

: Yi Yf']b'GWk Y]Vi f[. 'G]VYb'6Yk c\bYf
Ybh_ca a Yb']b`YhnhYf'A]bi hY°

6fUbX']b': `ØW'h]b[gi bhYf_i bZi]b'GWk Y]Vi f['Ua' &- "A U]
&\$&) . '5`Y'6Yk c\bYf'[YfYhhYhž'Dc`nY]'Yfa]hhY`h"
NYfghØfYf]gWYf'J cfZU`"



?]fWY bghfU» Yž'&* - \$+ 'GWk Y]Vi f[ž'8Yi hgW`UbX'!'b`XYf
: `ØW'h]b[gi bhYf_i bZi'Ub'XYf'?]fWY bghfU» Y']b'GWk Y]Vi f[ž
@UbX_fY]g'K YgYfa UfgWž_Ua' Yg'\Yi hY'ni 'Y]bYa' 6fUbXž'XYf
[Y[Yb'%) .%\$'i \f'Ui gvFUW" '@Ui h'? fY]gnY]hi b['g]bX'U`Y
6Yk c\bYf'i bj Yf'Yhnh]bg': fY]Y' [YZc\Yb"Ni a'NY]hdi b_h'XYg
J cfZU`g'VYZUbXYb'g]W']bg[YgUa'h]g]VYb'XYf'Yhk U'&\$'6Yk c\bYf
]b'XYf'i bhYf_i bZi'8]Y' [YbUi Yb'i fgUWYb'XYg'6fUbXYg'g]bX'bcW
i b_Ufž'U`YfX]b[g'gW`Y» h'X]Y'Dc`nY]'Y]b'9]bXf]b[Yb'j cb'Ui » Yb
Ui g"

8Yf'6fUbX'Ybhk]W_Y'hY'g]W']b'Y]bYa' 5bVUi 'Y]bYf'Y\Ya U'] [Yb
; UghghÅhhYž'XYf'U'g'K c\bVYfY]W' ZØf' [YZØW'hYhY'A YbgWYb
[Ybi hnh'k]fX" 8]YgYf'5bVUi ']gh'j c`ghÅbX]['Ui g[YVfUbbhž'i bX'XYf

[YgUa hY`GUWk gWk UXYb`k]fX`Ui Z`fi bX`%\$\$`\$\$\$`9i fc`[YgWk`Åhnh`
BUWk`XYa`´6fUbX`a`i`gghYb`:`fY]k`j`][Y`:`Yi`Yfk`Y`fYb`Ui`g
i`a``Y]Y`[YbXYb`C`fhYb`a`]h`Yhk`U`%)`\$`9]bgUhn`_f`ÅZhYb`UbfØW`_Ybž`i`a
Y]b``,`VYf`[fY]ZYb`XYf`:`Ua`a`Yb`Ui`ZXUg`<Ui`dh`[YV`Åi`XY`ni
j`Yf`\\]bXYfb`"B8F`VYf]Wk`hY`h`ni`XYa`ž`XUgg`X]Y`6`(`+`Ui`Z`[fi`bX`j`cb
9]bghi`fn`[YZU`f`nk`]gWk`Yb`ž`b`[ZYfbghfU`»Y`i`bX`XYa`C`fhgUi`g`[Ub`[
[YgdYffh`V`Y]VYb`a`i`gg`"

B UWk k]f_ i b [Yb`XYg`6fUbXYg

8]Y`VYhfc`ZZYbYb`6Yk`c`\\bYf`k`i`fXYb`j`cfØVYf`[Y`\\YbX`]b`UbXYfYb
l`bhYf`_ØbZhYb`XYf`:`Ya`Y]bXY`š`XY`i`bhYf`[YVfUWk`h`
K`Å`fYb`XXYggYb`gc`f`[h`Y]b`gYdUfUHyf`J`Yf`_Y`\\fgi`b`ZU`]]b`XYf`B`Å`Y
XYg`6fUbX`cfhYg`ZØf`k`Y]hYfY`GWk`U`[nY]`Yb`"GYWk`g`DYfgcbYb`k`i`fXYb
j`Yf`Yhnhž`U`g`Y]b`&%!`Å`f][Yf`5i`hcZU`fYf`]b`Y]bY`[YgdYffhY`GhfU`»Y
UVVc`[i`bX`Y]b`Yb`h`[Y`[Yb`_ca`a`YbXYg`:`U`\\fnYi`[`ØVYfgU`"8fY]`XYf
J`Yf`YhnhYb`VYZ]bXYb`g]Wk`]b`Y]bYa`gWk`YfYbž`XfY`]b`Y]bYa
`Y]Wk`hYfYb`Ni`ghUbXž`i`bX`g]Y`k`i`fXYb`]b`i`a``Y]Y`[YbXY
?fUb`_Yb`\\Åi`gYf`[YVfUWk`h`?fY]gnY]hi`b`[`VYf]Wk`hY`h`Ui`»YfXYa`ž
XUgg`XYf`6Y]ZU`fYf`XYg`i`bZU`]]Yfi`fgUWk`YbXYb`:`U`\\fnYi`[g`a`]h
Y]bYa`fYhni`b`[g`\\i`VgWk`fUi`VYf`]bg`?fUb`_Yb`\\Ui`g`[YZc`[Yb`k`i`fXY
i`bX`XYf`:`YgUa`hgWk`UXYb`Ui`Z`%+`\$\$\$`9i`fc`[YgWk`Åhnh`k`]fX`"

