

6fÀbXY'i bX'i bZÀ`Y. '8fUa Uh]gWÅ Y 9]bgÀhnY 'ja '@UbX_fY]g'7\Ua °

A Y\FYfY'6fÀbXY'i bX'JYf_Y\fgi bZÀ`Y'dfÀ[hYb`X]Y`K cWÅY`ja
@UbX_fY]g'7\Ua "'5_hi Y`Y'9]bgUhnVYf]WÅhY`j ca '\$- "V]g'%) "
† b] ' & \$ &) "



7\Ua ž'8Yi hgWÅ`UbX`!`†`XYf`j`Yf[`Ub[`YbYb`K`cWÅY`k`UfYb`X]Y
:`Yi`Yfk`Y\FYb`ja` '@UbX_fY]g'7\Ua`'fYWÅh`VYgWÅ`Z]h[`h`Hfchn`Y]bYg
]bg[`YgUa`h[`Ygi`b_YbYb`9]bgUhnUi`Z_ca`a`Ybgž`k`Ug`
**?fY]gZYi`Yfk`Y\Fj`YfVUbX`7\Ua`'\Yfj`cf\YVhž[`UV`Yg`a`Y\FYfY`
9]bgÀhnYž`X]Y`X]Y`5i`Za`Yf_gUa`_Y]h`XYf`9]bgUhn_f`Z`hY`YfZc`fXYfhYb`"
†`XYf`NY]h]j`ca`'\$-`"V]g'%)`"†`b]`&\$&)`'_Ua`'Yg`ni`'j`YfgWÅ]YXYbghYb`
l`bZÀ`Yb`i`bX`6fÀbXYbž`X]Y`Y]bYb`VYa`Yf_Ybgk`YfhYb`9]bgUhn`j`cb`
:`Yi`Yfk`Y\F`i`bX`FYh`i`b[`gX]Ybgh`YfZc`fXYf`]WÅ`'a`UWÅ`hYb`"**

5a`'A`cbhU[`ž`XYa`'\$-`"†`b]ž`ghUfhYhY`X]Y`K`cWÅY`'a`]h`Y]bYf`
F`Ui`WÅYbhk`]W`_i`b[`]b`:`i`fh\`]a`'K`U`X`ž`X]Y`[`ØW`_]WÅYfk`Y]gY`Xi`fWÅ`
Ub[`YVfUbbhYg`9ggYb`j`Yfi`fgUWÅ`h`k`i`fXY`"A`]h`Y]bYf`gWÅ`bY`Yb`
8i`fWÅ`ØZi`b[`'XYf`K`c\`bi`b[`'_`cbbhY`'GWÅ`]a`a`YfYg`j`Yf\`]bXYfh`

k YfXYb" @Ui ZY'XYg'HU[Yg'Zc'[hYb'a Y\fYfY'J Yf_Y\fgi bZÄ`Yž
XUfi bhYf'Y]b'A chcffUXi bZU``]b'6'U]VUW' i bX'Y]b'D?K !I bZU``]b
6UX'? Òmh]b["

F Y hhi b[gY]b gÄhnY' i bX' i bhY fghØhni b[

8 Yf'8]YbghU['vfUW hY'Ä\b`]WXY'< YfUi gZc fXYfi b[Yb" ð
<c\Ybk Ufh\ 'i bhY fghØhny'X]Y': Yi Yfk Y\ f'XYb'F Y hhi b[gX]Ybghž
k Ä\ fYbX']b'<]hYfgf]YX'Y]bY'K c\bi b['U_i h[Y ÒZbYh'k YfXYb
a i gghY" '9]b'k Y]hYfYf'gW'k Yfk]Y[YbXYf'J cfZU``YfY][bYhY'g]W'Ui Z
XYf'6&&'VY]'GW' Òbh\U'ž'U'g'nk Y]'D?K 'ZfcbhU'_'c``X]YfhYb"
; 'ØW_]WXYfk Y]gY'[UV'Yg'_Y]bY'DYfgcbYbž'X]Y'Y]b[Y_'Ya a h
k i fXYb"

A]h'Y]bYf'<i VgW'fUi VYf'UbXi b['g]WXYfhYb'X]Y'9]bgUm_fÄZhY']b
: fcbUi 'Ua 'A]h'k cW'X]Y'a YX]n]b]gWXY'J Yfgcf[i b['XYg'DUh]YbhYbž
k Ä\ fYbX'Ua '8cbbYfghU['Y]b'HYUa 'ni f'DYfgcbYbgi WXY']b'XYb
K U'X'[YgW]W'h'k i fXY" 'Gc'WXY'9]bgÄhnY'g]bX'cZh'\YfUi gZc fXYfbXž
UVYf'X]Y'?ccfX]bUh]cb'nk]gWYb': Yi Yfk Y\ f' i bX'F Y hhi b[gX]Ybgh
Zi b_h]cb]Yfh[i h"

5a ' : fY]hU['gh]Y['X]Y'5bnU\`XYf'9]bgÄhnY'bcW'a U'g'Ubž'a]h'Y]bYf
GhfU» YbfY]b][i b[']b'K U'Xa ØbWYb' i bX'Y]bYa 'k Y]hYfYb
J Yf_Y\fgi bZU``Ui Z'XYf'6&&"'9]b'6U'_cbVfUbX']b '@Ja 'ghY``hY'g]W
U'g'k Yb][Yf'XfUa Uh]gW' \YfUi gžXU'XUg': Yi Yf'VYfY]hg['Y' ÒgW'h
k Ufž'U'g'X]Y'9]bgUm_fÄZhY'Y]bhfUZyb" '9]b'W'Ufa UbhYg'8YhU]'XYg
HU[Yg'k Uf'X]Y'F Y hhi b['Y]bYg'? 'Y]bh]Yfg']b': i fh\ 'ja 'K U'X' 'Y]b
['ØW_]WXYf'5VgW' i gg'ZØf'XUg'_Y]bY'K YgYb"

