

K YfXYb ``Àb [YfY '5 fVY]hgnY]hYb `X]Y
HY]`nY]hZU``Y `]b `8 Yi hgWÅ `UbX `gd fYb [Yb 3

9fZU\ fYb`G]Y`U_hi Y``Y`HfYbXg`ni f`5fVY]hgnY]hj`cb`J`c``nY]h!
i`bX`HY]`nY]hVYgWÅ`Zh][`hYb`]b`8Yi`hgWÅ`UbX`gck`]Y`[`Yd`UbhY
[`YgYh`]WÅY`ÿbXYfi`b[`Yb"



8Yi hgWÅ `UbX `!`8]Y`5fVY]h`U`h`g]WÅ `]b`8Yi hgWÅ `UbX `]b`XYb ``Y`hnhYb
`J\`fYb`ghUf`_`[`Yk`UbXY`h``@Ui`h`XYb`U_hi`Y``Yb`NU\`Yb`j`cb`
HU[`YggWÅ`Ui`VYhf`À[`h`X]Y`k`ÖW`Yb`h]WÅY`5fVY]hgnY]hj`cb
J`c``nY]hVYgWÅ`Zh][`hYb`]b`8Yi`hgWÅ`UbX`]a`8i`fW`gW`b]h`i`(\$`ž&
Ghi`bXYb``8Ug``]Y[`h`_bUdd`i`bhYf`XYa`9I`!G`W`b]hj`cb`(\$`ž
Ghi`bXYb``5i`Z`Ä``][`]gh`X]Y`\c`Y`HY]`nY]he`i`chY`]b`8Yi`hgWÅ`UbX`ž`X]Y
a`]h`&-`i`i`bhYf`XYb`9fk`YfVgh`Äh][`Yb`nk`]gW`Yb`%)`i`bX`*(`i`J\`fYb
Y]bYb`\c`Yb`GhY``Ybk`Yfh`\Uh``@YX][`]WÅ`]b`XYb`B]YXYf`UbXYb
f(`i`i`Łi`bX`²`ghYffY]WÅ`fi`%i`Ł]gh`XYf`5bhY]`bcWÅ`\Ö\Yf"

8]Y`U_hi`Y``Y`;`YgUa`hY`k`ÖW`Yb`h]WÅY`5fVY]hgnY]h`U``Yf
9fk`YfVgh`Äh][`Yb`]b`8Yi`hgWÅ`UbX`VY`Äi`Zh]g]WÅ`Ui`Z`(`ž`Ghi`bXYb`ž
k`Ug`i`bhYf`XYa`9I`!8i`fW`gW`b]hj`cb``+`ž%`Ghi`bXYb``]Y[`h`

≠hYfYggUbh\]YfVY]]gh'Ui Wž'XUgg'X]Y'Xi fW gW b]h]W X
K cW YbUfVY]hgnY]h'j cb'HY]'nY]hVYgWÀZh[hYb'ja 'đ\ f'&\$&('Ui Z
&%ž 'Ghi bXYb'[Ygh]Y[Yb']ghž'a 'J Yf['Y]W 'ni '%-ž 'Ghi bXYb'&\$%("
=a '9I !FUi a ']gh'X]YgY'NU\`YVYbZU`g[Yk UW gYbž'j cb'&\$ž* 'Ui Z
&&ž\$ 'Ghi bXYb"

J YfÀbXYfi b[Yb'Ua '5fVY]hga Uf_h

8Yf'HfYbX'ni f'HY]'nY]hUfVY]h'b]a a h]a a Yf'a Y\ f'ni "'6YgcbXYfg
: fUi Yb'YfcVYfb'XYb'HY]'nY]ha Uf_hž'k c'(, i 'j cb']\bYb']b
HY]'nY]hčVg'UfVY]hYb"'Ni a 'J Yf['Y]W 'UfVY]hYb'bi f'%&i 'XYf
A ÀbbYf']b'X]YgYf'5fVY]hgZcfa "'=a '9I !k Y]hYb'GW b]h'h'g]bX'Yg'&, i
XYf': fUi Yb'i bX', i 'XYf'A ÀbbYfž'X]Y'HY]'nY]h'\UVYb"'8]Y
9fk YfVghÀh[Ybei chY']b'8Yi hgW'UbX'`U[' &\$&('a]h'++i 'Ui Z
Y]bYa 'FY_cfX\cW' i bX'ØVYfhf]Zh'XYb'9I !GW b]h'h'j cb'+%i "'8]Yg
]gh'Y]b'NY]W Yb'XUZØfž'XUgg'ja a Yf'a Y\ f'A YbgW Yb']b'XYb
5fVY]hga Uf_h'Y]bhfYhYbž'Ui W'k Ybb'XYf'; YXUb_Y'Ub'`Àb[YfY
5fVY]hgnY]hYb'Ui Z[fi bX'XYf'U_hi Y`Yb'K]fhgW UZh'g`U[Y'ja a Yf
k]YXYf'X]g_i h]Yfh'k]fX"

