

Nk Y]`K UbXYfYf`hc h. `HfU[]gWXY`I bZÄ`Y`VY]
; Ufa]gW!DUfhYb_]fWXYb

Nk Y]`K UbXYfYf`ghUfVYb`]b`XYf`BÄ`Y`j`cb`; Ufa]gW!
DUfhYb_]fWXYb. `Y]b`Ghi`fn`i`bX`Y]b`d`Òh`]WXYf`HcXYgZU`
Yf]bbYfb`Ub`6Yf[[YZU`fYb"



; Ufa]gW!DUfhYb_]fWXYbž`8Yi hgW`UbX`!`5a`8`cbbYfghU[ž
XYa`&&"'‡ b]`&\$&) žYfY][bYhYb`g]W`bU`Y`; Ufa]gW!
DUfhYb_]fWXYb`hfU[]gWXY`I bZÄ`Yž`VY]`XYbYb`nk`Y]`K`UbXYfYf`]`
@YVYb`j`Yf`cfYb"@Ui`h`5`[`Äi`Yf`NY]hi`b[`k`Uf`XYf`YfghY
I`b[`ØW`gZU`Y]b`&,`!`Ä`f][`Yf`A`Ubbž`XYf`Ub`XYf`K`Ui`YbghY]b!
; YV]f[`g[`fi`ddY`k`Ä`fYbX`Y]bYf`K`UbXYfi`b[`a`Y`fYfY`<`i`bXYfh
A`YhYf`]b`X]Y`H]YZY`ghØfnhY"J`Yfa`i`h]W`fi`hgW`hY`Yf`Ub`Y]bYf
E`i`Yfi`b[`UV`i`bX`k`i`fXY`gd`ÄhYf`j`cb`Y]bYf`K`UbXYf[`fi`ddY
Ui`Z[`YZ`bXYbž`U`g`YXY`<`]ZY`VYfY]hg`ni`gd`Äh`_Ua`"

8Yf`nk`Y]hY`6Yhfc`ZYbYž`Y]b`*`&!`Ä`f][`Yf`A`Ubbž`Yf`]h`k`Ä`fYbX
gY]bYf`K`UbXYfi`b[`Y]bYb`d`Òh`]WXYb`Ni`gUa`a`YbVfi`W`"9]b
UbXYfYf`K`UbXYfYfž`XYf`]b`ZUbXž`Y]hYhY`j`Yf[`YV`]W

F YUb]a Uh]cbgj Yfgi WXY'Y]b"9]b'5fnh'ghY`hY'gWV`jY»`jWV`ZYghž'XUgg
XYf'A Ubb'Ub'Y]bYf'bUhØf`jWVYb' l fgUWVY'j YfghcfVYb'k Uf" `đ
VY]XYb': Ä`Yb'\UbXY'hY'Yg'g]WV`i a` [YhfYbbhY'K UbXYfi b[Ybž'VY]
XYbYb'_Y]b'Ni gUa a Yb\Ub['nk]gWVYb'XYb' l bZÄ`Yb'VYghUbXž
VYghÄh][hY'X]Y'Dc`]nY]`Ui h'GØXXYi hgWVY'NY]hi b["

DYhYf`]a` < YfnYb'XYf'5`dYb

; Ufa]gWV!DUfhYb_]fWVYb']gh'Y]b'VY`YVhYg'N]Y`ZØf'K UbXYfYfž'k c
a U'YghÄh]gWVY'6Yf[Y'k]Y'X]Y'Ni [gd]hnYž'8Yi hgWV`UbXg'\ØW ghYf
;]dZY`ž'cXYf'X]Y'5`dgd]hnYž'Y]b'VY_UbbhYg'K U\fnY]WVYbž'X]Y
@UbXgWVUZh'dfÄ[Yb"8]Y'FY[]cb'\Uh'ZØf'K UbXYfYf'j]Y`ni `V]YhYb.
Jca`?cWVY'VYf['a]h'gY]bYf'VYk]fhgWVUZhYhYb'5`a`V]g'\]b'ni a
<Ui gVYf[ž'XYf'gck c\`ØVYf'ghY]Y'K Y[Y'U'g'Ui W'ä]h'XYf'6U\ b
YffY]WVUf'`gh" A]h'&, "' \$) '9]bk c\ bYfb' i bX'Y]bYf': `ÄWVY'j cb
&\$) ž* * 'E i UXfUh_]`ca YhYfb`]Y[h'X]Y'GhUXh']b'Y]bYf'a U'Yf]gWVYb
l a [YVi b[ž'X]Y'Ä\`f]WV`nU\`fY]WVY'Ci hXccf!: fYi bXY'Ub`cW`h"

