

Gca a Yfi b hYf`GhfYgg. `8 Yi hgW\ Y`a Y]XYb
<]hnYn]Y`Y`]a `I f`Ui V`

9bhXYW_Yb`G]Yž`k]Y`YI hfYa Y`K YhhYfVYX]b[i b[Yb`XYb
Gca a Yfi f`Ui V`XYf`8Yi hgW\Yb`&\$&) `VYY]bZi ggYb`"HfYbXg
ni / ei ch/7cc`WUh]cb/ ei ch/i bX`bYi Y`FY]gn]Y`Y"



8Yi hgW\`UbX`!`8]Y`Ub\U`hYbXYb`<]hnYk Y`Yb`]b`GØXYi fcdU
gcf[Yb`ZØf`8]g_i gg]cbYb`ØVYf`XYb`Gca a Yfi f`Ui V`XYf`8Yi hgW\Yb`
Hfchn`HYa dYfUhi fYb`ØVYf`(\$; fUX`7Y`g]i g`YbhgW\Y]XYb`g]W\`j]Y`Y
I f`Ui VYf`k Y]hYf\]b`ZØf`FY]gYn]Y`Y`Ua `A]hhY`a YYfž`k]Y
; f]YW\Yb`UbX`i bX`GdUb]Yb`"8]Yg`nY][h`g]W\`Ui W\`]b`Y]bYf`I a ZFU[Y
j cb`6cc_]b["Wc`a ž`X]Y`Yf[UVž`XUgg`(' i `XYf`XYi hgW\Yb`FY]gYbXYb
]b`6YhfUW\h`n]Y\Yb`k ØfXYbž`VY]`YI hfYa `c\Yb`HYa dYfUhi fYb`Y]bY
UbXYfY`8Ygh]bUh]cb`ni `k`À`Yb`"Hi]!7\YZ`6Yb`Ua]b`>UWcV]\`Uh
ZYgh[YghY`hž`XUgg`8Yi hgW\Y`GcbbYž`GhfUbX`i bX`A YYf`gW\`ÀhnYbž
`YXcW\`YI hfYa Y`<]hnYVYX]b[i b[Yb`a Y]XYb`a ØW`hYb`"8]Yg`k]f_h
g]W\`Ui Z`X]Y`9bhgW\Y]Xi b[`VYnØ[`]W\`XYf`I f`Ui Vgn]Y`Y`Ui gž`XU`XUg
6Yk i ggghY]b`ZØf`YI hfYa Y`K YhhYfYFY][b]ggY`ghY][h`@Ui h`XYf
I a ZFU[Y`UW\hYb`*%a `XYf`6YZFU[hYb`_ØbZh][`a Y`f`Ui Z`X]Y`F]g]_Yb

j cb`9I hfYa k YhhYf"

9]b`k Y]hYfYf`HfYbXž`XYf`g]W`UVnY]W`bYhž`]gh`X]Y`gc`[YbUbbhY
7cc`WWh]cb ž`U`gc`I f`Ui VY`]b`_Ø`YfY`FY`[]cbYb``I a ZFU[Yb
nY][Ybž`XUgg`+`I`XYf`&`\$\$\$`VYZFU[hYb`8Yi hgW`Yb`Ub[VYVbž`XYf
?`]a Uk UbXY`k YfXY`]\fY`I f`Ui Vgd`Ubi b[`VYY]bZi ggYb``6Y`XYb
[Yk ØbgW`hYb`FY]gYn]Y`Yb`UVYb`@AbXYf`k]Y`:]bb`UbX`i bX`f`UbX
Yf\YV`]W`Ub`6Y`YVh\Y]h`[Yk cbbYb.`8]Y`B UW`ZFU[Y`gh]Y`[]a
JYf[`Y]W`ni a`Jcf`U`f`i a`%)`-I`VYn]Y`i b[gk Y]gY`%*(I`"8Yf
5bgh]Y`[]b`Gi W`UbZFU[Yb`ZØf`Yf]Yb`Ui gUi ZYb`h`U`hY`Ub`XYf
CghgYY`i a`%\$)I`i bX`]b`XYf`6fYhU[bY`i a`%*\$I`XYi hYh`XUfUi Z
\]bž`XUgg`j]Y`Y`FY]gYbXY`]\fYb`I f`Ui V`j Yfgh`f`_h`]b`[Ya`À»][hYb
?`]a UncbYb`j YfVf]b[Yb`a`ØW`hYb`"

