

@U[YfZYi Yf']b'; Ub[_cZYb.: Yi Yfk Y\ f']a
; fc» Y]bgUhn'k Y[Yb'F Ui Wk c`_Y°

9]b'@U[YZYi Yf']b'; Ub[_cZYb'U'Ufa]YfhY'X]Y': Yi Yfk Y\ f"
?cbhfc`Y'VYghÀh][h'?'Y]b'9]b[fY]ZYb'bc'hk YbX]["'6fUbX[YZU\ f
Xi fWk'F Ui Wk"



; Ub[_cZYbž'8Yi hgWk`UbX'!'9]b`\Ufa`cgYg'@U[YfZYi Yf']b
; Ub[_cZYb`Uh'Ua' A]h'k cWUVYbX'ZØf'j]Y'5i ZfY[i b['[Ygcf[h'"æ
; Yk YfVY[YV]Yh'k Uf'Y]bY'Xi b`_Y'F Ui Wk c`_Y'g]Wk hVUfž'X]Y
i a [Y\YbX'X]Y': Yi Yfk Y\ f'U'Ufa]YfhY"; Y[Yb'&\$'I \f'k i fXY'Y]b
; fc» Ui Z[YVch'Ub': Yi Yfk Y\ fYb'j]b'X]Y'F Y[]cb'[Yfi ZYbž'i a
a Ö[']Wk Y'; YZU\ fYb'UVni k Y\ fYb"'?i fn'XUfUi Z'ghY`hY'g]Wk \YfUi gž
XUgg'Yg'g]Wk i a 'Y]b'_cbhfc`]]YfhYg': Yi Yf'Y]bYg'5bk c\ bYfg
\UbXY'hYž'k]Y'X]Y'Dc`nY]'9[[YbZY'XYb'Ua' '8cbbYfghU['VYghÀh][hY"
8]Y': Yi Yfk Y\ f'; Ub[_cZYbž'X]Y'a]hj]Yf': U\fnYi [Yb'i bX'&&
9]bgUhn_fÄžhYb'j cf'Cfh'k Ufž'VYf]Wk hYhYž'XUgg'_Y]b'9]b[fY]ZYb
YfZcfXYf']Wk'k Uf"

Ni gÀhn`]Wk'ni'; Ub[_cZYb'k UfYb'Ui Wk'X]Y': Yi Yfk Y\ fYb'Ui g

DUn]b[ž'A Ugg]b[ž' < ÒfVYf]b[ž'GYYa Ubbg\Ui gYbž'A U``b['i bX
K]YgVUW\U`Ufa]Yfh'k cfXYb``Gc`WXY`9]bgÀhnY`nY][Ybž'k]Y`k]W h][
X]Y`C f[Ub]gUh]cb`XYf': Yi Yfk Y\`f`VY]'dchYbn]Y``Yb`6fUbX[YZU\ fYb
]gh``C Zh`YbhghY\Yb`Xi fW\`gc`WXY`J cfZÀ``Y`i bbÒh][Y`ÿb[ghYž
VYgcbXYfg`k Ybb`FUi Wk c`_Yb`g]W hVUf`k YfXYb``8UVY]`_Ubb`XYf
I a [Ub[`a]h'cZYbYb': Yi Yfb`Ui W`g]WXYf`[YghU`hYh'k YfXYbž
gc`Ub[Y`X]Y`5bk c`bYf`X]Y`F]W h]b]Yb`VYUW hYb"

8]Y` ; YZU\ fYb`j`cb`FUi W

FUi W`]gh`YXcW`b]W h`bi`f`Y]b`cdh]gWYg`D\Àbca Ybž`gcbXYfb
V]f[h[fc»Y` ; YZU\ fYb``K]Y`]b`Y]bYa`5fh]_Y`j`cb` : Yi YfHfi hn
Yf`Ài hYfh'k]fXž`YbhghY\Yb`VY]'6fÀbXYb`j`YfgW]YXYbY`6fUbX[UgYž
X]Y`Ui`g`Y]bYf`A]gW`i`b[`j`cb`C I]XYb`i`bX`ZYghYb`HY]'WYb
VYghY\Yb``8]YgY`GhcZY`_ÒbbYb`gY\`f`[YZÀ\`f`]W`gY]bž
]bgVYgcbXYfY`VY]'`c`Yf`?`cbnYbhfUh]cb`i`bX`k`Ybb`a`Ub`]\`bYb
`Àb[YfY`NY]h`Ui`g[YgYhnh]gh``9g`YbhghY\`h`FUi`W`ž`XYf`VY]'ZU`gWYf
< UbX\UVi`b[`]b`Y]bYa`J]Y`ZUWYb`XYg`i`fgdfØb[`]WYb`J`c`i`a`Ybg
Ui`Zh]h"

