

DZ`Y[Y `]a `DUfUX]Yg. `Gc `V`Ø\h`@Y]dn][g
; cbXk UbU!@UbX `Ui Z°

9fZU\ fYb`G]Y`U`Yg`ØVYf`XUg; cbXk UbU!@UbX`]a `Ncc`@Y]dn][.
DZY[Yž9fZc`[Y`i bX` † V]`Äi a `XYf`HfcdYbYf`YVb]gk Y`h"



@Y]dn][ž`8Yi hgW\ `UbX`!`8]Y`HfcdYbYf`YVb]gk Y`h; cbXk UbU`UbX
]a `Ncc`@Y]dn][`ZY]Yfh]b`X]YgYa ` †\`f`Y]b`VYa Yf`_Ybgk YfhYg
 † V]`Äi a ` . J cf`[YbUi ` %\$` †\`fYb`ÖZbYhY`XYf`ZUgn]b]YfYbXY`i fk U`X
gY]bY`HcfY`i bX`\UhigY]hXYa `A]`cbYb`j cb`6Ygi W\Yfb`]b`gY]bYb
6Ubb`[Ync[Yb`"; Ubn`_`Ufž`XUgg`XYf`Ncc`@Y]dn][`a]h`X]YgYf
9fZc`[g[YgW\]W\hY`di b`_hYb`_Ubb`"8]Y`<U`Y`]gh`b]W\h`bi`f`Y]b
gW\]`YfbXYf`5bn]Y\i b[gdi b`_hž`gcbXYfb`Ui W\`Y]b`YVYbX][Yg
6Y]gd]Y`ZØf`Ufh[YfYW\hY`H]Yf\U`hi b[`i bX`l a k Y`hgW`i`h"

8]Y`nU\`Yb`gdfYW\Yb`ZØf`g]W\.`GY]h`XYf`9fÖZb]i b[`Ua `%"` † `]'&\$%%
V]YhYh; cbXk UbU`UbX`ØVYf`%+\$`H]YfUfhYbž`- \$`k Y]h[Y\YbX`ZFY]
i a `YfghfY]ZYbXY`H]YfY`]b`XYf`k`i`gW\Y`][Yb`:`cfU`i`bX`a`Y\`f`U`g
&(`\$\$\$`hfc]gW\Y`DZUbnYb`"6Ygi W\Yf`_ÖbbYb`g]W\`Ui`Z`Y]bYb`- \$

A YhYf`Ub[Yb`6Ui a k]dZY`dZUX`ZfYi Yb`cXYf`Ui ZY]bYf`%%`A]bi hYb
`Ub[Yb`6ccchgZU\fh`Ui ZXYa `l fk U`XZi gg; Ua Ub]`X]Y`YI ch]gWXY
H]Yf!`i bX`DZUbnybk Y`h`l`Ui hbU\`Yf`YVYb``8]YgY`J]Y`ZU`h]gh`b]W h
bi f`Y]b`5i [YbgW`a Ui g`z`gc`bXYfb`gc``Ui W`XUg`6Yk i gghgY]b`ZØf
XYb`gW`ØhYbgk YfhYb`F Y[Ybk U`X`gh`Åf`_Yb``8]Y`æj Ygh]h]cbYb`]b
<Ø\Y`j cb`ZUgh`+\$`A]`]cbYb`9i fc`g]bX`Y]bY`_`UfY`5i gXfi W`gZcfa
XYg`9b[U[Ya Ybhg`ZØf`XYb`B Uhi fgW`i hn"

