

8]YhYf' A UgWk]bY '6]ff'a]h', %>U\ fYb.
B Yi Y'Hci f'a]h'GhfY]Wk Yfb 'VY[]bbh°

8]YhYf'6]ffž'9I !GÅb[Yf'XYf'Di \Xmgž'ghUfhYh'a]h', %>U\ fYb'Y]b
bYi Yg'a i g]_U`]gWk Yg'Dfc'Y_h'a]h'Y]bYa 'GhfY]Wk Yfei]bhYhh"
Hci fVY[]bb.'&*""GYdhYa VYf']b': fY]VYf["



: fY]VYf[ž'GUWk gYbž'8 Yi hgWk `UbX '!8]YhYf'~A UgWk]bY" '6]ffž
XYf'WkUf]ga Uh]gWk Y'9I !GÅb[Yf'XYf'Di \Xmgž'a Y'XYhg]Wk'a]h', %
>U\ fYb'ni fØW_`Ui ZXYf'6Ø\ bY""5V'GYdhYa VYf'&\$&'`ghUfhYh'Yf'Y]b
Ui ZfY[YbXYg'bYi Yg'a i g]_U`]gWk Yg'Dfc'Y_hžXUg'gY`Vgh'ZØf'XYb
YfZU\ fYbYb`A i g]_Yf'Y]bY`DfYa]YfY`XUfghY`h"9f'[Y\h'a]h'Y]bYa
GhfY]Wk Yfei]bhYhh'Ui Z'Hci fž'XUg'Ui g'hU`Ybh]YfhYb`A i g]_Yfb`XYf
GhUUhgcdYf'6Yf']bž'XYf'8 Yi hgWk Yb`C dYf'i bX`XYb'6Yf']bYf
D\`Ufa cb]_Yfb`VYghY`h"8]YgY'?ca V]bUh]cb`j Yfgdf]Wk'h'Y]b
Ui »Yf[Yk Ø\ b`]Wk Yg'9f'YVb]gž'XYbb'6]ff'i bX`X]Y`A i g]_Yf'k i fXYb
VY]`Y]bYa `[Ya Y]bgUa Yb`9ggYb`Y]bUbXYf'j cf[YghY`h"i bX`a Ub
XUfZgU[Ybž'XUgg'Y]b][Y`j cb`]\bYb'[fc»Y`Di \Xmg!: Ubg'g]bX"K]Y`
**X]YgUWk gYb"XY`VYf]Wk hYhž'k]fX`X]Y`Hci f`Ua`&*""GYdhYa VYf'`a
H]j`c`']b': fY]VYf[`VY[]bbYbž'Y]bYa`C fhž'XYf'ZØf'X]Y`Di \Xmg`j`cb**

VYgcbXYfYf'6YXYi hi b[']ghž'XU'g]Y'Xcfh]\f'YfghYg'?c'bnYfh]a
Bcj Ya VYf'%- * - '[Y[YVYb'\UVYb"

5i ZXYf'6Ø\bY'k]fX'6]ff'j cb'nk Y]; Y][Ybž'7Y''cž'6fUhgWXYž
?c'bhfUVUgg'i bX'XYa ' ?YmVcUfXYf'A UfW'g'; c'fghY]b'VY['Y]hYh"
8]YgY'a i g]_U'g]WXY'6Y['Y]hi b['_ØbbhY'b]W'h'dUggYbXYf'gY]bž
XYbb']bg[YgUa h'\Uh'6]ff'&('Gcb[g'ZØf'XUg'E i]bhYhh'i a UffUb[]Yfh"
8Ufi bhYf'g]bX'VYfØ\ a hY'<]hg'XYf'Di \Xmg'k]Y'~8Ug'6i W" 'i bX
~@YVYbgnY]h" ž'UVYf'Ui W'GhØW_Y'Ui g'gY]bYb'Gc'c!5'VYb"
6YgcbXYfg'VYhcbhYfž'XUgg'X]YgY '@YXYf' gY\ f'Ya ch]cbU'Y
GhØW_Y'g]bX'i bX'Y]bY'bYi Y'8]a Ybg]cb'XYf'Di \Xmg!A i g]_
YfØZbYbž'X]Y'g]WXYf'W'j]Y'Y]b'XYb'6Ubb'n]Y\Yb'k]fX"K]Y'Vn!
VYf']b"XY' Uba Yf_hž'd'Ubh'6]ff'XYb'9]bVUi 'Y]bYg'_Ugg]gWYb
GhØW_g' 'i fgdfØb['W'k c'hY'Yf'J]j U'X]g' 8]Y'j]Yf'X\ fYgnY]hYb
gd]Y'Ybž'\Uh'UVYf']bnk]gWYb'Y]bY'U'hYfbUh]j Y'XYY'Yb'k]W_Y'h"

