

; Øghfck Yf'6Uf`UW!K Yf_Y`Ui Z'[fc» Yf
7\]bU!FY]gY`ni f'6YYh\cj Yb!5i gghY``i b[

9fbgh'6Uf`UWg`K Yf_Y`fY]gYb`bUW`7\]bU`ZØf`Y]bY`6YYh\cj Yb!
5i gghY``i b[`]a `A i l]b`A i gYi a ž; Øghfck Yf`@Y]\ [UVYb`V]g
5i [i gh'&\$&) "



; Øghfck ž'8Yi hgW`UbX`!K Yf_Y`XYg`fYbca a]YfhYb`?ØbghYfg
9fbgh'6Uf`UW`fY]gYb`j cb'; Øghfck `bUW`7\]bUž`i a `HY)`Y]bYf
VYXYi hYbXYb`?i bghgW`Ui `ni `k YfXYb`"8]Y`9l dcbUhY`g]bX`U`g
@Y]\ [UVYb`]a `A i l]b`A i gYi a `]b`K i n\Yb`Ui g[YghY``hž`Y]bYf
=bgh]hi h]cbž`X]Y`XYa `?ØbghYf`A i `L]b[Yk]Xa Yh]gh`"8]Y
5i gghY``i b[`k]Xa Yh]g]W`XYa `VYfØ`a hYb`?ca dcb]ghYb`@ Xk][
j Ub`6YYh\cj Yb`i bX`k]fX`j ca `&"A U]`V]g" `5i [i gh'&\$&) `ni `gY`Yb
gY]b`"B UW`6YYbX][i b[`XYf`5i gghY``i b[`k YfXYb`X]Y`?i bghk Yf_Y
ni fØW`_bUW`; Øghfck `[YVfUW`hž`k]Y`**B 8 F**`VYf]W`hYh"

8]Y`C f[Ub]gUh]cb`XYf`@Y]\ [UVYb`VY[Ubb`a]h`Y]bYa `5bfi Z`XYg
W]bYg]gW`Yb`?i `hi fUhhUW`Ågž`XYf`]b`² ghYffY]W`Ub`gÅgg][`]gh"
A U[XU`YbU`GW`i `n!C`a ž`X]Y`@Y]hYf]b`XYf`6Uf`UW!Gh]Zi b[ž`ghY``hY

XYb' ?cbhU_hini a 'A i l]b' A i gYi a '\Yfžk c'X]Y'9I dcbUhY'VYbÖh][h
k i fXYb''5i g'; Øghfck 'k i fXYb']bg[YgUa h%' 'K Yf_Y'j YfgUbXhž'ni
XYbYb'Y]b'6fcbnY! ?cdZ'gck]Y'a Y\fyfY'HYffU_chhUZ][i fyb
[Y\Öfyb''8]Y'J cfVYfY]hi b[Yb'ZØf'XYb'HfUbgdcfh' i a ZUggYb'Y]bY
XYhU]''YfhY'Ni ghUbXgØVYfdfØZ] b['XYf'?i bghk Yf_Yž'i a 'a Ö['jWXY
GWÅXYb'ni 'j Yfa Y]XYb''

J c fVYfY]hi b['i bX'HfUbgdcfh

8]Y'FYghUi fUhc f]b'5bXfYU'; fi bX']gh'XYfnY]h'XUa]h'VYgWÅZh][hž
_Y]bYfY'A UhYf]U'ZY\ 'Yf'Ub'XYb'HYffU_chhUZ][i fyb'ni 'VY\YVYbž'i a
g]WXYfni ghY''Ybž'XUgg'X]Y'GhØW_Y]b'Y]bYa 'Y]bk UbXZfY]Yb'Ni ghUbX
g]bX''8Yf'HfUbgdcfh'YfZc'[h]b'gdYn]Y''Yb'6cl Ybž'X]Y'[Y[Yb
l a k Y'hY]bZØggY'i bX'? 'ja Uj YfÅbXYfi b[Yb'[Yg]WXYfh'g]bX''8]YgY
6cl Yb'a ØggYb'ni XYa 'X]Y'Nc''_cbhfc''Y'Xi fW'Ui ZYb'i bX'k YfXYb
j Yfd'ca Vh''

8]Y'Ni gUa a YbUfVY]h'ink]gWXYb'XYb'XYi hgWXYb'A i gYYb'i bX'XYa
A i l]b' A i gYi a 'i a ZUggh'Ui W'<c'ngWb]hh!; fUZ]_Ybž'X]Y'6Uf'UW
%- &+ 'gW'i Zi bX'X]Y': f]YXf]W'GW'Y'Yfg' CXY'5b'X]Y': fYi XY
h\Ya Uh]g]YfYb'' : Øf'X]Y'5i gghY''i b['g]bX'gdYn]Y''XfY]
HYffU_chhUZ][i fyb'i bX'Y]b'6fcbnY_cdZ] cb'6YYh\cj Yb
YfZcfXYf'W'ž'X]Y'ZØf'X]Y'8UfghY''i b['XYf'J YfV]bXi b['nk]gWXYb
6Uf'UW' i bX'6YYh\cj Yb'j cb'[fc» Yf'6YXYi hi b['g]bX''

<]ghc f]gWXY'J YfV]bXi b['nk]gWXYb'6Uf'UW i bX'6YYh\cj Yb

9g']gh'VYa Yf_Yb'gk Yfhž'XUgg'9fbgh'6Uf'UW' %- &* 'Y]b[Y'UXYb
k i fXYž'9bhk ØfZY'ZØf'Y]b'6YYh\cj Yb!8Yb_a U''Y]bni fY]WXYb''
CVk c\''XYf'K YhhVYk YfV'gdÅhYf'Y]b[YghY''h'k i fXYž'VY]b\U'hYhY
6Uf'UW'g'i fgd fØb['WXYf'J c f gW'U['Y]bY'GÅi 'Y'a]h':][i fybž'X]Y
XYf'A i g]_ '6YYh\cj Ybg''Ui gWXYbž'gUa h'Y]bYa 'DcfhfÅh'XYg
'?ca dcb]ghYb''8]YgY'\]ghc f]gWXY'J YfV]bXi b['k]fX'Xi fW'X]Y
5i gghY''i b['ja 'A i l]b' A i gYi a 'k Y]hYf'\Yf] cf[Y\cVYbž'k]Y'
BcfX_i f]Yf'Yf[Åbnh''

8]Y'6Uf`UW!Gh]Zhi b[`nY][h'g]W\`YfZfYi h:ØVYf`X]Y`A Ò[`]W\`_Y]hž`X]Y
 ?i bghgW\`ÀhnY`]bhYfbUh]cbU``ni `dfÀgYbh]YfYb"8Yf`HfUbgdcfhi bX
 X]Y`5i gghY``i b[`k`YfXYb`j`cb`XYb`A`hUfVY]hYbXYb`XYg`A`i`l`j`b
 A`i`gYi`a`g`Z]bUbn]Yfhž`k`À`fYbX`X]Y`A`i`gYi`a`g`Y]hYf]b`XYf`6Uf`UW!
 Gh]Zhi b[`XYb`DfcnYgg`VY[`Y]hYhž`i`a`Y]b`fY]Vi`b[`g`cgYg`9]b!`i`bX
 5i`g`UXYb`gck`jY`XYb`5i`ZVUi`XYf`5i`gghY``i`b[`ni` `[Yk`À`f`Y]ghYb"

8YhU]`g	
Cfh	; Øghfck ž8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "bcfX_i f]Yf"XY

6Ygi W\`Yb`G]Y`i`bg`Ui`Z.`Y]bY!fY]gY"XY