

<]hnY!7\ Ucg. '8 chn\ Y]a Yf'GhfU» Y 'V]g'bUWk XYb'Gca a YfZYf]Yb '[YgdYffh°

HY]`gdYffi b['XYf'8 chn\ Y]a Yf'GhfU» Y 'b'K]YgVUXYb'Ui Z[fi bX
j cb': U\fvU\bgWkÅXYb'Xi fWk '<]hnY'gY]h'(" ' † ` ') & \$ &) " ' † Zcg'ni
l a `Y]hi b[Yb"



8 chn\ Y]a Yf'GhfU» Yž`*) %- + 'K]YgVUXYbž'8Yi hgWk`UbX'!'8]Y
<]hnY'a UWk'h'b]Wk'h'bi f'XYf'B Uhi fž'gcbXYfb'Ui Wk`XYf' † ZfUghfi _hi f
ni 'gWkUZZYb" ' † K]YgVUXYb'\Uh'X]Y'Ub\U'hYbXY'Gca a Yf\]hnY
a Ugg]j Y'5i gk]f_i b[Yb'Ui ZX]Y'8 chn\ Y]a Yf'GhfU» Y" '6YfY]hg'gY]h
: fY]hU[ž'XYa '(" ' † ` ') & \$ &) ž]gh'X]Y'GhfU» Y'ghUXhY]bk Åfhg'nk]gWkYb
XYf?'UfYb\U'Yf'GhfU» Y'i bX'XYa '%"F]b['bi f'Y]b[YgWk fÄb_h
VYZU\fvUF" '8]Y'GhUXh'\Uh'Ui Z[fi bX'Yf\YV']WkYf'GWkÅXYb'Ub'XYf
: U\fvU\ b'i a [Y\YbX'A U» bU\ a Yb'Yf[f]ZYbž'i a '[fÖ» YfY
DfcV`Ya Y'ni 'j Yfa Y]XYb"@Ui h'k]YgVUXYb"XY'k i fXYb'a Ugg]j Y
J Yfk YfZ b[Yb'ZYgh[YghY`hž'X]Y'Ub'XYb'VY]XYb'fYWk hYb
: U\fgdi fYb'gck]Y'XYf'6i g! 'i bX'XYf'F YWk hgUVV]Y[Ygdi f
Ui Z[YhfYhYb'g]bX"

8]Y`GWÅXYb`fY]WYb`]b`XYf`H]YZY`V]g`ni`&(`NYbh]a`YhYf`i`bX`g]bX
XUg`FYgi`hUh`Y]bYf`?ca`V]bUh]cb`Ui`g`ghUf`_Yf`GcbbYbY]bghfU`i`b[`ž
`c`Yb`HYa`dYfUhi`fYb`i`bX`XYa`J`Yf`_Y`fgUi`Z`ca`a`Yb`ž`XUg`Xi`fW
gW`k`YfY`:`U`fnYi`[`Y`ni`g`Å`h`n`]W`VY`UghY`h`k`]fX`"8]Y`GhUXh`h`U
XYg`U`V`Y`b`hgW`]YXYb`ž`X]Y`F`YW`hgUVV]Y[`Ygdi`f`_i`fnZf]gh][`ni
gdYffYb`ž`i`a`GWÅXYb`Ub`:`U`fnYi`[`Yb`ni`j`Yfa`Y]XYb`"8Yf
[`YfUXYUi`g`Z`U`fYbXY`J`Yf`_Y`f`k`]fX`YXcW`ØVYf`XYb`%`F]b[`]b`X]Y
i`bhYfY`8`c`h`n`Y]a`Yf`GhfU»Y`i`a`[`Y`Y]hYh"

I`a`Y]hi`b[`ga`U»`bU`a`Yb`i`bX

J`Yf`_Y`f`g`Yb`_i`b[

:`Øf`5i`hcZU`fYf`i`bX`F`UXZU`fYf`ž`X]Y`Ub`XYf`GhY`Y`fYW`hg`Ui`Z`XYb`%`
F]b[`UVV]Y[`Yb`a`ØW`hYb`ž`U`h`X]Y`GhUXh`Y]bY`I`a`Y]hi`b[`ØVYf`X]Y
F]b[`_]fW`Y`Y]b[`Yf]W`hYh`"5i`W`XYf`F`UXghfY]ZYb`]b`:`U`fhf]W`hi`b[
ghUXhUi`gk`Å`fhg`k`]fX`j`Yfa`i`h]W`Yb`hZU`Yb`"5`_hi`Y`"]gh`X]Y
:`i`»[`Åb[`Yfei`Yfi`b[`Ui`ZY]bY`6`fY]hY`j`cb`bi`f`nk`Y]A`YhYfb
Y]b[`YYb[`hž`k`Ug`Yg`Z`Øf`DUggUb`hYb`i`b`_ca`Zc`fhUVY`a`UW`hž`XYb
6`YfY]W`ni`ØVYfei`YfYb`"6i`ggY`g]bX`j`cb`XYb`GdYffa`U»`bU`a`Yb
XYfnY]h`b]W`h`VY`hfc`ZZYb`ž`XU`g]Y`Ub`XYf`VY`hfc`ZZYbYb`?`fYi`ni`b[`bi`f
[`YfUXYUi`g`ZU`fYb`i`bX`gca`]h`c`bY`9]bgW`f`Åb`_i`b[`Yb`]fYb
[`Yk`c`b`hYb`@]b]Ybj`Yf`_Y`f`Ui`ZfYW`hYf`U`hYb`_ØbbYb"

