

I bk YhhYfk Ufbi b ['ZØf`GUVX gYbž`GUVX gYb!
5b\U`h'i bX`H\Øf]b [Yb.`<YZh][Y'; Yk]hhYf°

<YZh][Y'; Yk]hhYf'i bX`Ghi fa VÖYb`Yfk UfhYb`H\Øf]b [Yb`Ua
&' "\$*"&\$&) ' `YfZU\fyb`G]Y`U`Yg'ni f`U_hi Y`Yb`K YhhYf`U[Y"



H\Øf]b [Ybž`8Yi hgWX`UbX`!`#`GUVX gYbž`GUVX gYb!5b\U`h'i bX
H\Øf]b [Yb`Äi hYh`X]Y`K cWX`Y`a]h`hY]`g`Y`Z][Yb`K YhhYfYfY][b]ggYb
XYb`Gca a Yf`Y]b"@Ui h`XYa`8Yi hgWX`Yb`K YhhYfX]Ybgh`fB`K`8`g]bX
Ua`Y`h][Yb`A`cbhU[`VYfY]hg`Ua`ZfØ`Yb`A`cf[Yb`Øfh]WX`Y'; Yk]hhYf
a`Ö[`]WX`"J`cf`U`Ya`]a`HU[Ygj`Yf`Ui`Z`VfY]hYb`g]WX`j`cb`K`YghYb`Yf
_fÄZ][Y'; Yk]hhYf`Ui`gž`X]Y`b]WX`h`bi`f`a`]h`GhUf`_fY[Ybž`gcbXYfb
Ui`WX`a`]h`ghØfa`]gWX`Yb`6ÖYb`Y]b`Yf[Y`Yb`_ÖbbYb`"Øb[ghY
Dfc[bcgYb`j`cb`5bhYbbY`H\Øf]b [Yb`VYghÄh][Ybž`XUgg]a`@Ui`ZY
XYg`BUWX`a`]hU[g`i`bX`5VYbXg`a`]hY]bYf`i`bk`YhhYf[YZU`f`ni
fYWX`bYb`]gh"

8]Y`Yfk UfhYhYb`B]YXYfgWX`Ä[Y`_ÖbbYb`XUVY]`V]g`ni`%)`@]hYf`dfc
E`i`UXfUha`YhYf`VYhfU[Ybž`VY[`Y]hYh`j`cb`_Y]b`_Öfb][Ya`<U[Y`i`bX

Ghi fa VÖYbžX]Y ; YgWk]bX][_Y]hYb j cb`V]g`ni`%\$\$`?`]ca YhYfb
dfc`Ghi bXY`YffY]WYb`_ÖbbYb``5i W`]b`\\Ö\YfYb`@U[Ybžk]Y`XYa
:]W hY`VYf[`cXYf`XYa`H\Øf]b[Yf`K U`Xž`g]bX`ghØfa`]gWY`6ÖYb`ni
Yfk UfhYb"

HYa dYfUhi fd fc[bcgYb`i bX`K YhhYfj Yf`Ui Z

8]Y`<ÖWghhYa dYfUhi fYb`]b`XYb`VYhfcZYbYb`6i bXYg`ÀbXYfb
j Uf]]YfYb`nk]gWYb`i&) `i bX`&-` ; fUX`7Y`g]i gž`k À\YbX`Yg`]b`XYb
6Yf[fY[]cbYb`_Ø\`Yf`V`Y]Vhž`a`]h`K YfhYb`j cb`&%`V]g`&*` ; fUX``5a
5VYbX`n]Y\Yb`X]Y ; Yk]hhYf`gW`]Y»`]W`cghk`Àfhg`UVž`i bX`XUg
K YhhYf`VYfi`\\][`h`g]W`ž`Gc`]gh`ZØf`8]YbghU[`Y]b`k`YW`gY`\\UžhYf
6Y[]bb`a`]h`Y]bnY`bYb`GW`Ui`Yfb`i bX`HYa dYfUhi fYb`nk]gWYb`i&&
i bX`&*` ; fUX`j`cf[YgY\Ybžk]Y`8K`8`k`Y]hYf`Yf`Ài`hYfh"

