

+%! ħ\ f][Yf'gh]fVh'bUWk'gWk fYW_]Wk Ya
I bZU``Ui Z'XYf'6' (* * °

GWk YfYf'J Yf_Y\fgi bZU``VY]'GhY]b\Y)a . '+%! ħ\ f][Yf'Yf`Y[h
J Yf`Yhni b[Yb'Ub'I bZU``ghY``Y''6' (* * '_ca d`Yhh[YgdYffh"



6' (* * ž'GhY]b\Y)a ž'8Yi hgWk`UbX'!'5a 'A cbhU[a cf[Ybž'XYa
%*" ' ħ b] '\$&)& ž'YfY][bYhY'g]Wk'Ui Z'XYf'6' (* * 'VY]'GhY]b\Y)a 'Y]b
hfU[]gWk Yf'J Yf_Y\fgi bZU``ž'XYf'XUg'@YVYb'Y]bYg'+%! ħ\ f][Yb'5i X]!
: U\fyfg'Ui g'<Y]XYb\Y)a 'ZcfXYfhY''8Yf'5i X]!: U\fyf'k c``hY'X]Y
?fYi ni b['VY)a 'Gcbh\Y)a Yf'K]fhg\Ài g'Y'ØVYfei YfYbž'U`g'Yf'j cb
Y]bYa ') (!ħ\ f][Yb'@_k !: U\fyf'Ui g'F]Wk hi b[; YfghYhhYb
ØVYfgY\Yb'k i fXY''K]Y' I `a 'BYk g'VYf]Wk hYhž'_Ua 'Yg'i a '- .%-
I \f'ni f'?c``]g]cb'XYf'VY]XYb': U\fnYi [Y']a '?fYi ni b[gVYfY]Wk "

8Yf'5i ZdfU``k Uf'gc'\YZh][ž'XUgg'XYf'5i X]'bUWk'XYf'?c``]g]cb
[Y[Yb'Y]bY'5a dY'Ub`U[Y'gWk'Yi XYfhY''8Yf'+%! ħ\ f][Y'Yf`U['bcWk
Ub'XYf'I bZU``ghY``Y'gY]bYb'gWk YfYb'J Yf`Yhni b[Ybž'k ħ\ fybX'XYf
@_k !: U\fyf'bi f`Y]Wk hij Yf`Yhnh'k i fXY''8]Y'F'Yhhi b[g_fÀZhY'i bX'Y]b

BchUfnh'k UfYb'gW'XbY''ja '9]bgUhnž'_cbbhYb'YXcW'Xb]W'Xhg'a Y\ f
ZØf'XYb'5i X]!: U\ fYf'hi b"

I bZU''i fgUW'X Y'i bX'J Yf_Y\ fgVY\]bXYfi b[Yb

8]Y'J Yf_Y\ fgdc`nY]'<Y]XYb\Y]a '\Uh'XYb'I bZU''Ui Z[Ybca a Yb
i bX'9fa]hhi b[Yb'Y]b[Y'Y]hYhž'i a 'X]Y'[YbUi Yb'I a ghÅbXY'ni
_`ÄfYb"6YgcbXYfg]ja ' : c_i g'ghY\h'XUVY]'X]Y' : fU[Yž'k Y'W'Yf
: U\ fYf'ni f'I bZU''nY]h'; fØb'\UhY"8]Y'5a dY'k Uf'bÅa `]W'X]b
6Yhf]YVž'U'g'Yg'ni 'XYa 'I b[`ØW'_Ua "'5b'VY]XYb': U\ fnYi [Yb
YbhghUbX'Y]b'HchU'gW'UXYbž'X]Y'6Yf[i b['XYf': U\ fnYi [Y']gh]ja
; Ub[Y'i bX'Y]b'; i hUW'hYf'k i fXY'VYUi ZhfU[hž'X]Y'I bZU''i fgUW'X Y'ni
_`ÄfYb"

