

A i hhYf' _Àa dZh'i a ']\fYb'Gc\b.'DUi`
6i fXUW'gY]h'ØVYf'Y]bYa '»U\ f'j Yfa]ggh°

DUi`6i fXUW'f&(Ł'k]fX'gY]h'XYa '%+"5df]"&\$&('Ui g
F Uh\Ybck 'j Yfa]ggh"<]bk Y]gY'ni f'?`Àfi b['gY]bYg
a mghYf]ÒgYb'J YfgW'k]bXYbg'Xf]b[YbX'[Ygi W'h"



F Uh\Ybck ž'6fUbXYbVi f[ž'8Yi hgW'UbX'!DUi`6i fXUW'k]fX
gY]h'XYa '%+"5df]"&\$&('Ui g'F Uh\Ybck 'j]b'6fUbXYbVi f['j Yfa]ggh"
8Yf'&(!`À\ f][Y'A Ubb'j YfgW'k UbX'i bhYf'a mghYf]ÒgYb' l a ghÀbXYbž
i bX'gY]bY': Ua]]Y'gck]Y'X]Y'Dc`nY]g]bX'bUW'k]Y'j cf'Ui ZXYf
Gi W'Y'bUW'5bhk cfhYb"@Ui h'A Yf_i f'k i fXY'DUi`ni`Yhnh'j cb
gY]bYf'A i hhYf'GUV]bY[YgY\Ybž'a]h'XYf'Yf'V]g'ni'gY]bYa
J YfgW'k]bXYb'Yb[Yb'?cbhU_h'\UhY"G Y]bY'K c\b i b['k i fXY'Ua
, "5df]"[YZ] bXYbž]b'XYf'bi f'gY]bY'\i b[f][Y'?UhY'Ui Zni Z]bXYb
k Uf": i hhYf'k Uf'j ca']cfhU['bcW'j cf\UbXYb'i bX'`]Y»`X]Y'A i hhYf
VYZØfW'hYbž'XUgg'Yhk Ug'GW'`ja a Yg'a]h'\fYa 'Gc\b'[YgW'Y\Yb
gY]b'_ÒbbhY"

5a`HU['gY]bYg'J YfgW'k]bXYbg'k i fXY'DUi`]b'Y]bYa`Òfh]W'Yb

6Ui a Uf_hia]hY]bYa 'i bVY_UbbhYb'A Ubb'[YgY\Yb"'6Y]XY'A ÅbbYf
k i fXYb`XUVY]VYcVUW`hYhžk]Y`g]Y`Y]b`[fc» Yg`DU_Yh
Ybh[Y[YbbU\`a Ybž`XUg`Y]bYb`DU`YhhYb!<i V k U[Yb`Ybh\]Y`h"
GY]h\Yf`[]Vh`Yg`_Y]bY`k Y]hYfYb`Gdi fYb`j cb`DUi ``"8]Y
9fa]hh`i b[Ybž`X]Y`ni bÅW`gh`nÒ[Yf`]W`j Yf`]YZbž`k i fXYb`gY]h`Yhk U
ZØbZK cW`Yb`U`g`dchYbn]Y`Yg`; Yk U`h`j YfVfYW`Yb`Y]b[Yghi`Zh"
<]bk Y]gY`XYi hYb`Ui Z'a Ò[`]W`Y`?cbhU`_hY`ni a `8fc[Yb\UbXY`_\]bž
XU`DUi ``]a `6Yg]h`j cb`hYi fYb`; Y[YbghÅbXYb`k Uf`i bX`a Y\fyfY
<UbXmg`bi hnhYž`k Ug`X]Y`9fa]hh`i b[Yb`_ca`d`]n]Yfh`a UW`hž`k]Y
Ui W` F H@`VYf]W`hYh"

9fa]hh`i b[gZc`fhgW`f]hhY`i bX`NYi [YbUi`Zfi`Z

8]Y`9fa]hh`i b[Yb`k i fXYb`Ua`%*"5df]`&\$&) `Xi fW`X]Y`N8: !
GYbXi b[`5`_hYbnY]W`Yb`L M `i b[Y`Ògh`k Y]hYf`VY`Yi W`hYh"'8 UVY]
k i fXY`X]Y`A cfX`_ca`a]gg]cb`a]h`XYa `: U``VYhfUi`h`Hfch`X`Yf
J]Y`nU\``Ub`ϕZcfa`Uh]cbYb`V`Y]Vh`XYf`[YbUi`Y`<Yf[Ub[`i b`_Uf"
DUi`g`A`i`hhYf`Yf\YVh`J`cfk`ØfZY`[Y[Yb`X]Y`Dc`]nY]ž`XUgg`X]Y
J`Yfa`]gghYba`Y`Xi b[`b]W`h`Ui`gfY]W`YbX`Yfbgh`[Ybca`a`Yb`k i fXY"
ϕ`]fY`a`j`Yfnk`Y]ZY`hYb`5ddY``Zc`fXYfh`g]Y`NYi [Yb`Ui`Zž`g]W`ni
a`Y`XYbž`i`a`@]W`h`]bg`8`i`b`_Y`ni`Vf]b[Yb"

