

I b]j Yfg]hÅh'XYg'GUUF`UbXYg'ghUfhYh NYfh]Z]_Uh'ZØf`X][]hU`Y`F Yg]`]Ybn`

8]Y`I b]j Yfg]hÅh'XYg'GUUF`UbXYg`V]YhYh'UV`5df]`&\$&) `Y]b
NYfh]Z]_Uh]b`F Yg]`]Ybn`Ub" `5ba Y`Xi b[`V]g`%) "A Åfn`&\$&)
a Ò[`]W`"

GUUFVfØW_Ybž'8Yi hgW`UbX`!`8]Y`I b]j Yfg]hÅh'XYg'GUUF`UbXYg
fYU[]Yfh'Ui Z`X]Y`k UW`gYbXYb`<YfUi gZcfXYfi b[Yb`XYf`a cXYfbYb
5fVY]hgk Y`hi bX`V]YhYh'UV`XYa " `5df]`&\$&) `Y]b
VYfi ZgVY[`Y]hYbXYg`I b]j Yfg]hÅhgnYfh]Z]_Uh`F Yg]`]Ybn`Ub" `8]YgYg
Dfc[fUa a `f]W`hYh'g]W`Ub': Ø\fi b[g`fÅZhY`gck]Y`A]hUfVY]hYf]bbYb
i bX`A]hUfVY]hYf`Ui g`j YfgW`]YXYbYb`6fUbW`Ybž`X]Y`]\fY
dYfgÒb`]W`Y`K]XYfghUbXg`fUZh'ghÅf`Yb`i bX`F Yg]`]Ybn`]b`]\fYa
5fVY]hgi a ZY`X`j YfUb`Yfb`a ÒW`hYb" `hYfYgg]YfhY`_ÒbbYb`g]W`V]g
ni a`%) "A Åfn`&\$&) `VYk YfVYbž`i a`Ub`X]YgYa`]bbcj Uh]j Yb`?`i fg
hY]`ni bY`a Ybž`XYf`a]h`Y]bYf`HY]`bU`a Y[YVØ`f`j cb`%`*`-`-`9i fc
j YfVi bXYb`]gh" `5Vgc`j YbhYb`Yf`U`hYb`Y]b`NYfh]Z]_Uhž`XUg`a]h`i)
97HG!Di b`hYb`Ui g[YghUhhYh]gh" `K Y]hYfY`hZcfa Uh]cbYb`ni f
5ba Y`Xi b[`g]bX`Ui ZXYf`K YVgY]hY`XYf`I b]j Yfg]hÅh'XYg
GUUF`UbXYg`j YfZØ[VUf"

8 Ug`NYfh]Z]_Uh`V]YhYh`Y]bY`Z`bX]YfhY`5i gV]`Xi b[`]b`j YfgW`]YXYbYb
6YfY]W`Ybž`X]Y`ZØf`XYb`9fZc`[`]b`XYf`\Yi h][Yb`6Yfi Zgk Y`h
YbhgW`Y]XYbX`g]bX" `Ni`XYb`j Yfa]hY`hYb`h`U`hYb`[Y`ØfYb`X]Y
<YfUi gZcfXYfi b[Yb`XYf`X][]hU`Yb`HfUbgZcfa Uh]cbž`X]Y
[fi bX`Y[YbXYb`K]f_k Y]gYb`XYf`F Yg]`]Ybn`gck]Y`gdYn]Z]gW`Y
A Yh`cXYb`ni f`GhÅf`i b[`XYf`dYfgÒb`]W`Yb`i bX`HYUa`!F Yg]`]Ybn"
Ni XYa`g]bX`dfUI]gbU`Y': U`ghi X]Yb`HY]`XYg`Dfc[fUa a gž`X]Y`XYb
HY]`bY`a Yfb`Y]bY`X]fY`hY`5bk YbXi b[`XYg`; Y`YfbhYb
Yfa Ò[`]W`Yb" `8 Ug`: cfa Uh`_ca V]b]Yfhj]Yf`DfÅgYbn!`i bX
Cb`]bYj YfUbghU`hi b[Yb`i bX`VYfØW`g]W`h][h`X]Y`6YXØfZb]ggY`j cb

: UW!`i bX: Ø\fi b[g_fÅZhYb`Ui g`VY`UghYbXYb`6fUbWYb`k]Y
@c[]gh]_ž`DfcXi _h]cb`i bX; Ygi bX\Y]hgk YgYb"

8][]hU`Y`F Yg)`]Ybn`U`g`9fZc`[gZU_hc f

8]Y`X][]hU`Y`HfUbgZcfa Uh]cb`j YfÅbXYfh`b]W h`bi f`X]Y`5fVY]hgk Y`hž
gcbXYfb`Ui W`XUg`df]j UhY`@YVYb`i bX`Vf]b[h`gck c`7\UbWb`U`g
Ui W`F]g]_Yb`a]h`g]W`"8][]hU`]g]Yfi b[`Yfa Ò[`]W`h`a Y`f
5fVY]hgd`UhnZYI]V`]hÅhž`Yhk U`Xi fW`<ca YcZ]W`i bX`a cV`Yg
5fVY]hYbž`V]f[h`YXcW`Ui W`; YZU`fYb`k]Y`dgmW]gW`Y
6Y`Ughi b[Yb`i bX`GhfYgg"@Ui h`XYf`8; D`g]bX`ØVYf`Y]b`8f]hY`XYf
6Yj Ò`_Yfi b[`b]W`h`fYg`]Ybh`[Y[YbØVYf`XYb`GhfYggZU_hc fYbž`X]Y
Xi fW`X][]hU`Y`HYW`bc`c []Yb`j Yfi fgUW`hk YfXYb"