K Y[Yb'XYg'i a ZUb[fY]W'X Yb'HfØa a YfZY'XYg'k i fXY'X]Y'?fYi ni b[
_ca d'Yhh[YgdYffh"8]Y'ni ghÅbX][Y'GhfU» Yba Y]ghYfY]'f]W'hYhY
i a [Y\YbX'Y]bY'I a 'Y]hi b['Y]bž'i a 'XYb'J Yf_Y\ fgZi gg'Ui Z'XYf'6
(* * 'Ui ZfYW'hni Yf\U'hYb"@Ui h'U_hi Y''Yb'ϕZcfa Uh]cbYb'_ØbbhY'X]Y
GdYffi b['bcW'`Äb[Yf'UbXUi Yfbž'k Ug'ni 'Yf\YV`]W'X Yb
J Yf_Y\ fgVY\]bXYfi b[Yb'ZØ\fh"

<]bhYf[fi bX'ni f'G]W'X Yf\Y]h']a

GhfU» Ybj Yf_Y\ f

8]Y'GhUh]gh]_`ØVYf'J Yf_Y\ fgi bZÄ''Y]b'8Yi hgW'X'UbXž'k]Y'g]Y
VY]gd]Y'gk Y]gY'Ui Z'**8 Y ghUh]g**]ni 'Z]bXYb']ghž'nY][hž'XUgg'gc'W'X Y
hfU[]gW'X Yb'I bZÄ''Y]a a Yf'k]YXYf'j cf_ca a Yb"8]Y'[Yk cbbYbYb
8UhYb'g]bX'b]W'h'bi f'ZØf'X]Y'5bU'mgY'j cb'I bZU''i fgUW'X Yb'k]W'h][ž
gcbXYfb'Ui W'X'ZØf'X]Y'J Yf_Y\ fgg]W'X Yf\Y]hgdc`h]_`XYf
6i bXYgfy[]Yfi b["'A U» bU\ a Yb'ni f'J YfVYggYfi b['XYf
ϕZfUghfi _hi f'i bX'ni f'GYbg]V']g]Yfi b['XYf'J Yf_Y\ fghY]'bY\ a Yf
g]bX'YggYbn]Y''ž'i a 'X]Y'G]W'X Yf\Y]h'Ui Z'XYb'GhfU» Yb'ni 'Yf\Ø\Yb"

ϕ'Y]bYa 'UbXYfYb'I bZU''Ui Z'XYf'6' (* * ž'XYf'g]W'X]a 'GYdhYa VYf
&\$&('YfY][bYhYž'ØVYf\c'hY'Y]b': U\ fYf'a]h'ØVYf\Ø\hYf
; YgW'k]bX][_Y]h'i bX'ZØ\fhY'ni 'Y]bYa 'k Y]hYfYb'gW'k YfYb'I bZU''
a]h'a Y\ fYfYb'J Yf'YhnhYb"ϕ'VY]XYb': Ä''Yb'nY][h]g]W'X ž'k]Y'k]W'h][

Yg]ghž]g]W`Ub`X]Y`J`Yf_Y`fgfY[`Y`b`ni` `U`hYb`i` bX`Ui` Z`X]Y
 G]W`Yf`Y]h`i]a` `GhfU»`Ybj` Yf_Y`f`ni` `UW`hYb``8]Yg`k`]fX`b]W`h`b`i` f`j` cb
 XYf`Dc`nY]ž`gcbXYfb`Ui` W`j` cb`XYf`;` YgY``gW`UZh[`Y`ZcfXYfh"

8]Y`gUX]gh]gW`Yb`l` a` gh`bXY`X]YgYg`l` bZU``Yg`g]bX`Y]b`k` Y]hYfYf
 ;` fi` bX`XUZøfž`k` Ufi` a` `XYf`J`Yf_Y`fgfUi` a` `gc`Xf]b[`YbX`j` YfVYggYfh
 k` YfXYb`a` i` gg``8]Y`GhUXh`i` bX`X]Y`Dc`nY]`UddY``YfYb`Ub`U``Y
 J`Yf_Y`fgfY]`bY`a` Yfž`j` cfg]W`h[`Yf`ni` `ZU`fYb`i` bX`X]Y
 J`Yf_Y`fgnY]W`Yb`i` bVYX]b[`hni` `VYUW`hYb`ž`i` a` `l` b[`øW_Y`k`]Y
 X]YgYg`ni` `j` Yfa` Y]XYb"

8YhU]`g	
Cfh	6`(`**ž`GhY]b`Y]a` ž`8Yi`hgW`UbX
EiY``Yb	<ul style="list-style-type: none"> • k k k "i`a`!bYk`g"XY • k k k "gk`d"XY • k k k "XYghUh]g"XY

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