

: f]YX`]WXY`7G8!DUfUXY`]b`DZcfn\Y]a`!
F YW\ hY`GhØfi b[Yb`V`Y]VYb`Ui g°

5a`%) "\$* "&\$&) `ZUbX`]b`DZcfn\Y]a`Y]b`Zf]YX`]WYf`7G8`ghUhhž
hfchn`5b_ØbX][i b[Yb`Y]bYf`fYW\hgYI hfYa`Yb
; Y[Yb_i bX[YVi b["



DZcfn\Y]a ž`8Yi hgW\`UbX`!`5a`%) "' ð b]'&\$&) `ZUbX`]b`DZcfn\Y]a
X]Y`Xf]hhY`7\`f]ghcd\Yf`GhfYYh`8Umif7G8!DUfUXY`ghUhhž`X]Y`]b
Zf]YX`]WYa`5a`V]YbhY`ØVYf`X]Y`6Ø\`bY`[]b["`8]Y`J`YfUbghU`hi b[
nc[`Yhk`U`%"`\$`\$`HY]`bY\`a`Yf`Ubž`X]Y`i`a`%&`i`\`f`Ui`ZXYa
A`Uf`_`hd`Uhn`ghUfhYhYb`i`bX`Y]bY`Ghi`bXY`Ub[`Xi`fW\`X]Y`GhUXh
nc[`Yb`" `Hfchn`XYf`Zf]YX`]WYb`Gh]a`a`i`b[`k`Uf`X]Y`5i`ZfY`[i`b[`fc»`ž
XU`Y]bY`fYW\hgYI`hfYa`Y`;`fi`ddYž`XYf`GhØfhfi`dd`GØX`ž
Ub[`Y_ØbX][`h`\`UhhYž`XYb`7G8`ni`ghØfYb`" **Ghi`hh[`UfhYf`
B`UW`f]W\`hYb`VYf]W\hYhž`XUgg`X]Y`Dc`]nY]`a`]h`a`Y\`fYfYb`<`i`bXYfh
?`f`Ä`ZhYb`]a`9]bgUhn`k`Ufž`i`a`gck`c`\`X]Y`7G8!DUfUXY`U`g`Ui`W\`X]Y
[`Y[`Yb`Äi`Z][`Y`8Ya`cbghfUh]cb`ni`gW\ØhnYb`"**

DUFU`Y`ni`f`7G8!`J`YfUbghU`hi`b[`Ua`Yg`]b`UbXYfYb`GhfU»`Yb`XYf`

GhUXh'ni '5i gY]bUbXYfgYhni b[Yb'nk]gWXYb''b_Yb'i bX'fYWXhYb
8Ya cbghfUbhYb''Fi bX'+) 'HY]'bY\ a Yf'XYf'fYWXhYb'; Y[YbXYa c
j YfgUa a Y'hYb'g]W'Ui Z'XYa 'K U]gYb\Ui gd'Uhn'i bhYf'XYa 'A chhc
: Øf'hfUX]h]cbY''Y'K YfhY'i bX'ZfY]Y'A Y]bi b[gÅi » Yfi b[ž[Y[Yb
: fØ\gYI i U'g]Yfi b['i bgYfYf?']bXYf "'8]Y'5bh]ZU'a cV']g]YfhY
YVYbZU''g'i bX'f]YZni f'HY]'bU\ a Y'Ub'Y]bYf'Xf]hhYb'J YfgUa a 'i b[
i bhYf'XYa 'A chhc' BUn]!8Ya c'ghcddYb''7G8'DZcfn\Y]a
gWØhnYb 'Ui Zž'Ub'XYf'Yhk U'') \$'DYfgcbYb'hY]'bU\ a Yb''8]YgY
Ni gUa a YbghØ» Y'ZØ\fhYb'XUni ž'XUgg'X]Y'Dc`nY]'F Y]hYfghUZY`b
Y]bgYhnhYž'i a 'X]Y'G]hi Uh]cb'ni 'VYfi \][Ybžk Å\fybX
'b_g[Yf]WXYhY'8Ya cbghfUbhYb'j YfY]bnY'h'Dfcj c_Uh]cbYb'i bX
V'c_W]YfYbXY'5_h]cbYb'ghUfhYhYb''6BB'Xc_i a Ybh]YfhYž'XUgg'X]Y
Dc`nY]'X]Y'»Ybh]hÅh]j cb'Yhk U'%'\$'\$'DYfgcbYb'ZYghghY''hY'i bX
a Y\fyfY'GhfUž] YfZU\fyb'Y]b'Y]hYhY''

