

8]Y '8]Ybgh[fUXY 'XYf'6i bXYgk Y\ f. 'J ca
F Y_ fi h'ni a ' ; YbYfU`']a '8 YhU]'°

9fZU\ fYb'G]Y'U`Yg'ØVYf'X]Y'8]Ybgh[fUXY 'XYf'6i bXYgk Y\ f.
j cb'A UbbgW UZhYb'V]g'; YbYfÀ`Ybž'\fY': i b_h]cbYb'i bX
6YZØfXYfi b[Yb"



6i bXYgk Y\ fž'8 Yi hgW\`UbX'!'8]Y'6i bXYgk Y\ f'ghfi _hi f]Yfh'g]W
Xi fW\`Y]bY'_UfY'F Ub[cfXbi b[ž'X]Y'ZØf'X]Y'6YZ\`g_YhhYž'X]Y
J YfUbhk cfhi b[gVYfY]WY'i bX'X]Y'6Ygc`Xi b['j cb'YbhgWY]XYbXYf
6YXYi hi b[']gh" BUW\`5b[UVYb'j cb'Zf"XY`UggYb'g]W`X]Y
8]Ybgh[fUXY']b`XfY]'<Ui dh_UhY[cf]Yb`Y]bhY]'Yb.'A UbbgW UZhYbž
I bhYfcZZ]n]YfY'i bX'C ZZ]n]YfY"

8]Y'b]YXf][ghY`Ghi ZY']bbYf\U`V`XYf'A UbbgW UZhYb`VY[]bb'h'a]h
XYa`FY_ fi hYbž'[YZc`[hj ca ' ; YZfY]hYb"8Yf'; YZfY]hY`Yf\À`h`Y]bY
GW\i`hYf_`UddY'a]h`Y]bYa`gW fÀ[Yb`GhfY]ZYbž'k À\ fYbX
C VYf[YZfY]hY`nk Y]'GhfY]ZYb'i bX'<Ui dh[YZfY]hY`XfY]'GhfY]ZYb
hfU[Yb" `GhUVg[YZfY]hY` \UVYb'j]Yf'GhfY]ZYbž'i bX
C VYfghUVg[YZfY]hY`ž'V]g'&\$&%`XYf`\ØW ghY`F Ub[']b`X]YgYf

? UhY [cf]Yž'Z0bZ'GhfY]ZYb" BYi 'Y]b [YZ0\ fh:k i fXY'XYf'8]Ybgh[fUX
XYg'? cfdcfU'gž'XYf'bUW'g]YVYb'ž\ fYb'8]YbghnY]h'YffY]W'h'k YfXYb
_Ubbž'k Å\ fYbX'XYf'GhUVg_cfdcfU'XYf'\0W'ghY'8]Ybgh[fUX' i bhYf
XYb'A UbbgW UZhYb']gh'i bX'bUW'nY\ b'ž\ fYb'YffY]W'h'k YfXYb
_Ubb"

I bhYfcZZ]n]YfY'i bX']\fY'E i U`]Z]_Uh]cbYb

I bhYfcZZ]n]YfY'Zi b []YfYb'U'g': 0\ fYfž'5i gV]'XYf'i bX'GdYn]U']ghYb']b
XYf'6i bXYgk Y\ f"8]YgY'; fi ddY'k]fX']b'I bhYfcZZ]n]YfY'c\ bY
DcfhYdYY'i bX'I bhYfcZZ]n]YfY'a]h'DcfhYdYY'i bhYfhY]'h"@YhnhYfY
hfU[Yb'5VnY]WYb'k]Y' [c'XYbY'HfYggYb'cXYf'[YgW'cgYbY
HfYggYb"8 Yf'GhUVgi bhYfcZZ]n]YfY']gh'XYf'\0W'ghY'8]Ybgh[fUX'c\ bY
DcfhYdYYž'k Å\ fYbX'I bhYfcZZ]n]YfY'a]h'DcfhYdYYž'k]Y'XYf
: Y'Xk YVY'ž'CVYfZY'Xk YVY'ž'< Ui dhZY'Xk YVY'ž'GhUVgZY'Xk YVY''i bX
CVYfghUVgZY'Xk YVY'ž'ghÅf_YfY': 0\ fi b [gfc''Yb'Ui g0VYb": 0f'X]Y
9fbYbbi b ['ni a ': Y'Xk YVY'']gh'ni a]bXYghY]bY'XfY]Å\ f][Y
8]YbghnY]h'YfZcfXYf']W'ž'i bX'CVYfghUVgZY'Xk YVY''a 0ggYb
a]bXYghYbg'-%- 'ž\ fY'ja 'U_hj] Yb'8]Ybgh'ghY\Yb"

