

@i Xk][gVi f['ghUfhYh'A cXY``dfc`Y_h'ZØf
gUi VYfY '@i Zh'Ub '6 '&+ °

@i Xk][gVi f['ghUfhYh'Ua ' &*"\$*"\$&\$&) `Y]b`A cXY``dfc`Y_h'ni f
@i ZhfY]b\U`hi b['Ub`XYf'6 '&+ž'i a 'GWUXghcZY`ni `fYXi n]YfYb
i bX`X]Y`@YVYbgei U`]hÅh'ni `j YfVYggYfb"



@i Xk][gVi f[ž'8Yi hgW`UbX`!`8]Y`GhUXh`@i Xk][gVi f[`b]a a h
XUg`<YZh`b`X]Y`<UbX`i bX`ghUfhYh`Y]b`]bbcj Uh]j Yg`Dfc`Y_h'ni f
J YfVYggYfi b[`XYf`@i Zhe i U`]hÅh`Ub`XYf`j]Y`VYZ\`fYbYb
6i bXYgghfU» Y`6`&+`@Ui h`XYb`GhUXh] YfUbhk cfh]W`Ybž`X]Y`g]W`Ui Z
X]Y`i bhYfghØhni b[`XYg`@UbXYg`6UXYb!K ØfhY a VYf[`ghØhYbž`\Uh
XUg`bYi Y` A cXY``dfc`Y_h`@i ZhfY]b\U`hi b[`6`&+ `XUg`N]Y`ž
j YfgW]YXYbY`j Yf`Y\fg`Yb`YbXY`i bX`!fYXi n]YfYbXY`A U» bU\`a Yb
ni `i bhYfgi W`Yb"6Øf[Yfa Y]ghYf`GYVUgh]Ub`A Ubb`VY`Ua `Øfn`]W`
XYb`: ØfXYfVYgW`Y]X`X]fY`_hj cb`7`f]ghcd\`9fXa Yb[Yfž
5VhY]i b[g`Y]hYf`a `VUXYb!k ØfhY a VYf[]gW`Yb
J Yf`Y\fga]b]ghYf]i a ž`ØVYffY]W`h"8Ua]h`k]``X]Y`GhUXh`U`_hj
Yhk Ug[Y[Yb`X]Y`ghY][YbXY`@i Zh] YfgW`a i hni b[`i bhYfbY\`a Ybž
X]Y`U`g`Yfbgh\UZhYg`; Ygi bX\Y]hgf]g]_c`[]`h"

A]h'Y]bYa 'Dfc'Y_hi a ZUb['j cb'Yhk U'*, "\$\$\$'9i fcžZ]bUbn]Yfh'a]h
+\$'DfcnYbh'Ui g'@UbXYga]hhY`bž'VYUVg]W'h][h'@ Xk][gVi f[ž
GhfUhY[]Yb'ni 'Ybhk]W_Y`b'i bX'ni 'VYk YfhYbž'X]Y`Y`ZYb'gc`Ybž
J Yf_Y`fgj YfVchY`UVni k YbXYb"9]bY`XYf'A U» bU`a Yb`_ÖbbhY`X]Y
gc[YbUb bhY` DZÖf'hbYfi b['XYg'J Yf_Y`fg'Ua 'GhUXhY]b[Ub['gY]b"
N]Y`]gh'Ygž'X]Y`@ Zhe i U`]hÄ'h]b]W'h'bi f'ZÖf'X]Y`5bk c`bYf'XYf'6`&+
ni 'j YfVYggYfbž'gcbXYfb'ZÖf'U`Y`6Öf[Yf'XYf'GhUXh"
»hYfYggUbhYfk Y]gY`k]fX'@ Xk][gVi f['XUVY]`a cXYfbY
8 UhYba cXY`Y]fi b['bi hmYbž'i a`X]Y`5i gk]f_i b[Yb`XYg'J Yf_Y`fg
XYhU]`Y]fh'ni 'UbU`mg]YfYb'i bX'g]W'hVUf'ni 'a UWXYbž'gc`X]Y
»Zcfa Uh]cbYb'j cb`XYf'GhUXh'@ Xk][gVi f["

