

: ci f'7Ui [\h'≡`Y[U`GdYUfZ]g\]b[']b
A Ufh]b'7ci bhm':]g\Yfg': UW'7\Uf[Yg°

: ci f']bX]j]Xi U`g'k YfY`UffYghYX`Zcf']`Y[U`gdYUfZ]g\]b[']b
A Ufh]b'7ci bhm': `cf]XUž'j]c`Uh]b[`WcbgYfj Uh]cb`Uk g'bYUf`Gh"
@ WjY`b`Yh"



Gh"@ WjY`b`Yhž'A Ufh]b'7ci bhmž': `cf]XUž'I G5`!`@Ugh'k YY_YbXž
h\Y`gYfYbY`k UhYfg`cZA Ufh]b'7ci bhmž': `cf]XUž'hi fbYX`a i f_m'k]h\
Wcbhfcj YfgmiUg`Zci f']bX]j]Xi U`g'k YfY`WUi [\h`Yb[U[]b[']b']`Y[U`
gdYUfZ]g\]b[`bYUf`h\Y`Gh"@ WjY`b`Yh"H\Y': `cf]XU':]g\`UbX`K]`X`]ZY
7cbgYfj Uh]cb'7ca`a]gg]cb`fl K 7E`WcbZ]fa YX`h\Uh`h\YgY
]bX]j]Xi U`g`cdYfUhYX`h\Y]f'j YggY`XUb[Yfci g`m`WcgY`hc`Ubch\Yf
X]gd`Um]b[`X]j Yfg!Xck b`ZU[gž`U`a`cj Y`h\Uh[cYg`U[U]bgh': `cf]XU
`Uk ž`k \]W`a`UbXUhYg`VcUhg`hc`g`ck`Xck b`hc`U`a`]b]a`i`a`k`U_Y
k]h\]b`%\$\$\$mUfXg`cZgi W`ZU[g`CZ]Wfzgž`UWh]b[`cb`U`h]dž
WcbXi W`YX`U`j YggY`ghcd`cb`m`hc`X]gWc`j Yf`gdYUf[i bg`UbX`k Yhgi]hg
UVcUfX"

8Ygd]hY`WU]a]b[`bc`Z]g\`k YfY`WUi [\hž`h\Y`cZ]Wfzgž`bch]W`X`V`ccX

cb`h\Y`j YggY`g`XYW`UbX`cb`U`k Yhgi`]h": i fh\Yf`]bj Ygh][`Uh]cb
fYj YU`YX`h\Uh`h\Y`[fci d`\UX`\]XXYb`Z]j Y`gdYUfYX`gbcc`_`UbX`cbY
i bXYfg]nYX`gW\cc`a UghYf`gbUddYf`]b`h\Y]f`VcUh"BchUV`mž`gbcc`_
\Ufj Ygh]b[`]g`W`ffYbh`mici`h`cZ`gYUgcb`UbX`]g`fYghf]W`hYX`hc`\cc`_
UbX`]bY`a Yh\cXgž`i bXYfgW`cf]b[`h\Y`gYf]ci`g`bUhi`fY`cZ`h\Y]f
]bZfUW]cbg": K`7`7UdhU]b`5i`gh]b`K`UfbY`\][`\][`hYX`h\Uh`UX\Yf]b[
hc`h\YgY`fi`Yg`]g`Wfi`W]U`Zcf`dYgYfj`]b[`ci`f`Z]g\Yf]Yg`UbX`Ybgi`f]b[
gi`ghU]bUV]`]hm]b`ci`f`k`UhYfg"H\Y`gi`gdYW`hg`k`YfY`UffYghYX`UbX
hU_Yb`hc`h\Y`cWU`U`U`k`]h\ci`h]bW]XYbhž`U`h\ci`[`\`h\Y]f`bUa`Yg
\Uj`Y`mYh`hc`VY`a`UXY`di`V`]W

