

F]YgYb!K U`XVfUbX`VY]`9f`Ub[Yb.
: Yi Yfk Y\`f`_Àa dZh[Y[Yb`X]Y : `Ua a Yb`

K U`XVfUbX`]b`9f`Ub[Yb!< ÒW ghUXh`Ua `%"`*`&\$&).
: Yi Yfk Y\`f`_Àa dZh[Y[Yb : `Ua a Yb`i bX`g]WYfh`K U`X[YV]Yh
V]g`ni f`?cbhfc`Y"



9f`Ub[Yb!< ÒW ghUXhž`8 Yi hgW`UbX`!`5a`A cbhU[`VfUW`]a
A Uf_k U`X`]a`@UbX_fY]g`9f`Ub[Yb!< ÒW ghUXh`Y]b : Yi Yf`Ui gž`XUg
fUgW`Ui ZV]g`ni`+`) \$\$`E i UXfUha YhYf`Ub k i W`g`@Ui h`Vf`"XY
\UbXY`hY`Yg`g]W`i a`Y]b`6cXYbZYi Yfž`XYggYb : `Ua a Yb`a Ul]a U`
_b]Y\cW`k UfYb`"8]Y`9]bgUm_fÀZhYž`]bg[YgUa hifi bX`%\$\$
: Yi Yfk Y\`f`Yi hYž`k UfYb`a]h<UW_Yb`i bX`K UggYffi W_gÅW_Yb`j cf
C fhi bX`Y»Yb`_Y]bYb`NYbh]a YhYf`i bj Yfgcf[h"

9]b`Dc`]nY]\i VgW`fUi VYf`i bhYfghØhnhY`X]Y`@ÖgW`a U»bU\`a Yb`j cb
cVYbž`k À\`fYbX`X]Y`9]bgUm_fÀZhY`Ui ZXYa`6cXYb`U`Yg`XUfUb
gYmhYbž`XUg : Yi Yf`ni`_c`bhfc`Y]fYb`"8i fW`XYb`K]bX`\UhY`g]W
X]Y`6fUbXZÅW`Y`YXcW`j cb`UbZÅb[`]WYb`&"\$\$\$`E i UXfUha YhYfb
Ui ZX]Y`Yfk À\bYb`+`) \$\$`E i UXfUha YhYf`Ui g[Yk Y]hYh"

<cW hYW bc`c[]g]YfhY`l bhYfghØhni b[`Ua`Ui W`j cb`Y]bYf`8fc\bYž
X]Y`a]h`Y]bYf`K`Àfa`YV]`X_Ua`YfU`;`i`hbYghYf`Ui`ZYhk`U`&")`\$\$
E`i`UXfUha`YhYfb`YbhXYW`_hY""`8]YgY`a`i`gghYb`YVYbZU`g`UV[`Y`ØgW`h
k`YfXYbž`Y]bY`5fVY]hž`X]Y`V]g`ni`a`5VYbX`UV[`YgW`c`ggYb`gY]b
gc`hY"

<YfUi`gZcfXYfi`b[`Yb`XYf`6fUbXVY_`Àa`dZi`b[

8]Y`@ØgW`UfVY]hYb`k`i`fXYb`ni`g`Àh`]W`X`i`fW`X]Y`l`bhYfghØhni`b[
`c`_U`Yf`@UbXk`]fhY`Yf`Y]W`hYf`hž`X]Y`K`UggYf`]YZYfi`b[`Yb
VYfY]hghY`hYb""`8]Y`@ØgW`ZU`fnYi`[`Y`hfUb`gd`cfh]YfhYb`K`UggYf`Ui`g
i`a`]Y[`YbXYb`;`Yk`ÀggYfbž`k`À`fYbX`XYf`<i`VgW`fUi`VYf`U`h
a`UW`hYž`i`a`@ØgW`k`UggYf`Ui`g`Y]bYa`K`Y`\Yf`i`bX`XYa`A`U]b!
8`cb`Ui`!`?`Ub`U`ni`g`W`ØdZYb""`8]Yg`ZØ`fhY`ni`Y]bYf`_i`fnnY]h][`Yb
l`bhYfVfYW`i`b[`XYg`GW`]Zgj`Yf`_Y`fg"

