

5V]hi f]Ybh]bbYb`Ui Z'5VYbhYi Yf.`9]b
[Y\Y]a b]gj c`Yf`F cUXhf]d`Xi fW\`hU`]Yb`°

5V]hi f]Ybh]bbYb`fUž`A U`]b`i bX`?U`Yf`YVYb`Y]bYb
UVYbhYi Yf`]WYb`F cUXhf]d`Xi fW\`hU`]Yb`a]h`XYf`a mghYf]ÖgYb
6UW_dUW_Yf]b`NcY"



hU`]Yb`!`5V]hi f]Ybh]bbYb`Ui Z'5VYbhYi YffY]gY.`9]b`F cUXhf]d`Xi fW\`hU`]Yb`

8]Y`Gca`a`YfZYf]Yb`ghY\Yb`j`cf`XYf`HØfž`i`bX`ZØf`XfY]
5V]hi f]Ybh]bbYbž`fUž`A U`]b`i`bX`?Už`VY[]bbh`Y]b`i`bj`Yf[Ygg`]WYg
5VYbhYi Yf``8]YgY`†`b[Yb`:`fUi`Yb`a`UWYb`g]W\`Ui`Z`Y]bYb`F cUXhf]d
Xi fW\`hU`]Yb`i`bX`bY\`a`Yb`X]Y`a`mghYf]ÖgY`6UW_dUW_Yf]b`NcY`a`]hž
X]Y`\fY`FY]gY`]b`Y]bY`i`bYfk`UfhYhY`F]W\`hi`b[``Yb`_h``8`cW\`k`]Y`Yg
]a`k`U\`fYb`@YVYb`c`Zi`XYf`:`U``]ghž`V`Y]Vh`XUg`5i`hc`XYf`:`fi`ddY
`]Y[Ybž`i`bX`g]Y`a`ØggYb`Ui`Z`XYf`Gi`W\`Y`bUW\`<`]Z`Y`Y]b`j`Yf`UggYbYg
6Yf[XcfZ`Ybh`XYW_Yb``5``XUg`[YgW\]Y\`h]b`XYa``Ui`ZfY[YbXYb
:]`a`XfUa`U`8YUX`:`]f`g`8UbW]b[ž`VY]`XYa``5bbU`F`c`Yf`FY[]Y
Z\`fhi`bX`XUg`Ua``&` ``Bcj`Ya`VYf`&\$&` `]b`X]Y`?`]bcg`_ca`a`h"

6YfY]hg]a `đ b]`&\$&' `ZY]YfhY`XYf':]`a `VY]a `Hf]VYWU':]`a `: Ygh]j U`
i bX`XYa `:]`a ZYgh`A ØbW`Yb`DfYa]YfY" `UfXa YX]Uh\Y_"XYQ
VYf]W`hYhž`XUgg`X]Y`5V]hi f]Ybh]bbYb`]b`X]YgYf`bYi Yb': fY]\Y]h'a]h
XYb`9fk Ufhi b[Yb`]\fYf`9`hYfb`VfYW`Yb`i bX`]\fYb`Y][YbYb`D`Uhn`]b
XYf`K`Y`h`gi`W`Yb"

9]b`6`]W`_`Ui ZX]Y`6YgYhni b[`8]Y`F`c`Y`b`XYf`XfY]`5V]hi f]Ybh]bbYb
k YfXYb`j`cb`@`bU`çfXUb`U`g`≠Už`BcYa]`B]W`U]gYb`U`g`?`U`i`bX
?`Uh\Uf]bU`GhUf`_`U`g`A`U`]b`j`Yf`_`ØfdYfhž`k`Å`fYbX`GUfU`;]UbbY`X]Y
F`c`Y`XYf`6UW`_dUW`_Yf]b`NcY`ØVYfb]a`a`h`5b`]\fYf`GY]hY`ghY`Yb
hU`Ybh]YfhY`G`W`Ui`gd]Y`Yf`k`j]Y`7YgUfY`7YW`W`c`b[`c`U`g`F`c`W`c`i`bX
l[`c`@`m`U`g`@`c`fY`bnc" `l`bhYfgh`Ø`hni b[`k`]fX`Ui`W`j`cb`7Ufc`]b
7cbfUX`i`bX`K`jYV`_Y`Di`g`U`g`Dgm`W`c`c[]b`Ub[YVchYb" `8]Y
gdUbbYbXY`?`ca`V]bUh]cb`XYf`7`UfU`_hYfY`j`Yfgdf]W`h`Y]bYb
ZYggY`bXYb':]`a`"

