

K]YbYf': Ua]'Yb'_`U[Yb'ØVYf
a cbUhY`Ub[Y`K UfhYnY]hYb`VY]a
?]bXYfVYhfYi i b[g[Y`X

K]YbYf': Ua]'Yb'_`Äa dZYb'a]h`Ub[Yb'6YUfVY]hi b[gnY]hYb
ZØf'?]bXYfVYhfYi i b[g[Y`Xž'k Ä`fYbX'² ; ?`Ui ZF ØW_ghUi
`]bk Y]gh"



: Uj cf]hYbž'² ghYffY]Wk !'K]YbYf': Ua]'Yb`UVYb'U_hi Y`a]h
Yf\YV`]WYb'GWk]Yf][_Y]hYb`VY`XYf'5Vk]W`i b[`]\fYf'5bhfÄ[Y
ZØf'XUg'?]bXYfVYhfYi i b[g[Y`X'ni `'_Äa dZYb'"6YhfcZZYbY'9`hYfb
VYf]W`hYb'j cb`Ub[Yb'K UfhYnY]hYbž'X]Y`cZhi'ni `Z]bUbni]Y`Yb
9b[dÄggYb'ZØ`fYb'"9]bY`XfY]ZUWY`A i hhYfž'X]Y`]\fYb'5bhfU[
Zf]gh[YfYW`hY]b[YfY]W`h`Uhž'VYa Äb[Y`hž'XUgg'hfc`hni`U`Yf'FY[Y`b
i bX': f]ghYb'XUg'; Y`X`Y]bZUW`Ui gV`]YV'"`b`NY]hYbž']b`XYbYb`X]Y
[Ubni': Ua]]Y`Ui ZX]YgY`i bhYfghØhni b[`Ub[Yk]YgYb`]ghž'a UW`h
g]W`Y]b'gc`W`Yg'5i gV`Y]VYb`VYgcbXYfg`VYa Yf_VUF'"6Y`]XYf
² ghYffY]Wk]gW`Yb'; Ygi bX`Y]hg_UggY`fP ; ?'g]Y`h'a Ub`X]Y
J cfk ØfZY`YXcW`U`g` b]W`h`bUW`j c`n]Y`VUF`Ub`i bX`j Yfk Y]gh`Ui Z

Y]bYb`VYgh\YbXYb`F ØW_ghUi`Ui Z[fi bX`XYf`c\Yb`5bnU\`Ub
5bhfÅ[Yb`"9]bY`6YUfVY]hi b[`XYf`5bhfÅ[Y`]gh`a Ò[`]WXYfk Y]gY`Yfgh
9bXY`5i [i gh`ni`Yfk UfhYbž`k]Y`a Y]bVYn]f_`"Uh`VYf]W`hYh"

8]Y`Z]bUbn]Y`Yb`<YfUi`gZc`fXYfi b[Yb`g]bX`ZØf`j]Y`Y`9`hYfb`gdØfVUf`
K`Å`fYbX`g]Y`Ui`ZX]Y`[Yk`Å`fhYb`NU\`i b[Yb`k`UfhYbž`a`ØggYb`g]Y
XYbbcW`]\`fYb`hÅ[`]WXYb`J`YfdZ]W`hi b[Yb`bUW`_ca`a`Yb`"9]bY
k`Y]hYfY`VYhfc`ZYbY`A`i`hhYf`gW`]`XYfhž`XUgg`g]Y`gY]h`K`c`WYb`Ui`Z`XUg
?`]bXYfVYhfYi`i b[g[Y`X`k`UfhYh`"8]Y`² ; ?`VYhcb`h`YXcW`ž`XUgg`X]Y
6YUfVY]hi b[gnY]hj`Uf]]YfYb`_Ubbž`XU`j]Y`Y`I`bhYf`U[Yb`VYb`Òh][`h
k`YfXYb`i`bX`]bX]j`]Xi`Y`Y`DfØZ`b[Yb`bchk`YbX][`g]bX`":`Øf`Y]bY
nØ[][Y`6YUfVY]hi b[`gY]`Yg`k`]W`h][`ž`XUgg`U`Y`I`bhYf`U[Yb
j`c`gh`Å`bX][`j`cf[Y`Y[`h`k`YfXYb`"