5a 'K cWYbYbXY'k Uf'X]Y': Yi Yfk Y\ f'b]W'h'k Yb][Yf'[YZc fXYfh" '5a
GUa ghU[a cf[Yb'k Uf'Y]bY'U_i hY'HØf ÒZbi b[']b': i fh\ 'ja 'K U'X
bØh][ži bX']b'7\Ua 'a i gghY'Y]bY'GhfU» Y'Ui Z[fi bX'Y]bYg'XYZY_hYb
<mXfUbhYb' [YgdYffh'k YfXYb" 'I bZÄ`Y'a]h'A chcffÄXYfb'hfUhYb
YVYbZU``g'Ui Zž'XUfi bhYf'Y]b'J cfZU``VY]'9b['Y'g\Øhh" '8Yf'GcbbhU[
vfUW hY'gW']Y» ']W'Y]bYb'6fUbX']b'Y]bYf'A UgW]bY']b'Y]bYf'< U`Y
]b': U'_YbghY]bž'XYf'gW'bY`` ['Y' ÒgW'h'k YfXYb'_'cbbhYž'UVYf'Ui W
a Y\ fYfY'6Ui a ghØfnY'Ui Z'XYb'GhfU» Yb']b'GW' Òbh\U' i bX
HfcgYbXcfZ'

9]bV`]W_Y`]b`XYb`F Y hhi b [gX]Yb gh

>bgY]hg`XYf`c_U`Yb`9fY][b]ggY`nY][h`Y]bY`5bU`mgY`XYf
 6i bXYgUbghU`h`Z0f`GhfU» Ybk YgYbž`XUgg`X]Y`@Y]ghi b [gZÄ`][_Y]h`XYg
 F Y hhi b [gX]YbghYg`]b`8Yi hgWÄ`UbX`]b`XYb`YhnhYb`>Ä`fYb`gck c`
 ghUV]`Y`U`g`Ui WÄ`f0W`Äi Z][Y`HfYbXg`Ui Zk]Yg"8]Y`U`hi Y`Y
 l bhYfgi WÄi b [ž`X]Y`j cb`XYf`Ubhk cfh#B; `6YfUhYbXY`# [Yb]Yi fY
 DUfh; a V6`Ui g`?Ö`b`Xi fWÄ [YZ0Ä`fh`k i fXYž`VYn]Y`h`g]WÄ`Ui Z`XYb
 NY]hfUi a `&\$&\$`V]g`&\$&%"`#g[YgUa h`k i fXYb`) "%`%", , , +
 9]bgUmZU`fhYb`Xc`_i a Ybh]Yfhž`k cj cb`fi bX`%`A`]]cbYb`9]bgÄhnY
 Ä`f`]WÄ`ghUhhZUbXYbž`YXcWÄ` [UV`Yg`Y]WÄ`hf0W`Äi Z][Y`NUÄ`Yb`]a
 J Yf [`Y]WÄ`ni `XYb`>Ä`fYb`ni j cf" ? bUdd`&`A`]]cbYb`X]YgYf`9]bgÄhnY
 []b [Yb`Ui Z`J Yf`_Y`fgi bZÄ`Y`ni f0W`ž`X]Y`%ž` `DfcnYbh`XYf` [YgUa hYb
 9]bgÄhnY`Ui ga UWÄ`hYb"

8]Y`9bhk]W`_i b [`]gh`VYgcbXYfg`gdUbbYbXž`XU`XYf`B`chZU`fU`h`ghYh][
 Ub [Ygh]Y [Yb`]ghž`k Ug`nY][hž`XUgg`X]Y`9]bgÄhnY`b]WÄ`h`k Yb][Yf
 k YfXYbž`hfc`h`XYf`< YfUi gZc`fXYfi b [Yb`Xi fWÄ`X]Y`7`c`f`c`b`U!
 DUbXYa]Y"9]bY`bYi Y`5bU`mgY`Z0f`XYb`NY]hfUi a `&\$&(`#&)`]gh
 VYfY]hg`]b`D`Ubi b [ž`i a `X]Y`HfYbXg`k Y]hYf`]b`]a`6`]W`_ni`VY`U`hYb`
65 Gh"

#g[YgUa h`V`Y]Vh`X]Y`@U [Y`]a`@UbX`_fY]g`7`Ua`XmbUa]gWÄ"8]Y
 : Yi Yfk Y`fYb`i bX`XYf`F Y hhi b [gX]Ybgh`nY][Yb`Y]b
 VYY]bXfi W`_YbXYg`9b [U [Ya Ybhž`i a `G]WÄ`Yf`Y]h`i bX`gWÄ`bY`Y`<]Z
 ni` [Yk Ä`f`Y]ghYb"6`Y]VYb`G]Y`U`gc`k Y]hYf`]b`]bZcfa]Yfhž`XYbb
 bUWÄ`XYa`bYi YghYb`GhUbX` []Vh`Yg]a a Yf`j]Y`ni`VYf]WÄ`hYb`°, VYf
 U`_hi Y`Y`9]bgÄhnY`U`hYb`k]f`G]Y` [YfbY`Ui ZXYa`@Ui ZYbXYb"

8YhU]`g	
C fh	7`Ua`ž`8Yi hgWÄ`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_Zj !WÄ Ua "XY • k k k "ZUWVcc_"WÄa • k k k "VUgh"XY

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