

: fca `J]c`YbW`hc`Gi VW`gg. `5`7c`ca V]Ub
: Uh\Yf/ ı \$' - /g`xci fbYm]b`A]Ua]

9I d`cfY`h\Y`ghcfm`cZ`xgÅ`Hf]b]XUX`Hc`fYg`7 UgUgž`Ub
]a a][fUbh]b`A]Ua]!8 UXY`7ci bhmik \c`gUWf]Z]W`X`Yj Yfmh\]b[
Zcf`\]g`W\]XfYb/ ı \$' - /g`gUZYhm`Ua]Xgh`7c`ca V]U/ ı \$' - /g
j]c`YbW`"



A]Ua]!8 UXY`7ci bhmž`I G5`!`đ`h\Y`j]VfUbh`W`a a i b]hm`cZ
A]Ua]ž`h\Y`ghfi [[`Yg`UbX`gUWf]Z]W`g`cZ]a a][fUbh`ZUh\Yfg`W`a Y`hc
`][\hž`fYj YU`]b[`U`XYd`m`i a Ub`bUffUh]j Y`h]YX`hc`h\Y`hi fa`c]`cZ
h\Y]f`\ca Y`UbX`"C`bY`gi W\`ghcfm]g`h\Uh`cZ`xgÅ`Hf]b]XUX`Hc`fYg
7 UgUgž`k \c`ZYX`7c`ca V]U`Ua]Xgh`j]c`YbW`VYhk YYb`dc`]h]WU`
ZUW]cbg`"6cfb`]b`6cmUWž`xgÅ`k]hbYggYX`h\Y`Vfi hU`]h]Yg`cZ`U
a UggUWfY`UbX`YbXi fYX`h\YUhg`Zfca `bUfW`hYffc]f]ghgž`k \]W\`YX
\]a `hc`gYY`_fYZ [Y`]b`6c[ch½`"<Y`Yj Ybhi U`m`h\]j YX`Ug`h\Y`XYUb
cZ`U`W`a di hf`Yb[]bYYf]b[`dfc[fUa `Vi h`_bYk `Y`Y`UX`hc`fY`cWUhY
U[U]b`Zcf`h\Y`gU`_Y`cZ`\]g`W\]XfYb g`gUZYhm`" =\UX`hc`YUj Y
Yj Yfmh\]b[`VY\]bX`Zcf`h\Ya ž `Y`fYZYWhgž`U`gYbh]a Ybh`g\UfYX`Vm
a Ubmik \c`\Uj Y`YZh`7c`ca V]U`Zcf`U`VYhYf`]ZY"

5g'ægÅ'a UXY`\\]g'k Um'hc'h\\Y'I b]hYX'GhUhYgž`\\Y'hfUbg]h]cbYX'Zfca
Ub'UWUXYa]WWUfYYf'hc'h\\Y'[f]hmfYU`h]Yg'cZ'h\\Y'k cf_]b['WUggž
WYUb]b['Zccfg'UbX'ghfi [[`]b['hc'gYW'fY'Ya d`cma Ybh''8Ygd]hY
h\\Y'WXU`Yb[Ygž`\\Y'YghUV`]g\\YX'\\]g'ck b'Vi g]bYgg'WUhYf]b['hc
i bXcW'a YbhYX'k cf_Yfg]b'A]Ua]!8UXY'7ci bhmž'ZcW'g]b['cb'Zfi]h
VUgYX'gi dd`]Yg`_]Y'WUffch'†]W'UbX'A Ua Ym'†]W'g"?bck b
UZZYWh]cbUhY'mUg' 9`7c`ca V]Ubcž `\\]g'XYX]WUh]cb'gUk `\\]a
k cf_]b[`cb[`\\ci fgž'cZhYb'Uh'h\\Y'YI dYbgY'cZ'dfYW]ci g'ZUa]m
a ca Ybhg''<Y'ZUW'X'\\YU'h\\]ggi Ygž`]bWi X]b['Ya Yf[YbWnigi f[Yfmž
Vi hfYa U]bYX'ghYUXZUgh]b'\\]g'a]gg]cb'hc'dfcj]XY'U'gUZYf`]ZY'Zcf
\\]g'WX]`XfYb"

A][fUh]cb'UbX'æhg'7\\U`Yb[Yg

ægÅ g'ghcfm]g'U'a]W'cW'ga 'cZU`Uf[Yf'bUffUh]j Y'UVci h'a][fUh]cb
Zfca '7c`ca V]Už'U'bUh]cb'[fUdd`]b['k]h\\'dfcZci bX'gcW]U`UbX
dc`]h]WU`W'gYg'"5W'cfX]b['hc'h\\Y'A][fUbhg'UbX'FYZ [YYg'gYWh]cb
cZ'h\\Y'JUh]WUb'g'a][fUh]cb'dfcZ]Yž'7c`ca V]U`\\Ug`\\]ghcf]WU`m'\\UX
U'bY[Uh]j Y'bYh'a][fUh]cb'fUHY''<ck Yj Yfž`]b'fYW'bh'mYUfgž`]h'\\Ug
k Y'W'ca YX'cj Yf'%"+'a]`]cb'fYZ [YYgž'dfYXca]bUb'h'm'Zfca
bY][\\Vcf]b['JYbYni Y'Už'a Uf_]b['U'g][b]Z]WUb'h'g\\]Zh''H\\]g]bZi I
W'ca Yg'Ug'7c`ca V]U'W'ffYbh'm'\\c`Xg'h\\Y'\\][\\Ygh'bi a VYf'cZ
]bhYfbU`mX]gd`UW'X'dYcd`Y[`cVU`mž'fci [`\\m+'+'a]`]cb'Ug'cZ'h\\Y
YbX'cZ'&\$&\$ž'ZYY]b['cb[c]b['j]c'YbW'UbX'XYWUXYg'cZ'Ufa YX
W'cbZ]W'h"