9]b`k]W h][Yf`5gdY`_h`XYg`6fUbXgW`i`hnYg`]gh`X]Y`9bhfUi`W`i`b[``G]Y
k]fX`i`bhYfghØhnh`Xi`fW`GmghYa`Yž`X]Y`VY]a`@ÒgWYb`j`cb`6fÀbXYb
\Y`ZYbž`UVYf`df]a`Àf`b]W h`ni`a`GW`i`hn`j`cb`A`YbgWYb`[YXUW`h
g]bX``9bhfUi`W`i`b[gUb`U[Yb`_ÒbbYb`FUi`W`Xi`fW`^`Zbi`b[Yb`]a
8UW`UVZØ`fYb``9]b`g]WXYfYf`I`a [Ub[`a]h: Yi Yf`i`bX`X]Y
`bghU``Uh]cb`gc`WXYf`GmghYa`Y`_Ubb`]a`9fbghZU``YbhgWY]XYbX`gY]b"

FUi W`k`Ufba`Y`XYf`i`bX`6fUbXgW`i`hn

9]b`k]Y]hYfYg`H\Ya`Už`XUg`]b`XYf`8]g`_i`gg]cb`i`a`6fUbXgW`i`hn`b]W`h
j`Yf[YggYb`k`YfXYb`XUfZž`g]bX`FUi`W`k`Ufba`Y`XYf``À\`f`]W`ghYfVYb
]b`8Yi`hgW`UbX`ØVYf`*`\$\$`A`YbgWYb`Xi`fW`6fÀbXYž`k`cVY]`X]Y
[fØ»`hY` ; YZU\`f`c`Zh]`ca`[]Zh][Yb`FUi`W`Ui`g[Y\`hž`XYf`ni`f
9fgh]W`i`b[`ZØ\`fYb`_Ubb``Gc`nY][h`X]Y`9fZU\`fi`b[`Ui`g`UbXYfYb
@ÀbXYfbž`XUgg`XYf`9]bgUm`j`cb`FUi`W`a`Y`XYfb`X]Y`NU\``XYf
6fUbXhchYb`Yf\`YV`]W`gYb`_Yb`_Ubb```b`XYb`I`G5`i`bX
;`fc»`Vf]hUbb]Yb`gUb`_X]Y`NU\``i`a`Y`hk`U`(\$i`ž)`b`GW`k`YXYb`gc[Uf
i`a`)`\$i`"

@Y]XYf'g]bX'j]b'8Yi hgW\`UbX' [YfUXY'Y]ba U`) i `XYf'<Ui g\U`hY'a]h
 Z b_h]cb]YfYbXYb'F Ui W\k Ufba Y`XYfb'Ui g[YghUhhYh"8]Yg'nY][hž
 XUgg'bcW\`j]Y`5i Z_`Àfi b[gUfVY]h'bcchk YbX][`]gh"6YgcbXYfg
 bUW\hgž'k Ybb'XYf'; Yfi W\gg]bb'gW\`ÀZhž]gh'X]Y'; YZU\`f'ZØf'X]Y
 6Yk c\bYf'\Ø\Yfž]j cb'Y]bYa `6fUbX'ØVYffUgW\hini `k YfXYb"9]b
 J XG!UbYf_UbbhYf'F Ui W\ a Y`XYf'_Ubb'VYfY]hg'VY]' [Yf]b[Yf
 F Ui W_cbnYbhfUh]cb'5`Ufa `gW\`U[Yb'i bX'@YVYb'fYhhYb"

8]Y'9fY][b]ggY'j]b'; Ub[_cZYb'j YfXYi h]W\Ybž'k]Y'k]W\h][`Y]b
 j YfUbhk cfhi b[gVYk i gghYf'l a [Ub[`a]h: Yi Yf'i bX'X]Y
 J cfVYfY]hi b[`Ui ZYj Ybhi Y`Y'6fUbX[YZU\`fYb'g]bX"8Yf'5i ghUi gW\
 j cb'žZcfa Uh]cbYb'i bX'X]Y'f]W\h][Y'5i gfØghi b[`_ØbbYb']a
 9fbghZU`XYb'YbhgW\Y]XYbXYb'J cfhY]'Vf]b[Yb"

8YhU]`g	
C fh	; Ub[_cZYbž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "ZYi Yfhfi hn"XY • ghi Yfa Yf!U`Ufa "XY

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