

9]b hfUW h': fUb_Zi fh'U[h'ZfUbnÖg]gW Yg
HU`Ybh. '5 hUb[UbU`]a 'J]g]Yf°

9]b hfUW h': fUb_Zi fh'd`Ubh'HfUbgZYfgž'XUfi bhYf`XUg
j]Y`j YfgdFYWYbXY`HU`Ybh'J U`Ybh]b'5hUb[UbU`j cb`GhUXY
FY]a g"



GhfU» Vi f[ž': fUb_fY]W !'9]b hfUW h': fUb_Zi fh'ghY\hj cf`Y]bYf
gdUbbYbXYb`HfUbgZYfdYf]cXY`bUW`XYf`YfZc`[fY]WYb
E i U`Z]_Uh]cb`ni f'7\Ua`d]cbg`@YU[i Y"8Yf`J YfY]b`\Uh`VYfY]hg`Y]bY
@]ghY`j cb`K i bgWgd]Y`Yfb`ni gUa`a Yb[YghY`hž`XUfi bhYf`æbUh\Ub
6i f_\UfXhj cb`A U]bn`\$) `i bX`F]hgi`8cUb`j ca`G7': fY]Vi f["
6YgcbXYfg]a` : c_i g`ghY\h`YXcW`J U`Ybh]b'5hUb[UbUž`Y]b
%- !`Å\ f][Yf`Gd]Y`Yf`j cb`GhUXY`FY]a gž`XYf`]b`XYf`@[i Y`%`U`g
GhUa`a gd]Y`Yf`U[]Yfh`@Ui h`cd!cb`]bY`XY`\Uh`5hUb[UbU`]b`' `j cb
' (`Gd]Y`Yb`]b`XYf`GhUfh`Z[YghUbXYb`i bX`Yfn]Y`hY`ni XYa`Y]b`Hcf
gck]Y`Y]bY`J cf`U[Y`]b` : fYi bXgW UZhggd]Y`Yb`a`]h`XYf
ZfUbnÖg]gW Yb`I` &%!B Uh]cbU`a` UbbgW UZh"

8]Y`?cb_i ffYbn`i a`5hUb[UbU`]gh`VYY]bXfi W_YbX"?'i Vg`k]Y`A U]bn

\$) ž'Hc'hYb\Ua ' < chgdi fž'5ghcb'J]`Už'K Ygh'< Ua 'l b]hYXž'@Un]c
F ca 'i bX'F UW]b['GhfU» Vi f['\ UVYb'YVYbZU`g'Y]b'5i [Y'Ui Z'XYb
hU'Yb]YfhYb'A]hhY`ZY`Xgd]Y`Yf'[Yk cfZYb" 'F UW]b['GhfU» Vi f['\ Uh
VYfY]hg'Y]b'5b[YVchj cb'%%'A]`]cbYb'9i fc'UV[Y[YVYbž'k Å\fybX
GhUXY'F Y]a g'Y]bY'5V`ÖgYgi a a Y'nk]gW\Yb'%) 'i bX'&\$'A]`]cbYb
9i fc'Yfk UfhYh"8]YgY'Z]bUbn]Y`Yb'5gdY_hY'g]bX'VYgcbXYfg
fY`Yj Ubhž'XU'XYf'? 'i V'bUW\XYa '5Vgh]Y[']b'X]Y'@[i Y'&'j cf
< YfUi gZcfXYfi b[Yb'ghY\hž'k Ug'XYb'J Yf_Ui ZgXfi W_`Yf\Ö\h"

DchYbn]U`'i bX'F c`Y'VY]'9]bhfUW\h': fUb_Zi fh

8]Y'9]bhfUW\h'g]Y\h']b'5hUb[UbU'Y]bYb'dchYbn]Y`Yb'B UW\Zc`[Yf'ZØf
9`mYg'G_\]f]'a 'XYZYbg]j Yb'A]hhY`ZY`Xž'k Ug'Ui W\X]Y
Bchk YbX][_Y]h'Y]bYf'J YfghÅf_i b['XYf'F chUh]cb'ja 'A]hhY`ZY`X
i bhYfghfY]W\h"5hUb[UbU'k]fX'U'g'd\mg]gW\ghUf_Yf'Gd]Y`Yf
VYgW\f]YVYbž'XYf'b]W\h'bi f[i h'Ua '6U`']ghž'gcbXYfb'Ui W\]b
Y]bYa '< mVf]XgmgYhYa '6cl !hc!6cl 'gd]Y`Yb'_Ubb"8]Y'5i ZbU\ a Y
j cb'Zf]gW\Yb'? fÅZhYb']b'XYf'A]hhY`ZY`XnYbhfU'Y'_ÖbbhY
YbhgW\Y]XYbX'ZØf'XYb'bÅW\ghYb'GW\f]hh'XYg'J YfY]bg'gY]b"@Ui h'
hfUbgZYfa Uf_h"XY'a ÖW\hY': fUb_Zi fh'g]W\h]W\X]Y'E i U'hÅh]a
HYUa 'ghY][Yfb"

