

G]W\ Yf\ Y]h'ghY\ h'Ub 'YfghYf'GhY``Y. '7G8 F Y[YbgVi f['i bhYf'bYi Yb 'J cfnY]W\ Yb °

7G8 'F Y[YbgVi f['\$&)' 'Z]bXYh'U`g'?i bX[YVi b['ghUhh/
8fc\gW\fy]VYb'ZØ\fh'ni 'ÿbXYfi b[Yb"G]W\ Yf\ Y]h'\ Uh
Df]cf]h`h"



F Y[YbgVi f[ž'8Yi hgW\ `UbX '! '8Yf'_ca a YbXY'7\ f]ghcd\Yf
GhfYYh'8Umif7G8Ě]b'F Y[YbgVi f[ž['Yd'Ubh'ZØf'XYb') "' ħ `]' '\$&)' ž
gcf[h'XYfnY]h'ZØf'fY[Yg'; Ygdf`W\ 'i bX'Y]bY '[Yk]ggY '6Ygcf[b]g"
BUW\ 'Y]bYa 'Ubcbma Yb'8fc\gW\fy]VYbžXUg'XYb'5ba Y'XYf
5'YI UbXYf'`fa]gW\ 'YffY]W\hYž'a i gghYb'X]Y'J YfUbghU'hYf'`\fY
i fgdfØb[`]W\ Yb'D`ÀbY'ØVYfXYb_Yb"@Ui h'**F Y[YbgVi f['8][]hU`**
V'Y]Vh'XYf'7G8'`YXcW\ 'b]W\h'UV[YgU[hž'gcbXYfb'k]fX'Ub[YdUggh"

`fa]gW\ `Uh'X]Y'8fc\i b[' [Y[YbØVYf'XYf'6Yf]W\hYfghUhi b['j cb
N8: \Yi hY'VYgh`h][h"G]W\ Yf\ Y]h'ghY\ h'Ub'cVYfghYf'GhY``Yž'i bX'XUg
6UmYf]gW\ Y '@UbXYg_f]a]bU`Ua h'f? 5Ě'k i fXY'Y]b[YgW\ U'hYhž'k cVY]
X]Y'6Y\ØfXY'`YXcW\ 'Ui Z'BUW\ ZFU[Y'X]Y'9fa]hhi b[Yb'XYa Ybh]YfhY"
8Ug'nY][hž'k]Y'i bØVYfg]W\h]W\`X]Y'G]hi Uh]cb'a ca YbhUb']gh"BUW\

Y]bYa`HfYZYb`a`j]h`XYf`Dc`nY]i`bX`XYa`CfXbi`b[`gUa`h`U`h`fa`]gW
YbhgW]YXYbž`X]Y`GhfYW`Y`XYg`l`a`ni`[`g`Xi`fW`X]Y`5`hghUXh`ni
j`Yf`_`fnYb`i`bX`ghUhhXYggYb`Y]bY`ghUh]cb`ÅfY`?`i`bX[`YVi`b[`Ui`Z`XYa
8ca`d`Uhn`UVni`U`hYb`"9]b`GhfU»YbZYgh]b`GhUXhUa`cZ]gh
YVYbZU`g`j`cf[`YgY`Yb`i`bX`gc`k`]Y`[`Yd`Ub`h`ghUhhZ]bXYb`"K`]f
k`c`Yb`i`bg`XYa`8fi`W`b]W`h`VYi`[`Yb`ž`gc`fa`]gW`YbhgW`cggYb`"

9]b`g]W`YfYf`C`fh`ZØf`J`]Y`ZU`h

8Ug`7G8!9j`Ybh`U`h]b`XYf`J`Yf[`Ub[`Yb`Y]h`F`Y[`YbgVi`f[`g`GhfU»Yb
ni`a`@VYb`Yfk`YW`hž`XcW`Y`Yi`Yf`k`]fX`U`Yg`Yhk`Ug`UbXYfg`"9g
k`]fX`_`ØfVUf`i`bX`g]W`hVUf`gY]b`ž`j`Yfg]W`Yfh`fa`]gW`ž`k`Å`fYbX`XUg
HYUa`j`ca`J`YfY]b`E`i`YYfYg`F`Y[`YbgVi`f[`Ui`Z`X]Y`UVghfU`hY
6YXfc`i`b[`g`U[`Y`fYU[`]Yfh`U`h`A`]ggj`Yfgh`AbXb]ggY`Y`b]g]W`h]W
Y]bYf`5VgU[`Y`k`UfYb`Ui`g`XYf`6Yf]W`hYfghUhi`b[`XYf
A`jhY`VUmYf]gW`Yb`NY]hi`b[`YbhghUbXYb`"l`a`gc`k`]W`h[`Yf`]gh`Ygž
XUgg`X]Y`HY]`bY`a`Yf`i`bX`9]bgUhn`f`Å`žY`[`i`h[`YgW`Ø`hmig]bX`"

