb'\UVYb'g]W'ja '@Ui ZXf'ž\fy
j YfÀbXYfh''K Uf'ZfØ\Yf'ž [YbX'_i 'hi f'Y]b'nYbhfU'Yg'H\Ya Už'gc'g]bX
Yg']bnk]gW'Yb'Ui W'j]Y'Y'dc']h]gW'Y': fU[YghY''i b[Ybž'X]Y'X]Y
Ub[Y\YbXYb'GW'f]ZhghY''Yf'VYk Y[Yb''

GY]h'&\$*\$*_ÖbbYb'X]Y'Ghi X]YfYbXYb'Y]bYb'6UW'Y'cfUVgW'ì gg
Yfk YfVYbž'k À\fybX'&\$*- 'Y]b'A UghYfghi X]Yb[Ub['a]h
GW'k Yfdi b_h'Ui ZFca Ubdfc'Y_hYb'Y]b[YZØ\fh'k i fXY''I 'f]_Y
8fUYgbYf'gYhnhY'a]h]\fyf'6Yfi Z b['ja'ž\fy'&\$%, 'Y]b'k Y]hYfYg
NY]W'Yb.'G]Y'k Uf'X]Y'YfghY': fUi ž'X]Y'Y]bYb'@Y\fghi '\Ua'8@@
VYgYhnh''8]YgY'9bhk]W'_i b[Yb'nY][Yb'X]Y'ni bY\ a YbXY'_i 'hi fY''Y
J]Y`ZU`h'igck c\''i bhYf'XYb'Ghi X]YfYbXYb'U'g'Ui W'XYb'@Y\fybXYbž'
k Ug'g]W'dcg]hj 'Ui ZXUg'_fYUh]j Y'?`ja U'Ui gk]f_h''

9b[U[]YfhY'@Yfbi a [YVi b[

8]Y'5ha cgd\ÀfY'ja'8@@]gh'[YdfÀ[hj cb'Y]bYa 'b]hYbg]j Yb
5i ghUi gW'nk]gW'Yb'Ghi X]YfYbXYb'ì bX'@Y\fybXYbž'k Ug'j cb
'?f]ghcZA U[bi ggc bž'Y]bYa'5Vgc'j YbhYb'ì bX'@Y\fybXYbž'U'g
VYgcbXYfg'k Yfhj c''\Yfj cf[Y\cVYb'k]fX''8]YgYf'5i ghUi gW'hfÀ[h

ni f'9bhghY\i b['Y]bYf'YVYbX)[Yb''hYfUf]gWYb'?'i`hi f'VY]žX]Y
]a a Yf'k]YXYf'bYi Y'æ di`gY'\Yfj cfVf]b[h"; Yd`Ubh]gh'X]Y
 J YfÖZZYbh]W\i b['Y]bYf'5bh\c`c[]Y'a]h'XYa 'H]hY`
 H]dd[Ya Y]bgWUZh ž'X]Y`Y]ba U`'Ä\`f]W\`YfgW\Y]bhi bX`XYb
 Zfi W\hVUfYb'8]U`c['i bhYf'XYb'Ghi X]YfYbXYb'Xc_i a Ybh]Yfh"
 Æ\`f]W\`]bhYfYgg]YfYb'g]W\`fi bX`%)`6Yk YfVYf'ZØf'Y]bYb'D`Uhn'Ub
 X]YgYa`fYbca a]YfhYb'ægh]hi hž'k Ug`YbhgdFYW\YbX'ZØf'X]Y`\c\Y
 F Ydi hUh]cb'i bX`X]Y`E i U`]hÄh'XYf'5i gV]'Xi b['gdf]W\h"

Ni gUa a YbZUggYbX`Äggh'g]W\`gU[Ybž'XUgg'XUg'8Yi hgW\Y
 @]hYfUhi f]bgh]hi h'@Y]dn]['b]W\h'bi f'Y]bY`k]W\h][Y
 6]'Xi b[gY]bf]W\hi b['ghž'gcbXYfb'Ui W\`U`g`_i`hi fY`Yf'< chgdch
 Ži b[]Yfhž'k c`HU`YbhY`[YZØfXYfh'k YfXYb'i bX`_fYUh]j Y`æYYb
 gdf]Y» Yb" Gc`V`Y]Vh'XUg'8 @@Y]b`UhhfU_h]j Yg`N]Y`ZØf`U`Yž'X]Y`XUg
 `]hYfUf]gW\Y`< UbXk Yf`_Yf'YfbYb'i bX`]b`X]Y`K Y`h'XYf'@]hYfUhi f
 Y]bhUi W\Yb'a ÖW\hYb"K Yf'a Y\`f'ØVYf'XUg'ægh]hi h'YfZU\`fYb
 a ÖW\hYž`_Ubb`X]Y`cZZ]n]Y`Y`K YVgY]hY`VYgi W\Yb.`
 `]hYfUhi f]bgh]hi h"XY"

8YhU]`g	
Cfh	@Y]dn][ž'8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • XY"a "k]_]dYX]U"cf[• `]hYfUhi f]bgh]hi h"XY

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