

9]bVfYWX Yf]b`Ui g`9gg`b[Yb
ZYgh[Ybca a Yb.`&*`HUhYbž`%%\$"\$\$\$\$`9i fc
GWX UXYb`

Dc`nY]`b]a a h' (!Å\ f][Y`9]bVfYWX Yf]b`ZYgh`HY]`Y]bYg`Hf]cgž
j YfUbhk cfh]WX`ZØf`&*`9]bVfØWXY`]b`9gg`b[Yb`i bX
; Ødd]b[Yb"



9gg`b[Ybž`8Yi hgWX`UbX`!`#`XYf`FY[]cb`fi bX`i a`X]Y
@UbX_fY]gY`9gg`b[Yb`i bX`; Ødd]b[Yb`]gh`Y]b`[fc» Yg`9]bVfi WXghf]c
Ui Z[YZc[Yb``8]Y`**NJ K`** VYf]WX`hYhž`XUgg`X]Y`Dc`nY]`Y]bY`' (!Å\ f][Y
: fUi`ZYgh[Ybca a Yb`\Uhž`X]Y`HY]`X]YgYf`9]bVfYWX YfVUbXY`]gh``8]Y
: YghbU\`a Y`ZUbX`k`Å\ fYbX`Y]bYf`8i fWX`gi WX`i b[`]\fYf`K`c\`bi`b[
ghUhh`i bX`ghY`\h`]a`Ni`gUa`a Yb`\Ub[`a`]h`Y]bYf`GYf]Y`j`cb
9]bVfØWXYbž`X]Y`]a`'Å\ f`&\$&)`j`YfØVh`k`i`fXYb"

8]Y`GhUUhgUbk`U`hgWX`UZh`Ghi`hh[`Ufhi`bX`X]Y`?`f]a`]bU`dc`nY]
9gg`b[Yb`Yfa`]hh`Y`b`[Y[Yb`X]Y`: fUi`Yb`i bX`]\f`Y]b`hÅ`ck`]YfhYg
?`ca`d`nYb``8Yb`HUhj`YfXÅWX`h][Yb`k`YfXYb`]bg[YgUa`h`&*

9]bVfØWY'ni f'@Ugh[Y`Y[hž'k cVY]'XYf'GW UXyb'Ui Za Y\ f'U`g
%%\$"\$\$\$'9i fc'[YgWÀmh'k]fX"'9g'k]fX'j Yfa i hYhž'XUgg'X]Y
9]bVfYWYf']b'K c\ b\Ài gYfb'U_hj] 'k UfYb"

5i Z_`Àfi b['XYf'HUhYb

8]Y'9fa]h'i b[Yb'ZØ\ fYb'ni 'Y]bYf'gdYn]U`]g]YfhYb'?f]a]bU`[fi ddYž
X]Y'X]Y'6UbXY']XYbh]Z]n]YfYb'_cbbhY"'9]b'< UZhVYZY\`'k i fXY'Ui Z
5bhfU['XYf'GhUUhgUbK U'hgW\ UZh'j ca '5a hg[Yf]W\h'Ghi h[Ufh
Ui g[YghY`h'i bX'Ua ' &&"A U]'&\$&) 'j c`nc[Yb"'8]Y'a i ha U» `]WY
9]bVfYWYf']b'k i fXY'bUW\ ']\fYf': YghbU\ a Y']b'Y]bY
ž gh]nj c`ni [gUbghU'h'Y]b[Y']YZfhž'k À\ fYbX'X]Y'9fa]h'i b[Yb'ni
\fYb'?ca d']nYb'bcW\ UbXUi Yfbž'k]Y'Ui W\ :]`ghU`YI dfYgg
VYf]W\hYhY"

≠'5bVYhfUW\h'XYf'k UW\ gYbXYb'?f]a]bU`]hÀhgfUhYb']b'8Yi hgW\`UbX
]gh'XYf': U`VYgcbXYfg'Ui ZgW\`i ggfY]W\ "'@Ui h']bZcfa Uh]j Yb
GhUh]gh]_Yb']gh'Y]bY'Ni bU\ a Y'XYf'K c\ bi b[gY]bVfØWY' i a ' * i
]a 'ž\ f'&\$&'`ni 'j YfnY]W\ bYbž'k Ug'X]Y' Bchk YbX][_Y]h'ZØf
j YfVYggYfhY'G]W\ Yf\ Y]hga U» bU\ a Yb' i bhYfghfY]W\ h"'8]Y
[YgY`gW\ UZh]W\ Yb'J YfÀbXYfi b[Ybž'X]Y'U'g'; fØbXY'ZØf'X]YgYb
5bgh]Y['[YbUbbh'k YfXYbž'i a ZUggYb' i bhYf'UbXYfYa
k]fhgW\ UZh]W\ Y'6Y`Ughi b[Yb' i bX'gcn]U'Y' i bfi \Yb"

<]bhYf[fi bX'ni f'?f]a]bU`]hÀhgYb hk]W_`i b[

≠g[YgUa h'a Y'XYhY'X]Y'Dc`]nY]']W\ Y'?f]a]bU`ghUh]gh]_ '&\$&'`Y]bYb
5bgh]Y['XYf'; YgUa h\Y]h'U`Yf'[Ya Y'XYhYb'GhfUZhUhYb'Ui Z
%"%\$"\$\$\$'ja 'J Yf[`Y]W\`ni '%"\$\$\$"\$\$\$'ja 'J cf'U\ f"'8]Yg'nY][hž'XUgg
XYf'6YXUfZ'Ub'[Yn]Y'hYb'DfÀj Ybh]cbga U» bU\ a Yb'k Y]hfY]W\ YbX
]gh"'6YgcbXYfY'5i Za Yf_gUa _Y]hYf\ U'hYb'XUVY]`Ui W\`X]Y
[Ygh]Y[YbYb'; Yk U'hXY`_hYž'X]Y'ja 'ÖZYbh]W\ Yb'FUi a `gck]Y']b
6]Xi b[gY]bf]W\ hi b[Yb'ni [Ybca a Yb'\UVYb"'8]YgY
9bhk]W_`i b[Yb'j YfXYi h]W\ Yb'Y]ba U`a Y\ fž'k]Y'k]W\ h]['X]Y
5i Z_`Àfi b['i bX'DfÀj Ybh]cb'j cb'GhfUZhUhYb']b'XYf'\Yi h][Yb'NY]h
g]bXž'k]Y'Ui Z'Y]bVfi W\ g]W\ Yfi b[!]bZc"XY'VYgW\ f]YVYb"

8YhU]`g	
J c fZU``	9]bVfi W
C fh	9gg`]b[Ybž`8 Yi hgW`UbX
: YghbU\ a Yb	%
GW UX Yb`]b`	%%\$\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • Z]`ghU`YI dfYgg"XY • Y]bVfi W g]W Yfi b[!]bZc"XY

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