

9XY_U`< UV][.`F Y[]cbU`Yg 9]b_Ui ZgYf`YVb]g`VY[Y]ghYfh`6ØX]b[Yf 6Øf[Yf°

: 8 D!Dc`]h]_Yf`VYgi W\hYb`XYb`9XY_U!A Uf_h`< UV][`]b
6ØX]b[Ybž`XYf`fY[]cbU`Y`DfcXi`_hY`i bX`a`cXYfbY
9]b_Ui Zga`Ø[`]W\`Y]hYb`V]YhYh"



Cf`Yg\Äi`gYf`GhfU»Yž`*` `*)`(`6ØX]b[Ybž`8Yi`hgW\`UbX`!`9]b
Zf]gWYf`K`]bX`k`Y\`h`Xi`fW`X]Y`Cf`Yg\Äi`gYf`GhfU»Y`]b`6ØX]b[Yb`°
8Yf`bYi`Y`9XY_U!A`Uf_h`< UV][ž`XYf`9bXY`Bcj`Ya`VYf`&\$&(`gY]bY
HØfYb`[`Y`ØZbYh`\`Uhž`n]Y\`h`nU\`fY]W`Y`?`i`bXYb`Ub`"A`]hY]bYf
J`Yf`_Ui`ZgZ`ÄW`Y`j`cb`%`-`,`\$`E`i`UXfUha`YhYfb`\`Uh`XYf`A`Uf_hj`]Y`ni
V]YhYb`"GYb]cfW`YZ`A`UbZfYX`< UV][ž`XYf`ghc`n`Ui`ZX]Y`Ub[`Y
:`Ua`]`]YbhfUX]h]cb`V`]W_hž`ghY`hY`XYb`A`Uf_h`VY]`Y]bYa``6Ygi`W`j`cb
: 8 D!`?`ca`a`i`bU`dc`]h]_Yfb`j`cf`"GW`cb`%`-`*`(`VY[`Ubb`U`Yg`a`]h
Y]bYa``_Y]bYb`;`YgW`ÄZ]b`6UX`GcXYb!GU`a`ØbghYf"

8]Y';`ÄghY`k`UfYb`VY[`Y]ghYfhj`cb`XYb`a`cXYfbYb`5b[`YVchYb`XYg

A Uf_hYg"i bhYf'UbXYfYa 'V]YhYh'XYf'A Uf_h'Y]bY'\Ui gY][YbY
A Uf_hVÀW_YfY]'i bX'Y]bY'A Uf_h_ØWYž'X]Y'_U'hY'GbUW_g'gck]Y
\Y]»Y'GdY]gYb'ni a 'A]hbY\ a Yb'VYfY]hghY''h"8f"šØf[!I k Y'<U\ bž
XYf'J c f g]hmYbXY'XYf': 8D! ?fY]ghU[gZfU_h]cbž'Ài »YfhY'g]W\ 'dcg]h]j
ØVYf'X]Y'J]Y'ZU'h'XYf'5b[YVchY'i bX'XUg'UbgdFYW\YbXY'?cbnYdh"

F Y []cbU`]hÀh']a 'A]hhY`di b_h

9]b'VYgcbXYfYg'<YfnghØW_'XYg'9XY_U!A Uf_hYg']gh'XYf': c_i g'Ui Z
fY[]cbU'Y'DfcXi _hY" 'A UbZfYX'<UV]['Y[h'[fc»Yb'K Yfh'Ui Z
Ni `]YZfYf'Ui g'XYf'i a [YVi b["'Gc'k YfXYb'VY]gd]Y`gk Y]gY
?UfhcZY'b'j cb'Y]bYa '6Yhf]YV']b': f]YXVYf['i bX'gU]gcbU'Yg'C Vgh
i bX'; Ya ØgY'j cb'K YhYfUi Yf': fØW hW\Yb'VYnc[Yb"'8]Yg'hfÀ[h
b]W\h'bi f'ni f': f]gW\Y'XYf'DfcXi _hY'VY]ž'gcbXYfb'ghÀf_h'Ui W\ 'X]Y
fY[]cbU'Y'K]fhgW\UZh"

