

B Yi Yf`Dc`nY]dcghYb`b`@Y]dn][.
G]W\Yf\Y]h`ZØf`X]Y`9]gYbVU\bghfU» Y °

‡`@Y]dn][`k i fXY`Ua `&) "\$* "&\$&) `Y]bY`bYi Y`Dc`nY]ghUh]cb`Ub
XYf`9]gYbVU\bghfU» Y`YfØZbYhž`i a `G]W\Yf\Y]h`]b`XYf
K UZZYbj YfVchgncbY`ni `ZØfXYfb"



9]gYbVU\bghfU» Y , (ž`\$ (&&- `@Y]dn][ž`8 Yi hgW\`UbX`!`5a`&) "
‡ b] & \$ &) ` \Uh`X]Y`9]gYbVU\bghfU» Y `b`@Y]dn][`Y]bY`bYi Y
Dc`nY]ghUh]cb`Yf`U`hYbž`X]Y`X]Y`Y]bn][Y`K UZZYbj YfVchgncbY`]b
GUW\gYb`]gh`8]Y`cZZ]nY`Y`9fØZbi b `ZUbX`Ua `A]hk cW\`ghUhi`bX
gc``j cf`U``Ya `Y]b`VYggYfYg`G]W\Yf\Y]hg[YZØ\``]b`X]YgYa
a i `h]_i `hi fY``Yb`J]YfhY``YfnYi [Yb``8Yf`Dc`nY]dfÅg]XYbh]j cb
@Y]dn][ž`F YbÅ`8Ya a `Yfž`\cV`\Yfj cfž`XUgg`X]Yg`b]W\h`ia]h`Y]bYf
\Yf_Øa a `]W\Yb`Dc`nY]k UW\Y`a]h`& (!Ghi bXYb!6YfY]hgW\UZhini
j Yfk YW\gY`b`]gh`GhUhXYggYb`ghY\Yb`]j cb`A cbhU[`V]g`8cb`bYfghU[
XfY]`6YUa hY`U`g`6Øf[Yfdc`n]ghYb`]j cf`Cfh`ni f`J YfZØ[i b [ž`X]Y`Ui W\
5bnY][Yb`Ybh[Y[YbbY\`a Yb`_ØbbYb``8]Y`Dc`nY]ghUh]cb`VYZ]bXYh
g]W\`]b`Y]bYa `Y\Ya U][Yb` ; Ya ØgY`UXYb`Ub`XYf`9]gYbVU\bghfU» Y
, (ž`9W_Y`<Yfa Ubb!@]YVa Ubb!GhfU» Y"

8]Y`K UZZYbj YfVchgncbYž`k Y`WXY`ja `Bcj Ya VYf`&\$%, `Y]b[Yf]W`hYh
k i fXYž`Yf`Ui Vh`Yg`XYf`Dc`]nY]žj YfXUW`hgi bUV`Åb[][`?cbhfc`Yb
Xi fW`ni Z0`fYb`" `b`X]YgYf`NcbY`]gh`XUg`HfU[Yb`VYgh]a a hYf
K UZZYbž`k]Y`ni a `6Y]gd]Y`D]ghc`Yb`i bX`A YggYfbž`j YfVchYb`"9]bY
j cf`nk Y]`Å\`fYb`j Yf0ZZYbh`]W`hY`Ghi X]Y`XYf`I b]j Yfg]hÅh`@Y]dn][`U`h
cZZYbVUf`Yf[YVYbž`XUgg`X]Y`K]f`_i b[`X]YgYf`J YfVchgncbY`Ui ZX]Y
U`[Ya Y]bY`?f]a]bU`]hÅh`[Yf]b[`k Ufž`YXcW`gW`k YfY`?cbZ`_hY
k Y]h[Y`YbX`j Yfa]YXYb`k YfXYb`_cbbhYb`"8]Y`GhUXh`@Y]dn][`bi hnh
X]Y`9f`_Yb`hb]ggY`Ui g`X]YgYf`I bhYfgi W`i b[ž`i a `Y]bYb
A U» bU`a Yb`_UhU`c[`ni f`J YfVYggYfi b[`XYf`G]W`Yf`Y]h`ni
Ybhk]W`_Y`b`"5i » YfXYa `k 0bgW`Yb`g]W`j]Y`Y`6Yk c`bYf`bYVYb`XYf
Dc`]nY]dfÅgYbn`Ui W`k Y]hYfY`DfÅj Ybh]cbga U» bU`a Ybž`VYgcbXYfg
[Y[Yb`8fc[Yb`UbXY`i bX`J Yfa 0`i b["

9f0ZZbi b[`a]h`Vi bhYa `Dfc[fUa a

Ni f`ZY]Yf`]W`Yb`9f0ZZbi b[`XYf`bYi Yb`Dc`]nY]ghUh]cb`k i fXY`Y]b`HU[
XYf`cZZYbYb`H0f`cf[Ub]g]Yfh`<]Yf`UhhYb`X]Y`5bk c`bYf`X]Y
A 0[`]W`_Y]hž`g]W`a]h`Y]bYa `j]Y`gY]h][Yb`?]bXYfdfc[fUa a `gck]Y
`bZcfa Uh]cbYb`0VYf`9]bVfi W`ggW`i h`ni bX`6Yhfi [ga UgW`Yb`ni
]bZcfa]YfYb`"9g`nY][`h]g]W`ž`XUgg`X]Y`bYi Y`Dc`]nY]ghUh]cb`b]W`h`bi f
U`g`G]W`Yf`Y]hga U» bU`a Yž`gcbXYfb`Ui W`U`g`5b`Ui ZghY`Y`Z0f`X]Y
; Ya Y]bgW`UZh`[Yd`Ubh`]gh`

