

@Ub [YbVUW g : fUi YbVi bX`ZY]Yfh`* \$`>U\ fY
`9]b : Ygh`XYf ; Ya Y]bgWU Zh°

8Yf : fUi YbVi bX`@Ub [YbVUW`ZY]YfhY`Ua`%) "\$*`&\$&) `gY]b
* \$!`Ä\ f][Yg`6YghY\Yb`a`]h : YghU`hi bX ; chhYgX]Ybgh]a
6Øf [YfdUf`_"



@Ub [YbVUW ž`8 Yi hgWU`UbX`!`K Ug`ZØf`Y]b`5b`Ugg`8 Yf
: fUi YbVi bX`@Ub [YbVUW`V`]W`h`Ui Z`Y]bY`* \$!`Ä\ f][Y
9fZc`[g [YgWU]WU hY`ni fØW`"8 Y : Y]Yf`]WU`_Y]hYb`ZUbXYb`_Øfn`]WU`a`]h
Y]bYa` : fY]`i Zh [chhYgX]Ybgh]a`6Øf [YfdUf`_@Ub [YbVUW`i bX
Y]bYa` : YghU`hi]a`6Øf [YfgUU`XYg`5`hYb`K`]fhg`ghUhh`K`]Y`A`Yf`_i`f
VYf]WU hYhž`nÄ`hY`X]Y ; Ya Y]bXY`nU`\fY]WU`Y`9\`fYb [ÄghYž`XUfi bhYf
6Øf [Yfa Y]ghYf]b`Gi`gUbbY`<c`mYf`i bX`8`]ÖnYgUbj`c`fg]hmYbXY`Gmj`]U
B`UnYhigck`]Y`J`YfhfYhYf]bbYb`nU`\fY]WU`Yf : fUi Yb!`i bX`C`fhgj`YfY]bY"

8Yf ; chhYgX]Ybghž`a`i`g`_U`]gWU`i`bhYfa`U`h`j`cb`XYf`6UbX` : Y [Yf
GdYn]Yg`i`bX`nY`YVf]Yfhj`cb`DUhYf`= bUh]i`gž`gYhnhY`a`]h`XYa`A`chhc
; Ya Y]bgWUZh`YVYb` ; `Ui`VYb`k`Y]hYf [YVYb`Y]bYb`ZY]Yf`]WU`Yb
FU`a`Yb`"5i`Z [fi`bX`XYf`i`bVYgh`Ä`bX][`Yb`K`]hYfi`b [`k`i`fXY

_i fnYf\UbX`Y]b`NY`hXUW`Ui Z[YghY`hž`gcXUgg`X]Y`HY]`bY\`a Yf]bbYb
i bVYgWk Yfh`XUg`Ni gUa`a Yb`_ca`a Yb`[Yb]Y»Yb`_cbbhYb"9]b
[Ubn`VYgcbXYfYf`A ca Ybh`k Uf`X]Y`GY[bi b[`XYf
: fUi YbVi bX`YfnY ž`X]Y`_ØbZh[`VY]`XYb; chhYgX]YbghYb`Yi W`hYb
k]fX"

9\fi b[Yb`i bX`GdYbXYb

9]b`<][\`][\h`XYf: Y]Yf`k Uf`X]Y`9\fi b[`Ub[`Ä\`f][Yf`A]h[`]YXYf"
6YgcbXYfg[YY\fh`k i fXYb`X]Y; fØbXi b[ga]h[`]YXYf: fUbn]g_U
: Y`g`ž`K U`m:]`gYf`i bX`FcgU`K UI "Ni XYa `VY`_Ua `FcgU`GY`a U]Yf
ZØf`* \$`š\`fY`ja : fUi YbVi bX`Y]bY`5i gnY]W`bi b[ž`k Ä\`fYbX
<UbbY`cfY`6Ui Yf`i bX: f]YXU`BYi a U]f`ZØf`]\`fY`* \$!`Ä\`f][Y
A]h[`]YXgW`UZh[YY\fh`k i fXYb"9]b, VYfv`]W`_ØVYf`X]Y`9\fi b[Yb.

