

9I !Dc`]h]_`Xf]b [YbX`bØh][.`9!A cV]`]hÅh`ZØf
_`]a UZfYi bX`]WXY`Ni _i bZh'g]WXYfb`

JYf_Y`fga]b]ghYf`<Yfa Ubb`VYhcbh`X]Y`8f]b [`]WXY`h`XYf`9!
A cV]`]hÅh`Ui ZXYa`'9JG`]b` ; ØhYVcf [`ZØf`X]Y`Ni _i bZh`6UXYb!
K ØfhY`a VYf [g`i bX`9i fcdUg"



; ØhYVcf [ž`GWk YXYb`!`K Ug`hi`h'g]WXY`]a`'6YfY]WXYf
9`Y`_hfca cV]`]hÅh3`JYf_Y`fga]b]ghYf`K]bZf]YX`<Yfa Ubb`bi`hnhY`X]Y
; Y`Y [Yb`Y]hž`VY]a`" , h`" `b`hYfbUh]cbU`'9`Y`Whf]WJ`Y`Y`]WY
**Gma d cg]i a`]b` ; ØhYVcf [`Y]b`ghUf`_Yg`G] [bU`ZØf`X]Y`Ni _i bZh`XYf`9!
A cV]`]hÅh]b`9i fcdU`ni`'gYhnYb`" `b`gY]bYf`?`YmbchY`VYhcbhY`Yfž`k]Y
k]WXYh] [`Yg`]ghž`XUgg`8Yi hgWXY`UbX`i bX`X]Y`9I`VY]`XYf`9!A cV]`]hÅh
Ua`'6U`V`Y]VYb`i bX`b]WXYh]bg`<]bhYfhfYZZYb` [YfUHYb"**

8Yf`A]b]ghYf`k UfbhY`j cf`Y]bYa`'a`Ø [`]WXYb`F`ØW`gWXYf]h`]b`9i fcdU
i bX`8Yi hgWXY`UbX`"8Ua]h`X]Y`5i`hca cV]`]bXi`ghf]Y`Ui`WXY`k`Y]hYf`Y]b
k`YhhVYk`YfVgZÅ` [`V`Y]Vhž`gY]`Yg`i bYf`Ägg`]WXY`ž`XUgg
: U`fnYi [`YfghY`Yf`VYnU`VUfY`9`Y`_hfca`Ui`hcg`Ui`ZXYb`A`Uf`_h
Vf]b [Yb`"; `Y]WXYnY]h] [`a`ØggY`X]Y`9bYf []Yk]fhgWXY`UZh`g]WXY`U`_h]j`Yf`

Ua '5i gVUi 'XYf'@UXY]bZfUghfi _hi f'VYhY'] [Yb''8Ybb'c\lbY
Ui gfY]WXYbXY'@UXYa Ò['jW_X]hYb'k]fX'XYf'l a gh]Y['Ui Z'9!
A cV]'hÀh'bi f'gWk Yf'j cfUbni hfY]VYb'gY]b"

K UWX ghi a g_i fg'XYf'9!A cV]'hÀh

8]Y'9bhk]W_i b['XYf'9'Y_hfca cV]'hÀh'nY][h'k Y'hk Y]h'ghY]'bUWX
cVYb''@Ui h'Y]bYf'U_hi Y''Yb'Ghi X]Y'XYg'I a k Y'hVi bXYgUa hg]gh
XYf'?`ja Uj cfhY]'j cb'9'Y_hfc!D_k 'Ybcfa "'8Yf'l bhYfgW]YX'ni
_cbj Ybh]cbY''Yb': U\fnYi [Yb'k]fX'j]b'XYb'_ca a YbXYb'>U\fyb
]a a Yf'XYi h]WXYf.'6Y]'5i hcgž'X]Y'&\$' \$'ni [Y'UggYb'k YfXYbž'_Ubb
XYf'?`ja Uj cfhY]'V]g'ni ')) 'DfcnYbh'Ui ga UWXYbž'j cfUi g[YgYhnhž
XYf'5i gVUi 'YfbYi YfVUfYf'9bYf[]Yb'k]fX'nØ[]['j cfUb[Yhf]YVYb"
5i W'k Ybb'XYf'5bhY]'j cb'9!: i Y'g'ZØf'j YfVfYbbi b[ga chcYb
ghY][hž'V'Y]Vh'XYf'j cfhY]'j cb'9!D_k 'VYghY\Yb"

