

I bhYf'UbXYfYa 'dfÅgYbh]YfhY'<Ua a 'XUg'Ga Ufh7ca dUWh'Dfcž'Y]b
9W\hY]h!8]W\hYa YggmgmHYa ž'XUg'a]h'HYa dYfUhi fZØ\`Yfbž
6YgW\`Yi b][i b[ga YggYfb'i bX'GWUbbYfb'UfVY]hYh''9g'gc``\`Y`ZYbž
hfUX]h]cbY``Y?YfbdfcVYb'ØVYfZØgg]['ni 'a UW\Yb'i bX'9f[YVb]ggY
a]h'Y]bYf'; YbUi][_Y]hj cb'% 'ni ''YZYfb''6Y]'K]fh[Yb'ghY\`h'X]Y
' 8!DZUghYf]bhY[fUh]cb'ja ' : c_i gž'X]Y'X]Y'Ni gUa a YbUfVY]h'a]h
[Åb[][Yb'GmghYa Yb'k]Y'Hf]a V`Yž'HcdWcb'i bX'@Y]WU`Yfa Ò[`]W\h"
Gc'k]fX'b]W\h'bi f'X]Y'E i U'j]hÅh'Yf\`Ø\`hž'gcbXYfb'Ui W\`X]Y
@YVYbgXUi Yf'XYf'GhfU»Yb'j YfVYggYfh"

B UW\ U`h][_Y]h'U`g`@Y]hdf]bn]d

B YVYb'XYb'hYW\ b]gW\Yb'9bhk]W_`i b[Yb'fØW`h'Ui W\`XUg'H\Ya U
BUW\U`h][_Y]h]a a Yf'a Y\`f']b'XYb'J cfXYf[fi bX''8]Y : cfXYfi b[ž
XYb'6Ui ghY``YbVYhf]YV`Ø_c`c[]gW\`ni '[YghU`hYbž']gh'b]W\h'a Y\`f
bi f'Y]bY`FY[i `]Yfi b[gUbZcfXYfi b[ž'gcbXYfb'Y]b'YW\hYf
K YhhVYk YfVgj cfhY]'' ã a Yf'a Y\`f'i bhYfbY\`a Yb'Yf_YbbYbž'XUgg
Y]bY'bUW\U`h][Y'J cf[Y\`Yb'gk Y]gY'b]W\h'bi f'i a k Y'hgW\cbYbX']ghž
gcbXYfb'Ui W\`]\`f'; YgW\ÅZh'VY`YVYb'_Ubb''@Ui h'5gd\U`h
DUj Ya Ybh'[]Vh'Yg'VYfY]hg'VY]bXfi W_YbXY'NU\`Yb. 'ã 'ž\`f'&\$%,
k i fXYb'ZUgh(' \$'DfcnYbh'XYf']b'XYb'! G5'dfcXi n]YfhYb
5gd\U`h'a]gW\i b[Yb'a]h'K Ufa !A]!5gd\U`h'fK A 5L\`Yf[YghY``h"
8]YgY`HYW\bc`c[]Y`fYXi n]Yfh'9a]gg]cbYb'i bX'j YfVYggYfh'X]Y
5fVY]hgVYX]b[i b[Yb'ZØf'6Ui UfVY]hYf"

Ni XYa 'j YfZc`[h'a Ub'jb'9i fcdU'i bX'k Y`hk Y]h'Y]bYb'_cbghUbhYb
5bgh]Y[`XYf'J Yfk YbXi b['j cb'fYW\W`hYa '5gd\U`h'fF 5DŁ''6]g'ni
ØVYf') \$'A]''cbYb'HcbbYb'fYW\W`hYg'A UhYf]U`k YfXYb'`Å\`f']W`]b
XYb'! G5'j Yfk YbXYh''8]YgY'j]bbc] Uh]j Y'<YfUb[Y\`Yb'gk Y]gY'Ub`X]Y
A UhYf]U`bi hni b[`Yfa Ò[`]W\h'Ygž'F Yggci fW\`b'YZZ]n]YbhYf'ni
j Yfk U`hYb'i bX'[`Y]W\h'Y]h]['l a k Y`hUi gk]f_i b[Yb'ni 'a]b]a]YfYb"