9]b`nYbhfU`Yf: c_i g`XYg`NYfh]Z]_Uhg`Y[h`Ui Z`XYf: ÒfXYfi b[`XYf
X][]hU`Yb`F Yg`]Ybn`]b`i bhYfbY`a Yb`"8Yf`5bgUhn`i bhYfghØnhh
A]hUfVY]hYf`XUVY]ž: Å\][_Y]hYb`i bX`9][YbgW`UZhYb`ni `Yb`hk]W`_Y`bž
X]Y`Yg`]bYb`Yfa Ò[`]W`Ybž`X]Y`J c`fhY`Y`XYf`8][]hU`]g]Yfi b[`YZZ`_hj
ni `bi hnYb`i bX`<YfUi gZcfXYfi b[Yb`gci j YfÅb`ni `a Y]ghYfb`"8Uni
[Y`Òfh`VY]gd]Y`gk Y]gY`X]Y`9b`hk]W`_i b[`j cb`dgmW]gW`Yf`F Yg`]Ybnž
X]Y`Yg`XYb`A]hUfVY]hYfb`Yf`Ui Vhž`a]h`X][]hU`Ya`GhfYgg`i bX
ghÅbX][Yf`9ffY]W`VUf`_Y]h`i a ni [Y`Yb"

A U» bU`a Yb`ni f`GhÅf`_i b[`XYf`F Yg`]Ybn

8]Y`O QA U» bU`a Yb`ni f`GhÅf`_i b[`XYf`X][]hU`Yb`F Yg`]Ybn
i a ZUggYb`j YfgW]YXYbY`GhfUhY []Ybž`X]Y`Y`ZYbž`XYb`X][]hU`Yb
GhfYgg`ni `fYXi n]YfYb`"8Uni `nÅ`Yb`i bhYf`UbXYfYa .

- 5W`hgUa _Y]h`gW`i `Yb.`8Yb: c_i g`Ui Z`X]Y; Y[Ybk Ufh
ZÒfXYfb`Xi fW`5W`hgUa _Y]hg!5ddg"
- A]_fcdUi gYb`Y]b`Y[Yb.`?i fnY`DUi gYb`ni f`GhY][Yfi b[`j cb
J]hU`]hÅ`h`i bX`?fYUh]j]hÅ`h`bi hnYb"
- 8][]hU`8YhcI .: YghY`NY]hYb`c`bY`X][]hU`Y`A YX]Yb
Y]b`U`hYb"
- : `ck !9f`YVYb`ghY][Yfb.`5V`Yb`_i b[Yb`a]b]a]YfYb`Xi fW`
_`UfY`HYUa UVgdfUW`Yb"

8]YgY`A U» bU\ a Yb`g]bX`k]W\h][žXU`X][]hU`Yf`GhfYgg`b]W\h`bi f`X]Y
]bX]j]Xi Y``Y`@Y]ghi b[`j Yff]b[Yfhž`gcbXYfb`Ui W\`ni `?cbZ]_hYb
nk]gW\Yb`5fVY]hg!`i bX`Df]j Uh`YVYb`ZØ\fyb`_Ubb": Ø\fi b[g_fÅZhY
i bX`C f[Ub]gUh]cbYb`gd]Y`Yb`Y]bY`Yb hgW\Y]XYbXY`F c``Yž`i a `]\fyb
A]hUfVY]hYfb`l bhYfghØhni b[`VY]`XYf`6Yk Å`h][i b[`X]YgYf
<YfUi gZcfXYfi b[Yb`Ubni V]YhYb`i bX`Y]bY`[Ygi bXY`HYUa _i`hi f`ni
gW\UZZYb"

≠g[YgUa`hi bhYfghfY]W\h`XUg`bYi Y`NYfh]Z]_Uh`XYf`l b]j Yfg]hÅ`h`XYg
GUUf`UbXYg`X]Y`F Y`Yj Ubni`j cb`F Yg]`]Ybn`]b`XYf`\Yi h][Yb
6Yfi Zgk Y`hi bX`V]YhYh`Y]bY`k Yfhj c``Y`; fi bX`U[Y`ZØf`U``Yž`X]Y`]\fy
: Å\][_Y]hYb`]b`X]YgYa`6YfY]W\`ghÅf`_Yb`a ØW\hYb"8]Y
Ua V]h]cb]YfhY`≠]h]Uh]j Y`ghY`h`g]W\Yf`W\`]a`9]b`_Ub[`a]h`XYb
U_hi Y``Yb`9fZcfXYfb]ggYbž`X]Y`X]Y`X][]hU`Y`HfUbgZcfa Uh]cb`Ub`X]Y
A]hUfVY]hYbXYb`ghY``hž`k]Y`Ui W\`X]Y`8][]hU`Y`F Yg]`]Ybn`VYhcbh"

8YhU]`g	
C fh	GUUfVfØW_Ybž8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "i b]!gUUf`UbX"XY • X][]hU`Y!fYg]`]Ybn"cb`]bY • k k k "X[d"XY

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