

DZY[Y_cbZYfYbn'8 Ufa ghUXh. BchZU`j Yfgcf[i b['ZØf`ÿ`hYfY`]a `: c_i g°

5a `&*"\$*"\$&\$&) `ZUbX`ja `?fY]g\Ui g'8 Ufa ghUXh`X]Y
DZY[Y_cbZYfYbn'ghUhhž`i a `Xf]b[YbXY`<YfUi gZcfXYfi b[Yb`]b
XYf`5`hYbdZY[Y`ni `X]g_i h]YfYb"



8 Ufa ghUXhž`8 Yi hgW\`UbX`!`K Ug`[Y\h`i]b`<YggYb3`9bXY`> b]
&\$&) `j YfgUa a Y`hYb`g]W\`nU\`fY]W\Y`&hYfYgg]YfhY`Ui g`DZY[Yž
J Yfk U`hi b[`i bX`N]j `][YgY`gW\UZh]a `?fY]g\Ui g'8 Ufa ghUXh`ni f
DZY[Y_cbZYfYbnž`X]Y`g]W\`a `]h`Xf`Àb[YbXYb`:`fU[Yb`XYf
BchZU`j Yfgcf[i b[`]b`XYf`Ài`g`]W\Yb`DZY[Y`Ui`gY]bUbXYfgYhnhY`
8]Y`J YfUbghU`hi b[`]Ua` `]a `?cbhYi`h`Y]bYf`À`hYf`k`YfXYbXYb
; YgY`gW\UZh`ni ghUbXYž`]b`XYf`DZY[Y`ni`bY\`a`YbX`U`g`nYbhfU`Y
gcn]U`Y`<YfUi gZcfXYfi b[`k`U\`f[Ybca`a`Yb`k`]fX`"@Ui`h`@5858=
VYf]YZ; UVf]Y`Y`?Ø\`b`Yž: UW\VYfY]W\g`Y]hYf]b`ZØf`Gcn]U`Yg`i`bX
HY]`UVYž`X]Y`Bchk`YbX][`_Y]h`fY[Y`a`À»][`Yf`DZY[Y_cbZYfYbnYb`]bg
; YX`W\hb]gž`XUa`]h`XYf`5i`ghUi`gW\`i`bX`X]Y`J`YfbYhni`b[`nk`]gW\Yb
XYb`6YhY`][`hYb`VYZØfXYfh`k`YfXYb"

8]Y'<YfUi gZcfXYfi b[Yb'j]b'XYf'DZY[Y'g]bX'j]Y'ZÀ'h][. '8Yf
ghY][YbXY': UW_XfÀZhYa Ub[Y'ž'i bni fY]WXYbXY'Z]bUbn]Y''Y'A]hY'
i bX'ØVYf'UghYhY'Ghfi _hi fYb'j Yf'Ub[Yb'bUW_XfYUh]j Yb'@Øgi b[Yb"
=b']\fYa 'J cfhfU['VY'Yi W'hYhY': Uha U'M'a Unž': UW_hYUa 'Y]hYf]b
XYg'DZY[YghØhndi b_hgž'X]Y'BchZU''g]hi Uh]cbYb'j]b'XYf'\Ài g']WXYb
DZY[Y''G]Y'ZcfXYfhYž'BchZU''a UddYb'ni 'YfghY''Yb'i bX'X]Y
GhYi Yfi b[ga Ò['W_X]hYb'ZØf'@Y]hghY''Yb'ni 'Yfk Y]hYfb''i 'f]W
FUi Wž': UW_X[YV]Yhg'Y]hYf'ZØf'5'hYb'\]ZYž'k]Yg'ni XYa 'Ui ZX]Y
Bchk YbX][_Y]h'Y]bYg'BYmk Yf_g'j cb'BchZU''\Y'ZYfb'\]bž'i a 'Y]bY
ZØgg][YfY'BchZU''j Yfgcf[i b['ni 'Yfa Ò['WXYb"

8]Y '[Yf]Uhf]gWXY'J Yfgcf[i b['a '@UbX_fY]g

9]b'k Y]hYfYf'k]W'h][Yf'5gdY_h'XYf'?cbZYfYbn'k Uf'X]Y '[Yf]Uhf]gWXY
J Yfgcf[i b[ž'X]Y'j cb'8f''Øf[Yb'<Y]bg'i bX'8f''': UV]Ub'GWXbY]XYfž
XYb'7\YZÀfnhYb'XYf'; Yf]Uhf]Yž'VY'Yi W'hYh'k i fXY''G]Y'ghY''hYb'XUg
5b[YVch']\fYf'?]b]_ZØf'; Yf]Uhf]Y'j]b'; fc»!| a ghUXh'j cf''8]Y
[Yf]Uhf]gWXY'J Yfgcf[i b[ž'X]Y'a YX]n]b]gWXY'6Y\UbX'i b[ž
dZY[Yf]gWXY'i bhYfghØhni b[ž'gcn]U'Y'GhUV']g]Yfi b['i bX
F\UV']hUh]cb'i a ZUgghž']gh'YbhgWXY]XYbX'ZØf'X]Y'cZh'_ca d'YI Yb
6YXØfZb]ggY'À'hYfYf'DUh]YbhYb''=b'j]Y'Yb': À''Yb'k YfXYb'YXcW
: Y\ghYi Yfi b[Yb'VYcVUW_hYh'Y'hYfY'DUh]YbhYb'k YfXYb'\Ài Z]
c\by'U_i hY'9f_fUb_i b['j]b'X]Y'; Yf]Uhf]Y'Y]b[Yk]YgYbž'k Ug
Xf]b[YbX'[YÀbXYfh'k YfXYb'a i ggž'k]Y'X]Y'Y'fnhY'ZYghghY''hYb"