8]Y'5`dYb'g]bX'YXcWV`Ui W'Y]b'[YZÄ\`f]WVYg'HYffU]bž'k]Y'U`hi Y`Y
GhUh]gh]_Yb'VY'Y[Yb"@Ui h'HfUj Y`DYfZYWh'nY][h'g]WV`]b'XYb
'YhnhYb'`U\`fYb'Y]b'VYgcf[b]gYffY[YbXYf'5bgh]Y['hØX`]WVYf
K UbXYfi bZÄ`Y']b'XYb'5`dYb"5`Y]b']b'XYb'VUmYf]gWVYb'5`dYb
_Ua Yb'V]g'5i [i gh'&\$&('VYfY]hg") 'A YbgWVYb'Xi fWV'6Yf[i bZÄ`Y
i a g'@YVYbž'Y]b'XYi h]WVYf'5bgh]Y['ja`J Yf[`Y]WV`ni`XYb'&%: Ä`Yb
]a`Jcf`U\`f"

; YZU\`fYb' i bX' l fgUWVYb

6YgcbXYfg'VYhfcZYb'g]bX'XYi hgWVY'6Yf[gdcfhYf.'ä`U\`f'&\$&(ghUfVYb'XUa]h',) 'XYi hgWVY'K UbXYfYf']b'XYb'5`dYbž'k Ug'&, DfcnYbh'XYf'; YgUa hnU\`Ui ga UWVh"K Ä\`fYbX'X]Y'\Äi Z][ghYb l fgUWVYb'ZØf' l bZÄ`Y']b'^2 ghYffY]WV`< Yfn!?'fY]g'Ui Z]J YfgU[Yb' i bX]b'XYf'GWV`k Y]n'GhØfnY' i bX'5VghØfnY'g]bXž'VYhcbYb'9l dYfhYbž'XUgg j]Y'Y' l bZÄ`Y'Xi fWV'Y]bY', VYfgWV`Ähni b['XYf'Y][YbYb': Ä\][_Y]hYb i bX'a Ub[Y'bXY'JcfVYfY]hi b['j Yfi fgUWV`h'k YfXYb'_ØbbhYb"8Yf ?`ja Uk UbXY`hfÄ[h'ni gÄhn`]WV`ni f'; YZU\`f'VY]ž']bXYa`Yf' i bhYf UbXYfYa`GhY]bgWV`Ä[Y'VY[Øbgh][h' i bX'XUa]h[YZÄ\`f]WVY 6YX]b[i b[Yb'gWVUZh"

8]Y`hfU[]gWYb`J cfZÄ`Y`]b` ; Ufa]gW!DUfhYb_]fWYb`g]bX`Y]b
k Y]hYfYf`5`Ufa fi Z`ZØf`K UbXYfYfž`g]W`ghYhg`ØVYf`X]Y`U_hi`Y`Yb
6YX]b[i b[Yb`ni`]bZcfa]YfYb`i bX`X]Y`bØh][Yb
G]WYf\Y]hgj cf_Y\fi b[Yb`ni` hfYZZyb`"9g`V`Y]Vh`ni` \cZZybž`XUgg`X]Y
k i bXYfgW`ÖbYb`5`dYb`k Y]hYf\]b`Y]b`C fh`XYf` : fYi XY`V`Y]VYbž
^XcW`a]h`XYa`bchk YbX][Yb`FYgdY_hj cf`]\fYf`a ÄW`h][Yb`BUhi`f"

8YhU]`g	
C fh	; Ufa]gW!DUfhYb_]fWYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "U`[UYi Yf!nY]hi b["XY • k k k "gi YXXYi hgW`Y"XY • k k k "hfUj Y`dYfZYWh"XY

6Ygi WYb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY