

: 7 'GWk k Y]bZi fh'\$) . 'BUWk '&' ' ↗ \ fYb
ni fØW_ 'ja 'DfcZ]Zi » VU``°

8 Yf': 7 'GWk k Y]bZi fh'\$) 'ZY]Yfh'gY]bY 'F ØW_ Y \ f']b 'X]Y'' "'@[U
bUWk '&' ' ↗ \ fYb''9]b '\]ghcf]gWk Yf'5i Zgh]Y['ja 'GUWk g!GhUX]cb"



GWk k Y]bZi fh'ž'8 Yi hgWk `UbX '! '8 Yf': 7 'GWk k Y]bZi fh'\$) 'ZY]Yfh'gY]b
7ca YVUW_ 'ja 'DfcZ]Zi » VU``° '5a ' & " 'A U] ' & \$ &) 'g]Wk YfhY 'g]Wk 'XYf
J YfY]b 'a]h'Y]bYa 'dUW_ YbXYb' & . % ! G]Y['ØVYf'X]Y 'K ØfnVi f[Yf
?]W_ Yfg 'XYb'5i Zgh]Y[']b 'X]Y'' "'@[Už'i bX'XUg'Ua 'Xf]hh'YhnhYb
Gd]Y'hU['XYf'GU]gcb''K Ug'ZØf'Y]b'; YZØ\ ``° 'a 'GUWk g!GhUX]cb
↑ VY'hYb'Ub'YbYa 'HU['Yhk U'%&"\$\$\$': Ubg'i bX''Y»Yb'X]Y''Ub[Y
8i fghghfYW_ Y'XYg'J YfY]bg'j Yf[YggYb''BUWk '&' ' ↗ \ fYb'c \ bY'Y]bYb
D'Uhn']b 'XYb' \ Ø \ YfYb'@[Yb '\ Uh'g]Wk 'XYf' GWk bØXY' ž'k]Y'XYf
J YfY]b'']VYj c'' [YbUb bh'k]fXž'YbX']Wk 'Y]b'GhØW_ 'k Y]h
ni fØW_ [Y_Äa dZn' ?]W_ Yf' VYf]Wk hYhž'XUgg'X]YgYf'5i Zgh]Y['Y]b
'Ub[Y [Y \ Y [hYf'HfUi a 'XYg'J YfY]bg'k Uf"

8]Y'; YgWk]Wk hY 'XYg': 7 'GWk k Y]bZi fh'\$) ']gh'j cb'5i Zi bX'5V

[YdfÄ[h"BUW`XYf'5ba Y`Xi b[`XYf'`ðgc`j Ybn`ja `\f'&\$\$) `ZØ\fhY
XYf'gWk]Yf][Y`BYi ghUfh`b`XYf'@UjXYg`][U`BcfX`XUni ž`XUgg`X]Y
Ni gWUi YfnU`Yb`j cb`Xi fWgWb]h`]W`&"\$\$\$`Ui Z`YX][`]W`* \$\$
gUb_Yb`"HfcmXYa `V`]YV`XYf`Ghc`n`XYg`J YfY]bg`i b[YVfcWYb`"8]Y
J YfY]bg[YgW]W`hY`fY]W`hV]g`ni f`; fØbXi b[`ja `\f'%- \$) `ni fØW`"
9f`YVhYb`X]Y` GWbØXY` `Y]bgh[`Ubnj c`Y`NY]hYbž`k]Y`X]Y
HY]`bU`a Y`Ub`XYf`5i Zgh]Y[gfi bXY`ni f`%"6i bXYg`][U`]b`XYb
%- * \$Yf`\fYbž`gc`Zc`[hY`bUW`XYa `5Vgh]Y[`Ui g`XYf`&"6i bXYg`][U
ja `\f'%- - %XYf`gW`a Yfn`UZh`F`ØW`k Y[`Xi fW`X]Y`VUmYf]gWYb
@[Yb`"

9]b `YfUi gZcfXYfbXYf`K Y[

`XYb`\fYb`gY]h`XYf'`ðgc`j Ybn`U`h`XYf`7`GWk Y]bZi fhj]Y`Y
<Ø`Yb`i bX`H]YZb`Xi fW`YVh`J cb`XYf`6UmYfb`][U`ØVYf`X]Y
@UjXYg`][U`V]g`]b`ni f`F`ØW`Y`f`]b`X]Y`F`Y[]cbU`][U`]a `\f'&\$\$%
k i fXYb`ja a Yf`k]YXYf`bYi Y`5b`Äi ZY`[YghUfhYhž`i a `XYb`J YfY]b
Ui ZX]Y`9fZc`[ggdi f`ni `Vf]b[Yb`"Hfcm`j]Y`Yf`<YfUi gZcfXYfi b[Ybž
XUfi bhYf`HfU]bYfk YWgY`i bX`gdcfh]W`Y`F`ØW`gW`Ä[Yž`U`h`g]W
XYf`7`i V`ghYhg`bYi `Ui Z[YghY`h`i bX`]gh`Y`hnhYbX`]W`]b`XYf
F Y[]cbU`][U`6UmYfb`ghUV`][YghUfhYh`8Yf`J YfY]b`U`h[fc»Yg
5i [Yba Yf`_`Ui ZX]Y`BUW`k i W`gZØfXYfi b[[Y`Y[h`i bX`j]Y`Y
HU`Yb`hY`\fj c f[YVfUW`hž`X]Y`]b`\fYfYb`@[Yb`gd]Y`Yb`"

