

Ghfca Ui gZÄ`Y`]b`K`Y]XU. `HYW`b]_Yf`
_Äa`dZYb`[`Y[`Yb`B`YhndfcV`Ya`Y°`

5a`'&+"`\$*"`&\$&)``_Ua`'Yg`]b`K`Y]XUž`H\Øf]b[`Ybž`ni`
Ghfca`Ui`gZÄ`Yb``HYW`b]_Yf`UfVY]hYb`Ub`XYf`6Y\YVi`b[`XYf`
GhØfi`b[`Yb`"



K`Y]XUž`H\Øf]b[`Ybž`8Yi`hgW`UbX`!`'`K`Y]XUž`H\Øf]b[`Ybž`_Ua`
Yg`Ua`'&+"`\$*"`&\$&)``i`a`'`%&.()`'`l`f`ni`'Y]bYf`_i`fnnY]h[`Yb`
B`YhngHØfi`b[`ž`X]Y`nU`fY]W`Y`<`Ui`g`U`h`Y`V`Y`hf`U`Z`'`@`Ui`h`b`Y`k`g`"XY`'g]b`X`
X]Y`HYW`b]_Yf`XYf`H9B`H\Øf]b[`Yf`9bYf[`]YbYhnY`';`a`V`<`/`'7c`"??`;
VYfY]hg`j`c`f`C`fh]a`'9]bgUhnž`i`a`'X]Y`l`fgUW`Yb`ni`'Yfa`]hY`b`i`b`X`
XYb`Ghfca`'gW`b`Y`gha`Ö[`]W`k`]YXYf`Yfni`ghY`Yb`"CV`X]Y`GhØfi`b[`
a`]h[`Yd`Ub`hYb`K`Ufhi`b[`gUfVY]hYb`ni`gUa`a`Yb`Äb[`hž`V`Y]Vh`
ni`b`ÄW`ghi`b`_Uf`"

Ghfca`Ui`gZÄ`Y`g]b`X`]b`8Yi`hgW`UbX`Y]b`fY`Uhj`'`Äi`Z[`Yg`
D`Äbca`Yb`"ä`'GW`b]h`Yf`VYb`<`Ui`g`U`h`Y`Y]Yfni`Ub`XY`bi`f`k`Yb][`Y`
A`]bi`hYb`Ä`f`]W`c`b`Y`Ghfca`"`'`K`Y]XU`VYhfU[`Yb`X]Y`
Xi`fW`gW`b]h`]W`Yb`Ghfca`i`bhYfVfYW`i`b[`Yb`gc[`Uf`bi`f`Y]b][`Y`

A]bi hYb`dfc`d\`f" `a ; Y[YbgUhn`XUni ` \ UVYb`B UWX VUf`AbXYf`k]Y ; fc» Vf]hUbb]Yb`i bX`#U`Yb`a]h`Ab[YfYb`5i gZU`nY]hYb`ni _Aa dZYbžk Ug`X]Y`GhUV]`hAh`XYg`XYi hgWXYb`Ghfca bYhnYg i bhYfghfY]Wk`": Øf`X]Y`U_hi Y`Yb`GhØfi b[Yb`a UWX Yb`9I dYfhYb \Ai Z][`6U[[YfUfVY]hYb`U`g`i fgUWX Y`Ui gž`X]Y`]b`XYf`BÀ\Y`j cb Ghfca `Y]hi b[Yb`ghUhhZ]bXYb"

K]Y`fYU[]YfYb`VY`Y]bYa`Ghfca Ui gZU`3

6Y]Y]bYa`Ghfca Ui gZU`Ya dZ]Y`h`Yg`g]Wžni Yfghni`dfØZYbžcV XUg`DfcV`Ya`bi`f`]b`XYf`Y][YbYb`K`c\bi`b[`VYghY`h" `gh`X]Yg`b]Wk`h XYf`": U`ž`gc`hYb`6YhfcZZYbY`X]Y`A`YX]Yb`j`YfZc`[Yb`i`bX`XYb BYhnVYhfY]VYf`_cbhU_h]YfYb"8]Y`c`ZZ]n]Y`Yb`B`chfi`Zbi`a`a`Yfb`XYf Dc`]nY]`cXYf`": Yi`Yfk`Y`f`g]bX`bi`f`]b`YWX`hYb`B`chZÀ`Yb`ni j`Yfk`YbXYb"6Y]`Ab[YfYb`5i gZÀ`Yb`ghY`Yb`c`ZZ]n]Y`Y` #Zcfa`Uh]cbgghY`Yb`ni`f`J`YfZØ[i`b[`ž`i`a`X]Y`2`ZZYbh]Wk`_Y]h`Ui`Z`XYa @Ui`ZYbXYb`ni`U`hYb"8]Yg`k`]fX`j`cb`XYf`H< , F`#B ; 9B 9B 9F ; #9B 9HN9`VYhcbhž`X]Y`fY[Y`a`À»][`ØVYf`U_hi`Y`Y` J`Yfgcf[i`b[gi`bhYfVfYWk`i`b[Yb`]bZcfa`]Yfh"

