I bk YhhYf`]b`DchgXUa .; Yk]hhYf`a ]h cf\_UbUfh][ Yb`6ÖYb`i bX`J Yf`YhnhYb

DchgXUa `k ]fX`j cb`gWk YfYb`I bk YhhYfb`i bX`cf_UbUfh][Yb
6ÖYb`[ YhfcZZYbž: Yi Yfk Y`f`a `9]bgUhn`ni f`6YgY]h][i b[`j cb
GW`XYb"

DchgXUa ž`8Yi hgWk`UbX`!`5a`&\*"'> b]`&\$&) `k i fXY`DchgXUa `j cb
gW`ja a Yb`i bk YhhYfb`\Y]a [ Ygi Wk`h`8Yf`8Yi hgWY`K YhhYfX]Ybgh
fB`K`8L`k UfbhY`j cf`a Ugg]j Yb`; Yk]hhYfbž`X]Y`a]h`cf_UbUfh][Yb
6ÖYbž`GhUf`_fY[Yb`i bX`<U[Y`Y]b\Yf[ ]b[ Yb`"5i g`XYb`K Ufbi b[Yb
[Y`h`Yfj cfž`XUgg`X]Y`6ÖYb`; YgWk]bX][_Y]hYb`nk ]gWYb`+\$`i bX
%%\$`\_a #`YffY]WYb`\_ÖbbYbž`k`À`fYbX`XYf`FY[Yb`V]g`ni`" \$`@]hYf
dfc`E`i UXfUha YhYf`]b`bi f`Y]bYf`Ghi bXY`Vf]b[ Yb`_ÖbbhY`"Ni XYa
k Ufbh`X]Y`Gh]Zi b[Yb`DfYi » ]gWY`GW`ÖggYf`i bX`; ÄfhYb`6Yf`]b!
6fUbXYbVi f[`XUj cfž`Duf`\_g`i bX`; fØbUb`U[Yb`ni`VYhfYhYbž`XU`X]Y
; YZU`f`Xi fWk`YfUVZU`YbXY`YghY`i bX`i a ghØfnYbXY`6Äi a Y`cWk
]gh`a **Un!cb`]bY`XY`VYf]Wk`hYh`j cb`nk Y]`A YbgWYbž`X]Y`]b`Y]bYa
Duf`\_j cb`Y]bYa`6Ui a`[YhfcZZYb`i bX`gWk Yf`j Yf`Yhnh]bg
?fUb`Yb`Ui g`[ YVfUWk`h`k i fXYb"**

⊕`DchgXUa !6UVY`gVYf[`UhhY`Y]b`i a [ YghØfnhYf`6Ui a `nk Uf`Y]bYb
D_k `[ YhfcZYbž`YXcW`V`YV`XYggYb`⊕gUgg]b`[ `ØW`]WXYfk Y]gY
i bj Yf`Yhnh"8]Y`9]bgUhn_f`ÄZhY`ghUbXYb`gY]h`XYa `gd`ÄhYb
BUW`a ]hhU[ `]b`5`Ufa VYfY]hgW`UZh"6]g`&\$`I `f`UhhYb` : Yi Yfk Y`f
i bX`F`Yhhi b[g_f`ÄZhY`VYfY]hg`Yhk U`%&\$`9]bg`ÄhnY`fY[ ]ghf]Yfhž`X]Y
`Ui dhg`ÄW`]W`Ui Z`Ghi fa gW`ÄXYb`ni fØW`ni ZØ`fYb`k UfYb"8]YgY
9]bg`ÄhnY`i a ZUgghYb`X]Y`6YgY]h[i b[`j`cb`i a [ YghØfnhYb`6Äi a Yb
i bX`ÿ`ghYb`j`cb`GhfU»Yb`gck]Y`X]Y`G]WXYfi b[`j`cb`VYgW`ÄX][`hYb
; YVÄi XYb`/k ]Y`d c h g X U a " X Y `VYhcbhž`k UfYb`]bg[ YgUa`hifi bX`%(\$
: Yi Yfk Y`f`Yi hY`Ub`XYb`F`Yhhi b[ga`U»bU`a`Yb`VYhY]]`h`

