

; UfhYb!6`UhhgWk bY]XYfV]YbY`&\$&) .`F YhhYh
i bgYfY`K]`XV]YbY`XYg`>U\ fYg`

8]Y; UfhYb!6`UhhgWk bY]XYfV]YbY`]gh`K]`XV]YbY`XYg`>U\ fYg
&\$&) "'9fZU\ fYb`G]Y`a Y\ f`ØVYf`]\ fY`@YVYbgk Y]gY`i bX
GWi hna U» bU\ a Yb"



F \Y]b!DZU`n!`? fY]gž`8 Yi hgWk`UbX`!`8]Y; UfhYb!
6`UhhgWk bY]XYfV]YbY`fA Y[UWk`Y`k]`i [\V]Y`Uk`k i fXY`ni f
K]`XV]YbY`XYg`>U\ fYg`&\$&) [Yk`Å\`h`8]YgY`5i gnY]Wk bi b[ž`X]Y
j ca`?`i fUhc f]i a`K]`XV]YbY`XYg`>U\ fYg`XYg`5fVY]hg`fY]gYg
K]`XV]YbYb!`? UhUghYf`j Yf[YVYb`k]fXž`gc`Ui Z`X]Y`6YXYi hi b[
X]YgYf`gdYn]Y`Yb`6]YbY`Ui Za Yf`gUa`a UWk`Yb`"@Ui hi**F \Y]bdZU`n**
]gh`X]Y`6`UhhgWk bY]XYfV]YbY`j Yf[`Y]Wk`gk Y]gY`_`Y]b`i bX`Z`h`Xi fWk
]\ fY`cfUb[Yb`<`UUfY`Ua`6Ui Wk`Ui Z`f`Y; fØ`Y`a UWk`hg]Y`YXcWk
b]Wk`h`k Yb][Yf`k]Wk`h][`ZØf`X]Y`B U\ fi b[gUi ZbU\ a Y`i bX
: cfhdZUbni b[]b`XYf`B Uhi f"

6YgcbXYfg`VYa Yf`_Yb`gk Yfh`]ghž`XUgg`X]Y`K Y]VWk`Yb`X]YgYf`5fh
cj U`Y`6`UhhghØW`Y`UVgWk bY]XYbž`i a]\ fY`6fi hnY`Yb`Ui gni`_`Y]XYb"

8 UVY]j Yfk YbXYb'g]Y'6`ÄhhYf'j cb'DZUbnyb'k]Y'K]XfcgYb'i bX
<U]bVi WXYb'U'g' HUdYhY "'8 Ug'B]ghYb'YfZc`[h]b'gY'Vgh
[Y[fUVYbYb'; Äb[Yb'cXYf'a cfgWXYa 'c'nž'k cVY]'X]Y'6]YbY'Ui W
[YfbY'6'i a YbhÖdZY'ni f'B YghUb'U[Y'bi hnh"'8]Y'U_h]j Yb'A cbUhY
XYf'; UfhYb!6`UhhgW bY]XYfV]YbY'YfghfYW_Yb'g]W'j cb'9bXY'ž b]'V]g
9bXY'5i [i gh"

@YVYbgfUi a 'i bX'@YVYbgk Y]gY

8]Y'; UfhYb!6`UhhgW bY]XYfV]YbY'VY] cfni [h'buhi fbU\Y'; ÄfhYbž
K]YgYb'gck]Y'K Y[!'i bX'K U'XfÄbXYf'a]h'Y]bYf'Vi bhYb
6`ØhYbj]Y'ZU'h" ð'X]YgYb'@YVYbgfÄi a Yb'Z]bXYb'X]Y'6]YbYb
fY]W'W' B U\fi b["'A ÄbbWXYb'hfU[Yb'ni f': cfhdZUbni b['VY]ž
]bXYa 'g]Y'j\fy'j YfVfY]hYfhYb'J cfXYfVY]bY'bi hnybž'i a '8i ZhghcZY
ni 'ØVYfhfU[Ybž'X]Y'Y]bY'F c''Y'VY]'XYf'DUUi b['gd]Y'Yb"'K Y]VWXYb
\b[Y[Yb'hfUbgdcfh]YfYb'Dc''Yb'j]b'j\fyf'cfUb[YfchYb
6Ui W\VØfghY ž'k Ug']\fy'BU\fi b[gUi ZbU\ a Y'i bX'6fi hdZY[Y
Yf'Y]W hYfh"

