

) \$ `>U\ fY `ϕhYf_i `hi fY`Y`K cWXY. `GhY[`]hn!
NY\ `YbXcfZ`ZY]Yfh`J]Y`ZU`h°

GhY[`]hn!NY\ `YbXcfZ`ZY]Yfh`&\$&) `X]Y`ϕhYf_i `hi fY`Y`K cWXY
a]h]j]Y`ZÀ`h][Yb`J YfUbgH`hi b[Yb`j ca `%, "\$- "'V]g
\$&"%\$"&\$&) "



GhY[`]hn!NY\ `YbXcfZ`8Yi hgW\ `UbX`!`a `>U\ f`&\$&) `ZY]Yfh`X]Y
Vi bXYgk Y]hY`ϕ]h]Uh]j Y` ϕhYf_i `hi fY`Y`K cWXY `]\f`) \$!`À\ f][Yg
6YghY\Yb`"I bhYf`XYa `A chhc` XUZØf° `]bXYb`]b`X]YgYa
`>V]`Ài a g`U\ f`nU\ `fY]WXY`J YfUbgH`hi b[Yb`ghUhh`zi a `Y]b`ghUf`Yg
NY]WXYb`[Y[Yb`X]Y`fYW`hgdc`di `]gh]gWXY`Gh]a a i b[`]a `@UbX`ni
gYhnYb`"8Yf`6Yn]f_`GhY[`]hn!NY\ `YbXcfZ`VYhY][`h]g]W\ `U`_h]j `Ub
X]YgYf`ϕ]h]Uh]j Y`i bX`d`Ub`h`Y]bY`i a ZUb[fY]WXY`5`_h]cbgk cWXY`ž`X]Y
j ca `%, "'GYdhYa VYf`V]g`ni a `&`"C`_hc`VYf`&\$&) `ghUhh]Z]bXYb`gc`""`

9]b`5i Zfi Zni f`HY]`bU\ a Y`f]W`hY`h]g]W\ `Ub`C`f[Ub]gUh]cbYb`ž`J YfY]bY`ž
ϕ]h]Uh]j Yb`ž`GW`i `Yb`i bX`> [YbXY]b]f]W`hi b[Yb`]a `6Yn]f_`"N]Y`]gh
Yg`ž`Y]bYb`"YVYbX][Yb`8]U`c[`ni `ZØfXYfb`i bX`X]Y`H\Ya Yb
Ni gUa a Yb\U`hgck]Y`[Y`YVhY`8Ya c`_fUh]Y`]b`XYb`i`c`_i`g`ni

fØW_Yb"8]Y' ðhYf_i `hi fY`Y`K cWY`k]fX`j ca `² _i a Yb]gWYb
J cfVYfY]hi b[gUi ggW`i gg`_ccfX]b]Yfh`i bX`Yf\À`h`l bhYfghØhni b[
Xi fW` ; Yk Yf_gW`UZhYbž`K c\`ZU`fhgj YfVÀbXY`i bX
A][fUbh]bbYbcf[Ub]gUh]cbYb`

J]Y`ZÀ`h][Y`J YfUbghU`hi b[Yb`[Yd`Ubh

8 Ug`Dfc[fUa a `k]fX`Y]bY`VfY]hY`DU`YhhY`Ub`J YfUbghU`hi b[Yb
i a ZUggYbž`XUfi bhYf`K cf_g\cdgž`GdfUW`WUZÀgž`]bhYfbUh]cbU`Y
?cW`UVYbXYž`5i gghY`i b[Ybž`DcX]i a gX]g_i gg]cbYbž`
ðZcfa Uh]cbgUVYbXY`i bX` :]`a j cfZØ`fi b[Yb`"l a `X]Y
J YfUbghU`hi b[Yb`ni `_ccfX]b]YfYbž`g]bX`6Y]hfÀ[Y`ZØf`XUg
Dfc[fUa a `V]g`gdÀhYghYbg`ni a `&`"ž` `]`&\$&) `Y]bni fY]WYb`"9]b
5i ghUi gW`hfYZZYb`ZØf`]bhYfYgg]YfhY`5_hYi fl]bbYb`Z]bXYh`Ua `%, "
ž` b]`&\$&) `ghUhhž`k cVY]Y]bY`5ba Y`Xi b[`V]g`ni a `%"`ž` b]`&\$&)
YfZcfXYf`]W`]gh"

