

K]Yb`_Äa dZh'[Y[Yb`X]Y`Gca a Yf\]hnY.`Gc
gW\ ØhnYb`k]f`i bgYfY`GhUXhVÄi a Y`°

K]Yb`gW\Øhnh`ØVYf`) \$\$"\$\$\$`GhUXhVÄi a Y`j cf`<]hnYghfYgg`]a
Gca a Yf`&\$&) "'9fZU\fyb`G]Yž`k]Y`DZY[Y`i bX`HYW\ b]_` \Y`ZYb`"



\$++()`>YbUž`8Yi hgW\`UbX`!`GhYW\YbXY`<]hnY`[Y\`Öfh`]b`K]Yb
ni f`Gca a YfnY]h`k]Y`XYf`bÄW\ghY`? UZZY`]b`XYf`_`Y]bYb`6ÄW`Yfy]
i a`X]Y`9W`Y`"8cW\`k Ä\fybX`X]Y`HYa`dYfUhi`fyb`]b`X]Y`<`Ö\Y
gW\]Y>Ybž`gc f[h`X]Y`GhUXh`K]Yb`Ui`Zj]Y`ZÄ`h[Y`K`Y]gY`XUZØfž`XUgg
]\fy`ØVYf`) \$\$"\$\$\$`GhUXhVÄi a Y`U`g`[fØbY`GW\UhhYbgdYbXYf
Zi b[]Yfyb`"8]YgY`6Äi a Y`g]bX`b]W\hibi`f`Y]bY`5i [Ybk`Y]XYž
gcbXYfb`Ui`W\`k]W\h[Y`5`_hyi`fy`]a`?Ua`dZ[Y[Yb`X]Y
Gca a Yf\]hnY`"8]Y`DZY[Y`X]YgYf`k`Yfhj`c`Yb`BUhi`ffYggci`fW\`b
cV`]Y[h`XYb`YfZU\fybYb`GhUXh[Äf`hbYfb`]b`K]Ybž`X]Y`g]W\
[Ub`n`Ä\ f][`i a`X]Y`6Äi a Y`_Øa a Yfb`"

K`c\`XYa`ž`XYf`]b`XYf`<]hnY`k`Y`Y`Y]bYb`gW\Uhh[Yb`D`Uhn`i`bhYf
Y]bYa`X`Yf`nU\`fy]W\Yb`GhUXhVÄi a Y`Z]bXYh`', VYf`%) \$

A]hUfVY]hYf]bbYb`i bX`A]hUfVY]hYf`i bhYfghØhnYb`ja `Gca a Yf`VY]
XYf`6Yk`ÀggYfi b[ži a `g]WXYfni ghY`Ybž`XUgg`X]Y`DZUbnYb
Ui gfY]WXYbX`a]h`K UggYf`j Yfgcf[h`k YfXYb``8Ybb`j cf`U`Ya `↑ b[Y
6Äi a Y`Y]XYb`ghUf`_i bhYf`XYb`c`Yb`HYa dYfUhi fYb``6YgcbXYfg
]b`XYb`YfghYb`j]Yf`@VYb`g`U`fYb`VYb`Øh][Yb`g]Y`VYgcbXYfY
5i Za Yf`gUa`_Y]hž`i a `<]hnYghfYgg`ni`j`Yfa`Y]XYb`
⊖hYfYggUbhYfk`Y]gY`Yb`hZU`hYb`6Äi a Y`]\fY`j`c`Y
?`ja Uk]f`gUa`_Y]h`Yfghž`k`Ybb`g]Y`Yhk`U`&`\$`⊖\fY`U`h`g]bXž`k`Ug
g]Y`ni`Y]bYa`Ub[Zf]gh][Yb`⊖j`Ygha`Yb`h`ZØf`Y]bY`Ub[YbY`a`YfY
GhUXh`a`UW`h`

;]Y» gmghYa `i bX`DZ`Y[Y

5_hi Y`gc f[h`X]Y`GhUXh`K]Yb`a]h`a`Y`f`U`g`%`\$\$\$`Ui`hca`Uh]gW
[YghYi`YfhYb`6Yk`ÀggYfi b[gUb`U[Yb`XUZØfž`XUgg`X]Y`DZUbnYb
b]W`hj`Yfhfc`W_bYb``⊖b[YfY`6Äi a Y`k`YfXYb`ni`XYa`a`]h`gdYn]Y`Yb
;]Y» VU[g`VYk`ÀggYf`hž`X]Y`+)`@]hYf`K`UggYf`ja`K`i`fnY`VYfY]W
gdY]WXYfb``5b`Y]» Yb`Gca`a`YfhU[Yb`VYb`Øh][Yb`X]Y`DZUbnYb
]bg[YgUa`h`fi`bX`(\$`\$`\$`\$`@]hYf`K`UggYf`h`Å[`]W`Hfcm`X]YgYf
]bhYbg]j`Yb`DZY[Y`g]bX`Yi`Yf`bi`f`\$`ž`Dfc`nYb`h`XYf`6Äi a Y
Ui`g[YZU`Yb`9]b`YfZfYi`]W`Yg`9f[YVb]g`ZØf`X]Y`DZUbnYb`ZFYi`bXY
]b`XYf`GhUXh`

