

8 fUa Uh]gW X Y '@Ub [nY]hZc `[Yb. 'K]Y 'GhUg]! C dZYf 'V]g '\ Yi hY ``Y]XYb

8 Yf'5fh]_Y``VY`Yi W hYh'X]Y``Ub [Zf]gh][Yb'dgmW X]gW X Yb': c `[Yb
dc`h]gW X Yf'J YfZc `[i b [']b'XYf'8 8 F ž'i bhYfgi W h'U_hi Y``Y
: cfgW X i b [gYf [YVb]ggY 'Ui g '@Y]dn]['i bX'UbXYfYb'GhÅXhYb
i bX'nY][h'X]Y'<YfUi gZcfXYfi b [Yb'ZØf'VYhfcZYbY'C dZYf'Ui Z'



@Y]dn][ž'8Yi hgW X`UbX'!'8]Y'GW XUhYb'XYf'J Yf [Ub [Yb\Y]h'g]bX
`Àb [Yf'U'g'j]Y'Y'UbbY\`a Yb" 'Ghi X]Yb'Ui g'j YfgW X]YXYbYb'GhÅXhYb
k]Y'ž'bUž'@Y]dn][ž'A U [XYVi f ['i bX'F cghcW_`UVYb'Yhnh'VYghÅh][hž
XUgg'Y\Ya U`][Y' † [YbXk Yf_\`cZYk c\`bYf'i bX'dc`h]gW X
`b\UZh]YfhY'XYi h`W X`\Ø\YfY'F UhYb'dgmW X]gW X Yf'GhØfi b [Yb
Ui Zk Y]gYb'U`g'XYf'F Ygh'XYf'6Yj Ø`_Yfi b [" 'J cb'XYb'Yf\`cVYbYb
8 UhYb'VYf]W X h'Yh'A 8 F ž'XUgg'X]YgY'A YbgW X Yb'\`Ai Z]['i bhYf
_ca d`Yi Yb [Ygi bX\Y]h`W X Yb'DfcV`Ya Yb`Y]XYbž'X]Y'g]W X'ØVYf
ž\`fnY\`bhY'Ub [YgUa a Y'h'\UVYb"

6YgcbXYfg'U`Ufa]YfYbX'g]bX'X]Y'9f [YVb]ggY'ni `XYb
NYfgYhni b [gcdZYfb'XYf'8 8 F ž'X]Y'b]W X h'bi f'dgmW X]gW X Y

9f_fUb_i b[Ybž'gcbXYfb'Ui W\Y]bY\Ø\YfY'BY][i b['ni
_ØfdYf']WXYb'6YgWk YfXYb'Ui Zk Y]gYb"'8]YgY'6YhfcZZYbYbž'X]Y
Xi fW'ghUUh]W\Y]b[Y'Y]hYhY'A U» bU\ a Yb'k]Y'gcb'Uh]cb'i bX
dgmWc'c[]gWY': c'hYf'h]YZ[fY]ZYbXYb'GhfYgg'YfZU\ fYb'a i gghYbž
g]bX'\Ài Z['Ui W'a]h'<Yfn!?'fY]g'Ui ZDfcV'Ya Yb'i bX
GWa YfngmbXfca Yb'_cbZfcbh]Yfh'<]Yfni 'gU[h'DfcZ'8f"'6Yfb\UfX
GhfUi »ž'XUgg'j]Y'Y'XYf'C dZYf'g]W'cZh'b]W'hYfbgh[Ybca a Yb
ZØ\Ybž'k Ug']\fY'9fZU\fi b[Yb'VYhf]Zh' 'gck c'\']b'6YfUhi b[Yb'U'g
Ui W'j cf'; Yf]W'h"

8]Y': c`[Yb'XYf'dc`h]gWYb'J YfZc`[i b[

8Yf'DfcnYgg'XYf'XYi hgWYb'K]YXYfj YfY]b][i b['VY'Yi W'hYhY'X]Y
XfUgh]gWYb'5i ga U» Y'XYf'dc`h]gWYb'J YfZc`[i b[']'b'XYf
Y\Ya U`][Yb'88f"'GWÅhni b[Yb'ni Zc`[Y'k i fXYb'nk]gWYb'%- ()
i bX'%- , - 'nk]gWYb'%'+"\$\$\$i bX'ØVYf' '\$"\$\$\$'A YbgWYb
dc`h]gW'j YfZc`[h"J]Yf'<Ui dh\UgYb'X]YgYf'J YfZc`[i b['k i fXYb
]XYbh]Z]n]Yfhž'X]Y'j cb'gdYn]U]g]YfhYb'@U[Yfb'ØVYf'÷\UZh]Yfi b[Yb
V]g'\]b'ni 'dgmWc'c[]gWYb': c'hYfa Yh\cXYb'fY]WYb"'8YhU]`g'XUni
g]bX'ja '6Yf]W'hXYf'**6i bXYgnYbhfU'Y'ZØf'dc`h]gWY'6]'Xi b[**
bUW'ni 'YgYb"