Hfchn'XYf'A Ö['W\ _Y]hYbž'X]Y'5hUb[UbU'V]YhYhž'[]Vh'Yg'Ui W\
6YXYb_Yb'VYnØ['W\ 'XYf'5V`ÖgYZcfXYfi b["'GhfU» Vi f[ž'XYf
U_hi Y`Y': Uj cf]h'Ui Z'XYb'Gd]Y`Yfž'k]fX'j cb'XYa gY'VYb'6Yg]hnYf
k]Y'7\Y`gYU['Y'Y]hYhž'k Ug'Z]bUbn]Y`Y'Gd]Y`fÅi a Y[]Vh"8]YgY
: U_hcfYb'a UW\Yb'X]Y'G]hi Uh]cb'i a '5hUb[UbU'bcW\ _ca d`YI Yf"

9]bV`]W_`]b'X]Y'HfUbgZYfZ]bUbn]Yfi b[

9]b'k Y]hYfYf']bhYfYggUbhYf'5gdY_hž'XYf']b'XYf'U_hi Y`Yb
HfUbgZYfdYf]cXY'fY'Yj Ubh'ghž'g]bX'X]Y'HfYbXg']b'XYf
HfUbgZYfZ]bUbn]Yfi b["'@Ui h'**d f]j UhY!VUb_]b[!a U[Un]b"XY**
VYhfÅ[h'XUg'; YgUa hj c'i a Yb'XYf'HfUbgZYfUi g[UVYb']b'XYf
XYi hgW\Yb'6i bXYg`][U']b'X]YgYa 'Gca a Yf'fi bX'+) \$'A]`]cbYb
9i fc"'a 'J Yf['Y]W\XUni '[]Vh'X]Y`Yb[']gW\Y'DfYa]Yf'@YU[i Y'a]h
&ž' 'A]`]UfXYb'9i fc'XYi h']W\ 'a Y\ f'Ui g"8 Ug'nY][h'X]Y[fc» Yb
Z]bUbn]Y`Yb'i bhYfgW\]YXY'nk]gW\Yb'XYb'j YfgW\]YXYbYb'@[Yb"

ðgh]hi h]cbY`Y` ðj YghcFYb`]bhYfYgg]YfYb`g]W\`ni bY\`a YbX`Z0f`X]Y
 : i » VU`VfUbWYž`k Ug`Ui W`X]Y`@ei]X]h`h`XYf`J YfY]bY`j YfVYggYfh"
 HfUbgZYfZ]bUbn]Yfi b[Yb`V]YhYb`Y]bY`A 0[`]W`_Y]h`Z0f`5b`Y[Yfž`j cb
 XYb`cZh`\c\Yb`F YbX]hYb`ni `dfcZ]h]YfYbž`X]Y`a]h`Gd]Y`Yfb
 j YfVi bXYb`g]bX`"8 UVY]`gd]Y`h`X]Y`9]b\`U`hi b[`j cb` : ð 5!
 FY[`Ya YbhYb`i bX` :]bUbW]U`!Gi ghU]bUV]`]hmFY[Y`b`Y]bY`k]W]h[Y
 Fc`Yž`i a `g]WYfni ghY`Ybž`XUgg`7`i Vg`_Y]bY`0VYfZ`][Yb
 J YfV]bX`]W`_Y]hYb`\UVYb`i bX`XUa]h`Y]b`[Ygi bXYg
 ðj Ygh]h]cbgi a ZY`X`V]YhYb"

A]h`XYf`VYj c fghY\YbXYb`GU]gcb`k]fX`X]Y`9]bhfUW`h` : fUb`Z` fh`a]h
 < cW`gdUbbi b[`VYcVUW`hYbž`k]Y`g]W`X]Y`J Yf\`UbX`i b[Yb`i a
 5hUb[Ub`U`Yb`hk]W`_Y`b`i bX`k Y`W`Y`k Y]hYfYb`HfUbgZYfg`XYf`?`i V`]b
 6YhfUW`h`n]Y\`h`8 Ug`HYUa `ghY\`h`Ub`Y]bYa `K YbXYdi b`hž`i bX`X]Y
 f]W]h[Yb`9bhgW`Y]Xi b[Yb`_0bbYb`YbhgW`Y]XYbX`Z0f`X]Y
 ni _0bZh[Yb`9fZc`[Y`gY]b"

8YhU]`g	
C fh	GhfU» Vi f[ž` : fUb`fY]W
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "hfUbgZYfa Uf`h"XY • k k k "df]j UhY!VUb_]b[! a U[Un]b"XY

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