

: U\ ffUX!5`Ufa `]b`5bgVUW. `Dc`]nY]
YbhXYW_h`8fc [YbgØbXYf`]a `GWX fUb _`

⊕`5bgVUW `k i fXY`Y]b`: U\ ffUX`Ui g`XYa `nk Y]hYb`GhcW_
[Yk cfZYbž`Y]b`&&! Å\ f][Yf`Y]ghYhY`K]XYfghUbX`VY]
: YghbU\ a Y""Dc`]nY]`Yfa]hhY`h"



< Y]`][!? fYi n!GhfU» Yž`5bgVUW ž`8 Yi hgW\ `UbX`!`⊕`5bgVUW
_Ua `Yg`Ua `A cbhU[ž`XYa `&*"A U] &\$&) ž`ni `Y]bYa `U`Ufa]YfYbXYb
J cfZU`ž`U`g`Y]b`: U\ ffUX`j`ca `6U`_cb`Y]bYg`K c\ b\Ui gYg`]a
nk Y]hYb`GhcW`_Ui ZX]Y`GhfU» Y`[Yk cfZYb`k i fXY""8]Y`Dc`]nY]`Yf\]Y`h
i a`%`"(\$`l` \f`Y]bYb`Bchfi Zj cb`Y]bYf`Ui Za Yf_gUa Yb`NYi []bž`X]Y
XUg`[YŽ\ f`]WY`9fY][b]g`VYcVUW`hYh`UhhY""8 Ug`K YfZYb`XYg
: U\ ffUXg`ghY`hY`Y]bY`Yf\YV`]WY`; YZU\ f`ZØf`DUggUbhYb`i bX`XYb
GhfU» Ybj Yf_Y\ f`XUfž] Yfa Y`XYh`⊕: fUb_Yb"

B UW\ XYa `X]Y`6YUa hYb`Y]b[YhfcZYb`k UfYbž`\ØfhYb`g]Y`a Y\ fYfY
Gh]a a Yb`Ui g`XYf`K c\ bi b[ž`XcW`b]Ya UbX`ÖZbYhY`X]Y`HØf`Ni f
l bhYfghØhni b[`k i fXY`X]Y`: Yi Yfk Y\ f`[Yfi ZYbž`i a `XYb`Ni [Ub[`ni
Yfa Ø[`]WYb""6Yj cf`Yg`YXcW`ni `Y]bYa `9]bgUhn`XYf`: Yi Yfk Y\ f

_Ua žÖZbYhY`Y]bY`&) !Ä\ f][Y`6Yk c\bYf]b`X]Y`HØF"6Y]`Y]bYf
8i fW gi W i b[`XYf`K c\bi b[`gh]Y»Yb`X]Y`9]bgUhn_fÄZhY`Ui ZY]bYb
&&!Ä\ f][Yb`A Ubbž`XYf`g]W`ja `GW`UZh]a a YfgW`fUb`_j YfghY`W_h
\UhhY"

K]XYfghUbX`i bX` : YghbU\ a Y

8Yf`&&!Ä\ f][Y`k Y][YfhY`g]W`ž`XYb`GW`fUb`_ni`j Yf`UggYb`i bX
`Y]ghYhY`U_h]j`K]XYfghUbX`ž`U`g`X]Y`Dc`nY]j`Yf`gi W`hY`ž`\b
ZYghni bY`a Yb`" ð`gY]bYf`5[[fYgg]j]hÄhj Yf`YhnhY`Yf`Y]bY`Dc`n]gh]b
Ua`i bhYfUfa`i bX`VY`Y]X][hY`X]Y`ØVf][Yb`6YUa hYb`ž`k]Y`
B ØfbVYf[Yf`B UW`f]W`hYb`VYf]W`hYb`"5i Z[fi bX`gY]bYg
cZYbg]W`h]W`ghUf`_Yb`8fc[Yb`cbgi a g`k i fXY`\a`Y]bY`6`i hdfcVY
Ybhbca a Yb`ž`VYj cf`Yf`b`Dc`nY][Yk U\fgUa`i [Ybca a Yb`k i fXY"

