

B c f U ' G Y] h n ' k] f X ' D U h] b ' Z Ø f ' : U i ' h] Y f ' ? U h f] b
] a ' 7 \ Y a b] h n Y f ' H] Y f d U f _ °

6 i b X Y g h U [g U V [Y c f X b Y h Y ' B c f U ' G Y] h n ' Ø V Y f b] a a h ' D U h Y b g W U Z h
Z Ø f ' : U i ' h] Y f X U a Y ' ? U h f] b '] a ' H] Y f d U f _ ' 7 \ Y a b] h n " 6 Y g i W X ' a] h
6 Ø f [Y f a Y] g h Y f ' ? i b n Y "



7 \ Y a b] h n ž 8 Y i h g W X ' U b X ' ! ' æ ' < Y f n Y b ' j c b ' 7 \ Y a b] h n ' g c f [h ' Y] b
b Y i Y g ' N i g U a a Y b h f Y Z Y b ' Z Ø f ' 5 i Z f Y [i b [. ' 8] Y
6 i b X Y g h U [g U V [Y c f X b Y h Y ' B c f U ' G Y] h n ' j c b ' X Y f ' 7 8 I ' \ U h ' X] Y
D U h Y b g W U Z h ' Z Ø f ' X] Y ' g Ø » Y ' : U i ' h] Y f X U a Y ' ? U h f] b '] a ' Ø f h] W X Y b
H] Y f d U f _ ' Ø V Y f b c a a Y b " 8] Y g Y f ' G W X f] h h ' Z U b X ' U a ' j Y f [U b [Y b Y b
: f Y] h U [a] h h U ['] b ' 6 Y [' Y] h i b [' j c b ' 6 Ø f [Y f a Y] g h Y f ' ? b i h ' ? i b n Y ' g h U h ž
X Y f ' Z Ø f ' g Y] b Y ' [i h Y ' K U \ ' X Y g ' H] Y f b U a Y b g ' V Y _ U b b h '] g h ' G W X '] Y » '] W X
k U f ' Y g ' ? i b n Y ž X Y f ' X Y b ' J c f g W X ' U [' a U W X h Y ž i b X ' ? U h f] b ' g W X Y] b h
V Y f Y] h g ' Y] b Y ' \ Y f n '] W X Y ' J Y f V] b X i b [' n i ' X Y f ' b Y i Y b ' D U h Y b ! 5 i h c f] h Å h
U i Z h i V U i Y b " G Y] h n ' d ' U b h ž ' n i _ Ø b Z h] [' f Y [Y ' a Å »] [' X Y b ' H] Y f d U f _ ' n i
V Y g i W X Y b ž i a ' N Y] h ' a] h ' ? U h f] b ' i b X ' \ f Y b ' h] Y f] g W X Y b ' : f Y i b X Y b ' n i
j Y f V f] b [Y b "

8 Yf`H]YfdUf_7\Ya b]mž`XYf`%- * (`gY]bY`HcfY`ÒZbYhYž`\Uh`g]W
ØVYf`X]Y`š\fy`ni`Y]bYa`UbgY`b`]WYb`F`ØW_ni [gcfh`ZØf
BUhi`fVY[Y]ghYfhY`Ybhk`]W_Y`h`5i`ZY]bYf`:`ÀWY`j`cb`ZUgh`%\$`<`Y_hUf
`YVYb`\]Yf`ØVYf`%`\$\$`H]YfY`Ui`g`fi`bX`&)`\$`5fhYb`"i`bhYf`XYb
VYUW`h]WYb`5hfhU`h]cbYb`g]bX`b]W`hibi`f`X]Y`:`Ui`h]YfYž`gcbXYfb
Ui`W`Nk`Yf[Zi`ggdZYfXYž`H][Yfž`@YcdUfXYb`i`bX`X]Y`bYi`YghYb
6Yk`c`bYfž`X]Y`Gca`U`]!K`j`XYgY`i`bX`5a`i`f`_UmYb`"9]b`VYgcbXYfYg
<][\`][\h`XYg`DUf_g]gh`XUg`Y]bn][Ufh][Y`J]j`Uf]i`a`ž`XUg`ØVYf`,`\$
5a`d\]V]YbUfhYb`VY\YfVYf[hi`bX`]b`j`]Yf`i`bhYfgW`]YX`]W
hYa`dYf]YfhYb`F`Ài`a`Yb`U[]Yfh`5i`»YfXYa`Z]bXYh`a`Ub`]b`X]YgYa
[fØbYb`F`YZi`[]i`a`9fXa`ÀbbWYbž`HØdZY`\m`ÀbYb`i`bX
F`cgUZUa`]b[cg`:`ZØf`YXYb`H]Yf`YV\UVYf`]gh`\]Yf`Yhk`Ug`XUVY]"

8 Yf`GhUbXc`fh`XYg`H]YfdUf_g`i`bX`gY]bY A`]gg]cb

6Ygi`W`Yf`g]bX`XUg`[Ubny`š\f`ØVYf`\Yfn`]W`Y]b[Y`UXYbž`X]Y
H]Yfk`Y`h`ni`Yf`_i`bXYb`"i`a`[YVYb`j`cb`\c`Yb`6`Ài`a`Yb`V]YhYh`XYf
H]YfdUf`_Y]bYb`C`fh`XYf`F`i`\Y`i`bX`9f`c`i`b[""8]Y`Yb[Y`J`YfV]bXi`b[
nk`]gWYb`A`YbgW`i`bX`H]Yf`k`]fX`\]Yf`[fc`»[YgW`f]YVYbž`XcW`XYf`
GhUbXc`fh]gh`b]W`h`ZfY]j`cb`?`cb`hfcj`YfgYb"

