

9\Ya Ubb`ZYgh[Ybca a Yb.`A i hhYf`j cb
gYWX g`?]bXYfb`]b`? fU]``]b[`Yfa cfXYh°

⊕`? fU]``]b[ž'6UmYfbž`k i fXY`Y]b`" *!`Å\ f][Yf`A Ubb
ZYgh[Ybca a Ybž`bUWX`XYa `gY]bY` : fUi `hch`Ui Z[YZ` bXYb
k i fXY`"GYWX`g`?]bXYf`]b`CV\`i h"



? fU]``]b[ž'8Yi hgWX`UbX`!`⊕`? fU]``]b[ž'6UmYfbž`\Uh`g]WX`Ua
j Yf[Ub[YbYb`GUa`ghU[`Y]b`Zi fWX`hVUFYg`J YfVfYWX`Yb`YfY][bYh`
@Ui h`6]`X`j Yf`Y» Yb`DUggUb`hYb`[Y[Yb`%(`I` \f`Y]b`<Ui`g`]b`XYf
; Ui`h]b[Yf`GhfU» Yž`U`g`g]Y`Y]bYb`" *!`Å\ f][Yb`A Ubb`]b
V`i`hj`YfgWX`a`]YfhYf`?`Y]Xi`b[`VYa`Yf`_hYb`"8Yf`A Ubbž`XYf`gY]bY
: fUi`]b`XYf[`Ya`Y]bgUa`Yb`K`c\bi`b[`a`]h`a`Y\fyfyb`Gh]WX`Yb`]b`XYb
<U`g`[Yh`Oh`Yh`\UVYb`gc`ž`k i fXY`j`cb`XYb`NYi`[Yb`gc`Zcfh`U`Ufa`]Yfhž
i`bX`X]Y`Dc`nY]`hfUZ`fUgWX`a`]h`a`Y\fyfyb`GhfY]ZYbk`U[Yb`Y]b`"⊕`XYf
K`c\bi`b[`ZUbXYb`X]Y`6YUa`hYb`X]Y`@Y]WX`Y`XYf`&-`!`Å\ f][Yb` : fUi`ž
X]Y`X]Y`9\YZfUi`XYg`a`i`ha`U»`]WX`Yb`HÅ`hYfg`k`Uf`"8Yf`A Ubb`k`i`fXY
c\`bY`K`]XYfghUbX`ZYgh[Ybca`a`Ybž`k`Å\fybX`A`cfXYfa`]hh`Yf`XYf
?f]a`]bU`dc`nY]:`ØfghYbZY`XVfi`W`_ghi`bXYb`Ub[`Gdi`fyb`g]WX`YfhYb"

6YgcbXYfg'hfU[]gWk`]ghz`XUgg`XUg`DUUf`gYWk`g`?]bXYf`ja`5`hYf`j`cb
(`V]g`%\$`>\fYb`\UhhYz`X]Y`ja`Ni`[`Y`XYg`:`Ua`])YbbUWk`ni`[`g`Ui`g`
XYa`>a`Yb`bUWk`8Yi`hgWk`UbX`[`Y_ca`a`Yb`k`UfYb`"bZcfa`Uh]cbYb
Ui`g`**GØXXYi`hgWk`Y`**VYf]Wk`hYbž`XUgg`gck`c`\`XYf`a`i`ha`U`>]Wk`Y
HÅhYf`U`g`Ui`Wk`X]Y`:`fUi`5gm`VYk`YfVYf`g]bX`"8Yf`A`Ubb`gc`""ja`>\f
&\$&&bUWk`8Yi`hgWk`UbX`Y]b[`YfY]gh`gY]bž`k`Å`fYbX`X]Y`:`Ua`])Y`Yfgh
ja`F`U`a`Yb`Y]bYg`:`Ua`])YbbUWk`ni`[`g`bUWk`Zc`[`hY`"8]Y`?]bXYf
k`i`fXYb`j`ca`>`[`YbXUa`h`GhUfbVYf[`]b`C`V`i`h`[`Ybca`a`Ybž`i`bX`X]Y
GWk`c`W`k`Y`Yb`XYg`J`YfVfYWk`Ybg`[`Y`Yb`Xi`fWk`X]Y`[`YgUa`hY
;`Ya`Y]bXY"

