

9fX[Ug`Y]hi b[`]b`Nk]W_Ui . `6Ui UfVY]hYb
ghUfhYb`a]h[fc» Ya `J Yf_Y\fgWUc g°

5V`&, " ' ě `]' & \$ &) `YfbYi Yfh`X]Y`Nk]W_Ui Yf`9bYf[]Yj Yfgcf[i b[
; a V< `Y]bY`9fX[Ug\cWUxfi W_Y]hi b[`]b`XYf
6Øf[YfgWUWU hghfU» Y"



Nk]W_Ui ž`8Yi hgWU`UbX`!`5V`XYa`&, " ' ě `]' & \$ &) `k]fX`Yg`]b
Nk]W_Ui `Y]b][Y`J Yf`AbXYfi b[Yb`[YVYbž`X]Y`XUg`GhUXhV]`X`i bX`XYb
5`hU[`XYf`5bk`c`bYf`VYhfYZYb`"8]Y`Nk]W_Ui Yf
9bYf[]Yj Yfgcf[i b[`; a V< `fN9J`Ě`\Uh`XYb`GhUfh`Y]bYf`9fbYi Yfi b[
XYf`9fX[Ug\cWUxfi W_Y]hi b[`]Ub[Y_ØbX][h`8]Yg`VYhf]Zh
]bgVYgcbXYfY`X]Y`6Øf[YfgWUWU hghfU» Y`i bX`X]Y`GUUfghfU» Yž`k`c
X]Y`5fVY]hYb`]b`a`Y`fYfYb`6Ui UVgWU.b]hYb`Xi`fWU[YZØ`fh`k`YfXYb
gc`Yb`"8Yf`YfghY`5VgWU.b]h`g]Y`h`Y]bY`J`c`gdYffi b[`XYf
6Øf[YfgWUWU hghfU» Y`]b`<`Ø`Y`XYf`GUUfghfU» Y`j`cfž`X]Y`V]g`ni`a`" `"
5i [i gh`&\$&) `UbXUi Yfb`k`]fX`"5V`XYa`(`"5i [i gh`Zc`[h`Y]bY
\U`VgY]h[Y`GdYffi b[`a`]h`5a`dY`fY[Y`i b[ž`X]Y`V]g`ni`a`%\$`"5i [i gh
&\$&) `XUi Yfb`gc`"8]Y`[YgUa`hY`9fbYi Yfi b[`XYf`%+) `A`YhYf
`Ub[Yb`@Y]hi b[`gc`"V]g`9bXY`C`_hcVYf`&\$&) `UV[YgWU`cggYb

k YfXYb"8 Ug'N]Y`X]YgYf'A U» bU\ a Yb`]gh'X]Y`J cfVYi [i b[`j cb
GhØfi b[gUi Z[fUVi b[Ybž'gck]Y`X]Y` ; Yk Å\ f`Y]ghi b[`Y]bYf'ghUV]`Yb
J Yfgcf[i b[`ja `VYhfcZZYbYb`BYhnUVgW b]hh"8]Y`GdYffa U» bU\ a Yb
k i fXYb`]b`Yb[Yf'5Vgh]a a i b[`a]h'XYb`ni ghÅbX][Yb`6Y\ ÒfXYb
[YhfcZZYbž'i bX`VYhfcZZYbY`5bk c\ bYf'g]bX`VYfY]hg`gW f]Zi]W
]bZcfa]Yfh'k cfXYb"

8 cW`XUg`]gh`b]W h'X]Y`Y]bn][Y`6Ui ghY`Yž`X]Y`U_hi Y`ZØf
5i ZfY[i b[`]b`Nk]W_Ui `gcf[h" ð`XYf` ðbYbghUXh'k]fX`]b`XYf
_ca a YbXYb`K cW`Y`XUg`K UggYf`]b`XYb`Ub`X]Y` ; Yfbk Åfa Y
Ub[YgW`cggYbYb`< Åi gYfb`ZØf`V]g`ni ` ` \$`Ghi bXYb`_U`h`V`Y]VYb
a ØggYb"8]YgY`A U» bU\ a Y`]gh`YVYbZU`g`HY]`XYf`5fVY]hYb`XYf
N9J ž`X]Y`XYfnY]h`Ub`XYf` ; Yk UbX\Ui gghfU» Y`bYi Y`@Y]hi b[Yb
j YfY[h"6Ui `Y]hYf` : fUb`_B]YXYfk YfZYf`dfÅn]g]YfhYž`XUgg`X]Y
K Åfa Yj Yfgcf[i b[`j cb`8]YbghU[UVYbXž`&&`l `fž`V]g`a UI]a U`
8 cbbYfghU[a cf[Ybž`(`l `fž`i bhYfVfcW`Yb`k]fX" K]f`k Å\`Yb`XYb
NY]hdi b`_hgcž`XUgg`X]Y`a Y]ghYb`A YbgW`Yb`[YXi gW`h`\UVYb`i bX
X]Y`<Y]ni b[`k Yb][Yf`VYbØh][h'k]fX` ž`Yf`_ÅfhY`Yf"N]Y`]gh`Ygž`) \$
»\fY`U`hY`K Ufa k UggYf`Y]hi b[Yb`Ui gni hUi gW`Ybž`i a `X]Y
K Åfa Yj Yf`i ghY`ni `fYXi n]YfYb`i bX`X]Y`J Yfgcf[i b[gg]W`Yf\Y]h`ni
j YfVYggYfb"8]YgY`5fVY]hYb`\UVYb`VYfY]hg]a `»Jbi Uf`a]h
6Ui a ZÅ`i b[Yb`Ua `Ghi XYbhYbk c\ b\Y]a `VY[cbbYb`i bX`gc`Yb
V]g`5i [i gh`UbXUi Yfbž`k cVY]`k Y]hYfY`_i fnZf]gh][Y
K Åfa YUVgW`U`hi b[Yb`b]W`h`Ui g[YgW`cggYb`g]bX"