9]b' i bj Yfk YW gY'VUfYf'K Y[

=a '@Ui ZY'gY]bYf'VYY]bXfi W_YbXYb'? Uff]YfY'\Uh'8]YhYf'6]ffž'XYf
%- ((']b' ?Øg']b['YVc'fYb'k i fXYžY]bY'J]Y'nU'\ 'j cb'a i g]_U'g]WXYb
Dfc_Y_hYb']bg '@YVYb' [Yfi ZYb" 'A]h'XYb'Di \Xmg' 'X]Y'YfZc'[fY]W'ghY
F cW_VUbX'XYf'88F' '\Uh'Yf'ØVYf'&) \$ '@YXYf'_ca dcb]Yfhi bX
Yf'Ub[hY'XYb'Gd]hmbUa Yb'~A UgW]bY" ž'XYf']\b'V]g'\Yi hY
VY['Y]hYh"8]Y'6UbX'\Uh'g]W'ja 'X]bi Uf'&\$%* 'Ui Z[Y'Øghž'UVYf'6]ff
V']YV'U_h]j 'i bX'j YfØZYb'h]W'hY'a Y\ fYfY'Gc'c!5'VYb" 'GY]bY'YhnhYb
VY]XYb'K Yf_Yž'~; fc»Y'<YfnYb" 'f&\$&' Ł'i bX'~A Y]b'K Y[" 'f&\$&(Łž
YffY]W'hYb'b]W'h'k Yb][Yf'U'g'D'Uhn'(']b'XYb'5'Vi a W Ufhgž'k]Y
Ui W'K]_]dYX]U'ZYgh\À'h"

K Yf'fUghYhž'XYf'fcghYh ž']gh'b]W'h'bi f'Y]b'A chhc'j cb'6]ffž'gcbXYfb
gd]Y['Y'h'Ui W'gY]bY'i bYfa ØX'WXY'9bYf[]Y'k]XYf"BYVYb'XYf
_ca a YbXYb'Hci f'a]h'XYa 'GhfY]WYfei]bhYhh']gh'Yf'Ui W'U_h]j ']b
Dfc_Y_hYb'k]Y'~@YXYf'ZØf'; YbYfUh]cbYb" ž'k c'Yf['Ya Y]bgUa 'a]h
G]'mł;]hUff]gh'i k Y'<UggVYW_Yf'Ui Zhf]hh"8UfØVYf'\]bUi g']gh'Yf
fY['Y'a À»][']b'XYf'HU'_g\ck' ~K Ug'V]g\Yf['YgWU\ " 'ni 'gY\Ybž'k c
Yf'; YgW]W'hYb'Ui g'gY]bYa 'VYk Y[hYb '@YVYb'YfnÀ'h'i bX '@YXYf
g]b[h"

A]h'X]YgYf'Hci f'nY][h'6]ffž'XUgg'X]Y'A i g]_ _Y]b'5'hYf' _Ybbhi bX'Yg
 b]Y'ni 'gdÅh']ghž'Yhk Ug'B Yi Yg'ni 'k U[Yb"'GY]bY'F ØW_ Y\ f']gh'Y]b
 YW'hYg'<][\'][\ h']a ' _i 'hi fY''Yb'@YVYbž'i bX'X]Y'J cfZfYi XY'Ui Z'X]Y
 ?cbnYfhY'k ÅW'gh'b]W'h'bi f'VY]'gY]bYb'hfYi Yb': Ub gž'gcbXYfb'Ui W
 VY]'A i g]_]YV\ UVYfbž'X]Y'X]Y': i g]cb'Ui g'F cW_ i bX'_Ugg]gW'Yf
 A i g]_ni 'gW'Åh'Yb'k]ggYb"

8YhU]`g	
C fh	: fY]VYf[ž'GUW'gYbž'8Yi hgW'`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "X]YgUW'gYb"XY • k k k "Vn!VYf`]b"XY • XY"k]_]dYX]U"cf[

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