

A UggYbWfUg\`Ui Z`XYf`5 (.`< i VgWk fUi VYf! 9]bgUhn`bUWk`gWk k YfYa`l bZU``°

5a`%*"\$+ "&\$&)`_Ua`Yg`Ui Z`XYf`5(`]b`A]hhY`gUWk`gYb`ni
Y]bYa`A UggYbi bZU``a`]h'g]YVYb`:`U\fnYi [Yb`i bX`Y]bYa
< i VgWk fUi VYfY]bgUhn"



5 (ž`< U]b]Wk Ybž`8 Yi hgWk`UbX`!`5a`A]hk cWk UVYbXž`XYb
%*"\$+ "&\$&) ž`_Ua`Yg`[Y [Yb`%, .`\$`l` \f`Ui Z`XYf`5(`]b`F]Wk hi b [8
fYgXYbž`i ba]hhY`VUf`bUWk`XYf`5VZU\fh`< U]b]Wk Ybž`ni`Y]bYa
Zc`[YbgWk k YfYb`J Yf`_Y\fgi bZU``" `#] c`j]Yfh`k UfYb`]bg[YgUa h
g]YVYb`:`U\fnYi [Yž`VYhfc ZYb`g]bX`%%`DYfgcbYb`"K`À\fybX`nk Y]
l bZU``VYhY`][hY`j cf`C fh`a YX]n]b]gWk`j Yfgcf[h`k i fXYbž`a i gghY
Y]bY`DYfgcb`]bg`? fUb`_Yb`Ui g`[YVfUWk`h`k YfXYb`";`ØW`_ja`l b [`ØW`
`UhhYb`X]Y`UbXYfYb`bYi b`6Yhfc ZYbYbž`X]Y`ni a`";`ØW`_i bj Yf`Yhnh
V`]YVYb`"8]Y`6`]W`_VYf]Wk`hYhž`XUgg`X]Y`F]Wk hi b [gZU`fVU`b`XYfnY]h
j c``[YgdYffh]gh"

: Øf`X]Y`9]bgUhn_f`ÄZhY`k Uf`X]Y`G]hi Uh]cb`j cf`C fh`U`Yg`UbXYfY`U`g
Y]bZUWk`"8]Y`:`Yi Yfk Y\f`< U]b]Wk Yb`k Uf`a`]h`a Y\fyfYb

9]bgUhnZU\fnYi [Yb'i bX'ØVYf', F Yhhi b[g_fÅZhYb'j cf'Ch'5i W
F Yhhi b[gX]YbghY'Ui g'XYb'i a`Y[YbXYb'GhÅXhYb'k]Y': fUb_YbVYf[ž
7\Ya b]hni bX'A]hkh Y]XU''Y]ghYhYb'k Yfhj c''Y'I bhYfghØhni b[''9]b
F Yhhi b[g\i VgWfUi VYf'k Uf'YVYbZU``g'gWbY''Y]b[YhfcZZYb"
5''YfX]b[g'k i fXY'b]Ya UbX'j ca`<Y`_cdhYf'hfUb'gdcfh]Yfhž'gcXUgg
XYf'@ ZhgW'i hni'Yhnh]W`b]W'h'ni a`9]bgUhn`_ca a Yb'a i gghY"

I bZU``i fgUWY`i bX'9fa]hh'i b[Yb

8]Y'[YbUi Y'I fgUWY`XYg'I bZU``g]gh'V]g\Yf'i b_'Uf''8]Y'Dc`nY]`Uh
VYfY]hg'9fa]hhi b[Yb'Ui Z[Ybca a Ybž'i a`XYb'<Yf[Ub['bÅ\Yf'ni
VY`Yi W'hYb''`b'5bVYhfUW'h'XYf'HUhgUWYž'XUgg'X]Y'5i hcVU\`b`]b
X]YgYa`6YfY]W`Åi Z['j cb`J Yf_Y\fgi bZÅ``Yb`VYhfcZZYb`]ghž'k]fX
X]Y'5i gk Yfhi b['XYf'X]Yg'Å\ f][Yb`J Yf_Y\fgi bZU``ghUh]gh]_`j cb
[fc>Yf'6YXYi hi b['gY]b''8]YgY`GhUh]gh]_Yb`X]YbYb`b]W'h'bi f`U`g
; fi bX`U[Y`ZØf'X]Y`ghUUh]W`Y`J Yf_Y\fgdc`h]_ž'gcbXYfb`V]YhYb
Ui W`k Yfhj c''Y'9f_Yb'bh]ggY'ni`I bZU``UfhYbž'!i fgUWYb'i bX
!Zc`[Yb"