5''YfX]b[g'\UVYb': U\fnYi [Yž'X]Y'&\$&\$'ni [Y'UggYb'k i fXYbž
hY]'k Y]gY'bY[Uh]j Y'5i gk]f_i b[Yb'Ui Z'K UggYf!'i bX'6cXYbei U']hÀhž
X]Y'[fÒ»hYbhY]'g'Ui Z'X]Y'Zcgg]Y'Ghfca YfnYi [i b['ni fØW_ni ZØ\fyb
g]bX''8]YgY'<YfUi gZcfXYfi b[Yb'_ØbbYb'YXcW'Xi fW'X]Y
I a ghY''i b['Ui Z'YfbYi YfVUfY'9bYf[]YgmghYa Y'Ub[Y[Ub[Yb
k YfXYb''@Ub[Z]gh][ž'gc'X]Y'Dfc[bcgYbž'k YfXYb'9!D_k 'j]b'U''Yb
I a k Y'hk]f_i b[Yb'ØVYf'Y[Yb'gY]bž'k Ug'VYfY]hg'ZØf'&\$) \$
j cfUi g[YgU[h'k]fX"

I a k Y'hV]'Ubn'i bX'<YfUi gZcfXYfi b[Yb

6YhfUWX hYh'a Ub'X]Y'[YgUa hY'I a k Y'hV]'Ubn'XYf'9!A cV]'hÀhž'g]bX
b]W'h'bi f'X]Y'9a]gg]cbYb'k Å\fybX'XYf': U\fh'Ui ggW'U[[YVYbX"
8]Y'<YfghY''i b['XYf': U\fnYi [Yž'X]Y'9bYf[]Yj Yfgcf[i b['gck]Y'X]Y
VYbØh][hYb'F c\ghcZZY'gd]Y'Yb'Y]bY'VYb'g'c' [fc»Y'F c''Y''@Ui h'Y]bYf
5bU'mgY'XYg'>bgh]hi hg'ZØf'9bYf[]Y!'i bX'I a k Y'hZc'fgW'i b[
nY][Yb'9'Y_hfcZU\fnYi [Y'_Y]bY''c'_U'Yb'j YfVfYbbi b[gYa]gg]cbYbž
YXcW'a ØggYb'VY]'XYf'DfcXi _h]cb'j cb'6UhhYf]Yb'k Y]hYfY
I a k Y'hk]f_i b[Yb'VYfØW_g]W'h][h'k YfXYb"

9]b'k Y]hYfYg'Gcf[Yb_]bX'g]bX'X]Y'F c\ghcZZY'k]Y'7cVU'hž'B]W_Y'
i bX'@h\]i a ž'X]Y'ZØf'X]Y'6UhhYf]Yb'VYbØh][h'k YfXYb''<]Yf'k]fX

F YWmW]b['U`g`Y]b`a` Ò[`]WXYf`5bgUhn`[YgY\Ybži a` `XYb
 F Yggci fWbVYXUfZ`ni` `j` Yff]b[Yfb`"Hfchn`X]YgYf
 < YfUi` gZcfXYfi` b[Yb`]gh`X]Y`J`YfVYggYfi` b[`XYf`?` `]a` UV]`Ubn`j` cb
 9`Y`_hfcZU\fnYi` [Yb`j` cb`Yb`hgWXY]XYbXYf`6YXYi` hi` b[ži` a` `X]Y
 J`Yf`_Y\fgk` YbXY`ni` `i` bhYfghØhnYb`"8]Y`5b`]Y[Yb`XYf
 I` a` k` Y`hgWØhnYf`i` bX`XYf`Dc`]h]_`a` ØggYb`< UbX`]b`< UbX`[Y\Ybži` a`
 X]Y`A`cV]`]hÅh`XYf`Ni` _i` bZi`bUW\U`h]`[`ni` `]` YghU`hYb`"

8]Y`8]g_i` fgY`ØVYf`9!A`cV]`]hÅh]g]bX`U`gc`b]W\h`a` Y\`f`ni` `VfYa` gYb`"
 C`V`Yg`bi` b`i` a` `X]Y`b`chk` YbX][Y`@UXY]bZfUghfi` _hi` f`[Y\`h`c`XYf`i` a`
 X]Y`Dc`]h]_ž`X]Y`_`UfY`F`U\`a` YbVYX]b[i` b[Yb`gW\UZZYb`a` i` gg` `Y]bYg
 ghY\`h`ZYgh`8]Y`Ni` _i` bZi`[Y\`Øfh`XYb`9`Y`_hfcZU\fnYi` [Ybži` bX`YXYf`
 9]bnY`bY`]gh`[YZfU[hž`gY]bYb`i` a` gh]Y[`j` cfUbni` hfY]VYb`°

8 YhU]`g	
C fh	; ÒhYVcf[ž`GW\k`YXYb
E i`Y``Yb	<ul style="list-style-type: none"> • k k k "VUXYb!k i` YfhhYa` VYf["XY • k k k "i` a` k` Y`hVi` bXYgUa` h"XY • k k k "U[cfU]j` Yf`_Y\fgk` YbXY"XY

6Ygi` WXYb`G]Y`i` bg`Ui` Z.`bU[!Vk` "XY