

/ `h/c` [h/
/ `h/` [h/5]W\ UW\ Yf`GhUXh`Ui Z.
F Y_c fXhY]`bY\ a Yf`i bX`hfUi a \UZhYg
K YhhYf°/ `h/#] [h/
/ `h/#c` [h/

5a `&- " ' ð b] & \$ &) `Z]bXYh`XYf` (\$"`5]W\ UW\ Yf`GhUXh`Ui Z`XYg`@7
5]W\ UW\ `Ua `U`hYb`F U\`Ui g`ghUhh`HY]`bY\ a Yf`k]``_ca a Yb`°



5]W\ UW\ ž`8Yi hgW\ `UbX`!`5a ` \Yi h][Yb`HU[ž`XYa `&- " ' ð b] & \$ &) ž
j Yfk UbXY`h`g]W\ `5]W\ UW\ `YfbYi h`]b`Y]bYb`< chgdch`ZØf
GdcfhVY[Y]ghYfhY`"8Yf` (\$"`5]W\ UW\ Yf`GhUXh`Ui Z`XYg`@7`5]W\ UW\
ghY\`h`Ui Z`XYa `D`Ubž`i bX`X]Y`J cfZfYi XY`]gh`gdØfVUf`"I a `%+`I \f
ZÄ`h`XYf`GhUfhgW\i gg`j cf`XYa ` \]ghcf]gW\Yb`U`hYb`F U\`Ui gž`i bX`X]Y
K YhhYf[Òhh]b`a Y]bh`Yg`[i h` `GcbbY`c\`bY`hfc d]gW\Y`HYa dYfUhi fYb
i bX`Y]bY`F Y[Ybk U\fgW\Y]b`]W_Y]h[`Y]W\`bi `°°°

⊖g[YgUa h`\UVYb`g]W\ `V]g`A]h`k cW\j cfa]hhU[`VYfY]hg`%` \$
HY]`bY\ a Yf`Ub[Ya Y`XYhž`XUg`]gh`X]Y` \ ÒW\ghY`NU\`gY]h`XYb`NY]hYb

j cf'7cfc bU"i bX'_Y]b'; fi bX'ni a 'NÖ[Yfb. 'B UW a Y'Xi b[Yb'g]bX
X]fY_h'Ua 'J YfUbghU'hi b[ghU['bcW a Ö[']W "

9]b 'Vi bhYg'Dfc [fUa a 'ZØf'U`Y

8 Yf'GhUXhUi Zk]fX'j]Y'a Y\ f'U'g'bi f'Y]b'K Yhh_Ua dZgY]b' 'Yg']gh
Y]b'J c'_g'Ui Z'ZØf'U`Yž'X]Y'GdU» 'Ub'XYf'6Yk Y[i b['\UVYb" '8]Y
J YfUbghU'hi b[']YXYfh'g]W]b'a Y\ fYfY '@Ai ZY. '8Yb'5i ZhU_h'a UW h
XYf' GdYW]U'!@Ui Z 'XYf'i 'f]W gk Yf_gh'ÀhYb'5]W UW " 'a '5bgW 'i gg
Zc' [Yb'?']bXYf! 'i bX'ž [YbX'Ài ZYž'X]Y'U`Y'Y]bY'%ž&'?']ca YhYf'Ub[Y
Fi bXY'VY]b\U'hYb" '8]Y'_Y]bYb'HY]`bY\ a Yf'XØfZYb'g]W 'Ui Z
A YXU]`Yb'i bX'; i hgW Y]bY'ZØf'Y]bY'?i [Y'9]g'ZfYi Yb"

8 Yb'_fÖbYbXYb'5VgW 'i gg'V]XYh'XYf'<Ui dh'Ui ZXYf'9fk UW gYbYb
ØVYf'gYW g'?']ca YhYfž'XYf'i a '%, .%) 'i \f'ghUfhYh" '<]Yf'ghY\Yb'X]Y
HY]`bY\ a Yf'j cf'XYf'<YfUi gZcfXYfi b['j cb'gYW g'Fi bXYb'fi bX'i a
X]Y'a U'Yf]gW Y'5'hghUXh" Ni g'Àh']W 'g]bX'X]Y' i %, !'i bX
I &\$!ž b]cf]bbYb'i bX'!ž b]cfYb'VY]nk Y]Fi bXYb'f&ž('?']ca YhYfL
Ua 'GhUfh"

K Yhh_Àa dZY'a]h'6Y`c\bi b[

: Øf'X]Y'gW bY`ghYb': fUi Yb'i bX'A ÀbbYf'Y]bYf'K Yhh_Ua dZ'_UggY
[]Vh'Yg'UhhfU_h]j Y'GUW dfY]gYž'i bX'X]Y'VYghYb'gYW g'GhUfhYf']b
'YXYf'? UhY[cf]Y'k YfXYb'a]h'i f_i bXYb'Ui g[YnY]W bYh"
GhUfhbi a a Yfb'_ÖbbYb'UV'%*.' \$'i \f'ja 'GhUfh!N]Y'!6YfY]W
UV[Y\c'h'k YfXYb" '8cW 'Ui W 'XYf'J Yf_Y\ f'V'Y]Vh'b]W h'i bVYfØ\fh
8]Y'žbYbghUXh'k]fX'nk]gW Yb'%*.' \$'i bX'%-.' \$'i \f'ZØf'XYb
J Yf_Y\ f' [YgdYffhž'Y]bY'dYfZY_hY'; Y'Y[Yb\Y]hž'X]Y '@Ai ZYf
Ubni ZYi Yfb"

