

K]fhgW\ UZhgc dh]a]ga i g'cXYf
? f]gYbgh]a a i b[3'8]Y'@U[Y']b
8 Yi hgW\ `UbX`]a `5df]`&\$&) °

8Yf'6Yf]W\h'XYg'; Yfa Ub'6i g]bYgg'DUbY'nY][h'U_hi Y''Y
HfYbXg'i bX'<YfUi gZcfXYfi b[Yb'XYf'XYi hgW\Yb'K]fhgW\UZh
]a `5df]`&\$&) "



A Ubb\Y]a ž'8Yi hgW\ `UbX`!8Yf'U_hi Y''Y'6Yf]W\h'XYg'; Yfa Ub
6i g]bYgg'DUbY'nY] 6DŁ'j ca '%*"'5df]`&\$&) 'nY][h'Y]b'; Ya]gW\
Ui g'c dh]a]ga i g'i bX'! bg]W\Yf\Y]h]b'XYf'XYi hgW\Yb'K]fhgW\UZh"
8Yf'bYi YghY'cU']h]cbgj YfhfU['nk]gW\Yb'78I #7GI 'i bX'GD8 '\Uh
VY]j]Y'Yb'i bhYfbY\ a Yb'Z0f'j cfg]W\h][Yb'c dh]a]ga i g'[Ygcf[h"
8]Yg']gh'VYgcbXYfg'VYa Yf_Ybgk Yfhž'bUW\XYa `X]Y'NU\`XYf
6Yhf]VYVž'X]Y'a]h'Y]bYf': cfhgYhni b[']\fYf'; YgW\ÀZnghÀh][_Y]h
fYW\ bYbž'j cb'; &ž'i 'ja `C_hcVYf'&\$&('Ui Z', +ž'i 'ja `A Äfn'&\$&)
[Ygh]Y[Yb']gh"

5`YfX]b[g'k]fX'X]Y'Gh]a a i b[`Xi fW\`X]Y'_0fn`]W\ `Ub[Y_0bX][hYb

NÒ`Y`XYf`i G!F Y[]Yfi b[ž`X]Y`j cf`U`Ya`i`Yl dcfhghUf`_Y`6fUbW`Yb
VYhfYZYbž`ghUf`_VYY]bhf`ÀW`h][h`"B UW`_6Y`_Ubbh[UVY`X]YgYf`NÒ`Yž
X]Y`i bhYf`UbXYfYa`i`A UgW`]bYbVUi`dfcXi`_hY`i bX`? Zn!Ni`"YZYfhY]`Y
VYhfYZYbž`Z]Y`XYf`5bhY]`XYf`i bhYfbY`a`Ybž`X]Y`_i fnZf]gh][`a`]h
Y]bYf`i: cfhZØ\fi b[]\fYf`5_hj]]h`hYb`d`UbYbž`Ui`Z;) ž%`i`"
;`Y]W`nY]h][`gUb`_Yb`X]Y`i`a`gUhn!`i`bX`;`Yk`]bbdfc[`bcgYb`i`a
Yk`Y]`g`%ž&`DfcnYbhd`i`b`_hY`"6YgcbXYfg`VYhfc`ZYb`g]bX
Yl`dcfhUV`Åb[]][`Y`GY`_hcfYbž`k`cVY]`X]Y`_j`Ygh]h]cbgYfk`Ufhi`b[`Yb
]a`_j`YfUfVY]hYbXYb`;`Yk`YfVY`i`a`i`-`ž`DfcnYbhd`i`b`_hY`i`bX`]a
<UbXY`i`a`i`fi`bX`"i`Di`b`_hY`ni`fØW_[]b[`Yb`"

K]fhgW`UZh`]W`Y`<`YfUi`gZcfXYfi`b[`Yb`i`bX
DYfgdY`_h]j`Yb`

K]Y`Y]bY`i`a`ZfU[`Y`XYg`i`b`gh]hi`hg`XYf`8Yi`hgW`Yb`K`]fhgW`UZh
f`K`Ł`nY][`hž`V`Y]Vh`X]Y`K`]fhgW`UZh`g`U[`Y`]b`8Yi`hgW`_UbX`k`Y]hYf`_]b
_f]h]gW`"i`<`c`Y`?`cghYb`i`bX`_Ub`_U`hYbXY`i`bg]W`Yf`_Y]hYb`VY`UghYb
j`]Y`Y`i`bhYfbY`a`Yb`"8]fY`_hcf`A`]W`UY`i`<`Øh`Yf`VYgW`fY]Vh`X]Y
U`_hi`Y`Y`?`f]gY`U`g`j`]Y`gW`]W`h][`"J`cb`i`(-`VY`ZfU[`hYb
K]fhgW`UZh]j`YfV`ÅbXYb`VYk`YfhYb`"i`%`X]Y`@U[`Y`U`g`gW`_YW`hYf`U`g
]a`_j`cf`U`fž`k`Ug`Ui`Z`Y]bYa`i`h]ZYb`k`]fhgW`UZh`]W`Yb
6Ygcf[`b]gni`ghUbX`_]\]bk`Y]gh`"6YgcbXYfg`ghUf`_VYhfc`ZYb`g]bX`X]Y
6YfY]W`Y`6Ui`ž`5i`hca`cV]`]bXi`ghf]Y`i`bX`A`UgW`]bYbVUi`"

:`Øf`X]Y`_ca`a`YbXYb`i`J`fY`[]Vh`Yg`YXcW`_Ui`W`_@]W`hV`]W`_Y`"
K`Å`fYbX`XUg`i`K`Y]b`K`UW`ghi`a`_j`cb`YX][`_]W`_`\$ž%`i`_ZØf`&\$&)
dfc[`bcgh]n]Yfhž`cdh]a`_]Yfh`X]Y`C`978`X]Y`@U[`Y`a`]h`Y]bYf
K`UW`ghi`a`gdfc[`bcgY`j`cb`\$ž+`i`"J`cf`U`Ya`i`]a`_a`a`cV]`]Yb!ž
9bhgcf[`i`b[`g!`i`bX`J`Yfg]W`Yfi`b[`ggY`_hcf`gY`_Yb`9l`dYfhYb`[`i`hY
DYfgdY`_h]j`Yb`"8]Y`6Ui`!`i`bX`A`UgW`]bYbVUi`]bXi`ghf]Y`YXcW`
ghY`_Yb`j`cf`k`Y]hYfYb`<`YfUi`gZcfXYfi`b[`Ybž`k`Å`fYbX`_UbXYfY
GY`_hcfYb`k`]Y`X]Y`GdYX]h]cbgVfUbW`Y`i`bX`X]Y`D`_Ufa`U]bXi`ghf]Y
VYggYf`UVgW`bY]XYb`"

B`c`h`k`Y`b`X][`_`Y]h`d`c`h]gW`Yf`A`U»`b`U`_`a`Y`b`

I`bhYfbY`_a`Yb`nY][`Yb`g]W`_ni`bY`_a`YbX`VYgcf[`h`ØVYf`ghY][`YbXY`

?cghYbž]bgVYgcbXYfY`VY]`A UhYf]U`ž`J Yfk U`hi b[`i bX`9bYf[]Yž
 bUW`XYf`5b_ØbX][i b[`XYf`I G!NØ`Y"6fUbW`YbZØ\fyf`ZcfXYfb
 dc`h]gW`Y`A U» bU\`a Yb`ni f`6Yk Å`h][i b[`XYf`[`cVU`Yb
 I bg]W`Yf\Y]hYb" ðgVYgcbXYfY`XYf`FØW_[Ub[`XYf
 ðj Ygh]h]cbgUVg]W`hYb`ja `j YfUfVY]hYbXYb` ; Yk YfVY`j YfXYi h]W`h
 X]Y`Bchk YbX][_Y]h[fi bX`Y[YbXYf`FYZcfa Yb`]b`8Yi hgW`UbX"
 8Uni `nÅ\`Yb`FYZcfa Yb`]a `FYbhYbgmghYa ž`ghY][YbXY`HfUbgdUfYbn
 ØVYf`XYb`JYfa Ø[YbgghUhi g`i bX` , VYf`Y[i b[Yb`ni f`9f\Ø\i b[`XYg
 F YbhYbY]bhf]hgu`hYfg"

8]Y`<cZbi b[`Ui Z`dgc]h]j Y`J YfÅbXYfi b[Yb`k]fX`Xi fW`X]Y
 VYj c fghY\YbXYb`6i bXYghU[gk U\`Yb`[YbÅ\fh" ðj Ygh]h]cbgdU`YhY
 i bX`Ghfi _hi ffYZcfa Yb`_ØbbhYb`Xf]b[YbX`VYbØh][hY`æ di `gY
 [YVYb"8YbbcW`V`Y]Vh`X]Y`c\Y`GdUfbY][i b[`XYf`df]j UhYb
 <Ui g\U`hY`Y]b`ðX]_Uhc`f`ZØf`X]Y`Ub\U`hYbXYb`Ni _i bZhgÅb[ghY`i bX
 X]Y`I bg]W`Yf\Y]hYb`]b`XYf`XYi hgW`Yb`K]fhgW`UZh"

8YhU]`g	
J c fZU``	ðgc`j Ybn
C fh	A Ubb\Y]a ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "i b]!a Ubb\Y]a "XY • XYi hgW`Y!k]fhgW`UZhg! bUW`f]W`hYb"XY

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