6YgcbXYfY`A`Yf_a`U`Y`

8YUX`;]f`g`8UbW]b[`]gh`b]W`h`bi`f`Y]b`F`c`UXa`cj`jYž`gcbXYfb`Ui`W`
Y]bY`h]YZ[fØbX][Y`9fnÅ`i`b[`ØVYf`X]Y`<`YfUi`gZc`fXYfi`b[Yb`XYg
9fk`UW`gYbk`YfXYbg" `8]Y`<`UbX`i`b[`h`Y`a`Uh]g]Yfh`X]Y`g`W`Y]W`YbXY
5VbUVY`i`b[`j`cb`XYb`ZUa`j]ÅfYb`9fk`Ufhi`b[Yb`i`bX`XUg
5i`gdfcV]YfYb`Y][YbYf'; fYbnYb`]b`Y]bYf`g]W`g`W`bY`
j`Yf`Å`bXYfbXYb`K`Y`h" `8Yf':]`a`ž`XYf`]bg[YgUa`h`%)`\$`\$`\$`\$`9i`fc
: `ØfXYfa`]hhY`j`ca`i`:]`a`: YfbgY`: cbXg`6UmYfb`Yf\]Y`hž`\Uh`VYfY]hg
Ui`Za`Y`fYfYb`]bhYfbUh]cbU`Yb': Ygh]j`U`g`ZØf`5i`ZgY`Yb`[Ygcf[`h"
Bca`]b]Yfi`b[Yb`i`bX`5i`gnY]W`bi`b[Ybž`k`j]Y`X]Y`ZØf`XYb`6YghYf
8YVØhZ]`a`VY]a`i`:]`a`ZYgh`A`ØbW`Yb`&\$&'`c`XYf`X]Y`Bca`]b]Yfi`b[]a
≠hYfbUh]cbU`B`UffUh]j`Y`7ca`dYh]h]cb`VY]a`Hf]VYWU':]`a`i`Ygh]j`U`ž
gdfYW`Yb`ZØf`X]Y`c`Y`E`i`U`]h`Å`h`XYg`K`Yf`_`Yg"

8]Y`8`fY`UfVY]hYb`ZUbXYb`j`cb`9bXY`5i`[`i`gh`V]g`5bZUb[`C`_`hc`VYf
&\$&%`ghUhhž`i`bhYf`XYf`_fYUh]j`Yb`5b`Y]hi`b[`j`cb`FY[]ggYi`f]b`i`bX
8fY`Vi`W`Ui`hc]b`5bbU`F`c`Yfž`X]Y`a`]h`X]YgYa`i`:]`a`i`fYb
a`Uf`_`UbhYb`Gh`]b`XYf`XYi`hgW`Yb':]`a`_`UbXgW`UZh`ZYgh][`h" `8]YgY
DfcXi`_]cb`XØfZhY`b]W`h`bi`f`X]Y`?`f]h]_Yfž`gcbXYfb`Ui`W`XUg
Di`V`]i`a`ZYggY`b`i`bX`VYk`Y[`h'a`]h`]\fYf`Ub`gdfYW`YbXYb
; YgW`]W`hY`]a`i`; YbfY`XYg':]`a`XfUa`Ug"

9]b' < Ui W\ j c b': fY]\Y]h

8Yf'FcUXhf]d'XYf'5V]hi f]Ybh]bbYb']gh'a Y\ f'U`g'bi f'Y]bY'FY]gY
 Xi fW\ 'a U'Yf]gW\ Y '@UbXgW\ UZhYb/'Yg'gd]Y[Y'h'X]Y'nY]h[YbÖgg]gW\ Yb
 H\Ya Yb'j cb'GY'VghZ]bXi b['i bX': fY]\Y]h'k]XYf''8]Y
 Ui ZghfYVYbXYb':]'a Ya UW\ Yf'\UVYb'g]W\ 'a]h' 8YUX';]f`g
 8UbW]b[']b'Y]bYa ; YbfY'dcg]h]cb]Yfhž'XUg']b'XYb''YhnhYb' ð\ fYb
]a a Yf'VY']YVhYf' [Yk cfXYb']gh''8Ybb'FcUXa cj]Yg[Y\Yb'cZh'ØVYf
 X]Y' [Yc[fUZ]gW\ Yb'; fYbnYb'\]bUi gi bX'ZUb[Yb'X]Y'Ya ch]cbU'Yb
 Hci fYb'XYf'7\UfU_hYfY' [Y_cbbh'Y]b'' ð'X]YgYa ; YbfY' [YgY''Yb
 g]W\ 'X]Y'DfchU[cb]ghYb'Ui ZUVYbhYi Yf']W\ Y'FY]gYbž'X]Y'b]W\ h'bi f
 d\mg]gW\ ž'cgbXYfb'Ui W\ 'Ya ch]cbU''i bX'dgmW\ c'c[]gW\ 'VYXYi hgUa
 g]bX' ' [Ubni['Y]W\ ž'cV'Yg'XYf'K Y['bUW\ '@]ggUVcb'cXYf'Y]b
 UVYbhYi Yf']W\ Yf'Hf]d']b'X]Y']hU']Yb]gW\ Yb'6Yf[Y']gh'Ø]`a X]Ybgh"XYO
 []Vh'Y]bYb', VYfV']W_ØVYf'X]Y':]'a \]ghcf]Y']a '6YfY]W\ 'XYf
 FcUXa cj]Yg"

8YUX';]f`g'8UbW]b[']gh'U`gc'Ui ZXYa 'VYghYb'K Y[ž'Y]b'k Y]hYfYf
 gdUbbYbXYf'6Y]hfU['ni a ; YbfY'XYf'FcUXa cj]Yg'ni 'k YfXYbž'XYf
 XUg'<Yfn'i bX'XYb'J YfghUbX'XYf'Ni gW\ Ui Yf' ['Y]W\ Yfa U» Yb
 VYfØ\ fYb'XØfZhY''K]f'XØfZYb' [YgdUbbh'gY]b'Ui ZX]Y
 J YfØZYbh']W\ i b['i bX'Ui ZX]Y'; YgW\]W\ hYbž'X]Y'X]YgY'j]Yf': fUi Yb
 ni 'YfnÀ\ 'Yb'\UVYb"

8YhU]`g	
C fh	≠hU`]Yb
E i Y''Yb	<ul style="list-style-type: none"> • k k k "UfXa YX]Uh\Y_"XY • XY"k]_]dYX]U"cf[• k k k "Z]'a X]Ybgh"XY

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