9]b'nybhfU'Yf'6Y[f]ZZ]b'X]YgYa '?cbhYI h]gh'X]Y' NYfgYhmi b[" "
<]YfVY]\UbXY'hY'Yg'g]W'i a 'A Yh\cXYbž'a]h'XYbYb'XUg
A]b]ghYf]i a 'ZØf'GhUUhg]WYf\Y]h'fA ZGŁ'XUg'GY'Vghk Yfh[YZØ'\`j cb
8]gg]XYbhYb'i bhYf[fUVYb'i bX'5b[gh'YfnYi [Yb'k c`hY"'8UVY]
k i fXY'b]W'h'bi f'X]Y'dYfgØb`]WY': fY]\Y]h'Y]b[YgWfÅb_hž'gcbXYfb
Ui W'j]b'U`Y'@VYbgVYfY]WY'XYf'6YhfcZZYbYb'Y]b[Y[f]ZZYb"'J]Y'Y
j cb']\bYb'Yf'YVhYb'YI hfYa Y'gcb'Uh]cb'i bX'j YfXYW_hY
, VYfk UW'i b[ga U» bU\ a Ybž'k Ug'bcW'÷\fY'bUW'XYf'9bh'Uggi b[
]b'Y]bYa '; YZØ'\`XYf'ghÅbX][Yb', VYfk UW'i b['fYgi 'h]YfhY"

@Ub[nY]hgghi X]Yb'i bX'U_hi Y`Y

< YfUi gZc fXYfi b[Yb

8]Y'@Ub[nY]hZc`[Yb'X]YgYf'HfUi a UhU'k i fXYb']b'Y]bYf'Ghi X]Y'XYf
I b]j Yfg]hÅh'NØf]W'Y]b[Y\YbX'i bhYfgi W'h", VYf'nk Y]'8f]hY'XYf

6YZFU[hYb`VYf]W\hYhYb`j cb`dcghfUi a Uh]gW\Yb
 6Y`Ughi b[gghØfi b[Yb`fDH6GE"6YgcbXYfg`Ui ZgW\`i ggfY]W\`]ghž`XUgg
 j]Y`Y`XYf`6YhfcZZYbYb`bUW\`XYf`< UZhYbh`Uggi b[`Y]bYb
 dgmW\ch\YfUdYi h]gW\Yb`6Y]ghUbX`]b`5bgdfi W\`bY\`a Yb`_cbbhYb
 cXYf`Y]bY`i bni fY]W\YbXY`6YhfYi i b[`Yf\`Y`hYb"Bi f`ÿ fnhYV`Uhh
 \YVh\`Yfj cfž`XUgg`g]W\`X]Y`G]hi Uh]cb`VYnØ[`]W\`H\YfUd]Y!
 5b[YVchYb`nk Uf`j YfVYggYfh`\Uhž`YXcW\`bUW\`k]Y`j cf`Yf\`YV`]W\Yf
 < UbX`i b[gVYXUfZ`VYghY\`hž`i a `XYb`CdZYfb`XYf`G98!8]_hUhi f
 [YfYW\h`ni `k YfXYb"

8]Y`[YgY`gW\UZh]W\Y`5bYf_Ybbi b[`i bX`5i ZUfVY]hi b[`X]YgYf
 H\Ya Yb`V`Y]VYb`k Y]hYf\`]b`j cb`[fc»Yf`K]W\h][`Y]h"5bXfYUg
 A UYfW_Yfž`XYf`Ghi X]Yb`Y]hYfž`VYhcbhž`XUgg`X]Y`@Ub[nY]hZc`[Yb
 dc`]h]gW\Yf`ϕ\UZh]Yfi b[Yb`Y]b`fY`Yj UbhYg`H\Ya U`V`Y]VYb`k YfXYb
 i bX`ZcfXYfh`i a ZUggYbXY`i bhYfghØhni b[`ZØf`<]`ZgUb[YVchY"8]Y
 ; YgW\]W\hY`XYf`dc`]h]gW\Yb`JYfZc`[i b[`]b`XYf`88F`\Uh`b]W\h`bi f
]bX]j]Xi Y`Y`GW\]W_gU`Y`[YdfÄ[hž`gcbXYfb`Ui W\`XYfYb
 BUW\`_ca`a Yb`VYhfcZZYb`[Ya UW\hž`X]Y`\Äi Z][`i bhYf`XYb
 dgmW\]gW\Yb`6Y`Ughi b[Yb`\`fYf`9`hYfb`Y]XYb"

8]Y`9f]bbYfi b[Yb`Ub`X]Y`j YfgW\]YXYbYb`D\UgYb`XYf`JYfZc`[i b[
 g]bX`nk Uf`gW\`a Yfn\UZhž`XcW\`X]Y`5i gY]bUbXYfgYhni b[`a`]h`X]YgYb
 H\Ya Yb`]gh`YggYbn]Y`ZØf`X]Y`<Y]`i b[`i bX`ϕhY[fUh]cb`XYf
 VYhfcZZYbYb`DYfgcbYb`]b`X]Y` ; YgY`gW\UZh"Bi f`gc`_Ubb`XUg
 _c`Y`_h]j Y` ; YXÄW\hb]g[Yk U\fh`i bX`ni _ØbZh][Yb` ; YbYfUh]cbYb
 Y]bY`k UfbYbXY`@Y\`fY`YfhY]`h`k YfXYb"

8YhU]`g	
Cfh	@Y]dn][ž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "VdV"XY • k k k "UYfnhYV`Uhh"XY

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