

<]hnYk Y`Y`]b`9fZi fh. `A Ø`UVZi \ f`ghUfhYh nk Y]`Ghi bXYb`ZfØ\Yf°

9fZi fh`ghY\hj cf`YI hfYa Yf`<]hnYk Y`Y`"A Ø`UVZi \ f`ghUfhYh ZfØ\Yfž`i a`'6YgWÅZh][hY`ni`'gWØhnYb`"H]ddg`ni f`<]hnY ghY\Yb`VYfY]h"



9fZi fhž`8Yi hgW`UbX`!`8]Y`Gca a Yf\]hnY`a UW`hig]W`VYa Yf_VUf. 5V`XYa`%"`&`\$`&`)"Yfk UfhYb`X]Y`9fZi fhYf`YI hfYa Y HYa dYfUhi fghY][Yfi b[Ybž`X]Y`A YbgW`i bX`BUhi f`ghUf`_VY`UghYb k YfXYb`"K]Y`"H\Øf]b[Yb&(`VYf]W`hYhž`\Uh`XYf`8Yi hgW`Y K YhhYfX]Ybgh`fB K 8Ł`Y]bY`Ua h]W`Y`<]hnYk Ufbi b[\YfUi g[Y[VYb`"I a`XYb`6YgWÅZh][hYb`XYf`A Ø`UVZi \ f`Y]bYb [Ygi bX\Y]h]W`Yb`GW`i h`ni`[Yk Å\ f`Y]ghYbž`k i fXYb`X]Y 9bhgcf[i b[gnY]hYb`bYi YfX]b[g]j cfj Yf`Y[h`5V`8]YbghU[`i bX A]hk cW`ghUfhYb`X]Y: U\fnYi [Y`VYfY]hg`i a`*`I \ f`a cf[Ybgž`ghUhh k]Y[Yk c\b`hi a`+`I \ f`"8]Y`GhUXhk Yf_Y`9fZi fh`V]hhYb`X]Y 5bk c\bYf`XUfi a`ž]\fY`A Ø`hc`bbYb`VYfY]hg`Ua`J cfUVYbX VYfY]hni ghY`Yb"

<]hnYdYf]cXYb`k YfXYb`ni bY\`a YbX`Àb[Yf`i bX`]bhYbg] Yf`Gc
nY][hY]bY`U_hi Y`Y`5bU`mgY`j cb`9fZi fh"XYžXUgg`g]W`X]Y
K YhhYfVYX]b[i b[Yb`Xi fW`X]Yb`?`]a Uk UbXY`XfUgh]gW`j YfÀbXYfh
\UVYb" `b`XYb`YhnhYb`j\`fYb`k i fXYb`<`W`ghhYa dYfUhi fYb`ØVYf
(\$`..7`fY[]ghf]Yfhž`k]Y`Yhk U`VY]`XYb`FY`cfX!<]hnYgca`a Yfb`&\$%,
i bX`&\$%- "`8]W`h`VYVUi hY`GhUXhfÀi`a Y`Yf`YVYb`Y]bY`\c\Y
, VYfk`Àfa`i b[ž`k Ug`XUg`GhUXh`YVYb`VYgcbXYfg`\`YfUi`gZcfXYfh"8Yf
GhUXhfUhj`cb`9fZi`fh`\`Uh`&\$%-`VYfY]hg`Y]bYb`i`a`ZUb[`fY]W`Yb
A U`bU\`a`Yb`_Uh`U`c[`ni`f`5bdUggi`b[`Ub`X]Y`_]`a`Uh]gW`Yb
J YfÀbXYfi`b[Yb`VYgW`cgYb" DfÀj`Ybh]j`Yf`;`Ygi`bX\Y]hggW`i`hn
ghY`h`\]YfVY]`]a`i`c`_i`g" Gc`k`]fX`X]Y`6Yj`Ò`_Yfi`b[`ØVYf
\]hnYVYX]b[hY`F]g]_Yb`]bZcfa`]Yfh`i`bX`Yf\`À`h`i`bhYfghØhni`b[`ØVYf
Y]b`<]hnYhY`YZcbž`XUg`gY]h`A`]hY`ž`b]i`bhYf`XYf`Bi`a`a`Yf`\$`*`%
*)`))!(`(`,`-`'`YffY]W`VUf`]gh"

