

A Uf]Yb\Y]XYf`]a `K Yhh_Ua dZ. l k Y
< YbgWÅ ` _Åa dZh'i a `XYb`@Y[c!
A Y]ghYfh]hY`°

9fZU\fyb`G]Y`U`Yg`ØVYf`l k Y`< YbgWÅ`Ui g`A Uf]Yb\Y]XYž`XYf`
Ub` @Y[c`A UghYfg`hY]`b]a a hi bX`gY]bY`@Y]XYbgWÅ UZh`ZØf`
XUg`_fYUh]j Y`6Ui Yb"

A Uf]Yb\Y]XYž`8Yi hgWÅ`UbX`!`8]Y`K Y`h`XYf`Vi bhYb
?`Ya a VUi ghY]bY]`gh`a Y`f`U`g`bi f`Y]b`nY]h`cgYg`Gd]Y`nYi [/g]Y` \ Uh
Y]bY`_fYUh]j Y`F`Yj c`i h]cb`Y]b[Y`Y]hYhž`X]Y` ; YbYfUh]cbYb`j cb` : Ubg
]bgd]f]Yfh`@Y[cž`i fgdfØb[`]WÅ`%-`' &`j cb`C`Y`?`]f`_`7` \f]gh]UbgYb`]b
6` `i bXž`8`ÅbYa Uf`_ž` [Y[fØbXYhž` \ Uh]g]WÅ`ØVYf`X]Y` ð\fnY` \ bhY
 \]bk Y[`j ca`h`fUX]h]cbY`Y`b`<c`ngd]Y`nYi [` \]b`ni`Y]bYa` [`cVU`Yb
 ða dYf]i a`Y`b`hk]W`_Y`h`8`Yf`B`Ua Y`@9; C`Y`hYh`g]WÅ`j cb`XYb
X`Åb]gWÅ`Yb`K`ØfhYfb`Y` [` [cXh`UVž`k Ug`gd]Y` [i h`VYXYi hYhž`i bX
X]Y`YfghYb`GhY]bY`k i fXYb`%-` (-`d`fcXi`n]Yfh`8]Y`9]bZØ\fi b[`XYf
YfghYb`A`]b]Z[i f`]a` ð\`f`%-`+` ,`i bX`X]Y`9hUV`]Yfi b[`XYg`@9; C!
GmghYa`g`]b`XYb`%-`* \$Yf`ð\`fyb`hfi [Yb`Yf` \YV`]WÅ`ni f`J`YfVfY]hi b[
i bX`Dcdi`Uf]h`Å`h`VY]"

5_hi Y`VY[Y]ghYfh`X]Y`G\ck` ` @Y[c`A UghYfg` `]b`] \fyf`gYWÅ`ghYb
GhUZZY`gck c` \`Ni`gWÅ`Ui`Yf`U`g`Ui`WÅ`HY]`bY` \a`Yf`"8]Y`GYbXi b[ž`X]Y
&\$%, `]bg`@VYb` [Yfi ZYb`k i fXY`i bX`Ui ZJ`cl`Ui`g[YghfU` \`h`k]fXž
nY][hž`k]Y`UWÅ`h`Nk`Y]YfhYUa`g`]b`k`ØWÅ`Ybh]WÅ`Yb` : c` [Yb
 [Y[YbY]bUbXYf`UbhfYhYb`"l bhYf`8`fi W`_`a`ØggYb`X]Y`HY]`bY` \a`Yf
Ubgd]fi WÅ`gj c`Y`D`fc`Y`_`hY`fYU`]g]YfYbž`k`À`fYbX`g]Y`j cb`9l dYfhYb
k]Y`F`Yb`Å`<c`Zza`Y]ghYfž`Y]bYa` @Y[c!9l dYfhYbž`i bX`9`]gUVYh` \`?`U` \`!
6UW`_Ygž`XYf`@Y[c!8Yg][bX]fY`_hcf]bž`VYk`YfhYh`k`YfXYb`"A`cXYf]Yfh
k]fX`X]Y`G\ck` `j cb`8`Ub]Y`<Ufhk`]WÅ"

J cb`A Uf]Yb\Y]XY`b`UWÅ`8Yi hgWÅ`UbX

9]bYf'XYf'HY]'bY\ a Yf']b'X]YgYf'GhUZZY'']gh' l k Y' < YbgW\ 'Ui g
A Uf]Yb\Y]XYž'XYf'ni gUa a Yb'a]h'H\ca Ug' Hca a m' ; chhk U'X'Ui g
B ØfbVYf[']b'XYf'G\ck 'Ubhf]hh'' < YbgW\ ž'XYf'VY]'G]Ya Ybg!9bYf[m]b
@Y]XYb'UfVY]hYhž'\Uh'k Å\fybX'XYf'7CJ Æ!%- !DUbXYa]Y' b]W\h'bi f
Y]b' bYi Yg' < cVVm'YbhXYW_hž'gcbXYfb'Ui W\ 'gY]b' ?]bX\Y]hg]bhYfYggY
Ub'@Y[c'k]YXYfVY'YVh''GY]bY'YfghYb'9fZU\fi b[Yb'a]h'@Y[c
a UW\hY'Yf'U'g' ?]bX'a]h'XYf'7'Ugg]WGdUW'GYf]Y''8i fW\X]Y
DUbXYa]Y']bgd]f]YfhY'Yf'g]W\ ž'Y][YbY'@Y[c!8Yg][bg'ni '_fY]YfYbž
X]Y'Ui W\ 'U'g' a cW\ b' fA mick b'7fYUh]cbŁ'VY_Ubbh'g]bX"