J Yfgcf[i b[gg]W`Yf\Y]h`]a `6`]W_

8]Y`U_hi Y`Yb`6Ui dfc`Y`_hY`j YfXYi h]W`Ybž`k]Y`k]W`h][`X]Y
J Yfgcf[i b[gg]W`Yf\Y]h`]b`8Yi hgW`UbX`]gh"8]Y`9bYf[]Yk YbXY`i bX
XYf`k UW`gYbXY`Yi fcdÅ]gW`Y`9bYf[]Y\UbXY`Vf]b[Yb
<YfUi gZcfXYfi b[Yb`ZØf`X]Y`Ghfca `!`i bX` ; UgbYhnY`a]h]g]W`"l a
XYb`dfc[bcgh]n]YfhYb`9bYf[]YVYXUfZ`ni `XYW`Ybž`a ØggYb`X]Y
BYhnY`Ui W`]b`XYf`@U[Y`gY]bž`\fY`HfUbgdcfhUi Z[UVYb`ni j Yf`Ågg][
ni `YfZØ`Yb"8 UfØVYf`\]bUi g`g]bX`VY`UghVUfY
FY[Y`i b[ga YW`Ub]ga Yb`bchk YbX][ž`i a `X]Y`BYhnghUV]`hÅh`Ui W`
VY]`i b[`Y]W`Yb`9]bgdY]gi b[Yb`i bX`9bhbU\ a Yb`g]W`Yfni ghY`Yb"
<]YfVY]`gd]Y`h`b]W`h`bi f`X]Y`hYW`b]gW`Y` ðZfUghfi _hi f`Y]bY`F`c`Yž
gcbXYfb`Ui W`XYf`GW`i hn`j cf`Yi hYfbYb`9]b[f]ZYbž`k Ug`X]Y`#I

G]W\Yf\Y]h]Ub[Y\hžYf`Äi hYfh`X]Y`6i bXYgbYhnU[Ybhi f" G]Y`ghY`h
 Ui Z]\fYf`K YVgY]hY`U_hi Y`Y`6Yf]W\hY`i bX`8UhYb`ni f
 JYfgcf[i b[gg]W\Yf\Y]h`VYfY]h"9]b`ghUV]`Yf`i bX`YZZ]n]YbhYf`6Yhf]YV
 XYf`9bYf[]Yj Yfgcf[i b[`]gh`ZØf`XUg`K c\`i bgYfYf`GhUXh]j cb
 YggYbn]Y`Yf`6YXYi hi b["

8]Y`5bdUggi b[Ybž`X]Y`]b`XYb`bÄW\ghYb`A cbUhYb`Xi fW\ [YZØ\fh
 k YfXYbž`g]bX`5i gXfi W`_Y]bYg`[Ubñ\Y]h]W\Yb`5bgUhnYg`ni f
 JYfVYggYfi b[`XYf`æZfUghfi _hi fYb`i bX`XYf`hÄ[`]W\Yb
 @YVYbgei U`]hÄh`]b`Nk]W`_Ui "9g`k]fX`gdUbbYbX`gY]b`ni
 VYcVUW\hYbž`k]Y`X]YgY`BYi [YghU`hi b[Yb`XUg`GhUXh`YVYb
 VYY]bZi ggYb`k YfXYb"

8YhU]`g	
C fh	Nk]W`_Ui ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "nk]W`_Ui "XY • k k k "fUX]c nk]W`_Ui "XY • k k k "Vi bXYgbYhnU[Ybhi f"XY

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