5_hi`Y`j]gh`X]Y`K`U`XVfUbX[`YZU`f`]b[`fc»`Yb`HY]`Yb`6UmYfb`g`cW`ž
]bgVY`gcbXYfY`]b`B`cfXVUmYfbž`k`]Y`XYf`8Yi`hgW`Y`K`YhhYfX]Ybgh
fB`K`8`É`ZY`ghghY`h""`8]YgY`G]hi`Uh]cb`a`UW`h`XYb`J`cfZU`j]a`@UbX`_fY]g
9f`Ub[`Yb!`<`ØW`ghUXhi`a`gc`U`Ufa`]YfYbXYf""`8]Y`9l`dYfh]gY`j`cb`
`k`Z`VUmYfb`XY`j`YfXYi`h]W`hž`XUgg]b`XYb`_ca`a`YbXYb`š`fYb`a`h
Y]bYf`Ni`bU`a`Y`XYf`K`U`XVfUbX[`YZU`f`Xi`fW`?`]a`Uk`UbXY`i`bX
Yl`hfYa`Y`K`YhhYfVYX]b[`i`b[`Yb`ni`fYW`bYb`]gh"

8Yf`:`c`_i`g`Ui`Z`Df`Àj`Yb`h]c`b

C`V`k`c`\`K`U`XVf`ÀbXY`]b`6UmYfb`\]ghcf]gW`Y]bY`i`bhYf[`Y`cfXbYhY
F`c`Y`gd]Y`hYbž`V`Y]Vh`XUg`H`Ya`U`U`_hi`Y`j`cb`6YXYi`hi`b[`"`b`XYb
`Y`hnhYb`"``\$`š`fYb`[`UV`Yg]a`8`i`fW`gW`b]hh`++`K`U`XVf`ÀbXY`d`fc
š`f`ž`k`c`VY]`Xi`fW`gW`b]hh]W`)`+`ž`<`Y`_hUf`VY`hfc`ZY`b`k`UfYb`"
Ni`_ØbZh][`Y`?`]a`UgnYbUf]Yb`XYi`hYb`XUfUi`Z`\]bž`XUgg`X]Y
K`U`XVfUbX[`YZU`f`]b`XYb`Gca`a`Yfa`cbUhYb`ghY][`Yb`k`]fX""`8U`Yf
Yb[`U[`]Yfh]g]W`XYf`?`UhUghfcd`Y`bgW`i`hn]b`6UmYfb`U`_h]j`i`bX
V]YhYh`K`cf`_g`cdg`ni`f`J`YfVYggYfi`b[`XYf`6fUbXVY_`Àa`dZi`b[`Ub"

8]Y`Y`i`h][`Y`G]hi`Uh]cb`nY][`hž`k`]Y`k`]W`h][`Yg]ghž`X]Y`6Yj`Ø`_Yfi`b[

ØVYf`X]Y`F]g]_Yb`i bX`DfÄj Ybh]cbga U» bU\`a Yb`ni `]bZcfa]YfYb"
 8Ybb`k Ä\fybX`]b`J Yf[Ub[Yb\Y]h`Ui Z[fi bX`XYg`ZYi W`hYb`?`a Ug
 Ui W`]b`6UmYfb`k Yb][Yf`K U`XVfÄbXY`Ui ZhfUhYbž`_Ubb`g]W`X]Y
 @U[Y`YXYfnY]h`ÄbXYfb`"A]h`XYf`f]W`h][Yb`GYbg]V`]g]Yfi b[`i bX
 Y]bYa ` [i hYb`<ÄbXW`Yb`ZØf`DfÄj Ybh]cb`_ÖbbhY`XYfUfh][Y
 ; YZU\fyb`]b`Ni _i bZh`VYggYf`[Ya UbU[h`k YfXYb"

8]Y`6fUbXi fgUW`Y`]b`X]YgYa `gdYn]Y``Yb`i: U``V`Y]Vh`]bXYg`i b`_Uf"
 8YbbcW`]gh`_Ufž`XUgg`XYf`; YXUb`_Y`Ub`K U`XVfÄbXY`b]W`h`bi`f`Y]b
 H\Ya U`ZØf`X]Y`i: Yi Yfk Y\ž`gcbXYfb`ZØf`X]Y`[YgUa hY`i; YgY``gW`UZh
]gh`9]b`Ui Za Yf_gUa Yg`5i [Y`ZØf`i bgYfYb`K U`X`i bX`gY]bY
 ; Ygi bX\Y]h`_Ubb`YbhgW`Y]XYbX`gY]bž`i a`i]b`XYf`bÄW`ghYb
 _f]h]gW`Yb`@U[Y`gW`bY``i bX`f]W`h][`ni`fYU[]YfYb"

8YhU]`g	
C fh	9f`Ub[Yb!< ÖW`ghUXhž`8 Yi hgW`_UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Vf"XY • k k k "Yf`Ub[Yb!\`cYW`ghUXh"XY • k k k "`k Z"VUmYfb"XY

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