

: `U[[Ybh\ Ài Zi b[`ZØf`XYb `: f]YXYb.
6UmfYi h\ `[YXYb_h`<]fcg\]a U`i bX
B U[UgU_]°

5a `; " ' & \$ &) \ `Àb[hY`6UmfYi h\g`C VYfVØf[Yfa Y]ghYf`X]Y
A Umcfg`Zcf`DYUW` !: `U[[Yž`i a `Ub`<]fcg\]a U`i bX`B U[UgU_]`
ni `Yf]bbYfb`i bX`ZØf`bi `_YUfY`5VfØghi b[`ni `k YfVYb"



6UmfYi h\ ž`8Yi hgW\ `UbX`!`5a `; " ' & \$ &) `k i fXY`]b`6UmfYi h\
Y]b`VYXYi hYbXYg`NY]W\Yb`[YgYhnh`C VYfVØf[Yfa Y]ghYf`H\ca Ug
9VYfgVYf[Yf`\]Yj hY`Ui Z`XYa `@]hdc`Xd`Uhn`X]Y: `U[[Y`j cb
A Umcfg`Zcf`DYUW` " `8]YgYf`HU[`]gh`b]W\h`bi f`Y]b`c`_U`Yg`9fY][b]gž
gcbXYfb`Yf]bbYfh`k Y`hk Y]h`Ub`X]Y`j Yf\YYfYbXYb
5hca Vca VYbUVk ØfZY`Ui Z`<]fcg\]a U`i bX`B U[UgU_]`j cf`, \$`š\`fYb"
5b`X]YgYb`hfUi f][Yb`š\`fYghU[ž`VY]`XYa `ØVYf`&%\$"\$\$\$`A YbgW\Yb
ghUfVYb`i bX`bcW\`j]Y`Y`UbXYfY`i bhYf`XYb`: c`[Yb`Y]XYbž`a U\`bYb
, VYf`YVYbXYž`VY`_Ubbh`U`g`\]VU`_i g\Už`Y]bXf]b[`]W\`ni f`5VfØghi b[
j cb`5hca k UZZYb"

Ϸ'8Yi hgW\`UbX`Yb[U[]YfYb`g]W\`a Y\`f`U`g`* \$\$`Gh\`XhY`ni f
[`Y]W\`Yb`NY]h`Z0f`X]YgYb`k]W\`h[Yb`5b`Ugg" `Gc`Ui W\`6UmFYi h\`ž`XUg
gY]h`ž`b]`&\$%-`HY]`XYg`]bhYfbUh]cbU`Yb`BYhnk Yf`g` A Umcfg`Zcf
DYUW\`]gh" `8]YgYg`BYhnk Yf`_`gYhnh`g]W\`XUZ0f`Y]bž`XUgg`Gh\`XhY
j Yfgh\`f`_`h`8 fi W`_`Ui ZFY[]Yfi b[Yb`Ui g0VYbž`XYa
5hca k UZZYbj YfVchgj YfhfU[`j cb`&\$%+`VY]ni hfYhYb" `9g`]gh`Y]b
5i Zfi ZZ0f`Y]b`@YVYb`c`bY`X]Y`gh\`bX][Y`6YXfc\`i b[`Xi fW
Bi `_YUfk UZZYbž`[YdUUfh`a]h`XYa `N]Y`ž`X]Y[`cVU`Yb`DfcV`Ya Y`k]Y
<i b[Yfž`5fa i hi bX`l a k Y`hnYfgh0fi b[`ni `0gYb" `8Yf
]bhYfbUh]cbU`Y` ; Yf]W\`hg\`cZ`ghY`hY`VYfY]hg`]b`Y]bYa ` ; i hUW\`hYb`j cb
%-`-`*`ZYghž`XUgg`Yg`Y]bY`j 0`_YffYW\`h]W\`Y`JYfdZ]W\`hi b[`ni
JYf\`UbX`i b[Yb`0VYf`bi `_YUfY`5Vf0ghi b[`[]Vh"

9]b`Gma Vc` `XYg` : f]YXYbg

Ϸa`FU\`a Yb`XYf`NYfYa cb]Y`0VYffY]W\`hY`X]Y`6UmFYi h\`Yf
?0bgh`Yf]b`@`W]Y`?UnXU`XYa `C VYfV0f[Yfa Y]ghYf`Y]bYb
DcfnY`Ub`_`fUb]W\`ž`XYf`U`g`Gma Vc` `XYg` : f]YXYbg`[]h" `?UnXU`\`UhY
]b`<]fcg\`]a U`a Y\`f`U`g`%"`\$\$`\$`Cf][Ua]!`?fUb]W\`Y`[YZU`hYhi bX`Ua
?]bXYfXYb`_a U`b]YXYf[Y`Y[h" `8]YgY`5_h]cb`k i fXY`]bgd]f]Yfhj`cb
XYf`VYf0\`fYbXYb`@Y[YbXY`XYf`GUXU`c`GUGU_]ž`X]Y`bUW\`XYa
6ca VYbUb[f]ZZ`Ub`@Yi `Àa]Y`Yf`_`fUb`_`hY`i bX`XUj cb`hf\`Ai a hYž
%"`\$\$`\$`?fUb]W\`Y`ni `ZU`hYbž`i a `j cb`]fYf`?fUb`_`Y]h[Y\`Y]`h`ni
k YfXYb"