; YfUXY`X]Y` b[Yb`Gd]Y`Yf`g]bX`ZØf`XYb`J YfY]b`j cb
YbhgWY]XYbXYf`6YXYi hi b["K]Y`ZVgWk Y]bZi fh%- \$) "XY
VYf]W`hYhž`k i fXY`]b`XYb`Y`hnhYb`\fYb`j]Y`]b`X]Y` [YbXUfVY]h
]bj Ygh]Yfhž`gcXUgg`X]Y`GWbØXY`Ui W`]b`Ni `i bZh`Ui Z`Zf]gWYg
HU`Yb`h`gY`hnhYb`_ØbbYb`"A Ub`gY`hnh`Ui Z`Y]bY`A]gW`i b[`Ui g
YfZU`fYbYfYb`Gd]Y`Yfb`i bX`XYb` b[Yb`K]XYbž`X]Y`a]h`\fYa
9`Ub`ZØf`Zf]gWYb`K]bX`gcf[Yb`gc`Yb`"

8Yf`6`]W`bUW`j cfb

8]Y`F`ØW`_`Y`f`]b`X]Y`" "@[U`]gh`b]W`h`bi f`Y]b`gdcfh]W`Yf`9fZc`[ž
gcbXYfb`Ui W`Y]b`ghUf`_Yg`NY]W`Yb`XYf`<cZbi b[`ZØf`U`Y`; Ubg"
8Yf`J YfY]b`]gh`Yi hY`Y]bYf`XYf`VY`Ub`bhYghYb`Gdcfhj YfY]bY`]b
8Yi hgW`UbXž`Ui W`XUb`_XYf`nU`fY]W`Yb`9fZc`[Y`]b`XYf`

J Yf[Ub[Yb\Y]h"Gc`Yf]bbYfha Ub`g]Wk`[YfbY`Ub`XYb`; Yk]bb`XYf
 GØXXYi hgWXYb`F Y[]cbU``[U!A Y]ghYfgW UZh`%- *`cXYf`Ub`X]Y
 gdUbbYbXYb`5i Zgh]Y[ggd]Y`Y`ni f`%"6i bXYg`[U`b`XYb`%- * \$Yf
 ð\fYb" ð`XYb`YhnhYb`ð\fYb`Uh`XYf`; 7`GWk Y]bZi fhXi fW
 gdcfh]WYg; YgW]W`i bX`< Ufhb`W`][_Y]h`gY]bY`9fZc`[gVUg]g`bYi
 [YZYgh][h`

ð`XYb`_ca a YbXYb`ð\fYb`k]fX`Yg`XUfUi Z`Ub`_ca a Ybž`X]Y
 YfZc`[fY]WY`A UbbgW UZh`k Y]hYfni Ybtk]W`Y`b`i bX`X]Y`[i hY
 Gh]a a i b[`]a`GhUX]cbž`X]Y`Ua`HU[`XYg`5i Zgh]Y[g`YffgW hYž
 Ui ZfYW hni Yf`U`hYb" B]W hni`Yhnh`n`A`h`Ui W`X]Y`i bhYfghØhni b[
 XYf`hfYi Yb`5b`Àb[Yfž`X]Y`k`À`fYbX`XYf`gWk YfYb`NY]hYb`b]Y`Ub
]\fYa`J YfY]b`[Ynk Y]ZY`h`\UVYb" 8]YgY`F ØW`_Y`f`\Uh`Yhk Ug
 A U[]gW Yg`Ub`g]W ž`XUg`U`Y`GWk bØXY`!; Ubg`a]h`Ghc`n
 YfZØ`h`**GWk Y]bZi fhZØ`fYf`**\YVh`\Yfj cfž`k]Y`g]W`X]Y`ðXYbh]h`h
 XYg`J YfY]bg`Xi fW`Df`AgYbn`i bX`9b[U[Ya Ybh]b`XYf`; Ya Y]bgW UZh
 ghUf`_j YfUb`_Yfh`\Uh"

8 YhU]`g	
C fh	GWk Y]bZi fhž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_]W`Yf"XY • k k k "ZgWk Y]bZi fh%- \$) "XY • k k k "gWk Y]bZi fhZi Y`fYf"XY

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