9]b'6`]W 'Ui ZX]Y'U_hi Y`Y'J YfY]bgU_h]j]h'ÀhYb'a UW h'XYi h]W ž'XUgg
XYf'@7'5]W UW 'U_h]j ']gh" 'Gc'Z]bXYh'ni a '6Y]gd]Y'Ua '%&'ž ']Y]b
: Ua]']YbZYgh'Ua '; fi VYh\Ui g'ghUhhž'XUg'i bhYf'XYa 'A chhc' : Ua]'Y
]a '@7' ghY\h" 'i a '%) 'i \f' [Y\h'Yg'a]h'? UZZY' i bX'?i W Yb'cgž'i bX
UV'%+.' \$'i \f'k]fX' [Y[f]`h"?'i W YbgdYbXYb'i bX'6Y]hfÀ[Y'ni a
GU'UhVi ZZYh'g]bX'\Yfn']W 'k]`_ca a Ybž'5ba Y'Xi b[Yb'g]bX'V]g' ("
ž ']'a Ö[']W ž'i a 'U`Yg' [i hij cfVYfY]hYb'ni '_ÖbbYb"

9fZc`[Y`XYf`J YfY]bga]h[`]YXYf

8]Y`A]h[`]YXYf`XYg`@7`5]WUW`nY][Yb`g]W`b]W`h`bi`f`VY]a
GhUXh`Ui`Z`U`_h]j`ž`gcbXYfb`Ui`W`VY]`k`Y]hYfYb`J`YfUbghU`hi`b[Yb`"Gc
_cbbhY`"b[U`A`UbbYW`_Ua`" +`" `ž`b]`VY]a`" I`HA`6`A`cnUfh`I`hfU`]b
GU`nVi`f[`X]Y`VYY]bXfi`W`_YbXY`8]ghUbn`j`cb`-`&`?]`ca`YhYfb`i`bX
ØVYf`(+`\$\$`<`Ø`Yba`YhYfb`]b`bi`f`%+.`(+`ž`\$`+`Ghi`bXYb`UVgc`j`]YfYb`"
8]Yg`VfUW`hY`]`f`XYb`YfghYb`D`Uhn`]b`]`fYf`5`hYfg`_`UggY`Y]b`"

5i`W`X]Y`6fØXYf`A`Ufh]b`i`bX`A`]W`UY`K`]Xa`Umf`gck`]Y`G][`]
Gd]Y`a`Ubb`"U`hYb`VY]a`")`+"`B`cfXgW`k`UVYb`Ui`Z`]\`fY`9fZc`[`Y`.
A`Ufh]b`g]W`YfhY`g]W`X`Yb`" `D`Uhn`]b`XYf`5?`A`*\$`VY]a`" %`\$!`_a`!`@Ui`Z
i`bX`XYf`5`ZhYf!`@Ui`Z`DUfhm]a`" ?`i`h`c`_U`6`UfVYhf]YV`]b`5]WUW`k`Uf
Y]b`k`Y]hYfYf`<`Ø`Ydi`b`_h`ZØf`X]Y`HY]`bY`a`Yf`"

8Yf`@7`5]WUW`]`gh`b]W`h`bi`f`ZØf`gY]bY`K`Yhh`_Aa`dZY`VY`_Ubbž
gcbXYfb`Ui`W`ZØf`gY]bY`J`YfY]bga`Y]ghYfgW`UZhYbž`X]Y`Yi`Yf`j`ca
%"`A`Àfn`V]g`" %" `C`_hc`VYf`ghUhhZ]bXYb`"HY]`bY`a`Yf`_ØbbYb`XUVY]
]\`fY`VYghYb`9f[`YVb]ggY`Ui`g`UW`h`j`YfgW`]YXYbYb`GhfYW`_Yb
Y]bVf]b[Yb`" `ž`c`fa`Uh]cbYb`ni`U`Yb`J`YfUbghU`hi`b[Yb`i`bX
5ba`Y`XYa`Ø[`]W`_Y]hYb`Z]bXYb`"b`hYfYgg]YfhY`Ui`Z`XYf`K`YVgY]hY`XYg
J`YfY]bg`"WU]WUW`"Ńa`Xck`YV`"WŁa`"

K`Yf`Ui`Z`XYf`Gi`W`Y`b`UW`k`Y]hYfYb`@Ui`Z`YfUbghU`hi`b[Yb`]ghž`k`]fX
]a`"8`@J`!`@Ui`Z`_U`YbXYf`ZØbX][`" `<`]Yf`[`]Vh`Yg`Y]bY`X][`]hU`Y
,`VYfg]W`h`j`cb`hUi`gYbXYb`@Ui`Z`9j`Yb`hg]b`8Yi`hgW`UbX`i`bX
9i`fcdUž`X]Y`Y]bY`]XYU`Y`D`UhhZc`fa`"ZØf`@Ui`Z`VY[`Y]ghYfhY`V]YhYh`"

K`]f`k`ØbgW`Yb`U`Yb`HY]`bY`a`Yfb`VY]a`"Yi`h][`Yb`GhUXh`Ui`Z`j`]Y`
9fZc`[`i`bX`Y]bYb`[`fc»`Ufh][`Yb`HU[`j`c`Yf`gdcfh]W`XYf
<`ØW`ghY]ghi`b[`Yb`°`"

8YhU]`g	
C`f`h	5]WUW`ž`8Yi`hgW`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"XcbUi`_i`f]Yf"XY • `WU]WUW`"Ńa`Xck`YV`"WŁa`"

8YhU]`g

- k k k "`Ui ZYb"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY