

6cfXYf'7c``]Y'6Yb'gi W\h'gY]h'&'>J\ fYb'Y]b
`]YVYj c``Yg'Ni \Ui gY

8Yf'XfY]Ä\ f][Y'6cfXYf'7c``]Y'A]gW\`b['6Yb'gi W\h'gY]h'nk Y]
>J\ fYb'Y]b'bYi Yg'Ni \Ui gY`ja `H]Yf\Y]a `Hcfbck "'9f`]gh
ZfYi bX`]W\`i bX`VfUi W\h'YfZU\ fYbY' < U`hYf"



Hcfbck ž'8Yi hgW\`UbX`!`#`XYf'VYgW\Ui`]W\Yb
H]Yf\Y]a`UbXgW\UZh`b`Hcfbck`[]Vh'Yg'Y]bYb`[`Ubn`VYgcbXYfYb
j`]YfVY]b][`Yb`:`fYi`bXž'XYf'Y]b'bYi`Yg'Ni` \Ui`gY`gi`W\h`'8Yf'6cfXYf
7c``]Y'A`]gW\`b[`'6Yb`k`UfhYh`bi`b`gW\cb`ØVYf`nk`Y]`>J\`fY`Ui`Z`gY]b
[`fc>`Yg`i`'ØW`"`,`VYf`gY]bY`<`YfUi`gZcfXYfi`b[`Yb`ni`'6Y[`]bb`gY]bYf
NY]h`i`a`H]Yf\Y]a`_`Ubb`a`Ub`a`]h`h`Yfk`Y]`Y`bi`f`bcW\`gW\`a`i`bnY`bž
XYbb`XYf`gcbghi`a`[`Äb[`]W\Y`i`bX`ZfYi`bX`]W\Y`<`i`bX`\`Uhig]W\`ni
Y]bYa`hc``Yb`6Y[`Y]hYf`Ybhk`]W\Y`h`'8Ua`U`g`\`UhY`Yf`a`]h
J`Yf\`U`h`bgdfcV`Ya`Yb`ni`_`Äa`dZYbž`X]Y`\`Yi`hY`_`Ui`a`bcW\`g]W\`hUf
g]bX`"A`]h`Y]bYf`GW\`i`hYf\`Ø\`Y`j`cb`_`bUdd`)`\$`W\`i`bX`Y]bYa
;`Yk`]W\`hj`cb`&`'_`[`\`Uh`Yf`g]W\`]b`XYf`NY]h`Ui`W\`_`ÖfdYf`]W\`[`i`h
[`Ya`UW\`h`@Y]XYf`Y]XYh`6Yb`Ub`5fh\`fcgY`]b`Y]bYf`NY\`Yžk`Ug`]\`b
YXcW\`b]W\`h`XUfUb`\`]bXYfhž`gY]b`@YVYb`]b`j`c``Yb`NØ[`Yb`ni

[Yb]Y» Yb"

9f'\ Uh'g]W\ [i h']b'gY]bY'h]Yf]gWYb'K Y [[YZ\ fhYb'Y]b [Y'YVhi bX
j YfghY\h'g]W\ 'a]h'UbXYfYb'<i bXYb'fYW'h[i h"5''YfX]b [g'VYbOh][h
6Yb' [YXi 'X][Y'<U'hYf'c\ bY' ?]bXYfž'X]Y]\a 'NY]h[YVYbž'J YfhfUi Yb
Ui Zni VUi Yb"GY]b' [fO» hYf'K i bgW 3'9]b''YVYj c''Yg'Ni \Ui gYž']b
XYa 'Yf' [YgW\Ämh'k]fX"9f'dfYZf]Yfh'Zf]gWYg'B UggZi hYf'i bX']gh
gcbgh'Y]b'dZY [Y'Y]W\ hYf'i bX''YVYj c''Yf'; YZ\ fhY" Gc''hY'Ya UbX
=hYfYggY'Ub'6Yb'\ UVYbž' _Ub'b'Yf' [YfbY'Y]bYb'6Ygi W\ ghYfa]b'ja
H]Yf\Y]a 'Hcfbck 'j YfY]bVUfYbž'XYbb'i bUb [Ya Y'XYhY'6Ygi W\ Y
k YfXYb'b]W\ h'Ya dZUb [Yb"