š V]`Äi a	B Ua Y
; fØbXi b[ga]h[`]YX	: fUbn]g_U: Y`g`ž`K U`m:]`gYfž FcgU`K UI
* \$`š\`fY	FcgU`GY`a U]Yfž`A Uf]U Jc\`Vi f[Yfž`H\`YfYg]U K UXYbghcfZYfž`<UbbY`cfY 6Ui Yfž: f]YXU`BYi a U]f
) \$`š\`fY	Gcd\`Y`6ØW`_
(\$`š\`fY	9fbU`<i VYfž`HfUi X`K c`g_]ž ?Uh\`Uf]bU`Jc[hž`9j U!A Uf]U 6i W`gW`ž`7\`Uf`chhY`Fi Xc`ZYfž ; YfhfUi X`C VYfa U]Yf

; Ya Y]bXYfYZfYb]b`]"F"6UfVUfU: i b`_ØVYffY]W`hY`DUhYf
=[bUh]i g`ni XYa `Y]bYb`GW`YW`_ØVYf`+&) `9i fc"8]YgYg; Y`X`k i fXY
Ui g`XYa `JYf`_Ui Zj cb`?fÄi hYf!`i bX`DU`a Vi gW`Yb`[YgUa`a Y`hi bX
Z]Y»h]b`X]Y`F`Ybcj]Yfi b[`XYf`B`_c`Ui g_]fW`Y"8]Yg`nY][hž`k]Y
Yb[U[]Yfh`X]Y`A]h[`]YXYf`XYg: fUi YbVi bXYg`b]W`h`bi f`ZØf
[YgY`gW`UZh]W`Y`H\`Ya Ybž`gcbXYfb`Ui W`ZØf`]\`fY; Ya Y]bXY`XU
g]bX"

8]Y`F`c`Y`XYg: fUi YbVi bXYg

8Yf: fUi YbVi bX'gd]Y'hY]bY'nYbhfU'Y'Fc`Y'ja '@VYb'j]Y'Yf: fUi Yb
]b'XYf'FY []cb"K]Y'X]Y'j YfgW]YXYbYb': fUi Ybj YfVAbXY'ja
9fnV]ghi a '6Yf'b'nY][Ybž' []Vh'Yg'j]Y'Y'5bgAhY'ni f'i bhYfghØhni b[
i bX'J YfbYhni b['j cb': fUi Yb"J cb'6]Xi b[gUb[YVchYb'ZØf
gW'i hnVYXØfZh][Y': fUi Yb'V]g'\]b'ni 'gcn]U'Yf'5fVY]h'gh'X]Y
6UbXVfY]hY'j]Y'ZÀ'h]["8]Y'_Uh\c`]gWYb': fUi Ybj YfVAbXY'UfVY]hYb
Ui W']b'6UmYfb'U_hj' XUfUbž: fUi Yb']b'U`Yb '@VYbgVYfY]WYb'ni f
GY]hY'ni 'ghY\Yb'i bX'g]W'ZØf: YgW'YW'hYf[YfYW'h][_Y]h
Y]bni gYhnYb"

Gc'VYhcbhY'Ui W'6Øf[Yfa Y]ghYf]b'<cmYf'X]Y'6YXYi hi b['ghUf_Yf
BYhnc Yf_Y'ZØf: fUi Yb'ja 'dc'h]gWYb'i bX'[YgY`gWUZh]WYb
@VYb" ; Ya Y]bgWUZh]gh_Y]bY'9]bVU\bghfU»Y ž'gU[hY'g]Y'i bX
\cV\Yfj cfž'k]Y'k]W'h]['Yg]ghž'XUgg: fUi Yb'ni gUa a Yb\U'hYb'i bX
g]W' [Y[YbgY]h]['i bhYfghØhYb"

8Yf: fUi YbVi bX'@Ub[YbVUW'\Uh'a]h'X]YgYf: Y]Yf'b]W'h'bi f'Ui Z
X]Y'j Yf[Ub[YbYb'* \$'ž\Y'ni fØW_[YV']W'hž'gcbXYfb'Ui W'Y]bYb
6`W_]b'X]Y'Ni _i bZi[Yk cfZYb"A]h'ghUf_Yb'BYhnc Yf_Yb'i bX'Y]bYf
U_hj]Yb'; Ya Y]bgWUZh]gh'X]Y'žYY' ; Ya Y]bgWUZh'YVYb' a Y\ f
U'g'bi f'Y]b'A chhc' 'g]Y']gh'Y]bY '@VYbgY]bghY''i b[ž'X]Y'ja '<YfnYb
XYg: fUi YbVi bXYg'j YfUb_Yfh]gh"

8YhU]`g	
Cfh	@Ub[YbVUW'ž'8Yi hgW'UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "YfnV]ghi a !a i YbWYb"XY • k k k "YfnV]ghi a VYf`]b"XY

6Ygi WYb'G]Y'i bg'Ui Z.'bU[!VUmYfb"XY