5VYf`k`Ug`VYXYi`hYh`XUg`ZØf`X]Y`b`ÀW`ghYb`HU[Y3`8]Y`J`cf\`YfgU[Y
nY][`hž`XUgg`k`]f`Ua``A`]h`k`cW`a`]h`\\Y]hYf`V]g`k`c`_][`Ya`K`YhhYf`i`bX
<ÖW`ghk`YfhYb`j`cb`&+`V]g``\$` ; fUX`fYW`bYb`_ÖbbYb``9]b`Zf]gWYf
K`]bX`k`]fX`i`bg`k`Y]hYf`\\b`VY[`Y]hYb``8cW`_ÖbbYb`k`]f`i`bg`b]W`h
Ui`ZY]bY`ghUV]`Y`K`YhhYf`U[Y`j`Yf`UggYb.`5V`8cbbYfghU[`g]bX
k]YXYf`GW`Ui`Yf`i`bX` ; Yk]hhYf`]b`5i`gg]W`hž`k`Ug`X]Y`A`Ö[`]W`_Y]h
j`cb`9i`hfYa`k`YhhYfYfY][`b]ggYb`Yf`\\Ö`h"

?`]a Uk UbXY`i bX`9i hfYa k YhhYf

8Yf`?`]a Uk UbXY`]gh`_Y]b`ZYfbYg`D\`Àbca`Ybž`gcbXYfb`\\Uh
_cb`fYhY`5i`gk`]f`_i`b[Yb`Ui`Zi`bgYf`K`YhhYf`
9i`hfYa`k`YhhYfYfY][`b]ggY`k`]Y`GhUf`_fY[Ybž`8ØffY`i`bX` ; Yk]hhYf
bY\`a`Yb`ni`ž`i`bX`XYf`Ni`gUa`a`Yb`\\Ub[`nk]gWYb`X]YgYb
K`YhhYf`U[Yb`i`bX`XYa`?`]a Uk UbXY`k`]fX`]a`a`Yf`XYi`h`]W`Yf``8Yf
8K`8`dfc[bcgh]n]Yfhž`XUgg`X]Y`<`Ài`Z][`_Y]hi`bX``hYbg]h`À`h`gc`W`Yf
K`YhhYf`d\`Àbca`YbY`]b`Ni`_i`b`Zh`k`Y]hYf`ghY][`Yb`k`YfXYb``@Ui`h`5F`8
5`d`\\U`g]bX`fi`bX`+`\$`Dfc`nYb`h`XYf`i`b`hYf`gi`W`hYb
9i`hfYa`k`YhhYfYfY][`b]ggY`Xi`fW`X`Yb`?`]a Uk UbXY`
k`U\`fgW`Y]b`]W`Yf`cXYf`Ui`g[Ydf`À[`hYf`[`Yk`cfXYb"

A`]h`Y]bYa`HYa dYfUhi fUbg]h]Y[`j`cb`%ž+` ; fUX`7Y`g]i`g`gY]h`%`,`%
g]bX`X]Y`5i`gk`]f`_i`b[Yb`VYfY]hg`gdØfVUf``<Ö\YfY`HYa dYfUhi fYb

ZØ\fyb'ni'ia Y\fk UggYfUi ZbU\ a Y'jb'XYf'@ Zh'k Ug'k]YXYfi a
 \YZh][Y'B]YXYfgW\À[Y'ni f': c`[Y'\UVYb'_Ubb"8]Y'_ca a YbXYb
 HU[Y'_ÒbbhYb'U`gc'b]W\h'bi f'K Àfa Yž'gcbXYfb'Ui W
 \YfUi gZcfXYfbXY'K YhhYf'U[Yb'a]h'g]W\Vf]b[Ybž'X]Y'i bg'U`Yb'jb
 9f]bbYfi b['V`Y]VYb'_ÒbbhYb"

8YhU]`g	
C fh	H\Øf]b[Ybž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "UbhYbbYh\i Yf]b[Yb"XY • k k k "Xk X"XY • k k k "UfXU`d\U"XY

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