9]b`Å\`b`]W`Yf'hfU[]gW`Yf'J cfZU``YfY][bYhY`g]W`Yfgh`_Øfn`]W`Ui Z
XYf'5('VY]: fYW`Yb`Ua`''`'ž b]''<]Yf'_c``X]YfhYb`ZØbZ': U\fnYi [Yž
XUfi bhYf'@Ughk U[Ybž'i bX'a`]bXYghYbg'gYW`g'DYfgcbYb'k i fXYb
j Yf'YhnhžY]bY`XUj cb`gW`k Yf''8]YgY`DYfgcbž'Y]b'(' !Å\ f][Yf'A Ubbž
k Uf`]b`@YVYbg[YZU`f'i bX'a i gghY'a]h'Y]bYa
F Yhhi b[g\i VgWfUi VYf`]b`X]Y'I b]_]b]_`bUW`?`Ò'b`[YZc[Yb
k YfXYb''6Y]X]YgYa`I bZU``[UV`Yg'a Ugg]j Y'DfcV`Ya Y`VY]'XYf
5bZU`fh'XYf'F Yhhi b[g_fÅZhYž'VYX]b[h'Xi fW`XUg': Y\`Yb`Y]bYf
F Yhhi b[g[UggYž'k Ug'ni`Y]bYf'Yf\YV`]W`Yb`NY]hj YfnØ[Yfi b[
ZØ\fhY''8Yf'5857`Uh`VYfY]hg`XUfUi Z`\]b[Yk]YgYbž'XUgg'X]Y
6YXYi hi b['XYf'F Yhhi b[g[UggYb`j cb`J Yf_Y\fgH]`bY\`a Yfb`cZh
i bhYfgW`Åhnh'k]fXž'k Ug]b`X]YgYa`': U``ni`Y]bYa`bY[Uh]j Yb': U_hcf
k i fXY"

J Yf_Y\fgg]W`Yf`Y]h`a`': c_i g

8]Y'[YgW`Y\YbY`Bch`U[Y`Ui ZXYf'5('i bhYfghfY]W`h'b]W`h'bi f`X]Y
Bch'k YbX][_Y]h'Y]bYf'f]g_UbhYb`J Yf_Y\fg`U[Yž'gcbXYfb`Ui W`X]Y
K]W`h][_Y]h'XYf'f]W`h][Yb`J cfVYfY]hi b['ZØf'ni`_ØbZh][Y'9fY][b]ggY"

A]h'XYf'ghY][YbXYb'5bnU\`j cb'J Yf_Y\fgX]Ybgh'Y]ghi b[Yb'i bX !hY]'bY\`a Yfb'k ÅW\gh'Ui W\`X]Y'J YfUbhk c fhi b['ZØf`X]Y'G]W\Yf\Y]h]a 'GhfU»Ybj Yf_Y\`f"Å U» bU\`a Yb'ni f'J Yf_Y\fgYfn]Y\i b['i bX'ni f J YfVYggYfi b['XYf'`bZfUghfi _hi f'a ØggYb'Yfbgh\UZh]b'6YhfUW\h [Ync[Yb'k YfXYb"

⊖`XYf'@i Zh'hUh]g]W\`Ua 'A]h'k cW\`Ui Z'XYf'5('k]f_`]W\`j]Y`ž'UVYf \c ZYbh]W\`k]fX`X]Y'i fgUW\Y'gW\`bY``[Y_`Äfhž`XUa]h'gc`W\Y G]hi Uh]cbYb']b'Ni _i bZh'j Yfa]YXYb'k YfXYb'`ÖbbYb"8]Y 6Yj Ö`_Yfi b['k]fX`[YVYhYbž'Ui Z'X]Y'J Yf_Y\fgg]W\Yf\Y]h'ni 'UW\hYb i bX`X]Y'fYW\h]W\Yb'6Ygh]a a i b[Ybž'k]Y'n"6"X]Y'F Yhi b[g[UggYž b]W\h'ni 'j YfbUW\`Ägg][Yb"

8YhU]`g	
C fh	5(ž' < U]b]W\Ybž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V`]W`"XY • k k k "fi bXgW\Ui !cb`]bY"XY • k k k "XYghUh]g"XY

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