F`Y`U`_`h]cbYb`]b`XYf`:``Ya`Y]bXY

8]Y`9fY][`b]ggY`k`YfZYb`Y]b`GWk`U[`]Wk`h`Ui`Z`X]Y`<`YfUi`gZcfXYfi`b[`Yb
ja`6YfY]Wk`X`Yf`:`ØWk`h]b[`gi`bhYf`_ØbZHYž`Y]b`H`Y`a`Už`XUg`Ui`Wk`]b
?fU]`b[`dfÅgYbh]gh"@Ui`h`**GØXXYi`hgWk`Y`**[`UV`Yg`Yfgh`_Øfn`]Wk`
Y]bYb`Dc`]nY]Y]bgUhm`]b`Y]bYf`7`cbhU]bYf!G]YX`i`b[`ž`VY]`XYa`Y]b
%,`!`Å`f][`Yf`5Z[`\UbY`Dc`]n]ghYb`Ub[`Y[`f]ZYb`\UVYb`gc`""8]YgY
J`cfZÅ`Y`hfU[`Yb`ni`f`l`bg]Wk`Yf\Y]h]b`XYf`:``Ya`Y]bXY`VY]"
6Øf[`Yfa`Y]ghYf`F`i`Xc`d`\`<`Ui`l`\`Uh`g]Wk`V`Ya`Ø`hž`ja`8]U`c[`a`]h`XYf
Dc`]nY]i`bX`XYa`<`Y`ZYf`_fY]g`Y]bY`@Øgi`b[`ni`Z]bXYbž`ghUhh]b`DUb]_`
ni`j`YfZU`Yb"

8]Y`?`]bXYf`Ui`g`XYf`:`Ua`])Yž`X]Y`Yfgh`_Øfn`]Wk`bUWk`8Yi`hgWk`UbX
[`Y_ca`a`Yb`k`UfYbž`ghY`Yb`bi`bi`bhYf`XYa`GWk`i`hm`XYg
>`[`YbXUa`hYgž`k`Å`fYbX`g]Wk`X]Y`:`Yk`U`hg]hi`Uh]cb`]b`Y]b][`Yb
:`ØWk`h]b[`gi`bhYf`_ØbZHYb`k`Y]hYf`ni`gd]hnh"@Ui`h`Y]bYf`U`hi`Y`Yb`
**Ghi`X]Y`XYf`K`Y`h`g]bX`X]Y`NU`\`Yb`XYf`:`Yk`U`hhUhYb`i`bhYf`
Ni`k`UbXYfYfb`]b`8Yi`hgWk`UbX`Ui`Z`XYb`\ØWk`ghYb`GhUbX`gY]h`%+
>\fYb`[`Ygh]Y[`Yb`"5i`Wk`X]Y`b]Wk`h`XYi`hgWk`Yb`HUh]YfXÅWk`h][`Yb
bY`a`Yb`ni`ž`Y]b`l`a`ghUbXž`XYf`j`cb`9l`dYfhYb`U`g`:`c`[`Y
[`YgWk`Y]hYfhYf`>hY[`fUh]cbgdc`]h]_`i`bX`Ub`\U`hYbXYf
<`YfUi`gZcfXYfi`b[`Yb`]a`gc`n]U`Yb`6YfY]Wk`Ub[`YgY`Yb`k`]fX"**

8]Y`Gi`Wk`Y`bUWk`5`b`hk`c`fhY`b

>`X]YgYf`Ub[`YgdUb`bhYb`G]hi`Uh]cb`]gh`X]Y`:`fU[`Y`bUWk`XYb
l`fgUWk`Yb`U`X]YgYf`[`Yk`U`h`h`Å]h][`Yb`J`cfZÅ`Y`XfÅb[`YbX`"F`U]bYf`

K YbXhž'XYf'6i bXYgj cfg]mYbXY'XYf'8Yi hgWYb
 Dc`]nY][Yk Yf_gWUZh'Ài » Yfh'gY]bY'6YXYb_Yb'ØVYf'X]Y'ghY][YbXYb
 NU\`Yb'i bX`_f]h]g]Yfh'X]Y`FYU_h]cb'XYf'6i bXYgfY []Yfi b[`U`g
 i bni fY]WYbX"8]Y`<]bhYf[fØbXY'ZØf'XYb'; Yk U`hUbg]Y[`g]bX
 _ca d`YI`i bX`Åb[Yb`Yb[`a]h'XYf`@YVYbgfYU`]hÅhj]Y`Yf
 Ni k UbXYfYf`ni gUa a Yb"

K Å\fybX`X]Y'; Ya Y]bXY`j Yfgi W'hž'K Y[Y`ni `Z]bXYbž'i a`ia Y\ f
 G]WYf\Y]h'ni `[Yk Å\ f`Y]ghYb`i bX`X]Y`VYhfcZYbYb': Ua `]]Yb`ni
 i bhYfghØhnYbž`V`Y]Vh'XYf`hfU []gWY`J cfZU``]b`?fU]``]b[`Y]b
 A U\ba U`XUZØfž'k]Y`k]W'h][`XYf'8]U`c[`i bX`X]Y
 ðhY[fU]cbga U» bU\ a Yb`g]bX"8]Y`Gcf[Yb`XYf'6Yk c\bYf'g]bX
 [fc» ži bX`X]Y`9fY][b]ggY`XYf`YmhYb`HU[Y`UVYb`j]Y`Y': fU[Yb
 Ui Z[Yk cfZYbž'Ui ZX]Y`Yg`5btk cfhYb`VfUi W'h"

8YhU]`g	
Cfh	?fU]``]b[ž'8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "V]`X"XY • k k k "gi YXXYi hgWY"XY • k k k "k Y`h"XY

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