

I !6U\ b!8 fUa U`]b`A ØbWYb. `9bh[`Y]gi b[Ua `< UffUg`c \ bY`J Yf`YhnhY`

5a `%&"\$*"`&\$&) `Ybh[`Y]ghY`Y]bY`I !6U\ b`Ua `< UffUg`]b
A ØbWYb``I fgUWY`i b`_Ufž`A J; `f]WYhYh
GWY]YbYbYfgUhnj Yf`_Y\`f`Y]b"



A ØbWYbž`8 Yi hgWY`UbX`!`5a `8 cbbYfghU[`bUWka`]hU[g`_Ua` Yg
ni`Y]bYa` J cfZU``]b`A ØbWYbž`XYf`X]Y`I !6U\ b!`@]b]Y`*`]b`5hYa
\]Y`h`9]bY`I !6U\ b`Ybh[`Y]ghY`k`À\`fYbX`F`Ub[]YfUfVY]hYb`Ua
< UffUgž[`ØW`_]WYfk`Y]gY`c\`bY` : U\`f[`ÀghY`Ub`6cfX``@Ui`h`
**GØXXYi hgWY`Y`j`Yf`]YZXYf`J`cfZU``a`]h[`Yf]b[`Yf`;`YgWk`k`]bX][`_Y]hž
k`Ug`Y]bY`J`Yf`Yhni`b[`cXYf`GWY`]a`a`YfYg`j`Yf\`]bXYfhY``8Yb`bcWk
k`Uf`X]Y`I !6U\ b!`GhUh]cb`Ua` `< UffUg`ni`b`ÅWYgh`b]WY`h`UbZU\`fVUfž`k`Ug
ZØf`Yh]WY`DYbX`Yf`Y]bY`i`bYfZfYi`]WY`Y`G]hi`Uh]cb`XUfghY``hY"**

I`a`X]Y`5i`gk`]f`_i`b[`Yb`XYg`J`cfZU``g`UVni`ZYXYfbž`f]WY`hYhY`X]Y
A ØbWYbYf`J`Yf`_Y\`fg[`YgY``gWY`UZhi`f`A`J;`Ě`gWY`bY``Y]bYb
GWY]YbYbYfgUhnj`Yf`_Y\`f`a`]h`6i`ggYb`nk`]gWYb`b`a`d`YfghfU`»`Y`i`bX
DUfhbUWY`d`Uhn`Y]b``5i`ZXYf`@]b]Y`*`_`cbbhY`XYf`6Yhf]YV`]a

DYbXYj Yf_Y\ f'Ui ZFYW h'Yf\ U'hYb'k YfXYb' 'ja' gØX`]WXYb
5VgWb]hh'nk]gWXYb'?'`b]_i a' ; fc» \UXYfb'i bX'DUfhbUWXd`Uhn
gck]Y'ja' bØfX`]WXYb'5VgWb]hhj'cb'?']YZYfb[UfhYb`V]g
6fi XYfa Ø\`ghfU»Y""8]Y'8Ui Yf'XYf'GhØfi b['k Uf'ni `X]YgYa
NY]hdi b_h'U`YfX]b[g'bcW' i b_Ufž'k]Y'X]Y'A J; 'a]hhY]'hY"

J Yf[Ub[YbY`Nk]gWXYbZÄ`Y`i bX`] \ fY I fgUWXYb

9]b`Ä\b`]WXYf'J cfZU`YfY][bYhY'g]WXYb'Ua' '&&'Bcj Ya VYf'&\$%- ž'U`g
Y]bY`YYfY'I !6U\b']b'XYf'K YbXYUb`U[Y'Ua' GYbX`]b[Yf'Hcf
Ybh[`]hh""8Ua U`g'k UfYb`X]Y'@]Yb'I %i bX'I &ZØf`ZUgh'XfY]
Ghi bXYb'i bhYfVfcWXYbž'i bX'X]Y'I +`V`]YV`Ui Z[fi bX'XYf'6`cW_UXY
ZØf`Y]bYb'[Ubnyb`HU[`Ui »Yf'6Yhf]YV""<]Yf'ZØ\fhY`Y]b`fUgWYg
5i ZY]bUbXYfhfYZZYb'a]h'Y]bYa `DfY`VcW`ni f'9bh[`Y]gi b[ž'VY]'XYf
bi f`XUg`YfghY'8fY\ [YghY`VYhfcZZYb'k Uf""5i W'XUa U`g[UV`Yg
[`ØW_]WXYfk Y]gY`_Y]bY`J Yf`YhYbž'YXcW'Yf\YV`]WXYb
GUWgWUXYb""8]Y'I fgUWXYb'k i fXYb'gck c\`']a' hYWb]gWXYb`U`g
Ui W'ja' a YbgW`]WXYb'6YfY]WXYj Yfa i hYhž'k Ug'X]Y'?ca d`YI]h`h
X]YgYf'J cfZÄ`Y`j YfXYi h]WXYhž'k]Y`hn`VYf]WXYhYh"