9]bgUhn_f`ÄZhY`i bX`Ghi fa gW`ÄXYb

8]Y` : Yi Yfk Y`f`DchgXUa `UfVY]hYhY`<UbX`]b`<UbX`a`]h`XYb
: fY]k]`][ Yb` : Yi Yfk Y`fYbž`k Ug`j`cb`<Ybb]b[ `<U[Ybž`XYa
ghY`j`YfhfYhYbXYb`@Y]hYf`XYf` : Yi Yfk Y`fž`cVYbX`Yfk`Ä`b`h`k`i`fXY"
8]Y`?`ccfX]bUh]cb`XYf`9]bg`ÄhnY`k`i`fXY`VYfY]hg`Ua`f`ZØ`Yb
J`cfa`]hhU[`]c`fVYfY]hYh`i`bX`UV`%*`.\$`\$`I`f`]b`Y]bYa`GhUV`]bhYbg]]
j`c`f`Ub[ Yhf]YVYb"9]b][ Y`GhfU»YbVU`bj`YfV]bXi`b[ Yb`k`UfYb`Xi`fW`
i a [YghØfnhY`6Äi a Y`VY]bhf`ÄW`h][`hž`k`Ug`ni`Ub[ Yb`K`UfhYnY]hYb
ZØ`fhY"⊕`Y]bYa`gYdUfU`hYb`J`c`f`ZU`a`i`gghY`Y]b`@`_`k`a`]h
Ui`g[ YhfYhYbYa`<`mXfUi`_]`Ö`Ui`Z`XYf`6`&+` `[Yg]WXYfh`k`YfXYbž`i`a
[fØ»YfY`I`a`k`Y`hgW`ÄXYb`ni`j`Yf`]bXYfb"

8]Y`9b`hk`]W`i`b[ `gc`WXYf`K`YhYf`U[Yb`k`]fX`]a`a`Yf`VYXYi`hYbXYfž
XU`GhØfa`Yž`,`VYfgW`k`Ya`a`i`b[ Yb`i`bX`<]h`nYk`Y`Yb`X]Y
6Y]`Ö`_Yfi`b[ `i`bX`ghUUh]WXY`Ghfi`_hi`fYb`j`c`f`[ Yk`U`h][Y
<YfUi`gZc`fXYfi`b[ Yb`ghY`Yb"8Yf`8K`8`ghY`h`a`]h`gY]bYa`bYi`Yb
BUhi`f[ YZU`fYbdc`fhU`Y]bY`nYbhfU`Y`5b`Ui`ZghY`Y`ZØ`f`U`_hi`Y`Y
K`Ufbi`b[Yb`i`bX`F`]g]_c]bZcfa`Uh]cbYb`ni`f`J`YfZØ[ i`b["8]YgYg
DcfhU`V]YhYh`b]W`h`bi`f`9W`hnY]hXU`hYb`ni`K`YhYfYI`hfYa`Ybž
gcbXYfb`i`bhYfghØhnh`Ui`W`VY]`XYf`]bX]j`]Xi`Y`Yb`F`]g]_c`UbU`mgY"8]Y
⊕hY[fUh]cb`]bhYfU`_h]j`Yf`?`UfhYb`Yfa`Ö[ `]W`h`Yg`XYb`Bi`h`nYfbž
gdYn]Z]gWXY`C`fhY`Ui`gni`k`Ä`Yb`i`bX`g]W`i`a`ZUgghYbX`ØVYf`X]Y
U`\_hi`Y`Yb` ; YZU`fYb`ni`]bZcfa`]YfYbž`k`]Y`Xk`X"XY`Ui`ZnY][`h`

9]b`5i`gV`]W`_`Ui`Z`X]Y` ; Yk`]hhYf`U[Y

8]Y'; Yk]hhYfž'X]Y'X]Y'GhUXh'V]g'gdÀh']b'X]Y'BUW'h'\Y]a gi W'hYbž
gc``Yb']b'XYb'ZfØ\Yb'A cf[Ybghi bXYb'XYg': c`[YhU[Yg'cghk Àfhg
UVn]Y\Yb""8]Y``YhhYb'K Ufbi b[Yb'XYg'8K 8'i bX'X]Y'U_hj] Y
6YcVUW'h]i b['XYf'K YhhYf`U[Y'j YfXYi h]W'Ybž'k]Y'k]W'h]['Yg']ghž
ØVYf'gc`W'Y'BUhi fYfY][ b]ggY']bZcfa ]Yfh'ni 'gY]b" `b'5bVYhfUW'h'XYf
'Øb[ghYb'J cfZÀ``Y']gh'Yg'fUhgUa ž'VY]'YI hfYa Yb
K YhhYfVYX]b[i b[Yb'Yb'bgdfYW'YbX'j cfg]W'h]['ni 'gY]b'i bX'F]g]_Yb
ni 'a]b]a]YfYb"

8YhU]`g	
C fh	DchgXUa ž'8Yi hgW'UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "dchgXUa "XY • k k k "Xk X"XY

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