

HfU[]gWk Yf`i bZU``]b`K c`ZYbVØhhY`.
)) !>À\ f][Y`gh]fVhž`6Y]ZU\ fYf`gWk Yf`
j Yf`Yhnh°

6Y]`Y]bYa`i bZU``bU\Y`K c`ZYbVØhhY`ghUfV`Y]bY`)) !>À\ f][Yž
]\f`6Y]ZU\ fYf`k i fXY`gWk Yf`j Yf`Yhnh°`8Yf`; fi bX`]ghi b`_Uf"



K Yf`UVi f[XcfZž`8Yi hgWk`UbX`!`5a`GUa ghU[UVYbX`YfY][bYhY
g]Wk`Y]b`hfU[]gWkYf`J Yf`_Y\ fgi bZU``Ui ZY]bYf`@JbXghfU» Y`nk]gWkYb
K Yf`UVi f[XcfZi bX`<Y]b]b[Yb`bU\Y`K c`ZYbVØhhY`"9]b`)) !>À\ f][Yf`
5i hcZU\ fYf`j Yf`cf`]b`X]YgYa`i bZU``gY]b`@VYbž`k À\ fYbX`gY]b
6Y]ZU\ fYf`gWk Yf`j Yf`Yhnh]bg`? fUb`_Yb\Ui g`[YVfUWk h`k i fXY`"8 Ug
UbXYfY`VYhY][hY` : U\fnYi [`k i fXY`j cb`Y]bYa`i %, !>À\ f][Yb
[YghYi Yfž`XYf`ni gUa`a Yb`a`]hY]bYa`i +!>À\ f][Yb`?]bX`Ui ZXYa
6Y]ZU\ fYfg]hn`YX][`]Wk`Y]Wk hY`J Yf`Yhni b[Yb`XUj cbhfi ["`8]Y
[YbUi Yb`i fgUWkYb`ZØf`XYb`i bZU``g]bX`V]g`Ub[`i b`_Ufž`k]Y`XYf`
K YgYf`? i f]Yf`VYf]Wk hYh°

Gc`WkY`i bZÀ``Y`k YfZYb` : fU[Yb`ni f`J Yf`_Y\ fgg]WkYf`Y]h`Ui Zi bX

j YfXYi h]W\Yb`X]Y`6YXYi hi b[`j cb`GhUh]gh]_Ybž`X]Y`XUg
l bZU`[YgW\Y\Yb`Xc_i a Ybh]YfYb" `@Ui hi`8 YghUh]g`X]YbYb
i a ZUggYbXY`8 UhYb`ni f`J Yf_Y\fgg]W\Yf\Y]hg`U[Y`U`g; fi bX`U[Y
Z0f`A U» bU\`a Yb`i]b`XYf; YgYhn[YVi b[ž`J Yf_Y\fgYfn]Y\i b[ž`gck]Y
GhfU» YbVUi `i bX`i: U\fnYi [hYW\ b]_`"8]Y
GhfU» Ybj Yf_Y\fgi bZU`ghUh]gh]_YfZUggh`b]W\h`bi f`X]Y`NU\`XYf
l bZ`Yž`gcbXYfb`Ui W\`X]Y`VYhY`][hYb`DYfgcbYbž`XYfYb
: U\fnYi [hmdYb`i bX`X]Y`l fgUW\Yb`XYf`l bZ`Y`"8]Yg`gW\UZh`Y]bY
[Yg]W\YfhY`6Ug]g`Z0f`X]Y`ghUUh]W\Y`J Yf_Y\fgdc`h]_`"

HfYbXg`i bX`GhUh]gh]_Yb

ž`À\`f`]W\`dUgg]YfYb`hUi gYbXY`J Yf_Y\fgi bZ`Y`]b`XYf`9l ž`X]Y`ni
gW\k YfYb`J Yf`Yhni b[Yb`i bX`HcXYgZ`Yb`Z0\`fYb" `Nk]gW\Yb`&\$%\$
i bX`&\$&\$`_`cbbhY`X]Y`NU\`XYf`GhfU» Ybj Yf_Y\fgchYb`]b`9i fcdU
i a `i`*`DfcnYbh[YgYb`_h`k YfXYbž`gc`nY][h`Y]bY`5bU`mgY`XYg`9l !
Duf`Ua Yb hg" `a `ž`À\`f`&\$%-`k i fXYb`&&", \$`J Yf_Y\fgchY`[Yn`À\`hž
k `À\`fYbX`X]Y`NU\`]a`Zc`[YbXYb`ž`À\`f`i a` ("`\$\$`gUb`_"8Yf
dUbXYa`]YVYX]b[hY`F`0W`[Ub[`XYg`J Yf_Y\fg`\Uhink`Uf
5i gk]f`_i b[Yb`Ui Z`X]Y`l bZU`nU\`Ybž`X]YgY`g]bX`YXcW`gW\k Yf`ni
ei Ubh]Z]n]YfYb"

6YUW\h]W\`jghž`XUgg`i bhYfgW\]YX`]W\Y`@AbXYf`]b`XYf`9l `ghUf`_
j Uf]]YfYbXY`l bZU`ghUh]gh]_Yb`Ui ž`k Y]gYb" `GW\k YXYb`\Uh`a`]h`%,
J Yf_Y\fgchYb`dfc`%A`j`]cb`9]bk c\`bYf`X]Y`g]W\YfghYb`GhfU» Ybž
k `À\`fYbX`Fi a `Ab]Yb`a`]h;`)`J Yf_Y\fgchYb`dfc`%A`j`]cb
9]bk c\`bYf`X]Y`\`0W`ghY`F`UhY`j`YfnY]W\`bYhY" `8Yf`8i fW\gW\ b]h`]b
XYf`9l `]Y[h`VY](`&`J Yf_Y\fgchYb`dfc`%A`j`]cb" `8]Yg`g]bX
k]W\h][Y`8 UhYbž`X]Y`b]W\h`bi f`Z0f`X]Y`5`[Ya`Y]b\Y]h]j cb
6YXYi hi b[`g]bXž`gcbXYfb`Ui W\`Z0f`X]Y`J Yf_Y\fgd`UbYfž`i a
[Yn]Y`hY`A U» bU\`a Yb`ni f`J YfVYggYfi b[`XYf`G]W\Yf\Y]h`ni
Ybhk]W`Y`b"

Ni gUa`a`YbZUggYbX`j`YfXYi h]W\h`XYf`U`_hi`Y`Y`l bZU`]b
K`c`ZYbV0hhY`X]Y`Ub\`U`hYbXYb`<`YfUi`gZc`fXYfi b[Yb`]a
GhfU» Ybj Yf_Y\f`i bX`X]Y`K`]W\h][`[_Y]h`ghUh]gh]gW\Yf`9f\YVi b[Ybž
i a`l bZ`Y`ni`UbU`mg]YfYb`i bX`ni`_0bZh][`Y
DfAj`Ybh]cbga`U» bU\`a Yb`ni`d`UbYb" `8]Y`9f[YVb]ggY`X]YgYf

8 UhYbYf\YVi b[Yb'gc`Yb'gW`Y»`]W`XUni`VY]hfU[Ybž'Y]bY
 g]WYfYfY`J Yf_Y\fg]bZfUghfi`_hi`f`ni`gWUZZYb`i`bX`X]Y`NU\`Xf
 J Yf_Y\fgi`bZ`Y`i`bX`XYfYb`CdZf`k`Y]hf`ni`fYXi`n]YfYb"

8YhU]`g	
J`c`f`ZU``	J`Yf`_`Y`\`fgi`b`ZU``
C`f`h`	K`Yf`UVi`f[`X`c`f`Z`8`Yi`hgW`U`b`X`
J`Yf`Y`hnhY`	'
E`i`Y``Yb`	<ul style="list-style-type: none"> • k k k "k`YgYf!`_`i`f]Yf"XY • k k k "XYghUh]g"XY • k k k "Yi`fcdUf`"Yi`fcdU"Yi

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