5b[Yg]W\hg'XYf'ghY][YbXYb'5bZcfXYfi b[Yb'Ub'bUW\U`h][Y
DfU_h]_Yb'Yj U'i]Yfh'Y]b'5fVY]hgUi ggW\i gg'HYW\bc`c[]Yb'ni f
BUW\U`h][_Y]hgV]Ubn]Yfi b['ja 'GhfU»YbVUi "': ; GJ 'i bhYfghfY]W\hž
XUgg'XUVY]b]W\h'bi f'Ø_c'bca]gW\Yž'gcbXYfb'Ui W\`Ø_c`c[]gW\Y
i bX'gcn]U`!_i `hi fY``Y'5gdY_hY]b'XYb'J cfXYf[fi bX'[YfØW`h
k YfXYb''ã 'F U\`a Yb'X]YgYf'6]Ubn]Yfi b['k YfXYb'i bhYf'UbXYfYa

X]Y`9a]gg]cbYb`j`cb`HfY]V\Ui`g[UgYbž`XYf`F`Yggci`fW`bj`YfVfUi`W`
i`bX`X]Y`K`]XYfghUbXgZ\`][`_Y]h`[`Y[`Yb`XYb`?``]a` Uk` UbXY`
i`bhYfji`W`h`

8]Y`Ni`_i`bZh`XYg`GhfU»`YbVUi`g`

<]Yf`Y[`h`X]Y`Ni`_i`bZh`XYg`GhfU»`YbVUi`g``đž`k`]f`VfUi`W`Yb`bYi`Y`
HYW`bc`c[`]Ybž`UVYf`k`]f`XØfZYb`X]Y`U`hYb`Df]bn]d]Yb`b]W`h`
j`Yf[`YggYb`"A`UgW`]bYb`k`]Y`X]Y`bYi`Yb`F`UX`UXYf`j`cb`?`ca`Uhg`i`ž`X]Y`
XYb`?`fUZhg]c`Z]`YfVfUi`W``i`a`V]g`ni``%&i``gYb`_Ybž`nY][`Ybž`XUgg`
Xi`fW`XUW`hYg`9b[`]bYf]b[`i`bX`hYW`bc`c[`]gW`Yf`:`c`fhgW`f]h`<`UbX`
]b`<`UbX`[`Y`Yb`_`Öb`bYb`"A`]h`XYa``9]bgUhn`j`cb`?`=]b`XYf`
NYa`Yb`hdfcXi`_h]cbž`k`]Y`j`cb`7Ya`YI`XYa`cbghf]Yfhž`k`]fX`b]W`h`bi`f`
XYf`DfcXi`_h]cbgd`fc`nYgg`Y`Z]n]Yb`hYf`[`YghU`hY`hž`gcb`XYfb`Ui`W`X]Y`
D`Ubi`b[`g]i`bX`@c[`]gh]_Ui`Z[`UVYb`cd]h]a`]Yfh`8]Y`Ui`Z`ca`a`Yb`XYb`
X][`]hU`Yb`D`UhhZc`fa`Ybž`k`]Y`X]Y`j`cb`E`Dc]bhž`j`Yfb`YhnYb`ni`XYa`U`Y`
D\UgYb`XYg`GhfU»`YbVUi`g`i`bX`ZØf`XYfb`gc`Y]bY`bU`h`c`gY`
`bhY[`fUh]cb`j`cb`bYi`Yb`i`bX`U`hYb`HYW`bc`c[`]Yb`"

Ni`gUa`a`Yb[`YZUggh`ghY`h`XYf`GhfU»`YbVUi``Ub`XYf`GW`k`Y`Y`ni`
Y]bYa`k`]W`h][`Yb`K`UbXY`"8]Y`<`YfUi`gZc`fXYfi`b[`Yb`g]bX`nk`Uf`
j`]Y`Z`h][`ž`UVYf`X]Y`5bg`Å`h`mY`ni`f`@`gi`b[`g]bX`YVYb`gc`
j`]Y`j`Yfgd`fYW`YbX`"A`]h`Y]bYa``[`i`hYb`<`Å`bXW`Yb`ZØf`]b`bcj`Uh]j`Y`
?`cbnY`dhY`i`bX`Y]bYa``_`UfYb`:`c`_i`g`Ui`Z`B`UW`U`h][`_Y]h]gh`X]Y`
6fUbW`Y`[`i`h`[`YfØghY`h`ZØf`X]Y`Ni`_i`bZh`"

8 YhU]`g`	
C`fh`	Gh`"@ci`]gž`A`]ggci`f]ž`I`G5`
E`i`Y`Yb`	<ul style="list-style-type: none"> • k k k "W`b`ghfi`W]cbVf]YZ]b[`"W`a` • k k k "Ugd`U`hdUj`Ya`Yb`h`c`f[` • k k k "Z[`gj`"XY`

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