H\Y`K`]XYf`7cbhYI`h`cZ`GdYUfZ]g\]b[
F`Y[`i`h]cbg

H\]g`]bW]XYbh]b`A`Ufh]b`7ci`bhmZc`ck`g`Ubch\Yf`g]a`]`Uf`WUgY`]b`h\Y
:``cf]XU`?Ymgž`k`\YfY`]`Y[`U`gdYUfZ]g\]b[`\Ug`fU]gYX`YmYVfck`g`]b
fYW`bh`k`YY_g`"C`b`ž`bY`&-`ž`6fUmUb`A`Ufh]bYn`DYfYn`cZ`Dcfh`Gh"
@`W]Y`k`Ug`UffYghYX`Zcf`]`Y[`U`m`\Ufj`Ygh]b[`U`hUfdcb`]b`dfc\]V]hYX
k`UhYfg`UbX`U`gc`gdYUf]b[`U`a`Ub[`fcj`Y`gbUddYfž`XYgd]hY
fY[`i`h]cbg`U[`U]bgh`Xc]b[`gc`]b`h\Y`I`ddYf`?Ymg"H\Y`Uk`fYei`]fYg
gdYW]Z]WdYfa`]hg`hc`\Ufj`Ygh`hUfdcbž`UbX`gdYUfZ]g\]b[`]g`fYghf]W`hYX
]b`U`a`cgh`\U`ZcZ`h\Y:``cf]XU`?Ymg`5g`U`fYgi`hž`A`Ufh]bYn`DYfYn
ZUW`g`gYW`cbX!XY[`fY`a`]gXYa`YUbcf`W`Uf[`Ygž`dchYbh]U`m`YUX]b[
hc`*`\$`XUmg]b`U`]`UbX`i`d`hc`U`~)`\$\$`Z]bY"

5W`cfX]b[`hc`a`mZk`W`W`a`ž`gdYUf]b[`Z]g\`]g`XYZ]bYX`Ug`i`g]b[`U
gdYUf`cf`UbW`k`\]Y`gk`]a`a`]b[`VY`ck`h\Y`k`UhYf`g`gi`fZUW`"
<ck`Yj`Yfž`bi`a`Yfci`g`gdYW]Ygž`]bWi`X]b[`hUfdcb`UbX`gbcc`ž`UfY
dfc\]V]hYX`Zfca`VY]b[`\Ufj`YghYX`Vm`gdYUf]b[`"H\]g`fYghf]W]cb
gYY_g`hc`dfchYW`h\YgY`Z]g\`Zfca`c`j`YfZ]g\]b[`UbX`hc`a`U]bhU]b
YW`c`[`]WU`VU`UbW`]b`h\Y`fY[`]cb"H\Y`Uf[`Yž`]W`b]W`hUfdcb`WU`b
[`fck`i`d`hc`,`ZYYh`UbX`k`Y][`\`Ug`a`i`W`Ug`"\$`\$`dci`bXgž`mYh`h\Ym
UfY`bch`fY[`UfXYX`Ug[`ccX`Zcf`YUh]b[`"@Y[`U`\Ufj`Ygh]b[`cZ`hUfdcb
]g`dYfa`]hYX`cb`mZcf`]bX]j`]Xi`U`g`k`]h\`gdYW]U`hU[`g`Zcf`ghUhY
fYW`cfX`di`fgi`]hg"

ž`~][`\`h`cZ`h\YgY`fYW`bh`Yj`Ybhgž`]hg`YggYbh]U`Zcf`cWU`Ub[`Yfg`UbX
fYW`fYUh]cbU`Z]g\Yfg`hc`i`bXYfghUbX`h\Y`gdYW]Z]WfY[`i`h]cbg`h\Uh

[c j Yfb'gdYUfZ]g\]b["5X\Yf]b['hc'h\YgY'[i]XY`bYg'bch'cb`m
dfchYWhg'Z]g\`dcdi`Uh]cbg'Vi h'U`gc`Ybgi fYg'U'gi ghU]bUV`Y`Zi hi fY
Zcf'Z]g\]b[`]b':`cf]XU"

: K 7`fY[i`Uh]cbg'UfY`WYUf.`gdYUfZ]g\]b[`]g'cb`midYfa]hhYX`i bXYf
WfhU]b`WcbX]h]cbgž'UbX`fYa U]b]b[`Uk UfY`cZh\Y`ghUHY g
fYghf]Wh]cbg'k]``\Y`d`dfYgYfj Y':`cf]XU g'bUhi fU`a Uf]bY
Ybj]fcba Ybh'Zcf'[YbYfUh]cbg'hc`Wca Y""K]h\`WUgYg`_]Y'h\cgY`]b
A Ufh]b`7ci bhm'UbX'h\Y`?Ymg'a U_]b[`YUX`]bYgž'hg'a cfY
]a dcfhUbh'h\Ub`Yj Yf'Zcf'ci f'Z]g\]b[`Wca a i b]hm'hc`VY`]bZcfa YX
UbX`dfcUWh]j Y`]b`dfYgYfj]b[`ci f'Uei Uh]WfYgci fWg"

8YhU]`g	
C fh	Gh" '@ WY`b`Yhž'A Ufh]b`7ci bhmž':`cf]XUž'I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "k dhj "Wca• k k k "hUa dUVUm"Wca• a mZk WWca

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