

›UW_`K U[bYfž`*) ž`ZY]YfhY`@]YVY. `Nk Y]hY
< cW\ nY]h`a]h`A i g]_Yf]b`A]W\ Y``Y`K c`Z`

›UW_`K U[bYf`Y]fUhYhY`Ua `` %`A U]`&\$&) `X]Y`A i g]_Yf]b
A]W\ Y``Y`K c`Z`bUW\`Y]bYf``Ub[`Ä\ f][Yb`6Yn]Y\ i b[``8]Y
HfUi i b[`ZUbX`]a `: Ua `]Yb_fY]g`ghUhh"



C fhž`I G5`!`8Yf`VY_UbbhY`GW\ Ui gd]Y`Yf`›UW_`K U[bYfž`VYfØ\ a h
Xi fW\`gY]bY`F c``Yb`]b`A Y`fcgY`D`UW`i bX`H\Y`6c`X`UbX`h\Y
6YUi h]Z`ž`\Uh`Ua `` %`A U]`&\$&) `X]Y`A i g]_Yf]b`A]W\ Y``Y`K c`Z
[Y\Y]fUhYh`8]Y`< cW\ nY]h`ZUbX`bUW\`j]Yf`[Ya`Y]bgUa`Yb`›U\ fYb
ghUhh`i bX`k`i fXY`]a ` _Y]bYb`: Ua `]Yb_fY]g`[YZY]Yfh`A]W\ Y``Y`K c`Z
hY]`hY`Y]b][Y`9]bXfØW_Y`X]YgYf`VYgcbXYfYb`: Y]Yf`Ui Z`]fYa
df]j UhYb`›ghU[fUa`!5W\ci bhž`k Ä\ fYbX`K U[bYf`gY`Vgh`_Y]bY
6]XYf`Ui Z`gY]bYa`Y][YbYb`DfcZ`]j YfÖZZYbh]W\ hY``8]Y`NYfYa`cb]Y
k`i fXY`j cb`›UW_g`Gc\`b`DYhYfž`XYf` (`›U\ fY`U`h]ghž`i bX`A]W\ Y``Y`g
HcW\ hYf`C fbY``Už`X]Y`&\$`›U\ fY`U`h]ghž`VY[`Y]hYh`8]YgY`J`YfV]bXi b[
ghY``h`X]Y`nk`Y]hY`9\Y`ZØf`XYb`*)`!`Ä\ f][Yb`K U[bYf`XUfž`XYggYb
YfghY`: fUi`? f]gh]bU`K U[bYf`k`Uf"

8]Y'6Yn]Y\i b['nk]gWYb'JW_K U[bYf'i bX'A]WY''Y'K c'ZVY[Ubb
cZZ]n]Y''ja 'A U]'&\$&%ž'U'g'g]Y'Y]b'J]XYc'Ui Z'GcW]U'A YX]U
j YfÖZYbh]W'hYb"K U[bYfž'XYf'j cf'gY]bYf'9\Y'a]h'K c'Zj cb'%' - '
V]g'&\$*\$'a]h'?f]gh]bU'K U[bYf'j Yf\Y]fU'h'h'k Ufž'\Uh'a]h'gY]bYf'9! !
: fUi 'nk Y]'GÖ\ bYž'DYhYf'i bX'< Uff]gcb" 'HfU[]gWYfk Y]gY'ghUfV
< Uff]gcb'ja 'J\ f'&\$&'ja '5'hYf'j cb'&+ 'J\ fYb'Ub'Y]bYf', VYfXcg]gž
k Ug'X]Y': Ua]]'Y'ghUf_ 'VY'UghYhY"K c'Z'gd]Y'hY'Y]bY'YbhgWY]XYbXY
F c''Y]b'X]YgYf'gWk YfYb'NY]hž]bXYa 'g]Y'JW_ 'VY]ghUbX'i bX']\ b
Xi fW'X]Y' HfUi Yf'VY['Y]hYhY"

