

A]bXYgh`c\bYf\Ò\i b[. 'A YW_`YbVi f[!
J cfdca a Yfb`dfcZ]h]Yfh" '* ž* 'A]`]cbYb`æVg`VYhfcZZYb`

A]bXYgh`c\bYf\Ò\i b['UV`&\$&* . 'K]Y`A YW_`YbVi f[!
J cfdca a Yfb`dfcZ]h]Yfh" '* ž* 'A]`]cbYb`æVg`VYhfcZZYb`
fY[]cbU`i bX`VfUbWXYbk Y]gY`i bhYfgWXYXY"



I W_Yfa Uf_ž`8Yi hgW`UbX`!`5a`'%"`łbi Uf`&\$&*`k]fX`Yg`]b
8Yi hgW`UbX`Yfbgh`8Yf`A]bXYgh`c\b`ghY][hij`cb`XYfnY]h`%&ž` &
9i`fc`Ui`Z`%`ž`\$`9i`fc`dfc`Ghi`bXY"GW`cb`]a`XUfUi`Zc`[YbXYb`ł\`fž`
&\$&+ž`[Y`h`Yg`k`Y]hYf`VYf[Ui`Zž`a`]h`Y]bYf`k`Y]hYfYb`9f\Ò\i b[`Ui`Z`
%(`ž`\$`9i`fc`"8Ug`g]bXž`k`]Y`i`W_Yfa`Uf`_`i`f]Yf`VYf]W`hYhž`Y]bY`
YfZFYi`]W`Y`9b`hk`]W`i`b[`b]W`h`bi`f`Z0f`j`]Y`Y`6YgW`À`Z]h[hYž`gcbXYfb`
Ui`W`Z0f`X]Y`[YgUa`hY`K`]fhgW`UZh"

8]Y`GW`À`hni`b[Yb`XYg`GhU]h]gh]gW`Yb`6i`bXYgUa`hYg`nY][Ybž`XUgg`
V]g`ni` '* ž* 'A]`]cbYb`æVg`j`cb`XYf`YfghYb`@`c\bYf\Ò\i b[`VYhfcZZYb`
gY]b`k`YfXYb`"Fi`bX`%+`DfcnYbh`XYf`6YgW`À`Z]h[i`b[gj`Yf\`À`hb]ggY`
VYZ]bXYb`g]W`i`bhYf`XYa`bYi`Yb`A]bXYgh`c\b`ž`k`cVY]`Yg`]b`
C`ghXYi`hgW`UbX`VYgcbXYfg`\Ufh[YhfcZZYb`k`]fX`"<]Yf`"Y[h`XYf`

5bhY]`VYhfcZYbYf`æVg`VY]`Yhk U`&\$`DfcnYbhž`k Å`fYbX`]b
K YghXYi hgW`UbX`%*`DfcnYbhj`YfnY]W`bYh`k YfXYb``A YW`YbVi f[!
J cfdca a Yfb`gh]W`h`a]h`&`DfcnYbh`VYhfcZYbYb`æVg`Yfj`cf` `]Yf
nY][`h`g]W`XUg`@UbX`VYgcbXYfg`UbZ`][`ZØf`X]Y
A]bXYgh`c`bYf`Å`li b[``æ` `; Y[YbgUhm`XUni` `Uh`<Ua`Vi f[`a`]h`bi`f
%(`DfcnYbh`XYb`[Yf]b[ghYb`5bhY]`Ub`VYhfcZYbYb
6YgW`ÅZh][`i b[gj`Yf`Å`hb]ggYbž`gc`X]Y`5bU`mgY`j`cb`8 YghUh]g"

K Yf`d`f`c`Z]h]Yf`h`VYgcbXYfg3

9]b`6`]W`Ui Z; YgW`YW`hYfi`bhYfgW]YXY`nY][`hž`XUgg`:`fUi`Yb
ØVYfXi`fW`gW`b]hh]W`j`cb`XYf`9f`Å`li b[`d`f`c`Z]h]YfYb.`Fi`bX`&\$
DfcnYbh`XYf`j`cb`:`fUi`Yb`Ui`g[YØVhYb`æVg`g]bX`j`cb`XYf
@c`bYf`Å`li b[`VYhfcZYbž`VY]`A`ÅbbYfb`g]bX`Yg`bi`f`%(`DfcnYbh`
6fUbW`YbUV`Åb[][`ghY`Yb`XYa`bUW`VYgh]a`a`hY`GY`_hc`fYb
VYgcbXYfg]a` `: c`_i`g``æ` `; Ugh[Yk`YfVY`VY]gd]Y`gk`Y]gY`g]bX`Yg
gUhY` `) *`DfcnYbh`XYf`æVgž`X]Y`d`c`g]h]j`j`cb`XYb`bYi`Yb`FY[Y`i`b[Yb
VYhfcZYb`gY]b`k`YfXYbž`[YZc`[`h]j`cb`XYf`@UbX!`i`bX`:`c`f`g`h`k`]f`h`g`W`U`Z`h
g`k`]Y`:`]g`W`Y`f`Y]ž`k`c`(` `DfcnYbh`XYf`5bghY``i`b[Yb`g]W`i`bhYf`XYa
bYi`Yb`A`]bXYgh`c`b`VYZ]bXYb``5i`W`X]Y`6YfY]W`Y`?`i`bghž
I`bhYf`Å`li b[`i`bX`9f`Å`li b[`g]bX`a`]h`(` \$`DfcnYbh`b]W`h`ni
j`YfbUW`Ågg][`Ybž`k`]Y`X]Y`Zc`fa`Uh]cbYb`j`cb`HU[YggW`Ui
Ui`ZnY][`Yb`"

, VYf`U`Y`9f`Å`li b[Yb`Å]bk`Y[`k`]f`X`X]Y`J`YfX]Ybghgi`a`a`Y`XYf
VYhfcZYbYb`6YgW`ÅZh][`i b[gj`Yf`Å`hb]ggY`Yb`c`f`a`ghY][`Yb``æ
FU`a`Yb`XYf`YfghYb`9f`Å`li b[`g]bX`Yhk`U`(` \$\$`A`j``]cbYb`9i`f`c`ni
Yfk`UfhYbž`[YZc`[`h]j`cb`k`Y]hYfY`(` \$`A`j``]cbYb`9i`f`c`VY]`XYf`nk`Y]hY
9f`Å`li b[`]a` `]Å`f`&\$`&+``8`Ug`g]bX`DZ`Ub`nYbž`X]Y`]b`XYf`8`UhYbV`Ub`_
XYg`GhUh]gh]gW`Yb`6i`bXYgUa`hYg`b]W`h`ØVYfgY`Yb`k`YfXYb`gc``hYb`
8]YgY`[YgW`ÅmhYb`GhY][`Yfi`b[Yb`_Øb`bhYb`bUW`6YfYW`bi`b[Yb
V]g`ni` *`DfcnYbh`XYf`[YgUa`hYb`J`YfX]Ybghgi`a`a`Y`Ui`ga`UW`Yb`"

: Un]h

8]Y`_ca`a`YbXY`A`]bXYgh`c`bYf`Å`li b[`]gh`b]W`h`bi`f`Y]bY`:`fU[Y
XYf`:`YfYW`h][`_Y]hž`gcbXYfb`Ui`W`Y]b`k`]W`h][`Yf`GW`f]h`ZØf`X]Y
6Y`YVi`b[`i`bgYfYg`5fVY]hga`Uf`_hg``i`bUV`Åb[][`XUj`cbž`cV`a`Ub

Ui Z'XYa '@UbX'cXYf']b'XYf'GhUXh'UfVY]hYhž'gdØfYb'nU'\fY]WXY
 6YgWÀZh][hY'X]Y'5i gk]f_i b[Yb"'8]Y'<YfUi gZcfXYfi b['V'Y]Vhž'X]Y
 bYi Yb'FY[Y'i b[Yb'a]h'XYa 'bØh][Yb':]b[Yfgd]hnYb[YZØ\`
 i a ni gYhnYbž'XUa]h'b]Ya UbX'Xi fW'X]Y'A UgWXYb'ZÀ'h"9]b'[i hYg
 <ÀbXWXYb'VY]'XYf'i a gYhni b['_ØbbhY'\]Yf'Y]bYb'bUW\U'h][Yb
 6Y]hfU['ni 'i bgYfYa 'k]fhgWUZh]'WXYb'K c\`ghUbX''Y]ghYb"

8YhU]`g	
Cfh	I W_Yfa Uf_ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i W_Yfa Uf__i f]Yf"XY • k k k "XYghUh]g"XY • k k k "hU[YggWUi "XY

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