

, "\$\$\$ 'A YbgWXYb 'ZcfXYfb.' K Yf 'A U`cfWU
`]YVhž'nYfghÖfh'g]Y 'b]W h°

HUi gYbXY 'dfchYgh]YfYb '[Y[Yb 'A UggYbhci f]ga i g'Ui Z
A U`cfWU 'Ua ' %) "\$* "&\$&) "' : cfXYfi b[Yb 'bUW 'A U» bU\ a Yb
ZØf 'bUW \ U'h][Yb 'Hci f]ga i g"



DU`a Už'GdUb]Yb '!8]Y'Gh]a a i b['Ui Z'A U`cfWU`k]fX`]a a Yf
\]hn][Yf" '9fbYi h'g]bX'hUi gYbXY 'A YbgWXYb 'Ui Z'X]Y'GhfU» Y
[Y[Ub[Ybž' i a '[Y[Yb 'XYb 'Ub\ U'hYbXYb 'A UggYbhci f]ga i g'ni
dfchYgh]YfYb" '5a ' %) "' † b] ' & \$ &) 'nc[Yb 'fi bX', "\$\$\$ '8Ya cbghfUbhYb
j ca 'D'Uhn'D'UÄU`X 9gdUbmU']b 'DU`a U'ni f': 'Ub]Yfa Y]Y'DUggY]['XY`
6cfb" '9]bY 'Y]bXfi W_gj c`Y? i bX[YVi b[ž'k c'g]Y'a]h'G`c[Ub'g'k]Y
~K Yf 'A U`cfWU`]YVhž'nYfghÖfh'g]Y 'b]W h°" 'Ui Z'\fY '5b`]Y[Yb
Ui Za Yf_gUa 'a UW hYb" '<]bhYf[fi bX'XYf'DfchYghY']gh'X]Y
Ub\ U'hYbXY'Gcf[Y' i a 'X]Y'bY[Uh]j Yb': c`[Yb 'XYg'Hci f]ga i g'Ui Z
X]Y' ðgY ž'X]Y' j cb 'XYf'8 UW]b]h]Uh]j Y'~A Ybmg'hi f]ga Yž'a Å'g'j]XU"
cf[Ub]g]Yfh'k i fXYbž'Y]bYf'J YfY]b][i b[ž'X]Y'nU\`fY]WXY'; fi ddYb
i bX' C f[Ub]gUh]cbYb'j YfY]bh"

8 Yf'GdfYWXYf'XYf' h]Uhj Yž\i a Y'Di 'č'ž'Y» '_Y]b [i hYg' < UUF'Ub
XYf'FY []cbU'fY []Yfi b ["'9f'_f]h]g]YfhY'XYfYb' = bcfUbni'gY]h'XYa
[fc» Yb'DfchYgh'a 'ž']'&\$&('i bX'ZcfXYfhY'Xf]b [YbX'Y]bY
6Y [fYbni b ['XYf'6Ygi WXYfnU\`Ybž'Y]b'A cfUhc]i a 'ZØf
?fYi nZU\fhgW]ZZY'i bX'Y]b'9bXY'XYf'hci f]gh]gWYb'JYfa]Yhi b ["
8]Ygž'gc'Di 'č'ž'gY]bØh][ž'i a 'X]Y' hcgY''i bX']\fY'@YVYbgei U']hÅhZØf
X]Y'9]b\Y]a]gWYb'ni 'VYk U\`fYb"8cW'ja a Yf'a Y\`Hci f]ghYb
a UWYb']\fYa 'BUa Yb'U`Y'9\`fY'i bX'XYf'5bgh]Y [']gh
i bØVYfgY\`VUf. '&\$&('VYgi W'hYb'VYfY]hg'ØVYf'&\$'A]''cbYb
FY]gYbXY'A U`cfWUž'XUg'g]bX'Y]bY'A]''cb'a Y\`U'g]a 'ž\`f'ni j cf"

K]fhgW UZh'WXY'5gdY_hY']a 'GW UhhYb'XYf Dfc hYghY

Hfchn'XYf'DfchYghY'gWY]bh'XYf'A UggYbhci f]ga i g'ZYgh'a 'GUhhY''ni
g]hnYb" @Ui h']g'U!hfUj Y'"XY'k i fXYb]a 'ž\`f'&\$&(']bg [YgUa h
VYY]bXfi W_YbXY'&&ž('A]''UfXYb'9i fc'j cb'Hci f]ghYb'Ui Z'XYb
6U'YUfYb'Ui g [Y [YVYbž'Y]b'5bgh]Y ['j cb'Yhk U'%&'DfcnYbh]a
JYf ['Y]W'ni '&\$&' "'5''Y]b'Ui ZA U`cfWU'g]bX'Yg'fi bX'% ž) 'A]''cbYb
6Ygi WXYfž'k cVY]X]Y'8Yi hgWYb'a]h'ØVYf'ZØbZA]''cbYb'Y]bY
hfU [YbXY'Fc''Y'gd]Y'Yb"