K U[bYf'i bX'gY]bY'? Uff]YfY

8Yf'GWUi gd]Y'Yf'JW_K U[bYf']gh'b]W'h'bi f'ZØf'gY]b'Df]j Uh'YVYb
VY_Ubbhž'gcbXYfb'Ui W'ZØf'gY]bY'YfZc'[fY]WY'? Uff]YfY']b'XYf
GWUi gd]Y'YfY]"5_hi Y''k]fX'Yfk UfhYhž'XUgg'Yf'VU'X'U'g'B]W_
A UfcbY']b' H\ Y'6c'X'UbX'h\ Y'6YUi h]Z' 'Ui Zh]hž'k cVY]'X]Y
8fY\UfVY]hYb']b' hU']Yb'VYfY]hg'VY[cbbYb'\UVYb"K U[bYfg
F ØW_ Y\ f'ni f'GYf]Y'k i fXY'j cb': Ubg'a]h'GdUbbi b['Yfk UfhYhž
]bgVYgcbXYfY'gY]h'gY]bYf''YmhYb'9fgWY]bi b['ja 'J\ f'&\$&ž'U'g
X]Y'G\ck ']\ f') ! Ä\ f][Yg'6YghY\Yb'ZY]YfhY" 'J]Y'Y'\cZYbž'XUgg
B]W_Y]bY'bYi Y'Fca Ubny'a]h'6fcc_Y'Y]b[Y\Yb'k]fXž'i a 'g]Y'j cb
F]X[Y'UVni 'Yb_Yb"

HfUi Yf'i bX'dYfgÖb`]WYg'K UWX ghi a

8]Y'h]YZ' HfUi Yf'ØVYf'XYb'J Yf'i gh'gY]bYg'Gc\ bYg'\Uh'K U[bYf'i bX
gY]bY': Ua]]'Y'g]WYf'W' [YdfÄ[h" DgmWc'c []gWY'Ghi X]Yb'nY][Ybž
XUgg' HfUi Yf'b]W'h'bi f'gW'a Yfn\UZh]ghž'gcbXYfb'Ui W'ni
dYfgÖb`]WY'a 'K UWX ghi a 'ZØ\ fYb'_Ubb" '9]bY'l bhYfgi W'i b['j cb
DgmWc'c [Yb'XYf'l b]j Yfg]hÄ'h'K ØfnVi f['\Uh'Yf[YVYbž'XUgg'XYf
HfUi YdfcnYgg'i bX'X]Y'NY]h'bUW'Y]bYa 'J Yf'i gh'YbhgWY]XYbX
g]bX'ZØf'X]Y'5fh'i bX'K Y]gYž'k]Y'A YbgWYb'XUa]h'i a [Y\Yb" 'h
XYb'YfghYb'nk Y]Y]b\U'V'J\ fYb'bUW'Y]bYa 'J Yf'i gh'_ÖbbYb'g]W
X]Y'Ya ch]cbU'Yb'6YY]bhfÄW'h][i b[Yb']bhYbg]j]YfYbž'k Ä\ fYbX'g]W
XUg'9a d]bXYb'j cb'BÄ\Y'ni a 'J Yfg'hc fVYbYb'U'a Ä\]W
j YfÄbXYfh"@Ub[Zf]gh]['_ÖbbYb'j]Y'Y'A YbgWYb'dcg]h]j Y'9f'YVb]ggY
i bX'a Y\ f'A]h[YZØ\ 'a]h'UbXYfYb'Ybhk]W_Y'b"

ð'X]YgYa 'Ni gUa a Yb\Ub['nY][h'XUg'@YVYb'j cb'JW_K U[bYfž
 XUgg'Yf'hfchn'XYf'<YfUi gZcfXYfi b[Yb'i bX'HfU[ÒX]Yb']b'gY]bYf
 JYf[Ub[Yb\Y]h'XYb'A i h[YZi bXYb'\Uhž'Y]bY'bYi Y'6Yn]Y\i b[
 Y]bni [Y\Yb'i bX'YfbYi h'ni '\Y]fUhYb"8]Yg'nY][hž'XUgg'Y]bY
 dcg]hj Y'Ni _i bZh'fchn'Yf'YVhYf'JYf'i ghY'a Ò['Wk'gh"

8YhU]`g	
JcfZU``	Gcbgh][Yg
Cfh	Cfhž'i G5
EiY`Yb	<ul style="list-style-type: none"> • k k k "[U`U"XY • k k k "gcUdWbhfU`"Wta • k k k "ZcfgWk i b[!i bX!k]ggYb"XY

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