6Øfc`_fUh]Y`i`bX`I`b`hYfghØhni`b[

8]Y`5fVY]hYf`_Ua`a`Yf`f5?`Ě`K`]Yb`h`Uh]b`X]YgYa`Ni`gUa`a`Yb`Ub[
_Y]bY`k`Y]hYfYb`":`Å`Y`j`cb`J`YfnÒ[Yfi b[Yb`ZYgh[YghY`h`"8YbbcW`
k`]fX`[YfUhYbž`VY]`DfcV`Ya`Yb`X]Y`² ; ?`cXYf`XUg`":`Ua`_]YbgYfj`]W
ni`_cbhU`_h]YfYbž`i`a`gW`bY`Y`@Øgi b[Yb`ni`Z]bXYb`"8]Y`B`UW`ZfU[Y
bUW`?`]bXYfVYhfYi`i b[g[Y`X`]gh`cW`ž`k`Ug`XUfUi`Z`gW`]Y»`Yb`Ā`gghž
XUgg`j`]Y`Y`":`Ua`_]Yb`<`]ZY`VYb`Òh][`Yb`"8]YgY`@Y]ghi b[`ghUa`a`h`Ui`g
XYa`":`Ua`_]Yb!`@UghYb!5i`g[`Y]W`gZc`bXg`i`bX`g]W`Yfh`XYb`9`hYfb
k`Å`fYbX`XYf`?`UfYbn`b]W`h`bi`f`Y]b`9]b`_ca`a`Yb`ž`gcbXYfb`Ui`W
Y]bY`Y][`YbY`?`fUb`_Ybj`Yfg]W`Yfi b[ž`k`]Y`X]Y`":`Ygi`bX`Y]hg`_UggY
Yf`Āi`hYfh`"

:`Øf`X]Y`6YUbfU[i b[`XYg`?]bXYfVYhfYi`i b[g[Y`XYg`a`ØggYb
j`YfgW`]YXYbY`J`cfUi`ggYhni`b[Yb`YfZØ`h`gY]b`"8Uni`i[Y`Ā`f`h`XYf
6Yni`[`j`cb`":`Ua`_]YbVY]\`]ZY`gck`]Y`X]Y`A`Y`Xi`b[`XYg`[`Ya`Y]bgUa`Yb
K`c`b`g]h`Yg`j`cb`9`hYfb`i`bX`?]bX`"8]Yg[`]h`Ui`W`ZØf
[YhfYbb`h`YVYbXY`9`hYfb.`8Yf`UbhfU[ghY`YbXY`9`hYfb`hY]`a`i`gg`X]Y
":`Ua`_]YbVY]\`]ZY`VYn]Y`Yb`"Ni`XYa`_]gh`Yg`k`]W`h][`ž`XYb
@VYbga`]hhY`di`b`_hj`cb`6Yn]Y`Yf`i`bX`?]bX`]bbYf`U`V`²`ghYffY]W`g
ni`h`UVYbž`k`]Y`gcn]U`j`Yfg]W`Yfi b["[`j`"Uh`Yf`_`Āfh`"

?`cbhU`_h`i`bX`=`b`Zcfa`Uh]cbYb

Gc`hYb`9`hYfb`XYbbcW` : fU[Yb`ni`]\fYa`5bhfU[`cXYf`XYb
 VYb`0h][hYb`i` bhYf`U[Yb`\UVYbž`ghY`h`]\bYb`X]Y`ÒghYffY]Wk Y]hY
 ðZc`bY`?)bXYfVYhfYi`i`b[g[Y`X`ni`f`J`YfZØ[i`b["8]YgY`]ghj`cb
 A`cbhU[`V]g`8`cb`bYfghU[`nk`]gW`Yb`-`i`bX`%)`i`\f`i`bhYf`XYf
 HY`YZcbbi`a`a`Yf`\$,`\$\$`&(`\$`\$%(`YffY]W`VUF`"8]Y`ðZc`bY`]gh
 U`YfX]b[g`_Y]bY`5i`g_i`bZhgghY`Y`XYf`2`ghYffY]W`]gW`Yb
 ;`Ygi`bX`Y]hg_UggYž`gcbXYfb`V]YhYh`U`[Ya`Y]bY`ðZc`fa`Uh]cbYb`ni
 XYb`@Y]ghi`b[Yb`Ub"

8]Y`XYfnY]h][Y`G]hi`Uh]cb`nY][h`XYi`h]W`ž`k`]Y`k`]W`h][`Y]b
 fY]Vi`b[g`cgYf`5V`Ui`Z`ZØf`↑`b[Y`:`Ua``]Yb`]gh`K`À`fYbX`X]Y
 6YUfVY]hi`b[gnY]hYb`k`Y]hYf`b`Y]b`DfcV`Ya`XUfghY`Ybž`V`Y]Vh`ni
 \c`ZYbž`XUgg`X]Y`ni`gh`bX][Yb`GhY`Yb`X]Y`5b`Y[Yb`XYf`K`]YbYf
 9`hYfb`Yfbgh`bY`a`Yb`i`bX`J`YfVYggYfi`b[Yb`]b`G]W`hig]bX"

8YhU]`g	
Cfh	: U]`cf]hYbž`2`ghYffY]W`
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_"Uh • k k k "[Ygi bX`Y]hg_UggY"Uh • k k k "gcn]U`j`Yfg]W`Yfi`b["[j "Uh

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!k`]Yb`bYh