Hfchn`XYf`d`cg]h]j Yb`5gdY`_hY`[UV`Yg`YXcW`Ui W`K]XYfghUbX
[Y[Yb`XYb`5i gVUi `XYf`Dc`]nY]dfÅgYbn`Fi bX`(\$`DYfgcbYb
bU`a Yb`Ub`Y]bYf`Ub[Ya Y`XYhYb`8Ya`cbghfUh]cb`hY]ž`X]Y`c`bY
bYbbYb`gk YfhY`Gh0fi b[Yb`V]g`%+ `I `f`ghUhhZUbX`"6YgcbXYfg`]b`_Y
; fi`dd]Yfi b[Yb`UVYb`g]W`k]YXYf`c`h`[Y[Yb`X]Y`Dc`]nY]ghUh]cb
Ui g[Ygd`fcW`Yb`ž`k cVY]Yg`]b`XYf`J Yf[Ub[Yb`Y]h`Ui W`
J UbXU`]ga i g`Ub`XYa `; YVÅi XY`[Y[YVYb`U`h`"8]Yg`nY][`hž`XUgg`X]Y
0ZZYbh`]W`Yb`A Y]bi b[Yb`VYn0[`]W`gc`W`Yf`G]W`Yf`Y]h]b]h]Uh]j Yb
[YgdU`hYb`g]bX`

8 Yf`? cbhYI h`XYf`K UZZYbj YfVchgncbYb

8]Y`9]bZ0`fi b[`j`cb`K UZZYbj YfVchgncbYb`]b`8Yi hgW`UbX`ghY`h`ja
?cbhYI h`Y]bYg`k UW`gYbXYb`8fi W`_g`bUW`J cfZÅ`Yb`k]Y`XYa

HYffcfUbgW`U['j cb`Gc`]b[Yb`]a `5i [i gh`&\$&(" `#b`a Y\fyfYb
 GhAXhYb`k i fXYb`]bnk]gWYb`gc`WY`NcbYb`Y]b[Yf]W hYhž`X]Y`XUg
 HfU[Yb`j cb`K UZZYb`j Yfv]YhYb`i bX`Yg`XYf`Dc`]nY]`Yfa Ò[`]WYbž
 c\bY`5b`Ugg`ni `c`bhfc``]YfYb``8]Y`A`Y]bi b[Yb`ØVYf`X]Y`9ZZY`_hj]]hAh
 X]YgYf`A`U» bU\`a` Yb`g]bX`j]Y`ZÀ`h][``9l`dYfhYb`X]g`_i`h]YfYbž`c`V`X]YgY
 NcbYb`hUhg`W`]W`Y]bY`@Øgi`b[`ZØf`X]Y`[Ygh]Y[YbYb`; Yk`U`hnU\`Yb
 g]bX`c`XYf`c`V`g]Y`b]W`hij`]Y`a`Y`f`U`g`Gma`Vc`dc`]h]_`ni`VYhfUW`hYb
 g]bX"

#g[YgUa`h`V`Y]Vh`UVni`k`UfhYbž`k`]Y`g]W`X]Y`bYi`Y`Dc`]nY]ghUh]cb`]b
 XYf`9]gYbVU\`bghfU»`Y`Ui`Z`X]Y`G]W`Yf\`Y]hg`U[`Y`Ui`gk`]f`_`Yb`k`]fX``8]Y
 GhUXh`@Y]dn][`j`YfZc`[`h`a`]h`XYf`9]bf]W`hi`b[`b]W`h`bi`f`Y]bY
 9fk`Y]hYfi`b[`XYf`Dc`]nY]!`i`bX`G]W`Yf\`Y]hg]bZfUghfi`_`hi`fž`gcb`XYfb
 Ui`W`X`Yb`J`Yfgi`W`ž`Xi`fW`6Øf[`Yf`dc`]n]ghYb`XUg;`YZØ\`j`cb
 G]W`Yf\`Y]h`]b`XYf`B`UW`VUfg`W`UZh`ni`gh`f`_`Yb``K`À`f`Yb`X`X]Y`Dc`]nY]
 X]Y`9fZc`[`Y`XYf`A`U»`bU\`a`Yb`k`Y]hYf\`]b`Yj`Ui`]YfYb`a`ØW`hYž
 ZcfXYfb`?`f]h]_`Yf`Y]bY`i`a`ZUggYbXYfY`<`YfUb[`Y\`Yb`gk`Y]gY`Ub`X]Y
 G]W`Yf\`Y]hgd`fc`V`Ya`Uh]_`ž`X]Y`ØVYf`V`c»`Y`j`YfV`chgncbYb
 \]bUi`g[`Y`h"

8YhU]`g	
Cfh	9]gYbVU\`bghfU»`Y`,`(ž`\$(`&&-`@Y]dn][`ž` 8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "a`Xf"XY • k k k "dc`]nY]"gUW`gYb"XY • k k k "hU[`YggW`Ui`"XY

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