DUi`k]fX`U`g`%ž` *`A`YhYf`[fc» ž`gW`_Ub`_ž`a]h`_i`fnYb`V`cbXYb
<UUfYb`i`bX`V`Ui`Yb`5i [Yb`VYgW`f]YVYb"'9f`hfÅ[h`Y]bYb`Ui`ZZ`Ä``[Yb
[fc» Yb`@YVYfZYW`_Ua`<]bhYf`_cdZ`Ni`a`NY]hdi`b`_higY]bYg
J`YfgW`k]bXYb`k`Uf`Yf`a]h`Y]bYf`[fØbYb`ϕJW`_Y`j`cb`F`U`d`\`@Ui`fYbž
Y]bYf`gW`k`UfnYb`@ci`]g`J`i]h`cb`i`a`Åb[YhUgW`Y`i`bX`Y]bYf
g]VYfbYb`H5; `<Yi`Yf`5fa`VUbXi`f`[Y`_Y]XYh"'8]Y`Dc`]nY]`U`h`X]Y
²`ZYbh]W`_Y]hi`a`A`h\]ZY`[YVYhYb`i`bX`ÅXh`U`Y`ž`X]Y
ϕZcfa`Uh]cbYb`ni`DUi`c`XYf`gY]bYa`J`YfgW`k]bXYb`UVYbž`Y]bž
g]W`VY]`XYf`?f]dc`DchgXUa`i`bhYf`XYf`HY`YZcbbi`a`a`Yf`\$`'`%`))
\$, \$`ni`a`Y`XYb"

?`cbhYI`h`i`bX`?`f]a]b`U`ghUh]gh]_

8Yf`: U``DUi`6i`fXUW`_ca`a`h]b`Y]bYa`VYgcf[b]gYffY[YbXYb
?`cbhYI`hž`]b`XYa`Ui`h`XYa`6i`bXYg`_f]a]b`U`Ua`h`X]Y
; Yk`U`h`_f]a]b`U`h`Åh]b`8Yi`hgW`_UbX`]a`ϕ\`f`&\$&(`i`a`%ž)`i`Ui`Z

XYb \ŌW ghYb 'GhUbX'gY]h'&\$\$+' [Ygh]Y [Yb ']'gh" '8]Y 'GhUh]gh]_ 'nY][hž
 XUgg'Y]b ' [fc» Yf'HY]'XYf'; Yk U'hj YfVfYWX Yb 'Ub 'ÖZZYbh']WX Yb 'C fhYb
 cXYf']b 'K c\bi b [Yb 'j YfØVh'k]fX" '8]Y 'dgmWX]gWX Yb '6Y 'Ughi b [Yb
 i bX'k]fhgWX UZh]WX Yb 'I bg]WX Yf\Y]hYb ' [Y'hYb 'U'g'F]g]_cZU_hc fYbž
 X]Y'j cf'U''Ya ' ?]bXYf'i bX'ž [YbX']WX Y'VYXfc\Yb" 'ž'X]YgYa
 Ni gUa a Yb\Ub ['k]fX'XYf': U''j cb'DUi 'žXYf']b 'Y]bYa 'I a ZY'X'a]h
 8fc [Yb_cbhU_hYb 'ghY\hž' [fUj]YfYbXYf'i bX'k]fZh'k Y]hYfY': fU [Yb
 Ui Z'

8]Y'Gi WX Y'bUWX 'DUi ''6i fXUWX 'V'Y]Vh'hfU[]gWX 'i bX' [Y\Y]a b]gj c''
 GY]bY': Ua]'Yž']bgVYgcbXYfY'gY]bY'A i hYfž' []Vh'X]Y'<cZZbi b [
 b]WX h'Ui Z'G]Y'V'Y]Vh'_Äa dZYf]gWX 'i bX'ZcfXYfh'Y]bY'i a ZUggYbXY
 5i Z_Äfi b ['XYg': U'g'gck]Y'I bhYfghØhni b ['Ui g'XYf'6Yj Ö'_Yfi b ["

8YhU]`g	
J cfZU``	J Yfa]gghYbZU``
C fh	F Uh\Ybck ž'6fUbXYbVi f [ž'8Yi hgWX `UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "fh"XY • k k k "V_U"XY

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