8]YgY`U`hi`Y`Y`k`Y[`Yb`XYf`8fc`i`b[`Ui`Z`ca`a`YbXY`l`bg]W`Yf`Y]h
Z`h`h]b`Y]bYb`VYgc`f[`b]gYffY[`YbXYb`HfYbX.`K`]Y`X]Y`HU[`YggW`Ui
VYf]W`hYhž`UVYb`ei`YYfZY]bX`]W`Y`GhfUZhUhYb`]b`8Yi`hgW`UbX`]a
>U`f`&\$&`Y]bYb`VYgc`f[`b]gYffY[`YbXYb`5bgh]Y[`j`cb`Yhk`U`)`\$
DfcnYbh]a`J`Yf[`Y]W`ni`a`J`cf`U`f`j`YfnY]W`bYhž`a`h]b]g[`YgUa`h
%"+,`):`Å`Yb`[`Y[`Yb`@G6H`E`!`A`YbgW`Yb`"8]YgY`Vfi`hU`Yb
J`Yf[`Y`Ybž`X]Y`Åi`Z[`6Y`Y]X][`i`b[`Ybž`Yk`U`hhUhYb`i`bX
6YXfc`i`b[`Yb`i`a`ZUggYbž`nY][`Ybž`k`]Y`b`Øh[`g]W`YfY`C`fhY`ZØf`X]Y
ei`YYfY`7ca`a`i`b]hmig]bX`"

9]bgUhn`ZØf`G]W`Yf`Y]h`i`bX`X`Yb`h]h`h`h

5b[`Yg]W`hg`X]YgYf`G]hi`Uh]cb`VYhcbh`XYf`J`cfghUbXga`]h[`]YX`XYg
J`YfY]bg`7G8`8Yi`hgW`UbXž`?`U]`6`Ø`Yž`X]Y`Ni`bU`a`Y`j`cb`C`b`]bY!
6YXfc`i`b[`Yb`i`bX`X]Y`5`_`h]j`]h`h`fYW`hgYi`hfYa`Yf`;`fi`ddYbž`X]Y
;`Y[`YbXYa`cbghfUh]cbYb`Ub`_`ØbX][`Yb`_`Øb`b`hYb`"8U`Yf`]gh`Yg`i`a`gc
YbhgW]YXYbXYfž`XUgg`X]Y`Dc`nY]`Ui`Z`U`Yb`9VYbYb`gYbg]V`]g]Yfh
k`]fX`i`bX`YbhgW]YXYb`[`Y[`Yb`a`Ø[`]W`Y`Gh`Øfi`b[`Yb`j`cf[`Y`h`
fa`]gW`_`Ubb`V]g`Ub[`XUg`GdY`_`hfi`a`XYg`8fc`gW`fY]VYbg`b]W`h
ni`cfXbYbž`XU`Yf`_Y]bY`8YhU]g`ni`a`b`U`h`VY`Ubbh[`YVYb`a`ØW`hY`"

8]Y[YgY`gWUZh]WYb`FU\ a YbVYX]b[i b[Yb`g]bX`hi fVi `Ybhž`i bX
 X]Y` : fcbhYb`j Yf\`ÀfhYb`g]W`" `bYba]b]ghYf]b`B UbWm: UYgYf`\Uh
 _Øfn`]W` [YZcfXYfhž`ei YYfZY]bX`]WY` ; Yk U`h`_cbgYei Ybh`ni
 j YfZc` [Yb`"8Yf`]a `GYdhYa VYf`&\$&&[Y[fØbXYhY`5fVY]hg_fY]g`ni f
 6Y_Àa dZ` b[`ca cd\cVYf`i bX`hfUbgZY]bX`]WYf` ; Yk U`h`\Uh
 VYfY]hg`Y]bYb`5VgW`i ggVYf]W`h`Y]b[YfY]W`hž`XYf`X]Y
 Bchk YbX][_Y]h`Y]bYf`i a ZUggYbXYb`G]WYf\Y]hgghfUhY []Y`ZØf
 ei YYfY`A YbgWYb`VYhcbh`"

8Yf`7G8`]b`FY[YbgVi f[`j Yfgdf]W`h`U`gc`hfc`h`XYf
 <YfUi gZcfXYfi b[Ybž`Y]b`NY]WYb`ZØf`J]Y`ZU`h`i bX`Hc`YfUbn`ni
 gYhYb` `i bX`XUg`k]fX`Ui W`VYb`Øh][h`"8]Y`6Øf[Yf`XYf`GhUXh`g]bX
 Y]b[Y`UXYbž`b]W`h`bi f`Ub`XYf`?i bX[YVi b[`hY]`ni bY`a Ybž
 gcbXYfb`Ui W`ZØf`X]Y`G]WYf\Y]h`i bX`G]W`hVUf`_Y]h`XYf`ei YYfYb
 7ca`a`i`b]hm`Y]bni hfYhYb`"9g`k]fX`Y]bY`8Ya`cbghfUh]cb`XUZØf`gY]bž
 XUgg`J`cfi`fhY]`Y`i bX`8fc`i`b[Yb`b]W`h`XUg`Y`hnhY`K`cfh`\UVYb
 XØfZYb`"

@YgYb`G]Y`a Y`f`ØVYf`X]Y`G]hi Uh]cb`XYg`7G8`]b`FY[YbgVi f[`Ui Z`
N8: \Yi hY`gck]Y`FY[YbgVi f[`8][]hU`"

8YhU]`g	
C fh	FY[YbgVi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fY[YbgVi f[!X][]hU`"XY • k k k "nXZ\Yi hY"XY • k k k "hU[YggWU i "XY

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