<]bhYf[fi bX'ni f'@ Zhe i U`]hÄ'h]b
@ Xk][gVi f[

@ Zhj YfgW'a i hni b['gh]b'8Yi hgW`UbX'Y]b' [fc» Yg'H\Ya U'i bX
k i fXY'j ca`l a k Y`hVi bXYgUa h'U`g'XUg[fÖ» hY`l a k Y`hf]g]_c`ZÖf
X]Y` ; Ygi bX\Y]h'Y]b[Yghi Zh"5_hi Y`U`V]Yfh'@ Xk][gVi f['XYb
; fYbnk Yfh'j cb`(\$`Š[#a`^ZÖf'Gh]W_ghcZZ]cI]X`fBC &Łž'XYf'gY]h'&\$&&
Y]b[Y`U`hYb`k]fX"5`YfX]b[g'k]fX`UV`&\$' \$`Y]b[f]ZZ[Yf`K Yfh'j cb
bi f'bcW`&\$`Š[#a`^YfZc'XYf`W`gY]bž'k Ug`X]Y`GhUXh'XUni 'Ub'fY[Yb
gc`hYž'dfcU_h]j Y`A U» bU`a Yb'ni 'Yf[fY]ZYb"8]YgY`J YfÄbXYfi b[Yb
k i fXYb`VYbZU`g'U`g'k]W'h][Yf'5gdY_h]b`XYf'D`Ubi b['XYg
A cXY`d'fc'Y`hg`Ub[YZÖ`fh"

5b`XYf'6`&+ž'X]Y`U`g'Y]b`< chgdch'XYf'@ ZhVY`Ughi b['[]hž`_ÖbbhY
X]Y`?Ua`dU[bY` A UWXYb`l bhYfgW]YX`Y]b'ni gÄ'h`W]Yf'GW]f]hh
]b`X]Y`f]W'h][Y`F]W'h'bi b['gY]b"8]YgY`»h]Uh]j Y`gc`XUg
6Yk i gghgY]b`ZÖf'k Yb][Yf'@Äfa`i bX'Y]bY`VYggYfY`@ Zh'ZÖfXYfb'i bX
X]Y`6Öf[Yf'U_h]j`]b`XYb`DfcnYgg'Y]bVYn]Y`Yb"

5_hi Y`Y`@ Zhe i U`]hÄ'hga Yggi b[Yb

8]Y`YhnhYb`@ Zhe i U`]hÄ'hga Yggi b[Yb]b`@ Xk][gVi f['nY][Yb`Y]bY
9bhk]W`i b[ž'X]Y`ni f'6Ygc f[b]g'5b`Ugg'[]Vh"K`Ä`fYbX`XYg`HU[Yg
gW`k Ub_hYb`X]Y`K YfhY`nk]gW`Yb`(('i bX') *`Š[#a`ž'k Ug`Y]bYb
_cbghUbhYb`5bhY]`j cb`GW`UXgch'ZZYb`]b`XYf'@ Zh'c'ZZYbVUfh"

6YgcbXYfg'Ua 'BUW'a]hU['U[Yb'X]Y'K YfhY'a]h'V]g'ni ') * 'Š[#a ^
bcW']bbYf\U'V'XYf'U_nYdhUV'Yb'; fYbnYbž'VYZ]bXYb'g]W'YXcW']b
XYf'BA\Y'XYg'_f]h]gW'Yb'; fYbnk YfhYg"'8]Yg'a UW'h'XYi h]W'ž'k]Y
k]W'h]['X]Y [Yd'UbhYb'A U» bU\ a Yb'g]bX'i bX'k]Y'Xf]b[YbX'Y]b
< UbXY'b'YfZc'fXYf']W']ghž'i a 'X]Y '@ Zhe i U']hÅ'h'ZØf'U''Y'6Øf[Yf'ni
j YfVYggYfbž'k]Y'X]Y '@ Zhe i U']hÅhgXUhYb'j cb' ~~E~~ 5]f'Ui ZnY][Yb"

8]Y'9f[YVb]ggY'XYg'Dfc'Y_hg'gc''Yb'b]W'h'bi f'ni f'J YfVYggYfi b[
XYf'c_U'Yb '@ Zhe i U']hÅ'h'VY]hfU[Ybž'gcbXYfb'Ui W'U'UbXYgk Y]hYb
< UbX'i b[gYa dZY\ 'i b[Yb'ZØf'@ ZhfY]b\U'hYZU\fd'ÅbY'X]YbYbž'X]Y
UV'&\$&+']b'?fUZ'hfYhYb'k YfXYb"'9]b' [i hYg'< ÅbXW'Yb '\UVYb'X]Y
J YfUbnk cfh]W'Yb'a]h'X]YgYa 'Dfc'Y_hž'XUg'a Ô[']W'Yfk Y]gY
k Y]hfY]W'YbXY'dcg]hj Y'9ZY_hY'ZØf'X]Y '@YVYbgei U']hÅ'h]b
@i Xk][gVi f['a]hg]W'Vf]b[Yb'_ØbbhY"

8YhU]`g	
Cfh	@i Xk][gVi f[ž'8Yi hgW'U'UbX
Ei Y''Yb	<ul style="list-style-type: none"> • k k k "i Xk][gVi f["XY • k k k "]eU]f"Wca

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