DZ`Y[Y`i bX`9f\ U`hi b[`XYf`6]cX]j Yfg]h`h

I a gc`k]W`h][Yf`]gh`X]Y`h`Å[`]W`Y`DZY[Y`XYf`H]YfY`i bX`DZUbnyb`ž`X]Y
j cb`Y]bYa `a ch]j]YfhYb`HYUa `Ui g`DZY[Yfb`i bX`; `ÅfhbYfb
Xi fW`[YZØ\fh`k]fX``9g`]gh`k]W`h][ž`XUgg`Yg`i bgYfYb`H]YfYb`[i h
[Y`h`ž`VYhcbh`7\`f]gh]bY`5b[Yfž`X]Y`XUZØf`gc`f[hž`XUgg`XUg`Ødd][Y
; fØb`]b`; cbXk UbU`UbX`b]W`h`YfXfØW`h`k]fX``F Y[Y`a `Å»][`a ØggYb
X]Y`6Ui a `fcbYb`[YgW`b]hYb`k YfXYb`ž`i a `g]W`Yfni ghY``Yb`ž`XUgg
XUg`@]W`h`V]g`ni `XYb`i bhYfYb`DZUbnyb`[Y`Ub[hž`i bX`Yg`]gh`Y]b
YW`hYg`?i bghgh`ØW`ž`\]Yf`X]Y`6U`UbW`ni `U`hYb``A]W`UY`9fbgh
Yf`_`Åfh`9]b`F UX]_U`gW`b]h`ZØfXYfh`XUg`gW`bY``Y`K UW`ghi a `XYf
6`Åi a Y``J cf`gc`W`Yb`5`_h]cbYb`dfØZ`b`k]f`bUhØf`]W`ž`cV`g]W`
BYghYf`]b`XYb`6`Åi a Yb`VYZ]bXYb`ž`i a `X]Y`6fi hnY]h`XYf`J Ø[Y`ni
gW`ØhYb"

I a `X]YgY`Ubgdfi W`gj c``Yb`5fVY]hYb`Xi fW`ni ZØ\`fYb`ž`_ca a Yb
; Y`Yb`_!<YVYVØ\`bY`gck]Y`gW`k YfYg; Yf`Å`hni a `9]bgUhn``8]Y
DZY[Y`]gh`UVYf`bi f`Y]b`_`Y]bYf`HY]`XYg`[fc»Yb`; Ubnyb`
9fZc`[fY]W`Y`Ni W`ha U»bU\`a Yb`ž`Yhk U`VY]`XYb
HØdZY`VYi hY`a UfXYfb`ž`a UW`Yb`_`Uf`ž`k]Y`Yfbgh`XYf`Ncc`gY]b
9b[U[Ya Ybh`ZØf`XYb`9f\`U`h`VYXfc`\hYf`5fhYb`b]a a h`,`VYf`%) \$
H]YfY`X]YgYf`5fh`_cbbhYb`VYfY]hg`[YnØW`hYh`k YfXYb`ž`i bX`Ui W`
UbXYfY`H]YfUfhYb`[YXY]\Yb`df`ÅW`h]["

: cfhdZ`Ubni b[`i bX`H]Yfa UbU[Ya Ybh

9]bV`]W`_`Y]b`X]Y`ZcfhgW`f]h`]W`Yb`A Yh`cXYb`XYf
: cfhdZUbni b[gd`Ubi b[`]b`Nccg`nY][Yb`ž`k]Y`j]Y``J YfUbhk cfhi b[
X]Y`H]YfdZY[Yf`hfU[Yb``9]b]f]W`hi b[Yb`k]Y`XYf`Ncc`@Y]dn][`U`VYb
a cXYfbY`A UbU[Ya Ybh`a Yh`cXYb`Ybhk]W`_`Y`hž`i a `X]Y

: cfhdZUbni b['ni 'Z0fXYfb'i bX'XUg'K c\`Yf[Y\Yb'XYf'H]YfY'ni
 g]W\Yfb"'8Yf': c_i g`Y[h'b]W\h'bi f'Ui Z'XYf'9f\U`hi b['[YbYh]gW\Yf
 J]Y`ZU'hž'gcbXYfb'Ui W\`Ui Z'XYa`J YfghÅbXb]g'XYf'gcn]U`Yb
 J Yf\U`hYbgk Y]gYb'XYf'H]YfYž'k Ug`Y]bY`J cfUi ggYhni b['Z0f'\fY
 Ufh[YfYW\hY`<U`hi b['gh"

