

9bhXYW_Y`X]Y`[Y\Y]a b]gj c``Yb`6i b_Yf
i bX`?Y``Yf`7\i fZfUb_Ybg°

9bhXYW_Yb`G]Y`A U]b!GdYggUfh`F UXZU\ fYbž`K UbXYfbž
\]ghcf]gWXY`?Y``Yf`h`i fYb`i bX`fY[]cbU`Y`K \]g_mg`]a
a U`Yf]gWXYb`7\i fZfUb_Yb"



A]`hYbVYf[ž`8Yi hgW\`UbX`!`b`XYf`a U`Yf]gWXYb`FY[]cb
7\i fZfUb_Ybž`Y]b[Y`_Ya a h`nk]gWXYb`GdYggUfh`i bX`CXYbk U`Xž
YbhZU`hY`h]g]W\`Y]bY`gdUbbYbXY`9bhXYW_i b[gfY]gY``8]YgY
8Ygh]bUh]cb`cW`h`b]W`h`bi f`a]h`\fYb`gdY_hU_i `ÄfYb
@UbXgWUZhYbž`gcbXYfb`Ui W`a]h`Y]bYf`ZUW`hYbFY]WXYb
; YgW]W`hY`i bX`_i `]bUf]gWXYb`; YbØggYb` U``Yb`j cfUb`XYa
K \]g_mž`XYf`]b`U`hYb`; Yk Ò`VYb`i bX`6i b_Yfb`dfcXi n]Yfh`k]fX"
<Yi hY`]gh`XYf`%(" ' & \$ &) ži bX`k]f`bY\`a Yb`G]Y`a]h`b`X]Y
I bhYfk Y`h`X]YgYf`ZUgn]b]YfYbXYb`FY[]cb"

8]Y`FY]gY`ZØ\fh`i bg`ni ` \]ghcf]gWXYb`Gh`hYbž`X]Y`]b`]\fYf`Y][YbYb
5fh`i bX`K Y]gY`; YgW]W`hYb`Yfn`Ä`Yb`Gc`]gh`XYf`9]g_Y``Yf`]b
A]`hYbVYf[`Y]bYf`XYf`Ä`hYghYb`i bX`Y]bXfi W_gj c``ghYb`CfhY``6YfY]hg

gY]h% (, &]ghYf'Xc_i a Ybh]Yfhi bX'V]YhYh'VY]'_cbghUbhYb '* ; fUX
Y]bYb'Y]bn][Ufh][Yb'9]bV'W_]'b'X]Y'?Ø\`hYWb]_]'j Yf[Ub[YbYf
NY]hYb"'8Yf'Ni [Ub['YfZc'[h'ØVYf'Y]b'?`]'b[Y`gmghYa 'VY]'æ\Ubb'5"
; Y][Yfž'XYa '6Yg]hYf'XYf'Gh"?']Ub'?Y`YfY]"'8Yf'9]bhf]hh]gh
_cgYb'cg' 'Y]bY'dYfZY_hY'; Y'Y[Yb\Y]hž'Y]b'GhØW_'; YgWk]Wk hY
c\by'j]Y`5i Zk UbX'ni 'Yf'YVYb"

K \]g_mi bX'; YgWk]Wk hY

9]b'k Y]hYfYg'<][\`][\h'XYf'Hci f']gh'X]Y'Gh"?']Ub'8]gh]'`Yfg']a
Y\Ya U']][Yb'B5HC!6i b_Yfž'X]Y' [fØ» hY'K \]g_mi8Ygh]'`Yf]Y
8Yi hgWk`UbXg"' : Øf'&\$'9i fc'_ØbbYb'`b hYfYgg]YfhY'\]Yf'VY]
[YZØ\fhYb'Fi bX[Åb[Yb'X]Y'; Y\Y]a b]ggY'XYf'K \]g_mi<YfghY`i b[
Yf_i bXYbž'[YZc'[hij cb'Y]bYf'J Yf_cghi b['XYf'VYgcbXYfYb'HfcdZYb"
8]YgY'K \]g_mi'ny]Wk bYb'g]Wk 'Xi fWk 'Y]bY'\c\Y'Hf]b_ghÅf_Y'j cb
a]bXYghYbg' (* 'J c'i a YbdfcnYbh'Ui g"'9]b'VYgcbXYfg
Ya dZY\`Yb gk YfhYf'HfcdZYb']gh'XYf'%&! Å\ f][Y'9]g_Y`Yf'K \]g_mž
XYf'a]higY]bYb'5fca Yb'j cb'k Y» Ya 'DZYZZYfž'C fUb[Y'i bX'<cb][']b
XYb'A i bX'nyf[Y\h"'Ni gÅh']Wk 'gc f[h'X]Y'?ca V]bUh]cb'Ui g
: fUbnØg]gWk Yf'9]Wk Y'i bX'Fchk Y]b!J cfZYfa YbhUh]cb'XYg': UggYg'ZØf
Y]b'_ca d`YI Yg'; YgWk a UW_gdfcZ]ž'XUg'k U\ f\UZh]['9I dYfhYb
Ubgdf]Wk h' 'b]Wk h'ZØf'XYb'A U]bghfYUa ž'gcbXYfb'ZØf'k U\ fY'?YbbYf
i bX'9bhXYW_Yf"'6Yk YfhYh'k]fX'X]YgYf'K \]g_m'a]h' , ' j cb'%%\$
Di b_hYb'i bX']a a Yf\]b'Y]bYa 'DfY]g!@]ghi b[g!J Yf\Å'hb]g'j cb'' #)
'Ui gfY]Wk YbX'; fi bXž'\b'ni 'dfcV]YfYb°