8]Y'6ØX]b[Yf'GhUXhj YfcfXbYhY'5bXfYU'F U\ b!: Uff'i bX']\f'?c`Y[Y
K c`Z[Ub['DUhmU_'VYf]W\hYhYb'VY[Y]ghYfhj cb'XYa 'dcg]h]j Yb
: YXVUW_ž'XUg'g]Y'j cb'XYb' ?i bXYb'Yf\U'hYb'\UVYb"'8]Y
a cXYfbYb'9]b_Ui ZgVYX]b[i b[Yb'i bX'X]Y' [fc»Y'5i gk U\ `k YfXYb
j cb'XYb'A YbgW\Yb']b'XYf'F Y []cb'gY'\f' [YgW\Àmh"'5i W\ 'X]Y
HYW\ b_] 'ja ' ?UggYbVYfY]W\ '_ca a h[i h'Ub. 'æW\Yb'F i h\gž'Y]b
Yb[U[]YfhYf'9]bnY'\ÀbX'Yfž'nY][hY'g]W\ 'VYY]bXfi W_h'j cb'XYb
GY'VghgWUbb]b[!A Ø[`]W\ _Y]hYbž'X]Y'U'g'ni _i bZhgk Y]gYbX'[Y'hYb"

9]b'6`]W_]b'X]Y'Ni _i bZh

8Yf'9XY_U!A Uf_h'<UV][']gh'b]W\h'bi f'Y]b' C fh'ZØf'Zf]gW\YghY
@VYVbga]hhY'ž'gcbXYfb'Ui W\ 'Y]b'J cffY]hYf']b'XYf'?i bXYbV]bXi b["
8]Y'DUfhbYfgW\UZh'a]h'D5M657?ž'X]Y'ja 'š]bi Uf'&\$&) 'VY[]bbhž
Vf]b[h'ni gÀh`]W\Y'J cfhY]'Y'ZØf'X]Y' ?i bXYb"'A]h'XYf'D5M657?!
?UfhY' _ØbbYb'Di b_hY' [YgUa a Y'hž'Y]b[Y'Øgh'i bX'7ci dcbg
U_h]j]Yfh'k YfXYb"'8]Yg']gh'Y]b'k Y]hYfYf'GW\ f]hhž'i a 'X]Y
?i bXYbbÀ\Y'i bX'X]Y'Ni Zf]YXYb\Y]h'ni 'Yf\Ø\Ybž'k]Y'g]Y'Ui W\ 'j cb
989?5']b']\fYb'GhfUhy []Yb'VYhcb'h'k YfXYb"

Ni gÀh`]W\ 'k]fX'X]Y'bYi Y'9][Yba Uf_Y' 989?5'<YfnghØW_Y
j cf[YghY''hž'X]Y'gY]h'Gca a Yf'&\$&('j YfZØ[VUf']gh'i bX'V]g'ni '%\$\$\$

DfcXi _hY'i a ZUggh"8]YgY'9][Yba Uf_Y'k]fX'a]h'Y]bYa
 UbgdfYWX YbXYb'8Yg][b'i bX'\c\Yb'E i U']hÅhgghUbXUfXg'VYk cfVYb"
 <]Yf'nY][h'g]WX'Y]ba U'a Y\fž'XUgg'9XY_U'b]WX'h'bi f'K Yfh'Ui Z
 ?i bXYbbÅ\Y'

`Y[hž'gcbXYfb'Ui WX'Ui ZBUWX\U'h][_Y]h"A]h'ϕ]h]Uh]j Yb'k]Y
 <cZ'`ØW_ 'i bX'XYa '5i gVUi 'j cb': `Y]gWX!'i bX'K i fghk UfYb'a]h
 \Ø\YfYb'<U'hi b[gZcfa !Ghi ZYb'k]fX'Y]b'NY]WX Yb'ZØf'a Y\f
 H]Yfk c\`'[YgYhnh"

ϕg[YgUa h'nY][h'XYf'6Ygi WX'ja '9XY_U!A Uf_h'<UV][ž'XUgg
 FY[]cbU']hÅh'i bX'ϕbcj Uh]cbg[Y]gh<UbX']b'<UbX':[Y\Yb'_ØbbYb"
 <]Yf'k]fX'b]WX'h'bi f'Y]b[Y_Ui Zhž'gcbXYfb'Ui WX'Y]b'GhØW_<Y]a Uh
 [Y'YVh"Gc'V'Y]Vh'XYf'bYi Y'A Uf_h'Y]b'HfYZZdi b_h'ZØf'X]Y'A YbgWX Yb
 Ui g'6ØX]b[Yb'i bX'XUfØVYf'\]bUi g"

: Øf'k Y]hYfY'ϕZcfa Uh]cbYb'ni 'XYb'5_h]j]hÅhYb'j cb'9XY_U'_ØbbYb
 G]Y'X]Y'6Yf]WX'hY'j cb': **BDž: 8D'K YhhYfUi 'i bX'989?5**
 VYgi WX Yb"

8YhU]`g	
Cfh	Cf`Yg\Ài gYf'GhfU» Yž' *' *) ('6ØX]b[Ybž 8Yi hgWX`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "Zbd"XY • ZXd!k YhhYfUi "XY • j YfVi bX"YXY_U

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