

A Å\fcVchYf`]a `J Yf[`Y]WÅ . `Gc`j]Y` Ghfca _cghYb`nU\`Yb`G]Y`Å\`f`]WÅ °

9fZU\fyb`G]Yž`k]Y`j]Y`Ghfca `A Å\fcVchYf`_cghYb`i bX`k Y`WÅY
: U_hcfYb`XYb`J YfVfUi WÅ`VYY]bZi ggYb`"H]ddg`ni f
?cghYbcdh]a]Yfi b[`]b`_`i`g]j`Y"

_Y]b`Cfhž`_Y]b`@UbX`!`A Å\fcVchYf`YfZFYi Yb`g]WÅ`ni bY\`a`YbXYf`
6Y`]YVh\Y]hi bX`[`Y`hYb`U`g`YZZ]n]YbhY`<`Y`ZYf`VY]`XYf`F`UgYbdZY[`Y`
9]b`[`fc»`Yf`J`cfhY]`X]YgYf`;`YfÅhY`]gh`XYf`[`Yf]b[`YfY`5fVY]hgUi`Zk`UbX`
ZØf`X]Y`;`UfhYbdZY[`Y`"@"Ui`h`h!`cb`]bY`"XY`"Y[`Yb`X]Y`Ghfca`_cghYb`
ZØf`A`Å\fcVchYf`nk`]gWÅYb` ,`i`bX`*`\$`9i`fc`dfc`_K\`fž`UV\`Åb[`][`j`cb`
XYf`;`fØ»`Y`XYf`F`UgYbZÅWÅY`i`bX`XYb`]bX]j`]Xi`Y`Yb`
Bi`hni`b[`ga`i`ghYfb`":`Øf`Y]bYb`A`Å\fcVchYf`a`]h`Y]bYf`5`__i`_UdUn]hÅh`
j`cb`&ž%`5\`i`bX`Y]bYf`GdUbbi`b[`j`cb`%,`J`_`ØbbYb`X]Y`?`cghYb`
Xi`fWÅ`j`YfgWÅ]YXYbY` :`U_hcfYb`VYY]bZi`ggh`k`YfXYb`"

6Y]`XYf`6YfYWÅbi`b[`XYf`Ghfca`_cghYb`k`]fX`Y]b`Ghfca`dfY]g]j`cb`
\$ž(`9i`fc`dfc`_K`\`Ub[`Ybca`a`Yb`"9]b`A`Å\fcVchYf` `&\$`\$`
E`i`UXfUha`YhYf`F`UgYbZÅWÅY`j`YfVfUi`WÅ`h`Yhk`U`&\$`_K`\`dfc`_K\`fž`
k`Ug`Y]bYf`?`cghYbVY`Ughi`b[`j`cb`i`b[`YZÅ\`f`,`9i`fc`Ybhgd]f]WÅ`h`"`æ`
;`Y[`YbgUhn`XUni`k`]fX`ZØf`Y]bY`("\$\$\$`E`i`UXfUha`YhYf`[`fc»`Y`
Gd]Y`ZÅWÅY`Y]b`J`YfVfUi`WÅ`j`cb`Yhk`U`%)`\$`_K`\`dfc`_K\`f`i`bX`?`cghYb`
j`cb`V]g`ni`"*`\$`9i`fc`Ub[`Y[`YVYb`"

9]bZi`ggZU_hcfYb`Ui`Z`XYb`Ghfca`j`YfVfUi`WÅ

8Yf`hUhgÅWÅ`]WÅY`Ghfca`j`YfVfUi`WÅ`Y]bYg`A`Å\fcVchYfg`"Åggh]g]WÅ`
YXcWÅ`b]WÅ`h`U`Y`Y]b`Xi`fWÅ`X]Y`F`UgYbZÅWÅY`VYgh]a`a`Yb`"A`Y\`fYfY`
:`U_hcfYb`gd]Y`Yb`Y]bY`Yf\`YV`]WÅY`F`c`"Y`"Gc`j`Uf]]Yfh`XYf`J`YfVfUi`WÅ`
Y`b`UWÅ`GhY][`i`b[`XYg`6cXYbgž`XYf`9]bgUhn\`Åi`Z][`_Y]hi`bX`XYf`
GcfhY`XYg`F`UgYbg`"5i`»`YfXYa`VYY]bZi`ggYb`Åi`»`YfY` :`U_hcfYb`k`]Y`

6Ai a Yž'X]Y'ŸghY'cXYf'@Ui V'ZU''Yb''UggYbž'XYb'9bYf[]YVYXUfZž'XU
X]YgY'YVYbZU'`g'[Ya À\h'k YfXYb'a ØggYb''Ni XYa 'nY][Yb'Ghi X]Ybž
XUgg'XYf'Ghfca j YfVfUi W\`b]W\h'dfcdcfh]cbU''ni f'F UgYbZÀWXY
UbghY][h'VY][fÒ» YfYb': `ÀWXYb'b]a a h'XYf'5bgh]Y['UVž'k Ug]b'XYf
FY[Y''ni '[Yf]b[YfYb'?cghYb'ZØ\fh''6Y]gd]Y`gk Y]gY'VYhfÀ[h'XYf
gdYn]Z]gWXY'Ghfca j YfVfUi W\`nk]gWXYb'('i bX'%'\$_K \`dfc'%'\$
E i UXfUha YhYfž'i bX']b'XYf'FY[Y''Y[h'XYf'À\`f]WXY
Ghfca j YfVfUi W\`ZØf'Y]bY'&\$\$_a †[fc» Y'F UgYbZÀWXY'VY]'Yhk U'&\$
_K \ž'k À\fYbX'Y]b'('\$\$\$'a †[fc» Yg'; fi bXghØW'WU''%) '\$_K \
VYbØh][hž'k]Y'ghfca fYWX bYf"Wca 'ZYghghY''h"

