

GUWk gYb`ghUfhYh`5i gfY]gYnYbhfi a .
9]bgWk i V`Z0f`UV[Y`Y\ bhY`5gm`VYk YfVYf`

GUWk gYb`Yf0ZbYh`Y]b`@UbXYgUi gfY]gYnYbhfi a `]b`8fYgXYbž
i a`X]Y`F0W_Z0\ fi b[`UV[Y`Y\ bhYf`5gm`VYk YfVYf`ni
Yf`Y]Wk hYfb"



8fYgXYbž`8Yi hgWk`UbX`!`#`GUWk gYb`k i fXY`Y]b`bYi Yg
@UbXYgUi gfY]gYnYbhfi a `]b`8fYgXYb`Yf0ZbYhž`XUg`XYb`gcZcfh][Yb
5VhfUbgdcfh`UV[Y`Y\ bhYf`5gm`VYk YfVYf`Yf`Y]Wk hYfb`gc`"K]Y`
gUYWk g]gWk Y`"XY`VYf]Wk hYhž`]gh`XUg`NYbhfi a `]b`YfghYf`@]b]Y
XUfUi Z`Ui g[Y`Y[hž`DYfgcbYb`c\`bY`6`Y]VYdYfgdY`_h]j`Y`Ui Z`\`fY
5i gfY]gY`j`cfni VYfY]hYb`"5_hi`Y`"g]bX`&`*`A`ÀbbYf`Ui`g`;`Ycf[]Ybž
Hi`bYg]Ybž`A`Ufc`_c`i`bX`XYf`H0f`_Y]`]a`NYbhfi a`i`bhYf[YVfUWk`h`
8]YgY`A`U»`bU\`a`Y`]gh`HY]`Y]bYg`[`fc»`Ub[Y`Y[hYb`D`Ubg`XYf`
g`ÀWk`g]gWk`Yb`F`Y[]Yfi b[ž`X]Y` , VYf`Ughi b[`XYf`?`ca`a`i`bYb`Xi`fWk
X]Y`i`bhYfVf]b[i b[`j`cb`Ui`gfY]gYdZ]Wk h][Yb`DYfgcbYb`ni
fYXi`n]YfYb"

8Ug`bYi`Y`NYbhfi a `]gh`a`]h`Y]bYa`D`Uhn`Z0f`V]g`ni`%&\$`DYfgcbYb

Ui g[YghUhhYhi bX`V]YhYhJ YfdZY[i b[`gck]Y`GUW`Y]ghi b[Yb"5b
XYa `D)`chdfc`Y_hig]bX`A]hUfVY]hYf`XYg`K UW`gW`i hnYgž`XYf
@UbXYgX]fY_h]cbž`XYg`6i bXYgUa hYg`ZØf`A][fUh]cb`gck]Y`Dc`n]ghYb
VYhY`][hž`i a `X]Y`ghfYb[Yb`A Y`XYfY[Y`i b[Yb`i bX
5bk YgYb`Y]hg`cbhfc`Yb`g]W`Yfni ghY`Yb"8]YgY`gc`Yb
g]W`YfghY`Ybž`XUgg`X]Y`]a `NYbhfi a `YVYbXYb`DYfgcbYb`]\fYf
5i gfY]gYdZ]W`h`bUW`_ca a Yb`i bX`X]Y`F ØW`_Y`f`Ua `9bXY`XYg
a Ul]a U`Yb`5i ZYbh`U`hg`j cb`nk Y]`A cbUhYb`Xc`_i a Ybh]Yfh`k]fX"

N]Y`Y`i bX`l bhYfghØhni b[

8 Ug`<Ui dhn]Y`XYg`Dfc`Y_hhYUa g]gh`X]Y`YZZ`_h]j Y`9bh`Ughi b[`XYf
?ca a i bYb`i bX`X]Y`FYXi n]Yfi b[`j cb`<]bXYfb]ggYb`VY]
5VgW`]YVi b[Yb"9g`k]fX`ni XYa `j YfdZ]W`hYbXY`5i gfY]gYVYfUhi b[
Ub[YVchYbž`Y]bgW`]Y» `]W`l bhYfghØhni b[`ZØf`ZY]k]`][Y`5i gfY]gYb"
8]Y`F ØW`_Y`f`]\ZYb`XYg`6i bXYg`fY]W`Yb`V]g`ni `%"\$\$\$`9i fc`dfc
DYfgcbž`k Ug`:`i [`_cghYb`i bX`GhUfh`]\ZYb`i a ZUggh"6YgcbXYfg
VYhfcZYb`g]bX`U`Y]bY]gYbXY`↑ b[Y`A ÅbbYfž`X]Y`_Y]bY
<]bXYfb]ggY`ZØf`]\fY`F ØW`_Y`f`]\UVYb"