A cfYcj Yfž'h\\Y'UZhYfa Uh\\'cZ'h\\Y'7CJ -8!%- 'dUbXYa]WUbX
dYfg]ghYbh'Xfi ['hfUZZ]W_]b[']]ggi Yg`\\Uj Y'YI UW'fVUhYX'dcj Yfhm]b
7c`ca V]Už'k]h\\'Ufci bX'- "\$('a]`]cb'dYcd`Y'UZZYWhYX'Vm
a i`h]X]a Ybg]cbU`dcj Yfhm %,"% 'cZ'h\\Y'dcdi `Uh]cb''H\\Y
ghfi [[`Yg'UfYb h`]a]hYX'hc`]bhYfbU`X]gd`UW'a Ybhg/Ug'cZ
a]X!&\$&(ž'j]c`Ybh'WUg\\Yg'UbX']bgYW'f]hm'\\Uj Y'dfca dhYX'a Ubm
7c`ca V]Ubg'hc'gYY_]fYZ [Y'UVfcUX''H\\]g]bWi XYg'U'bchUV`Y'f]gY
]b'Ugm'i a 'Udd`]WUh]cbg'hc'h\\Y'I b]hYX'GhUhYg'UbX'GdU]bž'k]h\\'cj Yf
%*ž \$'\$bYk 'WU]a g'fY[]ghYfYX'Vm'a]X!&\$&(ž'a Uf_]b['Ub'% ,
]bWfYUgY'Zfca 'h\\Y'dfYj]ci g'mYUf"

7cbh]bi]b['h\\Y'Ghfi [[`Y

8Ygd]hY`ZUW]b[`bi a Yfci g`\UfXg\]dgž`ægÅ g`W\]`XfYb`\Uj Y
h\ f]j YX U`hYghUa Ybh`hc`\]g`gUWf]Z]W`g"<]g`gcb`\Ug`UgW`bXYX`hc
Ub`YI YW`h] Y`fc`Yž`k \]Y`\]g`XUi [\hYf`\Ug`YghUV`]g\YX`\YfgY`Z`Ug
U`ci fbU`]gh"" =a `dfci X`cZ`a m`W\]`XfYbž`ægÅ`gUmg""<]g`ci fbYm
W`a]bUhYX`]b`VYW`a]b[`U`Xi U`W]h]nYbž`YUfb]b[`9b[`]g\ž`UbX
Yj Ybhi U`m`hU_]b[`d`YUgi fY`]b`U`cV`k]h\`h\Y`ZYXYfU`[`cj Yfba Ybhž
U`ck]b[`]\a`hc`fYZYWh`cb`\]g`dUgh`UbX`Z`hi fY"

9j Yb`Ug`\Y`Yb`cmg`fYh]fYa Ybh`bYUf`h\Y`; fYm`Ga c`Ym
A ci bhU]bg`YW\c]b[`h\Y`5bXYUb`a ci bhU]bg`cZ`\]g`mci h\`h\Y
d`][\h`cZ`\]g`ZY`ck`7c`ca V]Ubg`k Y][\g`cb`\]a ""F Ydcfhg`Zfca`h\Y
I B<7F`]bX]WUhy`h\Uh`a cfY`h\Ub`&+, ž\$\$\$]bX]j]Xi U`g`k YfY
X]gd`UW`X`]b`&\$&'`U`cbYž`U`Wf]g]g`h\Uh`dYfg]ghg""H\Y`g]hi Uh]cb
fYa U]bg`Wf]h]WU`k]h\`dYUW`hU`_g`fY[UfX]b[`h\Y`B Uh]cbU`
@]VYfUh]cb`5fa m`f9@B`L`Uh`U`ghUbXgh]`ž`Z`fh\Yf`W`a d`]WU]b[`h\Y
`UbXgWUdY`Zcf`ZUa`]Yg`_]Y`ægÅ`g`k \c`mYUfb`Zcf`gUZ`hm`UbX
ghUV`]`]hm"

5g`k Y`W`Y`VfUhY`: Uh\Yf`g`8Umž`ægÅ`g`ghc`fmigYfj Yg`Ug`U`dc][bUbh
fYa]bXYf`cZ`h\Y`YbXi f]b[`ghfYb[h\`UbX`fYg`]YbW`cZ`]a a][fUbh
ZUa`]Yg""9UW\`gUWf]Z]W`a UXY`]g`bch`f`gh`Ub`]bj Ygha Ybh`]b`U
VYhhYf`Z`hi fYž`Vi`h`U`gc`U`hYghUa Ybh`hc`h\Y`i bm]Y`X]b[`gd]f]h`cZ
h\cgY`k \c`ghf]j Y`hc`cj YfW`a Y`UXj Yfg]hm`Zcf`h\Y`gU`Y`cZ`h\Y]f
`cj YX`cbYg""7ca`dUgg]cb`UbX`i bXYfghUbX]b[`Zcf`a][fUbhg
ghfi [[`Yg`WU`b`\Y`d`ZcghYf`U`a cfY`]bWi`g]j Y`gcW]Yhmž`Ybgi f]b[`h\Uh
ghcf]Yg`_]Y`ægÅ`g`Xcb`h`ZUXY`]bh`h\Y`VUW_[fci bX"

8YhU]`g	
C fh	A]Ua]!8UXY`7ci bhmž`I G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k ""cWU`%\$`W`a • a][fUbhg!fYZi [YYg"] U • fYdcfh]b["i b`W`cf[

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