

A YggYfUhhUW_Y`]a`Jc`_gdUf_`i`_fU]bYf`
j`Yf`Yhnh`Dc`]nY]`Yfa`]hhY`h`

9]b`i`_fU]bYf`k`i`fXY`]a`Jc`_gdUf_`>`b[`ZYfb\Y]XY`]b`6Yf`]b`
Ub[`Y[`f]ZZYb`"8Yf`JcfZU`"[`YgWU\`Ua``%*`"\$*`"&\$&)`"
9fa`]hhi`b[`Yb`Ui`ZYb`"



Jc`_gdUf_`>`b[`ZYfb\Y]XY`ž`6Yf`]b`ž`8Yi`hgWU`UbX`!`>`Y]bYa`
YfgWU`ØhYfbXYb`JcfZU`"Yf`]hYb`Ua`Gua`ghU[`ž`XYb`%*`"'>`b]`&\$&)`ž`
Y]b`i`_fU]bYf`gWU`k`YfY`JYf`Yhni`b[`Yb`Xi`fWU`Y]bYb`A`YggYfUb[`f]ZZ]a`
**6Yf`]bYf`Jc`_gdUf_`>`b[`ZYfb\Y]XY`"8Yf`)"%!\f][`Y`A`Ubb`k`Uf`
ni`X]YgYf`NY]h`a`]h`gY]bYa`<`i`bX`i`bhYfk`Y[`g`i`bX`[`UV`]`a`
?ca`a`UbXcg]b`i`_fU]b]gWU`Yf`GdfUWU`Y`"D`Øm`]WU`k`i`fXYb`Yf`i`bX`
gY]b`<`i`bX`j`cb`nk`Y]i`bVY`_UbbhYb`Ub[`Ygd`fc`WU`Yb`ž`X]Y`]`b`b`UWU`
gY]bYf`BUh]cbU`]h`Åh`ZFU[`hYb`"**

B`UWU`gY]bYf`5bhk`cfhž`XUgg`Yf`i`_fU]bYf`gY]ž`ghUWU`Y]b`5b[`fY]ZYf`
]`a`j`Yfa`i`h`]WU`Ui`g;`Yk`U`hVYfY]hgWU`UZ`h`Y]b`A`YggYf`]b`XYb`6Ui`WU`"
8]Y`VY]XYb`i`bVY`_UbbhYb`Zc`Yb`gcZcfh]b`F]WU`hi`b[`<`YW`YfXUa`a`"
;`ØW_]WU`Yfk`Y]gY`k`i`fXY`XYf`JYf`YhnhY`nØ[`]j`cb`U`Ufa`]Yf`hYb`

F Yhi b[g_fÀZhYb`]bg`? fUb_Yb\Ui g[YVfUWk h`Hfc h`XYf`GWk YfY
XYf`J Yf`Yhi b[Yb`VYghY\h`YXcWk`_Y]bY`@VYbg[YZU\ f`"; `ØW`]a
l b[`ØW`_`UVYf`k Ug`ghYW`h\`]bhYf`gc`Wk`Y]bYa`_` VYf[f]ZZ3

<]bhYf[fØbXY`ni f`; Yk U`h_f]a]bU`]hÀh

@Ui h`XYf`XYi hgWk Yb`GhUj]gh]_`k Uf`; Yk U`h_f]a]bU`]hÀh`&\$&(`hfc h`
Y]bYg`5bgh]Y[g`]a`_J Yf[`Y]Wk`ni`_J cf`U\ fYb`Y]b`H\Ya Už`XUg`X]Y
; YgY`gWk UZh`VYgWk`ÀZh][h`_a`_j Yf[Ub[YbYb`_J\ f`VYhfi [`X]Y`NU\`
XYf`fY[]ghf]YfhYb`; Yk U`hj YfVfYWk Yb`fi bX`&%+"\$\$\$žX]Y`ØW`ghY
NU\`gY]h`&\$+\$`"K`À\ fYbX`]bg[YgUa`h`k Yb][Yf`U`g`(`i`_U`Yf
GhfUZhUHyb`; Yk U`hj YfVfYWk Yb`g]bXž`VYY]bZi`ggYb`g]Y`XUg
G]Wk Yf\Y]hg[YZØ\`XYf`6Yj`Ò`_Yfi b[`ghUf`_"8]Yg`[]h`VYgcbXYfgž`XU
; Yk U`hhUHyb`[Y[YbØVYf`GWk`i`hngi`Wk YbXYb`\`Ài`Z][`U`g
VYgcf[b]gYffY[YbX`k`U\ f[Ybca`a`Yb`k`YfXYb`"8]Yg`_ØbbhY`Y]b][Y
9f`_`Àfi b[gUb`gÀhnY`ZØf`XYb`5b[f]ZZ`Ui`Z`XYb`i`_fU]bYf`V]YhYb`