GY]bY'DUgg]cb'ZØf'@Y[c'nY][hY'g]W\ 'i bhYf'UbXYfYa ']b'Y]bYa
VYY]bXfi W_YbXYb'8Yg][b'XYg'5'hYb'CVgYfj Uhc]j' a g']b'@Y]XYbž
XUg'Yf'a]h\]Z'j cb'' 8!8Yg][bgcZk UfY' bUa Ybg'Ghi X]c'Ybhk UfZ'
8]YgYg'A cXY''ž'XUg'ZUgh'XfY]'A cbUhY']b'5bgdfi W\ 'bU\ a 'i bX'Y]b
XfY\UfYg'8 UW\ 'VY]b\U'hYhž'k i fXY'V]g'\Yi hY'j cb'ØVYf'%%\$\$
l bhYfghØhnYfb'dcg]hj' 'Ui Z[Ybca a Yb'' < YbgW\ 'd'Ubhž'gY]b'8Yg][b
Ub'Y]bYa ''c_U'Yb'K YhhVYk YfV' bUa Ybg'GhUX!]b!GhYYbhYg
hY]'bY\ a Yb'ni ''UggYb'i bX'\cZž']bYf\U'V'Y]bYg'>\fYg'%"\$\$\$\$
l bhYfghØhnYf'ni '[Yk]bbYbž'i a 'Y]bYb' bÅW\ ghYb'GW\ f]hh]b'XYf
DfcXi _h]cb'ni 'YffY]W\ Yb"

? fYUh]j]hÅh'i bX'K YhhVYk YfV

Æ'XYf'U_hi Y''Yb'GhUZZY''j cb' @Y[c'A UghYfg' '_ca a h'XYb
HY]'bY\ a Yfb'Y]bY']a a YbgY'5i gk U\''Ub'6Ui ghY]bYb'ni [i hY.
Æg[YgUa highY\Yb'&ž) 'A]''cbYb'?'Ya a VUi ghY]bY'ni f'J YfZØ[i b["
8]Y'8mbUa]_nk]gW\ Yb' < YbgW\ 'i bX'; chhk U'X']gh'VYa Yf_Ybgk Yfh
i bX'nY][h'g]W\ ']b']\fYf'HYUa UfVY]hž'X]Y'a]hh'Yfk Y]'Y'Xi fW\
ZfYi bXgW\UZh]W\ Y'6]bXi b[Yb'[YghÅf_h'k]fX"

8Yf'G]Y[Yf'XYf'G\ck 'Yf'\Å'h'b]W\ h'bi f'XYb'dfYgh][YhfÅW\h][Yb
@Y[c!A UghYfg!Dc_U'ž'gcbXYfb'Ui W\ 'Y]b'DfY]g[Y'X'j cb'&) "\$\$\$
9i fc''A]h'XYf'?ca V]bUh]cb'j cb'?fYUh]j]hÅhž'HYW\ b]_i bX
K YhhVYk YfVg[Y]gh'gd]Y[Y'h'X]Y'GYbXi b['X]Y'9ggYbn'j cb'@Y[c
k]XYfž'XUg'b]W\ h'bi f'† b[Y'; YbYfUh]cbYbž'gcbXYfb'Ui W\
9fk UW\ gYbY'Ubgdf]W\ h''8]Yg'k]fX'VYgcbXYfg'XYi h]W\ ']a ' ? cbhYl h
j cb'@9; C'5fW\]hYWhi fY'GYhgž'X]Y'XYhU]''YfhY'B UW\ V]'Xi b[Yb
VYfØ\ a hYf'; YVÅi XY'V]YhYb'i bX'b]W\ h'bi f'XYb'Gd]Y'gdU»

Yf\Ò\Ybž'gcbXYfb'Ui W'6]Xi b['i bX'?fYUhj]hÀh'ZÒfXYfb"

B UWXYa '@Y[c'ØVYf'X]Y'À\fy'a]h<YfUi gZcfXYfi b[Yb']b'XYf
Gd]Y`nYi []bXi ghf]Y'_cbZfcbh]Yfh'k Ufž'nY][h'X]Y'A Uf_Y'\Yi hY'Y]bY
VYY]bXfi W_YbXY'5bdUggi b[gZÀ\][_Y]hi bX' ðbcj Uh]cbgZFYi XY"
@9; C'd`UbžV]g'&\$' \$'U`Y'DfcXi _hY'Ui g'bUW\U'h][Yb'A UhYf]U`]Yb
ni `dfcXi n]YfYb'i bX'?fUb_Yb!'i bX'6]Xi b[gY]bf]W'hi b[Yb'Xi fW
gc n]U`Y' ð]h]Uhj] Yb'ni 'i bhYfghØhnYb"'CV'ZØf'?]bXYf'cXYf
9fk UWgYbYž'X]Y'A Ò[`]W\Y]hYbž'Y][YbY'K Y'hYb'ni `YfgW\UZZYbž
V`Y]VYb'i bYbX`]W"

ðhYfYgg]YfhY'_ÒbbYb'a Y\ f'ØVYf'X]Y'G\ck 'i bX']\fy'gdUbbYbXYb
Dfc_Y'hY'Ui Z'_ghU"XYž'ØVYf'<YbgW'g'VYa Yf_Ybgk YfhY'?fYUh]cbYb
Ui Z'ghUZZ"i b]j Yfg]hY]h`Y]XYb"b`'i bX'X]Y'; YgW]W'hY'j cb '@Y[c
Ui Z'W VUbXU"XY`YfZU\fyb"

8YhU]`g	
C fh	A Uf]Yb\Y]XYž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • k k k "ghUZZ"i b]j Yfg]hY]h`Y]XYb"b` • k k k "W VUbXU"XY

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