

5 W hi b [ž'5 i hc ZU\ fYf° 'A cV]'Y '6`]hnYf`]b >YbU'!'K c'; YZU\ f`Ui Yfh°

5_hi Y`Y'6`]hnYfk Ufbi b ['Z0f'>YbU'Ua ' ' '\$"\$*"&\$&)' . 'K c
; YgWk]bX][_Y]hg0VYfhfYhi b [Yb'UV'\Yi hY'VYghfUZhi'k YfXYb"



: f]YXf]W!9b [Y'g!GhfU» Yž'\$++ (- ' >YbUž'8Yi hgWk`UbX'!'<Yi hY
ÖbbhY'a Ub]b'>YbUž'VYgcbXYfg]b'?YfbVYf[Yž'Y]bYb'6`]W`Ui Z'XUg
HYa dc'k YfZYb'`cXYf'VYggYf'[YgU[hž'Ui Z'X]Y'a cV]'Y'6`]hU'U[Yž
X]Y'XYfnY]h]a '9]bgUhn']gh"@Ui h'**Yk g"XY**'VYghY'h'Y]b'\c\Yg
F]g]_cž'6i » [Y'XYf'cXYf'gc [Uf': U\ fj YfVchY'ni '_Ugg]YfYb""8]Y
: f]YXf]W!9b [Y'g!GhfU» Y'\Uh'Yg'\Yi hY'a]h'Y]bYa 'HYa dc`a]hj cb
) \$'_a #A]b'g]W'`i bX'XUg'6`]hYb'ghUfhYhY'VYfY]hg'i a '%-.'\$*'l \f"

; YgWk]bX][_Y]hg0VYfgWfY]hi b [Yb'g]bX'b]W'h'bi f'Y]bY'XYf
\Äi Z[ghYb'J Yf_Y\fgj Yfgh0» Yž'g]Y'g]bX'Ui Wk'X]Y'<Ui dhi fgUWkY'Z0f
j]Y'Y'I bZÄ`Y""8]Y'GhfU» Ybj Yf_Y\fgc fXbi b ['fGhJ C Ł'gc f[h'XUZ0fž
XUgg'gc`WY'J Yfgh0» Y'?cbgYei YbnYb'\UVYb""5i W'k Ybb'X]Y'@]ghY
XYf'?cbhfc`ghY`Yb'b]W'h]a a Yf'j c`ghÄbX][']gh'i bX'g]W'ja '@Ui ZY

XYg`HU[Yg`AbXYfb`_Ubbž]gh`X]Y'; YZU\ fž`YfhUddh`ni`k`YfXYbž`ghYhg
[Y[YVYb"

8]Y`j` YfgWk]YXYbYb`6`]hnYfUfhYb

≠`8Yi`hgWk`UbX`[Y\h`Yg`b]Wk`h`bi`fi`a`a`cV]`Y`6`]hnYf/Ui`Wk
ghU]cb`ÅfY`?`cb`hfc`Yb`gd]Y`Yb`Y]bY`k`]Wk`h][Y`F`c`Y`ž`k`]Y`
**XYfVi`gg[Y`X`_UhU`c ["XY`Yf`_`Åfh"8]YgY`ZY`ghYb`5b`U[Yb`g]bX`
ghfUhY []gWk`Ui`Z`5i`hc`VU\`bYbž`@UbX`ghfU»`Yb`i`bX`6`Ui`ghY`Yb`
d`Uhn]Yfh"9g []Vh`Ø`VYf`(`) \$`\$`ghU]cb`ÅfY`6`]hnYfž`X]Y`fY [Y`a`Å»]]
[Yk`UfhY`h`k`YfXYb`a`ØggYbž`i`a`g]Wk`Yfni`ghY`Ybž`XUgg`g]Y`]\`fY`
5i`Z [UVYb`f]Wk`h][Y`fZØ`Yb"**

A`cV]`Y`6`]hn[Yf`ÅhY`\]b [Y [Yb`g]bX`ZYI]V`Yf" `G]Y`k`YfXYb`c`Zi`Ub
C`fhYb`Ui`Z [YghY`hž`k`c`a`Y`f`ZUWk`ni`g`Wk`bY` [YZU\`fYb`k`]fX`ž`i`bX`
_`Ö`b`Yb`gc [Uf`k`Å`fYbX`XYf` : U\`fh`gY`V`gh
; YgWk`k`]bX][_Y]hgj`Yfgh`Ø»`Y`Ui`ZnY]Wk`bYb"8]Y`HYWk`bc`c []Yb`XUVY]
fY]Wk`Yb`j`cb`F`UXUf`i`bX`@]Wk`hgWk`fUb`_Yb`V]g`\]b`ni`@UgYf [Yf`ÅhYb`
8`Ug`5i`ZghY`Yb`j`cb`6`]hnYfb`]gh`U`gc`b]Wk`h`k`j`_`Øf`]Wk`i`\]Yf`k`]fX`
[Yb`Ui`XUf`Ui`Z [YUWk`hY`hž`XUgg`X]Y`J`Yf`_Y`f`gg]Wk`Yf`Y]h
[Yk`Å`f`Y]ghY`h`V`Y]Vh"

