

5 Z8 ` _ `U[h. `G]bX`7cfc bU!A U» bU\ a Yb
j YfZUggi b[gk]Xf][3

5a `%&"\$* "&\$&) `VYU bhfU[Yb`' , `5Z8!5V[YcfXbYhY`Y]b
Bcfa Yb_cbhfc`j YfZU\ fYb`[Y[Yb`7cfc bU!A U» bU\ a Yb`U`g
j YfZUggi b[gk]Xf]["



GUW gYbž`8 Yi hgW `UbX`!5a `%&"' ħ b]`&\$&) `VYf]W hYhY`A 8 F ž
XUgg` , `@UbXhU[gUV[YcfXbYhY`XYf`5Z8`Y]b
Bcfa Yb_cbhfc`j YfZU\ fYb`VYU bhfU[h`\UVYb``N]Y`X]YgYg
J YfZU\ fYbg`]ghYgž`VYgh]a a hY`J YcfXbi b[Yb`U`g
j YfZUggi b[gk]Xf][`Yf_`ÀfYb`ni ``UggYb``8Yf`Dfc nYggj YfhfYhYf`XYf
5Z8`_f]h]g]Yfhž`XUgg`X]Y`GhUUhg fY[]Yfi b[`F Y[Y`i b[Yb`[Yhfc ZYb
\UVYž`X]Y`c\ bY`ž bX]YfhY`k]ggYbgW UZh]WY` ; fi bX`U[Yb`ž » Yb
i bX`U`g`i bj Yf\`À`hb]ga `À»][`gck]Y`c\ bY`Yf_YbbVUfYb
Ni gUa a Yb\Ub[`ni a `ħZY`_h]cbg[YgW Y\Yb`Ub[YgY\Yb`k YfXYb"

8]Y`J YfhfYhYf`XYf`GhUUhg fY[]Yfi b[`j YfhY]X][Yb`YXcW`X]Y
A U» bU\ a Yb`i bX`VYhcbYb`XYfYb`Bchk YbX][`_Y]hini a `GW i hn`j cb
@VYb`i bX`i bj YfgY\ fh\Y]h`G]Y`Yf_`ÀfYbž`XUgg`]b`XYf

5bZUb[gd\UgY`XYf`DUbXYa]Y`_Y]bY`i a ZUggYbXYb
k]ggYbgW\UZh`]W\Yb`i; fi bX`U[Yb`j YfZØ[VUf`[Yk YgYb`gY]Yb`
GdÅhYfY`9f`_Ybbhb]ggY`_ØbbhYb`gca]h`b]W\h`fØW`V`]W`YbX`XYb
XUa U`][Yb`J YfcfXbi b[Yb`Ub[Y`UghYh`k YfXYb`

F YW\h`]W\Y`5gdY`_hY`i bX`dc`]h]gW\Y
F YU`_h]cbYb

8 Ug`Bcfa Yb`_cbhfc``j YfZU\fyb`k]fX`U`g`k]W\h][Yf`GW`f]hh`]b`XYf
dc`]h]gW\Yb`5i gY]bUbXYfgYhmi b[`a]h`XYb`A U» bU`a Yb`k Å\fybX
XYf`DUbXYa]Y`VYhfUW\hYh`8Yf`6i bX`\Uh`]b`a Y\fyfYb`6Yf]W\hYbž
XUfi bhYf`Y]b`Ui gZØ`f`]W\Yf`6Yf]W\h]j ca `6i bXYghU[ž`X]Y
j YfgW\]YXYbYb`5gdY`_hY`XYf`DUbXYa]Ydc`]h]_`VY`U`bXY`h`
=bgVYgcbXYfy`k i fXY`YfØfhYfhž`k]Y`dc`]h]gW\Y`9bhgW\Y]Xi b[Yb`]b
?f]gYbnY]hYb`[YhfcZZYb`k YfXYb`gc``hYb`i bX`k Y`W\Y`Fc``Y`XUVY]
k]ggYbgW\UZh`]W\Y`9f`_Ybbhb]ggY`gd]Y`Yb`a ØggYb`

Ni gÅhn`]W\`k]fX`]b`Y]bYa`k Y]hYfYb`6Yf]W\h`XYg`6i bXYghU[Yg`Ui Z
X]Y`6YXYi hi b[`j cb`HfUbgdUfybn`VY]`XYf`9bhgW\Y]Xi b[gZ]bXi b[
\]b[Yk]YgYb``9g`k]fX`Uf[i a Ybh]Yfhž`XUgg`[YfUXY`]b`?f]gYbnY]hYb
6Øf[Yf]bbYb`i bX`6Øf[Yf`Y]b`F YW\h`XUfUi Z`UVYbž`X]Y`; fi bX`U[Yb
ZØf`dc`]h]gW\Y`9bhgW\Y]Xi b[Yb`bUW\ ni j c``n]Y`Yb``8]YgY
8]g`_i gg]cb`]gh`ZØf`XUg`U`_hi Y``Y`J YfZU\fyb`VYgcbXYfg`fY`Yj Ubh`

: Un]h`i bX`5i gV`]W`_

8 Ug``Ui ZYbXY`J YfZU\fyb`k]fX`a Ø[`]W\Yfk Y]gY`b]W\h`bi f
5i gk]f`_i b[Yb`Ui Z`X]Y`VYhfcZZYbYb`J YfcfXbi b[Yb`\UVYbž`gcbXYfb
_ØbbhY`Ui W\`k Y]hfY]W\YbXY`i: c`[Yb`ZØf`_ØbZh][Y`dc`]h]gW\Y
9bhgW\Y]Xi b[Yb`]b`?f]gYbg]hi Uh]cbYb`a]h`g]W\`Vf]b[Yb``9g`V`Y]Vh
UVni k UfhYbž`k]Y`X]Y`; Yf]W\hY`YbhgW\Y]XYb`k YfXYb`i bX`k Y`W\Y
@Y\fyb`Ui g`X]YgYf`F YW\hgUi gY]bUbXYfgYhmi b[`[Ync[Yb`k YfXYb`

: Øf`k Y]hYfY`=bZcfa Uh]cbYb`ni f`F YW\hg`U[Y`i bX`XYb
<]bhYf[fØbXYb`XYf`dUbXYa]YVYX]b[hYb`A U» bU`a Yb`j Yfk Y]gYb
k]f`Ui Z`X]Y`Ui gZØ`f`]W\Yb`5bU`mgYb`Ui Z`XYb`GY]hYb`XYg`
6i bXYghU[Yg`i bX`XYg`6i bXYghU[Yg`

8YhU]`g	
J c f Z U ``	; YgYhn[YVi b[
C fh	GUW\gYbž'8Yi hgW\`UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "Vi bXYghU["XY • k k k "Vi bXYghU["XY

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