

7 mVYfUb [f]ZZ`Ui Z`GUW gYb!5b\U`h.
A]b]ghYf]Yb`j c fØVYf[Y\YbX`U\ a [Y`Y[h`

Dfcfi gg]gWY`< UW_Yf`\ UVYb`GUW gYb!5b\U`hg`@UbXYgdcfhU`
Ub[Y[f]ZYbž88cG!5b[f]ZZ`ZØ\fh`ni`hYa`dcfÀfYb`5i`gZÀ`Yb
XYf`A]b]ghYf]Yb`"



GUW gYb!5b\U`hž`8Yi hgW`UbX`!`8]Y`5`Ufa [`cW_Yb`Ài hYhYb
Ua` \Yi h][Yb`HU[ž`XYa``%"`'đ`]'&\$&) ž`U`g`X]Y`đhYfbYhgY]hYb`XYf
A]b]ghYf]Yb`]b`GUW gYb!5b\U`h] c fØVYf[Y\YbX`Ui`gZ]Y`Yb`"8Yf
; fi bX3`9]b`a`Ugg] Yf`7mVYfUb [f]ZZXYf`dfcfi gg]gWYb
< UW_Yf[fi ddY`BcB Ua` Y\$) +f%* ž`XYf`U`g`88cG!5b[f]ZZ
fB]ghf]Vi hYX`8Yb]U`cZ`GYfj`]W`Ł`_`Ugg]Z]n]Yfh`k`i`fXY`"8Yf`5b[f]ZZ`\Uh
[fc»Y`HY]Y`XYg`@UbXYgdcfhU`g`Ui`»Yf`; YZYW`h`[YgYhnhž`k`cVY]
]bgVYgcbXYfY`X]Y`GY]hY`a`]h`XYb`DfYggYa`]hY]i`b[Yb`ghUf`
VYhfcZYb`k`Ufž`X]Y`XYfnY]h`V`cW_Y]fh]gh`"

;`ØW`_]W`Yfk`Y]gY`g]bX`X]Y`a`Y]ghYb`GY]hYb`a`]hh`Yfk`Y]Y`k`]YXYf
YffY]W`Vufž`Ui`W`k`Ybb`XUg`@UXYb`Ui`Z[fi bX`_`Y]bYfYf
9]bgW`fÀb`_i`b[Yb`"Àb[Yf`XUi`Yfb`_`Ubb`"8]Y`@UbXYgfY[]Yfi`b[`\Uh

VYfY]hg'5Vk Y\fa U» bU\ a Yb'U_hj]Yfhž'X]Y'i bhYf'UbXYfYa 'Y]b
[Yd'UbhYg; YcV'cW_]b['ZØf'X]Y'F Y[]cbYb'i a ZUggYbž'Ui g'XYbYb
X]Y'5b[f]ZZY'Ui g[YZØ\fh'k YfXYb''Ni gÅh'W]W'dfØZh'X]Y'F Y[]Yfi b[ž
cV'fYW'h]W]Y'GW'f]hhY' [Y[Yb'X]Y'5b[fY]ZYf'Y]b[Y'Y]hYh'k YfXYb
gc''Yb''8]YgY'bYi Y'9bhk]W_'i b[']gh'HY]'Y]bYg'i a ZUb[fY]W]YfYb
HfYbXg.'8]Y'6i bXYgfY[]Yfi b['\Uh'X]Y'7mVYfgYW'f]hmigY]h'&\$&(
Yf\YV']W'j YfghÅf_hž'i a 'Y]bY'gW'by''YfY'9f_Ybbi b['i bX'5Vk Y\fa
j cb'XYfUfh][Yb'5b[f]ZZYb'ni '[Yk Å\ f'Y]ghYb''K]Y'NY]h'VYf]W'hYhž
g]bX'X]Y'bYi Yb'HYW'bc'c[]Yb'Y]b'GW'f]hh'i]b'X]Y'f]W'h][Y'F]W'h'i b["