9]b`k Y]hYfYf`VYa Yf`_`Ybgk YfhYf`6YghUbXhY]`XYg`Dfc`Y`_`hg`]b
6UmFYi h\`]gh`X]Y[Yd`UbhY`DZUbni b[`j cb`<]VU`i `† a c`_i !6\`Ai a Ybž
6\`Ai a Ybž`X]Y`XYb`5hca Vca VYbUVk i fZ`Ui Z`<]fcg\`]a U
0VYfghUbXYb`\`UVYb" `8]YgY`6\`Ai a Y`gc`Yb`U`g`YVYbX][Y`Gma Vc`Y
Z0f`XYb` : f]YXYb`X]YbYb`i bX`X]Y`9f]bbYfi b[`k UW\`U`hYb" `8]Y
6chgW\`UZh]gh`_`Uf.` B]Ya UbX`gc`hY`Ya U`g`gc`Y]XYb`k]Y`k]f` `Y]b
Y]bXf]b[`]W\`Yg`D`AXcmYfž`XUg`j cb`XYb`Gh\`XhYb`<]fcg\`]a U`i bX
BU[UgU_]`]b`X]Y`K`Y`h[YhfU[Yb`k]fX"

9]b`ghUf`_`Yg`B`Yhnk`Yf`_`

8]Y`C`f[Ub]gUh]cb` A Umcfg`Zcf`DYUW\` `k i fXY`i fgdf0b[`]W\`j cb
XYb`Gh\`XhYb`<]fcg\`]a U`i bX`BU[UgU_]`]bg`@YVYb`[Yfi ZYb" `G]Y

[\h'Ui ZY]bYb'5i Zfi ZXYg'XUa U')[Yb'6Øf[Yfa Y]ghYfg'j cb
 <]fcg\]a UžHU_Yg\]'5fU_ž]a 'u\ f' %- , &'Ub'X]Y'GhÅXhY'k Y'hk Y]h
 ni fØW_ž'g]W\ZØf'X]Y'5VfØghi b['j cb'5hca k UZZYb'Y]bni gYhnYb"
 %- - %'k i fXY'X]Y' Cf[Ub]gUh]cb'U'g'B]W\hfY[]Yfi b[gc f[Ub]gUh]cb
 a]h'VYgcbXYfYa '6YfUHyfghUhi g'VY]a 'I B!K]fhgW\UZhg!'i bX
 Gcn]U'fUh'fY[]ghf]Yfh"

GY]h\Yf'\Uh'g]W\XUg'B Yhmk Yf_'ghUf_'Yfk Y]hYfh''9g'i a ZUggh
 FY[]cbYb'k]Y'HU]k Ubž'DU'Àgh]bU'i bX'XUg?'cgcj cži bX'ØVYf'&%
 GhÅXhY'j YfUbhk cfhYb'fY[]cbU'Y'?Ud]hY''8]YgY'Ghfi _hi f'Yfa Ø['W\h
 Ygž'c_U'Y'5b'Y]Y'Yb'Y]bYb'['cVU'Yb'?cbhYI h'ni 'gYhnYb'i bX
 [Ya Y]bgUa 'ZØf': f]YXYb'i bX'G]W\Yf\Y]h'Y]bni hfYhYb"

8Yf': 'U[[YbhU['i bX'X]Y'[Ya Y]bgUa Yb'5_hj]]hÅhYb'k Y'hk Y]hg]bX
 b]W\h'bi f'Y]bY'9f]bbYfi b['Ub'X]Y'J Yf[Ub[Yb\Y]hž'gcbXYfb'Y]b
 5i Zfi Ž'X]Y'Ni _i bZh'Zf]YX'W\Yf'ni '[YghU'hYb"' : ð'6UmfYi h\ 'k]fX
 X]YgYf'; Y]gh'YVYbX]['[Y\U'hYb'i bX'j Yfa]hY'hž'XUgg'X]Y
 J YfUbhk cfhi b['ZØf'Y]bY'Zf]YX'W\Y'K Y'h]b'XYb'< ÅbXYb'U''Yf''Y[h'
 9bhgW\Y]Xi b[Ybž'X]Y'\Yi hY'[YhfcZZYb'k YfXYbž'Zcfa Yb'X]Y'K Y'h
 j cb'a cf[Yb"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni ' A Umcfg'Zcf'DYUW' '_ÖbbYb
 ðhYfYgg]Yfh'X]Y'K YVgY]hY'XYf' Cf[Ub]gUh]cb'VYgi W\Yb. 'A Umcfg
 Zcf'DYUW'': Øf'_hi Y''Y'6Yf]W\hY'Ui g'6UmfYi h\ 'gW\Ui Yb'G]Y'Ui Z
 X]Y'cZZ]n]Y''Y'GY]hY. '6UmfYi h\ 'GhUXh"

8YhU]`g	
C fh	6UmfYi h\ž'8Yi hgW\`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "VUmfYi h\ "XY • k k k "a UmcfgZcfdYUW"cf[

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