K]XV]YbYb'k]Y'X]Y'; UfhYb!6`UhhgW bY]XYfV]YbY'g]bX
YbhgWY]XYbX'ZØf'X]Y'6YghÄi Vi b['j cb'6`ØhYbdZUbnyb'i bX
gd]Y'Yb'Y]bY'k]W'h][Y'F c''Y'j]b''UbXk]fhgW UZh]WXYb'^2 _cgmghYa Yb"
K]Y'8ca UYbY'8U\`Ya 'Uba Yf_hž'g]bX'K]XV]YbYb'ZØf'Yhk U', , i
U''Yf'6`ØhYbdZUbnyb'i bX'+) i 'U''Yf''UbXk]fhgW UZh]WXYb
Bi hndZUbnyb'j cb'6YXYi hi b["'8YbbcW'g]bX'j]b'8Yi hgW'UbX'fi bX
* \$\$'K]XV]YbYbUfhYb'Xc_i a Ybh]Yfhž'j cb'XYbYb'X]Y'a Y]ghYb
gc`]hÄf''YVYb"

6YXfc\i b[Yb'i bX'GWXi hna U» bU\ a Yb

8]Y'6YghÄbXY'XYf'K]XV]YbYb'g]bX'gY]h'ž\fyb'ja 'F ØW_[Ub[
VY[f]ZYb"'i fgUWXYb'\]YfZØf'g]bX'i bhYf'UbXYfYa 'X]Y
ð'hYbg]j]Yfi b['XYf'@UbXk]fhgW UZh'XYf'J Yf'i gh'j cb'6`Ø\ZÄWXYb
gck]Y'XYf'9]bgUhn'j cb'DYgh]n]XYb"' ð'ghÄXh]gWXYb'; YV]YhYb'ghY''Yb
J Yfg]Y[Y'i b[Yb'i bX'b]W'h'V]YbYbZFYi bX'W]WXY'DZUbnyb'ni gÄm`]WXY
<YfUi gZc'fXYfi b[Yb'XUf"'K]XV]YbYb'g]bX'[YgYhn`]W' [YgW'Øhnhž
'YXcW'VYb'Øh][Yb'g]Y'Xf]b[YbX'GWXi hna U» bU\ a Yb'i bX
I bhYfghØmi b[ž'i a 'j]\fy'Dc'di `Uh]cbYb'k]YXYf\Yfni ghY''Yb"

9]b`Y]bZUWYf`5bgUhn`ni f: ÖfXYfi b[`XYf; UfhYb!
 6`UhhgWk.bY]XYfV]YbY`i bX`UbXYfYf`K]`XV]YbYb`]gh`XYf`J Yfn]Wk.h`Ui Z
]bhYbg]j Y; UfhYbdZY[Y"6]YbYb!BUW f]Wk hYb`Ya dZ]Y\`h`XUg
 5b`Y[Yb`j cb`6`Ø\ghfY]ZYb`a]h`Y]a]gWk.Yb`K]`XdZUbnyb`i bX`XUg
 6YfY]hghY`Yb`j cb`B]gh\`ZYb"8UfØVYf`\]bUi g`_ÖbbYb`bUhØf`]Wk.Y
 B]ghd`ÄhnYž`k]Y`gUbX][Y`i bX`j Y[YhUh]cbgZfY]Y`6YfY]Wk.Yž
 K]`XV]YbYb`Y]bYb`g]Wk.YfYb`FØW_ni [gc fh`V]YhYb"

8]YgY`5i gnY]Wk.bi b[`XYf; UfhYb!6`UhhgWk.bY]XYfV]YbY`j YfXYi h`]Wk.h
 X]Y`Ui ZYbXYb`6Ya Ø\i b[Ybž`XUg`6Yk i gghgY]b`ZØf`X]Y`6YXYi hi b[
 j cb`K]`XV]YbYb`ni `gWk.ÄfZYb`i bX`XYb`GWk.i hn`]fYf`@YVYbgfÄi a Y
 j cfUbni hfY]VYb"ÄfY`Fc`Y`]b`XYf`BUhi f`]ghi bj Yfn]Wk.hVUf`i bX
 YfZcfXYfhi bgYfY`5i Za Yf_gUa _Y]hi bX`i bhYfghØmi b["

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	F \Y]b!DZU`n!?fY]gž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "f\Y]bdZU`n"XY • V]YbYb!bUW f]Wk hYb"XY • k k k "Xca UYbY!XU\`Ya "XY

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