8]YgY`A U»bU\`a Yb'g]bX'VYgcbXYfg'fY`Yj Ubh'Z0f'VYXfc\`hY`5fhYb
 i bX'hfU[Yb'XUni`VY]ž'X]Y`Dcdi`Uh]cbYb'gck c\`b'; YZUb[YbgW\UZh
 U'g'Ui W\`j b'ZfY]Yf'K]XVU\`b'ni`ghUV`]g]YfYb"'8]j YfgY
 J Yf\0hi b[ga`Yh\`cXYbž'A YX]_Ua`Yb'hY`i bX'Ui W\`X]Y`, VYfk UW\i b[
 j cb': cfhdZUbni b[gUb`ÀggYb'gd]Y`Yb'XUVY]Y]bY`k]W\h[Y`F c`Y"

8 Ug`A UbU[Ya`Ybh'XYg'Ni W\hdfc[fUa`a`g]b'; cbXk UbU`UbX
 gd]Y[Y`h'g]W\`b]W\h'bi f'ja`K UW\ghi a`XYf'H]YfVYghÅbXY`k]XYfž
 gcbXYfb'Ui W\`j b'XYf'dcg]h]j Yb'9bhk]W_`i b['XYf'H]YfUfhYbž'X]Y`\]Yf
 `YVYb"'9g`k]fX'XYi h]W\ž'k]Y`Yb[U[]Yfh'X]Y`A]hUfVY]hYf'XYg'Nccg
 X]YgYb`k]W\h[Yb'5gdY`h'XYg'5fhYbgW\i hnYg'j YfZc`[Yb"

9]b`k Y]hYfYg'<][\`][\h'k UfhYh'a]h'XYb'bYi Yb': c`[Yb'XYf
 VY`YVhYb`GYbXYfY]\Y`9`YZUbhž'H][Yf/`7c" ž'X]Y`ZfY]hU[g'i a
 %-.) \$`I`f]a`A 8 F!HJ`Ui g[YghfU\`h'k YfXYb"'<]Yf`_0bbYb'Ui W\
 B]W\h!6Ygi W\Yf'Y]bYb`_Y]bYb'9]bV`]W_`]b'XUg'gdUbbYbXY`HfY]VYb
 \]bhYf'XYb`?i`]ggYb'XYg'Nccg`k YfZYb"

<]bhYf'XYf`Vi bhYb': UggUXY`j cb'; cbXk UbU`UbX`j YfV]f[h'g]W\`Y]bY
 K Y`h'j c`Yf'<YfUi gZcfXYfi b[Yb'i bX'9fZc`[Yž'X]Y`XYb'Ncc`@Y]dn][
 ni`Y]bYa`i bj Yfn]W\hVUfYb`i bhYfbY\`a Yb']a`6YfY]W\`XYg
 H]YfgW\i hnYg'i bX'XYf'5i Z_`Àfi b['0VYf`i a k Y`hZfU[Yb'a UW\h"'8]Y
 ?ca`V]bUh]cb'Ui g'VYk i gghgY]bgZ0fXYfbXYb'9f`YVb]ggYb`i bX
 Y]bYa`_`UfYb`6Y`Yb`hb]g'ni a`H]YfgW\i hn]gh'XUg'<Yfngh0W`X]YgYf
 Y]ba`U][Yb'5hhfU`h]cbž'X]Y`Ui W\`j b'Ni`_i bZi`Y]bY`K 0bgW\Y
 cZYb`UggYb`k]fX"

8YhU]`g	
Cfh	@Y]dn][ž'8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "h\i Yf]b[Yb&("XY • k k k "ncc!`Y]dn]["XY • k k k "a gXj Yha Ubi U`"Wca

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