8]Y`GhUXh`k`]fX`X]Y`5bk`c`b`Yf`i`bX`J`Yf`_Y`f`ghY]`bY`a`Yf`ØVYf`XYb
:`c`fhgW`f]h`h`XYf`5`fVY]hYb`i`bX`a`Ø[`]W`Y`ni`g`Å`h`n`]W`Y`I`a`Y]hi`b[`Yb
fY[`Y`a`Å»][`]bZcfa`]YfYb`"8]Y`b`ghUb`XgY`hni`b[`gUfVY]hYb`g]bX
j`c`fUi`gg]W`h]W`V]g`ni`a`9bXY`XYf`Gca`a`YfZYf]Yb`[`Yd`Ubh`8]YgY
A`U»`bU`a`Yb`g]bX`b`ch`k`YbX][`ž`i`a`X]Y`J`YfXf`ØW`_i`b[`Yb`]a
GhfU»YbVY`U[`]ni`VYgY]h][`Yb`i`bX`X]Y`G]W`Yf`Y]h`Z`Øf`U`Y
J`Yf`_Y`f`ghY]`bY`a`Yf`ni`[`Yk`Å`f`Y]ghYb`"8]Y`U`_hi`Y`Yb
I`a`fU`a`i`b[`Yb`nY][`Yb`Y]ba`U`a`Y`f`ž`k`]Y`k`]W`h][`Y]bY`fcVi`ghY
J`Yf`_Y`f`g]bZfUghfi`_hi`f]ghž[`YfUXY`i`bhYf`XYb`Yi`hfYa`Yb
_]a`Uh]gW`Yb`6YX]b[`i`b[`Yb`ž`X]Y`k`]f`Y`i`hmi`hU[`Y]a`a`Yf`ØZhYf
Yf`YVYb"

HYW`bc`c[`]gW`Y`A`U»`bU`a`Yb`ni`f

J`YfVYggYfi`b[`]XYf`bZfUghfi`_hi`f

8]Y`G]hi Uh]cb`Ui Z`XYf`8cm\Y]a Yf`GhfU»Y`gd]Y[Y`h`b]W`h`bi f`c`_U`Y
 <YfUi gZcfXYfi b[Yb`k]XYfž`gcbXYfb`ghY`h`Ui W`U`g`6Y]gd]Y`ZØf`X]Y
 ni bY`a YbXYb`5bZcfXYfi b[Yb`Ub`X]Y`J Yf`Y`fg]bZfUghfi _hi f`]b
 [Ubn`8Yi hgW`UbX"8 Ug`I a k Y`hVi bXYgUa h`j Yfk Y]gh`XUfUi Z`
 XUgg`bYi Y`5gd`U`ha]gW`i b[Yb`i bX`ghfU»YbY][YbY
 9bhk ÅggYfi b[ggmghYa Y`ni f`J YfVYggYfi b[`XYf
 J Yf`Y`fg]bZfUghfi _hi f`VY]hfU[Yb`_ØbbYb"8]YgY`hYW`b]gW`Yb
 A U»bU`a Yb`g]bX`YbhgW`Y]XYbXž`i a `XYb`bY[Uh]j Yb`9ZY`_hYb`j cb
 ?`]a Uk UbXY`Zc`[Ybž`k]Y`Ghi fa ž`<]hnY`i bX`GhUf`fY[Ybž
 Ybh[Y[Ybni k]f`Yb"

8 Ug`Ub[Zf]gh][Y`N]Y`]gh`Ygž`Xi fW`fY[Y`a Å»][Y`5bdUggi b[Yb`i bX
 ðghUbX`U`hi b[gUfVY]hYb`X]Y`K]XYfghUbXgZÅ`][_Y]h`XYf
 J Yf`Y`fgk Y[Y`ni `Yf`Ø`Yb"ð`X]YgYa `Ni gUa a Yb`Ub[`_ØbbhY
 Ui W`X]Y`9bhk]W`i b[`Y]bYg`?`]a UUbduggi b[g`cbnYdhYg`ZØf
 GhÅXhY`k]Y`K]YgVUXYb`Y]bYb`YbhgW`Y]XYbXYb`6Y]hfU[``Y]ghYbž`i a
 XYb`<YfUi gZcfXYfi b[Yb`]b`XYb`_ca a YbXYb`J`fYb`VYggYf
 [Yk UW`gYb`ni `gY]b"

8]Y`GdYffi b[`XYf`8cm\Y]a Yf`GhfU»Y`]gh`U`gc`b]W`h`bi f`Y]b
 hYa dcfÅfYg`DfcV`Ya ž`gcbXYfb`Y]b`HY]`Y]bYg`j]Y`[fØ»YfYb
 H`Ya Ug` `XYf`5bdUggi b[`Ub`X]Y`5i gk]f`i b[Yb`XYg
 ?`]a Uk UbXY`g`Ui Zi bgYfY`ðZfUghfi _hi f"

8YhU]`g	
C fh	8cm\Y]a Yf`GhfU»Yž`*) %- +`K]YgVUXYbž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k]YgVUXYb"XY • k]YgVUXYbU_hi Y`"XY • k k k "i a k Y`hVi bXYgUa h"XY

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