C ZZ]n]YfY'Ub'XYf'Gd]hnY'XYf'<]YfUfW]Y

ž'XYf'C ZZ]n]Yfg_UhY [cf]Y'g]bX'X]Y'5bZcfXYfi b [Yb'Ub'5i gV]'Xi b [
i bX'8]YbghnY]h'bcW'ghfYb [Yf'"I a 'XYb'8]Ybgh[fUX'Y]bYg
@Yi hbUbhg'ni 'YffY]WYbž']gh'a]bXYghYbg'Y]bY'XfY]Å\ f][Y
8]YbghnY]h'YfZcfXYf']W'ž' [YZc' [hij ca 'CVYf'Yi hbUbhž'XYf'bUW
a]bXYghYbg'&ž) 'ž\ fYb'U'g'C ZZ]n]Yf'ni a 'bÅW'ghYb'F Ub ['VYZ0fXYfh
k YfXYb'_Ubb"8 Yf'< Ui dha Ubbž']a 'Jc'_ga i bX'Ui W'U'g
< Ui dha Ubb'VY_Ubbhž'VYb0h][h'a]bXYghYbg') ž) 'ž\ fY'8]YbghnY]hž
k Å\ fYbX'XYf'GhUVg\Ui dha Ubb'Y]bY'bcW''Åb [YfY'DYf]cXY'ja
U_hj] Yb'8]Ybgh'j cfk Y]gYb'a i gg"

8]Y'GhUVgc ZZ]n]YfYž'ni 'XYbYb'A U'cfYž'CVYfgh'Yi hbUbhY'i bX
CVYfghY' [Y\ 0fYbž'VYb0h][h'a Ub'Z0f': 0\ fi b [gfc''Yb']b'XYf
6i bXYgk Y\ f"<]Yf']gh'Y]bY'8]YbghnY]h'j cb'Yk Y]'g'%'ž%' 'i bX'%' +
ž\ fYb'YfZcfXYf']W'"8 Ug'5VnY]WYb'X]YgYf'F Åb [Y'VYghY\h'Ui g
A YhU''Ya V'Yb'i bX'Y]bYa '9]WYb'Ui V_fUbnž'k cVY]'XYf'CVYfgh'XYf
\0W'gha 0 ['W'Y'8]Ybgh[fUX' i bhYf'XYb'GhUVgc ZZ]n]YfYb']gh"

8]Y'; YbYfÄ`Y`i bX`]\fY`k]W\h][Y`F c`Y

8]Y'; YbYfÄ`Yž`X]Y` \ÖW\ghY`9VYbY`]bbYf\U`V`XYf`6i bXYgk Y\ fž
VY[]bbYb`a]h`XYa` `6f][UXY[YbYfU`ž`[YZc`[hj`ca` ; YbYfU`a U`cf
i bX`XYa` ; YbYfU`Yi hbUbh`8Yf'; YbYfU`]gh`XYf`\ÖW\ghfUb[][Y
CZ]n]Yf`a]h`Y]bYa` `9]W\Yb`Ui V`fUn`]b` ; c`X`i bX`_Ubb`bi f`bUW
XYa` `9ffY]W\Yb`Y]bYf`VYgh]a` a` hYb`8]YbghnY]hi bX`5`hYfg[fYbnY`]b
X]YgYb`F Ub[`VYZÖfXYfh`k YfXYb``8Yf'; YbYfU`]bgdY`hYi f`XYf
6i bXYgk Y\ fž`U`hi Y``; YbYfU``7UfghYb`6fYi Yfž`b]a` a` h`Y]bY
nYbhfU`Y`F c`Y`Y]bž`XU`Yf`U`g`6YfUHYf`ZÖf`XYb
6i bXYgj YfhY]X][i b[ga`]b]ghYf`i bX`X]Y`6i bXYgfY[]Yfi b[`U[]Yfh`

: Øf`k Y]hYfY` ðZcfa` Uh]cbYb`ØVYf`X]Y`8]Ybgh[fUXY`i bX`X]Y
gdYn]Z]gW\Yb`5bZc`fXYfi b[Yb`]b`XYf`6i bXYgk Y\ f`VYgi W\Yb`G]Y`
Vi bXYgk Y\ f`XY`cXYf`Vk`!cb`]bY!g\cd`Wca` "

8YhU]`g	
C fh	6i bXYgk Y\ fž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Zf"XY • k k k "Vi bXYgk Y\ f"XY • k k k "Vk`!cb`]bY!g\cd`Wca` "

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