6i » [Y`XYf`i`bX` : U\`fj`YfV`ch

5i`Zi`bgYfYb`GhfU»`Yb`a`ØggYb`k`]f`i`bg`Ub`Y]b][Y
; YgWk`k`]bX][_Y]hg[fYbnYb`\`U`hYb" `K`Yf`VY]gd]Y`gk`Y]gY`&%`_a`#`ni`
gWk`bY`i`bhYfk`Y [g`]ghž`a`i`gg`a`]h`+\$`9i`fc`6i`» [Y`X`i`bX`Y]bYa`
Di`b`_h]b` :`YbgVi`f [fYWk`bYb" `GhY][h`X]Y` ,`VYfgWk`fY]hi`b [`Ui`Z`&`
_a`#`ž`Yf`Ø`h`g]Wk`XUg`6i`» [Y`X`Ui`Z` ,`\$`9i`fc`ž`i`bX`VY]
k`]YXYf`\`c`hYa` `J`Yfghc`»`]bbYf`U`V`Y]bYg`X`U\`fYg`Xfc`\`h`Y]b
: U\`fj`YfV`ch`j`cb`Y]bYa` `A`cb`Uh`6Y]`(`%`_a`#`ni`gWk`bY`a`ØggYb`
VYfY]hg`%`\$`9i`fc`i`bX`nk`Y]Di`b`_h]b` :`YbgVi`f [\]bbY`a`VUf`gY]bž`
i`bX`Ui`Wk`]b`X]YgYa` :`U`_`Ö`b`hY`Yg`Y]bYb`A`cb`Uh` : U\`fj`YfV`ch
[YVYbž`gc`**Vi`gg[Y`X`_UhU`c ["XY"**

:`Øf` : U\`f`Ub`Z`Å`b [Yf []h`6Y]`Y]bYf` ; YgWk`k`]bX][_Y]hg`Ø`VYfgWk`fY]hi`b [`j`cb`a`Y`\`f`U`g`&%`_a`#`k`]fX`b]Wk`h`bi`f`Y]b`6i`» [Y`X`Z`Å`][ž`Ui`Wk`X]Y`
Dfc`VYnY]h`j`Yf`Å`b [Yfh`g]Wk`ž`i`bX`a`Ub`a`i`gg`Ub`Y]bYa`

5i ZVUi gYa]bUf'hY]'bY\ a Yb''9g[]Vh'nk Uf'Hc`YfUbnYb`VY]'XYf
 ; YgWk]bX][_Y]hga Yggi b['Yhk U' 'a #i bhYf'%'\$\$_a #i 'UVYf
 XYfYb`9]b\U`hi b[]gh'cZh'b]W'h`Y]W'hž'k Ybb'a Ub`XYb
 : U\fvU\bj Yf_Y\`f`U`g; UbnYg`VYhfUW'hYh"

8]Y'a cV]Y`6`]hnhYWb]_`V`Y]Vh`Y]b`YZZY_hj] Yg`A]hhY`ž`i a
 ; YgWk]bX][_Y]hgj YfghÒ» Y`ni `U\`bXYb`i bX`gca]h`X]Y
 J Yf_Y\`fgg]W`Yf\`Y]h`ni `Yf\`Ò\`Yb`"5i W`k Ybb`XYb`Yb][Ybž`X]Y`ni
 gW`bY`i bhYfk Y[g`g]bXž`cZh'b]W'h`VYk i ggh`]ghž`XUgg`g]Y`XUa]h`XUg
 F]g]_c`ZØf`g]W`i bX`UbXYfY`Yf\`Ò\`Ybž`V`Y]Vh`X]Y`?cbhfc`Y`Y]b
 bchk YbX][Yg` , VY`]b`XYf`a cXYfbYb`J Yf_Y\`fg[YghU`hi b["i bgYfY
 GhfU» Yb`_ÒbbYb`bi f`XUbb`g]W`Yf`[Ybi hnh`k YfXYbž`k Ybb`g]W`U`Y
 XUfUb`U`hYb`" ð`Y]bYf`GhUXh`k]Y`ž`bUž`X]Y`ghYh][`k`ÀW`gh`i bX`g]W`
 j Yf`ÀbXYfhž`g]bX`gc`W`Y`A U» bU`a Yb`i bYf`Àgg`]W`"

8YhU]`g	
Cfh	: f]YXf]W!9b[Y`g!GhfU» Yž`\$++(-`ž`bUž` 8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "XYfVi gg[Y`X_UhU`c["XY • k k k "Vi gg[Y`X_UhU`c["XY

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