

Dc`]nY]`i bX` : Yi Yfk Y`f`]b`?]Y`. `5_hi Y``Y
9]bgÄhnY`i bX`B chZU``h]ddg°

5_hi Y``Y`Dc`]nY]a Y`Xi b[Yb`Ui g`?]Y`. `BchZU``j Yf`U`hYbž
J Yf`Y`fg`U[Y`i bX` ðZcfa Uh]cbYb`ni `j Yfa]gghYb`DYfgcbYb
Ua `&, "\$) "&\$&)"



?]Y`ž`8Yi hgW`U`bX`!`5a `Yi h][Yb`HU[žXYa `&, "A U]`&\$&) ž
V]YhYhXYf`Dc`]nY]h]W_Yf`ZØf`?]Y`i a ZUggYbXY` ðZcfa Uh]cbYb`ni
U_hi Y``Yb`i bZÄ``Ybž`9]bgÄhnYbž`J YfVfYW`Yb`i bX`XYf`J Yf`Y`fg`U[Y
]b`XYf`GhUXh`8]Y`A Y`Xi b[Yb`ghUa a Yb`gck c``j cb`XYf`Dc`]nY]`?]Y`
U`g`Ui W`XYf` : Yi Yfk Y`f`?]Y`i bX`XYW_Yb`k]W`h][Y`5gdY`hY`k]Y
J c``gdYffi b[Yb`i bX`j Yfa]gghY`DYfgcbYb`UV``8]Y`DfYggY`VYf]W`hYh
ØVYf`X]Y`Bchk YbX][`Y]hž`]a `BchZU``gW`bY``i bX`f]W`h][`ni
`UbXY`bž`k Ä`fYbX`X]Y`Bchfi Zbi a a Yf`%%&`ZØf`Dc`]nY]ž` : Yi Yfk Y`f`
cXYf`F Yhi b[gX]YbghY`VYfY]hghY`hž`i a `Y]bY`gW`bY``Y`FYU`_h]cb`ni
[UfUbh]YfYb`i bX`<`]ZY`ni ``Y]ghYb`"

ð`BchZU``g]hi Uh]cbYb`]gh`Yg`Yb`hgW`Y]XYbXž`9fghY`<`]ZY`ni ``Y]ghYbž`
k Ybb`X]Yg`a Ò[`]W`]gh``8Uni `[Y`Öf`h`Ui W`ž`Ua `C`fh`XYg

; YgWXY\Ybg'ni 'V`Y]VYbži a `k]W\h[Y `bZcfa Uh]cbYb'ni `gUa a Y`bž
k]Y`Yhk U`X]Y`5bnU\`XYf`6YhfcZYbYbžJ Yf`Yhni b[Yb`i bX`X]Y
[YbUi Y`5XfYggYži a `X]Y`F`Yhhi b[g_f`ÄZhY`cdh]a U`ni `i bhYfghØhnYb"
5b[Y\`Öf][Y`gc``hYbž`k Ybb`g]WXYf`a `Ö[`]W\ž`VYbUW\f]W\h[h`k YfXYb"
8]Y`5bk Y]gi b[Yb`XYf`F`Yhhi b[g_f`ÄZhY`g]bX`i bVYX]b[h`ni
VYZc`[Ybž`k Ä`fYbX`Yg`Ui W`k]W\h[`]ghž`F i `Y`ni `VYk U`fYb`i bX
UbXYfY`ni `i bhYfghØhnYbž`V]g`ZUW`_i bX][Y`<`]ZY`Y]bhf]Zh" `B UW
Y]bYa `BchZU``k]fX`ni XYa `Ya dZc`\Ybž`Äfnh]WXY`<`]ZY`i bX
[Y[YVYbYbZU`g`dgmW`c`c[]gWXY`l bhYfghØhni b[`]b`5bgdfi W`ni
bY`a Ybž`i a `X]Y`B UW`k]f`_i b[Yb`Y]bYg`gc`W`Yb`J cfZU`g`ni
VYk Ä`h][Yb``8]Yg`VYf]W`hYh`_b!cb`]bY"XY"

9fghY`<`]ZY. `6YXYi hi b[`i bX`5`_hi U`]hÄh

8Yf`9fghY!<`]ZY!FYdcfhj cb`ZYfbUfnh"W`a `k Y]gh`XUfUi Z`\]bž`XUgg
Y]b`9fghY!<`]ZY!NYfh]Z`_Uh`i bVY[fYbni[`Øh][`]ghž`k c`\]b[Y[Yb`Y]bY
6Yhf]YVg\Y`ZYfUi gV]`Xi b[`U``Y`nk Y]`š\`fY`YfbYi Yfh`k YfXYb`a i gg"
9g`k]fX`Ya dZc`\Ybž`XUg`; fi bXk]ggYb`ØVYf`9fghY`<`]ZY`U``Y`ZØbZ
š\`fY`]b`Y]bYa `K]YXYf`\c`i b[g`_i fg`Ui Zni Zf]gW`Ybž`i a `]a `BchZU``
Ui gfY]W`YbX`j cfVYfY]hYh`ni `gY]b``8Yf`Y`Ya U`][Y`Df`Äg]XYbh`XYg
8Yi hgW`Yb`FchYb`?fYi nYgž`8f``Fi Xc`Z`GY]hYfgž`\YVh`\Yfj cfž`XUgg
Y]b`Y]ba U`][Yf`?i fg`b]W`h`Ui gfY]W`YbX`]ghž`i a `X]Y`?Ybbhb]ggY
`Ub[Zf]gh][`Ui ZY]bYa `c`\Yb`B]j YUi `ni `U`hYb"

⊖`8Yi hgW`UbX`ghYfVYb`Xi fW`gW`b]h]W`UW`h`A YbgW`Yb`dfc`HU[
]a `GhfU»Ybj Yf`_Y`\f": Øf`XUg`š\`f`&\$%-`k i fXYb`` "\$-`\$`HchY`i bX
`,` "\$\$\$`J Yf`YhnhY`VY]i bZÄ``Yb`]a `GhfU»Ybj Yf`_Y`\f`j YfnY]W`bYhž
k]Y`XUg`GhUh]gh]gW`Y`6i bXYgUa h`VYf]W`hYh``8]YgY`U`Ufa]YfYbXYb
NU`\Yb`j YfXYi h]W`Ybž`k]Y`YbhgW`Y]XYbX`9fghY!<`]ZY!A U»bU`a Yb
ZØf`X]Y`F`Yhhi b[g`_YhhY`i bX`XYb`5i g[Ub[`Y]bYg`l b[`ØW`_g`gY]b
`_ÖbbYb"

8YhU]`g	
C fh	?]Y`ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "_b!cb`]bY"XY • k k k "ZYfbUfnh"W`a

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