6fUbXghUh]gh]_`]b`:`ØWk`h`]b`[gi`bhYf`_ØbZhYb

8]Y`J`cfZ`Å`Y`]b`GWk`Y]Vi`f`[`k`YfZYb`Y]b`@]Wk`h`Ui`Z`X]Y`[YbYfY`Y
Dfc`V`Ya`Uh]_`j`cb`6fÅbXYb`]b`:`ØWk`h`]b`[gi`bhYf`_ØbZhYb`]b
8Yi`hgWk`UbX`"9]bY`U`_hi`Y`Y`9f`\\YVi`b`[`ni`a`H`\\Ya`U`nY][hž`XUgg`]b
XYb`š`\\fYb`&\$%)`i`bX`&\$%*`]b`VYk`c`\\bhYb`l`bhYf`_ØbZhYb
]bg`[YgUa`h`)`-`+`VYn]Y`\\i`b`[gk`Y]gY`*)`%`6fUbXYfY][b]ggY`YfZUgg
k`i`fXYb`"6YgcbXYfg`]b`?ØWk`Yb`YfY][bYhYb`g]Wk`ØVYf`(`\$`Dfc`nYb`h
XYf`J`cfZ`Å`Y`"@Ui`h`Y]bYa`Dfc`Y`_h`ni`f`6fUbXghUh]gh]_`]b
:`ØWk`h`]b`[gi`bhYf`_ØbZhYbž`XUg`:ž`cfa`Uh]cbYb`Ui`g
DfYggYa`Y`Xi`b`[Yb`i`bX`K`YV!:`cfa`i`UfYb`gUa`a`Y`hž`[UV`Yg`]b
X]YgYb`š`\\fYb`]bg`[YgUa`h`ZØbZHchY`i`bX`,`+`*`J`Yf`YhnhY`]b`i`f`"XY`"

8Yf`J`cfZU`]]b`GWk`Y]Vi`f`[`]gh`Y]b`k`Y]hYfYf`6Yk`Y]g`XUZØfž`XUgg`XYf
6fUbXgWk`i`hn`]b`gc`Wk`Yb`9]b]Wk`hi`b`[Yb`Y]b`k`]Wk`h][Yg`H`\\Ya`U`

V`Y]Vhž`i a `X]Y`G]W\Yf\Y]h`U`Yf`6Yk c\bYf`ni `[Yk Å\`f`Y]ghYb"
 K Å\`fYbX`X]Y`6fUbXi fgUW\Y`]b`X]YgYa `: U``a Ò[`]W\Yfk Y]gY`b]W\h
 Ui Z`ZfYa XYbZ]bX`]W\Y`A ch]j Y`\]bk Y]ghž`]gh`Yg`k]W\h][ž`XUgg`X]Y
 G]W\Yf\Y]hgghUbXUfXg`ØVYfd`fØZh`i bX`j YfVYggYfh`k YfXYbž`i a `X]Y
 ; YZU\`fYb`ZØf`X]YgY`j Yf`Yhn`]W\Y`; fi ddY`ni `fYXi n]YfYb"

8YhU]`g	
J c fZU``	6fUbXž`J Yf`_Y\`fgi bZU``
I fgUW\Y	i bVY`_Ubbh
C fh	?]fW\YbghfU» Yž`&`* - \$+ `GW\k Y]Vi f[ž 8Yi hgW\`UbX
J Yf`Y`hn`hY	*
GW\UXYb`]b`	%%+\$ \$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "_fY]gnY]hi b["XY • k k k "bXf"XY •]bi f]"XY

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