8cW'X]YgYf'k]fhgW UZh'WXY'9fZc` [[Y\`h'b]W'h'c\`bY'gcn]U`Y'i bX
Ø_c`c []gWY'?cghYb"'5bk c\`bYf'_U [Yb'ØVYf'ghY][YbXY'A]YhYbž
X]Y'Yg'9]b\Y]a]gWYb]a a Yf'gWk YfYf'a UWYbž'Y]b'VYnU\`VUfYg
Ni \Ui gY'ni 'Z]bXYb"'Ni XYa ' []Vh'Yg'j Yfa Y\`fh'DfcV'Ya Y'a]h
I a k Y'hgW'ÅX][i b [Ybž'k]Y'K UggYfa Ub [Y''i bX'ØVYf'ZØ`hY
GhfÅbXY"'8]Y': cfXYfi b [Yb'bUW'ghfYb [Yb'FY [i ']Yfi b [Yb'i bX
Y]bYf'FYXi n]Yfi b ['XYf'; ÅghYnU\`Yb'bY\`a Yb'ni ž'j cf'U`Ya
Ub [Yg]W'hg'XYf'ghY][YbXYb'6Y`Ughi b [Yb'Xi fW'XYb'Hci f]ga i g"

F Y []Yfi b ['i bX'gcn]U`Y' < YfUi gZcfXYfi b [Yb

=a 'A U]'&\$&('_ØbX][hY'X]Y'FY []cbU'fY []Yfi b ['i bhYf'DfÅg]XYbh]b
A Uf [U']XU'Dfc\`Ybg'Y]bYb'dc`h]gWYb'i bX'gcn]U`Yb'DU_h'ZØf
bUW\`U'h][Yb'Hci f]ga i g'Ub"'8Yf'DU_h'gc``X]Y'bY [Uh]j Yb
5i gk]f_i b [Yb'XYg'A UggYbhci f]ga i g'a]b]a]YfYb'i bX'VY]b\`U'hYh

j YfgWk]YXYbY'5fVY]hg[fi ddYbž'X]Y'H\Ya Yb'k]Y'gcn]U`Y
 BUWk\U'h[_Y]hž`Ò_c`c[_]gWkYg'6Yk i gghgY]b'i bX'X]Y'E i U`]hÀh]j cb
 hci f]gh]gWkYb'8]Ybgh'Y]ghi b[Yb'VY\UbXY`b"'8cWk`nk]gWkYb'XYb
 j YfgWk]YXYbYb'VYhY'][_hYb'DUfhY]Yb'[_]Vh'Yg'VYfY]hg'GdUbbi b[Ybž
 XU`C f[_Ub]gUh]cbYb'k]Y'XUg' : cfi a`Z0f'60f[_Yf]bhYfYggYb`i bX'X]Y
 l a k Y`hc f[_Ub]gUh]cb` ; fi d`X Cfb]hc`c[_]U'6U`YUf'fi C6Ł`]\fY
 HY]`bU\ a Y`Ua`DU`h`Ui ggYhnhYb"

8]Y`FY[_]cbU`fY[_]Yfi b[_]YVh'\Yfj cfž'XUgg'X]Y'6YhY'][_]i b[_]U`Yf
 ðhYfYggYb[_]fi ddYb'Z0f'XYb'9fZc`[_]XYg'DU`hg`YbHgWkY]XYbX`]gh"
 Jcb`ž`]'V]g`C`_hcVYf`&\$&(_`cbbhYb'60f[_]Yf`Jc f gWk`À[_]Y`Y]b fY]WkYbž
 i bX`Yg`_Ua Yb`) +*`6Y]hfÀ[_]Y`ni gUa`a Ybžj cf`U`Ya`ni`XYb
 H\Ya Yb`l a k Y`hž`JYf`_Y`f`i bX`bUWk\U`h[_]Yf`Hci f]ga`i g`'8]YgY
 9f[_]YVb]ggY`k YfXYb`U`hi Y`j cb`XYb'5fVY]hg[fi ddYb`UbU`mg]Yfhž
 X]Y`XUfUi Z`UVn]Y`Ybž`_cb`fYhY`ghfUhY[_]gWkY`@Y]h]b]Yb`i bX
 5_h]cbgd`ÀbY`ni`Ybhk]W`Y`bž`i a`X]Y`<YfUi gZcfXYfi b[_]Yb`XYg
 A UggYb hci f]ga`i g`Ubni [_]Y\Ybž`k cVY]`X]Y'5fVY]h`XYg
 9l dYfhYbUi ggWk i ggYg`i bhYf`5b hcb]`F]YfU`U`g`[_]fi bX`Y[_]YbX`[_]`]"

8]Y`9bhk]W`_i b[_]Yb`Ui Z`A`U`c`fWU`nY][Yb`XYi h]Wkž'XUgg'XYf`GdU[_]Uh
 nk]gWkYb'k]fhgWk UZh]WkYa`9fZc`[_]i bX`bUWk\U`h[_]Yf`9bhk]W`_i b[_]
 Y]bY`[_]fc»Y`<YfUi gZcfXYfi b[_]XUfghY`h`'8]Y`K`Y`Y`XYf`DfchYghYž
 ghYhg`Ui Z`XYf`Gi WkY`bUWk`a`Y`f`@YVYbgei U`]hÀh`Z0f`X]Y
 9]b\Y]a]gWkYbž`k]fX`k c\`Ui Wk`]b`Ni`_i bZh`b]Wk`h`UVZUi hYbž
 gc`Ub[_]Y`X]Y`FY[_]Yfi b[_]b]Wk`h`VYfY]h]ghž`X]Y`j]Y`gWk]Wk]h[_]Yb
 DfcV`Ya Y`XYg`A UggYb hci f]ga`i g`Yfbgh\ UZh`Ubni [_]Y\Yb`i bX
 @0gi b[_]Yb`ni`Z]bXYb"

8YhU]`g	
C fh	DU`a Už`GdUb]Yb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dn!bYk g"XY •]g`U!hfUj Y`"XY • k k k "a U`c`fWUa U[_]Un]b"Wc`a

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