8]Y`k UW`gYbXY`< YfUi`gZcfXYfi`b[`XYf <]hnYk`Y`Y`b

5VYf`k`Ufi`a`g]bX`k`]f`ni`bY\`a`YbX`a`]h`gc`W`Yb`Yi`hfYa`Yb
K YhhYf`U[Yb`_cbZfcbh]Yfh3`9]b`5fh]_Y`Ui`Z`995"Yi`Yf`_`Àfhž`XUgg
<]hnYk`Y`Y`b`X]Y[`f`Ò»`hY`_]`a`UVYX]b[hY`6YXfc\`i`b[`ZØf`X]Y
;`Ygi`bX\Y]h`XYf`Yi`fcdÀ]gW`Yb`6Yj`Ò`_Yfi`b[`XUfghY`Yb"J`cb`(` \$`..7
g]bX`a`]h`Yfk`Y]Y`j`]Y`Y`F`Y[]cbYb`VYhfcZZYbž`i`bX`Xi`fW`X]Y
ghY][YbXYb`Gca`a`YfhYa`dYfUhi`fYb`k`]fX`X]Y`;`YZÀ\`fXi`b[
]bgVYgcbXYfy`ZØf`j`i`bYfUV`Y`;`fi`ddYb`k`]Y`À`hYfY`A`YbgW`Yb`i`bX
?`]bXYf`XYi`h]W`"K`]f`a`ØggYb`i`bg`Ui`ZY]bY`j`YfÀbXYfhY`i`a`k`Y`h
Y]bghY`Yb"

8]Y`9i` \`Uh]`YfgW`]YXYbY`A U`bU\`a`Yb`ni`f`5bdUggi`b[`Ub`XYb
?`]a`Uk`UbXY`]a`d`Ya`Ybh]Yfh"<]Yfni`nÀ\`Yb`ØZZYbh]W`ni`[`Àb[`]W`Y
K`Ufbgmg`hYa`Yž`GYbg]V`]g]Yfi`b[`XYf`6Yj`Ò`_Yfi`b[`gck`]Y
gdYn]Z]gW`Y`5bdUggi`b[Yb`]b`[Ygi`bX\Y]h`]W`Yb`i`bX`gcn]U`Yb
9]b]W`hi`b[Yb"8Yf`Yi`fcdÀ]gW`Y`;`fØbY`8YU`ghY`h`ini`XYa`g]W`Yfž
XUgg`X]Y`;`Ygi`bX\Y]h`i`bX`XUg`K`c`\`VYZ]bXYb`XYf`6Øf[Yf`[YgW`Ømh
k`YfXYb"8]Y`_ca`a`YbXYb`A`cbUHy`k`YfXYb`YbhgW`Y]XYbX`gY]bž`i`a
Ui`W`Ui`Z`c`_U`Yf`9VYbY`X]Y`bchk`YbX][Yb`GW`f]hhY`Y]bni`Y]hYb"

9fZi`fh`V`Y]Vh`XUVY]`b]W`hi`bhÀh][`XUg`<]hnYhY`YZcb`i`bX`X]Y

ðZcfa Uh]cbgUb[YVchY'ni f'<]hnY'g]bX'bi f'Y]b][Y'a Ò[`]WXY
 A U» bU\ a Ybž'i a 'XYb'6Øf[Yfb'VY]'XYf'6Yk À'h][i b['X]YgYf
 <YfUi gZcfXYfi b[Yb'ni f'GY]hY'ni 'ghY\Yb"'8Yb_h'XUfUbž'Ui W
 _Y]bY'ÿbXYfi b[Yb'ja '5`hU['_ÖbbYb`Y`ZYbž'X]Y
 [Ygi bX\Y]h]WXYb'F]g]_Yb'ni 'a]b]a]YfYb"

8YhU]`g	
C fh	9fZi fhž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h\i Yf]b[Yb&("XY • k k k "YfZi fh"XY • k k k "YYU"Yi fcdU"Yi

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