9]b'G]WXYf\Y]hg_cbnYdh'ZØf'DZcfn\Y]a

8]Y'GhUXh'DZcfn\Y]a '\UhhY'ZfØ\ nY]h]['Y]b'G]WXYf\Y]hg_cbnYdh
Ybhk]W_Y'hž'XUg'Y]bY'fÅi a ']'WXY'HfYbbi b['XYf'VY]XYb
J YfUbghU'hi b[Yb'j cfgU\''8]Y'Dc`nY]'gcf[hY'XUZØfž'XUgg'X]Y'7G8!
DUfUXY'a]h'XYf'fYWXhYb'; Y[YbXYa c'Xi fW'UVk Y]WXYbXY'Fci hYb
i bX'i bhYfgW]YX`]WXYb'GhUfh'gck]Y'9bXdi b_hYb'j cbY]bUbXYf
[YfhYbbh'k i fXY''K]Y'6BB']bZcfa]YfhYž'k i fXY'a]h
9]bgWfÅb_i b[Yb'ja 'GhfU» Ybj Yf_Y\ f'ja 'Yfk Y]hYfhYb
=bbYbghUXhVYfY]W'nk]gWXYb'%'&'i bX'%' 'I \f[YfYWXbYh''

8cW'k Å\fybX'XYf'7G8!DUfUXY'V`]YVYb'gWk YfY'Nk]gWXYbZÅ''Y
Ui g''9g'_Ua 'bi f'ni ''Y]WXYhYb'J Yf'Yhni b[Yb.'9]b'HY]'bY\ a Yf'k i fXY
Xi fW'Y]b'Dc`nY]dZYfX'j Yf'Yhnhž'Y]b'k Y]hYfYf'j Yf'YhnhY'g]W'VY]a
K Y[fYbbYb''8Yf'Ui [YbgWXY]b']WXY'Ni gUa a Yb\U'h'XYf'7G8!
HY]'bY\ a Yf'i bX'X]Y'dfcZYgg]cbY''Y'5Vg]WXYfi b['XYf'Dc`nY]'hfi [Yb
ni f'fi \][Yb'5ha cgd\Åfy'VY]''8]YgY'J cfVYfY]hi b[']gh'VYgcbXYfg
k]W]h][ž'bUWXYa ']b'XYb'J cf'U\fyb'VYfY]hg'j YfghÅf_h'Ubh]!ei YfYfY
<Yhny'[Y[Yb'XYb'7G8'ni 'VYcVUWXhYb'k Uf''5bh]ZU' =bZc'\YVh
\Yfj cfž'XUgg'X]Y'DfÅgYbn'fYWXhgYI hfYa Yf'; fi ddYb']b'XYf'F Y[]cb
Y]bY'ghYh][Y'6YXfc\i b['XUfghY''hž'X]Y'YXcW']b]W'h'ni '[fØ» YfYb
5i ggWfY]hi b[Yb'ZØ\fhY''

ðg[YgUa h'k i fXY`XYf`7G8`j cb`dc`]h]gW`Yb`J YfhfYhYfb`k]Y`XYf
 GD8!6i bXYghU[gUV[YcfXbYhYb`? Uh`U`A Ughi bX`6Øf[Yfa Y]ghYf
 HcV]Ug`J c`Y`i bhYfghØhnhž`k Ug`Y]b`ghUf`_Yg`NY]W`Yb`[Y[Yb
 8]g_f]a]b]Yfi b[`i bX`ZØf`J]Y`ZU`h`gYhnh"

< Yfn`]W`Ya `8 Ub`_`Ub`X]Y`C f[Ub]gUh]cb

8Yf`7G8`]b`DZcfn`Y]a `k i fXY`j ca`J YfY]b`Gdch`][`h`DZcfn`Y]a
 cf[Ub]g]Yfhž`XYf`g]W`[Ya Y]bgUa `a]h`nU`\`fY]W`Yb`; fi ddYb`i bX
 9]bnY`dYfgcbYb`ZØf`Y]bY`Vi bhY`i bX`]b`_`i g]j Y`: Y]Yf`Y]b[YgYhnh`\Uh"
 8]Y`; YXYb`_ghi bXYž`X]Y`Ua `: fY]hU[`j cf`XYa `7G8`ZØf`i bhYf`XYa
 BUh]cbU`gcn]U`]ga i g`j YfZc`[hY`ei YYfY`A YbgW`Yb`ghUhhZUbXž`ZØ[h
 XYa `Dfc[fUa a `Y]bYb`k Y]hYfYb`k]W`h][Yb`[YgY`gW`UZh`]W`Yb
 5gdY`_h`\]bni "

CVk c`\`Yg`ni `5i gY]bUbXYfgYhni b[Yb`_Ua ž`_cbbhY`XYf`7G8`Ua
 9bXY`X]YgY`GdUbbi b[Yb`ØVYfghY`Yb`i bX`nY][hYž`XUgg`J]Y`ZU`hi bX
 Hc`YfUbn`Ui W`]b`\YfUi gZcfXYfbXYb`NY]hYb`\cW`]a `?i fg`ghY`Yb"

8YhU]`g	
C fh	DZcfn`Y]a ž`8Yi hgW`\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ghi hh[UfhYf!b UW`f]W`hYb"XY • Vbb"XY • Ubh]ZU!]bZc"bYh

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