

B Yi Yg`A cV]`hÅhg_cbnYdh. `G]W\ YfYf`?]Yn
i bX`a Y\ f`@YVYbgei U`hÅh`]b
K]`a YfgXcfZ`

5a `%) "' & \$ &) `dfÅgYbh]Yfh`6Yf`]b`Y]b`bYi Yg
A cV]`hÅhg_cbnYdhni f: ÒfXYfi b[`j cb`FUX!`i bX`i`i »j Yf_Y\ f
]a `Jc`_gdUf_!6ØXW\Yb"



5a `Jc`_gdUf_`%+mž`%\$+%` `6Yf`]bž`8Yi hgW\`UbX`!`5a
8]YbghU[žXYb`%) "' & \$ &) žk]fX`]a `Jc`_gdUf_!6ØXW\Yb `]b
K]`a YfgXcfZ`Y]b`bYi Yg`A cV]`hÅhg_cbnYdh`ZØf`XYb`?]Yn`fi bX`i`a
X]Y`6UVY`gVYf[Yf`GhfU»Y`j cf[YghY``h`8]Y`J YfUbghU`hi b[`Z]bXYh
j cb`%) `V]g`%- `l \f`ghUhh`i bX`k]fX`XUg`9f[YVb]g`XYf`]bhYbg]] Yb
D`Ubi b[Yb`dfÅgYbh]YfYbž`X]Y`j cb`j YfgW\]YXYbYb`5_hYi fYb`]b`XYf
FY[]cb`i bhYfghØhnh`k i fXYb"5bk YgYbX`gY]b`k YfXYb`XUg`HYUa
j ca`FUi a`ZØf`6YhY]] [i b[žXUg`D`Ubi b[gVØfc`<cZZa`Ubb!`@Y]W\hYf
gck]Y`XYf`@Y]hYf`XYg: UW\VYFY]W\g`H]YZVUi ""N]Y`XYg`?cbnYdhYg
]gh`Ygž`X]Y`J Yf_Y\ fgg]W\Yf\Y]hi bX`@YVYbgei U`hÅh`XYf`5bk c`bYf
ni`Yf\Ø\Yb"

8 Ug`A cV`]hÅhg_cbnYdhZc_i gg]YfhUi ZX]Y: ÒfXYfi b[`XYg`F UX!`i bX
: i »j Yf_Y\fg`i bX`gYhnhUi W`Ui ZX]Y`9bhk]W_`i b[`j cb
?`ja UUbdUggi b[ga U»bU\`a Yb``8]Y`5VgW`i ggdfÅgYbhUh]cb`k]fX
X]Y`Z]bU`Yb`D`ÀbY`nY][Yb`i bX`HY]`XYf`5_h]cbgfY]\Y` ?]YnYž?]cg_Yž
?ca dYhYbnYb` `fP]?]? cŁ`gY]b``8]YgY`FY]\Y``Ai Zh] ca `%) ``V]g`%+`
† `]`&\$&) `i bX`V]YhYhj YfgW]YXYbY`A]ha UW!5b[YVchY`gck]Y
`Zcfa Uh]cbYb`Xi fW`5_hYi fY`Ui g`XYf`6Øf[YfgWUZhi bX`XYf
JYfk U`hi b[`j cf`Cfh``9]bY`5ba Y`Xi b[`ni f`J YfUbghU`hi b[`]gh`b]W`h
bchk YbX][ž`XYf`J YfUbghU`hi b[gcfh]gh`VUff]YfYZfY]``8]Y`5XfYggY
`Ui hYh` 8 Ug`6ØXWYb ž`5a `J c`_gdUf_`%+mž`%\$+%) `6Yf`]b`

HY]`Y]bYg`[fc» Yb`A cV`]hÅhgUbgUhnYg

8]Y`9fUfVY]hi b[`_ca a i bU`Yf`A cV`]hÅhg_cbnYdhY`]gh`Y]b`nYbhfU`Yf
6YghUbXhY]`XYg`_ca a i bU`Yb`A cV`]hÅhga UbU[Ya Ybhgi bX`gc`
U`g`A UghYfd`Ub`ZØf`X]Y`ni _ØbZh][Y`A cV`]hÅh`]b`Y]bYf`?ca a i bY
X]YbYb``@Ui h`XYf`K YVgY]hY`j cb`J`5`?`Ò`b`g]bX`fY`Yj UbhY`5_hYi fYž
k]Y`J Yfk U`hi b[ž`Dc`h]_ž`N]j][YgY`gWUZhi bX`6Øf[YfgWUZhi
i bYf`Àgg`]W`ZØf`X]Y`9bhk]W_`i b[`X]YgYf`?cbnYdhY``8Yf
a Yh`cX]gWY`F U\`a Yb`i a ZUggh`GWf]hhY`k]Y`6YghUbXgUbU`mgYbž
GK CH!5bU`mgYbž`gck]Y`Y]bY`9f`YVi b[`XYg`A cXU`!Gd`]hg`

9]b`dUfh]n]dUh]j Yf`DfcnYggž`XYf`6Øf[Yf]bbYb`i bX`6Øf[Yf`gck]Y
@c_U`dc`h]_Yf`Y]bVYn]Y`hž]gh`VY]`XYf`?cbnYdhYbhk]W_`i b[`j cb
6YXYi hi b[``Fi bX`) \$`?ca a i bYb`]b`8Yi hgW`UbX`k i fXYb
Ui g[Yk Å`hž`i a `bUW`\U`h][Y`A cV`]hÅhg_cbnYdhY`ni `Ybhk]W_Y`bž
X]Y`<UbX`i b[gYa dZY`\`i b[Yb`i bX`I a gYhni b[ghfUhY[]Yb
Ybh`U`hYb`gc`Yb``8]Yg`]gh`HY]`XYf``b]h]Uh]j Y`ZØf`bUW`\U`h][Y
A cV`]hÅhž`k]Y`Ui ZX]Yf`GY]hY`j cb`Ni`_i bZh`bUW`\U`h][Y
A cV`]hÅh`VYgWf]YVYb`

8]Y`bÅW ghYb`GWf]hhY

8 Ug`bYi Y`A cV`]hÅhg_cbnYdh`k]fX`b]W`h`bi f`X]Y`J Yf`\Å`hb]ggY`ja
?]Yn`fi bX`i a `X]Y`6UVY`gVYf[Yf`GhfU»Y`j YfVYggYfbž`gcbXYfb`X]Ybh
Ui W`U`g`6Y]gd]Y`ZØf`k Y]hYfY`; Ya Y]bXYbž`X]Y`À`b`]WY`?cbnYdhY
Ybhk]W_Y`b`a`ÒW`hYb``9]b`YfZc`[fY]WYf`5VgW`i gg`X]YgYf``b]h]Uh]j Y
_ØbbhY`X]Y`; fi bX`U[Y`ZØf`Y]bY`DUf`hbYfgWUZhi`a]h`UbXYfYb`

?ca a i bYb`V]`XYbž`i a `YfZc`[fY]WXY`A U» bU\`a Yb`Ub`c`_U`Y
 ; Y[YVYb`Y]hYb`Ubni dUggYb`i bX`i a ni gYhnYb`"8]Y
 JYfUbghU`hi b[Yb`i bX`XUg`9b[U[Ya Ybh`XYf`6Øf[Yf`gc`Yb`XUVY]
 \Y`ZYbž`X]YgY`Ni _i bZh`U_h]j`ni`[YghU`hYb`"

K Y]hYfY`8YhU]`g`ni f`JYfUbghU`hi b[`i bX`ni `XYb`A]ha UW!
 5b[YVchYb`g]bX`Ui Z`XYf`K YVgY]hY`a]hk]f`_Yb!Wk "XY`j YfZØ[VUf"
 ?ca a Yb`G]Y`j cfVY]ž`]bZcfa]YfYb`G]Y`g]WXY`i bX`[YghU`hYb`G]Y`X]Y
 A cV]`]hÅh]b`≡fYa`?]Yn`U_h]j`a`]h`

8YhU]`g	
C fh	5a`J c`_gdUf`_%+mž`%\$+%` `6Yf`]bž 8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "j]U_cY`b"XY • k k k "ni _i bZh!bUWXY`U`h][Y! a cV]`]hUYh"XY

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