

DfcWcfY`HYWk bc`c []Yg.`, VYffUgWk YbXY
 =bg]XYf!J Yf_Ài ZY`YfgWk ØhhYfb`=bj Yghc fYb °

DfcWcfY`HYWk bc`c []Yg'a Y`XYh`=bg]XYf!J Yf_Ài ZYž
 , VYfbU\ a Yb`i bX`l a gUhnUbgh]Y["BYi YghY`9bhk]W_`i b[Yb
]a`HYWk bc`c []YgY_hcf`Ua " " ' & \$&) "



DfcWcfY`HYWk bc`c []Ygž`l G5`!`9g []Vh`BYi][_]hYb`Ui g`XYf`K Y`h
 XYf`6Ui !`i bX`Gc Zhk UfYhYWk b]_žgdYn]Y`VY]`DfcWcfY`HYWk bc`c []Ygž
 =bW`fBMG9.D7CFŁ`X]Y`ja`a Yf`a Y`f`GWk`U[nY]`Yb`a UWkYb`"5a " "
 & \$&)`U[`XYf`5_h]Yb_i fg`XYg`l bhYfbY\ a Ybg`VY]`Ädd]gWkYb
 +`ž%`! G8ž`k Ug`Y]bYa`5bgh]Y[`j cb`" ž- & `i` `]b`XYb`Y`hnhYb`ZØbZ
 HU[Yb`Yb`hgd]Wk h`A Uf_YhGWfYYbYf`VYf]Wk hYhž`XUgg`XUg
 l bhYfbY\ a Yb`]b`Y`hnhYf`NY]`higck c\`Xi fWk`, VYfbU\ a Yb`U`g`Ui Wk
 Xi fWk`=bg]XYf!J Yf_Ài ZY`GWk`U[nY]`Yb`[Ya UWk h`\Uh`"5VYf`k Ug
 ghYW_h [YbUi`XU\]bhYf3

?Øfn`]Wk`\Uh`DfcWcfY`HYWk bc`c []Yg`X]Y`, VYfbU\ a Y`j cb`:`mDUdYf
 HYWk bc`c []Ygž`@7`Ua`&\$`"A U]`&\$&)`VY_Ubbh [Y[YVYb`"8Ua`]h
 ghY`h`XUg`l bhYfbY\ a Yb`gY]bY`K Y]WkYbž`i a`]a`6YfY]Wk`6i`]X]b[

≠Zcfa Uh]cb`A cXY`b[`fb`A Ł`_fÄZh][`Ui Zni fØghYb"5b`Y]bYa
Ä\b`]WXYb`HU[`k i fXY`Ui W`X]Y` , VYfbU\`a Y`j cb`Bcj cfYbXYf
j Yf_ØbXYhž`k Ug`X]Y`5a V]h]cbYb`j cb`DfcWcfY`ja `6YfY]W`XYf
X][`]hU`Yb`D`Ubi b[`k Y]hYf`i bhYfa Ui Yfh"8]YgY`ghfUhY[]gWXYb
GWf]hhY`_ØbbhYb`g]W`U`g`Äi » Yfghj`cfhY`]\UZh`Yfk Y]gYbž`i a`XUg
5b[YVch`XYg`i bhYfbY\`a Ybg`ni`Yfk Y]hYfb"

≠bg]XYf!J Yf_Äi ZY`i bX`A Uf_hfYU_h]cbYb

8]Y`≠g]XYf!J Yf_Äi ZY`VY]`DfcWcfY` \UVYb`j]Y`Y`5b`Y[Yf`Ui Z`cfWXYb
`UggYb"8Yf`8]fY`_hcf`i bX`%\$!`!6Yg]hnYf`?Yj]b`>`C`7cbbcf
j Yf_Ui ZhY`VY]gd]Y`gk Y]gY`5_h]Yb`ja`K Yfhj`cb`Yhk U`-`\$&"&, ` `I G8"
GY]bY`J Yf_Äi ZY`ZUbXYb`nk]gWXYb`XYa`-`"i bX`%\$"5df]`&\$&) `ghUhh
i bX`k i fXYb`i bhYf`Y]bYa`j`cfUV`ZYgh[Y`Y[hYb`%\$V) !%< UbXY`gd`Ub
Xi fW [YZØ\fh" Gc`W`Y`D`ÄbY`Yf`Ui VYb`Yg`≠g]XYfbž`HfUbgU_h]cbYb
ni`d`UbYb`i bX`gc`DfcV`Ya`Y`a`]h`≠g]XYf!< UbXY`gj`cfk`ØfZYb`ni
j Yfa`Y]XYb"8]Y`5b`U[Y`GU`nVi`f[Yf`B`UWf]W`hYb`ghY`h`ZYghž`XUgg
X]YgYf`J Yf_Ui Z]b`Y]bYa`I`a`ZY`X`j`cb`fY[i`U`hcf]gWXYf`I`bg]WXYf\`Y]h
ghUhhZUbX"9g[]Vh`XYfnY]h`6YXYb`_Yb`\]bg]W`h]W`Y]bYf`a`Ö[`]WXYb
8Y`]gh]Yfi b[`cXYf`Y]bYf`J YfÄbXYfi b[`XYg`i bhYfbY\`a Ybg`ni
Y]bYa`df]j UhYb`9][Ybhi`a`ž`Ui`W`k`Ybb`DfcWcfY`\]Yfni`_Y]bY
cZ]n]Y`Yb`GhY`i b[bU\`a`Yb`j`YfÖZYbh]W`h`\Uh"

