

; fc» VfUbX`ja`@]ZY!7]hmW b hYf
@]W hYbZY`g. `5dch\Y_Y`gW k Yf
VYgW`X][h°

: Yi Yf`ja`@]ZY!7]hmW b hYf`@]W hYbZY`g. `HYW b]gW Yf`8YZY_h
Z0\fhY`ni`FUi WXYbhk]W_i b[ž`XfY]`J Yf`YhhYž`6fUbXi fgUWXY
Yfa`]hhY`h"



@]W hYbZY`gž`8Yi hgW`UbX`!`5a`GcbbhU[bUW a`]hU[ž`XYa`%)`"
> b]`&\$&) ž[UV`Yg`ja`@]ZY!7]hmW b hYf`]b`@]W hYbZY`g`Y]bYb
Yfbghni bY\`a`YbXYb`6fUbXž`VY]`XYa`XYf`FUi W`Ui g`Y]bYf
@ØZi b[gUb`U[Y`XfUb[``8]Y`A`]hUfVY]hYf`Y]bYf`9]gX]Y`Y`VYa`Yf`hYb
XYb`ghUf`_Yb`6fUbX[Yfi W`i bX`U`Ufa`]YfhYb`dfca`dh`X]Y
: Yi Yfk Y\`ž`X]Y`gW`bY`Ua`9]bgUhc`fh`Y]bhfUZ`i bX`XYb`6fUbX\`YfX
`c`_U`]g]YfhYb`"K`]Y`X]Y`Dc`nY]`6UmYfb`VYf]W hYhž`Yb`hghUbX`XUg
: Yi Yf`cZZYbg]W h]W`]b`XYb`; YgW`ÅZhgf`Åi`a`Yb`Y]bYg`C`dh]_Yfgž
k`Å\`fYbX`X]Y`E`i`Y`Y`XYg`FUi W`g`Y`hh]W`Ui`g`Y]bYf`Ub[`fYbnYbXYb
5dch\Y_Y`ghUa`a`hY"

8 Ug: Yi Yf`YbhnØbXYhY`g]Wk`j Yfa i h]Wk`Ui Z[fi bX`Y]bYg
hYWk.b]gWkYb`8YZY`hg`]b`XYf`?`]a UUb`U[Y`XYg`9]gWUZA`g"8]Y`ghUf`Y
FUi WkYbkh]W`i b[`gcf[hY`XUZØfž`XUgg`X]Y`6Ygi WkYf`i bX`XUg
DYfgcbU`g]Wk`gY`Vghgh`AbX][`]b`G]WkYf`Y]h`Vf]b[Yb`_cbbhYb"8cWk
X]Y`@U[Y`k Uf`Yfbgh" `A]h`nk Y]`Hfi d`dg`i bhYf`DfYgg`i ZhUha Yfb`XfUb[
X]Y` : Yi Yfk Y`f`]b`X]Y`VYhfcZZYbYb`F`Ai a `]Wk`_Y]hYb`Y]b`i bX`ZØ`fhY
i a ZUb[fY]WkY`B UWk`ØgWkUfVY]hYb`Xi fWk" `@Ui h`-b: fUb`_Yb`ZØ`fhY
XYf`6fUbX`]b`XYf`5dch`Y`_Y`ni`Y]bYa`HchU`gWkUXYbž`i bX`XUg
[YgUa hY`@UXYb]bbYfY`k i fXY`]b`A]h`Y]XYbgWkUZh`[Ync[Yb`"

; Ygi bX`Y]h`]WkY`5i gk]f`_i b[Yb`i bX`
9]bgUhna U» bU`a Yb`

Hfchn`XYf`WkUch]gWkYb`i a gh`AbXY`[UV`Yg`_Y]bY`gWkYfYb
JYf`Yhni b[Yb"5`YfX]b[g`a i gghYb`XfY]`A]hUfVY]hYf`XYf`9]gX]Y`Y
k Y[Yb`XYf`]b`U`Uh]j Yb`FUi Wk[UgY`ni f`6YcVUWkhi b[`]bg
?fUb`_Yb`U`i g`[YVfUWk`h`k YfXYb" `HUhg`ÅWk`]Wk`k UfYb`g]Y`b]Wk`h`X]Y
Y]bn][Ybž`X]Y`VYhfcZZYb`k UfYb` `Ui Wk`Y]b` : Yi Yfk Y`f`a Ubb`Yf`]hh
`Y]Wk`hY`JYf`Yhni b[Yb`k`Å`fYbX`XYg`9]bgUhnYg"8]Y`i a ZUggYbXYb
B UWk`ØgWkUfVY]hYb`nc[Yb`g]Wk` `]bž`XU`Y]bY`[fc» Y`A Yb[Y`Ub
6fUbX[i h`VYgY]h][h`k YfXYb`a i gghY"8]Y` : Yi Yfk Y`f`@Wk`hYbZY`g
k Uf`Y]Yf`]a `9]bgUhnž`i bhYfgh`Øhnh]j cb`Y]bYa`9bYf[]Yj Yfgcf[Yfž
9`Y`hf]_Yfb`i bX`XYb`CV`Y`_hj YfUbhk`cfh]WkYb`"