8]Y`; fØbXY`ZØf`XYb`5bgh]Y[]`cb`; Yk U`hj YfVfYWk Yb`g]bX
j]Y`gWk]Wk h]["B`UWk`9]bgWk`Àhni b[`XYg`6i`bXYg_f]a]bU`Ua`hg`f6?`5k
g]bX`k`]fhgWk`UZh]Wk Y`i`bg]Wk Yf\Y]hYbž`gc n]U`Y`GdUbbi b[Yb`i`bX
F]g_c`ZU`hc`fYb`VY]`GWk`i`hngi`Wk YbXYb`a`Ò[`]Wk Y`i`fgUWk Yb`" `b`XYb
`YhnhYb`_J\ fYb`\Uh`Ui`Wk`X]Y`NU\`XYf`_t`b[Yb`HUhj`YfX`ÀWk h][Ybž`X]Y
]b`; Yk U`hXY`_hY`j`Yfk`]W`Y`h`g]bXž`ni [Ybca`a`Yb`"8`Ug`6?`5
VYf]Wk`hY`hž`XUgg`W]fWU`Y]b`8f]hhY`XYf`J`YfX`ÀWk h][Yb`i`bhYf`&%`_J\ fY
U`h`k`Ufž`k`Ug`X`Uni`_ZØ\`fhž`XUgg`XUg`H\Ya`U`; Yk U`h_f]a]bU`]hÀh
]a`a`Yf`\`Ài`Z][Yf`X]g`_i`h]Yfh`k`]fX`

8]Y`F`YU`_h]cb`XYf`; Ya`Y]bgWk`UZh

; YfUXY`]a`<]bV`]W`_`Ui`Z`XYb`J`cf`ZU`""]a`_J`c`_gdUf`_`ž`b[ZYfb\Y]XY
g]bX`gc`Wk`Y`_`VYf[f]ZZ`Y]b`5i`gXfi`W`_`h]YZg]hnYbXYf
[YgY`gWk UZh]Wk Yf`Dfc`V`Ya`Y`" `b`Y]bYf`i`a`ZfU[Y`Ui`g`XYa`_`A`U]`&\$&(
gU\Yb`-`(`i`_XYf`8Yi`hgWk`Yb`; Yk U`hi`bX`5[[fYgg]cb`[Y[YbØVYf
GÀi`Yb`XYf`; YgY`gWk UZh`_XUfi`bhYf`Dc`]nY]ž`Dc`]h]_`i`bX
F Yhi b[gX]YbghY`_`U`g`[fc»Yg`Dfc`V`Ya`_"8]Y`Hc`YfUbn`[Y[YbØVYf
; Yk U`h`]gh`Ui`Z`Y]bYa`_`[YZ`À\`f`]Wk Yb`H]YZdi`b`_hž`i`bX`XYf`J`cf`ZU`""]b
6Yf`]b`[]Vh`5b`Ugg`ni`f`6Ygcf[b]g`"

8]Y'9fa]hhi b[Yb'XYf'Dc`nY]ni 'X]YgYa 'VYXUi Yf`]WXYb'J cfZU`
 XUi Yfb'Ub"8]Y'<cZbi b['V`Y]Vh'VYghY\Ybž'XUgg'X]Y'5b[fY]ZYf
 gWbY`'[YZUggh'k YfXYb'i bX'X]Y'ni bY\`a YbXY'; Yk U'hj cb'GY]hYb
 XYf'; YgY`gW UZh'Yfbgh[Ybca a Yb'k]fX"9]b'[i hYg<ÅbXWXYb']b
 XYf'8YYg_U`Uh]cb'gc`WXYf'G]hi Uh]cbYb'_ÖbbhY'YbhgWY]XYbX'gY]bž
 i a`ni _ØbZh[Y`HfU[ÒX]Yb'ni 'j Yf\]bXYfb"

9g'V`Y]Vh'UVni k UfhYbž'k Y`WXY'5i gk]f_i b[Yb'gc`WXY'J cfZÅ`Y`Ui Z
 XUg'G]WXYf\Y]hg[YZØ\`XYf'6Yj Ò`_Yfi b[']'b'8Yi hgW`UbX`\UVYb
 k YfXYb"?'`Uf']ghž'XUgg'XUg'H\Ya U'; Yk U'h_f]a]bU`]hÅ'h'b]W h
][bcf]Yfh'k YfXYb'_Ubb'i bX'X]Y'8]g_i gg]cb'XUfØVYf']b'XYf
 ; YgY`gW UZh'bch'k YbX][']'gh"8]Y'NU\`Yb'i bX'J cfZÅ`Y'gdfYWXYb
 Y]bY'XYi h']WXY'GdfUWXY"

8YhU]`g	
C fh	J c`_gdUf_`ž b[ZYfb\Y]XYž'6Yf']bž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k Y`h"XY • k k k "VYf`]bYf!nY]hi b["XY • XY"ghUh]ghU"Wč a

6Ygi WXYb'G]Y'i bg'Ui Z.`b!U["bYh