

Gi \ `gYhnh'Ui Z'Gc`Uf. '< Y]nk Yf_`k]fX`ni f [fØbYb`9bYf[]Yei Y`Y°

8]Y`GhUXhk Yf_Y`Gi \ `gYhnYb`Ua`%\$+&\$&) `Ui Z
B UWX`U`h][_Y]h'a]h'Y]bYf`bYi Yb`D\chcj c`hU]_Ub`U[Y`ni f
YZZ]n]YbhYb`9bYf[]YfnYi [i b ["



Gi \ `ž`8Yi hgW\`UbX`!`#`Y]bYf`ni`_i`bZhgk Y]gYbXYb`9bhgW\Y]Xi`b[
\UVYb`X]Y`GhUXhk Yf_Y`Gi \ `#NY`U!A Y\`]g`fGK GNŁ`Zc`fhUb`Ui Z
fY[YbYfUh]j Y`9bYf[]Y`[YgYhnh`A]h'Y]bYf`#j Ygh]h]cb`j`cb`&-`\$`\$\$`\$`
9i`fc`k`]fX`Ui ZXYa`8 UWX`XYg`<Y]nk Yf_g`Ua` :`fØ\`]W\Yb`A`Ubb`Y]bY
bYi Y`D\chcj c`hU]_Ub`U[Y`]bghU`]Yfh`8Yf`5VVUi`XYf` ;`Ughi`fV]bYb
]a`<Y]nk Yf_`j`cf`nk`Y]`#Y\`fYb`k`Uf`bi`f`XYf`YfghY`GW\`f]h]`b
F`]W\`hi`b[`B UWX`U`h][_Y]h`<Yi`hY`ØVYfb]a`a`h'Y]bY`bU\`YghY\`YbXY
A`Ø`j`YfVfYbbi`b[`gUb`U[Y`XYb` ;`fc`»`hY]`XYf` :`Yfbk`Àfa`YYfnYi [i b [
 ;`Ug`k`]fX`Ui`ggW\`Y`»`]W\`j`Yfk`YbXYhž`k`Ybb`X]Y`A`Ø`j`YfVfYbbi`b[
gh]`ghY\`hž`Yhk`U`k`À\`fYbX`Y]bYf`F`Yj`]g]cb"

K`]f`g]bX`Ui ZXYf`Gi W\Y`bUWX`i`b[`Ybi`hnhYb` :`ÀW\Yb`i`bX`VUi`Yb
XUa`]h[`Y]W\`nY]h][`Y]bY`J`YfV]bXi`b[`ni`i`bgYfYb`J`YfVfUi`W\Yfb

Ui Z ž'gc'; YgWÅZhgzØ\ fYf'H]bc'GWÅZYfž'XYf'X]Y'J cfhY]'Y'X]YgYf
bYi Yb'GhfUHy[]Y'i bhYfghfY]WÅh''8i fWÅ'X]Y'ǂhY[fUh]cb'j'cb
Gc'UFYbYf[]Y]'b'X]Y': Yfbk Åfa Yj Yfgcf[i b['nY][h'GK GN'b]WÅh'bi f
Y]b'9b[U[Ya Ybh'ZØf'B UWÅ\U'h][_Y]hž'gcbXYfb'Ui WÅ'Y]b'; YgdØf'ZØf
k]fhgWÅUZh]WÅY'9ZZ]n]Ybn"

J c f h Y] ` Y ` X Y f ` D \ c h c j c ` h U] _

8]Y'9bhgWÅY]Xi b['ZØf'D\c h c j c ` h U] _ k]fX'Xi fWÅ'Y]bY' [YbYfY`Y
?cghYbYbhk]W_`i b['i bhYfa Ui Yfh"@Ui h'≠ 9B5'g]bX'X]Y' [`cVU`Yb
Ghfca [YghY\i b[g_cghYb'f@7C 9E'ZØf'bYi 'i]b'6Yhf]YV' [Ybca a YbY
Gc'Uf!DJ!5b`U[Yb'ja 'ǂ\f'&\$&&' [Ygi b_Yb' `Y]b' _UfYf'HfYbX'\]b
ni `cghYb[Øbgh][YfYb'YfbYi YfVUfYb'9bYf[]Yb"; `Y]WÅgUa 'gUb_Yb
X]Y'@7C 9'ZØf'Cb g\cfY!K]bXdfc'Y_hY'i a ') 'i ž'k Ug'X]Y
k]fhgWÅUZh]WÅYb'J c f h Y] ` Y 'j c b 'Gc'Uf!'i bX'K]bXhYWÅbc`c[]Yb
j YfghÅf_h"