8]Y'6i bXYgfy[]Yfi b['d`Ubh'Y]bY'bYi Y'FY[Y'i b['ni f'9]bZØ\fi b[
Y]bYf'k ØW Ybh]W Yb' < ØW ghUfVY]hgnY]h"'8 Ug'gcf[h'ZØf
8]g_i gg]cbYbž'VYgcbXYfg'i bhYf'; Yk Yf_gW UZhYbž'X]Y'Y]bY
5VgW UZi b['XYf'hÀ['W Yb' < ØW ghUfVY]hgnY]h'UV`Y\ bYb"'M] cbbY
@ch'j cb'XYf' < Ubg!6ØW`Yf!Gh]Zhi b['VYhc b hž'XUgg'`Ub[Y
5fVY]hgnY]hYb'_Y]bY'@Øgi b['ZØf'A YbgW Yb'a]h
Gcf[Yj YfdZ]W hi b[Yb'g]bX"'G]Y'g]Y\ h'X]Y'\c\Y
9fk YfVghÀh[Ybei chY'j cb': fUi Yb'U'g'dcg]h]j Yb'HfYbX'i bX'ZcfXYfh
Y]bY'VYggYfY'J YfY]bVUf_Y]h'j cb': Ua]'Y'i bX'6Yfi Z'Xi fW
[YY][bYhY'5fVY]hgnY]ha cXY`Y"

F YW h`]W X Y'F U\ a YbVYX]b[i b[Yb

6Y]'XYf': 'YI]V]'hÀh'Ua '5fVY]hgd`Uhm']gh'Yg'k]W h[ž'X]Y'fYW h]W Yb
5gdY_hY'ja '6`]W`ni 'VY\U'hYb"'5fVY]hbY\ a Yfž'X]Y']b'Y]bYa 'æV!
G\Uf]b[!A cXY`UfVY]hYbž'g]bX'b]W h'[Ynk i b[Ybž'ZØf'ZY\`YbXY
?c`Y[Yb'Y]bni gdf]b[Ybž'gcZYfb'X]Yg'Y]bY'J Yf'Àb[Yfi b[']\Yf
5fVY]hgnY]h'VYXYi hYb'k ØfXY"'8]Yg'Yf'Ài hYfh'XUg

6i bXYga]b]ghYf]i a `Z0f`5fVY]hi bX`Gcn]U`Yg`]b`gY]bYb` : 5E g`ni
 HY]`nY]hUfVY]h`9]bY`J YfY]bVUfi b[`nk]gWXYb`5fVY]h[YVYf`i bX
 5fVY]hbY\ a Yf`]gh`bchk YbX][ži a `Y]bY`J YfhfYhi b[gdZ]W\h`ni
 YhUV`]YfYbž`k cVY]`Xf]b[YbXY`VYhf]YV`]W\Y`9fZc fXYfb]ggY
 a U» [YVYbX`g]bX``8]YgY`_0bbhYb`Yhk U`Xfc\YbXY
 DfcXi _]h]cbgi bhYfVfYW\i b[Yb`VY]b\U`hYb"

Ni gUa a Yb[YZUggh`g]bX`X]Y`9bhk]W_`i b[Yb`Ui ZXYa `5fVY]hga Uf_h
 j]Y`gW\]W\h][``8Yf`5bgh]Y[`XYf`HY]`nY]hUfVY]h`nY][h`X]Y : `Yi]V`]hÅh
 i bX`X]Y`J YfÅbXYfi b[Yb`]a `5fVY]hg`YVYb`XYf`8Yi hgWXYb"
 5b[Yg]W\hg`XYf`<YfUi gZc fXYfi b[Ybž`X]Y`X]Y`l a gYhni b[`ZU]fYf
 5fVY]hgnY]hYb`a]h`g]W\`Vf]b[hž`V`Y]Vh`ni `cZZYbž`XUgg`X]Y
 dUggYbXYb`@0gi b[Yb`[YZi bXYb`k YfXYbž`i a `gck c`\`XYb
 6YX0fZb]ggYb`XYf`5fVY]hbY\ a Yf`U`g`Ui W\`XYb`5bZc fXYfi b[Yb`XYf
 l bhYfbY\ a Yb`[YfYW\h`ni `k YfXYb``: 0f`k Y]hYfZ0\ fYbXY
 ðZcfa Uh]cbYb`ni `5fVY]hgnY]ha cXY`Yb`i bX`XYfYb` ; YghU`hi b[
 `c\b`h`g]W\`Y]b`6`]W_`Ui Z`X]Y`GY]hY`j cb`UfVY]hgnY]h!_`i [!
 [YghU`hYb`"XY"

8YhU]`g	
Cfh	8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "hU[YggW\Ui "XY • k k k "Va Ug"XY • k k k "UfVY]hgnY]h!_`i [! [YghU`hYb`"XY

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