I a 'XYb'; YgUa hghfca j YfVfUi W\`YZ]n]Ybh'ni 'VYfYW\ bYbž'gc`hYb
; UfhYbVYg]hYf']\fY'F UgYbZÀWXY'a]h'XYa 'gdYn]Z]gWXYb'J YfVfUi W\
dfc'E i UXfUha YhYf'a i 'h]d`n]YfYb''6Y]gd]Y`gk Y]gY'VYbØh][h'Y]bY
: `ÀWXY'j cb'%'&\$\$_a †VY]'Y]bYa 'J YfVfUi W\`j cb'\$ž*\$\$_K \`dfc'a †
Y]bYb'À\`f]WXYb'Ghfca VYXUfZ]j cb'+&_K \`"

9]bgdUfdchYbn]U`Y`i bX C dh]a]Yfi b[ga Ò[`]W\`_Y]hYb

Ni f'GYb_i b['XYf'9bYf[]Y_cghYb' []Vh'Yg'j YfgW\]YXYbY'H]ddg"
FY[Y'a À»][Y'K Ufhi b['i bX'FY]b][i b['XYg'A À\fcVchYfg'gck]Y'X]Y
Bi hni b['Y]bYg'97C!A cXi g'_ØbbYb'XYb'9bYf[]Yj YfVfUi W\
a Yf_]W\`fYXi n]YfYb''5i W\`XUg'6YgY]h][Yb'ghØfYbXYf'CV'Y_hY'Ui Z
XYa 'F UgYb'i bX'XUg'5bdUggYb'XYf'A À\ZfYei Ybn'g]bX'k]W\`h][Y
: U_hcfYb''9]b' [i h[Yk UfhYhYf'A À\fcVchYf'_Ubb'b]W\`h'bi f'X]Y
Ghfca _cghYb'gYb_Ybž'gcbXYfb'Ui W\`X]Y'@YVYbgXUi Yf'XYg
; YfÀhYg'j Yf'Àb[Yfb"

8Yf'a cbUh]W\`Y'Ghfca j YfVfUi W\`Y]bYg'A À\fcVchYfg`Y[h'Y'bUW\
; fÒ» Y'i bX'Bi hni b['Xi fW\`gW\`b]h]W\`VY]'&_K \`V]g'+_K \`"8 Ug
ZØ\fh'ni 'À\`f]WXYb'?cghYbž'X]Y''Ui h'j YfgW\]YXYbYb'9I dYfhYb'j cb
Yhk U'%('V]g'&'9i fc'fY]WXYbž'UV\Àb[] ['j ca ']bX]j]Xi Y''Yb
J YfVfUi W\`i bX'XYb'gdYn]Z]gWXYb'; YfÀhY]Y[YbgW\UZhYb''9]b
j c`ghÀbX][Yf'@UXYnm_i g'Y]bYg'A À\fcVchYfg'_cghYh'Yhk U'\$ž\$%)
9i fcž'k Ug'XYb'cdYfUh]j Yb'5i Zk UbX'bcW\`k Y]hYf'fYXi n]Yfhž'k]Y'
ghfca j Yfgcf[i b["V]n'Yf[Àbnh"

Ni gUa a YbZUggYbX`Āggh'g]W\ 'gU[Ybž'XUgg'A Ā\fcVchYf'b]W\h'bi f
 XYb'?ca Zcfh'XYf'F UgYbdZY[Y'Yf\Ò\Ybž'gcbXYfb'Ui W\ 'Xi fW\ '\fY
 9bYf[]YYZZ]n]Ybn'ØVYfnYi [Yb' _ÒbbYb" A]h'XYa 'f]W\h][Yb'K]ggYb
 ni f'?cghYbYfa]hh'i b['i bX'XYb'A Ò[']W\ _Y]hYb'ni f
 J YfVfUi W\gfYXi n]Yfi b[' _ÒbbYb'; UfhYbVYg]hnYf'X]Y'J cfhY]'Y'XYf
 Ui hca Uh]g]YfhYb'F UgYbdZY[Y'j c''Ui ggW\ ÒdZYb"

8YhU]`g	
J c f Z U ``	G c b g h] [Y g
C f h	_ Y] b ' C f h ž ' _ Y] b ' @ U b X
E i Y `` Y b	<ul style="list-style-type: none"> • k k k "h!c b `]b Y " X Y • g h f c a f Y W \ b Y f " W ĉ a • g h f c a j Y f g c f [i b [" V] n

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