C b'hcd'cZ'h\Uhž'8; ; Yf]Uhf]Y'VYf]W'hYhž'XUgg'Yg'UV'Ubi Uf'&\$&)
]b'8Yi hgW'UbX'Y]bY'FYZcfa 'XYf'BchZU''j Yfgcf[i b['[YVYb'gc''"
N]Y'X]YgYf'FYZcfa 'j]gh'Ygž'X]Y'DUh]YbhYbghfØa Y'VYggYf'ni 'ghYi Yfb
i bX'ØVYf'UghYhY'?]b]_Yb'ni 'Ybh'UghYb''9hk U'Y]b'J]YfhY''XYf
DUh]YbhYb'j]b'BchUi ZbU\ a Yb'g]bX'ØVYf'+\$'U\ fY'U'hž'i bX'[YfUXY
X]YgY'5'hYfg[fi ddY'k Y]gh'\Ài Z]['A i 'h]a cfV]X]hÀh'i bX'i bhmd]gWXY
Gma dhca Y'Ui Z''DfcZYggcf]b'? Uhf]b'G]b['Yf'ZcfXYfh'YbhgdFYWXYbX
a Y\ f[Yf]Uhf]gWXY'9I dYfh]gY'j]b'NYbhfU'Yb' BchUi ZbU\ a Ybž'i a
X]YgYb'<YfUi gZcfXYfi b[Yb[YfYW'h'ni 'k YfXYb"

=bbcj Uh]cbYb'j]b'XYf'BchZU''j Yfgcf[i b[

8]Y'Bchk YbX][_Y]h'ZØf'Y]bY'i a ZUggYbXY'5'hYfga YX]n]b'j]gh'_Uf"

@Ui h< YU`h\ WUfY`]b`9i fcdY`_Ubb`Y]bY`[Yn]Y`hY
 U`hYfga YX]n]b]gWXY`GWfYYb]b[!A Yh\cXY`b]W`h`bi`f`X]Y`UX`Aei UhY
 6Y\UbX`i`b`[`Yfa`Ò[`]WXYbž`gcbXYfb`Ui`W`g][`b]Z`_Ubh`ni`f
 9bh`Ughi`b`[`j`cb`B`chUi`ZbU`a`Yb`VY]hfU[`Yb`"Dfc`Y`_hYž`X]Y`]b
 UbXYfYb`@`ÀbXYfb`YfZc`[`fY]W`i`a`[`YgYhnh`k`i`fXYb`i`k`]Y`XYf
 9]bgUhn`j`cb`i`fU]`hm`Bi`fgYg`i]b`?`UbUXU`cXYf`X]Y`k`c`b`]WXY
 5ha`cgd`ÀfY`i`a`?`]b`_i`a`i`fUb`_Z`fh`#`cXYf`i`_`ÒbbYb`U`g`dcg]hj`j`Y
 6Y]gd]Y`Y`X]YbYb`"8]YgY`]b`bcj`Uhj`Yb`5bg`ÀhnY`nY][`Ybž`k`]Y`k`]W`h][
 Yg`]ghž`X]Y`[`Ygi`bX`Y]h]WXY`6YhfYi`i`b`[`À`hYfYf`A`YbgWXYb`bYi`ni
 XYb`_Yb`i`bX`X]Y`b`chk`YbX][`Yb`f`U`a`YbVYX]b`[`i`b`[`Yb`XUZØf`ni
 gW`UZZYb`"

5`Yg`]b`U`Ya`i`k`]fX`XYi`h]W`ž`XUgg`XYf`5i`ghUi`gW`i`bX`X]Y
 JYfbYhni`b`[`j`cb`i`UW`_f`À`ZhYb`Ui`g`XYf`DZY`[`Y`i`bX`XYf
 ;`Ygi`bX`Y]hgj`Yfgcf`[`i`b`[`b`Òh][`g]bXž`i`a`X]Y`<`YfUi`gZc`fXYfi`b`[`Yb`i]b
 XYf`B`chZU`j`Yfgcf`[`i`b`[`i`bX`[`Yf]Uhf]gWXYb`J`Yfgcf`[`i`b`[`Ubni`[`Y`Yb`"
 9g`k`]fX`gdUbbYbX`ni`VYc`VUW`hYb`gY]bž`k`]Y`X]Y`[`Yd`UbhYb
 FYZcfa`Yb`i`a`[`YgYhnh`k`YfXYb`i`bX`k`Y`WXY`i`c`fhgW`f]hY`X]Y
 _ca`a`YbXY`NY]h`Vf]b`[`h`"

8YhU]`g	
Cfh	8Ufa`ghUXhž`8Yi`hgW`_UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "`UXUX]"XY • k k k "X[[Yf]Uhf]Y"XY • \YU`h\ WUfY!]b!Yi fcdY"Wca

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