8]Y`9fa]hhi b[Yb`f]W`hYb`g]W`i [Y[Yb`XYb`&&!Ä\ f][Yb`k Y[Yb
[YZÄ\ f]W`Yb`9]b[f]Zg`b`XYb`GhfU»Ybj Yf`_Y`f`ž`K]XYfghUbX`i [Y[Yb
Jc`ghfY`W_i b[gVYUa hY`i bX`6Y`Y]X][i b["Ni XYa`k]fX`\a
8]YVghU`j cf[Yk cfZYb`ž`XU`X]Y`&) !Ä\ f][Y`Ub[UVž`XUgg`Yf`XUg
: U\ffUX`j cf`XYa`j cfZU`[Yghc`Yb`\UhhY"8Yf`&&!Ä\ f][Y
j YfVfUW`hY`V]g`&`i \f`ja`Dc`nY][Yk U\fgUa`i "

<]bhYf[fi bX`i bX`GhUh]gh]_

8]Y`J cfZÄ`Y`k]Y`X]YgYf`k YfZYb`Y]b`@]W`h`Ui Z`X]Y`_cbh]bi]Yf`]W`Y
5fVY]h`XYf`Dc`nY]j`b`8Yi hgW`U`bX`ž`X]Y`ØVYf`X]Y`Dc`nY]j]W`Y
?f]a]bU`ghUh]gh]_fD?GŁ`Xc`_i a Ybh]Yfh`k YfXYb`"8]YgY`k]fX`gY]h
%-)`j ca`6i bXYg`_f]a]bU`Ua h`YfUi g[Y[YVYb`i bX`YfZUggh
VYUfVY]hYhY`GhfUZhU`hYb`ž`HUhi a ghÄbXY`gck]Y`X]Y`HUh] YfXÄW`h][Yb`"
8]Y`D?G`[]Vh`YXcW`_Y]bYb`j c`ghÄbX][Yb`,`VYfV`]W`ØVYf`U`Y
GhfUZhU`hYb`ž`XU`g]Y`bi f`fY[]ghf]YfhY`?f]a]bU`]hÄh`VYfØW`_g]W`h][h`
**K]_]dYX]U`VYf]W`hYh`ž`XUgg`X]Y`fY[]ghf]YfhY`?f]a]bU`]hÄhj`cb`j]Y`Yb
: U`hc`fYb`UV`Äb[h`ž`XUfi bhYf`Ui W`XUg`5bnY][Yj Yf`U`hYb`XYf
6Øf[Yf`i bX`X]Y`dc`nY]j]W`Y`?`cb`hfc`hÄh][_Y]h`"**

Ni gUa a YbZUggYbX`Äggh`g]W`ZYgh`U`hYb`ž`XUgg`X]Y
j YfUb`hk`cfh]W`Yb`GhUUhgcf[UbY`b`XYf`FY[]cb`5bgVUW
Ui Za Yf`_gUa`Ui Z`a Ö[]W`Y` ; YZU`fYb`fYU[]YfYb`i bX`ja`9fbghZU`"

gW\ bY`Yg' < UbXY`b`Z0fXYfb" `8Yf`J cfZU``nY][hž`k]Y`k]W\ h][`X]Y
 K UW\ gUa _Y]h`XYf`60f[Yf`i bX`X]Y`?ccdYfUh]cb`a]h`XYb`6Y\0fXYb
 g]bXž`i a `X]Y`G]W\ Yf\Y]h`i]b`XYb` ; Ya Y]bXYb`ni` [Yk Ä`f`Y]ghYb"

8YhU]`g	
J cfZU``	8]YVghU\`ž`K]XYfghUbXž`6Y`Y]X][i b[ž ; YZÄ`f`]W\ Yf`9]b [f]ZZ
I fgUW\ Y	8fc[Yb`_cbgi a
C fh	<Y]`][!?fYi`n!GhfU» Yž`5bgVUW\ ž`8Yi`hgW\`UbX
J Yf`YhnhY	%
: YghbU\`a Yb	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "]bZfUb`_Yb"XY • k k k "bb"XY • XY"a "k]_]dYX]U"cf[

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