Nccg`]b`8Yi`hgW`UbX`ghY`Yb`c`Zi`]b`XYf`?`f]h]_`"K`À`fYbX`X]Y`Y]bYb
g]Y`U`g`H]Yf[YZ`Àb[b]ggY`VYhfUW`hYbž`gY`Yb`UbXYfY`]b`]bYb`Y]b
k`]W`h][Yg`A`]hhY`ni`a`5fhYbgW`i`hn`8`Ug
6i`bXYgi`a`k`Y`ha`]b]ghYf]i`a`YVh`Yf]`cfž`XUgg`8Yi`hgW`UbX`g]W
ni`a`GW`i`hn`j`cb`H]YfUfhYb`j`YfdZ]W`hYh`Uh`gck`c`\`]b`XYf`ZfY]Yb
K`]XVU`b`U`g`Ui`W`]b`9]b]W`hi`b[Yb`k`]Y`XYa`H]YfdUf`_`
9f`U`hi`b[gni`W`hdfc[fUa`a`Y`i`bX`K`]YXYfUbg]YXY`i`b[gdfc`Y`_hY
g]bX`Y]b[Y`XYf`nYbhfU`Yb`H`Ya`Ybž`X]Y`]b`X]YgYa`Ni`gUa`a`Yb`Ub[
X]g`_i`h]Yfh`k`YfXYb`"i`a`X]YgYb`<`YfUi`gZc`fXYfi`b[Yb`ni`VY[Y[bYbž
UfVY]hYb`k`]ggYbgW`UZh]W`i`[YZØ`fhY`Nccg`Yb[`a`]h`i`b]j`Yfg]h`hYb
ni`gUa`a`Yb`i`bX`Yb[U[]YfYb`g]W`]b`:`cf`gW`i`b[gdfc`Y`_hYb"

8]Y`?`cb`hfcj`YfgYb`i`a`Nccg

8 Yf`8Yi`hgW`Y`H]YfgW`i`hnVi`bX`Ài`»Yfh`YXcW`_f]h]gW`Y`Gh]a`a`Ybž

]bgVYgcbXYfY` \]bg]W\h`]W\`XYf`Ufh[YfYW\hYb`<U`hi b[`XYf`H]YfY""9g
k]fX`Ub[YgdfcW\Ybž`XUgg`VYgh]a a hY`5fhYbž`k]Y`9]gV\fyb`i bX
8Y`Z]bYž`]b`Y]bYa`Ncc`b]W\h`[i h`Ui Z[Y\cVYb`g]bX`i bX`XUgg`j]Y`Y
H]YfY`J Yf\U`hYbggh`fi b[Yb`nY][Yb`_`ObbYb""8]Y`k]YXYf\c`hY
BYbbi b[`j cb`ØVYf`(&%"\$`VYXfc`hYb`5fhYb`Xi fW`X]Y
K Y`hbUhi fgW\i hni b]cb`i bhYfghfY]W\h`X]Y`Xf]b[YbXY
Bchk YbX][_Y]hž`gck c\`X]Y`@VYbgf`Ai a Y`U`g`Ui W`X]Y`<U`hi b[
XYf`H]YfY`ni`gW\ØhnYb"

Hfchn`XYf`i bhYfgW\]YX`]W\Yb`A Y]bi b[Yb`ØVYf`XYb`K Yfhj cb`Nccg
V`Y]Vh`XYf`H]YfdUf_`7\Ya b]hn`Y]b`VY`YVhYg`N]Y`a]h]Y]bYf`A\`f`]W\
\c\Yb`6Ygi W\YfnU\`" `a` `d\`f`&\$`%[UVYb`Nccg`]b`8Yi hgW\`UbX
Yhk U`bYi b`A]`]cbYb`9i fc`ZØf`BUhi fgW\i hndfc`Y`hY`Ui g""8]YgY
9]bf]W\hi b[Yb`g]bX`b]W\h`bi f`C fhY`XYg`GhUi bYbgž`gcbXYfb`Ui W\
VYXYi hYbXY`6]`Xi b[gc fhY`ZØf`X]Y`² ZZYbh`]W\`_Y]h"

8]Y`DUhYbgW\UZh`j cb`BcfU`GY]hn`]gh`U`gc`b]W\h`bi f`Y]b`dYfgOb`]W\Yg
9b[U[Ya Ybž`gcbXYfb`Ui W`HY`]Y]bYg[fØ»YfYb`8]g_i fgYg`ØVYf
X]Y`Fc`Y`XYf`Nccg`]b`XYf`\Yi h][Yb` ; YgY`gW\UZh""8Yf`H]YfdUf_
7\Ya b]hn`V`Y]Vh]Y]b`C fhž`Ub`XYa`gck c\`XYf`GW\i hn`XYf`H]YfY`U`g
Ui W`XUg`6Yk i ggghY]b`ZØf`i bgYfY`bUhØf`]W\Y`I a k Y`h[YZØfXYfh
k YfXYb"

8YhU]`g	
Cfh	7\Ya b]hnž`8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "V`]W`"XY • k k k "h]YfdUf_!W\Ya b]hn"XY • k k k "b!hj "XY

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