8]YgY'DfY]gYbhk]W_`i b['a UWÅh'X]Y'ǂj Ygh]h]cb'b]WÅh'bi f
Ò_c`c[]gWÅžgcbXYfb'Ui WÅ'Ò_c b c a]gWÅ'UhhfU_h]j "'a 'J Yf[`Y]WÅ'ni
Zcgg]Yb'6fYb b g h c ZYb'nY][Yb'X]Y'U_hi Y`Yb'NU\`Ybž'XUgg'Gc'Uf!DJ
ja 'ǂ\f'&\$&&'VYfY]hg'i a '&- 'i ' [Øbgh][Yf'k Uf'U`g'X]Y' [Øbgh][ghYb
Zcgg]Yb'9bYf[]Yei Y`Yb"6Ya Yf_Ybgk Yfh]gh'X]Y'6chgWÅUZh'X]Y
X]YgY'9bhk]W_`i b['gYbXYh'9fbYi YfVUfY'9bYf[]Yb'g]bX'b]WÅh'bi f
[i h'ZØf'XUg'?`ja Už'gcbXYfb'Ui WÅ'ZØf'XUg'DcfhYa cbbU]Y'XYf
J YfVfUi WÅYf"

8] Y ` i b h Y f g h Ø h n i b [` X i f W Å ` X] Y ` G h U X h k Y f _ Y

K Yf'a Y\ f'ØVYf'X]Y'Z]bUbn]Y`Yb'A Ò[`]WÅ_Y]hYb'i bX': ØfXYfi b[Yb
ja '6YfY]WÅ'D\c h c j c ` h U] _ YfZU\ fYb'a ÒWÅhYž'Z]bXYh'VY]'XYb
GhUXhk Yf_Yb'Gi '\#NY`U!A Y\]g'k Yfhj c`Y'ǂZcfa Uh]cbYb"8]Y
i a ZUggYbXY'D\c h c j c ` h U] _ V Y f U h i b [` \] Zh]bhYfYgg]YfhYb
6Øf[Yf.]bbYbž'Y][YbY'Dfc'Y_hY'ni 'd`UbYb'i bX'cdh]a U`ni
fYU`g]YfYb"8]Y'GK GN']gh'XUa]h'b]WÅh'bi f'Y]b'fY[]cbU'Yf'5bV]YhYfž
gcbXYfb'Ui WÅ'Y]b'DUfhbYf'Ui ZXYa 'K Y['ni f'B UWÅ\U'h][_Y]h"

8]Y'ǂ]h]Uh]j Y'XYf'GhUXhk Yf_Y]'gh'b]WÅh'bi f'Y]b'k Y]hYfYf'6Ui ghY]b
ZØf'X]Y'`c_U'Y'9bYf[]Yj Yfgcf[i b[ž'gcbXYfb'gYhnh'Y]b'NY]WÅYb'ZØf

Y]bY [fØbY`Ni _i bZh"K Å\fybX`X]Y`K Y`hg]W`ni bY\`a YbX`]b
 F]W`hi b [`YfbYi YfvUfYf`9bYf []Yb`VYk Y [hž`nY][h`XUg`<Y]nk Yf_`Ua
 : fØ\`]W`Yb`A Ubbž`XUgg`Ui W`]b`_`Y]bYfYb`GhÅXhYb` [fc» Y`GW`f]hY
]b`X]Y`f]W`h][Y`F]W`hi b [`a Ò [`]W`]g]bX"

8YhU]`g	
C fh	Gi \`ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "]bgi YXh\i Yf]b [Yb"XY • k k k "gk gn"XY • k k k "]fYbU"cf[

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