9]b' bYi Yf'@YVYbgUVgW b]hh'k UfhYh

8Yf'gØ» Y'6Yb'k i fXY']a ' : YVfi Uf'&\$&' 'Ui g'Y]bYf'DZY [YghY''Y
Y]bYg'ttH]YfgW\ i hn] YfY]bg't']b'XUg'H]Yf\Y]a'ØVYfbca a Yb'i bX
\UhY'XUa U'g'bcW\ 'b]W\ h'Y]ba U''Y]b'ž\ f"GY]hXYa '\ Uh'g]W\ j]Y'
[YhUbž'i bX'k Ä\ fYbX'gY]bYf'YfghYb'A cbUhY' _cbbhY'Yf'g]W\ 'b]W\ h
bi f'U__']a Uh]g]YfYbž'gcbXYfb'Ui W\ 'gY]bY'l a [YVi b ['Yf_i bXYb"
Hfchn'gY]bYf'5fhž'ZfYi bX']W\ 'i bX' 'cmU'' [Y [YbØVYf'gY]bYb
6Yni [gdYfgcbYb'ni 'gY]bž'V'Y]Vh']\a 'X]Y'GY\ bgi W\ h'bUW\ 'Y]bYa
Y][YbYb'Ni \Ui gY" Hfchn'gY]bYf'l a [Äb [']W\ _Y]h'i bX'; Ygi bX\Y]h
[UV'Yg'V]g\Yf'_Y]bY'5bZfU [Yb'ZØf'XYb'W\ Ufa UbhYb'<i bX"9f
ZY]YfhY'Yfgh'_Øfn']W\ 'gY]bYb'Xf]hhYb'; YVi fhghU [']a 'A U]'&\$&)' i bX
]gh'bi b'_Ughf]Yfhž'Ybhk i fa hž' [Y]a dZhi bX' [YW\]dh"

8Yf'H]YfgW\ i hn']a '5'' [Ya Y]bYb'\ Uh']b'XYb''YhnhYb'ž\ fYb'ghUf_
ni [Ybca a Ybž'k]Y'Y]bY'**GhUh]gh]_ 'VYnØ [']W\ 'XYf
H]YfUi ZbU\ a Yb 'nY][h"8]Y'NU\ 'XYf'Ybhk cfZYbYb'H]YfY'\ Uh'Y]b
_cbh]bi]Yf']W\ '\c\Yg'B]j YUi 'YffY]W\ h': Øf'6Yb'i bX'UbXYfY'H]YfY
]b'Ä\ b']W\ Yf'@U [Y'\Y]» h'Yg'bi bž'Ui ZX]Y'f]W\ h[Y'DYfgcb'cXYf
: Ua]']Y'ni 'k UfhYb"8]Y'6YfY]hgW\ UZhž'Y]bYa 'H]Yf'Y]b'bYi Yg
Ni \Ui gY'ni 'V]YhYbž']gh'XYf'GW\ 'ØggY''XUni ž'XUgg'<i bXY'k]Y'6Yb
YbX']W\ 'X]Y'7\ UbW\ 'Ui ZY]b ['ØW_]W\ Yg'@YVYb'VY'_ca a Yb"**

K Yf'g]W\ 'ZØf'X]Y'5Xcdh]cb'j cb'6Yb']bhYfYgg]Yfh'cXYf'a Y\ f'ØVYf
X]Y'5i ZbU\ a Ya Ø [']W\ _Y]hYbž'H]Yfj Yfa]h'i b [Yb'i bX'5V [UVY'j cb
: i bXh]YfYb'YfZU\ fYb'a ØW\ hYž'\ Uh'hÄ [']W\ 'nk]gW\ Yb'%'. \$\$'i bX

%+. \$\$ 'I \ f`X]Y ; Y`Y [Yb\Y]hž`g]W\`hY`Y Zc b]gW\`Y]bYb`HYfa]b`ja`
H]Yf\Y]a`Hcfbck`ni`g]W\Yfb"9]ba U`Y]b`bYi Yg`Ni \Ui gY
 [YZi bXYbž`_Ubb`Y]b`<i bX`k]Y`6Yb`gY]bY`@YVYbgY]bghY``i b[
 j Yfk]f`_]W\Yb`i bX`Ui W\`X]W\`ni a`GhfU\`Yb`Vf]b[Yb"

8YhU]`g	
C fh	Hcfbck ž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a cn"XY • k k k "h]YfgW\i hn] YfY]b!c\j "XY • h]YfgW\i hn"Wč a

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U["bYh