Ghfca`]gh`ZØf`i`bgYfYb`5`hU[`i`bj`Yfn]Wk`hVUf"CV`ZØf`Y`Y`_hfc`b]gWk`Y ; Yf`AhYž`?ca`a`i`b[_Uh]cbga`]hY`c`XYf`X]Y`#Xi`ghf]Y` `Y]b ni`j`Yf`Àgg][Yg`Ghfca`bYhn]gh`YggYbn]Y`"8YbbcWk`nY][Yb`J`cfZÀ`Y]b`XYf`J`Yf[Ub[Yb`Y]hž`XUgg`gY`Vgh`a`cXYfbY`BYhnY`UbZÀ`][`ZØf 5i`gZÀ`Y`gY]b`_ØbbYb"8]Y`6i`bXYgfY[]Yfi`b[`gck`]Y`j`YfgWk]YXYbY : cfgWk`i`b[g]bgh]hi`hY`X]g`_i`h]YfYb`VYfY]hg`X]Y`i`fgUWX`Yb`i`bX a`Ø[`]Wk`Yb`@Øgi`b[Yb`ZØf`_Ug`UX]YfYbXY`Ghfca`Ui`gZÀ`Yž`X]Y`[fc» Y ; YV]YhY`VYhfYZZYb`_ØbbYb"8]YgY`g]bX`a`Y]gh`XUg`9f[YVb]g`j`cb , VYf`Ughi`b[Yb`]b`XYf`#ZfUghfi`_hi`f`i`bX`_ØbbYb`Ui`Wk`Xi`fWk YI`hfYa`Y`K`YhYfVYX]b[i`b[Yb`c`XYf`hYWk`b]gWk`Y`": Y`Y`f`Ui`g[Y`Øgh k`YfXYbžk`]Y`]b`Y]bYa`5fh]_Y`XYf`6i`bXYgnYbhfU`Y`ZØf dc`]h]gWk`Y`6]`Xi`b[`Yfk`À`bh`k`]fX"

#g[YgUa`h`g]bX`X]Y`<YfUi`gZc`fXYfi`b[Yb`XYf`Ni`_i`bZi`_Uf.`8Yf ghY][YbXY`Ghfca`VYXUfZ`Xi`fWk`X]Y`Ni`bU`a`Y`Ub`9`Y`_hfc[Yf`AhYb i`bX`XYf` , VYf[Ub[`ni`YfbYi`YfVUfYb`9bYf[]Yb`YfZcfXYfh`Y]bY 5bdUggi`b[`XYf`#ZfUghfi`_hi`f"Bi`f`gc`_ØbbYb`k`]f`g]Wk`YfghY`Ybž XUgg`k`]f`Ui`Wk`]b`Ni`_i`bZi`ni`j`Yf`Àgg][`a`]h`9bYf[]Y`j`Yfgcf[h

k YfXYb`i bX`GhØfi b[Yb`gc`[Yf]b[`k]Y`a Ø[`]W`[Y\U`hYb`k YfXYb"
 8 UVY]`g]bX`gck c\` `Xxi ghf]Y`U`g`Ui W`dc`h]gWXY
 9bhgWXY]Xi b[ghfÀ[Yf`[YZcfXYfhž[Ya Y]bgUa `@Øgi b[Yb`ni `Z]bXYb
 i bX`i a ni gYhnYb"

8 YhU]`g	
C fh	K Y]XUž`H\Øf]b[Ybž`8 Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "h\i Yf]b[Yf! YbYf[]YbYhnY"WŁa • k k k "VdV"XY

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