K Ug`j`Yfi`bg]WXYfh`X]Y`5b`Y[Yf`ni`gÄhn`]W`3`8]Y` , VYfd`fØZ`b[`XYf
?Ui`ZYa`dZY`\`i`b[Yb`i`bX`DfY]gd`fc[`bcgYb`_ØbbhY`\`Y`ZYb"i`6G`\Uh
VY]gd]Y`gk Y]gY`XUg`?i`fgn]Y`ZØf`DfcWcfY`j`cb`%\$`I`G8`Ui`Z` , +`I`G8
[YgYb`_hž`\`Ä`h`UVYf`k`Y]hYf\]b`Y]bY`?Ui`ZYa`dZY`\`i`b[`Ui`ZfYW`h"8]Yg
XYi`hYh`XUf`Ui`Z`\]bž`XUgg`hf`ch`n`U`_hi`Y`Yf`<`Yf`Ui`gZ`cfXYfi`b[Yb`XUg
J`Yf`hf`Ui`Yb`]b`X]Y`Ub[Zf]gh][Y`DYf`Zcfa`Ub`W`XYg`i`bhYfbY\`a`Ybg
b]W`hj`Yf`cfYb`[Y[Ub[Yb`]gh"

9Ufb]b[g`i`bX`5i`gV`]W_

≠a`YfghYb`E`i`UfhU`&\$&) `_c`bbhY`DfcWcfY`hf`ch`n`Y]bYg`F`ØW_[Ub[g
VY]a` ;`Yk`]bb`Y]bYb`5bgh]Y[`XYg`i`a`gUhnYg`j`YfnY]W`bYb"8]Y
NU\`Yb`nY][Ybž`XUgg`XYf`Ub[YdUgghY` ;`Yk`]bb`dfc`5_h]Y`VY]`\$ž`
I`G8`U[ž`k`Ä`fYbX`XYf`I`a`gUhn`a`]h`%\$ž`A`j`]cbYb`I`G8`ØVYf`XYb
9fk`Ufhi`b[Yb`j`cb` :`UW`GYh`U["5a`%"`A`U]`&\$&)`\`Uh`DfcWcfY

ni XYa 'X]Y'Dfc[bcgY'ZØf'XUg'nk Y]hY'E i UfhU`i bX'XUg'[YgUa hY
 >J\F'&\$&) 'j YfÒZZYbh'Wk hž'k Ug'ZØf'5b'Y[Yf'Y]b'k]Wk h[Yg' bX]n'ZØf
 X]Y'ni _ØbZh][Y'F]Wk hi b['gY]b'_ØbbhY"'8]Y'A Uf_hfYU_h]cbYb'Ui Z
 j cf\Yf][Y'Dfc[bcgYb'i bX'X]Y'9bhk]W_i b[Yb'XYf''YhhYb'A cbUhY
 nY][Ybž'XUgg'XUg'l bhYfbY\ a Yb'i bhYf'6YcVUWk hi b['ghY\ hi bX
 5b'Y[Yf'[YbUi '\]bgY\Yb'gc''hYb"

8]Y'J YfÅbXYfi b[Yb'ja ' : Ø\fi b[ghYUa 'XØfZhYb'YVYbZU`g'Y]bY
 Fc''Y'gd]Y'Yb.'79C'HccYm'7ci fhYa UbWk Y'[UV'Ua '%\$"'A Åfn'&\$&)
 VY_Ubbhž'XUgg'Yf'U'g'9I YW hj] Y'7\U]fa Ub'ni fØW_hfYhYb'k ØfXY"
 8]YgY'ghfUhY[]gWk Y'BYi Ui gf]Wk hi b['_ØbbhY'a]h'XYb', VYfbU\ a Yb
 i bX'XYa 'N]Y''j YfVi bXYb'gY]bž'XUg'l bhYfbY\ a Yb'ZØf'X]Y'Ni _i bZh
 VYggYf'Ui Zni ghY''Yb"

Ni gUa a Yb[YZUggh'`Àggh'g]Wk 'gU[Ybž'XUgg'DfcWcfY'HYWk bc`c[]Yg
]b'Y]bYf'D\UgY']bhYbg]j Yf'HfUbgZcfa Uh]cb'ghYW_h"'8]Y
 , VYfbU\ a Ybž' b]g]XYf!J Yf_Åi ZY'i bX'XYf'XUfUi Z'Zc`[YbXY
 A Uf_hUi Zhf]hh'V]YhYb'Y]bYb'gdUbbYbXYb'9]bV']W_]b'X]Y'U_hi Y''Yb
 <YfUi gZcfXYfi b[Yb'i bX'7\UbWk b'XYg'l bhYfbY\ a Ybg"'5b'Y[Yf
 gc''hYb'YXcWk'k UWk gUa 'V'Y]VYb'i bX'X]Y'9bhk]W_i b[Yb
 k Y]hYf\]b[YbUi 'VYcVUWk hYbž'i a ']bZcfa]YfhY'9bhgWk Y]Xi b[Yb
 hfYZZYb'ni '_ØbbYb"

8YhU]`g	
C fh	DfcWcfY'HYWk bc`c[]Ygž'l G5
E i Y''Yb	<ul style="list-style-type: none"> • XY"a Uf_YhgWfYYbYf"Wk a • k k k "a Uf_YhgWfYYbYf"Wk a • k k k "U]bj Ygh"Wk a

6Ygi Wk Yb'G]Y'i bg'Ui Z.'k ca , +"XY