5b[Yg]Wk`hg`XYf`a Ug]j Yb`JYffUi Wk`i b[`]b`XYf`9]gX]Y`Y`k]fX`Y]bY
[fØbX`]WkY`F`Y]b][i b[`YfZcfXYf`]Wk`gY]bž`VYj cf`XYf`6Yhf]YV`k]YXYf
Ui Z[Ybca`a Yb`k YfXYb`_Ubb"Ni XYa`a i gghYb`Ui Wk`UbXYfY
; YgWk`ÅZhY`]a `7YbhYfž`XUfi bhYf`Y]b`6`i a Yb`UXYb`i bX`XUg
A cXYWb`hYf`XYf`HYI h`Y]bnY`U`bXY`g`_YhhY`5K ; ž`Ui Z[fi bX`XYf
FUi Wk`!`i bX`7C`6Y`Ughi b[`ØVYfdfØZh`k YfXYb"8Ug`A cXYWb`hYf
k i fXY`j cfØVYf[Y`YbX`[YgWk`cggYbž`i a `g]WkYfni ghY`Ybž`XUgg
_Y]bY`[Ygi bX`Y]h`]WkYb`F`g]_Yb`ZØf`?`i bXYb`i bX`A]hUfVY]hYf
VYghY`Yb`"

9fa]hh`i b[Yb`ni f`6fUbXi fgUWkY`

8]Y`?f]a]bU`dc`nY`]b`7cVi f[`U`h`a]hh`Yfk Y]Y`X]Y`9fa]hh`i b[Yb`

ni f'i b_`UfYb`6fUbXi fgUWXY`Ui Z[Ybca a Yb"9g`k]fX`Y]b
 hYWXb]gWXYf`8YZY`_h]b`XYf`?`]a UUb`U[Y`U`g`a Ò[`]WXY`i fgUWXY
 j Yfa i hYh"9]bY`[YbUi Y`GWX UXYbg\Ò\Y`_Ubb`bcW\`b]W\h`VYn]ZZYfh
 k YfXYbž`9! dYfhYb`[Y\Yb`YXcW\`XUj cb`Ui gž`XUgg`XYf
 YbhghUbXYbY`GUW\gW\UXYb`]a `gYW\gghY``[Yb`6YfY]W\``Y[Yb
 _ÒbbhY"

K]Y`k]W\h[`Yg`]ghž`[i h`Ui Z[YghY``h`ni `gY]bž`nY][hY`X]YgYf`9]bgUhn
 Y]ba U``a Y\f"8]Y`gW\by``Y`FYU`_h]cb`XYf`: Yi Yfk Y\f`i bX`X]Y
 gW\by``Y`5`Ufa]Yfi b[`Xi fW\`X]Y`A]hUfVY]hYf`XYf`9]gX]Y`Y
 j Yf\]bXYfhYb`a Ò[`]WXYfk Y]gY`GW\`]a a YfYg": Øf`X]Y`G]WXYf\Y]h`b
 i bgYfYf`FY[]cb`]gh`Yg`i bYf`Àgg`]W\ž`XUgg`gck c`\`6Øf[Yf`U`g`Ui W\
 FYhhi b[gX]YbghY`[i h`]bZcfa]Yfhig]bX`i bX`]a `BchZU``gW\by``
 \UbXYb`_ÒbbYbž`k]Y`Ui W\`]b`UbXYfYb`Gh`XhYbž`Yhk U`6Yf`]bž`X]Y
 À\b`]WXY`<YfUi gZcfXYfi b[Yb`]a `6YfY]W\`XYf`6fUbXVY`_Àa dZ b[
 gY\Yb"9g`]ghi bYf`Àgg`]W\ž`Ui ZX]Y`E i U`h`h`XhYf`FYhhi b[gX]YbghY
 ni `UW\hYbž`i a `hfU[]gW\Y`G]hi Uh]cbYb`ni `j Yfa Y]XYbž`k]Y`g]Y
 VY]gd]Y`gk Y]gY`]b`XYb`8UhYb`XYf`6Yf`]bYf`: Yi Yfk Y\f
 Ui Z[YnY][h`k YfXYb"

8YhU]`g	
Cfh	@]W\hYbZY`gž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "dc`nY]"VUmYfb"XY • k k k "]bZfUb_Yb"XY • XUhYb"VYf`]b"XY

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