

H\Yfa ca]l 'HA + '_ca a h. 'GW]W_ž'bYi '
UVYf'j]Y`Y`HA * !6Yg]hnYf`Zfi ghf]Yfh°

J cfk Yf_`dfÄgYbh]Yfh`Ua `+'`5df]`XYb`bYi Yb`H\Yfa ca]l
HA + "`: Ub'g'g]bX`[YgdUbbhž`UVYf`Ui W`g_Ydh]gW`k Y[Yb`XYf
`b_ca dUh]V`]hÄhini a `HA *"

: fUb_fY]W`!'5a `+'`5df]`k]fX`J cfk Yf_`XYb`bYi Yb`H\Yfa ca]l
HA + `Ui Z`XYb`A Uf_h`Vf]b[Ybž`gYW`g`J\`fY`bUW`XYf`9]bZ\`fi b[
gY]bYg`J cf[Äb[Yfgž`XYg`HA *`"8Yf`HA + `Vf]b[hinU`\`fY]W`Y`bYi Y
: i b_h]cbYb`i bX`Y]b`a cXYfbYg`gW`k UfnYg`8Yg][b`a]h]g]W`"8Yf
DfY]g`ZØf`X]YgYg`?ØW`Yb[YfÄ`h`k]fX`VY]`_bUdd`%"* \$\$`9i fc`Y[Ybž
k Ug`j]Y`Y`<cVVm_ØW`Y`a]h`J cfZfYi XY`YfZØ`hž`YXcW`Ui W
_f]h]gW`Y`Gh]a a Yb`]b`XYf`H\Yfa ca]l !7ca a i b]hm`Ui h`k YfXYb
`Äggh`HA * !6Yg]hnYf`nY][Yb`g]W`Zfi ghf]Yfh`ØVYf`X]Y`a Ub[Y`bXY
?ca dUh]V`]hÄ`h`nk]gW`Yb`XYa `j cf\UbXYbYb`Ni VY\`Öf`i bX`XYa
bYi Yb`HA + "`Gc`_`ÖbbYb`HA * !Bi hnYf`]fY`VYghY`YbXYb`; YfÄ`h`i bX
Ni VY\`ÖfhY]Y`b]W`h`a]h`XYa `HA + `_ca V]b]YfYb"

8]Y`I bni Zf]YXYb`Y]h`Äi »Yfh`g]W`Ä`Äi Z][`]b`?ca a YbhUfYb`Ui Z
GcW]U`!A YX]U!`?UbÄ`Ybž`k c`j]Y`Y`Bi hnYf`]fYb`I ba i h`ØVYf`X]Y
`b_ca dUh]V`]hÄ`h`i bXhi b`"9]bY`?i bX]b`VYf]W`hYhž`XUgg`]f
Ni VY\`Öf`ZØf`XYb`HA *`VY]a `HA + `bi hn`cg`[Yk cfXYb`]gh`Ni XYa
VY`_U[h`Y]b`UbXYfYf`Bi hnYf`X]Y`I bVfUi W`VUf`_Y]h`XYg`H\Yfa ca]l !
: f]YbX`a]h`XYa `bYi Yb`A cXY`i bX`nØ[Yfhž`g]W`XYb`HA +
Ubni gW`UZZYb`"æ`J cfk Yf_!G\cd`g]bX`a ca YbhUb`bcW`_Y]bY
bYi Yb`Ni VY\`ÖfhY]Y`ZØf`XYb`HA + `Yf\`Ä`h]W`ž`k Ug`X]Y`G]hi Uh]cb`ZØf
HA * !6Yg]hnYf`k Y]hYf`_ca d`]n]Yfh"

HYW`b]gW`Y`I b`hYfgW`]YXY`nk]gW`Yb`HA *`i bX
HA +

9]b`J Yf[`Y]Wk`nk]gWkYb`XYa`bYi Yb`H\Yfa`ca]l`HA`+i bX`gY]bYa
J cf[`Ab[Yf`HA`*`nY][`hk YgYbh]WkY`l bhYfgWk]YXY`"Gc`]gh`XYf`HA`+
ZUWkYf`U`g`XYf`HA`*`i bX`gY]b`J Ufca`Uf`!6Y\`A`hYf`\`Uh`Y]b`YW_] [Yg
8Yg][`bž`k`À`\fYbX`XYf`HA`*`cj`U`"gh`Ni`g`Àhn`]Wk`_ca`a`h`XYf`HA`+
a`]h`Y]bYa`bYi Yb`A`]l`hcdZ]8Yg][`b`i bX`Y]bYa`i`[`f0»`YfYb
: Uggi`b[`gj`Yfa`0[`Yb`j`cb`&ž&`@]hYfb`"8Yf`A`]l`hcdZ]gh`UV`gcZcfh
Xi`fWk`Y]bYb`<`YVY`Y]bZUWk`j`ca`i`;`fi`bX[`Yf`Àh`ni`"0gYbž`i`bX`Y]b
GdYffa`YWk`Ub]ga`i`g`g]WkYfh`\`b`Zygh`Ui`Z`XYa`i`Gc`W`Y`"9]b
VYa`Yf`_`Ybgk`YfhYf`J`cfhY]`XYg`HA`+`]gh`XYf`bYi`Y`k`Ufhi`b[`gZfY]Y
GmbWk`fcb`a`chcfž`k`Y`WkYf`XUg`;`Yf`Àh`Y]gYf`i`bX`YZZ]n]YbhYf`UfVY]hYb
`Aggh`"

6Yhf`ÀWk`h`]WkY`Y`bXYfi`b[`Yb`i`[`]Vh`Yg`YVYbZU`g`]b`XYf`5i`gghUhi`b[`.
8Yf`HA`+`k`]fX`c`\`bY`A`YggVYWkYf`i`bX`Gdf]hngWk`i`hn`[`Y`]YZf`hž`X]Y
j`cf`\`Yf`"a`i`@]YZfi`a`ZUb[`XYg`HA`*`Yb`h`U`hYb`k`UfYb`"8`UZ0f`YfgYhnh
Y]b`bYi`Yf`8YW`Y`XYb`A`YggVYWkYf`"5`Y`k`Y]hYfYb`K`Yf`_`nYi`[`Yž`k`]Y
GdUhY`ž`F`0`fUi`ZgUhn`i`bX`A`YggYfž`k`i`fXYb`Ub`XUg`bYi`Y`A`cXY`
Ub[`YdUgghi`bX`g]bX`ni`XYa`i`gd0`a`UgWk]bYb[`YY][`bYh`"

8]Y` ;` YgWk]Wk hY`XYg`H\Yfa`ca`]l

8]Y`K`i`fnY`b`XYg`H\Yfa`ca`]l`fY]WkYb`V]g`]bg`>\`f`%-`*`%`ni`f0W`ž`U`g
J`cfk`Yf`_`X]Y`l`b]`YfgU`_0WkYba`UgWk]bY`J`?`A`)`j`cfghY`"hY`"8]YgY
j`YfY]bhY`g]YVYb`i`i`b`_h]cbYb.`F`0`\fYbž`?`bYhYbž`Gw`bY]XYbž
F`UgdY`bž`A`]l`Ybž`A`U`\`Yb`i`bX`9b`hgUZhYb`" `b`XYb`%-`+`\$Yf`>\`fYb
Yb`hghUbX`XYf`YfghY`<`Y]na`]l`Yfž`XYf`J`A`i`&\$\$ž`]b`i`fUb`_fY]Wk`i`bX
`Y[`hY`XYb`i`;`fi`bXghY]b`Z0f`X]Y`9b`hk`]W`_i`b[`XYg`H\Yfa`ca`]l`ž`XYf
gY]h\Yf`_`cbh]bi`]Yf`]Wk`i`a`bYi`Y`i`i`b`_h]cbYb`Yfk`Y]hYfh`k`i`fXY`"8]Y
=>YY`\]bhYf`XYa`i`H\Yfa`ca`]l`k`Uf`Ygž`?`cWkYb`i`bX`A`]l`Yb`]b`Y]bYa
;`Yf`Àh`ni`j`YfY]bYbž`i`a`X]Y`Ni`VYfY]hi`b[`j`cb`GdY]gYb`ni
Yf`Y]Wk`hYfb`"

A`]h`XYf`9]bZ0\`fi`b[`XYg`HA`+`gYhnh]J`cfk`Yf`_`YfbYi`h`Ui`Z`b`bcj`Uh]cbž
k`À`\fYbX`g]Wk`j`]Y`Y`6Ybi`hYf`bi`b`a`]h`XYa`i`;`YXUb`_`Yb`Ub`Ni`VY\`0f!
l`d[`fUXY`i`bX`X]Y`b`hY[`fUh]cb`]b`VYghY`YbXY`GYhi`dg
Ui`gY]bUbXYfgYhYb`a`0ggYb`"8]Y`FYU`_h]cbYb`XYf`7ca`a`i`b]hm
k`YfXYb`g]WkYf`]Wk`X]Y`k`Y]hYfY`9b`hk`]W`_i`b[`i`bX`J`Yfa`Uf`_hi`b[
X]YgYg`?`0WkYb[`Yf`Àhg`VYY]bZi`ggYb`"

8YhU]`g	
C fh	: fUb_fYjWx
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XYfk YghYb"XY • k k k "nUi VYfhcdZ!Wi V"XY • k k k "j cfk Yf_"Wca

6Ygi WxYb`GjY`i bg`Ui Z.`b!U["XY