8]Y'GWk Uhn_UdY`Y'XYf'6fUi YfY]': Ui gh']gh'Y]b'k Y]hYfYf'Ghcdđž'Ub
XYa ' ; YgWk]Wk hY`YVYbX]['k]fX"'<]Yf'j YfghYW_hYb
N]ghYfn]YbgYfa ØbWk Y'k Å\ fYbX'XYg'8fY]»][Å\ f][Yb'?f]Y[Yg
G]VYfa ØbnYb"'<Yi hni hU[Y'fY]ZYb'X]Y'6]YfY'XYf'6fUi YfY]]b
i a ZI b_h]cb]YfhYb'7c[bUW'i bX'K \]g_mZÅggYfb"' : Ø\ fi b[Yb
VY[]bbYb'UV'%&ž- \$'9i fcž'k Ug'ZØf'Y]bY'UVk YWk g'i b[gfY]Wk Y
6]Yfj Yf_cghi b['Y]b' [i hYg'; YgWk ÅZh]gh"

K Y]b'i bX': Yghi b[Yb

8cWk'7\i fZfUb_Yb'\Uh'bcWk'a Y\ f'ni 'V]YhYb"'8]Y'<YbbYVi f[ž'Y]bY
VYY]bXfi W_YbXY': Yghi b['a]h'? UgYa UhYbž'_Ubb'YVYbZU`g

VYg]W\h][h'k YfXYb" <]Yf'_cghYb`X]Y': Ø\fi b[Yb`() '9i fc`ZØf
; fi ddYb`j cb`V]g`ni `nY\`b`DYfgcbYbžXYf`9]bhf]h`ni f`6i f[`gY`Vgh
]gh`YXcW\`_cghYb`cg" `5i » YfXYa `c\`bh`g]W\`Y]b`6Ygi W\`XYg
: cfgW\i b[gVi b_Yfg`b` ; fc» cgh\Y]a žXYf`\Yi hY`U`g`A U\`ba U`ZØf
XYb` : f]YXYb`X]Yb`hi bX`_cghYb`cg`ni `VYg]W\h][Yb`]gh"

: Øf`X]Y`@]YV\UVYf`j cb`fY[]cbU`Yb`DfcXi `_hYb`g]bX`X]Y
?Y`YfZfYi bXY`GW\`bYYVYf[`ni `Ya dZY`\`Yb" `8]YgY`\]ghcf]gW\Yb
?Y`Yf`k i fXYb`i fgdfØb[`]W\`U`g`K Y]b`U[Yf[Ybi hnh`i bX`UXYb`ni
: Ø\fi b[Yb`Y]bžVY`X]YbYb`Zf]gW\`gW\`a YW_YbXYf`5dZY`gUZh`i bX
5dZY`k Y]b`j Yf_cghYh'k YfXYb" `8]Y`? cghYb`\]YfZØf`VY`Ui ZYb`g]W\`Ui Z
&&ž) \$`9i fc"

7\i fZfUb_Yb`]gh]XYU`ZØf`Y]bYb`?i fnhf]d`]a` : fØ\`]b[`V]g`< YfVghž
[i h`YffY]W\`VUf`a]h`XYa `Y][YbYb`5i hc`cXYf`XYa `Ni [`V]g
A]`hYbVYf[" `8]Y`F Y[]cb`V]YhY`h`Y]bY`5i gk U\`Ub`< chY`g`]b
A]`hYbVYf[`i bX`6Øf[ghUXh`ZØf`Y]bYb`Yb`hgdUbb`hYb`5i ZYb`h`U`h" `8 Ug
dYfZY`_hY`N]Y`ZØf`U`Yž`X]Y`B`Uhi fž; YgW\]W\`hY`i bX`[i hYb`K ` \]g_m
gW\`ÀhnYb" `K Y]hYfY` ðZcfa Uh]cbYb`g]bX`Ui Z`XYf`cZZ]n]Y`Yb
Hci f]ga i g!K YVgY]hY`j cb`7\i fZfUb_Yb`ni `Z]bXYb"

8YhU]`g	
C fh	A]`hYbVYf[ž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "f\Y]bdZU`n"XY • h\Yk ` \]g_mYX]h]cb`W\`a • k k k "hf]dUXj]gcf"XY

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