G]WXYf\Y]h]a' ÖZZYbh]WXYb`BU\j Yf_Y\ fž'k]Y`Yhk U'I !6U\bYbž']gh
Y]b`nYbhfU`Yg`H\Ya Už'XUg`Ui WXY]b`XYb`9fZU\fi b[Yb`j cb
Bi hnYf]bbYb'i bX`Bi hnYfb`Y]bY`Fc`Y`gd]Y`h""8]Y'5i Z_`Äfi b[ggY]hY
XYf'<cWVU\b'ØVYf'G]WXYf\Y]h]a' ² DBJ`YVh`Yfj cfž'XUgg
a cXYfbY`J]XYcØVYfk UWxi b[ggmgYhYa Y'i bX`Bchfi Za Ö[`]WXY`Y]hYb
X]Y`G]WXYf\Y]h'XYf': U\ f[ÄghY`Yf\ØYb'i bX`Ui W`dfÄj Ybh]j `k]f_Yb"
=a a Yf\]b'gcf[Yb'ØVYf'+""* \$\$'?Ua YfUg'ZØf`Y]b'[Yk]ggYg`A U» `Ub
GWxi hnž'k Ybb'a Ub`g]WXYi bhYf`X]Y`A YbgWXYba Yb[Yb`VY[]Vh'
<cWVU\b`X]U`c["

9]b`bYi Yg'6Yk i gghgY]b`gWXYb UZZYb

5b[Yg]WXYhg`X]YgYf'J cfZÄ`Y`]gh'Yg'k]WXYh][ž'XUgg': U\ f[ÄghY`Y]b
j YfVYggYfhYg'6Yk i gghgY]b`ZØf`] \ fY`G]WXYf\Y]h'Ybhk]WXY`b"
6YgcbXYfg`]b`Y`_h]gWXYb`NY]hYbž'k Ybb'XYf'ÖZZYbh]WXY`J Yf_Y\ f
gY`Vgh[`Y]WXYnY]h][`Y]b`HfUbgdcfha]hhY`i bX`Y]b`@YVYbgfUi a']ghž

gc`hYb`fY[Y`a Å»][`G]WXYf\Y]hga U» bU\ a Yb`i bX`dYfgÖb`]WXY
 J c fg]W hga U» bU\ a Yb`j b`9f]bbYfi b[`[Yfi ZYb`k YfXYb"
 ðgVYgcbXYfY`V]YhYh'g]W`Ubž`ja`YfghYb`K U[Yb`XYf`i !6U\ b`ni
 g]hnYb`cXYf`Ui Z`XUg`<Y]a k Y[hY`YZcb`ni fØW`ni [fY]ZYbž`i a`g]W
 Xi fW`Y]b` ; YgdfÅW`j b`XYf`B UW`h'g]WXYfYf`ni`ZØ\`Yb"

ðg[YgUa h`V`Y]Vh`ni` \c ZYbž`XUgg`X]Y`i bhYfgi W`i b[`ni f`i fgUWXY
 XYf`U`_hi Y`Yb`9bh[`Y]gi b[`Ua` < UffUg`VU`X`ni` bYi Yb
 9f`_Yb`hb]ggYb`ZØ\`fh`K Å\`fYbX`XYf`c ZYb`h]WXY`B U\ j Yf`_Y\`f`ZØf
 j]Y`Y`U`g`F`ØW`_ [fUh`XYf`GhUXh[]hž`nY][h`YXYg`9fY][b]gž`k]Y
 VYXYi hgUa`Yg`]ghž`_c`bh]bi]Yf`]W`Ub`XYf`G]WXYf\Y]h`i bX
 Ni j Yf`Ågg][_Y]h`ni`UfVY]hYb"

8YhU]`g	
C fh	A ØbWXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgWXY"XY • k k k "hn"XY • X]U`c["\c W VU\ b"XY

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