8]Y`cZZ]n]Y`Yž`Vi bXYgk Y]hY` ðhYf_i `hi fY`Y`K cWY`k]fX`j ca `&%"
V]g`&, "GYdhYa VYf`&\$&) `[YZY]Yfhž`XUa]h`Ui W`X]Y`A Ò[`]W`_Y]h
V]YhYbž`g]W`]b`Y]bYa `[fØ» YfYb`F U`a Yb`ni `Yb[U[]YfYb`"8Yf`HU]
XYg` : `ØW`h]b[g`ZÀ`h`Ui Z`XYb`&*"GYdhYa VYf`i bX`k]fX`]b`j]Y`Yb
GhAXhYb`i bX` ; Ya Y]bXYb`a]h`VYgcbXYfYb`5_h]cbYb`[Yk ØfX][hž
k]Y`j cb`XYf` ð]h]Uh]j Y`XYa c_fUh]Y!`YVYb`"XY`VYghÀh][h"

; Ya Y]bgUa `ghUf_`ZØf`X]Y`8Ya c_fUh]Y

ð`X]YgYa ` : Ygh`U`f`ZØf`X]Y` ðhYf_i `hi fY`Y`K cWY`ž`X]Y`VYfY]hg`gY]h
) \$`U`fYb`U_h]j `]ghž`k]fX`Y]b`_`UfYf` : c_i g`Ui Z`X]Y`H`Ya Yb`j cb
A YbgW`Yb`fYW`hYbž`6Y[Y[bi b[Yb`i bX`[Ya Y]bgUa Yg` : Y]Yfb
[Y`Y[h`8Ug`A chhc` XUZØf` `X]Ybh`U`g`5i g[Ub[gdi b_hž`i a
]bX]j]Xi Y`Y`GW`k Yfdi b_hY`j cf`C`fh`ni `gYhnYb`"8]Y` ð]h]Uh]j Y`
]bhYf_i `hi fY`Y`k cWY`"XY`VYhcbhž`XUgg`X]Y`J YfUbghU`hi b[Yb
Ui W`X`Uni `Y]b`UXYb`gc`hYž`ZØf`dYfgØb`]W`Y`5b`]Y[Yb`i bX`5b`]Y[Yb
XYf`Yk Y]][Yb`7ca a i b]h]Yg`Y]bni hfYhYb`"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ghY`Yb`X]Y`?cbhU`hXUhYb`XYf
: UW`ghY`Y` DUf`hbYfgW`UZh`ZØf`8Ya c_fUh]Y`GhY[`]hn!NY`YbXcfZ
ni f`J YfZØ[i b[`gck]Y`X]Y`A Ò[`]W`_Y]hž`g]W`X]fY`_h`Ub`XUg

ðhY [fUh]cbgVØfc`XYg`6Yn]f_Yg`ni`k`YbXYb"8 Ug`N]Y`]gh`_`Uf.`9]b
 ghUf_Yg`NY]WXYb`ZØf`J]Y`ZU`hž`Hc`YfUbn`i`bX`X]Y`: ØfXYfi`b[`Y]bYf
 `YVYbX][`Yb`8Ya`c_fUh]Y`ni`gYhnYb"

?cbhU_h]bZcfa`Uh]cbYb.`

- ðhY [fUh]cbgVØfc`GhY [`]hn!NY\`YbXcfZ`?`Ufc`]bY`6Yf`_`c`nž`
]bhY [fUh]cb 4 VU!gn"VYf`]b"XYž`\$`\$`-`\$&-`-`!`(`++
- DUfhbYfgWUZh`ZØf`8Ya`c_fUh]Y.`I`f]_Y`@U\b`i`bX`F]hU
 F]W`hYf`Bi`bYgž
dUfhbYfgWUZhZi`YfXYa`c_fUh]Y 4 k`gVU"XY

8YhU]`g	
Cfh	GhY [`]hn!NY\`YbXcfZ`8Yi`hgW`_`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "XYa`c_fUh]Y!`YVYb"XY • k k k "]bhYf_i`hi`fY`Yk`cWXY"XY

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