8]Y`FY[]Yfi b[`d`Ubhž`Å`f`]W`i`&\$\$\$`\$\$\$`9i fc`ZØf`X]YgY
5i gfY]gY`]\ZYb`Y]bni d`UbYb"⊖`6Yni [`Ui ZX]Y`:`]bUbn]Yfi b[`]gh
Y]bY`?U`_i `Uh]cb`j cb`Yhk U`&\$\$\$`9i fc`dfc`ZY]k]`][Yf`5i gfY]gY
j cf[YgY`Ybž`k cVY]`g]W`X]YgY`?cghYb`VYfY]hg`bUW`fi bX`Y]bYa
A cbUh`Ua cfh]g]YfYb"8]Yg`nY][hž`k]Y`Yfbgh`UZh`i bX`n]Y`[Yf]W`hYh
X]Y`ni ghÅbX][Yb`GhY`Yb`X]Y`GUW`Y`Ub[Y`Yb"

? cbhYl h`XYf`A][fUh]cbgdc`]h]_

8]Y`9fØZZbi b[`XYg`@UbXYgUi gfY]gYnYbhfi a g`Z]bXYh]b`Y]bYa
gYbg]V`Yb`?cbhYl highUhh" GhUh]ghU`YVh`Yfj cfž`XUgg`X]Y
A][fUh]cbgdc`]h]_`]b`8Yi hgW`UbX`i bX`9i fcdU`gY]h`XYa
6Øf[Yf`_f]Y[`]b`Gmf]Yb`j cb`nYbhfU`Yf`6YXYi hi b[`]gh`A]h`ØVYf`Y]bYf
A]`]cb`:`YZØW`hYhYbž`X]Y`8Yi hgW`UbX`gY]h`&%) `Ui Z[Ybca a Yb
`Uhž`i bX`bYi YfYb`9bhk]W`_i b[Ybž`X]Y`Xi fW
F ØW`_ZØ`fi b[g]b]h]Uh]j Yb`[YdfÅ[h`g]bXž`ghY][h`XYf`8fi W`_Ui ZX]Y
5VgW`]YVYdc`]h]_"`a `]Å`f`&\$(`k i fXYb`fi bX`&) %\$\$\$
5gm`UbhfÅ[Y`]b`8Yi hgW`UbX`fY[]ghf]Yfh"

8]Y'8YVUhYb'i a 'X]Y'5gm'dc`]h]_`k i fXYb'YfbYi h'Ub[Y\Y]nhž
]bgVYgcbXYfY'bUW`XYb'5bgW`À[Yb']b'A Ubb\Y]a 'i bX'Gc`b[Yb"
 , VYf'++'DfcnYbh'XYf'6Yj Ò`_Yfi b['ZcfXYfb'Y]bY'K YbXY']b'XYf
 A][fUh]cbgdc`]h]_"A]b]ghYf'GW`i ghYf'\Uh'X]Y'6i bXYgfY[]Yfi b[
 gc[Uf'Ui Z[YZcfXYfhž'6i bXYgUi gfY]gYnYbhfYb'Y]bni f]W`hYbž'i a 'X]Y
 F ØW__Y\`f'j cb'UV[Y'Y\`bhYb'5gm`VYk YfVYfb'ni 'ZcfW]YfYb"

⊖g[YgUa h']gh`_Ufž'XUgg'GUW`gYb'a]h'XYf'9]bf]W`hi b['XYg
 @UbXYgUi gfY]gYnYbhfi a g'b]W`h'bi f'Ui Z`c_U'Y <YfUi gZcfXYfi b[Yb
 fYU[]Yfhž'gcbXYfb'Ui W`HY]'Y]bYg'[fØ» YfYb'HfYbXg']b'XYf
 XYi hgW`Yb'A][fUh]cbgdc`]h]_`]gh"8]Y'K]f_gUa _Y]h'X]YgYg
 D]`chdfc`Y_hg`k]fX'bUW`Y]bYa 'ϰ\`f'Yj U'i]Yfhž'i a 'X]Y'9ZZ]n]Ybn'VY]
 XYf'F ØW_ZØ\fi b['UV[Y'Y\`bhYf'5gm`VYk YfVYfb'ni 'VYk YfhYb'i bX'X]Y
 ni _ØbZh][Y'GhfUHY[]Y'Ubni dUggYb"

8YhU]`g	
J c f Z U ``	A][fUh]cb
C fh	8 fYgXYbž'8Yi hgW`UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y"XY • k k k "a Xf"XY • XY"ghUh]ghU"W`a

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