F Ubgca k UfY 'i bX '88 cG!5b[f]ZZY ']b 8 Yi hgW' `UbX

8]Y'G]hi Uh]cb']b'GUW'gYb!5b\U'h]gh'b]W'h]gc`]Yfhž'XYbb
8Yi hgW' `UbX'\Uh]a 'd\ f'&\$&('Y]bY'K Y''Y'j cb'7mVYfUb[f]ZZYb
Yf'YVh''6YgcbXYfg'UbZÅ''['k UfYb'_'Y]bY'I bhYfbY\ a Yb'i bX'X]Y
: Yfh][i b[g]bXi ghf]Yž'X]Y'cZh'b]W'h'ØVYf'Ui gfY]W]YbXY
G]W]Yf\Y]hgj cf_Y\fi b[Yb'j YfZØ[Yb''@Ui h'Y]bYa '6Yf]W'h]j cb'
GYW' f]hm' =bg]XYf' [Y\Øfh'8Yi hgW' `UbX'ni 'XYb'Hcd') 'XYf'@AbXYfž
X]Y'Ua '\Ài Z][ghYb'a]h'F Ubgca k UfY '_cbZfcbh]Yfh'g]bX"

8]Y' [fØ» hYb'5b[f]ZZgUfhYb''UggYb'g]W']b'gYW'g'<Ui dh_UhY[cf]Yb
Y]bhY]'Ybž'k cVY]'88cG!'i bX'K YV!8YZUW'a Ybh'5b[f]ZZY'a]h'Y]bYa
5bhY]'j cb'' * ž(i 'X]Y'Gd]hnY'UbZØ\ fYb''F Y[]Yfi b[g!ž'J Yfk U'hi b[g!
i bX'GhfUž] YfZc`[i b[gVY\ØfXYb'k UfYb'VYgcbXYfg'cZh'N]Y''j cb
88cG!5b[f]ZZYb''9]b'b]W'h'ni 'j YfbUW'`Agg][YbXYf': U_h'XUVY].
_'Y]bY'I bhYfbY\ a Ybž'VYgcbXYfg'X]Y'a]h'%%V]g'%%\$ \$
A]hUfVY]hYbXYbž'g]bX'Ua'ghÅf_ghYb'VYhfcZZYb' '[Ubny')) ž&i
X]YgYf':]fa Yb''Y]XYb'i bhYf'XYf'6YXfc\i b['7mVYfUb[f]ZZYbž'k]Y
X]Y'5i gk Yfhi b[Yb'nY][Yb"

5i gV`]W_ 'Ui Z'X]Y'7mVYfgYW' f]hm

8]Y'U_hi Y''Yb'9fY][b]ggY']b'GUW'gYb!5b\U'h'i bX'X]Y
XYi hgW' `UbXk Y]hYb'7mVYfUb[f]ZZY'nY][Yb'XYi h]W'ž'XUgg
7mVYfg]W]Yf\Y]h'i]W'h'bi f'Y]b'hYW'b]gW]Yg'H\Ya U']ghž'gcbXYfb
ni bY\ a YbX'Y]bYb'k]fhgW'UZh]W]Yb'J cfhY]'`XUfghY''Yb'_Ubb"

I bhYfbY\ a YbžX]Y]b`G]W\Yf\Y]h]bj Ygh]YfYb`i bX`GhUbXUfXg
j cf[YVYbž`_ÖbbYb`J YfhfUi Yb`VY]`]\fYb`?i bXYb`gW\UZZYb`i bX`g]W
XUa]h] cb`XYf`?cb_i ffYbn`UV\YVYb`"Gd]Y[Y`'\YVh`Yfj cfž`XUgg
Yg`k]W\h][`]ghž`]bgVYgcbXYfY`]b`XYf`Yfh][i b[g]bXi ghf]Y`i bX`a
9]bnY`\UbXY`ž`7mVYfg]W\Yf\Y]h`d`f]cf]hÅf`ni`VYhfUW\hYbž`i a`g]W
[Y[Yb`X]Y`k UW\gYbXYb`6YXfc\i b[Yb`ni`k UddbYb`"

5i ZX]YgYa`<]bhYf[fi bX`V`Y]Vh`ni`cZZYbž`XUgg`X]Y
@UbXYgfY[]Yfi b[]j cb`GUW\gYb!5b`U`h`i bX`XYf`F Ygh`8Yi hgW\`UbXg
[i h[Yk UddbYhig]bXž`i a`Ub[Yg]W\hg`X]YgYf`<YfUi gZcfXYfi b[Yb
Y]bYb`_Ø`Yb`?cdZ`ni`VYk U`fYb`i bX`k Y]hYf\]b`d`f`c`U`_h]j Y
A U»bU`a Yb`ni`f`i Yk Å`f`Y]ghi b[`XYf`7mVYf!G]W\Yf\Y]h`ni
Yf[fY]Zb`"

8YhU]`g	
C fh	GUW\gYb!5b`U`h`ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "nY]h"XY • k k k "gd]Y[Y`"XY • k k k "gYW`f]hm!]bg]XYf"XY

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