9]bY`Ghi`X]Y`j`cb`7`ja`UhY`5b`U`mh]Wg`nY][hž`XUgg`[fc» Yž`U`hY
GhUXhVÄi a Y`i`bX`Y]b`X]W`hYg`6`Ä`hYfXUW`U`g`k`]f`gUa`Yf`GW`i`hn
[Y[Yb`<]hnYghfYgg`]b`i`fVUbYb`; YV]YhYb`[Y`hYb`⊖`Y]bYf`NY]hž`]b
XYf`XUg`GhUXh`_ja`U`Xi`fW`XYb`?`ja`Uk`UbXY`ni`bY`a`YbX
YfUi`g[YZcfXYfh`k`]fXž`g]bX`X]YgY`[fØbYb`F]YgYb`i`bj`Yfn]W`hVUf`
G]Y`k`]f`_Yb`b]W`h`bi`f`U`g`b`UhØf`]W`Y`?`ja`UUb`U[Ybž`gcbXYfb`hfU[Yb
Ui`W`XUni`VY]ž`X]Y`@`Z`hni`Z]hYfb`i`bX`XUg`A`_fc`_ja`U`ni
fY[i`]YfYb``6Y]X]YgYf`k`]W`h][Yb`F`c`Y`]gh`Yg`_Ui`a`j`Yfk`i`bXYf`]W`ž
XUgg`X]Y`6YXYi`hi`b[j`cb`GhUXh`i`bX`GhfU» YbVÄi a Yb`b]W`h`Ui`Z`X]Y
Y]W`hY`GW`i`hYf`[Ybca`a`Yb`k`YfXYb`_Ubb`

< YfUi`gZcfXYfi`b[Yb`Xi`fW`XYb`?`ja`Uk`UbXY`

8cW`X]Y`< YfUi`gZcfXYfi`b[Yb`g]bX`b]W`h`Y]bZUW`ni`VYk`Ä`h][Yb`
GhUXhVÄi a Y`g]bX`Ybcfa`Yb`6YUb`gd`fi`W`i`b[Yb`Xi`fW`

6cXYbj YfX]W\hi b[ž@ Zh'i bX'6cXYbgW UXghc ZYb'gck]Y'XYa
i fVUbYb'?'ja U'Ui g[YgYhnh"8]Y'K]ggYbgW UZh'nY][hž'XUgg'j]Y'Y
6Ui a UfhYb'bi f'X]Y'<À`ZhY'\fYf'dchYbn]Y''Yb'@YVYbgXUi Yf
YffY]W\Yb"8Yf'?'ja Uk UbXY''j YfgW`YW\hYfh'ni XYa`X]Y
GhUbXcfhVYX]b[i b[Yb'ZØf'XUg'GhUXh[fØbž'k Ug'Y]bY'[Yn]Y'hY
6Ui a UfhYbk U\`i bX'[YY][bYhY'GhUbXcfhY'YfZcfXYfh"8Ug'?cbnYdh
XYf'GhUXh'K]Yb'VYfØW_g]W\h][h'XU\Yf'XYb'?'ja Uk UbXY''U`g
nYbhfU'Yb': U_hcf'VY]'XYf'DZY[Y'i bX'BYi dZUbni b['j cb'6Äi a Yb"

5i W`UbXYfY'GhÀXhY'VYcVUW\hYb'Ui Za Yf_gUa ž'k]Y'K]Yb'XYa
<]mYghfYgg'VY[Y[bYh"9]bY']bY''[YbYh'GhUXhd`Ubi b[ž'X]Y
[fc»nØ[]Y'; fØbZ`W\Yb'ZØfXYfhž'_Ubb'YbHgW\Y]XYbX'ni f
A]bXYfi b['XYf'<]mYVY'Ughi b['VY]hfU[Yb"8]Y'f]W\h][Y'A]gW\i b[
Ui g'VYVUi hYa`FUi a`i bX'cZyYb': `AW\Yb'i bhYfghØmh'b]W\h'bi f
XUg'K c\`VYZ]bXYb'XYf'9]b\Y]a]gW\Ybž'gcbXYfb'ZØfXYfh'Ui W\`Y]bY
[fØbYž''VYbX][Y'GhUXh'UbXgW\UZh" ð'Y]bYf'I bhYfgi W\i b['ni
<]mYk]f_i b[Yb']b'6Yf']b'k i fXY'XYi h]W\ž'XUgg'VY[fØbhYg
GhUXh[YV]Yh'Y]bY'GW`ØggY'fc`Y'gd]Y'hž'i a`XYb
<YfUi gZcfXYfi b[Yb'XYg'?'ja Uk UbXY'g'ni 'VY[Y[bYb"

ðg[YgUa h'nY][h'g]W\ž'XUgg'K]Yb'Ui Z'Y]bYa`j]Y'j YfgdfYW\YbXYb
K Y[']ghž'b]W\h'bi f'X]Y'@YVYbgei U`h`h']\fYf'6Øf[Yf]bbYb'i bX
6Øf[Yf'ni`j YfVYggYfbž'gcbXYfb'Ui W\`U_h]j`ni f'6Y_Äa dZi b['XYf
?'ja U_f]gY'VY]ni hfU[Yb"8]Y'gc f[gUa Y'DZY[Y'XYf'GhUXhVÄi a Y
_ØbbhY'g]W\`]b'XYb'_ca a YbXYb' ð\`Yb'U'g'YbHgW\Y]XYbX
Yfk Y]gYb'ZØf'Y]bY'bcW\`YVYbgk YfhYfY'GhUXh_i`h' f"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni f'GhfUhY[]Y'i bX'A U» bU\`a Yb'XYf
GhUXh'K]Yb'_ØbbYb']bYfYgg]YfhY'@YgYf]bbYb'i bX'@YgYf'Ui Z'X]Y
Zc`[YbXYb'<]bhYf[fi bXUfh]_Y''ni [fY]ZYb.'A Y]b'6Yn]f_ž'GhUXh
i bX'; fØb'i bX'I a k Y'hVi bXYgUa h"

8YhU]`g	
C fh	\$++()`>bUž'8Yi hgW\`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_"Uh • ghUXhi bX[fi Yb"XY • k k k "i a k Y'hVi bXYgUa h"XY

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