8]Y`5i gk]f`_i b[Yb`XYg`?`]a Uk UbXY`g`Ui Z 9i fcdU

8]Y`g]W`Åi ZYbXYb`9I hfYa YfY][b]ggYž`k]Y`<]hY`!`i bX
?`Å`hYk Y`Ybž`g]bX`X]fY`_hY`:]c`[Yb`XYg`?`]a Uk UbXY`g`@Ui h`XYa`
8Yi hgW`Yb`K`YhhYfX]Ybgh`UVYb`gc`W`Y`K`YhhYfVYX]b[i b[Yb
Ybcfa`Y`k]fhgW`UZh]W`Y`5i gk]f`_i b[Yb`i bX`YfZcfXYfb`df`Ån]gY
?`]a UØVYfk UW`i b["8]Y`?`]a Ua`cXY`Y`nY][Ybž`XUgg`X]Y
<`Åi Z][_Y]hž`8Ui Yf`i bX`f`hYbg]h`Åh`X]YgYf`9fY][b]ggY`]b`Ni`_i bZh
UbghY][Yb`k YfXYb``f`XYb`Y`hnhYb`f`]\fYb`Yf`YVhY`9i fcdU`VYfY]hg
a`Y`fYfY`YI hfYa`Y`K`YhhYf`U[Ybž`XUfi b`hYf`Y]bY`<]hYk Y`Y`]a
Gca`a`Yf`&`%\$`i bX`[fUj]YfYbXY`B]YXYfgW`U[gYfY][b]ggYž`X]Y
gck`c`_`_U`hY`U`g`Ui W`Y`Y]»Y`D`UgYb`df`Å[hYb"

9]b`6Yf]W`h`XYg`**K`Y`h`_`]a UfUhg`nY][hž`XUgg`XYf`a`YbgW`]W`Y`
9]bZi gg`XYf`<Ui dhZU`_hc`f`ZØf`XYb`?`]a Uk UbXY`]gh`f`XYb`Y`hnhYb
&`\$`\$`f`]\fYb`g]bX`X]Y`CVYfZ`ÅW`YbhYa`dYfUhi`fYb`XYf`9fXY`gc
gW`bY`[Ygh]Y[Yb`k]Y`b]Y`ni j`cf`"8]Y`Dfc[bcgYb`XYi hYb`XUfUi Z
\]bž`XUgg`YI hfYa`Y`K`YhhYfd`Åbca`YbYž`k]Y`<]hYk Y`Y`b`cXYf
GhUf`_fY[Ybž`g]W`k`Y]hYf`j`Yfgh`f`_Yb`k`YfXYb``8]YgY`9bhk]W`_i b[Yb
ghY`Y`b]W`h`bi`f`Y]bY`<YfUi`gZcfXYfi b[`ZØf`X]Y`I f`Ui Vgd`Ubi b[
XUfž`gcbXYfb`Ui W`ZØf`X]Y`[YgUa`hY`;`YgY`gW`UZh"**

9]b`VYXYi hYbXYf`HY`]`XYf`8]g_i gg]cb`ØVYf`_]a Uh]gW`Y

J YfÅbXYfi b[Yb`_cbnYbhf]Yfh'g]W`Ui Z'X]Y`5bdUggi b[`Ub`X]YgY
 bYi Yb`6YX]b[i b[Yb``8Yi hgW`UbX`a i gg'g]W`a]h'XYb': c`[Yb`XYg
 ?`]a Uk UbXY`g`Ui gY]bUbXYfgYhnYb`i bX`XUVY]`Ö_c`c[]gW`Y
 @Ögi b[Yb`]bhY[f]YfYbž'i a`<cW`k UggYfgW`i hn'ni`j YfVYggYfb`i bX
 X]Y`I a k Y`h'ni`gW`ØhnYb``A U» bU`a Yb`k]Y`X]Y`F ØW_[Yk]bbi b[
 bUhØf`]W`Yf` , VYfZi hi b[gZ`ÅW`Yb`i bX`X]Y`F YbUhi f]Yfi b[`j cb
 ; Yk ÅggYfb`g]bX`XUVY]j cb`nYbhfU`Yf`K]W`h][_Y]h"

8]Y`?ca V]bUh]cb`Ui g`dYfgÖb`]W`Yb`F Y]gYj cf`]YVYb`i bX`XYb`g]W`
 j YfÅbXYfbXYb`_]a Uh]gW`Yb`6YX]b[i b[Yb`\Uh`VYfY]hg`Yhnh'ni f
 : c`[Yž`XUgg`]a a Yf`a Y`f`8Yi hgW`Y`U`hYfbUh]j Y`I f`Ui Vgn]Y`Y`]b
 6YhfUW`h'n]Y`Yb`i bX`]`f`F Y]gYj Yf`U`hYb`UbdUggYb``8]Y`@ Zh`k]fX
 \Y]» Yfž`X]Y`8]g_i gg]cbYb`ØVYf`[Ya Y]bgUa Y`A U» bU`a Yb`YXcW`
 Yfgh`VY[]bbYb"

8YhU]`g	
J cfZU``	9I hfYa k YhYf
I fgUW`Y	?`]a Uk UbXY`
C fh	8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "h!cb`]bY"XY • k k k "Xk X"XY • k k k "k k Z"XY

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