

8 fYgXYb!: `i [\ UZYb '[YgdYffh. 'A Ugg]j Y
l a `Y]hi b[Yb 'UV 'gcZc fh'V]g'5i [i gh°

K Y[Yb 'GUb]Yfi b[gUfVY]hYb ']gh'X]Y '5bgW`i ggghY`Y '8 fYgXYb!
: `i [\ UZYb 'j ca ' %) "'V]g'&+"`&`]'&\$&) '[YgdYffh"l a `Y]hi b[Yb
j YfzØ[VUf"



8 fYgXYbž'8 Yi hgW`UbX '!5_hi Y`a ØggYb'5i hcZU\ fYf']b'8 fYgXYb
a]h'Yf\YV]WYb'9]bgWfÅb_i b[Yb'fYW`bYb"8]Y', VYfZU\ fhj cb
XYf'5('ni f'5%']b'F]W`hi b['6Yf']b'k]fX'gUb]Yfhž'k Ug'Y]bY
Jc`gdYffi b['XYf'5bgW`i ggghY`Y '8 fYgXYb!: `i [\ UZYb'ni f': c'[Y
\Uh"8]YgY'V`Y]Vh'V]g'j cfUi gg]W`h`W`_ca a YbXYb'GcbbhU[žXYb
&+"`&`]'&\$&) žX]W`h`K]Y' **A 8 F** 'VYf]W`hYhž'g]bX'gck c`\`X]Y'5i ZU\ fh
U`g'Ui W`X]Y'5VZU\ fhj cb'X]YgYf'5bgW`i ggghY`Y 'VYhfcZYb"

: Øf'U`YžX]Y']b'F]W`hi b['XYg': `i [\ UZYbg'cXYf']b'XYb'@UbX_fY]g
A Y]»Yb'k c`Ybž'[]Vh'Yg'U'hYfbUh]j Y'Fci hYb"5i hcZU\ fYf' _ØbbYb
X]Y'5bgW`i ggghY`Y '<Y`YfUi 'bi hYbž'i a 'X]Y'l a `Y]hi b['ni a
: `i [\ UZYbhYfa]bU`ni 'bY\`a Yb"5i W`X]Y'5bgW`i ggghY`Y
A UfgXcfZ'Ub 'XYf'5%' ghY`hY]bY'5i gk Y]W`a Ø[`]W`_Y]h'XUf"8]Y

5i hcVU\b'; a V< \Uh'ni XYa `Ya dZc\`Ybž'XUgg`XYf`Ui ZU\fybXY
 JYf_Y\`f`Ub`XYf`5bgW\`i ggghY``Y`8fYgXYb!:`i [\`UZYb`]b
 : U\fhf]W\hi b[`8fYgXYb`Ui ZÅ\`fh`i bX`Ub`XYf`5bgW\`i ggghY``Y
 8fYgXYb!<Y``YfUi `k YbXYhž`i a `]b`F]W\hi b[`6Yf`]b`ni `[Y`Ub[Yb"

6Ui ghY``Y`V]g`A]hhY`5i [i gh

8]Y`6Ui a U»bU\`a Ybž`X]Y`Xi fW\`fYXi n]YfhY`DYbX`Yfghf`0a Y
 k Å\fybX`XYf`Gca a YfZYf]Yb`Yfa Ò[`]W\h`k`i fXYbž`g]bX
 _cghYb]bhYbg]j "`@Ui h`HU[`&(`VY`Ui ZYb`g]W\`X]Y`?cghYb`ZØf`X]Y
 GUb]Yfi b[`Ui ZØVYf`%`A `]`cb`9i fc"8]Y`i ba `]hhY`VUfYb`5fVY]hYb
 g]bX`Ui Z`X]Y`9fbYi Yfi b[`XYf`: U\fvU\`bXYW_gW\]W\h`Ub`XYf
 5bgW\`i ggghY``Y`Ui g[Yf]W\hYh`i bX`g]bX`gY]h`XYa `%("`đ `]`&\$&) `]a
 ; Ub[Y"

8]Y`6Ui UfVY]hYb`g]bX`a `]h`k`Y]hYfYb`9]bgW\`fÅb`_i b[Yb`j`YfVi`bXYb.
 8Yf`J`Yf_Y\`f`Ui ZXYf`5i hcVU\b`k`]fX`k`Å\fybX`X]YgYf`NY]h
 Y]bgdi`f][`Ub`XYf`6Ui`ghY``Y`j`cfVY][Y`Y]hYh`8]YgY`Y]bgdi`f][Y
 JYf_Y\fgZØ\`fi b[`k`]fX`j`cfUi`gg]W\h`]W\`V]g`5bZUb[`5i [i gh
 Ub\U`hYbž`k`Ug`VYgcbXYfg`ZØf`DYbX`Yf`i`bX`F`Y]gYbXY`Y]bY
 <YfUi`gZcfXYfi b[`XUfghY``h"

J Yf_Y\fgdfc[bcgYb`i`bX`<]bk`Y]gY

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "hU[&("XY • a Udg"UXUWXY

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